

**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day of July 1989, and relating to the implementation of the classification plan and policies and procedures, is hereby repealed in its entirety.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No. 2001-01, enacted on 24 day of February 2001, and relating to the compensation plan for city employees, is hereby repealed in its entirety.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2007, and relating to the amendment of Ordinance 2001-01 for the compensation plan for city employees, is hereby repealed in its entirety.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relating to the amendment of Ordinance 2001-01 changing the pay grades for certain city employee positions, is hereby repealed in its entirety.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city employee positions and establishment of certain positions to allow for departmental upward mobility, is hereby repealed in its entirety.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.

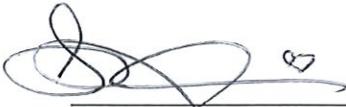
#### **SECTION IX-EFFECTIVE DATE**

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

FIRST READING ON 2<sup>ND</sup> DAY OF AUGUST 2022.

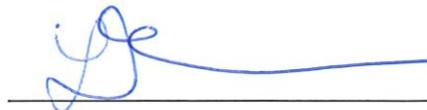
SECOND READING ON 16<sup>TH</sup> DAY OF AUGUST 2022.

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		

AFFP

Ordinance No. 2022-08

## Affidavit of Publication

STATE OF KY }  
COUNTY OF CHRISTIAN } SS

Melanie Miller, being duly sworn, says:

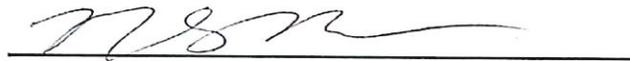
That she is Accounting Clerk of the Kentucky New Era, a newspaper of general circulation, printed and published in Hopkinsville, Christian County, KY; that the publication, a copy of which is attached hereto, was published in the said newspaper on the following dates:

August 25, 2022

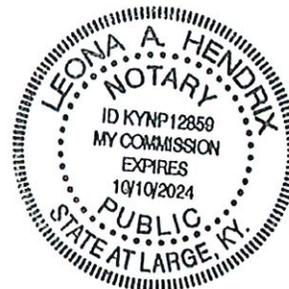
Publisher's Fee: \$ 535.43

That said newspaper was regularly issued and circulated on those dates.

SIGNED:



Subscribed to and sworn to me this 25th day of August 2022.



00007747 70445710

Angela Comperry  
City of Oak Grove  
8505 Pembroke Oak Grove Rd  
Oak Grove, KY 42262



Commonwealth of Kentucky  
**City of Oak Grove**



I, Lorelynn Fisher, City Clerk for the City of Oak Grove, Kentucky hereby certify that the foregoing is a true and accurate original document of Ordinance 2022-08, which was published in the Kentucky New Era on August 25, 2022 in the amount of \$535.43. I am the official custodian for this ordinance which is maintained at Oak Grove City Hall-8505 Pembroke Oak Grove Rd Oak Grove, KY 42262.

Lorelynn Fisher, City Clerk  
City of Oak Grove, KY

08/25/22

Date

STATE OF KENTUCKY

CHRISTIAN COUNTY

SWORN AND SUBSCRIBED BEFORE ME THIS 25<sup>th</sup> DAY OF August 2022.

NOTARY PUBLIC Lisa L. Beckman COMMISSION# KYNP50110

COMMISSION EXPIRATION DATE May 3<sup>rd</sup>, 2026

