

ORDINANCE NO.16, 2017 SERIES

AN ORDINANCE AMENDING THE CITY OF FRANKFORT CODE OF ORDINANCES, SECTION 37.31 RELATING TO THE EMPLOYEE CLASSIFICATION AND COMPENSATION PAY PLAN, SECTION 37.33 RELATING TO MAYOR AND COMMISSIONER SALARY RATES AND SECTION 37.38 RELATING TO ANNUAL EMPLOYEE SALARY ADJUSTMENTS, AND REPEALING SECTION 32.02 RELATED TO COMMISSIONER SALARIES

WHEREAS, pursuant to KRS 83A.075, base salaries of city elected officials may be adjusted annually only by an amount not to exceed the increase in the consumer price index for the previous year as calculated by the Kentucky Department for Local Government.

WHEREAS, city nonelected officers and employees are not subject to the provisions for elected officials requiring cost-of-living adjustments to be based on the consumer price index.

WHEREAS, the Board of Commissioners wishes to amend Sections 37.31, 37.33, and 37.38 of the City of Frankfort Code of Ordinances related to salary rates and increases to accurately reflect and clarify they types of salary adjustments that can be given to city elected officials and city employees and nonelected officers, respectively.

WHEREAS, the Board of Commissioners further wishes to repeal Section 32.02 SALARY in its entirety because its provisions governing Commissioner salaries are outdated and redundant.

NOW THEREFORE, BE IT ORDAINED BY THE CITY OF FRANKFORT, KENTUCKY, that City of Frankfort Code of Ordinances Section 32.02 SALARY, relating to Commissioner salaries and originally enacted as 70 Code § 2.06.010, and all amendments thereto, is hereby REPEALED in its entirety; and that City of Frankfort Code of Ordinances Section 37.31(D), 37.33 and 37.38 are hereby amended as follows:

§ 37.31 PAY PLAN; CLASSIFICATION AND COMPENSATION.

(D) Compensation Plan.

(1) Every job classification utilized by the City, and provided for by division (E) shall be assigned to a particular pay grade in the salary schedule authorized in § 37.32.

(2) Pursuant to § 37.01(C) the City Manager, taking into consideration factors (a) through (j) set forth below, is authorized to establish and administer policies and procedures to fairly and effectively administer the provisions of the chapter. In the administration of the pay plan, the word "employee" in these sections includes officers, elected officials and employees, unless a specific section otherwise precludes that reading.

(a) Recognize employees that perform at higher levels, and include recognized merit pay principles as a component of the pay plan.

(b) Recognize and value employee loyalty, performance and longevity and have it as a component of the pay plan.

(c) Recognize that due to periodic economic inflation, it may be necessary to grant salary adjustments as a component of the pay plan.

(d) Recognize that employees are sometimes required to respond to emergencies outside their regular work schedule, and that it may be appropriate, for the Compensation Policy and Procedure to include provisions for employees required to be on call and to respond in these situations.

(e) Recognize that employees may continue to develop their knowledge, skills and abilities after being hired by obtaining professional licenses or certifications. When those licenses or certifications bring value to the City as well as the employee, the employee's salary may be adjusted to reflect that added value.

(f) Recognize and reward employees that submit ideas for ways to improve efficiency and/or effectiveness and that are implemented and that save the City money.

(g) Recognize that for particular jobs a shift differential may be appropriate for employees required to work night or weekend shifts.

(h) Recognize that City resources should be utilized in a financially responsible way and within budgetary constraints.

(i) Recognize that compensation policy is a key factor in being able to recruit and retain employees with valuable knowledge, skills and abilities.

(j) Other factors the City Manager determines to be relevant.

§ 37.33 MAYOR AND COMMISSIONER SALARY RATES.

(A) The Mayor of the city shall be paid an annual salary of \$19,219.98, payable in equal biweekly installments. Effective July 1, 2017, the Mayor shall receive the annual increase in compensation not to exceed that calculated by the Department for Local Government in accordance with KRS 83A.075.

(B) Each of the four Commissioners of the City shall be paid an annual salary of \$14,643.20, payable in equal bi-weekly installments. Effective July 1, 2017, each Commissioner shall receive the annual increase in compensation not to exceed that calculated by the Department for Local Government in accordance with KRS 83A.

§ 37.38 ANNUAL ACROSS-THE-BOARD EMPLOYEE SALARY ADJUSTMENTS

The city's annual budget may allocate funds to grant an across the board salary adjustment to all full-time employees. These increases would not apply to part-time or seasonal employees unless the budget specifically authorizes the increase for those types of employees.

First Reading on the 25 day of September, 2017.
Final adoption on the 23 day of October, 2017.

Attest:

S/William I. May, Jr.
T/Mayor

S/Chermie Maxwell
T/City Clerk

Summary: This ordinance amends Section 37.33 of the City of Frankfort Code of Ordinances to clarify that base salaries of city elected officials may be adjusted annually only by an amount not to exceed the increase in the consumer price index for the previous year as calculated by the Kentucky Department for Local Government; amends Sections 37.31(D) and 37.38 to replace the term "cost-of-living adjustment" or "COLA" with the broader and more accurate term "salary adjustment"; and repeals Section 32.02 SALARY related to Commissioner salaries and all amendments thereto in its entirety, because it is outdated and redundant of other ordinance language.

S/Laura Milam Ross
T/City Solicitor

Published in part on November 19, 2017.