

**CITY OF OAK GROVE KENTUCKY
ORDINANCE 2022-08**

**AN ORDINANCE BY THE CITY OF OAK GROVE, KENTUCKY
REPEALING COMPENSATION PLAN ORDINANCES 1989-5, 2001-01,2007-24, 2010-
01, 2012-05, 2015-04, AND 2020-10 AND ESTABLISHING A
CLASSIFICATION AND COMPENSATION PLAN FOR CITY EMPLOYEES**

WHEREAS, it is in the City of Oak Grove's best interest to repeal all existing classification and compensation plan ordinances; and

WHEREAS, the purpose of the classification plan is to classify all city jobs in accordance with duties, responsibilities, and requirements; and

WHEREAS, the purpose of the compensation plan is to recruit and retain employees, and to ensure market/internal structure alignment; and

WHEREAS, the classification and compensation plan will provide for consistent and fair treatment of all employees, and will be free from favoritism, partiality, or discrimination for improper reasons; and

WHEREAS, the City Council believes that the implementation of the classification and compensation plan is in the best interests of the City of Oak Grove, its employees, and its citizens

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF OAK GROVE, KENTUCKY THAT ORDINANCE NO. 2022-08 IS HEREBY READ AS FOLLOWS:

**SECTION I- REPEALING OF EXISTING COMPENSATION PLAN
ORDINANCES**

Ordinance No. 1989-5, enacted on 21 day of July 1989, and relating to the implementation of the classification plan and policies and procedures, is hereby repealed in its entirety.

Ordinance No. 2001-01, enacted on 24 day of February 2001, and relating to the compensation plan for city employees, is hereby repealed in its entirety.

Ordinance 2007-04, enacted on 12 day of December 2007, and relating to the amendment of Ordinance 2001-01 for the compensation plan for city employees, is hereby repealed in its entirety.

Ordinance 2010-01, enacted on 10 day of February 2010, and relating to the amendment of Ordinance 2001-01 changing the pay grades for certain city employee positions, is hereby repealed in its entirety.

Ordinance No. 2012-05, enacted on 21 day of May 2012, and relating to the amendment of Ordinance 2007-24 changing the pay grades of certain city employee positions and establishment of certain positions to allow for departmental upward mobility, is hereby repealed in its entirety.

Ordinance No. 2015-04, enacted on 27 day of March 2015, and relating to the amendment of Ordinance 2007-24 establishment of a compensation plan for city employees, is hereby repealed in its entirety.

Ordinance 2020-10, enacted on 23 day of September 2020, and relating to the amendment of Ordinance 2007-24 establishment of a compensation plan for city employees, is hereby repealed in its entirety.

SECTION II – CITY COUNCIL TO PROVIDE PAY GRADE AND RANGE

It shall be the sole responsibility of the Oak Grove City Council to provide pay grades and pay ranges sufficient to provide for continued recruitment and retention of qualified personnel to carry out the goals and objectives established by the Mayor, City Council, and local, state and federal laws. City Council shall review and revise the classification and compensation plan annually based on market analysis and consumer price index.

SECTION III- ESTABLISHMENT OF PAY GRADE

A. The pay grade of each job position shall be set by the City of Oak Grove Compensation Table and Position Grade Assignment labeled "Exhibit A" and incorporated by reference herein;

B. When the duties of a position are changed, it may be necessary to be assigned a different pay grade. Upon recommendation by the Mayor or his/her designee, the City Council shall determine a new pay grade for the position.

SECTION IV – ESTABLISHMENT OF PAY RANGE

A. The pay ranges of the City shall be as set forth in the City of Oak Grove Compensation Table and Position Grade Assignment labeled “Exhibit A” and incorporated by reference herein;

B. The classification and compensation plan shall be amended, suspended, or repealed only by a change of ordinance.

SECTION V – ESTABLISHMENT OF PAY LEVEL WITHIN A PAY GRADE

Within the pay grades set by the City Council and within the city’s annual budget for salaries, it shall be the sole responsibility of the Mayor, based on the recommendation of appropriate supervisors, to establish the pay level of all city employees.

SECTION VI – ESTABLISHMENT OF MANPOWER LEVEL

Manpower levels for each department shall be determined through the annual budget ordinance.

