

RESOLUTION NO. 22-85

A Resolution to Amend the Personnel Manual

WHEREAS, the City Council of the City of Alexander City, Alabama, is considering the adoption of a new pay scale in the FY23 Budget, and

WHEREAS, the proposed pay scale provides for 2% annual increases based on performance, and

WHEREAS, effective October 1, 2022, pay increases will no longer be awarded on anniversary dates based on longevity, and

WHEREAS, merit increases based on performance evaluations will take effect in October 2023 pending annual budget approval, and

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Alexander City, Alabama, be and hereby amends the personnel manual to read as follows:

Section 10.7.4.1 shall state:

“The pay plan is designed to provide progressive increases to employees as a reward for continual growth and development in their career, thereby increasing their value to the city. Employees are eligible to receive a 2% increase annually based on performance evaluations. Increases will be awarded to eligible employees during the month of October each year unless otherwise established by Council resolution.”; and

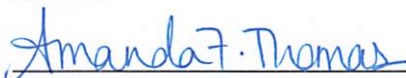
Section 10.7.5.2 shall state:

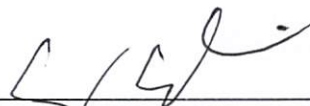
“When an employee is promoted to a higher pay grade/position, he/she will serve a new probationary period (6 months) and will be eligible to receive a 2% increase during the month of October after successful completion of his/her probationary period. The date of acquiring a new pay grade/position will create a new seniority date, except for natural progression within a department that does not include a significant change in duties and responsibilities.”; and

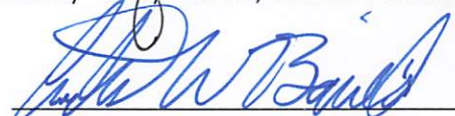
THEREFORE BE IT FURTHER RESOLVED THAT, effective October 1, 2022, pay increases will no longer be awarded on anniversary dates based on longevity.

ADOPTED AND APPROVED this 29th day of August 2022.

ATTEST:


Amanda F. Thomas, City Clerk


Audrey "Buffy" Colvin, Council President

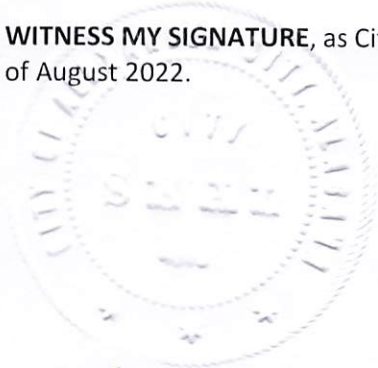

Curtis "Woody" Baird, Mayor

Resolution: 22-85

CERTIFICATION OF CITY CLERK

The undersigned, as City Clerk of the City of Alexander City, Alabama, hereby certifies that the foregoing is a true, correct and complete copy of **Resolution No. 22-85** which was adopted by the City Council on this 29th day of August 2022.

WITNESS MY SIGNATURE, as City Clerk of the City Alexander City, Alabama, under the seal thereof, this 29th day of August 2022.



SEAL

Amanda F. Thomas
City Clerk of the
City of Alexander City, Alabama

Yeas: Tapley, Colvin, Hardy, E. Brown, C. Brown, Keel

Nays: None