

AN ACT relating to the Department of Kentucky State Police and making an appropriation therefor.

*Be it enacted by the General Assembly of the Commonwealth of Kentucky:*

➔Section 1. KRS 16.010 is amended to read as follows:

As used in KRS 16.010 to 16.199, unless the context requires otherwise:

- (1) **"Board" means the Department of Kentucky State Police Personnel Board;**
- (2) "Cabinet" means the Justice and Public Safety Cabinet;
- ~~(3)~~<sup>(2)</sup> **"Cadet Trooper" means an applicant for employment as an officer who is selected by the commissioner to attend the department training program, and who is employed as a trainee;**
- (4) **"Civilian" means experts, statisticians, clerks, and other assistants who are not peace officers**~~["Secretary" means the secretary of justice and public safety];~~
- ~~(5)~~<sup>(3)</sup> "Commissioner" means the commissioner of the Department of Kentucky State Police;
- (6) **"Continuous service" for participation in and eligibility for the promotional process for each rank of officer commissioned under this chapter means:**
  - (a) **For sergeant, service as a commissioned Kentucky State Police officer that has not been interrupted by actual separation from the department, whether in the form of resignation, retirement, or termination;**
  - (b) **For lieutenant, service in grade as a sergeant that has not been interrupted by actual separation from the department, whether in the form of resignation, retirement, termination, or by demotion in accordance with KRS 16.140; and**
  - (c) **For captain, service in grade as lieutenant that has not been interrupted by actual separation from the department, whether in the form of resignation, retirement, termination, or by demotion in accordance with KRS 16.140;**
- (7) **"CVE R Class" means any retired Kentucky State Police commercial vehicle**

*enforcement officer commissioned under KRS 16.187 who has become reemployed with the department on a contractual basis pursuant to KRS 16.196 to 16.199;*

*(8) "Department" means the Department of Kentucky State Police;*

~~(9)~~~~(4)~~ "Officer" means any member of the Department of Kentucky State Police, other than an individual employed as a Trooper R Class or CVE R Class, who possesses the powers of a peace officer;

~~(5)~~ "Civilian" means such experts, statisticians, clerks, and other assistants who do not possess the powers of a peace officer;

~~(6)~~ "Board" means the Department of Kentucky State Police Personnel Board;

~~(7)~~ "Department" means the Department of Kentucky State Police;

~~(8)~~ "Continuous service" for participation in and eligibility for the promotional process for each rank of officer commissioned under this chapter means:

~~(a)~~ For sergeant, service as a commissioned Kentucky State Police officer that has not been interrupted by actual separation from the department, whether in the form of resignation, retirement, or termination;

~~(b)~~ For lieutenant, service in grade as a sergeant that has not been interrupted by actual separation from the department, whether in the form of resignation, retirement, termination, or by demotion in accordance with KRS 16.140;

~~(c)~~ For captain, service in grade as lieutenant that has not been interrupted by actual separation from the department, whether in the form of resignation, retirement, termination, or by demotion in accordance with KRS 16.140;]

*(10)*~~(9)~~ *"Secretary" means the secretary of Justice and Public Safety Cabinet; and*

*(11)* "Trooper R Class" means any retired Kentucky State Police officer commissioned under this chapter who has become reemployed with the department on a contractual basis pursuant to KRS 16.196 to 16.199; and

~~(10)~~ "CVE R Class" means any retired Kentucky State Police commercial vehicle

~~enforcement officer commissioned under KRS 16.187 who has become reemployed with the department on a contractual basis pursuant to KRS 16.196 to 16.199].~~

➔SECTION 2. A NEW SECTION OF KRS 16.010 TO 16.199 IS CREATED TO READ AS FOLLOWS:

(1) The base compensation of officers shall be determined based on years of service and rank, as provided in this section.

(2) (a) The years-of-service requirements for the salary schedule for ranks below sergeant are as follows:

1. A Trooper is an officer with less than three (3) years of continuous service as a commissioned officer with the department;

2. A Senior Trooper shall have:

a. At least three (3) years of continuous service as a commissioned officer with the department and sixty (60) college credit hours;

b. At least four (4) years of continuous service as a commissioned officer with the department and thirty-two (32) college credit hours; or

c. Five (5) years of continuous service as a commissioned officer with the department with no college credit requirement;

3. A Trooper First Class shall have at least ten (10) years of continuous service as a commissioned officer with the department; and

4. A Master Trooper shall have at least fifteen (15) years of continuous service as a commissioned officer with the department.

