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Mary Elizabeth Bailey
SECRETARY

MEMORANDUM

PERSONNEL MEMO 23-04

To: Constitutional Officers
Cabinet Secretaries
Agency Heads
Human Resource (HR) Administrators

From: Mary Elizabeth Bailey, Secretary

Date: August 16, 2023

Re: **Executive Branch Classified and Unclassified Salary Schedule Adjustment**

Effective September 16, 2023, the classified and unclassified salary schedule will be adjusted, resulting in an increase in the minimum and midpoint salaries of all grades. Pursuant to 101 KAR 2:034, Section 6 and 101 KAR 3:045, Section 6, the salaries of those employees who are below the new minimum will be increased to the new minimum. In addition, effective September 16, 2023, any employee, other than interim employees and employees not on initial or promotional probation, whose salary is less than five (5) percent above the new entry level wage of his or her pay grade, shall have his or her salary increased to five (5) percent above the new entry level wage.

HR Administrators will be receiving additional guidance for implementing these adjustments. If you have any questions, please contact Jamie Caldwell, Commissioner, Department of Human Resources Administration, at Jamie.Caldwell@ky.gov.



COMMONWEALTH OF KENTUCKY
Classified and Unclassified 37.5 and 40-Hour Salary Schedule
Effective September 16, 2023

37.5-Hour Work Week				40-Hour Work Week			
Pay Grade	Rate	Entry	Midpoint	Pay Grade	Rate	Entry	Midpoint
3	Hourly	\$8.861	\$23.543	3	Hourly	\$8.861	\$23.543
	Monthly	\$1,439.92	\$3,825.74		Monthly	\$1,535.92	\$4,080.80
	Annually	\$17,279.04	\$45,908.88		Annually	\$18,431.04	\$48,969.60
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	\$8.861	\$13.292	5	Hourly	\$8.861	\$13.292
	Monthly	\$1,439.92	\$2,159.96		Monthly	\$1,535.92	\$2,303.96
	Annually	\$17,279.04	\$25,919.52		Annually	\$18,431.04	\$27,647.52
6	Hourly	\$9.748	\$14.622	6	Hourly	\$9.748	\$14.622
	Monthly	\$1,584.06	\$2,376.08		Monthly	\$1,689.66	\$2,534.48
	Annually	\$19,008.72	\$28,512.96		Annually	\$20,275.92	\$30,413.76
7	Hourly	\$10.721	\$16.082	7	Hourly	\$10.721	\$16.082
	Monthly	\$1,742.16	\$2,613.34		Monthly	\$1,858.32	\$2,787.56
	Annually	\$20,905.92	\$31,360.08		Annually	\$22,299.84	\$33,450.72
8	Hourly	\$11.792	\$17.688	8	Hourly	\$11.792	\$17.688
	Monthly	\$1,916.20	\$2,874.30		Monthly	\$2,043.96	\$3,065.92
	Annually	\$22,994.40	\$34,491.60		Annually	\$24,527.52	\$36,791.04
9	Hourly	\$12.971	\$19.457	9	Hourly	\$12.971	\$19.457
	Monthly	\$2,107.80	\$3,161.76		Monthly	\$2,248.32	\$3,372.56
	Annually	\$25,293.60	\$37,941.12		Annually	\$26,979.84	\$40,470.72
10	Hourly	\$14.266	\$21.399	10	Hourly	\$14.266	\$21.399
	Monthly	\$2,318.24	\$3,477.34		Monthly	\$2,472.78	\$3,709.16
	Annually	\$27,818.88	\$41,728.08		Annually	\$29,673.36	\$44,509.92
11	Hourly	\$15.695	\$23.543	11	Hourly	\$15.695	\$23.543
	Monthly	\$2,550.44	\$3,825.74		Monthly	\$2,720.48	\$4,080.80
	Annually	\$30,605.28	\$45,908.88		Annually	\$32,645.76	\$48,969.60
12	Hourly	\$17.263	\$25.895	12	Hourly	\$17.263	\$25.895
	Monthly	\$2,805.24	\$4,207.94		Monthly	\$2,992.26	\$4,488.48
	Annually	\$33,662.88	\$50,495.28		Annually	\$35,907.12	\$53,861.76
13	Hourly	\$18.989	\$28.484	13	Hourly	\$18.989	\$28.484
	Monthly	\$3,085.72	\$4,628.66		Monthly	\$3,291.44	\$4,937.24
	Annually	\$37,028.64	\$55,543.92		Annually	\$39,497.28	\$59,246.88
14	Hourly	\$20.887	\$31.331	14	Hourly	\$20.887	\$31.331
	Monthly	\$3,394.14	\$5,091.30		Monthly	\$3,620.42	\$5,430.72
	Annually	\$40,729.68	\$61,095.60		Annually	\$43,445.04	\$65,168.64
15	Hourly	\$22.976	\$34.464	15	Hourly	\$22.976	\$34.464
	Monthly	\$3,733.60	\$5,600.40		Monthly	\$3,982.52	\$5,973.76
	Annually	\$44,803.20	\$67,204.80		Annually	\$47,790.24	\$71,685.12
16	Hourly	\$25.273	\$37.910	16	Hourly	\$25.273	\$37.910
	Monthly	\$4,106.86	\$6,160.38		Monthly	\$4,380.66	\$6,571.08
	Annually	\$49,282.32	\$73,924.56		Annually	\$52,567.92	\$78,852.96
17	Hourly	\$27.799	\$41.699	17	Hourly	\$27.799	\$41.699
	Monthly	\$4,517.34	\$6,776.10		Monthly	\$4,818.50	\$7,227.84
	Annually	\$54,208.08	\$81,313.20		Annually	\$57,822.00	\$86,734.08
18	Hourly	\$30.580	\$45.870	18	Hourly	\$30.580	\$45.870
	Monthly	\$4,969.26	\$7,453.88		Monthly	\$5,300.54	\$7,950.80
	Annually	\$59,631.12	\$89,446.56		Annually	\$63,606.48	\$95,409.60
19	Hourly	\$33.635	\$50.453	19	Hourly	\$33.635	\$50.453
	Monthly	\$5,465.70	\$8,198.62		Monthly	\$5,830.08	\$8,745.20
	Annually	\$65,588.40	\$98,383.44		Annually	\$69,960.96	\$104,942.40
20	Hourly	\$37.001	\$55.502	20	Hourly	\$37.001	\$55.502
	Monthly	\$6,012.66	\$9,019.08		Monthly	\$6,413.52	\$9,620.36
	Annually	\$72,151.92	\$108,228.96		Annually	\$76,962.24	\$115,444.32
21	Hourly	\$40.700	\$61.050	21	Hourly	\$40.700	\$61.050
	Monthly	\$6,613.76	\$9,920.64		Monthly	\$7,054.68	\$10,582.00
	Annually	\$79,365.12	\$119,047.68		Annually	\$84,656.16	\$126,984.00
22	Hourly	\$44.768	\$67.152	22	Hourly	\$44.768	\$67.152
	Monthly	\$7,274.80	\$10,912.20		Monthly	\$7,759.80	\$11,639.68
	Annually	\$87,297.60	\$130,946.40		Annually	\$93,117.60	\$139,676.16

