

COMMONWEALTH OF KENTUCKY

CITY OF LONDON

ORDINANCE NO. 2026-02

AN ORDINANCE OF THE CITY OF LONDON, KENTUCKY, REPEALING ORDINANCE NOS. 2012-19, 2015-09, 2022-13, AND 2025-13 AND REPEALING THE EXISTING PAY AND CLASSIFICATION PLAN FOR CITY EMPLOYEES AND NON-ELECTED OFFICERS OF THE CITY OF LONDON, KENTUCKY, AND ESTABLISHING A PAY AND CLASSIFICATION PLAN WITH AUTHORIZED POSITIONS, ASSIGNED GRADES, AND SALARIES, ESTABLISHING CERTAIN PERSONNEL PROCEDURES, AUTHORIZING SEVERANCE, AND DECLARING AN EMERGENCY

WHEREAS, the City Council of the City of London, Kentucky is required by KRS 83A.070 to have a pay and classification plan; and

WHEREAS, the City Council, Mayor, Department Heads, and others have met and attempted to determine appropriate staffing; and

WHEREAS, Attorney for the City Council has undertaken an evaluation of exemptions under the FLSA to determine appropriate exemptions thereunder; and

WHEREAS, the City Council has made determinations about appropriate staffing determinations for the present time, but fully intends to re-evaluate staffing levels and compensation with the City work force to be in effect for the 2026-2027 budget cycle and will revisit pay and classification determinations in May, 2026;

NOW THEREFORE BE IT ORDAINED BY THE CITY OF LONDON, KENTUCKY, as follows:

Section I: That Ordinance Nos. 2012-19, 2015-19, 2022-13, and 2025-13 be repealed in their entirety.

Section II: That the Pay and Classification Plan, attached as **Exhibit A**, which is incorporated herein, with the job titles, grades, departments, denotation of whether the position is a non-elected officer, denotation of whether the position is salary (FLSA exempt) or hourly, and number of maximum authorized positions for each job title and grade, and attached as **Exhibit B**, which is also incorporated herein, with the pay for each position, which shall not be deviated from, be adopted as amended. Certain positions within that pay and classification plan deemed “Transitional” are temporarily authorized to continue in force; provided, however, that if a vacancy occurs within the department, it shall not be refilled, and if a vacancy occurs to an regularly authorized position, it must be filled with a transitionally authorized person, and if it is not so filled, all Transitional positions within the relevant department shall be deemed unauthorized. For the avoidance of doubt, the Transitional positions are to create a hiring freeze, until the total complement of the relevant department is reduced to the total staffing levels set

forth in **Exhibit A**. City Council expressly reserves the right to discontinue Transitional authorizations by further ordinance amendment at any time.

Further, within the Police Department, an additional stipend is authorized for police officers performing additional duties as ABC Administrator and ABC enforcement officers; specifically one ABC Administrator and up to four ABC enforcement officers. The stipend shall be between \$1 per hour and \$4 per hour for hourly employees at the discretion of the Mayor and between \$2500 per year and \$5000 per year for salary employees assigned those duties.

Section III: Prior to any position corresponding with an established non-elected officer position shall only be paid the rate for the position once the person appointed to that position meets all qualifications for that position as required by ordinance, has been nominated by the Mayor and received the approval for their appointment by the City Council, all as required by KRS 83A.080 and City Ordinance, and has taken the oath of office for that position.

Section IV: That a new section of City Ordinances shall be enacted as Section 27.02 of the City of London Code of Ordinances:

