

ORDINANCE NO.19-_____

WHEREAS, the city of Huntsville's current Classification and Salary Plans, as adopted by Ordinance No. 89-79, have governed employees classification and pay since 1989; and

WHEREAS, the City Council of the City of Huntsville now wishes to implement newly revised plans;

NOW THEREFORE BE IT ORDAINED by the City Council of the City of Huntsville as follows:

1. That the Salary Schedule identified as Exhibit 1 to Ordinance No. 19-_____ and bearing the signature of Kenneth Benion as City Clerk-Treasurer of the City and Devyn Keith as President of the City Council and dated, _____, which is on file in the Office of the City Clerk-Treasurer of the City of Huntsville is hereby adopted for the purpose of designating the compensation range to be paid all employees of the City of Huntsville, Alabama, whose compensation is governed by such Salary Schedule.

2. That on the effective date of this ordinance, October 7, 2019, the salary rates of all eligible employees governed by said Salary Schedule hereinabove adopted shall be adjusted as follows:

- a. Eligible employees whose current rate of pay is below the minimum of the new salary range shall be increased to the minimum rate of the new range.
- b. Eligible employees whose current rate of pay falls within the new salary range shall be assigned to the closest rate of pay in the new salary range that is not below their current rate of pay.
- c. Eligible employees whose current rate of pay is at or above the maximum rate of the new salary range shall retain their current rates, unless or until the employee is promoted or the maximum rate is increased sufficiently to provide further increase.

- d. Employees shall maintain the anniversary documented in their employee record on the effective date of this ordinance. All employees hired subsequent to the effective date of this ordinance shall have their actual employment date as their anniversary date.

3. Other than identified in 3a below, progression through the pay plan shall be one step after the first year of employment subject to satisfactory performance and each year thereafter beginning on the first pay period after an employee's anniversary date until the maximum step of the grade is reached, provided however, that no step increase shall be granted unless authorized by the City Council.

- a. Step progression for employees hired under the Water Pollution Control Apprentice Program will continue in accordance with the apprentice wage schedule identified in Ordinance 17-307.

4. Contracts for Judge of the Municipal Court and Presiding Judge of the Municipal Court shall be modified at the first City Council meeting following the passage of Ordinance 19-_____

5. That all employees designated as part-time, temporary and/or special shall be slotted to the closest rate of pay in the new salary range that is not below their current rate of pay excluding business units 9100 and 9300.

6. All other contract employees shall continue to be paid in accordance with current agreements.

7. Except as modified herein, Ordinance 89-79 remains in full effect.

8. That this ordinance shall become effective and be implemented on October 7, 2019.

ADOPTED this the 8th day of August, 2019.

President of the City Council
of the City of
Huntsville, Alabama

APPROVED this the 8th day of August, 2019.

Mayor of the City of
Huntsville, Alabama