

The background features a large, faint watermark of the Seal of the Commonwealth of Kentucky. The seal is circular and contains the text "COMMONWEALTH OF KENTUCKY" around the top edge and "UNITED WE STAND" in the center. Below the text is a depiction of two men shaking hands. A white outline of the state of Kentucky is overlaid on the seal.

Building a BetterKY

KENTUCKY
PERSONNEL
CABINET

TEAM
KENTUCKY™

EXECUTIVE BRANCH COMPENSATION PLAN OVERVIEW (KRS 18A.037)

- As required, the classification and compensation system shall :
 - Be developed using a nationally-recognized system for evaluating job requirements.
 - 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.

EXECUTIVE BRANCH COMPENSATION PLAN OVERVIEW (Cont'd)

- The Personnel Cabinet contracted with the globally recognized human resource firm, Korn Ferry, formerly known as the Hay Group.
- Periodic job evaluations are performed on the classification and compensation plans using a method called point factoring.
- Evaluates the knowledge, skill, responsibility, accountability, problem solving, discretion, and working conditions of a job classification, which is then point factored. The factored points then correlate with a pay grade on the general salary schedule.

EXECUTIVE BRANCH COMPENSATION PLAN OVERVIEW (Cont'd)

- Merit System employees are assigned to job classifications according to their duties and responsibilities.
 - Each job classification in the classified service, and some in the unclassified service, is assigned to one of the pay grades in the salary schedule.
 - Each pay grade has a minimum and a midpoint wage.
- Under the Merit System, salaries among employees may differ based on a variety of factors, including, but not limited to, job classification, career path, and location of employment.

General Salary Schedule

The current general salary schedule was adjusted in June of 2019, to update the midpoint salary of each grade. The entry level salary on the salary schedule has not been adjusted since July of 2007.

Executive Branch employees have not received an annual increment since 2015 and none in 9 of the last 11 years. The Governor proposed a 1% annual increment for all state employees in the budget, but it was not approved.



Salary Schedule Effective June 1, 2019 - Present

37.5 Hour Schedule				40 Hour Schedule			
Pay Grade	Rate	Entry Level Wage	Midpoint Wage	Pay Grade	Rate	Entry Level Wage	Midpoint Wage
5	Hourly	\$7.667	\$12.268	5	Hourly	\$7.667	\$12.268
	Monthly	\$1,245.90	\$1,993.56		Monthly	\$1,328.96	\$2,126.46
	Annually	\$14,950.80	\$23,922.72		Annual	\$15,947.52	\$25,517.52
6	Hourly	\$8.435	\$13.496	6	Hourly	\$8.435	\$13.496
	Monthly	\$1,370.70	\$2,193.10		Monthly	\$1,462.08	\$2,339.32
	Annually	\$16,448.40	\$26,317.20		Annually	\$17,544.96	\$28,071.84
7	Hourly	\$9.277	\$14.844	7	Hourly	\$9.277	\$14.844
	Monthly	\$1,507.52	\$2,412.16		Monthly	\$1,608.02	\$2,572.96
	Annually	\$18,090.24	\$28,945.92		Annually	\$19,296.24	\$30,875.52
8	Hourly	\$10.204	\$16.327	8	Hourly	\$10.204	\$16.327
	Monthly	\$1,658.16	\$2,653.14		Monthly	\$1,768.70	\$2,830.02
	Annually	\$19,897.92	\$31,837.68		Annually	\$21,224.40	\$33,960.24
9	Hourly	\$11.224	\$17.959	9	Hourly	\$11.224	\$17.959
	Monthly	\$1,823.90	\$2,918.34		Monthly	\$1,945.50	\$3,112.90
	Annually	\$21,886.80	\$35,020.08		Annually	\$23,346.00	\$37,354.80
10	Hourly	\$12.345	\$19.752	10	Hourly	\$12.345	\$19.752
	Monthly	\$2,006.08	\$3,209.70		Monthly	\$2,139.80	\$3,423.68
	Annually	\$24,072.96	\$38,516.40		Annually	\$25,677.60	\$41,084.16
11	Hourly	\$13.581	\$21.730	11	Hourly	\$13.581	\$21.730
	Monthly	\$2,206.92	\$3,531.14		Monthly	\$2,354.04	\$3,766.54
	Annually	\$26,483.04	\$42,373.68		Annually	\$28,248.48	\$45,198.48
12	Hourly	\$14.938	\$23.901	12	Hourly	\$14.938	\$23.901
	Monthly	\$2,427.44	\$3,883.92		Monthly	\$2,589.26	\$4,142.84
	Annually	\$29,129.28	\$46,607.04		Annually	\$31,071.12	\$49,714.08
13	Hourly	\$16.432	\$26.292	13	Hourly	\$16.432	\$26.292
	Monthly	\$2,670.20	\$4,272.46		Monthly	\$2,848.22	\$4,557.28
	Annually	\$32,042.40	\$51,269.52		Annually	\$34,178.64	\$54,687.36

