

ORDINANCE NO. **BG2024 - 10**

ORDINANCE RELATING TO CLASSIFICATION/PAY SCHEDULES

ORDINANCE AMENDING THE
CLASSIFICATION/PAY SCHEDULES "G" FOR
GENERAL CLASSIFIED, "F" FOR FIRE, "P" FOR
POLICE, "D" FOR DEPARTMENT HEAD /
MANAGEMENT AND "U" FOR UNCLASSIFIED
PART-TIME EMPLOYEES, AND AUTHORIZING
PAY INCREASES FOR FISCAL YEAR 2025

WHEREAS, an Ordinance establishing the classification/pay schedules for classified and unclassified employees is adopted each fiscal year to authorize the classifications and pay grades by which personnel are compensated; and,

WHEREAS, Section 2-3.1 of the Administrative Personnel Policy and Procedures Manual established City policy to adjust the minimum and maximum pay rates for the pay grades in its various classification/pay schedules for classified employees to at least match the cost of living adjustment (COLA) as determined by the Department for Local Government, which was 3.4%; and,

WHEREAS, the City wishes to adjust the same pay grades by 3.4%; and,

WHEREAS, it is recommended that the pay rates in the Unclassified Part-Time Schedule be adjusted and increased within a range of \$0.40 to \$0.50; and,

WHEREAS, it is further recommended that the pay rates in the General Classified Schedule be adjusted to bring classified employees to at least the minimum starting salary of \$41,600, rename the grades from Pay Grades 111-131 to Grades 1-21, and further amend Department Head/Management Schedule to maintain compensation variance from General Classified Schedule; and,

WHEREAS, it is in the best interest of the City to amend the Classification/Pay Schedules and implement pay increases as recommended by the City Manager effective July 1, 2024.

NOW, THEREFORE, BE IT ORDAINED by the City of Bowling Green, Kentucky as follows:

1. The Classification/Pay Schedules for general/non-sworn (referred to as "Schedule G"), Fire

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(referred to as “Schedule F”), Police (referred to as “Schedule P”), department head/management (referred to as “Schedule D”) classified employees, and for part-time/seasonal (referred to as “Schedule U”) unclassified employees of the City of Bowling Green, Kentucky, copies of which are attached to and made a part of this Ordinance as if copied in full herein, are hereby amended for Fiscal Year 2025, effective July 1, 2024.

2. The recommendations regarding pay schedules and pay increases contained in the document “FY2025 Classification & Pay Change Recommendations,” a copy of which is attached to and made a part of this Ordinance as if copied in full herein, are hereby adopted for Fiscal Year 2025, effective July 1, 2024.

3. All prior Municipal Orders or Ordinances or parts of any Municipal Order or Ordinance in conflict herewith are hereby repealed.


4. The provisions of this Ordinance are hereby declared to be severable, and if any section, phrase or provision shall for any reason be declared invalid, such declaration of invalidity shall not affect the validity of the remainder of this Ordinance.

5. Any conflicting language in the Code of Ordinances or the Administrative Personnel Policy and Procedures Manual is waived by adoption of this Ordinance.

6. This Ordinance is adopted pursuant to KRS 83A.060 in that it was introduced on May 7, 2024, and given final reading on May 21, 2024, and said Ordinance shall be in full force and effect upon signature, recordation and publication in summary pursuant to KRS Chapter 424.

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ADOPTED: May 21, 2024

APPROVED: 
Mayor, Chairman of Board of Commissioners

ATTEST: Hope Spiller
Assistant City Clerk

SPONSORED BY: Jeffery B. Meisel, City Manager