(b) In addition to meeting the years of service requirements established by paragraph (a) of this subsection, officers listed in the salary schedule for officers below the rank of sergeant shall also meet the requirements for promotion in rank established by the commissioner pursuant to Section 3 of this Act.

(c) Requirements for promotion to sergeant, lieutenant, and captain are as established by KRS 16.055.

(3) Any overtime and any salary supplement received from the Law Enforcement Foundation Program pursuant to KRS 15.410 to 15.510 or any comparable supplements received from another funding source shall be in addition to the amounts reflected in the base salary schedules established by subsection (4) of this section.

(4) (a) The salary schedules established in this subsection are based on a combination of officer classification and years of service.

(b) When "NA" appears in the schedule, it is not possible for an officer to be in that classification and years-of-service combination based upon statutory or regulatory conditions established for promotion or advancement.

(c) Salary increases based on years of service shall be effective on the first day of the month during which the anniversary of the officer's appointment as a commissioned Kentucky State Police officer falls.

(d) Salary increases based on promotion to a higher rank shall be effective on the first day of the month following the date the officer is promoted.

(e) If an officer is reverted to a previous rank, the officer's salary shall be adjusted to the salary reflected in the base salary schedule for the officer's applicable number of years of service and rank. The adjustment shall take effect the first pay period following the pay period in which the reversion occurs.

(f) The base salary for a Cadet Trooper shall be thirty-five thousand dollars (\$35,000).

**BASE SALARY SCHEDULE FOR RANKS BELOW SERGEANT**

Years of Service

Trooper Salary Steps Based on Rank

Trooper                  Senior                  First Class                  Master

<u>Base Pay</u>	<u>\$37,887</u>	<u>\$43,014</u>	<u>NA</u>	<u>NA</u>
<u>3 years</u>	<u>\$41,310</u>	<u>NA</u>	<u>NA</u>	<u>NA</u>
<u>5 years</u>	<u>\$43,014</u>	<u>\$44,216</u>	<u>NA</u>	<u>NA</u>
<u>7 years</u>	<u>NA</u>	<u>\$45,452</u>	<u>NA</u>	<u>NA</u>
<u>9 years</u>	<u>NA</u>	<u>\$46,726</u>	<u>NA</u>	<u>NA</u>
<u>10 years</u>	<u>NA</u>	<u>NA</u>	<u>\$47,000</u>	<u>NA</u>
<u>13 years</u>	<u>NA</u>	<u>NA</u>	<u>\$49,450</u>	<u>NA</u>
<u>15 years</u>	<u>NA</u>	<u>NA</u>	<u>NA</u>	<u>\$55,356</u>
<u>17 years</u>	<u>NA</u>	<u>NA</u>	<u>NA</u>	<u>\$58,224</u>
<u>19 years</u>	<u>NA</u>	<u>NA</u>	<u>NA</u>	<u>\$61,263</u>
<u>21 years</u>	<u>NA</u>	<u>NA</u>	<u>NA</u>	<u>\$64,397</u>
<u>23 years</u>	<u>NA</u>	<u>NA</u>	<u>NA</u>	<u>\$67,716</u>
<u>25 years</u>	<u>NA</u>	<u>NA</u>	<u>NA</u>	<u>\$68,414</u>
<u>27 years</u>	<u>NA</u>	<u>NA</u>	<u>NA</u>	<u>\$69,118</u>
<u>29 years</u>	<u>NA</u>	<u>NA</u>	<u>NA</u>	<u>\$69,829</u>