General Salary Schedule (Cont'd)

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37.5 Hour Schedule

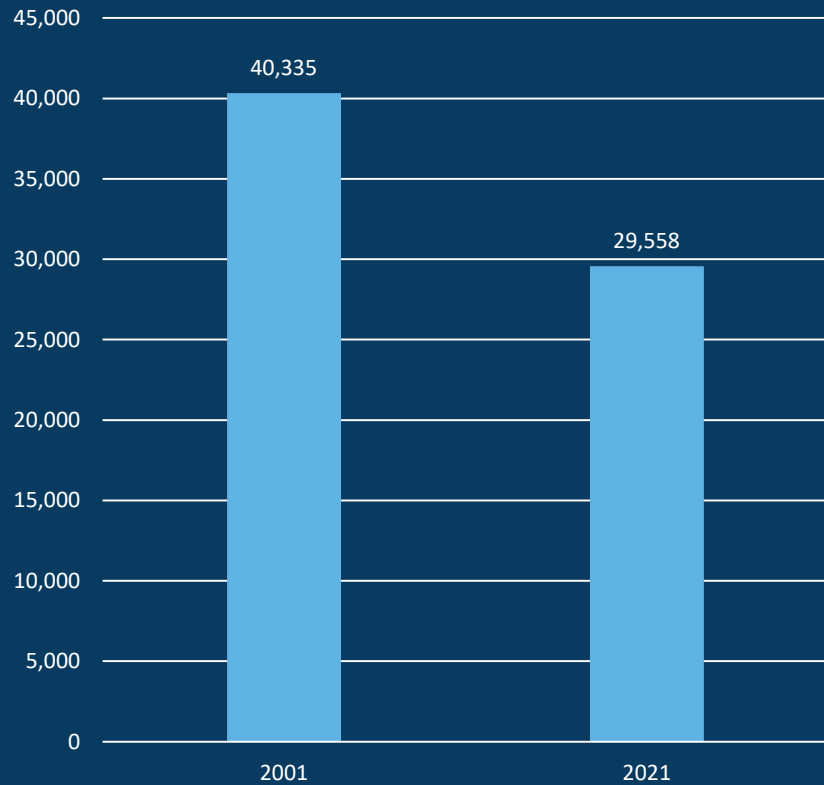
Pay Grade	Rate	Entry Level Wage	Midpoint Wage
14	Hourly	\$18.075	\$28.920
	Monthly	\$2,937.20	\$4,699.50
	Annually	\$35,246.40	\$56,394.00
15	Hourly	\$19.882	\$31.812
	Monthly	\$3,230.84	\$5,169.46
	Annually	\$38,770.08	\$62,033.52
16	Hourly	\$21.870	\$34.992
	Monthly	\$3,553.88	\$5,686.20
	Annually	\$42,646.56	\$68,234.40
17	Hourly	\$24.055	\$38.488
	Monthly	\$3,908.94	\$6,254.30
	Annually	\$46,907.28	\$75,051.60
18	Hourly	\$26.462	\$42.340
	Monthly	\$4,300.08	\$6,880.26
	Annually	\$51,600.96	\$82,563.12
19	Hourly	\$29.106	\$46.570
	Monthly	\$4,729.74	\$7,567.64
	Annually	\$56,756.88	\$90,811.68
20	Hourly	\$32.018	\$51.229
	Monthly	\$5,202.94	\$8,324.72
	Annually	\$62,435.28	\$99,896.64
21	Hourly	\$35.219	\$56.351
	Monthly	\$5,723.10	\$9,157.04
	Annually	\$68,677.20	\$109,884.48
22	Hourly	\$38.739	\$61.983
	Monthly	\$6,295.10	\$10,072.24
	Annually	\$75,541.20	\$120,866.88

