



CITY OF LUDLOW

51 Elm Street • P.O. Box 16188
Ludlow, KY 41016

CITY OF LUDLOW COUNCIL MEETING REVISED AGENDA (Municipal Order Added to New Business)

January 8, 2026

7:00 p.m.

**Ludlow Municipal Center, Ed F. Schroeder Meeting Hall
51 Elm Street, Ludlow, Kentucky**

- I. Call to Order
- II. Pledge of Allegiance
- III. Roll Call of Members
- IV. Review and Vote on Whether to Excuse Council Member David Ziegler's Absence from the Meeting on December 4, 2025
- V. Approve Meeting Minutes for December 4, 2025
- VI. Staff Reports:
 - Fire Chief • Public Works Director • Code Enforcement Officer • Police Chief
- VII. Mayor's Report
- VIII. Council Committee Reports:
 - Finance • Parks and Recreation • Public Works/Code Enforcement
- IX. City Administrative Officer's Report
- X. Citizens Wishing to Address Mayor and Council
Public comment welcome—Limited to three (3) minutes per citizen.
- XI. Unfinished Business:
 - None
- XII. New Business:
 - Municipal Order 2026-1 *A Municipal Order Approving the Mayor's Appointment of Marshel Wayne Harris to the Position of City Treasurer in the City of Ludlow, Kentucky*
 - First Reading of Ordinance 2026-1 *An Ordinance of the City of Ludlow, in Kenton County, Kentucky, Adopting an Amended Comprehensive Pay Plan for the Non-Elected City Officers and Employees of the City of Ludlow, in Accordance With KRS 83A.070(2)*
 - Resolution 2026-1 *A Resolution Appointing a Representative and an Alternate Representative to the Planning and Development Services Council for the Year 2026*
 - Resolution 2026-2 *A Resolution Reappointing Randy Lillard as the Representative for the City of Ludlow on the Kenton County Joint Code Enforcement Board*
- XIII. Announcements
- XIV. Adjournment

LUDLOW MUNICPAL ORDER NO. 2026-1

A MUNICIPAL ORDER APPROVING THE MAYOR'S APPOINTMENT OF MARSHEL WAYNE HARRIS TO THE POSITION OF CITY TREASURER IN THE CITY OF LUDLOW, KENTUCKY.

WHEREAS, in accordance with KRS 83A.080(2) and Ludlow City Code §32.35(D), the City Treasurer position shall be considered a nonelected city office; and,

WHEREAS, in accordance with KRS 83A.080(3) and Ludlow City Code §32.35(B), all nonelected city officers shall be appointed by the Mayor with the approval of City Council.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY OF LUDLOW THAT:

SECTION I

Marshel Wayne Harris is hereby appointed to the position of City Treasurer in the City of Ludlow, Kentucky, effective January 12, 2026.

SECTION II

Passed and approved by the City Council of the City of Ludlow, Kentucky on this _____ day of January 2026, with the following vote: Ayes _____; Nays _____; Absent _____.

Signed:

Sarah Thompson, Mayor

Attest: _____
Laurie Sparks, City Clerk

LUDLOW ORDINANCE NO. 2026-1

AN ORDINANCE OF THE CITY OF LUDLOW, IN KENTON COUNTY, KENTUCKY, ADOPTING AN AMENDED COMPREHENSIVE PAY PLAN FOR THE NON-ELECTED CITY OFFICERS AND EMPLOYEES OF THE CITY OF LUDLOW, IN ACCORDANCE WITH KRS 83A.070(2).

WHEREAS, KRS 83A.070(2) requires that the legislative body of each city fix the compensation of city employees and non-elected city officers in accordance with a personnel and pay classification plan; and,

WHEREAS, the City of Ludlow has created a Personnel and Pay Classification Plan for the employees and non-elected officers of the City of Ludlow, Kentucky; and,

WHEREAS, the City of Ludlow desires to revise its Personnel and Pay Classification Plan to account for potential vacancies in all employee and non-elected officer positions in the City of Ludlow, Kentucky.

NOW THEREFORE, BE IT ORDAINED BY THE CITY OF LUDLOW, KENTUCKY, AS FOLLOWS:

SECTION I

That the Ludlow City Council hereby approves and adopts the revised Personnel and Pay Classification Plan for the employees and non-elected officers of the City of Ludlow, Kentucky, which is attached as **Exhibit A**. The revised Personnel and Pay Classification, as adopted herein, sets forth the department, position, authorized positions, and salary ranges for each of the established non-elected city officers, and all other city employees.

SECTION II

Any and all ordinances in conflict with this ordinance shall be, and hereby are, repealed to the extent of said conflict.

SECTION III

That this ordinance shall become effective upon its passage and shall be published under KRS §83A.060(9) and other applicable law. The ordinance may be published by summary.

Passed by City Council this _____ day of _____, 2026.