**BASE SALARY SCHEDULE SERGEANT AND ABOVE**

<u>Years of Service</u>	<u>Salary Steps Based on Rank</u>		
	<u>Sergeant</u>	<u>Lieutenant</u>	<u>Captain</u>
<u>6 years</u>	<u>\$45,271</u>	<u>NA</u>	<u>NA</u>
<u>7 years</u>	<u>\$47,271</u>	<u>\$53,500</u>	<u>NA</u>
<u>8 years</u>	<u>\$47,805</u>	<u>NA</u>	<u>\$59,100</u>
<u>9 years</u>	<u>\$49,918</u>	<u>\$54,500</u>	<u>NA</u>
<u>11 years</u>	<u>\$50,911</u>	<u>\$56,000</u>	<u>\$61,199</u>
<u>13 years</u>	<u>\$53,108</u>	<u>\$58,000</u>	<u>\$63,798</u>
<u>15 years</u>	<u>\$56,966</u>	<u>\$61,000</u>	<u>\$67,188</u>
<u>17 years</u>	<u>\$61,093</u>	<u>\$65,000</u>	<u>\$70,747</u>
<u>19 years</u>	<u>\$65,510</u>	<u>\$70,436</u>	<u>\$74,845</u>

<u>21 years</u>	<u>\$70,235</u>	<u>\$74,158</u>	<u>\$78,409</u>
<u>23 years</u>	<u>\$75,292</u>	<u>\$78,066</u>	<u>\$82,529</u>
<u>25 years</u>	<u>\$80,702</u>	<u>\$82,169</u>	<u>\$86,755</u>
<u>27 years</u>	<u>\$85,491</u>	<u>\$86,478</u>	<u>\$90,306</u>
<u>29 years</u>	<u>\$90,686</u>	<u>\$91,002</u>	<u>\$93,998</u>

(5) Beginning on July 1, 2018, the salary schedule established by subsection (4) of this section shall be adjusted annually to incorporate any increase in the nonseasonally adjusted Consumer Price Index for all urban consumers, U.S. city average, all items, published by the United States Department of Labor, Bureau of Labor Statistics.

(6) The salary schedules shall be applied to officers employed by the department on the effective date of this Act as follows:

(a) Except as provided in paragraph (b) of this subsection:

1. Any officer whose base salary exceeds the amount established for his or her years of service and rank in subsection (4) of this section shall retain his or her base salary and shall not receive an increase under the salary schedule until the officer's years of service and rank require a higher base salary than the base salary he or she was receiving on the effective date of this Act; and

2. Any officer whose base salary is below the amount established for his or her years of service and rank in subsection (4) of this section shall receive the base salary he or she qualifies for under the salary schedule for the pay period beginning August 1, 2016; and

(b) Any officer who is receiving compensation under Section 4 of this Act shall not receive any years of service or rank increases during any period that he or she is receiving compensation under Section 4 of this Act.

(7) The commissioner may establish additional ranks beyond those provided in the

salary schedules established by this section, including the ranks of major, lieutenant colonel, colonel, and executive security detail. If the commissioner establishes any of these ranks, the commissioner shall set forth in a policy the conditions under which an officer may be promoted to the rank, and the salary that the officer will receive while serving in that rank.

➔Section 3. KRS 16.050 is amended to read as follows:

- (1) The commissioner shall appoint or promote to the ranks and grades and positions of the department such officers as are considered by him or her to be necessary for the efficient administration of the department. The Kentucky State Police shall conduct a biennial salary survey, and the findings of the salary survey ~~Notwithstanding the provisions of KRS 64.640, the commissioner of the Department of Kentucky State Police and the secretary of the Personnel Cabinet shall biennially conduct a salary survey, by rank, of State Police/highway patrol officers in those states adjoining Kentucky. The salaries of such officers of equal rank in those states surveyed shall be averaged, and such averages where the average for that rank exceeds the salary paid to Kentucky officers of that rank in the preceding biennium~~ shall be included in the department's budget request submitted to the Kentucky General Assembly.
- (2) All initial appointments of officers to the department shall be made for merit and fitness after a competitive examination.
- (3) There is created a Department of Kentucky State Police Personnel Board consisting of the commissioner and four (4) other members to be appointed by the Governor, two (2) to be appointed from each of the two (2) major political parties.
- (4) The initial appointment of members of the board shall be for terms of one (1), two (2), three (3), and four (4) years. Thereafter each appointment shall be for a term of four (4) years, except that a person appointed to fill a vacancy occurring prior to the expiration of a term shall be appointed for the remainder of that term.

