

CITY OF SHIVELY
ORD. NO. 8, SERIES 2025
AN ORDINANCE AMENDING SHIVELY ORDINANCE NO. 10 SERIES 2023
ESTABLISHING AN EMPLOYEE PAY CLASSIFICATION PLAN TO INCLUDE
HUMAN RESOURCES DIRECTOR

WHEREAS, KRS 83A.070(2) requires the legislative body of each city by ordinance to fix the compensation of city employees and nonelected officers in accordance with a personnel and pay classification plan, 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, experience, knowledge and responsibilities, and

WHEREAS, the classification and compensation system may be based upon local, regional and statewide market data, surveys of similarly situated local government municipalities, and the proposed system is fair and equitable and reduces inequality in employee groups, now therefore:

BE IT ORDAINED BY THE CITY OF SHIVELY:

SECTION 1. The pay classification and compensation plan for city employees provided below and incorporated by reference herein shall be the plan for administering the classification and compensation functions of the City of Shively. The classification and compensation plan may be waived, altered or suspended only by an amendment to the ordinance. The job titles for positions and salary ranges for each position for employees of the City of Shively are hereby established as set forth below in the position classification system. The Shively City Council may determine individual position pay and salaries by an order or approval of the annual budget so long as the determined pay and salaries are within the salary ranges for positions established by ordinance.

CITY HALL	Minimum	Maximum
CUSTODIAN	\$15.07	\$32.42
BOOKKEEPER	\$20.26	\$38.02
TAX COLLECTOR	\$20.26	\$38.02
ABC		
SECRETARY/LIEN	\$20.26	\$38.02
CODE FULL TIME	\$20.26	\$38.02
PART-TIME CODE	\$19.52	\$33.38
<u>HUMAN RESOURCES</u>		
<u>DIRECTOR</u>	<u>\$24.00</u>	<u>\$33.60</u>

FIRE DEPT.	Minimum	Maximum
CAPTAIN		
2-5 YR	\$19.71	\$38.98
6-10 YR	\$19.74	\$39.03
11-15 YR	\$19.78	\$39.07
16-19 YR	\$19.84	\$39.15
20-24 YR	\$19.96	\$39.33
25-29 YR	\$20.16	\$39.60
OFFICER IN CHARGE		
(ENGINE)	\$24.50	\$38.37
2-5 YR	\$24.54	\$38.42
6-10 YR	\$24.59	\$38.47
11-15 YR	\$24.63	\$38.53
16-19 YR	\$24.70	\$38.61
20-24 YR	\$24.84	\$38.77
25-29 YR	\$25.08	\$39.05
SERGEANT	\$18.82	\$37.19
2-5 YR	\$18.86	\$37.26
6-10 YR	\$18.90	\$37.32
11-15 YR	\$18.95	\$37.38
16-19 YR	\$18.98	\$37.43
20-24 YR	\$19.15	\$37.61
25-29 YR	\$19.29	\$37.86
FIREFIGHTER CLASS		
A		\$36.02
2-5 YR	\$18.02	\$36.08
6-10 YR	\$18.06	\$36.14
11-15 YR	\$18.11	\$36.20
16-19 YR	\$18.16	\$36.29
20-24 YR	\$18.29	\$36.47
25-29 YR	\$18.46	\$36.71
FIREFIGHTER CLASS		
B	\$17.01	\$34.67
FIREFIGHTER CLASS		
C	\$16.66	\$34.21

FULL-TIME FIRE INSPECTOR

1-5 YR	\$26.76	\$48.56
6-10 YR	\$26.84	\$48.64
11-15 YR	\$26.92	\$48.68
16-19 YR	\$26.96	\$48.73
20-24 YR	\$27.20	\$48.78
25-29 YR	\$27.50	\$48.83

DRILL SCHOOL	\$23.89	\$44.20
DRILL SCHOOL*	\$22.41	\$41.01

POLICE**DEPARTMENT Minimum Maximum****POLICE OFFICER**

ROOKIE	\$24.75	\$38.67
1 YEAR	\$27.79	\$42.19
2-3 YR	\$31.42	\$46.40
4-5 YR	\$33.05	\$48.30
6-7 YR	\$33.44	\$48.78
8-9 YR	\$33.91	\$49.28
10-11 YR	\$34.39	\$49.85
12-13 YR	\$34.88	\$50.40
14-15 YR	\$35.35	\$50.96
16-17 YR	\$35.85	\$51.53
18-19 YR	\$36.36	\$52.13
20-21 YR	\$36.83	\$52.67
22-23 YR	\$37.39	\$53.32
24 + YR	\$37.93	\$53.95

