

AN ORDINANCE OF THE CITY OF VILLA HILLS, IN KENTON COUNTY, KENTUCKY AMENDING THE PERSONNEL AND PAY CLASSIFICATION PLAN OF NON-CIVIL SERVICE EMPLOYEES.

WHEREAS, the Villa Hills City Council passed ordinances 2014-4, 2014-15, 2015-11, 2016-7, 2018-6, 2019-8, 2020-6, 2022-4, 2023-11, 2025-4 establishing a pay and classification plan for non-civil service employees; and

WHEREAS, the ranges in the pay and classification schedule must be updated from time to time to reflect changes in the labor market and the Consumer Price Index; and

WHEREAS, the pay range for several positions do not allow annual pay raises to be applied to some employees in those positions; and

WHEREAS, it is the intention of City Council that the full amount of any raises be granted to all employees that meet or exceed expectations of job performance;

NOW BE IT ORDAINED BY THE CITY OF VILLA HILLS, KENTUCKY:

SECTION I

That Ordinance 2014-4 and Exhibit “A” thereto and Ordinances 2014-15, 2015-11, 2016-7, 2018-6, 2019-8, 2020-6, 2022-4, 2023-11, 2025-4 are amended as follows:

<u>Administration</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Source</u>	Authorized
City Administrator (FT)[*]	\$[8]105,000.00	\$1[4]65,000.00	NKCCMA 202[5]6 Survey	1
City Clerk (FT)[*]	\$[5]65,000.00	\$[92]110,000.00	NKCCMA 202[5]6 Survey	1
Deputy Clerk (FT)*	\$[3]43,000.00	\$7[3]8,000.00	NKCCMA 202[5]6 Survey	up to 1
Deputy Clerk (PT)*	\$[16]20.00/hr	\$[35.00]37.50/hr	NKCCMA 202[5]6 Survey	up to 1
Receptionist (PT)*	\$[13]20.00/hr	\$2[5]8.00/hr	NKCCMA 202[5]6 Survey	up to 1
Total Administration				<u>authorized 3 employees</u>
<u>Public Works</u>				
Director (FT)	\$[6]85,000.00	\$1[+]25,000.00	NKCCMA 202[5]6 Survey	1
Crew Leader (FT)	\$65[0],000.00	\$[85]90,000.00	NKCCMA 202[5]6 Survey	1
Equipment-				
Operator/Laborer (FT)	\$54[8],000.00	\$[7]80,000.00	NKCCMA 202[5]6 Survey	2
Laborer (PT)	\$[15]20.00/hr	\$[28]30.00/hr	NKCCMA 202[5]6 Survey	1
Total Public Works				<u>authorized 5 employees</u>

(Continued)

<u>Parks & Recreation</u>				
Groundskeeper (PT)	\$[15]20.00/hr	\$[28]30.00/hr	NKCCMA 202[5]6 Survey	1
Total P&R <u>authorized</u>				1 <u>employee</u>
<u>Police</u>				
Chief of Police (FT)	\$[8]90,000.00	\$1[3]45,000.00	NKCCMA 202[5]6 Survey	1
Police Lieutenant (FT)	\$7[0]5,000.00	\$1[0]15,000.00	NKCCMA 202[5]6 Survey	up to 1
Police Sergeant (FT)*	\$6[0]5,000.00	\$[98]103,000.00	NKCCMA 202[5]6 Survey	up to 3
Police Detective (FT)*	\$[55]60,000.00	\$[8]95,000.00	NKCCMA 202[5]6 Survey	1
Police Officer (FT)	\$5[3]7,000.00	\$[82]90,000.00	NKCCMA 202[5]6 Survey	up to 10
Police Officer (PT/SRO)	\$[25]30.00/hr	\$[38]42.00/hr	NKCCMA 202[5]6 Survey	1
<u>Police Recruit (Non-Haz)</u>	<u>\$54,000.00</u>	<u>\$56,000.00</u>	<u>Chief of Police 2026</u>	<u>up to 2</u>
Police Clerk (PT)*	\$[18]23.00/hr	\$30.00/hr	NKCCMA 202[5]6 Survey	1
Total Police <u>authorized</u>				16 <u>employees</u>

Special Assignment Duty Pay

[Officers] **Employees** given special duty assignments based on one or more certifications may, at the discretion, of their **Department Head or the Mayor** [Chief of Police] be granted an extra 50 cents per hour as long as the [officer] **employee maintains the certification and** is assigned the special duties.

Shift Differential Pay

Officers regularly assigned to twelve-hour "Mid-shift" (roughly 3pm to 3am) will receive \$0.50 per hour shift differential. Officers assigned to twelve-hour "Night shift" (roughly 6pm to 6am) will receive \$1.00 shift differential.

* Position may be combined with another "*" position with the higher pay scale being used to set employee pay.

SECTION II

Any and all Ordinances in conflict with this Ordinance shall be, and hereby are, repealed to the extent of said conflict.

SECTION III


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 hereof, and such other provisions shall remain in full force and effect as long as they remain valid in the absence of that provision determined to be invalid.

SECTION IV

This Ordinance shall take effect and be in full force from and after its passage, and may be published in summary form, and recording, according to law.

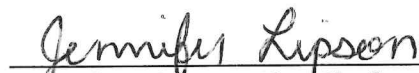
Passed by the City Council this 9th day of June, 2026.

City of Villa Hills, Kentucky
A Municipal Corporation of the Home Rule Class



Heather H. Jansen, Mayor

ATTEST:



Jennifer Lipson, City Clerk

Sponsor: Stover

First Reading: May 20, 2026

Second Reading: June 9, 2026

Ayes: 4

Nays: 0

Abstentions: 0

Absent: 2

Published: June 26, 2026