



Classification and Compensation Report

Presented to:
*Interim Joint Committees on State Government
and Appropriations and Revenue*

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EXECUTIVE SUMMARY AND REPORT INTRODUCTION

The Personnel Cabinet has consistently endeavored to promote state government as an employer of choice. As we've moved further into the 21st Century, the Labor Market is changing and state government is no exception.

The cabinet has therefore reviewed recruitment initiatives from other states in order to improve our own recruiting efforts. Additionally, the cabinet has utilized mechanisms to ensure that employment in state government is more flexible and rewarding, by embracing and enhancing flexible work schedules.

As requested by the Kentucky General Assembly session in House Bill 1, this report will establish guidelines and provide a thorough examination on the historic progression of the state's past and current job classification and compensation systems, while outlining challenges and recommended solutions.

House Bill 1, Part 1- Operating Budget, I- Personnel Cabinet, 1 General Operations, (1) Classification and Compensation Report:

The Personnel Cabinet Secretary shall perform a comprehensive review of the Kentucky Revised Statutes (KRS) Chapter 18A Classification and Compensation Plan, specifically the current salary schedule, and shall provide a report and recommendations for changes to the Interim Joint Committees on State Government and Appropriations and Revenue by July 7, 2022, for action by the 2023 General Assembly. The recommendations for changes shall include but not be limited to locality pay, seniority, job classification, and other factors as deemed necessary by the Secretary to provide competitive pay for Executive Branch employees. The Secretary shall work with the Office of State Budget Director to develop cost projections by fund source for their recommendations and include the projections in their report.

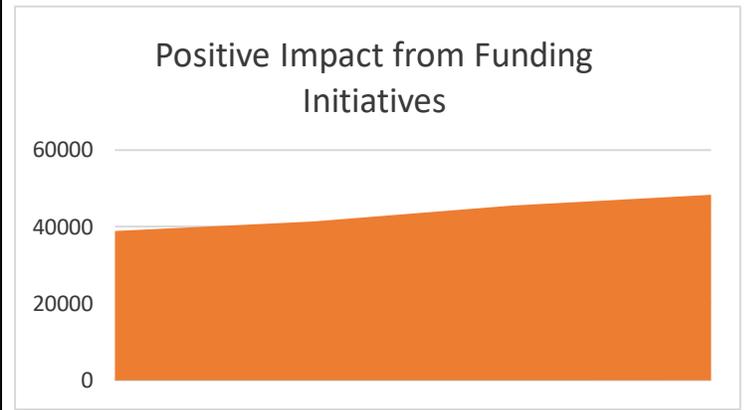
Three of the main challenges the Personnel Cabinet has faced with its administration of the state employee compensation system are: (1) the lack of annual raises for more than a decade, (2) reduction of benefits in the state's retirement system, and (3) lack of funding for adjustment of the entry level of the salary schedules (last updated in 2007).

Therefore, the major immediate recommendations are:

- 1) A standard 40-hour work week for all employees, which would raise pay for workers on 37.5-hour work week schedule;
- 2) Regular annual cost-of-living increases for state workers to maintain employees' standard of living;
- 3) Adjustments to the overall salary schedule;
- 4) Comprehensive job classification review with resources to expedite the review currently underway;
- 5) Flexible compensation options for specific compensation issues, including:
 - changes to locality premium adjustment
 - signing bonus
 - agency internal pay equity adjustments
 - adjustments due to new appointments
 - removal of ACE/ERA cap
 - pay grade changes
- 6) Creation of a student loan forgiveness retention program as a key retention benefit;
- 7) Pension reform for hazardous and State Police retirement systems;
- 8) Adjustments to the "pension spiking" provisions to accommodate high inflation and to generally make pension plans more attractive for Tier 3 employees, and
- 9) Increase staffing within the Department of Human Resources Administration.

If all of the fiscal year 2024 compensation recommendations were implemented, and after the July 1, 2022 8% across-the-board salary increases, a state employee could receive an additional 24.4% base pay increase in fiscal year 2024.

\$38,880.00 – Current Salary
\$41,473.20 – Increase to 40-Hour Work Week
\$45,620.64 – 10% increase from job classification review
\$48,358.08 – 6% across the board increase July 1, 2023



Recommendations for future consideration include:

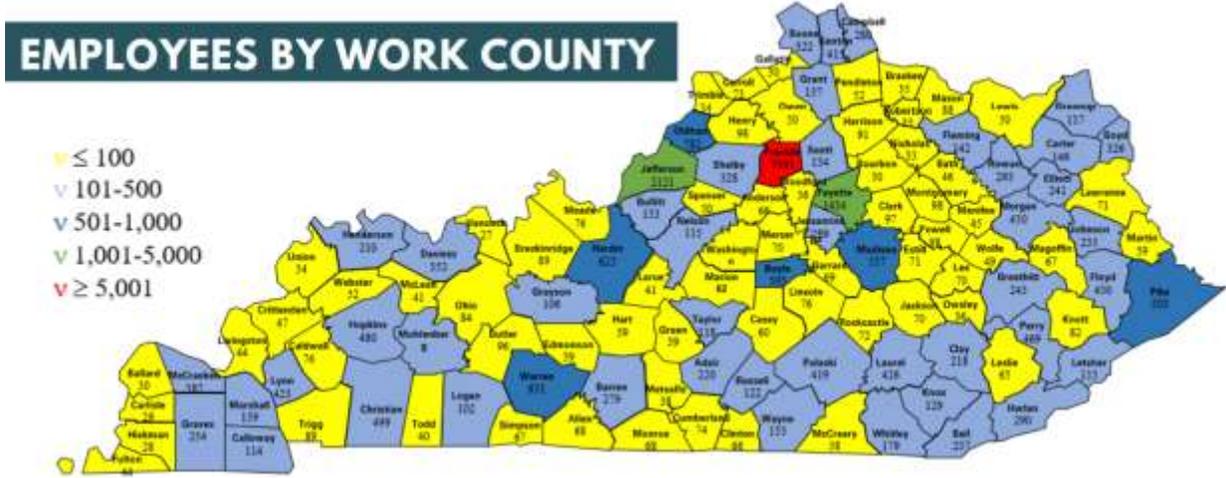
- 1) Implementation of a retention pay incentive program, and
- 2) Creation of an annual leave buyback program.

The Personnel Cabinet is confident that these changes are necessary for state government to continue to attract and retain a talented and diverse workforce to serve the needs of the Commonwealth.

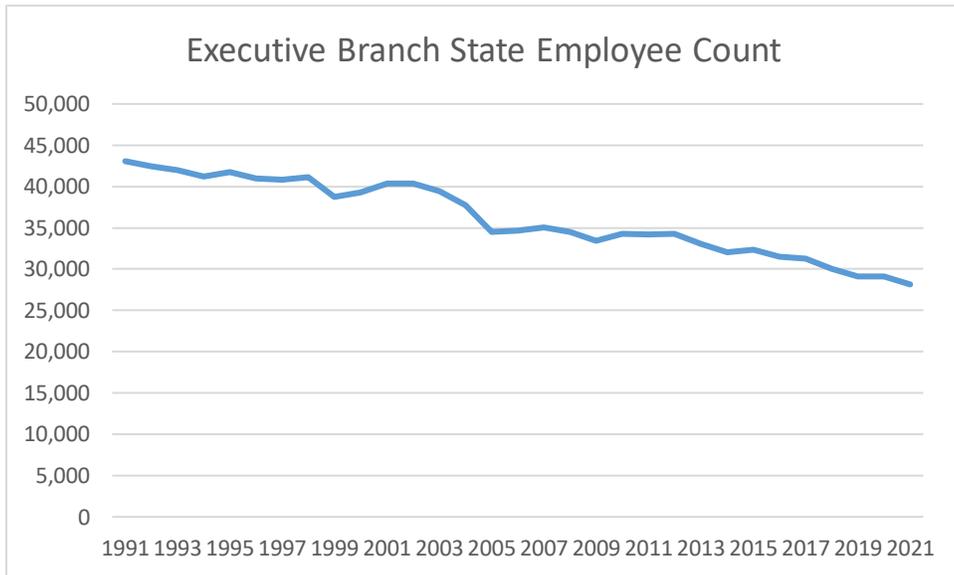
NOTE: The work involved in generating a report of this nature and magnitude would typically involve our 3rd party consulting firm, Korn Ferry. Korn Ferry has the capacity to utilize vast resources and experienced staff who would be dedicated to this project and the production of this report. Due to lack of funding, the Personnel Cabinet was unable to utilize Korn Ferry's services before this report's applicable deadline. Accordingly, all work performed in the creation of this report was done with limited resources and staff.

OVERVIEW OF KENTUCKY STATE GOVERNMENT WORKFORCE

The Commonwealth of Kentucky has a population of 4.462 million, of which 0.61% are state employees. Kentucky State Government is one of the largest employers in the state. With more than 27,000 employees across the Commonwealth, we impact each of the 120 counties and easily maintain a strong statewide presence.



We are a diverse workforce of more than 1,100 job classifications. State employees consistently evolve to meet the ever-rising needs of the state. Compensation continues to be an extremely complex and important issue, as we continue to experience a decline in the labor workforce. The chart below depicts the historically low staffing in state government.



See Appendix #1 – Executive Branch Employee Counts



KRS CHAPTER 18A MERIT SYSTEM CLASSIFICATION AND COMPENSATION REPORT

Background and Methodology

Chapter 18A of the Kentucky Revised Statutes (KRS) established the Commonwealth of Kentucky's state merit system. KRS 18A.010 defines the merit system as a system of personnel administration based on merit principles and scientific methods governing personnel actions, to include recruitment, appointment, promotion, and welfare of the classified (merit) employees. In order to understand the KRS Chapter 18A merit system compensation system, it is important to understand the merit system principles regarding pay and the compensation methodology utilized for merit pay.

KRS Chapter 18A does not list in detail the principles upon which our merit compensation system was based; however, KRS 18A.040 requires the Kentucky Personnel Board and the Personnel Cabinet Secretary to comply with the federal merit system standards that are prerequisites for federal grants-in-aid. The Civil Service Reform Act of 1978 incorporated the federal merit system principles into law at Section 2301 of Title 5 of the United States Code. The relevant merit principle related to compensation is as follows:

Equal pay should be provided for work of equal value, with appropriate consideration of both national and local rates paid by employers in the private sector, and appropriate incentives and recognition should be provided for excellence in performance.

The United States Merit Systems Protection Board (MSPB) gives a tangible substantive background of this compensation principle that Kentucky follows. The MSPB guidance provides that the purposes of this principle are primarily: (1) envisioning pay that is both competitive and commensurate with non-government employers, (2) developing methods to maintain acceptably competitive salaries, such as locality pay, special salary rates, recruitment bonuses, and retention allowances, and (3) developing options for recognizing high performance, such as pay increases, cash awards, time off, and nonmonetary recognition.

Merit system employees are assigned to job classifications according to their duties and responsibilities. Each job classification in the classified service is assigned to one of the pay grades in a salary schedule which has a guaranteed minimum salary requirement for all pay grades. Employees are appointed to a job classification based upon their education and experience. After an employee's appointment, as an employee's career begins to progress, an employee's individual compensation can change based on a variety of factors, including, but not limited to, career path, location of employment, demotions, transfers, reclassifications, Adjustment for Continuing Excellence (ACE) awards, Employee Recognition Awards (ERA), Education Achievement awards, promotions, and position premiums.

The current KRS Chapter 18A classification and compensation system, established in KRS 18A.037, required a new system of job classification and compensation as follows:

KRS 18A.037 New system of job classification and compensation

(1) The commissioner shall develop and propose a new system of classification and compensation to be transmitted to the Legislative Research Commission by November 15, 1997. The system proposed by the commissioner shall be developed using a nationally-recognized system for evaluating job requirements. The proposed system shall determine the requirements of each job classification by using factors such as, but not limited to, knowledge, skill, effort, responsibility, accountability, problem solving, discretion, challenge, and working conditions, to ensure pay equity as required by KRS Chapters 337 and 344.

KRS 18A.037 resulted in the inception of the new classification and compensation system that has been historically administered by the Department of Human Resources Administration (DHRA) within the Personnel Cabinet.

Since 1977, the Personnel Cabinet has contracted with the globally recognized human resource consulting firm, Korn Ferry (formerly the Hay Group) to provide methodologies and consultation on the evaluation and point factoring of the classification and compensation system. Korn Ferry is a premier leader in the job evaluation and total compensation industry and has worked with federal, state, and local government agencies, including 34 state governments.

While a lack of budget funding has resulted in the Cabinet’s declining utilization of Korn Ferry’s services for continued analysis of the state’s classification and compensation system, **utilization of the Korn Ferry methodology is not the cause of the current compensation crisis.** Although used since 1977, the Korn Ferry methodology is a modern system utilized by 34 states (not just the Commonwealth of Kentucky). The Korn Ferry methodology provides an agency with direction as to the pay grade that should be assigned to a position, based upon the attributes of the job classification (duties, responsibilities, etc., as further explained below). When a salary schedule is current, it works in unison with Korn Ferry’s methodology, assigning a job class to a range of pay that is competitive with other public and some private sector employers. **Any change in a system of methodology would require significant time, manpower, and taxpayer dollars to implement. Unfortunately, the lack of funding to revise the entry level of the salary schedules for 15 years (since 2007) has diminished the impact of the Korn Ferry methodology. Simply put, the outdated salary schedules are a leading contributor to the current compensation crisis, as further outlined in the recommendations section of this report.**

Understanding Disparities in Merit System Compensation

Disparities of pay in a merit system do sometimes occur. Historically, some employees have asserted that other employees in their same job classification are unfairly making more pay. In fact, given the various rates of pay that do result from lawful application of the merit compensation system, numerous employees have filed appeals with the Kentucky Personnel Board and complaints with legislators seeking “equal pay for equal work,” as the term is commonly used in the private sector. These complaints are usually filed without consideration of various merit system factors which can result in differentiating pay, such as location, career path, etc. Contrary to these allegations, federal and state laws do allow employers to compensate employees differently based on a bona fide seniority, merit, or incentive system. Wage differentials under the Federal Equal Pay Act are justified under one of four affirmative defenses:

- A seniority system;
- A merit system;
- A system which measures earnings by quantity or quality of production; or
- Any other factor other than gender.

29 U.S.C.A § 206(d)(1). In the Commonwealth, Kentucky’s own General Assembly recognizes that “it is not an unlawful practice for an employer to apply **different standards of compensation**, or different terms, conditions, or privileges of employment **pursuant to a bona fide seniority or merit system... or to employees who work in different locations** if the differences are not the result of an intention to discriminate because of race, color, religion, national origin, sex, or age forty (40) and over, or because the person is a qualified individual with a disability.” KRS 344.100 (emphasis added).

Additionally, in a recent order, the Kentucky Personnel Board explained differences of pay in the merit system as follows:

KRS 344.100 allows for different compensation payments for state employees in the same classification. The Personnel Board has previously held that the wage disparity complained of by the Appellants is the by-product of KRS Chapter 18A merit and seniority systems. *Kathryn Parrish v. Office of the Attorney General*, 2014 WL 2191021 (Ky. PB 5/14/14). The Personnel Board has further held that there is no regulation or statute which provides that similarly situated or classified employees of the Commonwealth are to be paid at the same wage rate. *George Fortune v. Cabinet for Health and Family Services*, 2008 WL 4329627 (Ky PB 8/13/08).



Frost, et al. v. KYTC and Personnel Cabinet (2019 WL 5212758 (KY PB)).

Likewise, Franklin Circuit Court recently opined that “[t]here is no statutory authority that grants Petitioners a right to uniformity of pay... Although Kentucky has a merit system, there is no requirement that uniformity of pay exist in the merit system, absent discrimination.” *Emerson Adkins, et al. v. Energy and Environment and Personnel Cabinets*, Civil Action No. 18-CI-00027, Franklin Circuit Court, February 4, 2020.

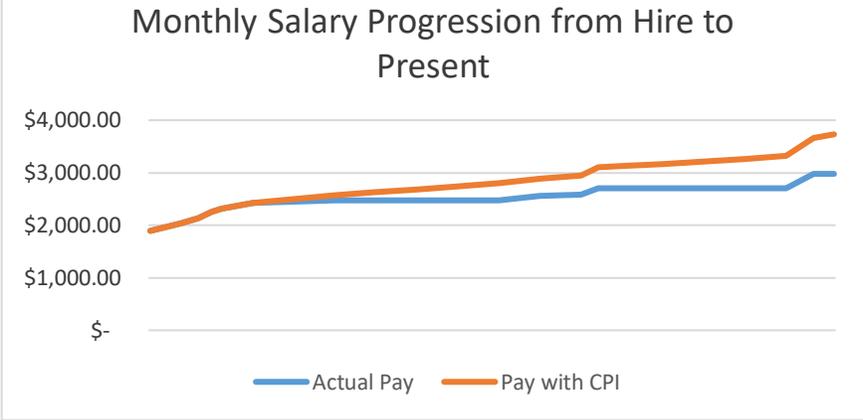
Compression

Even though individual rates of pay may differ among employees in a merit system, a goal of the Personnel Cabinet in the administration of the state employee compensation system is to prevent what is referred to as “compression.” The merit compensation system has two main components:

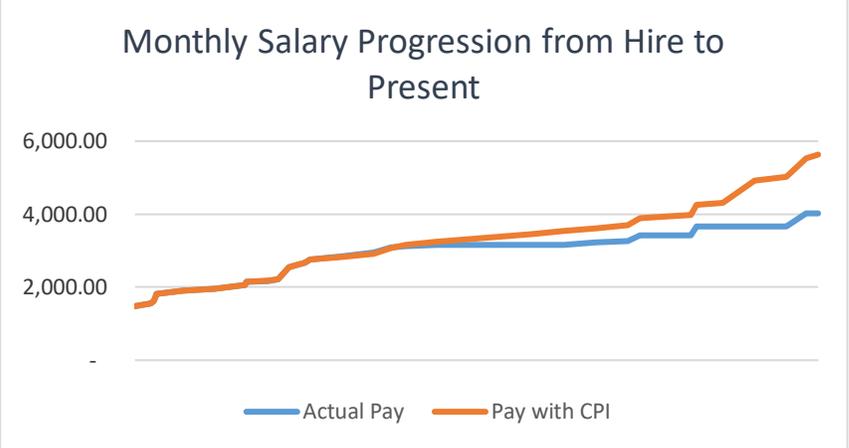
- 1) Salary Schedule: Sets the initial compensation for new employees.
- 2) Statutory Increment Policy (SIP): The application of regular Annual Increments or Adjustments for Cost-of-Living to provide a steady progression of pay for current employees.