- (A) Any employee appointed to serve in an acting, versus permanent capacity, shall be paid their pay for their normal rate, and shall not be permitted to be paid the rate of the acting position; further, in no event shall any acting position be filled for a period of more than a total of 180 days and no person who was appointed to an acting position shall be re-appointed to any acting position.
- (B) Any temporary or seasonal appointment to a position shall not be paid or kept on the payroll for a period of more than ninety (90) calendar days per year.
- (C) All employees and non-elected officers shall be screened with a criminal background check prior to appointment, and, in the event that any employee shall have been convicted for any felony or misdemeanor crime involving dishonesty, disclosure to the City Council and approval of the City Council shall be required for any such appointment prior to the start of employment.
- (D) To exercise any powers under KRS 83A.130(7) to any appointments to positions within the pay and classification plan, the Mayor shall delineate by executive order all persons appointed to positions within the pay and classification plan, the rate of pay, as well as any prior experience determinations that the Mayor makes to implement the pay and classification plan. No person shall be appointed to any position within the City pay and classification plan who is not appointed by executive order that complies with the requirements herein.
- (E) No person shall be employed by the City of London, unless that position is contained within the pay and classification plan, and, for the avoidance of all doubt, the Mayor is not authorized to create or establish any position. The only positions of employment with or for the City of London shall be those contained within the pay and classification plan contained at Exhibits A and B hereto.
- (F) No part time position within the pay and classification plan shall be permitted to work more than 25 hours per week.

- (G) The experience brackets within the pay and classification plan shall include only full years of prior experience with either the City of London, or the same or substantially similar position with another government or, where relevant, prior employer. General work experience or time in the work force generally shall not satisfy that requirement. For law enforcement positions, to be the same or substantially equivalent position, such experience requires prior certified law enforcement experience. For fire or rescue positions, to be the same or substantially equivalent position, such experience requires prior service on a fire or rescue squad. For any office work, to be the same or substantially equivalent position, such experience requires substantially similar experience in a professional office setting.
- (H) To the extent any reductions in force are necessitated by the adoption of this ordinance or any other pay or classification plan, shall first be made to any temporary or seasonal employees, and then be based on seniority based upon time employed with the City of London, Kentucky, with the newest employees reduced first.
- (I) Because the City of London receives certain federal funding, potentially triggering the requirements of 5 U.S.C. §§ 7321–7326, and to avoid any potential audits or inquiries, no employee of the City shall be a candidate for any partisan public office, while employed with the city.

Section V: Severance authorized.

- (A) The Mayor may, at his election, elect to extend severance packages to any employee of the City of London who was employed on or before December 1, 2025 and whose position was eliminated with the adoption of this Ordinance 2026-02 or Ordinance 2025-13, by informing the City Council of his election to do so, which may be done by email, of his intention to do so on or before 4:00 p.m. on January 9, 2026 along with a list of employees who were extended severance packages, and by extending the severance packages as provided herein.
- (B) In the event the Mayor extends such severance packages, and notwithstanding any other provisions of this ordinance, any employee whose position was eliminated and is extended a severance package, may be continued in employment at the grade and rate of pay they held on December 1, 2025, through January 31, 2026 to permit them time to consider the severance packages.
- (C) The severance package shall include transmission to any employee whose position was eliminated a severance agreement that shall include a full release of any and all claims arising in way out of employment with the City of London, including any claims arising from the passage or adoption of Ordinance Nos. 2025-13 or this ordinance 2026-02, of the City, its elected officials the Mayor and all members of the City Council, and any other city officer, employee, attorney, agent, or assign, and in a form of release otherwise approved by the City Attorney and attorney for the City Council and is commonly employed in employee severance agreements.
- (D) The severance package and release must be delivered or communicated to any affected employee on or before 4:00 p.m. on January 9, 2026.

- (E) The affected employee must decide within 21 days of January 9, 2026, whether to accept the severance, and shall accept the severance by returning the release and severance agreement on or before January 30, 2026. A failure to return the release and severance agreement by January 30, 2026, shall be deemed a declination of the package. The Mayor will communicate to the City Council on or before 4:00 p.m. on February 2, 2026, a list of employees who accepted the severance.
- (F) In exchange for the acceptance of the package and execution of the release, and notwithstanding any other provisions of this ordinance, the affected employee shall be continued in employment through February 28, 2026, and be provided severance as follows: (i) for employees employed one year or less as of January 1, 2026: 4 weeks' pay as severance along with accrued vacation and sick time; (ii) for employees employed more than one year, severance shall be calculated at 4 weeks' pay along with accrued vacation and sick time, plus an additional two weeks' pay for each additional year beyond one year that the employee was employed, up to a maximum of 26 weeks' pay. For part time pay, the average hours worked in calendar year 2025 shall be used to calculate such pay for the severance, and for full time pay, forty hours per week shall be used to calculate the severance.