SECTION VII – ADMINISTRATION OF CLASSIFICATION AND COMPENSATION PLAN

Regulations for administering the City’s classification and compensation plan will be contained in the city’s personnel policies, which are adopted by municipal order by City Council.

SECTION VIII – UNCONSTITUTIONALITY

Any and all existing ordinances inconsistent with this ordinance are hereby repealed. Should any part of this ordinance be void or unconstitutional, the remaining provisions of this ordinance shall remain in full force and effect.


SECTION IX-EFFECTIVE DATE

This ordinance shall take effect after its passage and publication according to law.

FIRST READING ON 2ND DAY OF AUGUST 2022.

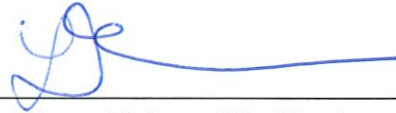
SECOND READING ON 16TH DAY OF AUGUST 2022.

APPROVED:



Theresa Jarvis, Mayor
City of Oak Grove, Kentucky

ATTEST:



Lorelynn Fisher, City Clerk
City of Oak Grove, Kentucky

*PUBLISHED: In the Kentucky New Era, this 25 day of August, 2022.
This advertisement was paid for by the City of Oak Grove using taxpayers' dollars in the amount
of \$ 535.43.*

**COMPENSATION TABLE &
POSITION GRADE ASSIGNMENT
August 1, 2022**

<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<u>32</u>	<u>\$29,492.72</u>	<u>\$34,987.72</u>	<u>\$40,483.71</u>
33	\$31,349.69	\$37,191.93	\$43,034.18
Customer Service Rep Trainee (Utilities)			
<u>34</u>	<u>\$33,324.72</u>	<u>\$39,535.03</u>	<u>\$45,745.34</u>
Cadet Police Officer			
Water Operator Trainee (Public Works)			
Police Dispatch Trainee			
<u>35</u>	<u>\$35,424.17</u>	<u>\$42,025.74</u>	<u>\$48,627.30</u>
Customer Service Representative (Community Center/Utilities)			
Customer Service Representative/part-time (Community Center)			
Administrative Assistant/part-time (City Office)			
Water Operator I (Public Works)			
Assistant Police Records Clerk			
<u>36</u>	<u>\$37,655.90</u>	<u>\$44,673.36</u>	<u>\$51,690.82</u>
Animal Control Officer			
Police Dispatcher			
Police Patrol Officer Trainee			
Water Operator II (Public Works)			
Police Records Clerk			
Utility Maintenance Technician (Floater)			
<u>37</u>	<u>\$40,028.22</u>	<u>\$47,487.78</u>	<u>\$54,947.35</u>
Heavy Equipment Operator			
Customer Service Manager (Utilities)			
Code Enforcement Officer/Zoning Inspector			

38	\$42,550.00	\$50,479.51	\$58,409.03
Crew Leader, Roads & Grounds (Public Works)			
Water Operator III (Public Works)			
39	\$45,230.65	\$53,659.72	\$62,088.79
Police Officer			
Police Officer Corporal			
40	\$48,080.18	\$57,040.29	\$66,000.39
Police Dispatch Supervisor			
Police Investigator			
Deputy City Clerk			
City Maintenance Supervisor			
Accounts Payable/Administrative Asst to PWD			
41	\$51,109.23	\$60,633.82	\$70,158.41
Accountant/Accounts Receivable			
Accountant/Human Resources			
42	\$54,329.12	\$64,453.76	\$74,578.40
Police Sergeant/Shift Supervisor			
Field Training Officer/Corporal			
43	\$57,751.85	\$68,514.34	\$79,276.83
Fire Chief			
44	\$61,390.22	\$72,830.75	\$84,271.28
Police Lieutenant			
City Clerk			
45	\$65,257.81	\$77,419.09	\$89,580.38
Captain/PD			
Field Operations Manager (Public Works)			

<u>46</u>	<u>\$69,369.05</u>	<u>\$82,296.50</u>	<u>\$95,223.93</u>
Assistant Public Works Director			
Major/PD			

<u>47</u>	<u>\$73,739.30</u>	<u>\$87,481.18</u>	<u>\$101,223.05</u>
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<u>EXEC</u>	<u>\$80,500.00</u>	<u>\$110,285.00</u>
Finance Director		
Police Chief		
Public Works Director		
Community Center Director		