CITY OF LUDLOW, KENTUCKY

By: _____
Sarah Thompson, Mayor

ATTEST:

Laurie Sparks, City Clerk

FIRST READING: _____

SECOND READING: _____

PUBLICATION: _____

DRAFT COPY - FOR REVIEW ONLY

EXHIBIT A

DRAFT COPY - FOR REVIEW ONLY

PAY/POSITIONS AUTHORIZATION PLAN 2025*

DEPARTMENT	POSITION	AUTHORIZED POSITIONS	MINIMUM	Salary Ranges	MAXIMUM
				Administration	
ADMINISTRATION	City Administrative Officer	1	\$ 86,000.00		\$ 130,000.00
	City Clerk	1	\$ 60,000.00		\$ 90,000.00
	Treasurer	1	\$ 55,000.00		\$ 75,000.00
	Code Enforcement Citation Officer	1	\$ 50,000.00		\$ 70,000.00
	Administrative Assistant	1	\$ 15.00		\$ 20.00
	Community Center & Event Coordinator	1	\$ 50,000.00		\$ 70,000.00
<i>Police Chief</i>					
POLICE	Police Chief	1	\$ 86,000.00		\$ 100,000.00
	Captain	1	\$ 80,000.00		\$ 95,000.00
	Lieutenant	1	\$ 75,000.00		\$ 90,000.00
	Sergeant	2	\$ 65,000.00		\$ 85,000.00
	Patrol Officer	7	<i>Patrol Officer</i>		
			\$ 40,000.00		\$ 55,000.00
			\$ 50,000.00		\$ 60,000.00
			\$ 55,000.00		\$ 65,000.00
	Grade 4 - Advanced Law Enforcement Officer		\$ 60,000.00		\$ 75,000.00
	Police Clerk	1	<i>Police Clerk</i>		
			\$ 17.00		\$ 25.00
<i>Fire/EMT/Medic</i>					
FIRE	Fire Chief	1			
			\$ 25,000.00		\$ 40,000.00
			\$ 70,000.00		\$ 95,000.00
	Firefighter/Medic	6	\$ 18.00		\$ 25.00
	EMT	17	\$ 12.00		\$ 18.00
<i>Public Works</i>					
PUBLIC WORKS	Public Works Director	1	\$ 55,000.00		\$ 80,000.00
	Public Works Laborer	2	\$ 32,000.00		\$ 60,000.00
	Public Works Laborer (Seasonal)	1	\$ 14.00		\$ 20.00

* In the event that any of the positions listed below become vacant for any reason, the Mayor may delegate (as authorized by law) any of the duties previously handled by such personnel to one or more persons employed by the City. As compensation for those additional duties, the Mayor may pay any employee accepting any such duties a stipend in the amount of not less \$1,000, and no more than 50% of the maximum salary authorized below.

LUDLOW RESOLUTION NO. 2026-1

A RESOLUTION APPOINTING A REPRESENTATIVE AND AN ALTERNATE REPRESENTATIVE TO THE PLANNING AND DEVELOPMENT SERVICES COUNCIL FOR THE YEAR 2026.

WHEREAS, the City of Ludlow is permitted to appoint a representative and an alternate representative to serve on the Planning and Development Services Council for the year of 2026; and,

WHEREAS, in accordance with the applicable provisions of the Kentucky Revised Statutes and municipal ordinances of the City of Ludlow:

NOW, THEREFORE, BE IT RESOLVED BY THE CITY OF LUDLOW THAT:

SECTION I

Mayor Sarah Thompson be appointed to serve as the Representative of the City of Ludlow to the Planning and Development Services Council for the year 2026; and,

Councilmember Steve Chapman be appointed to serve as the Alternate Representative of the City of Ludlow to the Planning and Development Services Council for the year 2026.

SECTION II

Passed and approved by the City Council of the City of Ludlow, Kentucky on this _____ day of January, 2026.

Signed:

Sarah Thompson, Mayor

Attest: _____
Laurie Sparks, City Clerk

LUDLOW RESOLUTION NO. 2026-2

**A RESOLUTION REAPPOINTING RANDY LILLARD AS THE
REPRESENTATIVE FOR THE CITY OF LUDLOW ON THE
KENTON COUNTY JOINT CODE ENFORCEMENT BOARD.**

WHEREAS, the City Council and Mayor wish to clarify the City records for future reference and to appoint a representative to the Kenton County Joint Code Enforcement Board.

NOW THEREFORE, be it resolved by City Council of the City of Ludlow, upon recommendation of the Mayor, that:

Randy Lillard is hereby reappointed to serve a three (3) year term on the Kenton County Joint Code Enforcement Board, which commences on January 19, 2026, and expires on December 31, 2028.

Passed and approved by the City Council of the City of Ludlow, Kentucky on this
day of _____, 2026.

Approved:

Sarah Thompson, Mayor

Attest: _____
Laurie Sparks, City Clerk