40 Hour Schedule

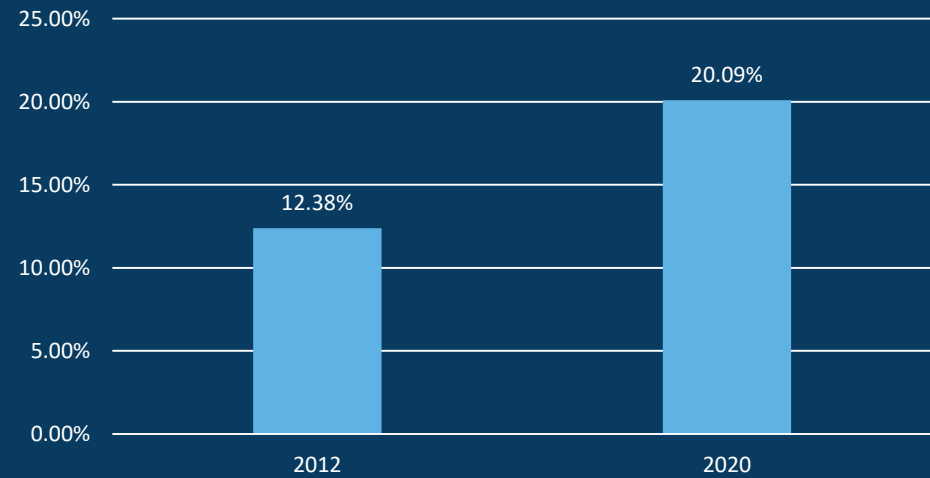
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	Annually	\$41,354.64	\$66,168.96
16	Hourly	\$21.870	\$34.992
	Monthly	\$3,790.80	\$6,065.28
	Annually	\$45,489.60	\$72,783.36
17	Hourly	\$24.055	\$38.488
	Monthly	\$4,169.54	\$6,671.26
	Annually	\$50,034.48	\$80,055.12
18	Hourly	\$26.462	\$42.340
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	Monthly	\$5,549.80	\$8,879.70
	Annually	\$66,597.60	\$106,556.40
21	Hourly	\$35.219	\$56.351
	Monthly	\$6,104.64	\$9,767.52
	Annually	\$73,255.68	\$117,210.24
22	Hourly	\$38.739	\$61.983
	Monthly	\$6,714.76	\$10,743.72
	Annually	\$80,577.12	\$128,924.64

Challenges Facing the Executive Branch

Decreased Employee Counts



Increased Employee Turnover



Pay Incentives

Discretionary Compensation Incentives:

- Adjustment for Continuing Excellence
- Employee Recognition Award
- Education Achievement Award
- Reclassification up to the midpoint of the pay grade
- Promotion up to the midpoint of the pay grade

Premiums:

- Shift
- Weekend
- Locality
- Critical Position
- Multilingual

Recruitment Initiatives

"Come for a job. Stay for a career. Make a difference for a lifetime"

- Talent Management System / MyPURPOSE
- Expanded social media presence
- LinkedIn Recruitment
- Outreach to private and public colleges and universities
- Career Fairs
- Internships/Co-op Program
- Community partnerships
- Veterans Outreach
- Interview Preference for Veterans and their spouses
- Diversity Outreach and Recruitment

Retention Initiatives

- Recently updated Salary Schedule
- Competitive Benefits – Health, Life, Wellness programs
- Retirement Options – Kentucky Public Pensions Authority
- Deferred Compensation program
- Options for flexible work schedules
- Leave Options – annual, sick, compensatory, Living Organ Donor, Military, Voting and Election Leave, Blood
- Annual & Sick Leave Sharing
- Employee discount program

Retention Initiatives

- MyPURPOSE – Talent Management System – Recruitment, Performance Management, Learning, OnBoarding for new hires
- Social Media Engagement – LinkedIn, Facebook, Twitter, Personnel Cabinet App
- Employee Suggestion System
- Opportunities for advancement and option to explore various job opportunities
- Adoption Assistance
- Employee Assistance Program
- Commitment to diversity and inclusion
- Employee Resource Groups
- Rewarding career in public service
- Opportunity to make a difference in the lives of fellow Kentuckians

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