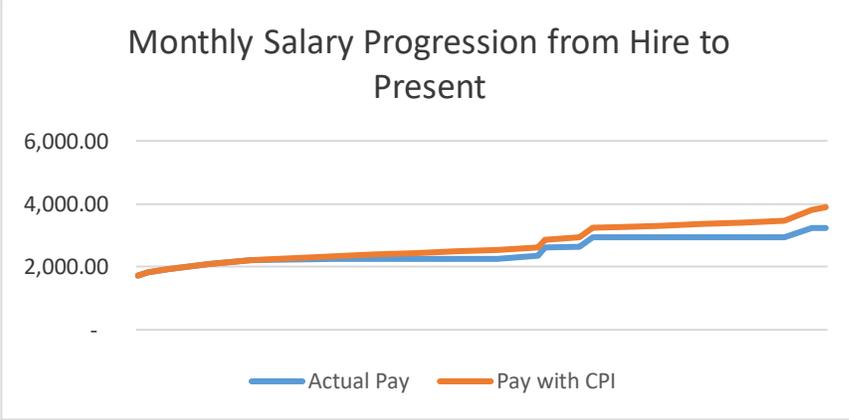
When these two components are maintained in unison, the merit compensation system works as intended. When they are not maintained in unison, and the initial compensation of a new employee is gradually permitted to encroach on that of a current employee, regardless of their respective experience and seniority, compression occurs. There is no federal or state legal requirements for uniformity of pay within a merit system; however, the General Assembly has discretion to grant merit employees this annual increment or adjustment for cost-of-living in order to minimize compression. See Appendix #2 – Annual Increment and Across the Board Increase History.

The following illustrates how current employees are impacted by non-adherence to the Statutory Increment Policy (SIP).

Hired October 2005	Today	
Family Support Specialist I (Grade 10)	Family Support Specialist II (Grade 13 - 37.5 HR WW)	
	<p>Monthly Salary Progression from Hire to Present</p> 	
<p style="text-align: center;">Pay at Hire</p> <p>\$1,892.80 month \$22,713.60 year</p>	<p style="text-align: center;">Pay with Consumer Price Index (CPI)</p> <p>\$3,730.20 month \$44,762.41 year</p>	<p style="text-align: center;">Actual Current Pay</p> <p>\$2,978.24 month (-\$751.96) \$35,738.88 year (-\$9,023.53)</p>
<p><small>Actual pay includes typical job life-cycle events: probationary increase, reclassification, grade changes, and actual increments/adjustments. Pay with CPI includes the above but replaces actual increments/adjustments with CPI.</small></p>		



Hired October 2000		Today:	
Youth Worker I (Grade 9)		Social Service Clinician I (Grade 15 - 37.5 HR WW)	
			
Pay at Hire \$1,480.00 month \$17,760.00 year		Pay with Consumer Price Index (CPI) \$5,632.20 month \$67,586.42 year	
		Actual Current Pay \$4,022.74 month (-\$1,609.46) \$48,272.88 year (-\$19,313.54)	
<i>Actual pay includes typical job life-cycle events: probationary and promotional increases, reclassification, grade and range changes, educational increase, and actual increments/adjustments.</i>			
<i>Pay with CPI includes the above but replaces actual increments/adjustments with CPI.</i>			

Hired July 2005		Today	
Correctional Officer (Grade 9)		Correctional Officer (Grade 10 - 40 HR WW)	
			
Pay at Hire \$1,720.88 month \$20,650.56 year		Pay with Consumer Price Index (CPI) \$3,893.44 month \$46,721.28 year	
		Actual Current Pay \$3,233.28 month (-660.16) \$38,799.36 year (-\$7,921.92)	
<i>Actual pay includes typical job life-cycle events: probationary increase, grade and range changes, and actual increments/adjustments.</i>			
<i>Pay with CPI includes the above but replaces actual increments/adjustments with CPI.</i>			

Another problem that results from compression is that new employees are often hired at the same rate of pay as current employees. For example, if Employee A was appointed to a Grade 11 position on July 1, 2015, at the minimum of the pay grade per the salary schedule, their salary would have been set at \$2,354.04 per month. Five years later, on July 1, 2020, Employee A was still earning \$2,354.04, because there were no annual increments over that period and no increase to minimum salaries (i.e., no change to the salary schedule entry level). Employee B, a newly appointed employee hired to a grade 11 position on July 1, 2020, would also earn the entry level salary of \$2,354.04, despite Employee A being a more senior employee. Additionally, as another complication of compression, once a new employee completes initial probation, they receive a 5% probationary increase, which could possibly place their salary above other, current (senior) employees.

As previously stated, there is no federal or state legal requirements for uniformity of pay within a merit system; however, the General Assembly has discretion to grant all merit employees an annual increment or adjustment to meet increases in the cost-of-living in order to minimize compression. (See Appendix #2 – Annual Increment and Across the Board Increase History.) Likewise, regular increases in the entry level of salary schedules, and funding for the same, also help address compression. **These 2 items (salary schedule maintenance and cost-of-living increases), if corrected and modernized together, would largely address the current compensation challenges.**

The following are some additional examples of current compression scenarios in the state government compensation system due to the lack of regular annual increments for state employees (i.e., non-adherence to the Statutory Increment Policy (SIP)) and the lack of adjustment to the entry level of the salary schedules:

FAMILY SUPPORT SPECIALIST II (Grade 13 - 37.5 HR WW)				
CURRENT EMPLOYEE Hired October 2005	NEW EMPLOYEE			
	Pay Grade	Rate	Entry Level Wage	Midpoint Wage
	13	Hourly	\$16.432	\$26.292
		Monthly	\$2,670.20	\$4,272.46
		Annually	\$32,042.40	\$51,269.52
Current Pay \$2,978.24 month \$35,738.88 year	Equal Starting Pay \$2,978.24 month \$35,738.88 year	Higher Pay After Probationary Increase \$3,127.16 month (+\$148.92) \$37,525.92 year (+\$1,787.04)		

SOCIAL SERVICE CLINICIAN I (Grade 15 - 37.5 HR WW)				
CURRENT EMPLOYEE Hired October 2000	NEW EMPLOYEE			
	Pay Grade	Rate	Entry Level Wage	Midpoint Wage
	15	Hourly	\$19.882	\$31.812
		Monthly	\$3,230.84	\$5,169.46
		Annually	\$38,770.08	\$62,033.52
Current Pay \$4,022.74 month \$48,272.88 year	Equal Starting Pay \$4,022.74 month \$48,272.88 year	Higher Pay After Probationary Increase \$4,223.88 month (+\$201.14) \$50,686.56 year (+\$2,413.68)		

CORRECTIONAL OFFICER (Grade 10 - 40 HR WW)					
CURRENT EMPLOYEE Hired July 2005		NEW EMPLOYEE			
	Pay Grade	Rate	Entry	Midpoint	Special Entrance Rate
	10	Hourly	\$12.345	\$19.752	\$14.424
		Monthly	\$2,139.80	\$3,423.68	\$2,500.00
		Annually	\$25,677.60	\$41,084.16	\$30,000.00
Current Pay	Equal Starting Pay	Higher Pay After Probationary Increase			
\$3,233.28 month \$38,799.36 year	\$3,233.28 month \$38,799.36 year	\$3,394.96 month (+\$161.68) \$40,739.52 year (+\$1,940.16)			

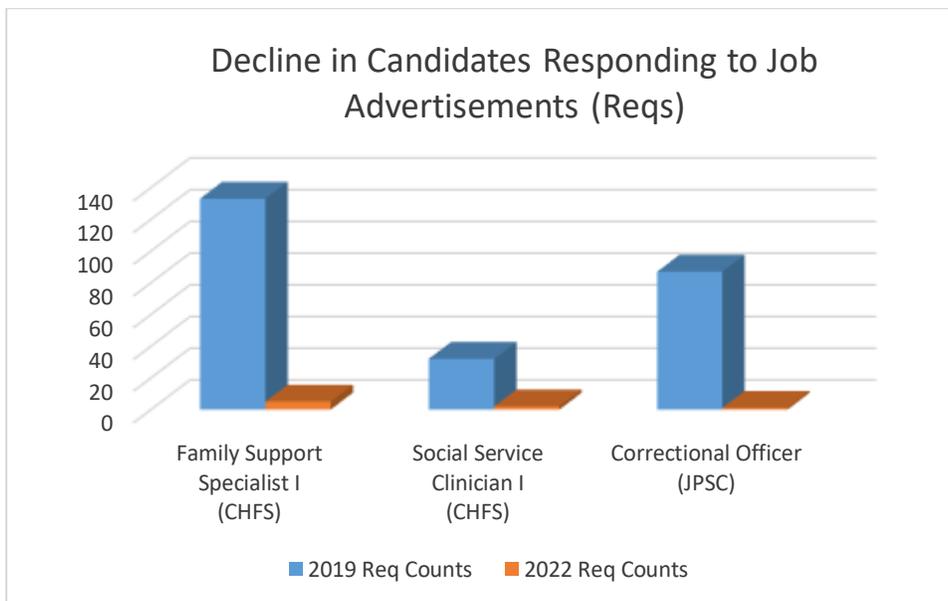
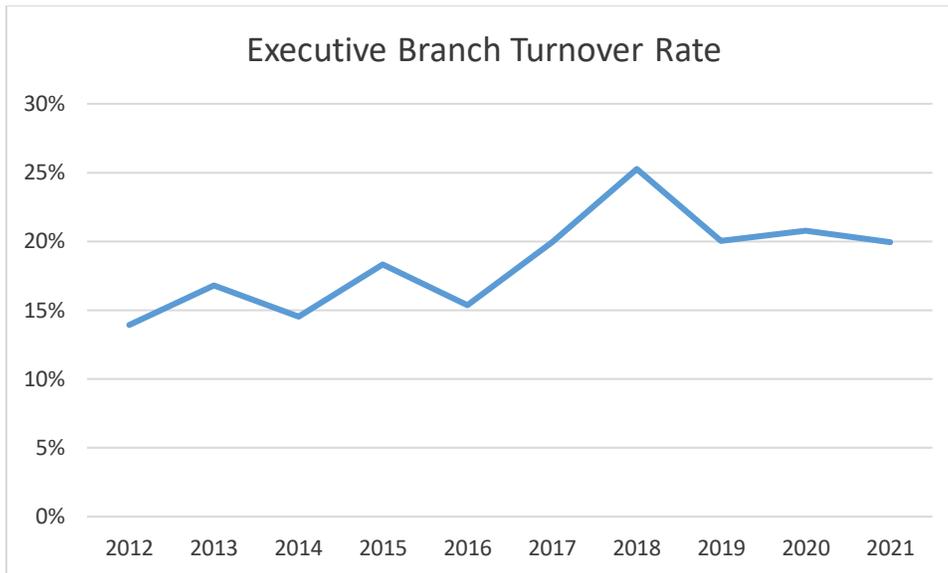
Total Compensation Package

When appropriately funded, the compensation methodology utilized by the Personnel Cabinet, in conjunction with other robust employee benefits, creates a total compensation package that enables agencies to attract, recruit and retain a qualified workforce. The average annual compensation is illustrated below:



While state government salaries in Kentucky have never been equal to those in the private sector, state government employers were, historically, able to remain competitive with the private sector by offering an exemplary total compensation package, to include a rewarding retirement plan, generous health insurance benefits, and other indirect benefits. Workers were often willing to trade a higher private sector salary for benefits that were unique to state government employment.

Unfortunately, state government employers have lost their competitive advantage over the private sector. Over the past 20 years, there has been a 48% decline in state government staffing. Reduction of benefits, such as retirement and health insurance plans, and the failure to raise wages has led to high rates of turnover, inexperienced staff, staffing shortages, and unanswered recruitment efforts.



To once again become competitive, and not only attract but retain quality employees and secure the success of state government, it is imperative that the Executive Branch recover its once attractive total compensation package.

The analysis below will review what is included in the different components of total compensation, both ideal and our actual offerings.

Direct Compensation

Direct compensation is comprised of the following:

- Base Pay
- Bonuses (if applicable, such as American Rescue Plan Act (ARPA) funds)
- Overtime Pay (straight compensatory time vs. time and a half pay/compensatory time)
- Premiums (not part of base pay) – shift, weekend and holidays, locality, critical position, multi-lingual

Regular annual increases to an employee's base pay are critical in retaining employees and preventing salary compression as previously discussed. For example, Executive Branch employees have not seen a meaningful raise to their base pay in at least a decade. This lack of base pay increases has led to a wage decline (after adjusting for cost-of-living increases) since 2008, when compared to rising wages for private sector workers. In fact, state employees have received only 2 annual increases in the past 12 years (see Annual Increment and Across the Board Increase History in Appendix 2).

In addition to employee salaries lagging behind the salaries of other public and private sector employees due to the lack of annual increments, the salary schedules have also not been regularly adjusted, due to a lack of funding. House Bill 1, passed in the 2022 legislative session, authorized an 8% increase for eligible employees on July 1, 2022. This appropriation is much appreciated, but it is only a beginning, as it does not adequately address the lack of regular annual increments that repeatedly occurred over the past 20 years, nor does it address the need to continually update the salary schedules for Executive Branch state employees.

Indirect Compensation

Indirect compensation is comprised of the following:

- Health Insurance
- Health Reimbursement Arrangement (HRA), Health Savings Account (HSA), Flexible Spending Account (FSA)
- Life Insurance
- Optional Insurance (Dental / Vision)
- Paid Leave (annual, sick, compensatory, jury, voting, election, blood donation, living organ, educational, military)
- Paid holidays (11.5 days per year, 12.5 days in a Presidential Election year)
- Sick and Annual Leave Sharing
- Annual Leave increases at certain longevity levels
- Sick Leave Bonus days at certain longevity levels
- Family and Medical Leave
- Deferred Compensation
- Educational / Tuition Assistance
- Adoption Benefit Assistance
- Employee Suggestion System
- Annual Leave award for Performance Management (eligible employees and certain criteria must be met)
- Workers Compensation Insurance (ability to use leave to supplement pay)
- Unemployment Insurance
- Employer FICA (Federal Insurance Contributions Act) match payments (Social Security and Medicare), excluding Teachers Retirement System participants. Currently employer pays 6.2% for Social Security and 1.45% for Medicare – as do applicable employees)
- State Employee Discounts for participating providers
- Discretionary salary increases including Adjustment for Continued Excellence (ACE) (added to base salary) and Employee Recognition Award (ERA) lump sum award
- Educational Achievement Award (added to base salary)
- Retirement

One of the most crucial parts of indirect compensation is retirement benefits. The state retirement system previously served as a key incentive for attracting and retaining employees. In order to reap full retirement benefits under what is known as Tier 1 of the retirement plan (an option which is no longer available to new employees), employees were required to serve 27 years of state service in the Non-Hazardous plan. Unfortunately, the enticement of great retirement

benefits began to wane beginning in 2014, when the General Assembly made drastic changes to state employee retirement benefits, reducing the benefits, and creating what is now referred to as Tier 3 retirement. This change was effectuated on January 1, 2014, and all new employees hired since that date are enrolled in Tier 3.

To better explain this change and illustrate its impact on what was once an exemplary tool for recruitment and retention, a review of all three retirement tiers is provided below. Also, see Appendix for Kentucky Public Pension Authority (KPPA) publications: #3 “Benefit Tier Comparison” and #4 “Evolution of Benefits.”

There are 3 retirement tiers offered to state employees under the KPPA. This includes: the Kentucky Employees Retirement System (KERS) Non-Hazardous, KERS Hazardous, and State Police Retirement System (SPRS) Hazardous. County Employee Retirement System (CERS) is not covered in this analysis.

- **Tier 1**

Tier 1 was the sole state employee retirement plan through September 1, 2008. This plan applies to all employees hired prior to September 1, 2008. KERS Non-Hazardous employees pay 5% of their salaries towards retirement, while KERS Hazardous and SPRS paid 8% retirement contributions. This is a Defined Benefit Plan based on a retirement formula for final compensation, to include benefit factors multiplied by years of service. It considers the high 5 years of compensation for Non-Hazardous, and the high 3 years of compensation for Hazardous. If the member met the service requirement, retirement could begin at any age. If employees in Tier 1 were members before July 1, 2003, then a percentage of monthly health insurance contribution rates were guaranteed. In addition, sick leave credit towards retirement is unlimited, meaning that an employee can use sick leave for service credit without a maximum. Full time employees earn sick leave each month, and for those employees who are fortunate enough to remain healthy and productive at work, the balance of unused sick leave days earned may be used in the retirement calculation. Employees are under an “inviolable contract,” and no cost-of-living to their retirement income is guaranteed.

