

ORDINANCE NO. 2544

AN ORDINANCE OF THE CITY OF ERLANGER IN KENTON COUNTY KENTUCKY ESTABLISHING A PERSONNEL PAY AND CLASSIFICATION PLAN FOR ALL ERLANGER EMPLOYEES AND NON ELECTED CITY OFFICERS AND REPEALING SECTIONS 35.003 AND 35.004 OF THE ERLANGER CODE OF ORDINANCES (ORDINANCE NO. 2454),

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

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

WHEREAS that previously established personnel and pay classification plan needs revision; and

WHEREAS it is the intent of the Erlanger City Council to repeal Sections 35.0003 and 35.0004 of the Erlanger Code of Ordinances; and

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

Underlined sections are being added and strikethrough sections are being deleted.

Section 1.0 Pay Plan

Attached hereto and incorporated herein by reference is a schedule entitled Wage Scale FY2023, which is a schedule of the bands of pay for each position of employment and non elected office in the City of Erlanger, which includes a minimum, ~~midpoint~~, and a maximum rate within each band of compensation.

Section 2.0 Compensation of Employees and Non Elected Officers

Within the limits of the applicable annual budgets established by ordinances of the City of Erlanger, each employee and non elected 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 non elected officer.

Section 3.0 Repealing Characteristics of Positions and Job Titles and Position Counts

Section 35.0004 of the Erlanger Code of Ordinances

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

Section 35.005 Job titles and Position Counts shall be repealed in its entirety.

Section 4.0 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 5.0 Conflicting Ordinances Repealed

Erlanger Ordinances 2454 and 2533, which are now codified as sections 35.001, 35.002, 35.003, 35.004, 35.005, and 35.006 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 September 6, 2022.

JESSICA FETTE, Mayor

DATE: September 6, 2022