

ORDINANCE NO.

AN ORDINANCE OF THE CITY OF ERLANGER IN KENTON COUNTY KENTUCKY AMENDING THE PAY/WAGE 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, pursuant to the requirements of K.R.S. 83A.070(2), the classification and compensation of Erlanger city employees and nonelected city officers was last fixed and established in a Pay/Wage Plan adopted by Erlanger Ordinance 2428 in the month of February in 2016; and

WHEREAS, since the enactment of Erlanger Ordinance 2428 there have been many resignations of Erlanger employees for similar employment with more pay at other municipalities in the area; and

WHEREAS, those resignations caused the City Administrator to conduct an analysis of the Erlanger pay plan in comparison with the pay plans of other municipalities in the area; and

WHEREAS, as a consequence of that analysis, the City Administrator has determined that in some classifications of employment the Pay/Wage Plan adopted by Erlanger Ordinance 2428 is not now competitive with that of other municipalities in the area; and he has recommended revisions of that Pay/Wage Plan to make it competitive;

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

Section 1.0 Amendment of Ordinance 2428

The Pay/Wage Plan adopted in Section 2.0 of Ordinance 2428 through the incorporation therein of Exhibit B attached thereto is hereby amended to conform to the provisions of the Pay/Wage Plan attached hereto and incorporated herein by reference, with the text being added indicated by a single solid line beneath it and the text being deleted indicated by brackets around it and a single solid line drawn through it, all as required by K.R.S. 83A.060.

Section 2.0 Time of Implementation

The Pay/Wage Plan revisions adopted hereby shall be implemented by the executive authority of the City for the first full pay period in the month of January in 2017.

Section 3.0 Pay Increases

In the event that at the time of the implementation of this ordinance the pay of any Erlanger employee or nonelected officer is less than the minimum amount in the Pay/Wage Plan hereby adopted for the respective employment classification of such employees or nonelected officers, the pay of such employees and nonelected officers shall be increased to an amount that is no less than that minimum amount, beginning with the first full pay period in the month of January in 2017.

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

All ordinances or parts of ordinances in conflict with the provisions of this Ordinance are hereby repealed to the extent of such conflict.

Section 6.0 – Effective Date

This Ordinance shall be effective as soon as possible according to law.

TYSON HERMES, Mayor

DATE: _____