- (5) Members of the board may be removed by the Governor only for cause, after being given a copy of charges against them and an opportunity to be heard publicly on such charges before the Governor.
- (6) The board shall elect one (1) of its members chairman. It shall meet at such time and place as shall be specified by call of the commissioner. Three (3) members shall constitute a quorum for the transaction of business. Members of the board other than the commissioner shall receive compensation of fifty dollars (\$50) and reimbursement of travel expenses for each meeting of the board which they attend.
- (7) The board shall promulgate administrative regulations to carry out the purposes herein, which shall include provisions for:
  - (a) Open competitive examination as to fitness of applicants for employment as officers; and
  - (b) Establishment of eligible lists as a result of such competitive examinations, from which lists vacancies shall be filled.
- (8) The board shall hear appeals from applicants for employment for which examinations are being given or have been conducted and from eligibles on examination registers subject to the procedural rules which the board may adopt pursuant to the provisions of this section.
- (9) (a) Prior to appointment as a Cadet Trooper, all applicants shall agree in writing that if, within three (3) years of completing the basic training course offered by the department, he or she accepts employment as a peace officer with another law enforcement agency, or accepts employment with another type of agency or entity in a position that requires law enforcement training to meet the qualifications for the position, he or she will repay to the department the cost incurred by the department in providing training to the officer to the extent repayment has not been made by the agency with which the officer accepts employment under paragraph (b) or (c) of this**



subsection.

(b) If the officer accepts employment as a peace officer with another state agency or a state university or educational institution within Kentucky within three (3) years of completing the basic training course offered by the department, the agency, university, or educational institution shall reimburse the department for costs incurred in providing training to the officer.

(c) If the officer accepts employment with a city, county, or other local law enforcement agency within Kentucky within three (3) years of completing the basic training course offered by the department, KRS 70.290 shall apply as well, except that the amount of the reimbursement shall not be prorated as provided in KRS 70.290.

→Section 4. KRS 16.165 is amended to read as follows:

Any Department of Kentucky State Police officer, as defined in KRS 16.010, who becomes disabled after July 1, 1977, as a direct result of an injury or disease arising out of the performance of a hazardous duty in the course of employment with the department may elect to be retained on the regular payroll of the department subject to the following:

(1) (a) Prior to the effective date of this Act, compensation paid to the officer by the department shall be adjusted and maintained at the officer's regular rate of pay based upon the officer's rank and tenure with the department and shall include annual increments, salary adjustments, and other benefits of employment.

(b) Beginning on the effective date of this Act:

1. Compensation paid to the officer by the department shall be maintained at the officer's regular rate of pay based upon the officer's rank and tenure with the department on the date he or she elects to be retained on the regular payroll of the department under this section;

2. The officer shall not receive any annual increments or increases based

on years of service or rank established by the schedules set forth in Section 2 of this Act during the period in which the officer receives compensation under this section; and

3. If the officer returns to full active duty, and the base salary he or she qualifies for at that time exceeds the base salary he or she was receiving under this section, the officer shall receive the base salary he or she qualifies for under the schedules established by Section 2 of this Act beginning on the first day of the month following the month that he or she returns to full active duty.

(c) ~~Any~~ provided, however, such compensation paid to ~~an~~ officer by the department under paragraph (a) or (b) of this subsection shall be reduced by the amount of payments received by the officer from workers' compensation insurance, Social Security benefits, and other federal or state-financed disability programs designed to supplement the officer's income for which the officer is qualified and elects participation. Final compensation shall not be reduced by payments for medical care. The disabled officer's regular rate of pay, without the reductions required by this subsection, shall be his or her creditable compensation for purposes of KRS 16.510 to 16.652; ~~;~~

- (2) ~~The~~ ~~Such~~ officer shall be assigned by the commissioner of the Department of Kentucky State Police to a position in the department for which the officer is qualified, if the commissioner determines, based upon medical reports and recommendations submitted for that purpose, that the officer is able to perform limited duties. If it is determined that the officer is able to perform limited duties and refuses to accept an assignment from the commissioner, the officer shall not be eligible for the payment of compensation authorized by this section. If the commissioner determines that the officer is unable to perform limited duties, the officer shall be eligible for the payment of compensation authorized by this section

without the performance of limited duties. Any officer adversely affected or aggrieved by a final determination of the commissioner pursuant to this section may appeal within thirty (30) days to the local Circuit Court; ~~and~~

