



**CABINET FOR HEALTH AND FAMILY SERVICES
DEPARTMENT FOR PUBLIC HEALTH**

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Governor

Division of Administration & Financial Management
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Janie Miller
Secretary

TO: Local Health Department (LHD) Directors and Administrators

FROM: Ron Horseman, Administrative Branch Manager
Local Health Personnel Branch

DATE: October 1, 2009

SUBJECT: Compensation Scale Corrections in the Maximum Level (Hourly, Bi-weekly, Annual)

On June 23, 2009 Local Health Personnel (LHP) sent out information on the approved 2009 Compensation Plan that was effective June 28, 2009. Local Health Personnel has discovered a very small rounding issue (in most instances .01 to .03) that affected only the MAXIMUMS in the grades below on the right.

We also would like to remind you that grades 5-8 had mid-point salary changes that went into effect on June 23, 2009. Grades 5-8 were due to the new federal minimum wage and at that time grades 11-28 had rounding changes that were addressed.

MID-POINT changes effective June 23, 2009

Grade	HOURLY	Biweekly	Annual
5	\$8.76	\$657.00	\$17,082.00
6	\$9.13	\$684.75	\$17,803.50
7	\$9.50	\$712.50	\$18,525.00
8	\$9.88	\$741.00	\$19,266.00
11	\$11.66	\$874.50	\$22,737.00
12	\$12.41	\$930.75	\$24,199.50
15	\$15.17	\$1,137.75	\$29,581.50
16	\$16.22	\$1,216.50	\$31,629.00
17	\$17.35	\$1,301.25	\$33,832.50
18	\$18.63	\$1,397.25	\$36,328.50
19	\$19.96	\$1,497.00	\$38,922.00
20	\$21.42	\$1,606.50	\$41,769.00
24	\$28.65	\$2,148.75	\$55,867.50
25	\$30.86	\$2,314.50	\$60,177.00
26	\$33.28	\$2,496.00	\$64,896.00
27	\$36.03	\$2,702.25	\$70,258.50
28	\$39.03	\$2,927.25	\$76,108.50
B	\$52.98	\$3,973.50	\$103,311.00
E	\$47.68	\$3,576.00	\$92,976.00

MAXIMUMS-
Corrections effective immediately

Grade	HOURLY	Biweekly	Annual
10	\$12.96	\$972.00	\$25,272.00
11	\$13.85	\$1,038.75	\$27,007.50
12	\$14.78	\$1,108.50	\$28,821.00
13	\$15.84	\$1,188.00	\$30,888.00
15	\$18.18	\$1,363.50	\$35,451.00
17	\$20.88	\$1,566.00	\$40,716.00
18	\$22.47	\$1,685.25	\$43,816.50
19	\$24.13	\$1,809.75	\$47,053.50
21	\$27.92	\$2,094.00	\$54,444.00
22	\$30.08	\$2,256.00	\$58,656.00
24	\$34.98	\$2,623.50	\$68,211.00
25	\$37.76	\$2,832.00	\$73,632.00
26	\$40.80	\$3,060.00	\$79,560.00
27	\$44.26	\$3,319.50	\$86,307.00
28	\$48.03	\$3,602.25	\$93,658.50

Local Health Personnel have identified seven (7) employees that were given an incorrect mid-point starting salary after June 28, 2009. These agencies will receive notice in a separate email and provided instructions on how to resolve this.

LHP has attached an updated version of the entire approved Compensation Plan currently in effect. The new plan will be made available on the website as soon as possible.

Attached is a file named "2%_5% 9-09 edition" which incorporates the new minimums and mid-points and may provide assistance in determining rates of pay under 902 KAR 8:060 Section 3.

There are two worksheets within this file:

1. 2% scale- which "may" be used to determine the amount that can be offered to a new "appointment" for additional years of experience and education above and beyond that of the minimum qualifications.
2. 5% scale which "may" be used to help an agency determine an above minimum increment if the agency has a classification that is difficult to recruit in where a entry salary needs to be reset or establish for the first time.
 - a. The agency may view their existing above minimums in bridge by typing MRIH 30 (county or District #).
 - b. Please note that before you use an above minimum starting salary from the 5% scale a request must be submitted to the department for approval. An advertisement must be placed to notify the public of this increase before it may be used for new or existing employees.

If you need further assistance with this information please contact Local Health Personnel or your HR administrator at (502) 564-7818.