Section VI: Pursuant to KRS 83A.06(7), and by a vote of 2/3 of the membership of the London City Council, an emergency is declared to exist, in that the failure of this ordinance to immediately take effect results in the layoff of necessary employees, which are critical to providing essential services, and, consequently, this ordinance must be immediately effective.

Section VII: That any ordinances in conflict with this ordinance be repealed to the extent of such conflict.

Section VIII: That this ordinance shall be effective upon its enactment. If any section, sentence, clause, or phrase of this Ordinance is held unconstitutional or otherwise invalid, such infirmity shall not effect the validity of the remaining ordinance.

First Reading/Enactment: January ____, 2026

Publication: _____, 2025

Mayor

ATTEST: _____
CITY CLERK

EXHIBIT A

Full Time Positions (by department):	Department	Maximum Number of Regular Positions Authorized	Maximum Number of Transitional Positions Authorized	Grade	Non-Elected Officer	Salary/Hourly
Clerk/Administration						
City Clerk	Clerk/Administration	1	0	13-S	YES	Salary
Director of Finance	Clerk/Administration	1	0	10-S		Salary
Director of Human Resources	Clerk/Administration	1	0	10-S		Salary
AR Dyche and License Clerk	Clerk/Administration	1	0	6		Hourly
Open Records and ABC Clerk	Clerk/Administration	1	0	6		Hourly
Total Clerk/Administration Employees	Clerk/Administration	5	0			
Building Inspector						
Building Inspector	Building Inspector	1	0	11-S	YES	Salary
Assistant Building Inspector	Building Inspector	1	0	7		Hourly
Code Enforcement Officer	Building Inspector	1	0	5		Hourly
Total Building Inspector Employees	Clerk/Administration	3	0			
Informational Technology						
Informational Technology Director	Informational Tech	1	0	10-S		Salary
Total Informational Technology	Informational Tech	1	0			
Police Department						
Police Chief	Police	1	0	13-S	YES	Salary
Police Major	Police	1	0	12-S		Salary
Police Captain	Police	1	0	11-S		Salary
Police Lieutenant	Police	2	0	10		Hourly
Police Sergeant	Police	2	0	8		Hourly
Detective, attached to FBI task force	Police	1	0	9		Hourly
Detective, attached to DEA task force	Police	1	0	7		Hourly
Detective	Police	2	0	9		Hourly
Corporal	Police	2	2	7		Hourly
Patrolperson	Police	10	2	6		Hourly
Police Open Records Clerk (unsworn)	Police	1	0	6		Hourly
Intelligence Analyst (unsworn)	Police	1	0	6		Hourly
Total Police Employees	Police	25	4			
Fire Department						
Fire Chief	Fire	1	0	10-S	YES	Salary
Assistant Fire Chief	Fire	1	0	9-S		Salary
Battalion Chief	Fire	3	0	9-S		Salary
Fire Lieutenant	Fire	3	0	8-FD		Hourly
Firefighter II	Fire	6	0	7-FD		Hourly
Firefighter	Fire	3	0	6-FD		Hourly
PT Firefighter	Fire	10	0	PT		Hourly
Total Fire Employees	Fire	27	0			
Rescue Department						
Rescue Chief	Rescue	1	0	7-S		Salary
Assistant Rescue Chief	Rescue	1	0	6-S		Salary
PT Rescue	Rescue	9	0	PT		Hourly
Total Rescue Employees	Rescue	11	0			
Street						
Public Works Director	Street/Sanitation	1	0	11-S	Yes	Salary
Street Operation Manager	Street	1	0	9-S		Salary
Lead Mechanic	Street	1	0	7		Hourly
Street Class A CDL	Street	1	0	6		Hourly
Crew Leader/Operator	Street	3	0	6		Hourly
Mechanic	Street	2	0	5		Hourly
Office Manager/Safety Coordinator	Street	1	0	5		Hourly
Assistant Street Operation Manager	Street	1	0	4		Hourly
Maintenance Tech	Street	1	0	4		Hourly
AP Receptionist	Street	1	0	4		Hourly
Laborer	Street	9	0	3		Hourly