- (3) (a) For an officer whose participation date in the State Police Retirement System is prior to January 1, 2014, payments made pursuant to this section shall continue until the officer is eligible for normal retirement allowances pursuant to KRS 16.576 or until the officer elects early retirement allowances pursuant to KRS 16.577 or disability retirement allowances pursuant to KRS 16.582.
- (b) For an officer whose participation date in the State Police Retirement System is on or after January 1, 2014, payments made pursuant to this section shall continue until the officer is eligible to retire under KRS 16.583(6)(a) or until the officer elects to retire under KRS 16.583(6)(b) or to receive disability retirement allowances pursuant to KRS 16.582.
- (c) If the officer receives preretirement payments under this section or KRS 16.167 and subsequently elects disability retirement, the effective date of his disability retirement shall be the first month following the month in which the officer last receives preretirement payments under this section or KRS 16.167, KRS 16.505(16) to the contrary notwithstanding; ~~and~~
- (4) Any Department of Kentucky State Police officer, disabled prior to July 1, 1977, as a result of severe physical injuries arising out of the performance of duty, who is unable to maintain gainful employment as a result of such injuries, but who was ineligible for retention on the regular payroll because of the date of his injury, shall, if his or her time in active service plus his or her time on disability retirement allowance equal the time necessary for normal retirement pursuant to KRS 16.505(15), have his or her retirement allowance increased to the amount he or she would receive, had he or she been retained on the regular payroll of the department pursuant to this section and had he or

she subsequently elected normal retirement pursuant to KRS 16.576 when first eligible, but any survivor option which he or she chose at the time of disability retirement shall not be changed.

➔Section 5. KRS 16.198 is amended to read as follows:

The appointment, salary, benefits, and number of individuals employed as a Trooper R Class and CVE~~[commercial vehicle enforcement officer]~~ R class shall be as follows:

(1) The commissioner may appoint CVE~~[Trooper R Class employees and commercial vehicle enforcement officer]~~ R Class employees. CVE~~[Trooper]~~ R Class employees~~[and Commercial vehicle enforcement officer R class]~~ shall serve on a contractual basis for a term of one (1) year, and the contract may be renewed annually, by agreement of the parties, for no more than four (4) additional one (1) year terms.

**(2) The commissioner may appoint Trooper R Class employees who shall serve on a contractual basis for a term of one (1) year. The contract may be renewed on an annual basis upon the agreement of both parties. A Trooper R Class employee shall be required to pass a physical fitness test every three (3) years.**

~~(3)~~~~(2)~~ The compensation for Trooper R Class employees and CVE~~[commercial vehicle enforcement officer]~~ R Class employees shall be established by administrative regulation promulgated pursuant to KRS Chapter 13A.

~~(4)~~~~(3)~~ (a) All appointments of individuals employed as a Trooper R Class and CVE~~[commercial vehicle enforcement officer]~~ R Class shall be based upon agency need as determined by the commissioner.

(b) Work stations for individuals employed as a Trooper R Class and CVE~~[commercial vehicle enforcement officer]~~ R Class shall be determined by agency need with consideration given to the applicant's stated preference.

(c) Merit of individuals employed as a Trooper R Class and CVE~~[commercial vehicle enforcement officer]~~ R Class shall be determined by the applicant's work performance history.