- **Tier 2**

This plan applies to employees who commenced employment between September 1, 2008 and December 31, 2013. Like Tier 1, Tier 2 is a Defined Benefit Plan. A change was made in employee retirement contributions to add an extra 1% for a health insurance contribution (HIC) to the health insurance fund which is not credited to the individual’s account and is not refundable. Changes were also made to final compensation, such as requiring 5 full fiscal years (or 3 years for Hazardous) before calculation. The benefit factor percentages are based on years of service. A major change was the “Rule of 87,” which requires Non-Hazardous members to be at least 57 years of age, with their age and service equaling 87. For Hazardous, the required service was changed from 20 years for full retirement to 25 years. The HIC rules were changed to a dollar amount per year of service (\$10 per month for Non-Hazardous, \$15 per month for Hazardous). Another major change was sick leave credit could not exceed 12 months of service. Employees are under an “inviolable contract,” and no cost-of-living is guaranteed.

- **Tier 3**

This plan started on January 1, 2014 and is the current plan for all new hires. This plan is no longer strictly a defined benefit plan, but rather, considered a Cash Balance Plan, sometimes referred to as a hybrid plan. It has some components of a defined benefit plan; however, the benefits are not equivalent to the benefits of the Tier 1 or Tier 2 plans. The contribution rates remain the same as Tier 2; however, there is not a final compensation calculation, and there is not a benefit factor. It does require the “Rule of 87” for Non-Hazardous, and 25 years of service for Hazardous, the same requirement as Tier 2. For health insurance, the rules remain the same as Tier 2. There is no provision to allow any sick leave credit towards retirement, and no cost-of-living is guaranteed. Tier 3



is not considered an “inviolable contract,” meaning that although accrued benefits should remain protected, the General Assembly could change prospective benefits if fiscal circumstances warrant it.

The change in retirement plans has been met with criticism and skepticism by prospective applicants and new hires. The Cash Balance Plan that is utilized in Tier 3 is considered a hybrid plan because it contains characteristics of both a defined benefit plan and a defined contribution plan. It resembles a defined contribution plan because it determines the value of benefits for each participant based on the account of each individual. However, the assets of the plan remain in a single investment pool like a defined benefit plan. Under this plan, participants contribute the same rates as Tier 2 participants into the member’s account. If criteria are met, each fiscal year (with 1st year exception), additional funds are placed in the member’s account such as the employer pay credit, employer interest, and member interest. A member’s account earns 4% annually on both the member’s contributions and the employer pay credit. Additionally, an upside sharing credit may be applied to the account. This provision looks at average net return for the 5 previous fiscal years to see if it exceeds 4%, then 75% of this may be applied to the member’s account. This can change based on the investment returns, with strong returns crediting more, and lesser returns only guaranteeing the 4%. An employee’s final balance at retirement is divided by an actuarial factor to determine the monthly benefit. Since a retiree is limited to the amount in their account, the monthly life annuity may be lower to reflect the actuarial factors. These changes reflect a major difference between the retirement benefits that may be achieved by employees enrolled in the Tier 1 and Tier 2 retirement plans, and the changes are a contributing factor in the decreased number of applicants for positions and long-term retention of employees.

Intangible Benefits

It should also be noted that in addition to the above direct and indirect compensation benefits, employees receive several intangible benefits, to include:

- Flexible Work Schedules (applicable employees)
- Telecommuting
- Adverse Weather Leave (applicable employees)
- Employee Assistance Program
- Wellness Program
- Training and Development Opportunities
- Employee Resource Groups
- Employee Recognition
- Mediation / Workplace Resolution
- Tobacco Free Workplace
- Direct Deposit, Electronic Salary and Time Statements, and Online W-2’s

Despite the Personnel Cabinet’s best efforts to keep the total compensation and benefits package competitive with the private sector, salaries must now be the priority. The current lack of competitive salaries and annual increases/cost-of-living allowances and the reduction of benefits in the state retirement system have created a substantial hardship for agencies working to attract and retain a quality workforce.

RECOMMENDATIONS

In response to the requirements of House Bill 1, the Personnel Cabinet offers the following recommendations to improve the current Executive Branch state employee compensation. Together, these steps would result in an additional 24.4% base pay increase in fiscal year 2024:

1. 40-Hour Work Week

Each position within the Executive Branch is established as a 37.5 or 40-hour work week depending on the job classification or organizational structure. Currently 11,425 positions are 40-hour work week and 17,839 positions are 37.5-hour work week.

RECOMMENDATION: Standardize the Executive Branch work week to 40 hours. The 6.67% increase to an employee's base pay to compensate for these additional hours (2.5 hours each week) would benefit employees and not only provide consistency between the majority of state agencies but also make state government more competitive with the private sector's standard work week.

The total cost of changing these positions to 40-hour work week is approximately \$111 million, \$61 million from the General Fund.

2. Annual Increment or Salary Adjustment

The General Assembly should consider implementation of an annual cost-of-living adjustment or annual increment for state employees.

RECOMMENDATION: The Administration recommends a 6% salary increase for all state employees for fiscal year 2024, to be uniformly effective on July 1, 2023. The approximate cost is \$169 million, \$81.5 million from the General Fund.

3. Salary Schedule Adjustment

As required in KRS Chapter 64.640(1), the salary schedule is the foundation for setting rates of pay for each job classification. From 1995-2003, during his administration, Governor Paul Patton implemented a policy that called for an annual inflationary revision to the salary schedule. As a result, the salary schedule was increased based on the increase in cost-of-living for fiscal years 2001-2008. Unfortunately, due to the Great Recession (2007 – 2009), and the slow economic recovery, inflationary increases to the schedule have not taken place on a regular basis since 2008. Included, is a draft salary schedule (Appendix #5), that illustrates what the salary schedule would look like today, had regular, annual and inflation adjustments been made to the schedule since 2007.

In order to prevent compression, to be competitive with recruitment, to retain employees, and to ensure existing employees are paid at a rate higher than the federal poverty level (see Appendix #6– Annual Update of the HHS Poverty Guidelines), the salary schedule should be adjusted each fiscal year. Currently over 1,500 Executive Branch state employees are on public assistance due to low pay. Due to the 8% salary increase adopted for Executive Branch employees in the fiscal year 2023 budget, the salary schedule will be increased by 8%, effective September 16, 2022. (See Appendix #7). It should be noted that the revised schedule would not impact every employee's salary, especially those incumbent employees whose years of service already place them well above the entry level wage for their job classification.

RECOMMENDATION: Funding should be appropriated to adjust the salary schedule annually by the amount of the annual increment or cost-of-living increase. This modification would assist in making state employee compensation more competitive as compared to the private sector, which would greatly assist with recruitment and retention.

The Personnel Cabinet recommends an additional 6% increase to the salary schedule which will be effective September 16, 2023, to align with the recommendation provided above (#1). (See Appendix #8)

4. Comprehensive Job Classification Review Project and Applicable Salary Changes

While the Personnel Cabinet is continually reviewing, creating, amending, and abolishing job classifications to ensure agencies have the best job classifications to attract the necessary workforce and fulfill the mission of the agency at all times. Job Review Projects are also performed and facilitated by the Kentucky Personnel Cabinet on a recurring basis as noted in more detail below. This round of reviews began in January 2020.

Currently there are 1,157 active job classification specifications, with approximately 41% of job reviews having been completed, and 11% are currently under review. (See Appendix #9 – Job Review Project). Of the completed job reviews, 96 have resulted in the assignment of a higher pay grade with applicable salary increases. There are 48% of job classification specifications remaining to be reviewed as part of the active Job Review Project. Of the remaining, several are in the Nursing, Auxiliary and Medical Therapy, Engineering and Geological, and Revenue job families, all which include jobs that experience turnover and recruitment and retention issues. These job families, or groups of jobs with like purpose and function, represent approximately 1,800 employees. Based on the number of those that have resulted in the assignment of a higher pay grade, it can be projected that the remaining job classification specification reviews may result in approximately 139 higher pay grade assignments, at an anticipated cost of approximately \$63 million.

A Job Review Project gives an ongoing analysis of all active job classification specifications. This analysis performed by the Personnel Cabinet every 7 to 10 years. This thorough and in-depth project takes up to 4 years to complete, with the most recent review project beginning in 2020. The purpose of these comprehensive job reviews is to assess the intent and accuracy of each individual job classification to determine the effectiveness and to identify any necessary modifications. The reviews are in-depth and include the assessment of all aspects of the current job classification specification, as noted in the chart below, for completeness, accuracy, and application of any necessary updates. A collective review is performed on job families simultaneously to ensure the entire series is clearly defined, does not overlap, and represents a necessary purpose for user agencies. In addition to the Personnel Cabinet’s independent review, data is collected from all agencies that employ individuals in the specific job classification(s). This data requires feedback from the agency’s Human Resources (HR) office and subject matter experts within the agency that manage and/or work directly with employees in the specified job classification(s) under review. This is necessary to obtain and document first-hand knowledge of each job’s purpose and expectations and to aid in identifying necessary modifications.

The chart below depicts some of the in-depth analysis that is applied during the assessment performed on each individual job classification specification.

Job Characteristics	<p>Identification of:</p> <ul style="list-style-type: none"> • The purpose and main function of the job • The level of decision-making authority • Employee contact and communication expectations • The level of problem-solving required to successfully perform the job tasks • Budget and/or financial responsibility • Change management responsibility • Supervision or management responsibilities • The job classifications that this job may directly supervise • The job classification that this job typically reports to
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Minimum Requirements: Education Applicable substitution of Experience for Education	Identification of: <ul style="list-style-type: none"> • The minimum education required to successfully perform the job tasks, including specific degree and/or credit hours within a specific study • Specific job-related experience that would substitute for the required education and in what measurable portions (i.e., year-for-year)
Minimum Requirements: Experience Applicable substitution of Education for Experience	Identification of: <ul style="list-style-type: none"> • The expected level of know-how to successfully perform the job tasks • The minimum experience required to successfully perform the job tasks in measurable periods (i.e., one year) • Specific skills required to successfully perform the job tasks experience (i.e., management) • Specific skills required to successfully perform the job tasks • Specific education that would substitute for the required experience and in what measurable period (i.e., year-for-year)
Minimum Requirements: Special Requirements	Identification of: <ul style="list-style-type: none"> • Specific licensure(s) and/or certifications required to successfully and legally perform the job duties • How are the licensures/certifications obtained? • Are the licensures/certifications verifiable? If so, how? • Ongoing competencies or professional development required to successfully perform the job tasks
Examples of Duties	<ul style="list-style-type: none"> • Identification of the required use, operation, maintenance, or repair of any specialized machinery, tools, equipment, instruments, vehicles, or computer hardware/software
Physical Requirements	<ul style="list-style-type: none"> • Identification of unique physical requirements to successfully perform the job tasks (i.e., stooping, bending, lifting objects in excess of 50 pounds, etc.)
Typical Working Conditions	Identification of: <ul style="list-style-type: none"> • The typical working conditions for employees in this job (i.e., office setting, outdoors in extreme weather conditions, etc.) • Travel requirements
Additional Requirements	If applicable

Additionally, reviews of national compensation survey data from other state governments and available market data are complete. These reviews identify other states' and/or businesses' comparable job classifications and the associated job duties, required education, experience, licensures/certifications, and compensation. When survey data is not readily available, the Personnel Cabinet may initiate a survey for a specific job classification or job series and distribute it to other state governments or businesses for response.

After the necessary data compilation, appropriate revisions are made to the job classification(s) to ensure the job is up-to-date, complete, and reflective of the current duties. A detailed job evaluation profile, which is a systematic process for ranking jobs logically and fairly by comparing job against job or against a predetermined scale to determine the relative importance of jobs to an organization, is completed on the updated job classification. Point factoring methodologies are also applied which correlate to a specific pay grade on our salary schedule. The

association of the compensation associated to a job classification system formalizes the relationship of an organization's jobs into a pay framework based on an objective assessment of the value of those jobs. These are part of the Korn Ferry Job Evaluation and Point Factoring methodologies, which ensure the successful operation of the state's compensation system, as required by the KRS Chapter 18A statutes.

The count of active job classification specifications fluctuates as a result of the continual review performed by the Personnel Cabinet, outside of scheduled Job Review Projects, to meet the ongoing needs of agencies within the Executive Branch.

Within the last year the cabinet has completed the job reviews and updates of several job classifications that have consistently experienced high turnover and recruitment and retention struggles. These job classification revisions resulted in an increase in the pay grade assigned to the job, positively impacting more than 4,100 employees. Some of these job classifications included the Correctional Officer job series, Youth Worker job series, Social Service Worker job series, Case Management Specialist job series, and the Family Support Specialist job series. In addition to the Job Review Projects, the Personnel Cabinet works with agencies to address the impacts of high turnover and recruitment and retention struggles by applying shift and locality premiums and Special Entrance Rates, as provided by KAR 101 2:034 and 101 KAR 3:045. Currently the cabinet is working with the Justice and Public Safety Cabinet to implement salary increases to the Medical Examiner and the Staff Attorney job series, and an adjusted salary schedule for Kentucky State Police and Commercial Vehicle Enforcement Officers per fund allocations specified within legislation. Additionally, employees within the Public Safety Telecommunicator job series were assigned to a 40-hour work week on May 15, 2022, which provided a 6.67% compensation increase for the additional weekly hours worked.

While this continuous review is necessary to keep jobs current, as outlined in KAR 101 2:034, Section 3(4) and 101 KAR 3:045, Section 3(4), a change or increase to a job classification's pay grade assignment does not guarantee a salary increase for employees in that job classification.

The Job Review Project is coordinated and executed by the Personnel Cabinet's Department of Human Resources Administration, Classification, Compensation & Organizational Management Branch, staffed with only four (4) full-time personnel and one manager. All staff are trained extensively on the intricate and detailed Korn Ferry job analysis and point factoring methodologies to ensure accuracy and consistency throughout the entire project. The detailed and in-depth analysis and expertise required to successfully complete each job review is time consuming and requires the commitment and resources of not only the Personnel Cabinet, but of the agencies who employ individuals within each job classification. Personnel Cabinet staff assigned to continually work on the Job Review Project are also responsible for a wide range of tasks that service not only the Executive Branch, but also the Judicial and Legislative Branches of government.

RECOMMENDATION: For fiscal year 2024, to accommodate an estimate of salary increases associated with upcoming job reviews that result in pay grade changes, appropriate approximately \$63 million to a central pool account, \$37 million from the General Fund. Also, to expedite the thorough process required for the Job Review Project, appropriate \$500,000 to the Personnel Cabinet to procure Korn Ferry's participation and assistance in the project so that it can be completed by June 30, 2024.

5. [Providing More Ability to Address Compensation Problems through Amendments to Regulations](#)

In an effort to continue offering flexible compensation options to agencies to assist with recruitment and retention of our workforce, the Personnel Cabinet intends to file the following amendments to 101 KAR 2:034 and 101 KAR 3:045, the compensation regulations that apply to the KRS Chapter 18A classified and unclassified employees:

Locality Premium

The Personnel Cabinet's compensation regulations, 101 KAR 2:034 and 101 KAR 3:045, currently contain provisions that allow agencies to offer locality premiums. (See Appendix #10 – Locality Premium Report). The current locality premium gives the agencies the flexibility to compensate employees in a specific job classification and work county at a different rate than other employees in the same job classification in a different work county based on a demonstrated sustained recruitment and retention issue impacting the mission of the agency. This premium is not part of an employee's base pay, but rather, it is paid for each hour worked. Since the premium only remains in place while the employee stays in the job classification and in the designated county and is not part of base pay, the employee will no longer receive the higher rate of pay if the employee transfers or promotes out of the job classification and work county for which the premium was approved. For example, due to the recruitment and retention issues which are impacting social workers in Jefferson County, employees are receiving an additional \$4.00 an hour increase for working in that job classification and in that work county, as opposed to another work county in the state. If the employee leaves the social worker job classification in Jefferson County, then the \$4.00 premium increase would not transfer to the new position and work county. The proposed amendments to the current locality premium sections of the Personnel Cabinet regulations would give the Personnel Cabinet the ability to set a premium amount, after demonstrated sustained recruitment and retention issues are presented by the agency to the Personnel Cabinet for final determination, based on a series of report statistics and agency justification.

Sign-On Bonus

A new provision will be proposed to give agencies the ability to offer a sign-on bonus of up to \$5,000 to an employee, if employed in a job classification that has a demonstrated sustained recruitment and retention issues as proposed by the agency and approved by the Personnel Cabinet. The employee will receive 25% of the bonus upon hire, 25% once they have been employed for 6 months, and the remaining 50% of the bonus after 1 year of employment.

Agency Internal Equity Salary Adjustment

A new provision will be proposed to allow an agency, if sufficient funds are available, to adjust the salary of one or more employees due to internal pay equity issues within a job classification for sustained recruitment issues impacting the mission of the agency.

New Appointments

An amendment will be proposed to allow an agency, if sufficient funds are available, to adjust the salary of incumbent (current) employees if it is anticipated that a new appointee's salary will surpass the incumbent employee's salary upon completing probation and receiving their probationary increase.

Adjustment for Continuing Excellence (ACE) and Employee Recognition Award (ERA)

An amendment will be proposed that removes the restriction that an Appointing Authority may only grant an award for up to 25% of the total number of full-time employees in the department or office in a calendar year. The maximum monetary amount available to be awarded will not change.

Pay Grade Change

A new provision will be proposed to allow the Personnel Cabinet to determine a percentage increase for a respective grade change, if the Cabinet deems it necessary to change the pay grade of a job classification.