Total Street Employees	Street	22	0		
Sanitation					
Sanitation Ops Manager	Sanitation	1	0	9-S	Salary
Route and Billing Manager	Sanitation	1	0	8	Hourly
Transfer Station	Sanitation	1	0	7	Hourly
Sanitation Class A CDL	Sanitation	3	0	6	Hourly
Sanitation Class B CDL	Sanitation	4	0	5	Hourly
Sanitation Mechanic	Sanitation	2	0	5	Hourly
Maintenance Tech	Sanitation	2	0	4	Hourly
Assistant Sanitation Ops Manager	Sanitation	1	0	4	Hourly
Recycling Center Operator	Sanitation	5	0	3	Hourly
Recycling Center Attendant	Sanitation	3	0	1	Hourly
Total Sanitation Employees	Sanitation	23	0		

EXHIBIT B

Salary Exempt Grades

Grade	0-3 years experience	4-9 years experience	10-14 years experience	15-19 years experience	20-24 years experience	25+ years experience
6-S	\$48,000.00	\$52,500.00	\$56,750.00	\$61,000.00	\$65,500.00	\$69,750.00
7-S	\$51,000.00	\$55,500.00	\$61,000.00	\$64,500.00	\$69,000.00	\$74,000.00
8-S	\$53,870.00	\$58,719.00	\$63,658.00	\$68,417.00	\$73,250.00	\$78,000.00
9-S	\$57,945.00	\$63,160.00	\$68,375.00	\$73,590.00	\$78,805.00	\$84,000.00
10-S	\$60,715.00	\$66,786.00	\$72,857.00	\$78,928.00	\$84,999.00	\$91,070.00
11-S	\$63,000.00	\$69,000.00	\$75,000.00	\$81,500.00	\$87,500.00	\$93,250.00
12-S	\$65,260.00	\$71,791.00	\$78,322.00	\$84,853.00	\$91,384.00	\$97,915.00
13-S	\$69,806.00	\$76,787.00	\$83,768.00	\$90,749.00	\$97,730.00	\$104,711.00

Hourly Grades

Grade	0-3 years experience	4-9 years experience	10-14 years experience	15-19 years experience	20-24 years experience	25+ years experience
1	\$15.00	\$15.68	\$16.36	\$17.03	\$17.71	\$18.39
2	\$15.59	\$16.35	\$17.12	\$17.88	\$18.65	\$19.41
3	\$16.26	\$17.18	\$18.10	\$19.02	\$19.94	\$20.86
4	\$17.79	\$19.03	\$20.28	\$21.89	\$22.77	\$24.02
5	\$19.17	\$20.70	\$22.23	\$23.76	\$25.30	\$26.83
6	\$23.14	\$25.22	\$27.30	\$29.38	\$31.45	\$33.53
7	\$24.52	\$26.72	\$28.93	\$31.13	\$33.34	\$35.55
8	\$25.90	\$28.23	\$30.56	\$32.89	\$35.22	\$37.56
9	\$27.86	\$30.37	\$32.87	\$35.38	\$37.89	\$40.39
10	\$29.19	\$32.11	\$35.03	\$37.95	\$40.86	\$43.78

Fire Department Hourly Grades (48/96 schedule)

6-FD	\$13.51	\$13.58	\$15.67	\$16.84	\$17.92	\$19.12
7-FD	\$14.51	\$14.59	\$16.83	\$18.08	\$19.24	\$20.54
8-FD	\$15.59	\$17.13	\$18.66	\$20.20	\$21.74	\$23.28

Part Time Grades (All Experience)

PT	\$12.00
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