



CITY OF LUDLOW

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

CITY OF LUDLOW SPECIAL COUNCIL MEETING AGENDA

January 22, 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. Citizens Wishing to Address Mayor and Council
Public comment welcome on agenda items only – Limited to three (3) minutes per citizen.
- V. Unfinished Business:
 - Second 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)*
- VI. New Business:
 - Resolution 2026-3 *A Resolution Appointing a Representative to the Urban Design Review Board for the Remainder of a Four-Year Term*
- VII. Adjournment

The caucus meeting will begin immediately following the special meeting.

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Any and all ordinances in conflict with this ordinance shall be, and hereby are, repealed to the extent of said conflict.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 1 - Non-KLEC Certified		\$ 60,000.00		\$ 75,000.00
	Grade 2 - KLEC Certified		<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.

**CITY OF LUDLOW, KENTUCKY
RESOLUTION NO. 2026-3**

**A RESOLUTION APPOINTING A REPRESENTATIVE TO THE
URBAN DESIGN REVIEW BOARD FOR THE REMAINDER OF A
FOUR-YEAR TERM.**

WHEREAS, the city of Ludlow is required by the Ludlow Code of Ordinances § 36.52 to appoint five members to the Urban Design Review Board; and

WHEREAS, there currently exists a vacant seat on the Urban Design Review Board; and

WHEREAS, the Mayor has recommended that Mary Beth Brackmann serve the remainder of a four -year term on the Urban Design Review Board, which commenced on January 1, 2023, and expires on December 31, 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,
KENTUCKY:**

Mary Beth Brackmann is hereby appointed to serve as a representative on the Urban Design Review Board.

ADOPTED this _____ day of _____, 2026.

CITY OF LUDLOW, KENTUCKY

Sarah Thompson, Mayor

Attested by: _____
Laurie Sparks, City Clerk