RH/DRC/drc
Enclosures (2)

CC: Local Health Personnel

From: Compton, Diane R (CHS-PH)

Sent: Thursday, October 01, 2009 12:48 PM

To: LHD Directors

Cc: Miklavcic, Rosie W (CHFS DPH); Mullins, Mary J (CHS-PH); Tuggle, Mike (CHS-PH); Bandy, Cynthia L (LHD-Breckinridge Co); Browning-Combs, Vivia (LHD-North Central District); Bucklew, Margie (LHD - Franklin Co); Byford, Edwina R (LHD - Hopkins Co); Carroll, Clay B (LHD-Laurel Co); Childers, Deana J (LHD-Madison Co); Corley, Molly L (LHD - Montgomery Co); Cox, Tony (LHD-Bracken Co); Dells, Deborah J (LHD-Fleming Co); Dixon, Melissa G (LHD-Estill Co); Foster, Frances C (LHD-Bullitt Co); Fryman, Stephanie O (LHD-Fleming Co.); Godby, Pamela A (LHD-Lake Cumberland Dist); Hatfield, Rita K (LHD-Lincoln Trail Dist); Hayes, Tammy R (LHD-Christian Co.); Hodge, Marcia A (LHD-Garrard Co); Hughes, Caine (LHD-Buffalo Trace Dist); Hunt, Darrel (LHD-Clark Co); Kinney, Lenora G (LHD-Wedco District); Kuiphof, Mykah (CHFS LHD Oldham Co); Lewis, Paula R (LHD - Anderson Co); Miller, Diane (LHD-Lincoln Co); Moore, Cathy S (LHD-Breckinridge Co); Morgan, Joanne (LHD-Jessamine Co); Morris, Jack N (LHD-Hopkins Co); Munsey, Wilma J (LHD-Lake Cumberland District Health Dept.); Murphy, Susan L (CHFS LHD Mercer Co); Neal, Kathy (LHD-Powell Co.); Patterson, Gayle J (LHD-Woodford Co); Skeen, Thomas C (LHD-Bourbon Co); Stewart, Carolyn B (LHD-Three Rivers Dist); Trent, Roger D (LHD-Boyle Co); Whitworth, Lisetta (GRDHD); Zernickow, Maria C (CHFS LHD Boyle Co); Bertram, Anita J (LHD - Lewis Co); Brewer, Gregory D (LHD-Gateway Dist); Campbell, Lorene (LHD-Breathitt Co); Colwell, Diana G (LHD-Kentucky River Dist); Croom, Laura F (LHD-Pennyrite Dist); Daniels, Leslie M (LHD-Todd Co); Evans, Bridget L (CHFS LHD - Barren River District); Fuqua, Sheree K (LHD-Muhlenburg Co); Gamble, Kami (LHD-Knox Co); Griggs, Sheila A (LHD-Todd Co); Hamilton, Cynthia M (LHD-Pike Co); Harlow, Tamela J (LHD-Greenup Co); Holbrook, Carol (LHD-Martin Co); Hunt, Matthew L (CHFS-LHD Barren River District Health); Lawson, Vickie L (LHD-Whitley Co); Liford, Susan (LHD-Knox Co); Lynch, Bonnie S (LHD-Floyd Co); Maynard, Cindy L (LHD- Lawrence Co); Miller, Lloyd D (LHD-Little Sandy Dist); Morgan, Pamela L (LHD-Cumberland Valley Dist); Mosley, Angela D (LHD - Ash-Boyd Co); Roberts, Judy A (LHD-Johnson Co); Salyer, Bertie K (LHD-Magoffin Co); Scott, Linda D (LHD-Monroe Co); Simmons, Angela A (LHD-Allen Co); Smithson, Elizabeth A (LHD-Purchase Dist); Steele, Tammy K (LHD - Ash-Boyd Co); Stephens, Carla J (LHD-Knox Co.); Thompson, Cathy D (LHD - Marshall Co); Thompson, Lori M (LHD-Marshall Co); Thornberry, Paula L (LHD-Little Sandy Dist); Timperio, Cynthia G (LHD-Whitley Co); Cirre, Erin C (CHFS DPH AFM); Garrison, Debbie (CHS-PH); Horseman, Ronald W (CHFS PH); Shankle, Tonya M (CHFS PH)

Subject: RE: Comp Plan Corrections/ updated 2-5% scale