

ORDINANCE NO. BG2020 - 14

ORDINANCE RELATING TO CLASSIFICATION/PAY SCHEDULES

ORDINANCE AMENDING THE CLASSIFICATION/PAY SCHEDULES "G" FOR GENERAL CLASSIFIED, "F" FOR FIRE, "P" FOR POLICE, "D" FOR DEPARTMENT HEAD / MANAGEMENT AND "U" FOR UNCLASSIFIED PART-TIME EMPLOYEES, AND AUTHORIZING PAY INCREASES FOR FISCAL YEAR 2021

WHEREAS, an Ordinance establishing the classification/pay schedules for classified and unclassified employees is adopted each fiscal year to authorize the classifications and pay grades by which personnel are compensated; and,

WHEREAS, Section 2-3.1 of the Administrative Personnel Policy and Procedures Manual established City policy to adjust the minimum and maximum pay rates for the pay grades in its various classification/pay schedules for classified employees to at least match the cost of living adjustment (COLA) as determined by the Department for Local Government, which was 2.3%; and,

WHEREAS, the City wishes to adjust the same pay grades by 2.3%; and,

WHEREAS, it is recommended that the pay rates in the Unclassified Part-Time Schedule be adjusted by \$0.25/hour; and,

WHEREAS, the Fiscal Year 2021 Annual Operating Budget shall include funding for salary adjustments to bring all classified employees to at least the minimum salary for the appropriate grade assignment with a recommended pay increase of 2.3%; and,

WHEREAS, the Fiscal Year 2021 Annual Operating Budget shall include funding for salary adjustments to bring all part-time and temporary/seasonal employees covered by Schedule "U" to at least the minimum salary for the appropriate grade assignment with a recommended pay increase of \$0.25 per hour; and,

WHEREAS, the Fiscal Year 2021 Annual Operating Budget shall also include various other

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changes to classifications and pay, which were outlined in the Fiscal Year 2021 Annual Operating Budget document and/or attachments to this Ordinance; and,

WHEREAS, it is in the best interest of the City to amend the Classification/Pay Schedules and implement pay increases as recommended by the City Manager effective July 1, 2020.

NOW, THEREFORE, BE IT ORDAINED by the City of Bowling Green, Kentucky as follows:

1. The Classification/Pay Schedules for general/non-sworn (referred to as "Schedule G"), Fire (referred to as "Schedule F"), Police (referred to as "Schedule P"), department head/management (referred to as "Schedule D") classified employees, and for part-time/seasonal (referred to as "Schedule U") unclassified employees of the City of Bowling Green, Kentucky, copies of which are attached to and made a part of this Ordinance as if copied in full herein, are hereby amended for Fiscal Year 2021, effective July 1, 2020.

2. The recommendations regarding pay schedules and pay increases contained in the document "FY2021 Classification & Pay Change Recommendations," a copy of which is attached to and made a part of this Ordinance as if copied in full herein, are hereby adopted for Fiscal Year 2021, effective July 1, 2020.

3. All prior Municipal Orders or Ordinances or parts of any Municipal Order or Ordinance in conflict herewith are hereby repealed.

4. The provisions of this Ordinance are hereby declared to be severable, and if any section, phrase or provision shall for any reason be declared invalid, such declaration of invalidity shall not affect the validity of the remainder of this Ordinance.

5. Any conflicting language in the Code of Ordinances or the Administrative Personnel Policy and Procedures Manual is waived by adoption of this Ordinance.

6. This Ordinance is adopted pursuant to KRS 83A.060 in that it was introduced on June 16, 2020, and given final reading on June 18, 2020, and

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said Ordinance shall be in full force and effect upon signature, recordation and publication in summary pursuant to KRS Chapter 424.

ADOPTED: June 18, 2020

APPROVED: Brian Wilkerson
Mayor, Chairman of Board of Commissioners

ATTEST: Ashley Jackson
City Clerk

SPONSORED BY: Jeffery B. Meisel, City Manager