

**CITY OF WALTON, KENTUCKY  
ORDINANCE NO. 2021-03**

**AN ORDINANCE OF THE CITY OF WALTON, KENTUCKY, AMENDING ORDINANCE 2020-09 AND SECTION 35.01 OF THE WALTON CODE OF ORDINANCES, IN ORDER TO ADOPT AND APPROVE REVISIONS TO THE CITY'S PERSONNEL POLICIES EMPLOYEE HANDBOOK PERTAINING TO EMPLOYEE PAY INCREASES.**

**WHEREAS**, the Mayor and City Council of the City of Walton, Kentucky, have previously adopted and revised its Personnel Policies in order to provide for the recruitment, development and retention of a professional and efficient staff; and

**WHEREAS**, the Mayor and City Council have determined that there is a need to amend the Personnel Policies to update the provisions pertaining to employee pay increases.

**NOW, THEREFORE**, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF WALTON, KENTUCKY AS FOLLOWS:

**SECTION ONE**

Ordinance 2020-09 and Section 35.01 of the City of Walton Code of Ordinances is hereby amended by amending Section 7 of the *CITY OF WALTON EMPLOYEE HANDBOOK CITY AND EMPLOYMENT POLICIES AND PROCEDURES* which was incorporated by reference into said Ordinance 2020-09 by reference, by removing subsections 7d. and 7f., as follows:

**SECTION 7- -PAY INCREASES**

It is the policy of the City to reward good job performance by establishing an equitable system of providing pay increases. The system herein established shall be governed by the following:

- a. Cost of living increases may be across-the-board in nature and intended to compensate for the effect of inflation on the City's salary structure, and will be tied to the actual cost of living. Accordingly, the Personnel Administrator should review the pay plan annually.
- b. At least once each fiscal year the Personnel Administrator will review the performance of each worker and use this information if making any merit salary adjustments. Such adjustments, if given, must be in conformity with the pay plan adopted by the City Council and must be within the budget and approved by Council.

c. If and when any City employee obtains certification as a water distribution system operator or wastewater collection system operator (effective February, 2010) suitable for operation of the water distribution system or wastewater distribution system of the City of Walton, Kentucky, in accordance with the Kentucky Revised Statutes and Kentucky Administrative Regulations, that employee shall be entitled to a pay increase not to exceed (5%) per certification of the employee then current pay rate.

~~d. [If and when any City employee obtains HMC, KMCA, or KLC certification that employee shall be entitled to a pay increase not to exceed (5%) per certification of the employee then current pay rate.]~~

e. Step increases other than those outlined above shall be given only upon approval of the City Council.

~~f. [All other certifications shall be approved by the Mayor and notification made to council.]~~

## SECTION TWO

This Ordinance shall take effect and shall be in full force upon adoption and publication according to law.

## SECTION THREE

All ordinances or parts of any ordinances in conflict herewith, to the extent of the conflict, if any, are hereby repealed.

## SECTION FOUR

If any sentence, clause, section or part of this ordinance or the application thereof to any particular situation is, for any reason, found to be unconstitutional, illegal or invalid, 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 FIVE

This ordinance may be read and published in summary form.

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PASSED AND APPROVED ON FIRST READING BY 6 OF 6 MEMBERS OF CITY COUNCIL ON THE 9<sup>TH</sup> DAY OF FEBRUARY, 2021.

PASSED AND APPROVED ON SECOND READING BY 6 OF 6 MEMBERS OF CITY COUNCIL ON THE 9<sup>TH</sup> DAY OF MARCH, 2021.

APPROVED:

\_\_\_\_\_  
GABRIEL D. BROWN, MAYOR

ATTEST:

\_\_\_\_\_  
TAMMY WILHOITE, ASSISTANT CITY CLERK

DATE OF PUBLICATION: \_\_\_\_\_.