6. Student Loan Forgiveness Retention Program

Establish a Student Loan Forgiveness Retention Program. Without retention benefits, state government can lose an employee based on "one bad day." A student loan forgiveness program can benefit the Commonwealth in a number

of ways. While promoting Kentucky trades and postsecondary education through colleges and universities it can also encourage career employment with state government.

RECOMMENDATION: The Personnel Cabinet proposes that it promulgate a regulation to establish a student loan forgiveness retention program. The estimated cost is \$20 million from the General Fund.

7. Tier 3 Retirement Plan

As a result of changes to the retirement benefits for state employees, the current plan available for new employees (Tier 3) is no longer a recruitment or retention benefit and does not provide an advantage for state government when compared to the public and private sectors.

RECOMMENDATION: Reinstate the Tier 2 retirement system plan for employees who currently fall under KERS Hazardous and State Police Retirement System Tier 3 hybrid Cash Balance Plan, as recommended in the Governor's proposed budget bill. The less beneficial Tier 3 plan has contributed to the strain on the state's ability to recruit and retain qualified individuals, particularly for those public safety employees who fall under hazardous duty and the Kentucky State Police Retirement System.

8. Pension Spiking Legislation Review

In 2017, legislation was passed to set up a process for determinations to be made of "pension spiking." Under the legislation, KPPA is required to review the last 5 fiscal years of employment for Tier 1 and Tier 2 members retiring on or after January 1, 2018. Any increase in salary earned after July 1, 2017, in excess of 10% from the immediately preceding fiscal year, will be exempt from creditable compensation when calculating the member's retirement benefit if the fiscal year is to be used in the member's final compensation. KPPA will refund member contributions and interest attributable to the reduction in creditable compensation back to the employer. KPPA will allocate the employer contributions to the appropriate system to offset the unfunded pension liability. Under current law, a member's final compensation will be adjusted, unless it falls under one of these provisions:

- A. Bona fide promotion or career advancement;
- B. Lump sum payout for compensatory time at termination only;
- C. Lump sum payout for alternate sick leave payments;
- D. Increases in years where the member was on leave without pay in the prior fiscal year;
- E. An increase due to overtime work and pay as the result of a state or federal grant, grant pass-through, or a similar program that requires overtime as a condition or necessity of the employer's receipt of the grant; or
- F. An increase due to overtime work and pay required by a federal or state-declared emergency.

The above provisions do not account for annual cost-of-living increases. That being the case, it is possible that pension spiking determinations could result for retiring employees who receive their 8% increase on July 1, 2022 if they also receive some type of salary increase in the fiscal year, whether by salary adjustment for a new employee, block 50 compensation, discretionary salary increases, etc.

RECOMMENDATION: It is recommended that the General Assembly modify the pension spiking provisions to account for evidence-based salary adjustments, as recently done with the Kentucky State Police, to accommodate the annual cost-of-living increases/increments, and to avoid reduction of final retirement compensation after an employee has retired, which is often the case with pension spiking determinations.

9. Personnel Cabinet, Department for Human Resources Administration Staffing

The Department of Human Resources Administration (DHRA) within the Personnel Cabinet is vital to the overall success of the Commonwealth of Kentucky's state government functions, responsibilities, and goals. DHRA oversees

the administration of the Commonwealth's employment application process, creates and issues employment registers, performs state payroll functions, maintains employee personnel actions and records, manages the classification and state compensation system, and maintains and administers the statewide Performance Management Program. DHRA consists of the Commissioner's Office, the Division of Employee Management (DEM), and the Division of Career Opportunities (DCO). For DHRA to provide appropriate and timely services across the Commonwealth, the department must be appropriately staffed to perform the tasks and duties that are required of it and the Personnel Cabinet by statute and regulation.

The DHRA Commissioner's Office oversees and provides management and guidance to the divisions within the department. This office provides oversight and management to the statewide performance management program and administers the MyPERFORMANCE evaluation system. Additionally, this office administers the DHRA training program, providing guidance and training for required Human Resources (HR) policies and procedures, the Kentucky Human Resources Information System (KHRIS), and the MyPURPOSE system training courses.

The Division of Employee Management (DEM) is responsible for a number of functions, to include the following: executing the state payroll for 44,000 individuals; processing personnel actions for several agencies (KRS Chapter 18A agencies, KRS Chapter 16 agencies, the Department of Education – Adult and Technical Education, the Legislative Research Commission (LRC), and the Administrative Office of the Courts (AOC)); maintaining employees' official personnel files; and maintaining the classification and compensation system. The division is also responsible for implementing lay-off plans, monitoring and assisting agencies in complying with the provisions of the Fair Labor Standards Act (FLSA), and for the review and implementation of Executive Branch reorganizations.

DEM consists of the following branches: Classification, Compensation and Organizational Management, Personnel Administration, and Payroll.

The Division of Career Opportunities (DCO) is responsible for operating a centralized applicant and employee certification program, operating the state register programs, including the administration of layoff plans and reemployment lists as required by KRS 18A.113 through KRS 18A.1132, KRS 18A.115, 18A.130 and 18A.135, and for coordinating outreach programs such as recruitment and administrative internship programs.

DCO consists of the following branches: HR Certification, Applicant, Veterans, & Recruitment Assistance, and Register.

RECOMMENDATION: There is a need for additional qualified staff in DHRA to administer and maintain various critical programs and functions across state government. Although DHRA services numerous agencies across the Commonwealth, currently the department is staffed with only 39 employees, while 10 years ago the employee count was 51. As stated above, the Job Review Project of 1,157 job specifications is coordinated and executed by the Personnel Cabinet's Department of Human Resources Administration, Classification, Compensation & Organizational Management Branch, staffed with only four (4) full-time personnel and one manager. In order for DHRA to succeed and to stay competitive within state government HR and in the private sector, the department will require 11 additional full-time positions. The estimated cost in fiscal year 2024 is \$1.5 million. Additional staff will allow the department to be proactive, instead of reactive, in addressing tasks and duties. This will allow action processing within DHRA to be completed in real-time, rather than the continuation of retroactive processing. Quicker turn-around and processing of actions will allow for more efficiency and time saving for agencies in the Commonwealth. To meet this goal of improved efficiency, all consultant and manager positions within DHRA will need to be continuously compensated at the midpoint of their respective grade to maintain adequate staffing levels and continuous reliable production of work. Increased staffing, resulting in more efficient and timely work processes, will benefit state government agencies, employees, and clients throughout the Commonwealth.

The approximate cost of all major recommendations are outlined below:

Fiscal Year 2024		
Initiative	General Fund	All Funds
Salary Increase (6%)	\$81.5 million	\$169 million
Job Review/Grade Changes	\$37 million	\$63 million
40-Hour Work Week Conversion	\$61 million	\$111 million
Student Loan Forgiveness Retention Program	\$20 million	\$20 million
Job Classification Review assistance by Korn Ferry	\$500,000	\$500,000
Totals:	\$200 million	\$363.5 million

RECOMMENDATIONS FOR FUTURE CONSIDERATION

The Personnel Cabinet offers the following recommendations for future consideration to continue its mission to improve Executive Branch state employee compensation.

1. Retention Incentive Pay Program

Establish a Retention Incentive Pay Program.

RECOMMENDATION: After the potential passage of this report's recommendation for compensation changes in fiscal year 2024, the Personnel Cabinet recommends for future consideration the establishment of a retention incentive pay program. An employee serving in the classified or unclassified service could be eligible for a Retention Incentive lump sum payment based on the following intervals:

Years of Service	Annual Longevity Payment
2	\$200.00
5	\$500.00
10	\$1,000.00
15	\$1,500.00

The Cabinet suggests that each agency be provided with funding appropriations for the same in the next Executive Branch Budget.

2. Annual Leave Buy Back Program

Establish an Annual Leave Buy Back Program.

RECOMMENDATION: Another future consideration to help with the retention of employees is an annual leave buyback program. This program would permit employees to cash in the value of annual leave in excess of the maximum amount that may be carried forward at year end.

CONCLUSION

Kentucky state government requires quality, skilled employees to provide the public services that are mandated by state and federal laws. Since the Great Recession, the number of permanent full-time state employees has consistently declined by more than 6,000 state employees from 2009 to 2022, a 19% reduction. Two major trends have caused that severe reduction: the slow economic recovery from the Great Recession requiring many budget cuts and austere budgets, and static compensation along with pension benefit reductions.

Recruitment and retention of employees are challenging most Kentucky state agencies to meet their human resource needs. Given the loss of the advantage over the private sector of public sector defined contribution pension benefits, a greater emphasis on monetary compensation is now the primary mechanism to recruit and retain employees. The Commonwealth's current tight labor market is also a headwind in meeting these challenges.

The Personnel Cabinet issues this Classification and Compensation Report to provide findings and recommendations to meet the dual challenges of recruitment and retention. The recommendations address recruitment by structuring the salary schedule to both increase the minimum salary, providing flexibility to hire at up to the midpoint salary, and ensuring that many job classifications are situated appropriately on the salary schedule. Employee turnover has spiked over 20% in the last five years, which has made retaining employees a challenge. A number of recommendations address retention through across-the-board salary increases, amendments to the current compensation regulations, creating a Student Loan Forgiveness retention program, and proposed changes to the Retirement systems.

As a part of the 2022-2024 biennial budget, the General Assembly appropriated \$200 million from the General Fund in fiscal year 2024 as a reserve amount for future fiscal year 2024 salary and compensation actions by the 2023 Regular Session. This follows the eight percent across-the-board salary increase for state employees in fiscal year 2023, with a number of higher amounts for targeted areas, like the Kentucky State Police, social service and family support workers, and public defenders. While the recommendations in this report are constructed to be ongoing, sustainable actions, some of the specificity in the recommendations are aimed at utilizing the \$200 million reserve amount to finance the General Fund portion of the report for fiscal year 2024.

As we are all working towards a better and brighter future, the Administration stands ready to work with the General Assembly to ensure the existing compensation issues are addressed in order to make Kentucky State Government an employer of choice.

GLOSSARY OF TERMS

Adjustment for Continuing Excellence (ACE): A salary adjustment of up to 10% of the midpoint salary.

Base Pay: The compensation to which an employee is entitled under the salary schedules adopted pursuant to the provisions of KRS Chapter 18A.030 and 18A.110. Base salary or wages shall be adjusted as provided under the provisions of KRS Chapters 18A.355 and 48.130.

Compensation: The salary/wages received by an employee in return for work performed for the employer.

Compression: Salary compression occurs when there is little difference in pay between employees, regardless of differences in their respective knowledge, skills, experience or seniority.

Demotion: A change in the rank of an employee from a position in one class to a position in another class having a lower minimum salary range and less discretion or responsibility.

Employee Recognition Awards (ERA): A lump sum payment of up to 10% of the midpoint salary.

Health Insurance Contribution (HIC): The portion of the member's contribution that is directed to the health insurance fund.

Job Classification Specification: The standard developed by the Personnel Cabinet that states the job title, title code, selection method, information, salary information, characteristics of the job, minimum requirements, examples of duties and responsibilities, date established, and last revision.

Job Evaluation: The systematic process for ranking jobs logically and fairly by comparing job against job or against a pre-determined scale to assess the relative importance of jobs to an organization.

Korn Ferry: A consulting firm in the job evaluation and total compensation industry.

Merit System: Also called the "Classified Service," the merit system is codified in Chapter 18A of the Kentucky Revised Statutes and emphasizes making personnel decisions based on an individual's qualifications and performance. It also protects state employees against arbitrary actions and discriminatory practices.

Pay Grade: The grade assigned to a job classification based on the salary schedule.

Pension Spiking: Any increase in creditable compensation earned after July 1, 2017, in excess of 10% from the immediately preceding fiscal year.

Point Factoring: Point factor-based job evaluation is a quantitative form of job evaluation that uses defined factors and levels within them. Job requirements are compared to the definitions of the factor levels, with corresponding points assigned to the job based on the relevant level.

Position Premium: An additional amount, outside of the base pay, that may be applied to a position.

Promotion: A change of rank of an employee from a position in one class to a position in another class having a higher minimum salary or carrying a greater scope of discretion or responsibility.

Reclassification: The change in the classification of a position that occurs when a material and permanent change in the duties or responsibilities of that position has been assigned in writing by the appointing authority.

Requisition (Reqs): Any official list of eligibles for a particular class, and except as provided in KRS Chapter 18A, placed in rank order according to the examination scores maintained for use in making original appointments or promotions to positions in the classified service.

Salary Schedule: Outlines the pay grades and associated compensation for job classifications.

Status Employee: An employee within the classified service that has acquired tenure with all rights and privileges granted by the provisions of KRS Chapter 18A after satisfactory completion of the initial probationary period.

Total Compensation: A combination of direct compensation (wages/overtime/premiums), indirect compensation (retirement/insurance/leave/holidays/etc.) and other intangible benefits (programs and other work benefits).

Transfer: A movement of any employee from one position to another of the same grade having the same salary ranges, the same level of responsibility within the classified service, and the same salary received immediately prior to transfer.

APPENDIX

- 1) Executive Branch Employee Counts
- 2) Annual Increment and Across the Board Increase History
- 3) Benefit Tier Comparison
- 4) Evolution of Benefits
- 5) Salary Schedule, Adjusted
- 6) Federal Register – Annual Update of the HHS Poverty Guidelines / Vol. 87, No. 14, Pages 3315 and 3316
- 7) Salary Schedule, Effective September 16, 2022
- 8) Salary Schedule, 6% Increase - Recommendation #2
- 9) Job Review Project
- 10) Locality Premium Report



Executive Branch Employee Counts (1991 - Present)

Year	Total
2021	28,145
2020	29,109
2019	29,095
2018	30,051
2017	31,305
2016	31,479
2015	32,325
2014	32,025
2013	33,055
2012	34,237
2011	34,218
2010	34,242
2009	33,405
2008	34,487
2007	35,028
2006	34,630
2005	34,515
2004	37,776
2003	39,468
2002	40,398
2001	40,335
2000	39,297
1999	38,738
1998	41,137
1997	40,807
1996	41,008
1995	41,762
1994	41,205
1993	42,013
1992	42,481
1991	43,064



Annual Increment and Across the Board Increase History: 1983 thru Present

Effective Date	Amount		
July 1, 1983	5%		
July 1, 1984	2%		
July 1, 1985	3%		
July 1, 1986	5%		
July 1, 1987	5%		
July 1, 1988	2%		
July 1, 1989	5%		
July 1, 1990	5%		
July 1, 1991	5%		
July 1, 1992	0%		
July 1, 1993	3% (if over \$50,000 was 1%)		
July 1, 1994	5%		
July 1, 1995	5%		
July 1, 1996	5%		
July 1, 1997	5%		
July 1, 1998	5%		
July 1, 1999	5%		
July 1, 2000	5%		
July 1, 2001	5%		
July 1, 2002	2.70%		
July 1, 2003	\$90.00 added to monthly base pay or \$1,080.00 annually		
July 1, 2004	2%		
January 1, 2005	1% Legislative Increment per House Bill 1		
July 1, 2005	3%		
July 1, 2006		Salary Range	Annual Monthly
		under \$30,000	1350.00 112.50
		\$30,000.01-\$50,000	1200.00 100.00
		\$50,000.01-\$60,000	1000.00 83.34
		\$60,000.01-\$80,000	600.00 50.00
		\$80,000.01-and above	400.00 33.34
July 1, 2007		Salary Range	Annual Monthly
		under \$30,000	1350.00 112.50
		\$30,000.01-\$50,000	1200.00 100.00
		\$50,000.01-\$60,000	1000.00 83.34
		\$60,000.01-\$80,000	600.00 50.00
		\$80,000.01-and above	400.00 33.34
July 1, 2008	1%		
July 1, 2009	1%		

July 1, 2010	0%	
July 1, 2011	0%	
July 1, 2012	0%	
July 1, 2013	0%	
July 1, 2014		
		Salary Range
		\$0 - \$27,000.00
		\$27,000.01 - \$36,000.00
		\$36,000.01 - \$50,000.00
		\$50,000.01 and above
		Percentage
		5%
		3%
		2%
		1%
July 1, 2015	1%	
July 1, 2016	0%	
July 1, 2017	0%	
July 1, 2018	0%	
July 1, 2019	0%	
July 1, 2020	0%	
July 1, 2021	0%	
July 1, 2022	8%	Salary Increase per House Bill 1

KPPA Benefit Tier Comparison

		Tier 1 <i>Participation before 9/1/2008 Defined Benefit</i>	Tier 2 <i>9/1/2008 through 12/31/2013 Defined Benefit</i>	Tier 3 <i>Participation on or after 1/1/2014 Cash Balance Plan</i>
Employee Contribution	Non-Haz	5% total member contribution	6% total member contribution: 5% to defined benefit pension 1% Health Insurance Contribution (HIC)	6% total member contribution: 5% to defined benefit pension 1% Health Insurance Contribution (HIC)
	Haz	8% total member contribution	9% total member contribution: 8% to defined benefit pension 1% Health Insurance Contribution (HIC)	9% total member contribution: 8% to defined benefit pension 1% Health Insurance Contribution (HIC)
Retirement Formula	Haz/Non-Haz	Final Compensation x Benefit Factor x Years of service** <small>**Early Retirement Factors are applicable if requirements for an Unreduced Benefit are not met.</small>	Final Compensation x Benefit Factor x Years of service** <small>**Early Retirement Factors are applicable if requirements for an Unreduced Benefit are not met.</small>	Accumulated Account Balance / Actuarial Factor <small>Accumulated Account Balance = Employee Contributions + Employer Pay Credits + Base Interest + Upside Sharing (If applicable)</small>
Final Compensation	Non-Haz	Average of the highest 5 fiscal yrs (<i>must contain at least 48 months</i>) Includes lump-sum compensation payments (before and at retirement)	5 complete fiscal yrs immediately preceding retirement; each yr must contain 12 months Lump-sum compensation payments (<i>before and at retirement</i>) are not included in creditable compensation	No Final Compensation
	Haz	Average of 3 fiscal yrs with highest mo. avg. (must contain at least 24 months) <i>Includes lump-sum compensation payments (before and at retirement)</i>	Average of the 3 fiscal yrs with highest mo. avg.; each yr must contain 12 months <i>Lump-sum compensation payments (before & at retirement) are not included in creditable compensation</i>	No Final Compensation
Benefit Factor	Non-Haz	KERS: 1.97%, OR 2.0 for those retiring w service for all months between 1/98 and 1/99. CERS: 2.2% if the Participation Date was before 8/1/04 or 2.0% if after 8/1/04.	10 yrs or less: 1.10% 10 yrs yet less than 20 yrs: 1.30% 20 yrs yet less than 26 yrs: 1.50% 26 yrs yet less than 30 yrs: 1.75% Add'l yrs above 30: 2.0% 2% benefit factor only applies to service earned in excess of 30 yrs	No benefit factor. A life annuity can be calculated in accordance w/ actuarial assumptions and methods adopted by the board based on a member's accumulated account balance.
	Haz	KERS: 2.49% CERS: 2.5% SPRS: 2.5%	10 yrs or less: 1.30% 10 yrs yet less than 20 yrs: 1.50% 20 yrs yet less than 25 yrs 25+ yrs: 2.5%	No benefit factor. A life annuity can be calculated in accordance w/ actuarial assumptions and methods adopted by the board based on a member's accumulated account balance.