- (d) Fitness of individuals employed as a Trooper R Class and CVE~~[commercial vehicle enforcement officer]~~ R Class shall be determined by the applicant's ability to adhere to the agency standards set by the commissioner under this chapter.
- (5)~~[(4)]~~ The number of individuals employed as a Trooper R Class and CVE~~[commercial vehicle enforcement officer]~~ R Class by the department shall not:
- (a) Exceed one hundred (100); or
  - (b) Be counted in the total employee cap for the department.
- (6)~~[(5)]~~ All individuals employed as a Trooper R Class and CVE~~[commercial vehicle enforcement officer]~~ R Class shall be assigned the job duties of trooper or commercial vehicle enforcement officer and shall not be placed in any supervisory positions or special work assignments.
- (7)~~[(6)]~~ Notwithstanding any provision of KRS 16.505 to 16.652, KRS 18A.005 to 18A.228, and KRS 61.510 to 61.705 to the contrary:
- (a) Individuals employed as a Trooper R Class and CVE~~[commercial vehicle enforcement officer]~~ R Class shall continue to receive all retirement and health insurance benefits provided by the systems administered by Kentucky Retirement Systems to which they were entitled upon retiring from the department as a commissioned officer under this chapter;
  - (b) Individuals employed as a Trooper R Class and CVE~~[commercial vehicle enforcement officer]~~ R Class shall not be eligible to receive health insurance coverage or benefits through the department and shall not be eligible to participate in the State Police Retirement System or the Kentucky Employees Retirement System; and
  - (c) The department shall not pay health insurance contributions to the state health insurance plan for individuals employed as a Trooper R Class or CVE~~[and commercial vehicle enforcement officer]~~ R Class.

~~(8)(7)~~ Individuals employed as a Trooper R Class or CVE~~[and commercial vehicle enforcement officer]~~ R Class shall be employed on a contractual basis and shall be provided due process pursuant to KRS 16.140 or 16.192 for any disciplinary action imposed by the commissioner. A decision by the commissioner to not renew a contract shall not be considered a disciplinary action for purposes of this section.

~~(9)(8)~~ The provisions of this section shall not eliminate or reduce any requirements under KRS 61.637 for the department to pay employer contributions to the retirement systems or to reimburse the retirement systems for the cost of retiree health, on any individual employed as a Trooper R Class or CVE~~[commercial vehicle enforcement officer]~~ R Class.

➔Section 6. KRS 18A.110 is amended to read as follows:

- (1) The secretary shall promulgate comprehensive administrative regulations for the classified service governing:
  - (a) Applications and examinations;
  - (b) Certification and selection of eligibles;
  - (c) Classification and compensation plans;
  - (d) Incentive programs;
  - (e) Lay-offs;
  - (f) Registers;
  - (g) Types of appointments;
  - (h) Attendance; hours of work; compensatory time; annual, court, military, sick, voting, and special leaves of absence, provided that the secretary shall not promulgate administrative regulations that would reduce the rate at which employees may accumulate leave time below the rate effective on December 10, 1985; and
  - (i) Employee evaluations.
- (2) The secretary shall promulgate comprehensive administrative regulations for the

unclassified service.

- (3)
  - (a) Except as provided by KRS 18A.355, the secretary shall not promulgate administrative regulations that would reduce an employee's salary; and
  - (b) As provided by KRS 18A.0751(4)(e), the secretary may submit a proposed administrative regulation providing for an initial probationary period in excess of six (6) months to the board for its approval.
- (4) The secretary may promulgate administrative regulations to implement state government's affirmative action plan under KRS 18A.138.
- (5)
  - (a) The administrative regulations shall comply with the provisions of this chapter and KRS Chapter 13A, and shall have the force and effect of law after compliance with the provisions of KRS Chapters 13A and 18A and the procedures adopted thereunder;
  - (b) Administrative regulations promulgated by the secretary shall not expand or restrict rights granted to, or duties imposed upon, employees and administrative bodies by the provisions of this chapter; and
  - (c) No administrative body other than the Personnel Cabinet shall promulgate administrative regulations governing the subject matters specified in this section.
- (6) Prior to filing an administrative regulation with the Legislative Research Commission, the secretary shall submit the administrative regulation to the board for review.
  - (a) The board shall review the administrative regulation proposed by the secretary not less than twenty (20) days after its submission to it;
  - (b) Not less than five (5) days after its review, the board shall submit its recommendations in writing to the secretary;
  - (c) The secretary shall review the recommendations of the board and may revise the proposed administrative regulation if he deems it necessary; and