37.5-Hour Work Week			
Pay Grade	Rate	Entry	Midpoint
*28	Hourly	\$36.763	\$46.935
	Monthly	\$5,974.00	\$7,626.94
	Annually	\$71,688.00	\$91,523.28
30	Hourly	\$38.228	\$57.342
	Monthly	\$6,212.06	\$9,318.08
	Annually	\$74,544.72	\$111,816.96
31	Hourly	\$42.051	\$63.077
	Monthly	\$6,833.30	\$10,250.02
	Annually	\$81,999.60	\$123,000.24
32	Hourly	\$46.256	\$69.384
	Monthly	\$7,516.60	\$11,274.90
	Annually	\$90,199.20	\$135,298.80
33	Hourly	\$50.882	\$76.323
	Monthly	\$8,268.34	\$12,402.50
	Annually	\$99,220.08	\$148,830.00
34	Hourly	\$55.970	\$83.955
	Monthly	\$9,095.14	\$13,642.70
	Annually	\$109,141.68	\$163,712.40
40	Hourly	\$35.201	\$52.802
	Monthly	\$5,720.16	\$8,580.34
	Annually	\$68,641.92	\$102,964.08
41	Hourly	\$38.722	\$58.083
	Monthly	\$6,292.34	\$9,438.50
	Annually	\$75,508.08	\$113,262.00
42	Hourly	\$42.595	\$63.893
	Monthly	\$6,921.70	\$10,382.62
	Annually	\$83,060.40	\$124,591.44
43	Hourly	\$46.854	\$70.281
	Monthly	\$7,613.78	\$11,420.66
	Annually	\$91,365.36	\$137,047.92
44	Hourly	\$51.540	\$77.310
	Monthly	\$8,375.26	\$12,562.88
	Annually	\$100,503.12	\$150,754.56

40-Hour Work Week			
Pay Grade	Rate	Entry	Midpoint
*28	Hourly	\$36.763	\$46.935
	Monthly	\$6,372.26	\$8,135.40
	Annually	\$76,467.12	\$97,624.80
30	Hourly	\$38.228	\$57.342
	Monthly	\$6,626.20	\$9,939.28
	Annually	\$79,514.40	\$119,271.36
31	Hourly	\$42.051	\$63.077
	Monthly	\$7,288.84	\$10,933.36
	Annually	\$87,466.08	\$131,200.32
32	Hourly	\$46.256	\$69.384
	Monthly	\$8,017.72	\$12,026.56
	Annually	\$96,212.64	\$144,318.72
33	Hourly	\$50.882	\$76.323
	Monthly	\$8,819.56	\$13,229.32
	Annually	\$105,834.72	\$158,751.84
34	Hourly	\$55.970	\$83.955
	Monthly	\$9,701.48	\$14,552.20
	Annually	\$116,417.76	\$174,626.40
40	Hourly	\$35.201	\$52.802
	Monthly	\$6,101.52	\$9,152.36
	Annually	\$73,218.24	\$109,828.32
41	Hourly	\$38.722	\$58.083
	Monthly	\$6,711.82	\$10,067.72
	Annually	\$80,541.84	\$120,812.64
42	Hourly	\$42.595	\$63.893
	Monthly	\$7,383.14	\$11,074.80
	Annually	\$88,597.68	\$132,897.60
43	Hourly	\$46.854	\$70.281
	Monthly	\$8,121.36	\$12,182.04
	Annually	\$97,456.32	\$146,184.48
44	Hourly	\$51.540	\$77.310
	Monthly	\$8,933.60	\$13,400.40
	Annually	\$107,203.20	\$160,804.80

*Salary range adjusted per KRS 163.032