KPPA Benefit Tier Comparison

		Tier 1 <i>Participation before 9/1/2008 Defined Benefit</i>	Tier 2 <i>9/1/2008 through 12/31/2013 Defined Benefit</i>	Tier 3 <i>Participation on or after 1/1/2014 Cash Balance Plan</i>
Unreduced Retirement Benefit	Non-Haz	Any age w/ 27 yrs of service OR Age 65 w 48 months of service *Money Purchase for age 65 with less than 48 months, based on contributions and interest	Rule of 87: Member must be at least age 57 and age + earned service must equal 87 yrs at retirement to retire under this provision OR Age 65 with 5 yrs of earned service No Money Purchase calculations.	Rule of 87: Member must be at least age 57 and age + earned service must equal 87 yrs at retirement to retire under this provision OR Age 65 with 5 yrs of earned service
	Haz	Any age w/ 20 yrs of service OR Age 55 w/ 60 months of service *Money Purchase for age 55 with less than 60 months, based on contributions and interest.	Any age w/ 25 yrs of service OR Age 60 w/ 5 yrs of service No Money Purchase calculations.	Any age w/ 25 yrs of service OR Age 60 w/ 5 yrs of service
Reduced Retirement Benefit	Non-Haz	Any age w/ 25 yrs of service OR Age 55 w/ 60 mos of service	Age 60 w/ 120 mos of service Excludes purchased service (exception: refunds, omitted, free military)	No reduced retirement benefit
	Haz	Age 50 w/ 180 mos of service	Age 50 w/ 180 mos of service	No reduced retirement benefit
Penalty on Reduced Benefit	Non-Haz	Approximately 6.5% for each year away from 27 yrs OR age 65	Approximately 6.5% for each year away from the Rule of 87 or age 65, if age 60 w 10 yrs	No reduced retirement benefit
	Haz	Approximately 6.5% for each year away from 20 yrs OR age 55	Approximately 6.5% for each year away from 25 yrs or age 60	No reduced retirement benefit

KPPA Benefit Tier Comparison

		Tier 1 <i>Participation before 9/1/2008 Defined Benefit</i>	Tier 2 <i>9/1/2008 through 12/31/2013 Defined Benefit</i>	Tier 3 <i>Participation on or after 1/1/2014 Cash Balance Plan</i>
Health Insurance	Non-Haz	<p>Participation before 7/2003: Based on yrs of service and type of service, KPPA pays a percentage of the monthly contribution rate</p> <p>Participation after 7/2003: 10 yrs of earned service at retirement to be eligible for insurance benefits **Benefit of \$10 per month for each complete year of earned service without regard to a maximum dollar amount; adjusted 1.5% annually**</p>	<p>15 yrs for eligibility ** Benefit of \$10 per month for each year of earned service without regard to maximum dollar amount; adjusted 1.5% annually**</p>	<p>15 yrs for eligibility ** Benefit of \$10 per month for each year of earned service without regard to maximum dollar amount; adjusted 1.5% annually**</p>
	Haz	<p>Participation before 7/2003: Based on yrs of service and type of service, KPPA pays a percentage of the monthly contribution rate</p> <p>Participation after 7/2003: 10 yrs of earned service at retirement to be eligible for insurance benefits **Benefit of \$15 per month for each complete year of earned service without regard to a maximum dollar amount; adjusted 1.5% annually**</p>	<p>15 yrs for eligibility ** Benefit of \$15 per month for each year of earned service without regard to maximum dollar amount; adjusted 1.5% annually. \$10 per month for each year of hazardous service for surviving spouse of deceased member.**</p>	<p>15 yrs for eligibility ** Benefit of \$15 per month for each year of earned service without regard to maximum dollar amount; adjusted 1.5% annually. \$10 per month for each year of hazardous service for surviving spouse of deceased member.**</p>
Sick Leave at Retirement	Haz/Non-Haz	<p>KERS: Unlimited (most agencies). Amount can be used toward determining retirement benefits</p> <p>CERS: <i>(Optional for CERS employers)</i> Employer chooses level and amount used toward determining retirement benefits</p>	<p>Limited to 12 months between KERS, CERS, and SPRS for purposes of determining monthly benefits, DOES NOT count towards retirement eligibility or health insurance</p>	<p>Not eligible for sick leave credit **Not eligible for sick leave credit in CERS if Participation Date in CERS is on or after 1/1/14 even if an earlier Participation Date is established in KERS or SPRS**</p>

KPPA Benefit Tier Comparison

		Tier 1 <i>Participation before 9/1/2008 Defined Benefit</i>	Tier 2 <i>9/1/2008 through 12/31/2013 Defined Benefit</i>	Tier 3 <i>Participation on or after 1/1/2014 Cash Balance Plan</i>
Cost of Living Adjustment (COLA)	Haz/Non-Haz	No COLA unless authorized by the Legislature with specific criteria. This impacts all retirees regardless of Tier.	No COLA unless authorized by the Legislature with specific criteria. This impacts all retirees regardless of Tier.	No COLA unless authorized by the Legislature with specific criteria. This impacts all retirees regardless of Tier.
Distribution of funds before retirement	Haz/Non-Haz	Employee contribution plus interest (Rate determined by CERS or KRS Board).	Employee contribution plus interest at rate of 2.5%	Employee contributions and Employee Interest if less than five yrs. Employee contributions and interest plus employer contributions and interest if five or more yrs
Service Purchase	Haz/Non-Haz	In most cases, does not count toward health insurance benefits if purchased on or after 8/1/2004. Does not count towards retirement eligibility if Participation Date is on or after 8/1/2004. Exceptions: Re contribution of Refund, Sick Leave, Omitted, Free Military and Hazardous Conversion.	Service purchases do not count towards retirement eligibility. Exceptions: Re contribution of Refunds, Omitted, and Free Military.	Re contribution of Refunds, the purchase of omitted service and Military Omitted are the only purchases allowed. A re contribution of a refund will not alter the participation date for re contribution of refunds made on or after 1/1/2014; however the purchase of omitted service WILL change the Participation Date.
Inviolable Contract	Haz/Non-Haz	"Inviolable Contract" language covers all benefits except COLA and retiree health benefits after 7/2003	"Inviolable Contract" language covers all benefits except COLA and retiree health benefits after 7/2003	Accrued benefits would remain protected but the Legislature could change prospective benefits if fiscal circumstances call for it.

EVOLUTION of Benefits

Legislative changes - how they have impacted the plans

Twenty years ago, KPPA operated simplistic single-tiered pension and insurance plans for each system. Today, we administer complex multi-tiered pension and insurance plans. During this same period, our membership has nearly doubled.

BENEFIT TIERS

KPPA currently operates three different pension benefit tiers within our defined benefit plans. The Hybrid Cash Balance plan was established as a part of Senate Bill 2, enacted by the Kentucky General Assembly during 2013 Regular Session.

A member's tier depends on their initial participation date with a system operated by KPPA. Participation date is when the member began paying contributions and earning service credit. Please note this date may be different from when the member was hired. Participation date can change the level of pension and health insurance benefits to which the member is entitled, health insurance eligibility, and eligibility to purchase service.



Members participating before September 1, 2008

Tier 1 is a defined benefit plan because it uses a specific formula to determine benefits and the assets of the plan remain in a single investment pool.



Members participating on or after September 1, 2008 through December 31, 2013

In 2008, House Bill 1 was passed modifying the benefits for those hired on or after September 1, 2008. It still remained a Defined Benefit Plan but some restrictions were added.



Members participating on or after January 1, 2014

In 2013, Senate Bill 2 was passed and the plans were redesigned to operate as a Cash Balance Plan for members participating on or after January 1, 2014. This plan is a hybrid plan because it has characteristics of both a defined benefit plan and a defined contribution plan.

Upside Sharing Interest

Upside Sharing Interest is additional interest credit that may be applied to a Tier 3 account. It is NOT guaranteed. The following conditions must be met before Upside Sharing Interest is credited to an account: 1. The system's Geometric Average Net Investment Return (GANIR) for the last five (5) years must exceed 4% and 2. The member must have been active and participating in the fiscal year.

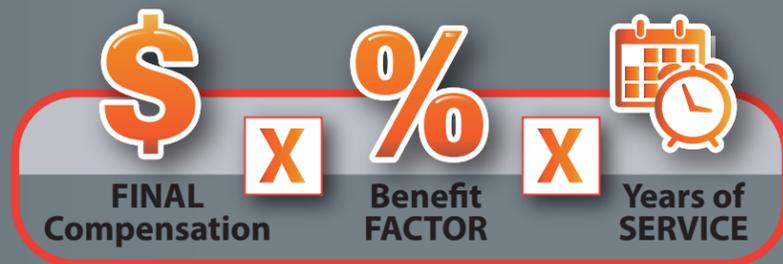
If the GANIR exceeds 4%, then the members account will be credited with 75% of the amount of the return over 4%. It is applied to the account balance as of June 30 of the previous year.

Requirements for Retirement

Tier 1 (Before 9/1/08)		Tier 2 (9/1/08 - 12/31/13)		Tier 3 (After 1/1/14)	
Nonhazardous	Hazardous	Nonhazardous	Hazardous	Nonhazardous	Hazardous
<ul style="list-style-type: none"> Age 65 or older with 1+ month of service credit. Any age with 27+ years of service credit. 	<ul style="list-style-type: none"> Age 55 or older with 1+ month of service credit. Any age with 20+ years of service credit. 	<ul style="list-style-type: none"> Age 65 or older with 5+ years of service credit. Rule of 87: Age 57+ if age plus service credit equals 87 years. 	<ul style="list-style-type: none"> Age 60 or older with 5+ years of service credit. Any age with 25+ years of service credit. 	<ul style="list-style-type: none"> Age 65 or older with 5+ years of service credit. Rule of 87: Age 57+ if age plus service credit equals 87 years. 	<ul style="list-style-type: none"> Any age with 25+ years of service credit. Age 60 with 5+ years of service credit.
<p><i>The requirements for a Reduced Benefit are:</i></p> <ul style="list-style-type: none"> Prior to age 65 with at least 25 but less than 27 years of service credit. Age 55 with at least 5 years of service credit. 		<p><i>The requirements for a Reduced Benefit are:</i></p> <ul style="list-style-type: none"> Age 50 with 15, but less than 20, years of service credit. Age 60+ with at least 10 years of service credit. 		<p>No reduced benefit options</p>	

Calculating Benefits

Benefits for Tier 1 and 2 are calculated using a formula.



Tier 3 uses an Annuity Option with Upside Sharing

2019 Upside Sharing- (A-B) X 75% = C then C+B=D

System	A 5 Year Geometric Average Return (GANIR)	B Guarantee Rate	C Upside Sharing Interest	D Interest Rate Earned	Total Interest Credited To Members' Accounts (\$ in Millions)
KERS Nonhazardous	4.77%	4%	.58%	4.58%	\$3,004
KERS Hazardous	5.61%	4%	1.21%	5.21%	\$980
CERS Nonhazardous	5.51%	4%	1.13%	5.13%	\$6,360
CERS Hazardous	5.79%	4%	1.34%	5.34%	\$1,838
SPRS	5.05%	4%	.79%	4.79%	\$115

