

**CITY OF WEST BUECHEL, KENTUCKY  
ORDINANCE NO. 321, SERIES 2026**

**AN ORDINANCE RELATING TO COMPENSATION AND CLASSIFICATION OF  
CITY EMPLOYEES IN THE CITY OF WEST BUECHEL, KENTUCKY**

WHEREAS, the City Council desires to clarify any ambiguity that may currently exist related to the compensation and classification of City Employees; and,

WHEREAS, the City Council desires to adopt this ordinance in accordance with KRS 83A.070(3); and,

WHEREAS, the City Council intends for this Ordinance to supersede any and all Ordinances which may be in conflict herewith including Ordinance 304, Series 2023.

**General Purpose**

The general purpose of the ordinance is to update and clarify employee compensation and classifications for the City of West Buechel. It establishes revised salary ranges for certain positions, adds positions to the plan, and introduces new compensation provisions and policies.

NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF WEST BUECHEL, KENTUCKY AS FOLLOWS:

**SECTION 1:** The following pay grade classifications and pay scales for all employees within the City of West Buechel, Kentucky, shall be in full force and effect as follows:

**COMMUNITY CENTER**

| <b>Title</b>               | <b>Starting Base Salary</b> | <b>Hourly Range</b> |
|----------------------------|-----------------------------|---------------------|
| Development Director       | \$41,600 year               | \$20.00 hour        |
| Community Center Assistant | \$41,600 year               | \$20.00 hour        |

**GROUNDS MAINTENANCE**

| <b>Title</b>               | <b>Starting Base Salary</b> | <b>Hourly Range</b> |
|----------------------------|-----------------------------|---------------------|
| Grounds Keeper (Full Time) | \$41,600 year               | \$20.00 hour        |
| Grounds Keeper (Part Time) | \$41,600 year               | \$20.00 hour        |

**ADMINISTRATIVE**

| <b>Title</b>       | <b>Starting Base Salary</b> | <b>Hourly Range</b> |
|--------------------|-----------------------------|---------------------|
| City Administrator | \$90,875 year               | \$43.68 hour        |
| City Clerk         | \$71,040 year               | \$34.15 hour        |

|                               |               |              |
|-------------------------------|---------------|--------------|
| Deputy Clerk                  | \$67,787 year | \$32.59 hour |
| Assistant Clerk               | \$53,102 year | \$25.53 hour |
| Receptionist/Office Assistant | \$41,600 year | \$20.00 hour |

**POLICE DEPARTMENT**

| <b>Title</b>      | <b>Starting Base Salary</b> | <b>Hourly Range</b> |
|-------------------|-----------------------------|---------------------|
| Police Chief      | \$100,000 / year            | \$48.08 / hour      |
| Assistant Chief   | \$95,000 / year             | \$45.67 / hour      |
| Lieutenant        | \$90,000 / year             | \$43.27 / hour      |
| Sergeant          | \$82,500 / year             | \$39.66 / hour      |
| Detective         | \$77,500 / year             | \$37.26 / hour      |
| Police Officer II | \$70,720 / year             | \$34.00 / hour      |
| Police Officer I  | \$60,000 / year             | \$28.85 / hour      |
| Police Recruit    | \$52,000 / year             | \$25.00 hour        |

**SECTION II: Additional Provisions**

- a. Probationary, part-time, seasonal, and assigned employees may be paid an amount less than the minimum salary designated for each employee.
- b. Starting salary will be based on experience and education unique to the position.
- c. Additional education related to the position held such as college or certification affiliated with a higher learning institution or university which takes at least 1 year of full time or three years of part-time work to complete may qualify for an increase in pay or reclassification or both depending on course work.
- d. Officers shall remain in their initial classification until all training and certification requirements are completed and one (1) year of service with the City has been fulfilled.
- e. Police Officers shall receive an additional one dollar (\$1.00) per hour for all hours worked during any scheduled shift that includes time after 1:00 a.m. Shift differential pay shall apply to all hours of the qualifying shift, so long as the officer works at least three hours after 1:00 a.m.
- f. For Full-Time Only Police Officer I is the classification for officers who are in the process of completing all Department of Criminal Justice Training (DOCJT) requirements. This includes (1) newly graduated recruits who have completed basic academy training but have not yet completed all post-academy training and one (1) year of service with the City, and (2) officers returning to duty who have not completed the necessary training to satisfy DOCJT requirements.
- g. Police Officer II is the classification for officers who have completed all required training, hold full DOCJT certification, and who have served with the City of West Buechel for at least one (1) full year.

- o **Clarified Police Officer Classifications:**

- Officer I = completing DOCJT requirements and one year of service.
- Officer II = fully certified with one year of City service.
- **Compensation Policies:** Annual salary based on 40 hours/week, with consideration of cost-of-living adjustments, revenue factors, and workload.

h. Annual salary is based on 40 hours per week, 52 weeks per year. Depending on the availability of funds, cost of living increases will be considered on the base hourly pay based upon the City's fiscal year, July 1 - June 30 of each year. COLA rates will be determined using the rate set by the Social Security Administration effective January 1<sup>st</sup> of the current calendar year.

i. Other factors considered for wage increases are revenue generated, cost savings, and additional workload and responsibility added to the position.

**SECTION III.**

This Ordinance supersedes and repeals all Ordinances in conflict herewith including Ordinance 319, Series 2025.

**SECTION IV.**

This Ordinance shall become effective upon passage, approval, and publication as required by law.

First Reading: May 14, 2026

Second Reading: May 19, 2026

Passed and Approved: May 19, 2026

Results of the roll call Vote are as follows:

|                  | YES          | NO    | ABSTAIN |
|------------------|--------------|-------|---------|
| Samantha Blanton | <u>  X  </u> | _____ | _____   |
| Linda Cook       | <u>  X  </u> | _____ | _____   |
| Jerry Embry      | <u>  X  </u> | _____ | _____   |
| Michael Bierbaum | <u>  X  </u> | _____ | _____   |
| Alyssa Holt      | _____        | _____ | _____   |
| Ashley Stewart   | <u>  X  </u> | _____ | _____   |
| Danielle Wood    | _____        | _____ | _____   |

*Mayor Brenda Moore*

Brenda Moore, Mayor

ATTEST:



Gwen Brown, City Clerk