

ORDINANCE NO. 2454

AN ORDINANCE OF THE CITY OF ERLANGER IN KENTON COUNTY KENTUCKY ESTABLISHING A PERSONNEL PAY AND CLASSIFICATION PLAN FOR ALL ERLANGER EMPLOYEES AND NONELECTED CITY OFFICERS

WHEREAS, K.R.S. 83A.070 (2) requires an ordinance of the city fixing the compensation of city employees and nonelected city officers in accordance with a personnel and pay classification plan; and

WHEREAS, the compensation of city employees and nonelected city officers was previously established in accordance with a personnel and pay classification plan in Ordinance; and

WHEREAS, that previously established personnel and pay classification plan is in need of revision; and

NOW, THEREFOR, be it ordained by the City of Erlanger, in Kenton County, Kentucky as follows:

Section 1.0 Personnel Classification Plan

The classification by Title and the authorized number of nonelected officers and employees within each classification is hereby established in conformity with the schedule attached hereto and incorporated herein by reference entitled Job Titles and Position Count 2017/2018.

Section 2.0 Pay Plan

Attached hereto and incorporated herein by reference is a schedule entitled Wage Scale 2018, which is a schedule of the bands of pay for each position of employment and nonelected office in the City of Erlanger, which includes a minimum, midpoint and a maximum rate within each band of compensation.

Section 3.0 Compensation of Employees and Nonelected Officers

Within the limits of the applicable annual budgets established by ordinances of the City of Erlanger, each employee and nonelected officer of the City shall be compensated for their respective labor and services in an amount within the pay band hereby established for their respective positions; but at the amount within their respective pay band determined by the executive authority of the City upon the consideration of all relevant factors, including, without limitation, the education, experience, performance, merit and longevity of each

employee and nonelected officer.

Additionally, the compensation of Erlanger employees and nonelected officers may but are not required to be supplemented through one time annual:

3.1 Merit Awards not exceeding \$800, the details of which are more particularly described in COE 4.2 of the Erlanger Personnel Policies, which section is hereby incorporated herein by reference; and

3.2 Longevity pay not exceeding \$3,500, the details of which are more particularly described in COE 4.3 of the Erlanger Personnel Policies, which section is hereby incorporated herein by reference.

Section 4.0 Characteristics of Positions

The job specifications, essential functions, duties, qualifications and other characteristics of each position of employment and nonelected office hereby classified shall be established in the Personnel Policies of the City established by the Erlanger City Council through Municipal Orders.

Section 5.0 Provisions Severable

The provisions of this Ordinance are severable; and the invalidity of any provision of this Ordinance shall not affect the validity of any other provision thereof; and such other provisions shall remain in full force and effect as long as they remain valid in the absence of those provisions determined to be invalid.

Section 6.0 Conflicting Ordinances Repealed

Erlanger Ordinances 1665, 2356, 2371, 2428 and 2445, which are now codified as sections 35.01, 35.02, 35.03, 35.04, 35.05, 35.06 and 35.07 are hereby repealed, along with all other ordinances or parts of ordinances in conflict with the provisions of this Ordinance.

Section 7.0 Effective Date

This Ordinance shall become effective at midnight on the evening of June 30, 2017.

TYSON HERMES, Mayor

DATE: _____