Medical Insurance Coverage - Non Medicare and Medicare plans

Participation prior to 7/01/2003

House Bill 290 - Participation 7/01/2003 - 8/31/2008

House Bill 1 - Participation on or after 9/01/2008

COMMONWEALTH OF KENTUCKY							
Classified and Unclassified 37.5 and 40 Hour Salary Schedule							
(July 1, 2007 Version if Adjusted as Noted Below)							
37.5-Hour Work Week				40-Hour Work Week			
Pay Grade	Rate	Entry	Midpoint	Pay Grade	Rate	Entry	Midpoint
*3	Hourly	\$7.667	\$21.730	*3	Hourly	\$7.667	\$21.730
	Monthly	\$1,245.90	\$3,531.14		Monthly	\$1,328.96	\$3,766.54
	Annually	\$14,950.80	\$42,373.68		Annually	\$15,947.52	\$45,198.48
*4	Hourly	\$4.949	\$15.000	*4	Hourly	\$4.949	\$15.000
	Monthly	N/A	N/A		Monthly	N/A	N/A
	Annually	N/A	N/A		Annually	N/A	N/A
5	Hourly	\$9.964	\$13.199	5	Hourly	\$9.964	\$13.199
	Monthly	\$1,619.16	\$2,144.84		Monthly	\$1,727.10	\$2,287.84
	Annually	\$19,429.92	\$25,738.08		Annually	\$20,725.20	\$27,454.08
6	Hourly	\$10.962	\$14.521	6	Hourly	\$10.962	\$14.521
	Monthly	\$1,781.34	\$2,359.68		Monthly	\$1,900.08	\$2,516.98
	Annually	\$21,376.08	\$28,316.16		Annually	\$22,800.96	\$30,203.76
7	Hourly	\$12.056	\$15.970	7	Hourly	\$12.056	\$15.970
	Monthly	\$1,959.10	\$2,595.14		Monthly	\$2,089.72	\$2,768.14
	Annually	\$23,509.20	\$31,141.68		Annually	\$25,076.64	\$33,217.68
8	Hourly	\$13.260	\$17.565	8	Hourly	\$13.260	\$17.565
	Monthly	\$2,154.76	\$2,854.32		Monthly	\$2,298.40	\$3,044.60
	Annually	\$25,857.12	\$34,251.84		Annually	\$27,580.80	\$36,535.20
9	Hourly	\$14.586	\$19.322	9	Hourly	\$14.586	\$19.322
	Monthly	\$2,370.24	\$3,139.84		Monthly	\$2,528.24	\$3,349.16
	Annually	\$28,442.88	\$37,678.08		Annually	\$30,338.88	\$40,189.92
10	Hourly	\$16.042	\$21.253	10	Hourly	\$16.042	\$21.253
	Monthly	\$2,606.84	\$3,453.62		Monthly	\$2,780.62	\$3,683.86
	Annually	\$31,282.08	\$41,443.44		Annually	\$33,367.44	\$44,206.32
11	Hourly	\$17.649	\$23.378	11	Hourly	\$17.649	\$23.378
	Monthly	\$2,867.98	\$3,798.94		Monthly	\$3,059.16	\$4,052.20
	Annually	\$34,415.76	\$45,587.28		Annually	\$36,709.92	\$48,626.40
12	Hourly	\$19.412	\$25.716	12	Hourly	\$19.412	\$25.716
	Monthly	\$3,154.46	\$4,178.86		Monthly	\$3,364.76	\$4,457.44
	Annually	\$37,853.52	\$50,146.32		Annually	\$40,377.12	\$53,489.28
13	Hourly	\$21.353	\$28.426	13	Hourly	\$21.353	\$28.426
	Monthly	\$3,469.88	\$4,619.24		Monthly	\$3,701.20	\$4,927.18
	Annually	\$41,638.56	\$55,430.88		Annually	\$44,414.40	\$59,126.16
14	Hourly	\$23.488	\$31.115	14	Hourly	\$23.488	\$31.115
	Monthly	\$3,816.80	\$5,056.20		Monthly	\$4,071.26	\$5,393.28
	Annually	\$45,801.60	\$60,674.40		Annually	\$48,855.12	\$64,719.36
15	Hourly	\$25.837	\$34.227	15	Hourly	\$25.837	\$34.227
	Monthly	\$4,198.52	\$5,561.90		Monthly	\$4,478.42	\$5,932.68
	Annually	\$50,382.24	\$66,742.80		Annually	\$53,741.04	\$71,192.16
16	Hourly	\$28.420	\$37.649	16	Hourly	\$28.420	\$37.649
	Monthly	\$4,618.26	\$6,117.98		Monthly	\$4,926.14	\$6,525.84
	Annually	\$55,419.12	\$73,415.76		Annually	\$59,113.68	\$78,310.08
17	Hourly	\$31.259	\$41.413	17	Hourly	\$31.259	\$41.413
	Monthly	\$5,079.60	\$6,729.62		Monthly	\$5,418.24	\$7,178.26
	Annually	\$60,955.20	\$80,755.44		Annually	\$65,018.88	\$86,139.12
18	Hourly	\$34.387	\$45.555	18	Hourly	\$34.387	\$45.555
	Monthly	\$5,587.90	\$7,402.70		Monthly	\$5,960.42	\$7,896.20
	Annually	\$67,054.80	\$88,832.40		Annually	\$71,525.04	\$94,754.40
19	Hourly	\$37.823	\$50.107	19	Hourly	\$37.823	\$50.107
	Monthly	\$6,146.24	\$8,142.40		Monthly	\$6,556.00	\$8,685.22
	Annually	\$73,754.88	\$97,708.80		Annually	\$78,672.00	\$104,222.64
20	Hourly	\$41.607	\$55.121	20	Hourly	\$41.607	\$55.121
	Monthly	\$6,761.14	\$8,957.18		Monthly	\$7,211.88	\$9,554.32
	Annually	\$81,133.68	\$107,486.16		Annually	\$86,542.56	\$114,651.84
21	Hourly	\$45.767	\$60.632	21	Hourly	\$45.767	\$60.632
	Monthly	\$7,437.14	\$9,852.70		Monthly	\$7,932.96	\$10,509.56
	Annually	\$89,245.68	\$118,232.40		Annually	\$95,195.52	\$126,114.72
22	Hourly	\$50.341	\$66.694	22	Hourly	\$50.341	\$66.694
	Monthly	\$8,180.42	\$10,837.78		Monthly	\$8,725.78	\$11,560.30
	Annually	\$98,165.04	\$130,053.36		Annually	\$104,709.36	\$138,723.60
*29	Hourly	\$34.039	\$43.458	*29	Hourly	\$34.039	\$43.458
	Monthly	\$5,531.34	\$7,061.94		Monthly	\$5,900.10	\$7,532.72
	Annually	\$66,376.08	\$84,743.28		Annually	\$70,801.20	\$90,392.64
30	Hourly	\$46.244	\$61.271	30	Hourly	\$46.244	\$61.271
	Monthly	\$7,514.66	\$9,956.54		Monthly	\$8,015.64	\$10,620.32
	Annually	\$90,175.92	\$119,478.48		Annually	\$96,187.68	\$127,443.84
31	Hourly	\$50.868	\$67.397	31	Hourly	\$50.868	\$67.397
	Monthly	\$8,266.06	\$10,952.02		Monthly	\$8,817.12	\$11,682.16
	Annually	\$99,192.72	\$131,424.24		Annually	\$105,805.44	\$140,185.92
32	Hourly	\$55.955	\$74.136	32	Hourly	\$55.955	\$74.136
	Monthly	\$9,092.70	\$12,047.10		Monthly	\$9,698.88	\$12,850.24
	Annually	\$109,112.40	\$144,565.20		Annually	\$116,386.56	\$154,202.88
33	Hourly	\$61.551	\$81.550	33	Hourly	\$61.551	\$81.550
	Monthly	\$10,002.04	\$13,251.88		Monthly	\$10,668.84	\$14,135.34
	Annually	\$120,024.48	\$159,022.56		Annually	\$128,026.08	\$169,624.08
34	Hourly	\$67.706	\$89.704	34	Hourly	\$67.706	\$89.704
	Monthly	\$11,002.24	\$14,576.90		Monthly	\$11,735.72	\$15,548.70
	Annually	\$132,026.88	\$174,922.80		Annually	\$140,828.64	\$186,584.40
40	Hourly	\$42.583	\$56.422	40	Hourly	\$42.583	\$56.422
	Monthly	\$6,919.74	\$9,168.58		Monthly	\$7,381.06	\$9,779.82
	Annually	\$83,036.88	\$110,022.96		Annually	\$88,572.72	\$117,357.84
41	Hourly	\$46.842	\$62.067	41	Hourly	\$46.842	\$62.067
	Monthly	\$7,611.84	\$10,085.90		Monthly	\$8,119.28	\$10,758.28
	Annually	\$91,342.08	\$121,030.80		Annually	\$97,431.36	\$129,099.36
42	Hourly	\$51.526	\$68.274	42	Hourly	\$51.526	\$68.274
	Monthly	\$8,372.98	\$11,094.54		Monthly	\$8,931.18	\$11,834.16
	Annually	\$100,475.76	\$133,134.48		Annually	\$107,174.16	\$142,009.92
43	Hourly	\$56.679	\$75.101	43	Hourly	\$56.679	\$75.101
	Monthly	\$9,210.34	\$12,203.92		Monthly	\$9,824.36	\$13,017.52
	Annually	\$110,524.08	\$146,447.04		Annually	\$117,892.32	\$156,210.24
44	Hourly	\$62.348	\$82.611	44	Hourly	\$62.348	\$82.611
	Monthly	\$10,131.56	\$13,424.30		Monthly	\$10,807.00	\$14,319.24
	Annually	\$121,578.72	\$161,091.60		Annually	\$129,684.00	\$171,830.88

Adjusted by 29.947%

Adjusted by 39.792%

*Salary range adjusted outside application of wage equity



detailed agenda and meeting registration link will be available on the NACCD meeting website <https://www.phe.gov/Preparedness/legal/boards/naccd/Pages/default.aspx>.

ADDRESSES: Members of the public may attend the meeting via a toll-free phone number or Zoom teleconference, which requires pre-registration. The meeting link to pre-register will be posted on <https://www.phe.gov/Preparedness/legal/boards/naccd/Pages/default.aspx>. Members of the public may provide written comments or submit questions for consideration by the NACCD at any time via email to NACCD@hhs.gov. Members of the public are also encouraged to provide comments after the meeting.

FOR FURTHER INFORMATION CONTACT: Zhouwan Jackson, NACCD Designated Federal Officer, Office of the Assistant Secretary for Preparedness and Response (ASPR), Department of Health and Human Services (HHS), Washington, DC; 202-205-4217, NACCD@hhs.gov.

SUPPLEMENTARY INFORMATION: The NACCD invites those who are involved in or represent a relevant industry, academia, health profession, health care consumer organization, or state, Tribal, territorial or local government to request up to four minutes to address the committee in person via Zoom. Requests to provide remarks to the NACCD during the public meeting must be sent to NACCD@hhs.gov at least 15 days prior to the meeting along with a brief description of the topic. We would specifically like to request inputs from the public on challenges, opportunities, and strategic priorities for national public health and medical preparedness, response and recovery specific to the needs of children and their families in disasters. Presenters who are selected for the public meeting will have audio only for up to four minutes during the meeting. Slides, documents, and other presentation material sent along with the request to speak will be provided to the committee members separately. Please indicate additionally whether the presenter will be willing to take questions from the committee members (at their discretion) immediately following their presentation (for up to four additional minutes).

Dawn O'Connell,

Assistant Secretary for Preparedness and Response.

[FR Doc. 2022-01161 Filed 1-20-22; 8:45 am]

BILLING CODE 4150-37-P

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Office of the Secretary

Annual Update of the HHS Poverty Guidelines

AGENCY: Department of Health and Human Services.

ACTION: Notice.

SUMMARY: This notice provides an update of the Department of Health and Human Services (HHS) poverty guidelines to account for last calendar year's increase in prices as measured by the Consumer Price Index.

DATES: January 12, 2022 unless an office administering a program using the guidelines specifies a different effective date for that particular program.

ADDRESSES: Office of the Assistant Secretary for Planning and Evaluation, Room 404E, Humphrey Building, Department of Health and Human Services, Washington, DC 20201.

FOR FURTHER INFORMATION CONTACT: For information about how the guidelines are used or how income is defined in a particular program, contact the Federal, state, or local office that is responsible for that program. For information about poverty figures for immigration forms, the Hill-Burton Uncompensated Services Program, and the number of people in poverty, use the specific telephone numbers and addresses given below.

For general questions about the poverty guidelines themselves, contact Kendall Swenson, Office of the Assistant Secretary for Planning and Evaluation, Room 404E.3, Humphrey Building, Department of Health and Human Services, Washington, DC 20201—telephone: (202) 795-7309—or visit <http://aspe.hhs.gov/poverty/>.

For information about the percentage multiple of the poverty guidelines to be used on immigration forms such as USCIS Form I-864, Affidavit of Support, contact U.S. Citizenship and Immigration Services at 1-800-375-5283. You also may visit <https://www.uscis.gov/i-864>.

For information about the Hill-Burton Uncompensated Services Program (free or reduced-fee health care services at certain hospitals and other facilities for persons meeting eligibility criteria involving the poverty guidelines), contact the Health Resources and Services Administration Information Center at 1-800-638-0742. You also may visit <https://www.hrsa.gov/get-health-care/affordable/hill-burton/index.html>.

For information about the number of people in poverty, visit the Poverty section of the Census Bureau's website at <https://www.census.gov/topics/income-poverty/poverty.html> or contact the Census Bureau's Customer Service Center at 1-800-923-8282 (toll-free) or visit <https://ask.census.gov> for further information.

SUPPLEMENTARY INFORMATION:

Background

Section 673(2) of the Omnibus Budget Reconciliation Act (OBRA) of 1981 (42 U.S.C. 9902(2)) requires the Secretary of the Department of Health and Human Services to update the poverty guidelines at least annually, adjusting them on the basis of the Consumer Price Index for All Urban Consumers (CPI-U). The poverty guidelines are used as an eligibility criterion by Medicaid and a number of other Federal programs. The *poverty guidelines* issued here are a simplified version of the *poverty thresholds* that the Census Bureau uses to prepare its estimates of the number of individuals and families in poverty.

As required by law, this update is accomplished by increasing the latest published Census Bureau poverty thresholds by the relevant percentage change in the Consumer Price Index for All Urban Consumers (CPI-U). The guidelines in this 2022 notice reflect the 4.7 percent price increase between calendar years 2020 and 2021. After this inflation adjustment, the guidelines are rounded and adjusted to standardize the differences between family sizes. In rare circumstances, the rounding and standardizing adjustments in the formula result in small decreases in the poverty guidelines for some household sizes even when the inflation factor is not negative. In cases where the year-to-year change in inflation is not negative and the rounding and standardizing adjustments in the formula result in reductions to the guidelines from the previous year for some household sizes, the guidelines for the affected household sizes are fixed at the prior year's guidelines. As in prior years, these 2022 guidelines are roughly equal to the poverty thresholds for calendar year 2021, which the Census Bureau expects to publish in final form in September 2022.

The poverty guidelines continue to be derived from the Census Bureau's current official poverty thresholds; they are not derived from the Census Bureau's Supplemental Poverty Measure (SPM).

The following guideline figures represent annual income.

2022 POVERTY GUIDELINES FOR THE 48 CONTIGUOUS STATES AND THE DISTRICT OF COLUMBIA

Persons in family/household	Poverty guideline
1	\$13,590
2	18,310
3	23,030
4	27,750
5	32,470
6	37,190
7	41,910
8	46,630

For families/households with more than 8 persons, add \$4,720 for each additional person.

2022 POVERTY GUIDELINES FOR ALASKA

Persons in family/household	Poverty guideline
1	\$16,990
2	22,890
3	28,790
4	34,690
5	40,590
6	46,490
7	52,390
8	58,290

For families/households with more than 8 persons, add \$5,900 for each additional person.

2022 POVERTY GUIDELINES FOR HAWAII

Persons in family/household	Poverty guideline
1	\$15,630
2	21,060
3	26,490
4	31,920
5	37,350
6	42,780
7	48,210
8	53,640

For families/households with more than 8 persons, add \$5,430 for each additional person.

Separate poverty guideline figures for Alaska and Hawaii reflect Office of Economic Opportunity administrative practice beginning in the 1966–1970 period. (Note that the Census Bureau poverty thresholds—the version of the poverty measure used for statistical purposes—have never had separate figures for Alaska and Hawaii.) The poverty guidelines are not defined for Puerto Rico or other outlying jurisdictions. In cases in which a Federal program using the poverty guidelines serves any of those jurisdictions, the Federal office that

administers the program is generally responsible for deciding whether to use the contiguous-states-and-DC guidelines for those jurisdictions or to follow some other procedure.

Due to confusing legislative language dating back to 1972, the poverty guidelines sometimes have been mistakenly referred to as the “OMB” (Office of Management and Budget) poverty guidelines or poverty line. In fact, OMB has never issued the guidelines; the guidelines are issued each year by the Department of Health and Human Services. The poverty guidelines may be formally referenced as “the poverty guidelines updated periodically in the **Federal Register** by the U.S. Department of Health and Human Services under the authority of 42 U.S.C. 9902(2).”

Some federal programs use a percentage multiple of the guidelines (for example, 125 percent or 185 percent of the guidelines), as noted in relevant authorizing legislation or program regulations. Non-Federal organizations that use the poverty guidelines under their own authority in non-Federally-funded activities also may choose to use a percentage multiple of the guidelines.

The poverty guidelines do not make a distinction between farm and non-farm families, or between aged and non-aged units. (Only the Census Bureau poverty thresholds have separate figures for aged and non-aged one-person and two-person units.)

This notice does not provide definitions of such terms as “income” or “family” as there is considerable variation of these terms among programs that use the poverty guidelines. The legislation or regulations governing each program define these terms and determine how the program applies the poverty guidelines. In cases where legislation or regulations do not establish these definitions, the entity that administers or funds the program is responsible to define such terms as “income” and “family.” Therefore, questions such as net or gross income, counted or excluded income, or household size should be directed to the entity that administers or funds the program.

Dated: January 18, 2022.

Xavier Becerra,
Secretary, Department of Health and Human Services.

[FR Doc. 2022–01166 Filed 1–20–22; 8:45 am]

BILLING CODE 4150–05–P

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Meeting of the National Vaccine Advisory Committee

AGENCY: Office of Infectious Disease and HIV/AIDS Policy, Office of the Assistant Secretary for Health, Office of the Secretary, Department of Health and Human Services.

ACTION: Notice.

SUMMARY: As stipulated by the Federal Advisory Committee Act, the Department of Health and Human Services (HHS) is hereby giving notice that the National Vaccine Advisory Committee (NVAC) will hold a virtual meeting. The meeting will be open to the public and public comment will be heard during the meeting.

DATES: The meeting will be held February 10–11, 2022. The confirmed meeting times and agenda will be posted on the NVAC website at <http://www.hhs.gov/nvpo/nvac/meetings/index.html> as soon as they become available.

ADDRESSES: Instructions regarding attending this meeting will be posted online at: <http://www.hhs.gov/nvpo/nvac/meetings/index.html> at least one week prior to the meeting. Pre-registration is required for those who wish to attend the meeting or participate in public comment. Please register at <http://www.hhs.gov/nvpo/nvac/meetings/index.html>.

FOR FURTHER INFORMATION CONTACT: Ann Aikin, Acting Designated Federal Officer, at the Office of Infectious Disease and HIV/AIDS Policy, U.S. Department of Health and Human Services, Mary E. Switzer Building, Room L618, 330 C Street SW, Washington, DC 20024. Email: nvac@hhs.gov.

SUPPLEMENTARY INFORMATION: Pursuant to Section 2101 of the Public Health Service Act (42 U.S.C. 300aa–1), the Secretary of HHS was mandated to establish the National Vaccine Program to achieve optimal prevention of human infectious diseases through immunization and to achieve optimal prevention against adverse reactions to vaccines. The NVAC was established to provide advice and make recommendations to the Director of the National Vaccine Program on matters related to the Program’s responsibilities. The Assistant Secretary for Health serves as Director of the National Vaccine Program.

