

Supreme Court of Kentucky

2014-16

ORDER

IN RE: Pay Practices for the Kentucky Court of Justice

Under Sections 110(5)(b) and 116 of the Kentucky Constitution, the following Pay Practice for the Kentucky Court of Justice are hereby adopted:

(1) Probationary Increment

The first six months of service from the effective date of hire constitutes a probationary period for all tenured employees. This probationary period may be extended for a period of up to six months at the discretion of the appointing authority.

The starting salary of an employee in a tenured position will be 5% below the designated salary for his or her pay grade. An employee in a tenured position will receive tenured status and a 5% salary increase following the completion of the designated probationary period.

(2) Future Increases Based on the COJ Salary Scale

A COJ employee may receive a salary adjustment based on his or her years of service in accordance with the COJ Salary Scale. The adjustment will be applied on the employee's anniversary date.

(3) Moving from Grade to Grade

An employee promoted to a higher grade level may receive a salary increase of 7% per grade, not to exceed a total increase of 21%; or be assigned to the appropriate pay tier of the pay grade based on his or her years of experience.

An employee transferred or demoted to a lower grade level may receive a salary decrease of 7% per grade, not to exceed a total decrease of 21%; or be assigned to the appropriate pay tier of the pay grade based on his or her years of experience.

(4) Shift Differential

An employee hired to work a full 7.5 hour shift between the hours of 3:00 p.m. and 7:00 a.m. is eligible for shift differential of 5% of his or her base salary.

(5) Increased Job Duties

An employee who has a substantial and permanent change to his or her job duties may receive an increase in salary, subject to approval of the Chief Justice or his or her designee.

(6) Experience Outside KCOJ

A new employee's starting salary may be adjusted from the minimum of a pay grade based on his or her job-related experience. A new employee cannot be assigned a salary higher than the average pay of similarly situated employees.

This order shall be effective September 1, 2014.

Entered this 19th day of August 2014.

All sitting; all concur.


CHIEF JUSTICE