- (d) After the secretary has completed the review provided for in this section, he may file the proposed administrative regulation with the Legislative Research Commission pursuant to the provisions of KRS Chapter 13A.
- (7) The administrative regulations shall provide:
- (a) For the preparation, maintenance, and revision of a position classification plan for all positions in the classified service, based upon similarity of duties performed and responsibilities assumed, so that the same qualifications may reasonably be required for, and the same schedule of pay may be equitably applied to, all positions in the same class. The secretary shall allocate the position of every employee in the classified service to one (1) of the classes in the plan. The secretary shall reallocate existing positions, after consultation with appointing authorities, when it is determined that they are incorrectly allocated, and there has been no substantial change in duties from those in effect when such positions were last classified. The occupant of a position being reallocated shall continue to serve in the reallocated position with no reduction in salary;
  - (b) For a pay plan for all employees in the classified service, after consultation with appointing authorities and the state budget director. The plan shall take into account such factors as:
    - 1. The relative levels of duties and responsibilities of various classes of positions;
    - 2. Rates paid for comparable positions elsewhere taking into consideration the effect of seniority on such rates; and
    - 3. The state's financial resources.Amendments to the pay plan shall be made in the same manner. Each employee shall be paid at one (1) of the rates set forth in the pay plan for the class of position in which he is employed, provided that the full amount of the



annual increment provided for by the provisions of KRS 18A.355, and the full amount of an increment due to a promotion, salary adjustment, reclassification, or reallocation, shall be added to an employee's base salary or wages;

- (c) For open competitive examinations to test the relative fitness of applicants for the respective positions. The examinations shall be announced publicly and applications accepted at least ten (10) days prior to certification of a register, and may be advertised through the press, radio, and other media. The secretary shall continue to receive applications and examine candidates on a continuous basis long enough to assure a sufficient number of eligibles to meet the needs of the service. Except as provided by this chapter, he shall add the names of successful candidates to existing eligible lists in accordance with their respective ratings. The secretary shall be free to use any investigation of education and experience and any test of capacity, knowledge, manual skill, character, personal traits, or physical fitness, which in his judgment, serves the need to discover the relative fitness of applicants;
- (d) As provided by this chapter, for the establishment of eligible lists for appointment, upon which lists shall be placed the names of successful candidates in the order of their relative excellence in the respective examinations. Except as provided by this chapter, an eligible's score shall expire automatically one (1) year from the date of testing, unless the life of the score is extended by action of the secretary for a period not to exceed one (1) additional year. Except for those individuals exercising reemployment rights, all eligibles may be removed from the register when a new examination is established;
- (e) For the rejection of candidates or eligibles who fail to comply with reasonable requirements of the secretary in regard to such factors as age, physical

- condition, training, and experience, or who have attempted any deception or fraud in connection with an examination;
- (f) Except as provided by this chapter, for the appointment of a person whose score is included in the five (5) highest scores earned on the examination;
  - (g) For annual, sick, and special leaves of absence, with or without pay, or reduced pay, after approval by the Governor as provided by KRS 18A.155(1)(d);
  - (h) For lay-offs, in accordance with the provisions of KRS 18A.113, 18A.1131, and 18A.1132, by reasons of lack of work, abolishment of a position, a material change in duties or organization, or a lack of funds;
  - (i) For the development and operation of programs to improve the work effectiveness of employees in the state service, including training, whether in-service or compensated educational leave, safety, health, welfare, counseling, recreation, employee relations, and employee mobility without written examination;
  - (j) For a uniform system of annual employee evaluation for classified employees, with status, that shall be considered in determining eligibility for discretionary salary advancements, promotions, and disciplinary actions. The administrative regulations shall:
    1. Require the secretary to determine the appropriate number of job categories to be evaluated and a method for rating each category;
    2. Provide for periodic informal reviews during the evaluation period which shall be documented on the evaluation form and pertinent comments by either the employee or supervisor may be included;
    3. Establish a procedure for internal dispute resolution with respect to the final evaluation rating;
    4. Permit a classified employee, with status, who receives either of the two