The NVAC celebrates 35 years and will kick off the meeting reflecting on accomplishments and outling

COMMONWEALTH OF KENTUCKY							
Classified and Unclassified 37.5 and 40-Hour Salary Schedule							
Effective September 16, 2022							
37.5-Hour Work Week				40-Hour Work Week			
Pay Grade	Rate	Entry	Midpoint	Pay Grade	Rate	Entry	Midpoint
3	Hourly	\$8.281	\$23.469	3	Hourly	\$8.281	\$23.469
	Monthly	\$1,345.68	\$3,813.72		Monthly	\$1,435.38	\$4,067.96
	Annually	\$16,148.16	\$45,764.64		Annually	\$17,224.56	\$48,815.52
4	Hourly	\$5.345	\$16.200	4	Hourly	\$5.345	\$16.200
	Monthly	N/A	N/A		Monthly	N/A	N/A
	Annually	N/A	N/A		Annually	N/A	N/A
5	Hourly	\$8.281	\$12.268	5	Hourly	\$8.281	\$12.268
	Monthly	\$1,345.68	\$1,993.56		Monthly	\$1,435.38	\$2,126.46
	Annually	\$16,148.16	\$23,922.72		Annually	\$17,224.56	\$25,517.52
6	Hourly	\$9.110	\$13.496	6	Hourly	\$9.110	\$13.496
	Monthly	\$1,480.38	\$2,193.10		Monthly	\$1,579.08	\$2,339.32
	Annually	\$17,764.56	\$26,317.20		Annually	\$18,948.96	\$28,071.84
7	Hourly	\$10.020	\$14.844	7	Hourly	\$10.020	\$14.844
	Monthly	\$1,628.26	\$2,412.16		Monthly	\$1,736.80	\$2,572.96
	Annually	\$19,539.12	\$28,945.92		Annually	\$20,841.60	\$30,875.52
8	Hourly	\$11.021	\$16.327	8	Hourly	\$11.021	\$16.327
	Monthly	\$1,790.92	\$2,653.14		Monthly	\$1,910.32	\$2,830.02
	Annually	\$21,491.04	\$31,837.68		Annually	\$22,923.84	\$33,960.24
9	Hourly	\$12.122	\$17.959	9	Hourly	\$12.122	\$17.959
	Monthly	\$1,969.84	\$2,918.34		Monthly	\$2,101.16	\$3,112.90
	Annually	\$23,638.08	\$35,020.08		Annually	\$25,213.92	\$37,354.80
10	Hourly	\$13.333	\$19.752	10	Hourly	\$13.333	\$19.752
	Monthly	\$2,166.62	\$3,209.70		Monthly	\$2,311.06	\$3,423.68
	Annually	\$25,999.44	\$38,516.40		Annually	\$27,732.72	\$41,084.16
11	Hourly	\$14.668	\$21.730	11	Hourly	\$14.668	\$21.730
	Monthly	\$2,383.56	\$3,531.14		Monthly	\$2,542.46	\$3,766.54
	Annually	\$28,602.72	\$42,373.68		Annually	\$30,509.52	\$45,198.48
12	Hourly	\$16.134	\$23.901	12	Hourly	\$16.134	\$23.901
	Monthly	\$2,621.78	\$3,883.92		Monthly	\$2,796.56	\$4,142.84
	Annually	\$31,461.36	\$46,607.04		Annually	\$33,558.72	\$49,714.08
13	Hourly	\$17.747	\$26.292	13	Hourly	\$17.747	\$26.292
	Monthly	\$2,883.90	\$4,272.46		Monthly	\$3,076.16	\$4,557.28
	Annually	\$34,606.80	\$51,269.52		Annually	\$36,913.92	\$54,687.36
14	Hourly	\$19.521	\$28.920	14	Hourly	\$19.521	\$28.920
	Monthly	\$3,172.18	\$4,699.50		Monthly	\$3,383.64	\$5,012.80
	Annually	\$38,066.16	\$56,394.00		Annually	\$40,603.68	\$60,513.60
15	Hourly	\$21.473	\$31.812	15	Hourly	\$21.473	\$31.812
	Monthly	\$3,489.38	\$5,169.46		Monthly	\$3,722.00	\$5,514.08
	Annually	\$41,872.56	\$62,033.52		Annually	\$44,664.00	\$66,168.96
16	Hourly	\$23.620	\$34.992	16	Hourly	\$23.620	\$34.992
	Monthly	\$3,838.26	\$5,686.20		Monthly	\$4,094.14	\$6,065.28
	Annually	\$46,059.12	\$68,234.40		Annually	\$49,129.68	\$72,783.36
17	Hourly	\$25.980	\$38.488	17	Hourly	\$25.980	\$38.488
	Monthly	\$4,221.76	\$6,254.30		Monthly	\$4,503.20	\$6,671.26
	Annually	\$50,661.12	\$75,051.60		Annually	\$54,038.40	\$80,055.12
18	Hourly	\$28.579	\$42.340	18	Hourly	\$28.579	\$42.340
	Monthly	\$4,644.10	\$6,880.26		Monthly	\$4,953.70	\$7,338.94
	Annually	\$55,729.20	\$82,563.12		Annually	\$59,444.40	\$88,067.28
19	Hourly	\$31.435	\$46.570	19	Hourly	\$31.435	\$46.570
	Monthly	\$5,108.20	\$7,567.64		Monthly	\$5,448.74	\$8,072.14
	Annually	\$61,298.40	\$90,811.68		Annually	\$65,384.88	\$96,865.68
20	Hourly	\$34.580	\$51.229	20	Hourly	\$34.580	\$51.229
	Monthly	\$5,619.26	\$8,324.72		Monthly	\$5,993.88	\$8,879.70
	Annually	\$67,431.12	\$99,896.64		Annually	\$71,926.56	\$106,556.40
21	Hourly	\$38.037	\$56.351	21	Hourly	\$38.037	\$56.351
	Monthly	\$6,181.02	\$9,157.04		Monthly	\$6,593.08	\$9,767.52
	Annually	\$74,172.24	\$109,884.48		Annually	\$79,116.96	\$117,210.24
22	Hourly	\$41.839	\$61.983	22	Hourly	\$41.839	\$61.983
	Monthly	\$6,798.84	\$10,072.24		Monthly	\$7,252.10	\$10,743.72
	Annually	\$81,586.08	\$120,866.88		Annually	\$87,025.20	\$128,924.64
*28	Hourly	\$36.763	\$46.935	*28	Hourly	\$36.763	\$46.935
	Monthly	\$5,974.00	\$7,626.94		Monthly	\$6,372.26	\$8,135.40
	Annually	\$71,688.00	\$91,523.28		Annually	\$76,467.12	\$97,624.80
30	Hourly	\$35.727	\$47.337	30	Hourly	\$35.727	\$47.337
	Monthly	\$5,805.64	\$7,692.28		Monthly	\$6,192.68	\$8,205.08
	Annually	\$69,667.68	\$92,307.36		Annually	\$74,312.16	\$98,460.96
31	Hourly	\$39.300	\$52.069	31	Hourly	\$39.300	\$52.069
	Monthly	\$6,386.26	\$8,461.22		Monthly	\$6,812.00	\$9,025.30
	Annually	\$76,635.12	\$101,534.64		Annually	\$81,744.00	\$108,303.60
32	Hourly	\$43.230	\$57.276	32	Hourly	\$43.230	\$57.276
	Monthly	\$7,024.88	\$9,307.36		Monthly	\$7,493.20	\$9,927.84
	Annually	\$84,298.56	\$111,688.32		Annually	\$89,918.40	\$119,134.08
33	Hourly	\$47.553	\$63.003	33	Hourly	\$47.553	\$63.003
	Monthly	\$7,727.38	\$10,238.00		Monthly	\$8,242.52	\$10,920.52
	Annually	\$92,728.56	\$122,856.00		Annually	\$98,910.24	\$131,046.24
34	Hourly	\$52.308	\$69.303	34	Hourly	\$52.308	\$69.303
	Monthly	\$8,500.06	\$11,261.74		Monthly	\$9,066.72	\$12,012.52
	Annually	\$102,000.72	\$135,140.88		Annually	\$108,800.64	\$144,150.24
40	Hourly	\$32.898	\$43.590	40	Hourly	\$32.898	\$43.590
	Monthly	\$5,345.94	\$7,083.38		Monthly	\$5,702.32	\$7,555.60
	Annually	\$64,151.28	\$85,000.56		Annually	\$68,427.84	\$90,667.20
41	Hourly	\$36.189	\$47.951	41	Hourly	\$36.189	\$47.951
	Monthly	\$5,880.72	\$7,792.04		Monthly	\$6,272.76	\$8,311.52
	Annually	\$70,568.64	\$93,504.48		Annually	\$75,273.12	\$99,738.24
42	Hourly	\$39.808	\$52.747	42	Hourly	\$39.808	\$52.747
	Monthly	\$6,468.80	\$8,571.40		Monthly	\$6,900.06	\$9,142.82
	Annually	\$77,625.60	\$102,856.80		Annually	\$82,800.72	\$109,713.84
43	Hourly	\$43.789	\$58.021	43	Hourly	\$43.789	\$58.021
	Monthly	\$7,115.72	\$9,428.42		Monthly	\$7,590.10	\$10,056.98
	Annually	\$85,388.64	\$113,141.04		Annually	\$91,081.20	\$120,683.76
44	Hourly	\$48.168	\$63.823	44	Hourly	\$48.168	\$63.823
	Monthly	\$7,827.30	\$10,371.24		Monthly	\$8,349.12	\$11,062.66
	Annually	\$93,927.60	\$124,454.88		Annually	\$100,189.44	\$132,751.92

*Salary range adjusted per KRS 163.032

COMMONWEALTH OF KENTUCKY							
Classified and Unclassified 37.5 and 40-Hour Salary Schedule							
FY 2024 Recommendation							
37.5-Hour Work Week				40-Hour Work Week			
Pay Grade	Rate	Entry	Midpoint	Pay Grade	Rate	Entry	Midpoint
3	Hourly	\$8,778	\$24,878	3	Hourly	\$8,778	\$24,878
	Monthly	\$1,426.44	\$4,042.68		Monthly	\$1,521.52	\$4,312.20
	Annually	\$17,117.28	\$48,512.16		Annually	\$18,258.24	\$51,746.40
4	Hourly	\$5,666	\$17,172	4	Hourly	\$5,666	\$17,172
	Monthly	N/A	N/A		Monthly	N/A	N/A
	Annually	N/A	N/A		Annually	N/A	N/A
5	Hourly	\$8,778	\$12,268	5	Hourly	\$8,778	\$12,268
	Monthly	\$1,426.44	\$1,993.56		Monthly	\$1,521.52	\$2,126.46
	Annually	\$17,117.28	\$23,922.72		Annually	\$18,258.24	\$25,517.52
6	Hourly	\$9,657	\$13,496	6	Hourly	\$9,657	\$13,496
	Monthly	\$1,569.28	\$2,193.10		Monthly	\$1,673.88	\$2,339.32
	Annually	\$18,831.36	\$26,317.20		Annually	\$20,086.56	\$28,071.84
7	Hourly	\$10,622	\$14,844	7	Hourly	\$10,622	\$14,844
	Monthly	\$1,726.08	\$2,412.16		Monthly	\$1,841.16	\$2,572.96
	Annually	\$20,712.96	\$28,945.92		Annually	\$22,093.92	\$30,875.52
8	Hourly	\$11,683	\$16,327	8	Hourly	\$11,683	\$16,327
	Monthly	\$1,898.50	\$2,653.14		Monthly	\$2,025.06	\$2,830.02
	Annually	\$22,782.00	\$31,837.68		Annually	\$24,300.72	\$33,960.24
9	Hourly	\$12,850	\$17,959	9	Hourly	\$12,850	\$17,959
	Monthly	\$2,088.14	\$2,918.34		Monthly	\$2,227.34	\$3,112.90
	Annually	\$25,057.68	\$35,020.08		Annually	\$26,728.08	\$37,354.80
10	Hourly	\$14,133	\$19,752	10	Hourly	\$14,133	\$19,752
	Monthly	\$2,296.62	\$3,209.70		Monthly	\$2,449.72	\$3,423.68
	Annually	\$27,559.44	\$38,516.40		Annually	\$29,396.64	\$41,084.16
11	Hourly	\$15,549	\$21,730	11	Hourly	\$15,549	\$21,730
	Monthly	\$2,526.72	\$3,531.14		Monthly	\$2,695.16	\$3,766.54
	Annually	\$30,320.64	\$42,373.68		Annually	\$32,341.92	\$45,198.48
12	Hourly	\$17,103	\$23,901	12	Hourly	\$17,103	\$23,901
	Monthly	\$2,779.24	\$3,883.92		Monthly	\$2,964.52	\$4,142.84
	Annually	\$33,350.88	\$46,607.04		Annually	\$35,574.24	\$49,714.08
13	Hourly	\$18,812	\$26,292	13	Hourly	\$18,812	\$26,292
	Monthly	\$3,056.96	\$4,272.46		Monthly	\$3,260.76	\$4,557.28
	Annually	\$36,683.52	\$51,269.52		Annually	\$39,129.12	\$54,687.36
14	Hourly	\$20,693	\$28,920	14	Hourly	\$20,693	\$28,920
	Monthly	\$3,362.62	\$4,699.50		Monthly	\$3,586.80	\$5,012.80
	Annually	\$40,351.44	\$56,394.00		Annually	\$43,041.60	\$60,153.60
15	Hourly	\$22,762	\$31,812	15	Hourly	\$22,762	\$31,812
	Monthly	\$3,698.84	\$5,169.46		Monthly	\$3,945.42	\$5,514.08
	Annually	\$44,386.08	\$62,033.52		Annually	\$47,345.04	\$66,168.96
16	Hourly	\$25,038	\$34,992	16	Hourly	\$25,038	\$34,992
	Monthly	\$4,068.68	\$5,686.20		Monthly	\$4,339.92	\$6,065.28
	Annually	\$48,824.16	\$68,234.40		Annually	\$52,079.04	\$72,783.36
17	Hourly	\$27,539	\$38,488	17	Hourly	\$27,539	\$38,488
	Monthly	\$4,475.10	\$6,254.30		Monthly	\$4,773.44	\$6,671.26
	Annually	\$53,701.20	\$75,051.60		Annually	\$57,281.28	\$80,055.12
18	Hourly	\$30,294	\$42,340	18	Hourly	\$30,294	\$42,340
	Monthly	\$4,922.78	\$6,880.26		Monthly	\$5,250.96	\$7,338.94
	Annually	\$59,073.36	\$82,563.12		Annually	\$63,011.52	\$88,067.28
19	Hourly	\$33,322	\$46,570	19	Hourly	\$33,322	\$46,570
	Monthly	\$5,414.84	\$7,567.64		Monthly	\$5,775.82	\$8,072.14
	Annually	\$64,978.08	\$90,811.68		Annually	\$69,309.84	\$96,865.68
20	Hourly	\$36,655	\$51,229	20	Hourly	\$36,655	\$51,229
	Monthly	\$5,956.44	\$8,324.72		Monthly	\$6,353.54	\$8,879.70
	Annually	\$71,477.28	\$99,896.64		Annually	\$76,242.48	\$106,556.40
21	Hourly	\$40,320	\$56,351	21	Hourly	\$40,320	\$56,351
	Monthly	\$6,552.00	\$9,157.04		Monthly	\$6,988.80	\$9,767.52
	Annually	\$78,624.00	\$109,884.48		Annually	\$83,865.60	\$117,210.24
22	Hourly	\$44,350	\$61,983	22	Hourly	\$44,350	\$61,983
	Monthly	\$7,206.88	\$10,072.24		Monthly	\$7,687.34	\$10,743.72
	Annually	\$86,482.56	\$120,866.88		Annually	\$92,248.08	\$128,924.64
*28	Hourly	\$34,039	\$43,458	*28	Hourly	\$34,039	\$43,458
	Monthly	\$5,531.34	\$7,061.94		Monthly	\$5,900.10	\$7,532.72
	Annually	\$66,376.08	\$84,743.28		Annually	\$70,801.20	\$90,392.64
30	Hourly	\$37,871	\$50,178	30	Hourly	\$37,871	\$50,178
	Monthly	\$6,154.04	\$8,153.94		Monthly	\$6,564.32	\$8,697.52
	Annually	\$73,848.48	\$97,847.28		Annually	\$78,771.84	\$104,370.24
31	Hourly	\$41,658	\$55,194	31	Hourly	\$41,658	\$55,194
	Monthly	\$6,769.44	\$8,969.04		Monthly	\$7,220.72	\$9,566.96
	Annually	\$81,233.28	\$107,628.48		Annually	\$86,648.64	\$114,803.52
32	Hourly	\$45,824	\$60,713	32	Hourly	\$45,824	\$60,713
	Monthly	\$7,446.40	\$9,865.88		Monthly	\$7,942.84	\$10,523.60
	Annually	\$89,356.80	\$118,390.56		Annually	\$95,314.08	\$126,283.20
33	Hourly	\$50,407	\$66,784	33	Hourly	\$50,407	\$66,784
	Monthly	\$8,191.14	\$10,852.40		Monthly	\$8,737.22	\$11,575.90
	Annually	\$98,293.68	\$130,228.80		Annually	\$104,846.64	\$138,910.80
34	Hourly	\$55,447	\$73,462	34	Hourly	\$55,447	\$73,462
	Monthly	\$9,010.14	\$11,937.58		Monthly	\$9,610.82	\$12,733.42
	Annually	\$108,121.68	\$143,250.96		Annually	\$115,329.84	\$152,801.04
40	Hourly	\$34,872	\$46,206	40	Hourly	\$34,872	\$46,206
	Monthly	\$5,666.70	\$7,508.48		Monthly	\$6,044.48	\$8,009.04
	Annually	\$68,000.40	\$90,101.76		Annually	\$72,533.76	\$96,108.48
41	Hourly	\$38,361	\$50,829	41	Hourly	\$38,361	\$50,829
	Monthly	\$6,233.68	\$8,259.72		Monthly	\$6,649.24	\$8,810.36
	Annually	\$74,804.16	\$99,116.64		Annually	\$79,790.88	\$105,724.32
42	Hourly	\$42,197	\$55,912	42	Hourly	\$42,197	\$55,912
	Monthly	\$6,857.02	\$9,085.70		Monthly	\$7,314.16	\$9,691.42
	Annually	\$82,284.24	\$109,028.40		Annually	\$87,769.92	\$116,297.04
43	Hourly	\$46,417	\$61,503	43	Hourly	\$46,417	\$61,503
	Monthly	\$7,542.78	\$9,994.24		Monthly	\$8,045.62	\$10,660.52
	Annually	\$90,513.36	\$119,930.88		Annually	\$96,547.44	\$127,926.24
44	Hourly	\$51,059	\$67,653	44	Hourly	\$51,059	\$67,653
	Monthly	\$8,297.10	\$10,993.62		Monthly	\$8,850.24	\$11,726.52
	Annually	\$99,565.20	\$131,923.44		Annually	\$106,202.88	\$140,718.24

*Salary range adjusted per KRS 163.032



Job Review Project
(Job Classifications - Review Complete as of May 16, 2022)

