


**CITY OF SHIVELY**  
**ORDINANCE NO. 10, SERIES 2025**  
**CERTIFIED SUMMARY**  
**AN ORDINANCE AMENDING SHIVELY ORDINANCE NO. 10 SERIES 2023**  
**ESTABLISHING AN EMPLOYEE PAY CLASSIFICATION PLAN TO INCLUDE**  
**ADMINISTRATIVE SPECIALIST**

I hereby certify that the foregoing amended ordinance adds the non-elected employee position of Administrative Specialist under the City Hall Department to the Shively personnel and pay classification plan with a minimum hourly rate of \$20.26 and maximum hourly rate of \$38.02.

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.

  
Finn Cato

CATO LAW OFFICE PLLC

2950 Breckenridge Lane, Suite No. 3

Louisville, KY 40220

Shively City Attorney

**CITY OF SHIVELY**  
**ORD. NO. 10, SERIES 2025**  
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**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.

**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:

CITY HALL	Minimum	Maximum
<u>ADMINISTRATIVE</u>		
<u>SPECIALIST</u>	\$20.26	\$38.02
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
HUMAN RESOURCES		
DIRECTOR	\$24.00	\$33.60

<b>FIRE DEPT.</b>	<b>Minimum</b>	<b>Maximum</b>
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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
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FIREFIGHTER CLASS C	\$16.66	\$34.21
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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

<b>POLICE DEPARTMENT</b>	<b>Minimum</b>	<b>Maximum</b>
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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
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ABC AGENT	\$38,549.37	\$70,370.96
ADULT		
ENTERTAINMENT	\$350.00	\$750.00
DIRECTOR	MTHLY	MTHLY
CITY ATTORNEY	\$32,906.04	\$62,829.38

**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: September 15, 2025

Second Reading: October 6, 2025

Passed and Approved: October 6, 2025

**Introduced by: Mr. Vincent**

*Maria D. Johnson*

Attest: *Mitzi R. Kasitz*

**Maria Johnson, Mayor**

**Mitzi R. Kasitz, City Clerk**

<b>Council</b>	<b>Yea</b>	<b>Nay</b>
Ms. Burton-McBroom	Absent	
Mr. Gibson	√	—
Ms. Gibson	√	—
Ms. Thompson		X
Mr. Vincent	√	—
Ms. Wakaba	√	—