- (2) lowest possible evaluation ratings to appeal to the Personnel Board for review after exhausting the internal dispute resolution procedure. The final evaluation shall not include supervisor comments on ratings other than the lowest two (2) ratings;
5. Require that an employee who receives the highest possible rating shall receive the equivalent of two (2) workdays, not to exceed sixteen (16) hours, credited to his or her annual leave balance. An employee who receives the second highest possible rating shall receive the equivalent of one (1) workday, not to exceed eight (8) hours, credited to his or her annual leave balance; and
6. Require that an employee who receives the lowest possible evaluation rating shall either be demoted to a position commensurate with the employee's skills and abilities or be terminated; and
- (k) For other administrative regulations not inconsistent with this chapter and KRS Chapter 13A, as may be proper and necessary for its enforcement.
- (8) For any individual hired or elected to office before January 1, 2015, and paid through the Kentucky Human Resources Information System, the Personnel Cabinet shall not require payroll payments to be made by direct deposit or require the individual to use a Web-based program to access his or her salary statement.
- (9) To the extent that KRS 16.010 to 16.199 and administrative regulations promulgated by the commissioner of the Department of Kentucky State Police under authority granted in KRS Chapter 16 conflict with this section or any administrative regulation promulgated by the secretary pursuant to authority granted in this section, the provisions of KRS Chapter 16 shall prevail.**

➔Section 7. KRS 64.640 is amended to read as follows:

- (1) Except as otherwise provided in subsection (2) of this section, and excepting officers elected by popular vote, employees of the General Assembly, including

employees of the Legislative Research Commission, members of boards and commissions, those officers and employees of Kentucky Educational Television exempt from classified service as provided in KRS 18A.115, presidents and employees of the state universities and the state colleges, *officers employed by the Department of Kentucky State Police under KRS Chapter 16*, and persons employed by the commissioner of parks on a temporary basis under KRS 148.026, the Personnel Cabinet shall prepare schedules of compensation, payable out of the State Treasury, with a minimum salary rate, and other salary rates as are deemed necessary or advisable, for the office or position of employment of every state officer and employee, including specifically the offices and positions of employment in every constitutional administrative department, statutory administrative department, independent agency, board, commission, or other unit of state government. The language of any statute empowering a board, commission, authority, or other administrative body for which the Personnel Cabinet provides personnel and payroll services, except for any board governing any of the Kentucky Retirement Systems, the Kentucky Higher Education Assistance Authority, the Kentucky Authority for Educational Television, or the Council on Postsecondary Education, to establish, set, or approve the salaries of its administrative head and other employees to the contrary notwithstanding, the establishment or setting of salaries for administrative heads or other employees shall be subject to the approval of the secretary of the Personnel Cabinet. The schedules and rates shall be based upon studies of the duties and responsibilities of the offices and positions and upon a comparison with rates being paid for similar or comparable services elsewhere, and in the preparation of such schedules, the Personnel Cabinet shall ascertain and record the duties, responsibilities, and authority pertaining to the various offices and positions in the state service, and classify such positions in the manner provided in KRS 18A.030, 18A.035, 18A.110, 18A.130, 18A.135, and 18A.150 to 18A.160. No

such schedule shall become effective until it has been approved by the Governor by executive order.

- (2) The Governor shall set the compensation payable out of the State Treasury to each officer or position in the state service, which officer or position heads a statutory administrative department, independent agency, or other unit of state government, except for those excluded under subsection (1) of this section. Such compensation shall be based upon studies of the duties and responsibilities and classification of the positions by the Governor and upon a comparison with compensation being paid for similar or comparable services elsewhere, provided, however, such compensation shall not exceed the total taxable compensation of the Governor derived from state sources, the provisions of KRS 64.660 to the contrary notwithstanding. For the purposes of this section, the total taxable compensation of the Governor from state sources shall include the amount provided for compensation to the Governor under KRS 64.480 and any benefits or discretionary spending accounts that are imputed as taxable income for federal tax purposes.
- (3) The compensation payable out of the State Treasury to officers and employees subordinate to any office or position covered by subsection (2) of this section shall not exceed the maximum rate established pursuant to subsection (2) of this section for such office or position, except with respect to physicians as provided in KRS 64.655 and employees of the Public Service Commission of Kentucky whose compensation shall be fixed, within constitutional limits, by the Personnel Cabinet with the approval of the Governor as provided in subsection (1) of this section.
- (4) Nothing in this section shall preclude the allowance of maintenance to officers and employees of the state.