Abandoned Mine Lands Appraiser	Correctional Lieutenant	Golf Course Superintendent I
Adaptive Equipment Specialist I	Correctional Major	Golf Course Superintendent II
Adaptive Equipment Specialist II	Correctional Officer	Health Data Surveillance Technician
Administrative Secretary	Correctional Officer Assistant	Health Policy Specialist I
Agricultural Inspection Supervisor	Correctional Sergeant	Health Policy Specialist II
Agricultural Inspector I	Corrections Unit Administrator I	Highway Laborer
Agricultural Inspector II	Corrections Unit Administrator II	Highway Safety Patrol Operator
Agricultural Inspector III	Corrections Vocational Instructor	Highway Technician Assistant I
Agricultural Program Coordinator	Cosmetologist	Highway Technician Assistant II
Airport Flightline Attendant I	Creative Arts Therapist	Highway Technician I
Airport Flightline Attendant II	Crtfd Psygst/Psych Asc/Licd Psych Pra II	Highway Technician II
Airport Operations Supervisor	CVE Inspector I	Highway Technician III
Amusement Safety Inspector Supervisor	CVE Inspector II	Highway Technician IV
Animal Care Specialist I	CVE Inspector III	Highway Technician Superintendent I
Animal Care Specialist II	DEM Area Manager	Highway Technician Superintendent II
Animal Care Specialist III	DEM Branch Manager	Highway Traffic Technician I
Animal Care Supervisor	Deputy State Budget Director	Highway Traffic Technician II
Apprenticeship and Training Coordinator	Deputy Warden	Highway Traffic Technician III
Artisan Center Sales & Service Supv	Diesel Mechanic	Highway Traffic Technician Sprntndnt
Artisan Center Sales & Srv Associate I	Dietetic Administrator Institutional	Horse Park Equine Operations Manager
Artisan Center Sales & Srv Associate II	Dietetic Consultant/Supervisor	Horse Park Equine Operations Sect Supv
Arts Program Administrator	Dietetic Inspector	Housekeeper
Arts Program Branch Manager	Dietetics Educator	Housekeeping Supervisor I
Assistant State Controller	Dietitian Clinical	Housekeeping Supervisor II
Auctioneer Compliance Officer	Dining Room Supervisor	Human Services Surveyor Associate
Audit Manager	District Facilities Technician	Illustrator
Auditor I	District Food Operations Evaluator	Industrial and Trade Teacher
Auditor II	Document Conservation Technician	Industrial Development Coordinator
Auditor III	Document Processing Specialist I	Insurance Policy Specialist I
Auditor IV	Document Processing Specialist II	Insurance Policy Specialist II
Automotive Mechanic III	Document Processing Specialist III	Insurance Underwriter
Automotive Mechanic IV	Economic Development Branch Manager	Interior Designer
Automotive Parts Specialist	Economic Development Rep Supervisor	Interior Designer Supervisor
Aviation Mechanic I	Economic Development Rep I	Jail Consultant
Aviation Mechanic II	Economic Development Rep II	Justice Program Administrator
Aviation Mechanic/Inspector I	Economic Development Rep III	KET Broadcast Technician
Aviation Mechanic/Inspector II	Electrician Licensed	KET Technical Supervisor
Barber	Electrician Licensed Coordinator	KSB Student Development Supervisor
Blacksmith/Farrier	Electrician Licensed Supervisor	KSD Student Development Supervisor
Boiler Inspector III	Electronic Technical Mgmt Specialist	KY Veterans Ctr Housekeeping Dept Supv
Boiler Inspector IV	Electronic Technician I	KY Veterans Ctr Safety/Security Officer
Boiler Operator I	Electronic Technician II	KY Veterans Ctr Safety/Security Officer - CDL
Boiler Operator II	Electronic Technician III	Labor Ombudsman
Boiler Operator Supervisor	Electronic Technician Supervisor	Laboratory Surveyor
Carpenter Finish	Emergency Management Duty Officer	Land Specialist
Carpenter I	Employment Standards Consultant	Landscape Gardener II
Carpenter II	Employment Standards Investigator I	Landscape Gardener Supervisor
Carpenter Supervisor	Employment Standards Investigator II	Law Enforcement Communications Coord
Case Management Specialist I	Employment Standards Investigator Supv	Legal Secretary
Case Management Specialist II	Employment Standards Program Manager	Librarian
Case Management Specialist III	Engineering Technical Associate	Life Safety Code Inspector
Chaplain	Engineer-In-Training I	Light Vehicle Operator
Charitable Gaming Compliance Officer I	Engineer-In-Training II	Lockmaster I
Charitable Gaming Compliance Officer II	Equine Driving or Riding Train/Instruct	Lockmaster II
Chemist I	Equine Operation Coordinator	Locksmith
Chemist II	Equine Sciences Instructor	Locksmith Administrator
Chemist Supervisor	Equine Worker	Machinist Consultant
Chemistry Laboratory Manager	Facilities Security Lieutenant	Master Inspector I
Child Nutrition Program Consultant	Facilities Security Officer I	Master Inspector II
Child Nutrition Program Manager	Facilities Security Officer II	Master Operations Manager
Citizen Assistance Specialist	Facilities Security Sergeant	Mechanical Maint & Operations Manager
Classification and Treatment Officer I	Fair Board Projects Administrator	Mechanical Maint & Operations Supervisor
Classification and Treatment Officer II	Family Services Office Supervisor	Mechanical Maint & Operations Techn I
Classification and Treatment Supervisor	Family Support Specialist I	Mechanical Maint & Operations Techn II
Conservation Director	Family Support Specialist II	Mechanical Maint & Operations Techn III
Conservation Master Officer	Family Support Specialist III	Medical Epidemiologist
Conservation Officer Captain	Ferryboat Deckhand	Medical Svcs Reimbursement Specialist
Conservation Officer I	Ferryboat Operator	Medical Svcs Reimbursement Supv
Conservation Officer II	Field Services Supervisor	Medical Technologist
Conservation Officer Lieutenant	Fire Protection Systems Inspector	Mental Health Education Evaluator
Conservation Officer Major	Fish & Wildlife Information System Supv	Mental Health Education Program Supv
Conservation Officer Recruit	Fixed Income Trading/Risk Mgmt Adminr	Micrographics Qlty Assurance Specialist
Conservation Officer Sergeant	Food Preparation Center Coordinator	Military FFighter-Assistant Fire Chief
Construction Superintendent I	Food Service Operations Manager I	Military FFighter-Crew Chief
Construction Superintendent II	Food Service Operations Manager II	Military FFighter-FFighter/Driver/Oper
Cook I	Food Service Worker	Motor Vehicle Dealer Dist Administrator
Cook II	Forensic Computer Examiner I	Mounted Patrol Officer Recruit
Correctional Apprentice I	Forensic Computer Examiner II	Multi-Media Technician I
Correctional Apprentice II	Forensic Computer Examiner III	Multi-Media Technician II
Correctional Captain	Geologist I	Nature Preserve Management Worker
Correctional Farm Crew Leader	Geologist II	Nurse Clinician
Correctional Farm Manager	Geologist III	Occupational Health Nurse

Occupational Therapy Coordinator	Public Accounts Performance Auditor VI	Unemployment Insurance Appeals Ref I
Offender Information Administrator	Public Assistance Program Specialist	Unemployment Insurance Appeals Ref II
Offender Information Specialist I	Public Safety Telecommunication Manager	Unemployment Insurance Appeals Ref III
Offender Information Specialist II	Public Safety Telecommunicator III	Unemployment Insurance Auditor I
Offender Information Supervisor	Public Service Rates and Tariffs Manager	Unemployment Insurance Auditor II
Office Support Assistant I	Racing License Inspector	Vending Machine Technician
Office Support Assistant II	Reentry Coordinator	Veterans Benefits Field Rep I
Office Support Supervisor	Resource Recovery Worker I	Veterans Benefits Field Rep II
OSH Certified Professional Ergonomist	Resource Recovery Worker II	Veterans Benefits Regional Adminr
OSH Compliance Officer I	Resource Recovery Worker III	Veterans Cemetery Branch Manager
OSH Compliance Officer II	Retirement Benefit Consultant	Veterans Cemetery Caretaker I
OSH Compliance Officer III	Retirement Investment Specialist I	Veterans Cemetery Caretaker II
OSH Compliance Officer Supervisor	Retirement Investment Specialist II	Veterans Cemetery Superintendent
OSH Consultant	Retirement Investment Specialist III	Veterans Program Administrator
OSH Discrimination Investigator	Retirement Programs Administrator	Veterinarian
OSH Federal/State Coordinator	Retirement Programs Manager	Veterinary Technician I
OSH Industrial Hygiene Program Manager	Retirement System Counselor I	Veterinary Technician II
OSH Industrial Hygienist I	Retirement System Counselor II	Voc Rehab Administrator I
OSH Industrial Hygienist II	Retirement System Counselor III	Voc Rehab Administrator II
OSH Industrial Hygienist III	Retirement System Counselor IV	Voc Rehab Counselor
OSH Industrial Hygienist Supervisor	Retirement Systems Investment Branch Manager	Voc Rehab Manager
OSH Safety Program Manager	Right-of-Way Agent I	Voc Rehab Program Specialist II
Painter	Right-of-Way Agent II	Vocational Rehabilitation Teacher
Painter Supervisor	Right-of-Way Agent III	Water and Sewage Plant Operator I
Park Chef I	Right-of-Way Agent Supervisor	Water and Sewage Plant Operator II
Park Chef II	Right-of-Way Branch Manager	Water and Sewage Plant Operator III
Park Chef III	Right-of-Way Program Specialist I	Welder Fabricator
Park Desk Clerk	Right-of-Way Program Specialist II	Welder I
Park Worker I	Right-of-Way Unit Leader	Welder II
Park Worker II	Security Force Manager	Welder III
Parks Golf Professional	Security Officer	Welder Supervisor
Parks Museum Curator	Security Specialist	Wildlife Biologist I
Parks Museum Curatorial Assistant	Security Specialist Shift Supervisor	Wildlife Biologist II
Parks Regional Administrator	Service Region Administrator	Wildlife Biologist III
Parks Turf Grass Management Specialist	Service Region Administrator Associate	Wildlife Biologist IV
Personnel Program Analyst I	Service Region Clinical Associate	Wildlife Program Coordinator
Personnel Program Analyst II	Serving Attendant	Wkrs Comp Cvrge & Cmplnc Investigr III
Personnel Program Consultant	Sign Maker I	Workers Comp Claims Administrator
Personnel Program Manager	Sign Maker II	Workers Comp Cvrge & Cmplnc Investigr I
Pharmacy Inspections & Investigs Coord	Sign Maker III	Workers Comp Cvrge & Cmplnc Investigr II
Pharmacy Technician	Social Service Aide I	Workers Compensation Claims Investigator
Physical Therapist Coordinator	Social Service Aide II	Workers Compensation Specialist
Physical Therapist Supervisor	Social Service Clinician I	Workforce Development Consultant
Plumber Licensed	Social Service Clinician II	Workforce Development Facilitator
Plumber Licensed Supervisor	Social Service Specialist	Workforce Development Manager
Police Telecommunications Supervisor	Social Service Worker I	Workforce Development Ops Administrator
Police Telecommunicator I	Social Service Worker II	Workforce Development Specialist I
Police Telecommunicator II	Special Fund Claims Examiner Coordinator	Workforce Development Specialist II
Policy and Research Consultant	Special Fund Program Advisor	Youth Service Program Supervisor
Printing Operation Administrator	Staff Attorney I	Youth Worker I
Probation and Parole Assistant Supervisor	State Park Ranger	Youth Worker II
Probation and Parole District Supervisor	State Park Ranger Captain	Youth Worker III
Probation and Parole Officer I	State Park Ranger Lieutenant	Youth Worker Supervisor
Probation and Parole Officer II	Statewide Procurement Analyst I	
Probation and Parole Officer III	Statewide Procurement Analyst II	
Probation and Parole Officer IV	Statewide Procurement Consultant	
Probation and Parole Regional Manager	Statewide Procurement Manager	
Property & Asset Mgmt Specialist I	Statewide Project Manager	
Property & Asset Mgmt Specialist II	Statistical Supervisor	
Property Management Branch Manager	Stores Operations Supervisor	
Property Management Program Analyst I	Stores Worker I	
Property Management Program Analyst II	Stores Worker II	
Property Officer I	Stores Worker III	
Property Officer II	Surplus Property Screener	
Property Officer Supervisor	Telephone Installation/Maint Techn I	
Protest and Review Officer I	Telephone Installation/Maint Techn II	
Protest and Review Officer II	Telephone Installation/Maint Techn III	
Protest and Review Supervisor	Transport Driver I	
Public Accounts Auditor I	Transport Driver II	
Public Accounts Auditor II	Transportation Auto/Truck Techn I	
Public Accounts Auditor III	Transportation Auto/Truck Techn II	
Public Accounts Auditor III-IT	Transportation Auto/Truck Techn III	
Public Accounts Auditor II-IT	Transportation Auto/Truck Techn IV	
Public Accounts Auditor IV	Transportation Auto/Truck Techn V	
Public Accounts Auditor IV-IT	Transportation Bridge Inspector I	
Public Accounts Auditor Manager	Transportation Bridge Inspector II	
Public Accounts Auditor Manager-IT	Transportation Bridge Inspector III	
Public Accounts Auditor V	Transportation Engineer I	
Public Accounts Auditor VI	Transportation Engineer II	
Public Accounts Auditor VI-IT	Transportation Engineer Specialist	
Public Accounts Auditor V-IT	Transportation Engineer Supervisor	
Public Accounts Performance Auditor I	Transportation Engineering Branch Mgr	
Public Accounts Performance Auditor II	Transportation Hearing Officer	
Public Accounts Performance Auditor III	Transportation Ops Center Shift Supv	
Public Accounts Performance Auditor IV	Unclaimed Property Branch Manager	
Public Accounts Performance Auditor Mgr	Unclaimed Property Investigative Officer	
Public Accounts Performance Auditor V	Unemployment Ins Audit Area Supv	



Locality Premium Report as of June 1, 2022

Cabinet	Department	Job Title	Work County	Premium Rate
General Government	Department of Veterans Affairs	Food Service Worker	Hardin	\$2.50
General Government	Department of Veterans Affairs	Food Service Worker	Perry	\$2.50
General Government	Department of Veterans Affairs	Cook I	Hardin	\$2.50
General Government	Department of Veterans Affairs	Cook II	Hardin	\$2.50
General Government	Department of Veterans Affairs	Food Preparation Center Coordinator	Hardin	\$2.50
General Government	Department of Veterans Affairs	Nurse Aide State Registered I	Hardin	\$2.50
General Government	Department of Veterans Affairs	Nurse Aide State Registered I	Hopkins	\$2.50
General Government	Department of Veterans Affairs	Nurse Aide State Registered I	Jessamine	\$5.00
General Government	Department of Veterans Affairs	Licensed Practical Nurse	Hopkins	\$3.00
General Government	Department of Veterans Affairs	Licensed Practical Nurse	Jessamine	\$5.00
General Government	Department of Veterans Affairs	Housekeeper	Hardin	\$2.50
General Government	Department of Veterans Affairs	Housekeeper	Hopkins	\$2.50
Transportation Cabinet	Office of Support Services	Mechanical Maint & Operations Techn III	Breathitt	16%
Transportation Cabinet	Office of Support Services	Mechanical Maint & Operations Techn III	Pike	16%
Transportation Cabinet	Office of Support Services	Plumber Licensed	Franklin	16%
Transportation Cabinet	Department of Highways	Welder	Hopkins	\$5.00
Transportation Cabinet	Department of Highways	Transportation Auto/Truck Techn I	Hopkins	\$5.00
Transportation Cabinet	Department of Highways	Transportation Auto/Truck Techn III	Hopkins	\$5.00
Transportation Cabinet	Department of Highways	Transportation Medium/Heavy Truck Supv	Hopkins	\$5.00
Transportation Cabinet	Department of Highways	Automotive Parts Specialist	Hopkins	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Assistant I	Boone	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Assistant I	Campbell	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Assistant I	Hancock	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician Assistant I	Kenton	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Assistant I	Simpson	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician Assistant II	Boone	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Assistant II	Campbell	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Assistant II	Kenton	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician Assistant II	Simpson	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician I	Boone	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician I	Campbell	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician I	Hancock	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician I	Kenton	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician I	Simpson	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician II	Boone	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician II	Campbell	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician II	Hancock	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician II	Kenton	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician II	Simpson	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician Superintendent I	Boone	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Superintendent I	Campbell	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Superintendent I	Hancock	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician Superintendent I	Kenton	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Superintendent I	Simpson	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician Superintendent II	Boone	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Superintendent II	Campbell	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Superintendent II	Hancock	\$3.00
Transportation Cabinet	Department of Highways	Highway Technician Superintendent II	Kenton	\$5.00
Transportation Cabinet	Department of Highways	Highway Technician Superintendent II	Simpson	\$3.00
Cabinet for Health and Family Services	Dept for Behavioral Health, Development & Int Disabilities	Correctional Officer	Oldham	\$2.64
Cabinet for Health and Family Services	Dept for Behavioral Health, Development & Int Disabilities	Correctional Sergeant	Oldham	\$2.64
Cabinet for Health and Family Services	Dept for Behavioral Health, Development & Int Disabilities	Correctional Lieutenant	Oldham	\$2.64
Cabinet for Health and Family Services	Dept for Behavioral Health, Development & Int Disabilities	Correctional Captain	Oldham	\$2.64
Cabinet for Health and Family Services	Dept for Behavioral Health, Development & Int Disabilities	Correctional Major	Oldham	\$2.64
Cabinet for Health and Family Services	Dept for Community Based Services	Nurse Consultant/Inspector	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Social Service Aide I	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Social Service Aide II	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Social Service Worker I	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Social Service Worker II	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Social Service Clinician I	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Social Service Clinician II	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Social Service Specialist	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Public Assistance Program Specialist	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Field Services Supervisor	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Family Services Office Supervisor	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Program Investigative Officer II	Jefferson	\$4.00
Cabinet for Health and Family Services	Dept for Community Based Services	Program Investigative Officer I	Jefferson	\$4.00

