

CITY OF BELLEVUE

ORDINANCE 2019-06-03

**AN ORDINANCE UPDATING THE ANNUAL CLASSIFICATION
AND COMPENSATION PLAN OF THE CITY OF BELLEVUE.**

WHEREAS, the City Council and the Administration of the City of Bellevue recognize that a classification and compensation system which is designed to recruit and retain a quality, motivated workforce is indispensable to effective city government; and

WHEREAS, it is essential to have equal-pay-for-equal-work provisions for all city employees;

WHEREAS, KRS 83A.070 provides that the Board of Council shall fix the compensation of city employees in accordance with a personnel and pay classification plan that shall be adopted by ordinance, and the City is required to implement a position and salary classification plan for all of its employees; and

WHEREAS, the implementation of classification and compensation systems for employees is a common practice for local governments in Kentucky, and considered a best practice; and

WHEREAS, the proposed classification and compensation system considers job descriptions, skills, knowledge and responsibilities; and

WHEREAS, the classification and compensation system is based on regional and local market data, a survey of similarly situated local governments, and the proposed system is fair and equitable, and reduces inequity in employee groups; and

**NOW THEREFORE, BE IT ORDAINED BY THE BOARD OF COUNCIL OF
THE CITY OF BELLEVUE, KENTUCKY:**

Section 1

That Ordinance 2018-06-04 and any amendments thereto are repeal in their entirety and replaced by this ordinance.

Section 2

The classification and compensation plan attached hereto shall be the plan for administering the classification and compensation functions of the City of Bellevue. The classification and compensation plan may be waived, altered or suspended only by a change of ordinance. The job titles for positions, a position classification system, salary ranges for each position, for employees of the City of Bellevue are hereby established as set out in the attached position classification system.

Section 3

The uniform system for managing personnel matters for all City employees is outlined in the City of Bellevue Employee Handbook, 2018 Edition (Handbook). The Handbook and any amendments to it are incorporated by reference as if fully re-written herein.

Section 4

All agents and employees of the City of Bellevue may, for temporary periods of time on a full time or part time basis, and to meet emergency conditions, be assigned by the City Administrator to any department in which they or any of their services may be required, and in addition thereto, shall perform such other duties as may be required by the City Administrator in conformity with general laws of the Commonwealth of Kentucky and the ordinances, rules and regulations of the City of Bellevue, Kentucky.

Section 5

Co-op Employees, students, part time/temporary employees shall be paid in the same time-frame basis as all other City employees. All compensation shall be paid at the rate of between \$10.00 to \$15.00 per hour as determined by the City Administrator. These employees are not provided retirement, health or other benefits.

Section 6

The City may pay employees extra compensation in lump sum payments as may be deemed necessary and prudent for actual services rendered. The reasons to make these payments may be to make payments to compensate employees lump sum payments in lieu of increases to base pay that would contribute to the future exposure of liability of future salary and benefits to the City.

Section 7

Any ordinances or parts thereof in conflict herewith are to the extent of such conflict, hereby repealed.

Section 9

That this ordinance shall take effect and be in full force when passed, published and recorded according to law.

NOW, THEREFORE, BE IT ORDAINED by the Board of Council of the City of Bellevue, Campbell County, Kentucky, that:

Charlie Cleves, Mayor

ATTEST:

Mary H. Scott, City Clerk

First Reading: __6/12/2019_____

Second Reading: 6/18/2019

Publication: 6/27/2019