

ORDINANCE NO.

**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**

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

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 FY2026, 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 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 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Section 4.0 Conflicting Ordinances Repealed

All prior Ordinances related to the Personnel Pay and Classification Plans shall be repealed. All prior ordinances related to the Personnel Pay and Classification Plans shall be repealed.

Section 5.0 Effective Date

This Ordinance shall be effective upon being published.

Adopted this _____ day of June, 2025.

First Reading-
Second Reading-

Votes Cast: _____ Yes, _____ No

City of Erlanger

Jessica Fette
Mayor

Attest:

Sherry Hoffman
City Clerk