SERGEANT

2-3 YR	\$34.69	\$50.20
4-5 YR	\$36.61	\$52.41
6-7 YR	\$37.11	\$53.00
8-9 YR	\$37.65	\$53.62
10-11 YR	\$38.22	\$54.29
12-13 YR	\$38.73	\$54.87
14-15 YR	\$39.33	\$55.56
16-17 YR	\$39.88	\$56.20
18-19 YR	\$40.48	\$56.90
20-21 YR	\$41.05	\$57.56
22-23 YR	\$41.69	\$58.63
24 + YR	\$42.32	\$59.02

TCO/DISPATCHER

ROOKIE	\$20.76	\$34.06
1 YEAR	\$25.96	\$40.97
2-3 YR	\$28.41	\$42.91
4-5 YR	\$28.95	\$43.53
6-7 YR	\$29.50	\$44.17
8-9 YR	\$30.05	\$44.81
10-11 YR	\$30.60	\$45.45
12-13 YR	\$31.15	\$46.10
14-15 YR	\$31.69	\$46.70
16-17 YR	\$32.24	\$47.34
18-19 YR	\$32.78	\$47.98
20-21 YR	\$33.33	\$48.61
22-23 YR	\$33.87	\$49.23
24 + YR	\$34.42	\$49.88

WORKS DEPARTMENT**Maximum**

WORKING FOREMAN I	\$25.91	\$40.01
WORKING FOREMAN II	\$24.39	\$48.25
MECHANIC	\$25.43	\$49.45
OPERATOR	\$22.73	\$46.33

CITY CLERK	\$47,623.33	\$120,789.92
FIRE CHIEF	\$83,995.79	\$153,392.61
POLICE CHIEF	\$83,995.79	\$153,392.61
POLICE MAJOR	\$74,523.14	\$140,604.72
PUBLIC WORKS	\$77,623.33	\$130,789.92

ABC ADMINISTRATOR	\$550.00 Mthly	\$750.00 Mthly
ABC AGENT	\$38,549.37	\$70,370.96

ADULT ENTERTAINMENT DIRECTOR	\$350.00 MTHLY	\$750.00 MTHLY
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CITY ATTORNEY	\$32,906.04	\$62,829.38
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SECTION 2. All the non-elected, paid personnel for the City of Shively shall be organized into the departments of City Hall, Public Works, Police, Fire, Alcoholic Beverage Control and Legal, as follows:

SECTION 3. The provisions of this ordinance are severable, and the invalidity of any provision of this ordinance shall not affect the validity of any other provisions thereof, and such other provisions shall remain in full force and effect as long as they remain valid in the absence of those provisions determined to be valid.

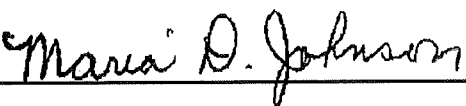
SECTION 4. This ordinance shall take effect from and after passage, approval and publication as required by law.

First Reading: August 18, 2025

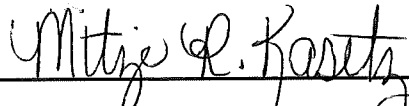
Second Reading: September 8, 2025

Passed and Approved: September 8, 2025

Introduced by: Mr. Gibson



Maria Johnson, Mayor

Attest: 

Mitzi R. Kasitz, City Clerk

Council	Yea	Nay
Ms. Burton-McBroom	√	
Mr. Gibson		X
Ms. Gibson		X
Ms. Thompson		X
Mr. Vincent	√	
Ms. Wakaba	√	
Ms. Johnson	√	

Mayor Maria Johnson voted yea to break the tie.

CITY OF SHIVELY
ORDINANCE NO. 8, SERIES 2025
CERTIFIED SUMMARY
AN ORDINANCE AMENDING SHIVELY ORDINANCE NO. 10 SERIES 2023
ESTABLISHING AN EMPLOYEE PAY CLASSIFICATION PLAN TO INCLUDE
HUMAN RESOURCES DIRECTOR

I hereby certify that the foregoing amended ordinance adds the non-elected employee position of Human Resources Director to the Shively personnel and pay classification plan with a minimum hourly rate of \$24.00 and maximum hourly rate of \$33.60.

The complete text of said ordinance may be read at the office of the Shively City Clerk, Shively City Hall, 3920 Dixie Highway, Shively, Kentucky 40216.

A handwritten signature in black ink, appearing to read "Finn Cato", is written over a horizontal line.

Finn Cato
CATO LAW OFFICE PLLC
2950 Breckenridge Lane, Suite No. 3
Louisville, KY 40220
Shively City Attorney