



PERSONNEL CABINET

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Brian J. Crall
Secretary

MEMORANDUM

PERSONNEL MEMO 07-09

TO: Personnel Executives
Personnel Administrators
All Agencies

FROM: Brian J. Crall, Secretary 
Personnel Cabinet

DATE: June 1, 2007

SUBJECT: Governor's Wage Equity & Increments: July 1, 2007

Effective July 1, 2007, the continuation of the Governor's Wage Equity Plan will adjust the salary schedule by an increase of 3.322%. The salaries of those employees who are below the new minimum will be increased to the new minimum. In addition, 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, effective July 1, 2007.

On or about June 28, 2007, the Personnel Cabinet will generate two lists of employees. One list contains employees who are eligible for Wage Equity increases; this list is a "from-to" list and is based on data from June 28, 2007. The other is the Annual Increment Listing. If employees are to be lined off because of conflicting actions, be sure to line off those employees receiving both Wage Equity and an Annual Increment/Promotional Increase from both lists.

Additionally, beginning July 1, 2007, annual increments will be salary based as follows:

<u>IF ANNUAL SALARY IS:</u>	<u>INCREMENT AMOUNT IS:</u>
Under \$30,000.00	\$1,350.00
\$30,000.01 - 50,000.00	\$1,200.00
\$50,000.01 - 60,000.00	\$1,000.00

\$60,000.01 - 80,000.00 \$ 600.00

\$80,000.01 AND ABOVE \$ 400.00

The salary range will be determined at the time of the employees' annual increment date. The calculations for processing a personnel action that will include the employees' annual increment are as follows:

Range Salaries	Annual Amount	Salaried 37.5 & 40.0	Hourly 37.5	Hourly 40.0	WF 21
.00-30,000	1,350	= 112.50	.693	.650	128.58
30,000.01-50,000	1,200	= 100.00	.616	.577	114.30
50,000.01-60,000	1,000	= 83.34	.513	.481	95.24
60,000.01-80,000	600	= 50.00	.308	.289	57.16
80,000.01-and above	400	= 33.34	.206	.193	38.10

The column "Salaried WF 21 PP" represents the amount for those effective on July 1, 2007 only for Workforce (51-531) employees in specific classes (0511-0599 and 0700-0799) who get paid their annual salary over 21 Pay Periods.

Those employees shown on the Governor's Wage Equity Listing who are receiving an annual increment or promotional increase effective July 1, 2007, will be denoted on the list with I (Increment) or P (Promotional Increase) on the right side of the page. Their new salary from Wage Equity will be used as the salary on which their increment is calculated. These employees will be marked on the Annual Increment Listing with an asterisk (*) to the left of their current salary denoting this as their adjusted salary from Wage Equity Process. These lists will need to be returned to Mike Rice, Personnel Cabinet, 200 Fair Oaks Lane, Room 531, by close of business, **Tuesday, July 10, 2007.**

For questions regarding the list of eligible employees, please contact Carolyn Bruce, Processing & Records Branch Manager, at 564-6873, extension 4126. For questions regarding Wage Equity, Contact Mary Elizabeth Harrod, Director, Division of Employee Management at 564-6464.