

**CITY OF DAPHNE, ALABAMA
ORDINANCE 2017-73**

AN ORDINANCE AMENDING THE CITY OF DAPHNE PAY PLAN

WHEREAS, Ordinance 2004-52 as adopted January 3, 2005 established the City of Daphne Job Classification Schedule; and

WHEREAS, Ordinance 2007-11 created a separate public safety schedule created for public safety employees, which resulted in the City maintaining two separate pay plans

WHEREAS, there is a desire to consolidate to a single pay scale; to provide competitive pay for certain public safety positions; and to recognize an employees' loyalty and service to the City as part of its overall compensation plan

WHEREAS, it has been deemed necessary and beneficial to integrate the FY 2018 cost of living adjustment (COLA) as part of the proposed changes to the pay plan and compensation changes as outlined below.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DAPHNE, ALABAMA, that

1. Public Safety Pay Scale Elimination:

a. The following positions shall be reclassified to the Regular Pay Scale at the same grade as currently classified in the Public Safety Pay Scale and employees in these positions shall be reclassified to the prescribed grade at their current step level:

Patrol Officer
Patrol Corporal
Firefighter
Fire Medic
Fire Lieutenant

b. The following positions shall be reclassified to the Regular Pay Scale at the same grade as currently classified in the Public Safety Pay Scale and employees in these positions shall be reclassified to the prescribed grade at their current step level:

Patrol Sergeant
Lieutenant
Support Services Lieutenant
Police Captain
Fire Marshall

c. The following positions shall be reclassified to the Regular Pay Scale at the same grade as currently classified in the Public Safety Pay Scale and employees in these positions shall be reclassified to the prescribed grade one step higher than their current step level:

Fire Battalion Chief

2. Conversion of 2080 hour workers to 2184 hour workers:

a. The following position shall be established:

<u>Position</u>	<u>Employee Type</u>	<u>Annual Hours</u>
School Resource Officer	84 Hours	2,184

This position shall be classified on the Regular Pay Scale at a grade 20 at 2 steps lower than the current step level.

b. The following position will be reclassified to an 84 hour/2,184 annual hour employee and will be reclassified to the Regular Pay scale at one step lower than the current step level and at Grade 20:

Detective

c. The following position will be reclassified to an 84 hour/2,184 annual hour employee and will be reclassified at the same grade to the Regular Pay scale at three steps lower than the current step level:

Detective Corporal

d. The following position will be reclassified to an 84 hour/2,184 annual hour employee and will be reclassified at the same grade to the Regular Pay scale at four steps lower than the current step level:

Detective Sergeant

e. For any public safety employee who converts from an 84 hour/2,184 annual hour to an 80 hour/2,184 annual hour employee before the consolidation of the pay tables, the employee will be appropriately reclassified to the grade and step deemed appropriate by the Mayor, Finance Director, and the Human Resource Director

3. Public Safety Positions on Regular Pay Scale:

a. The following public safety positions which are currently on the regular pay scale shall be reclassified at the current step level as follows:

<u>Position</u>	<u>Previous Grade</u>	<u>New Grade</u>
Corrections Officer	11	12
Dispatcher	11	12

b. The following public safety position which is currently on the regular pay scale shall be reclassified one step higher than the current step level:

Communications Supervisor

a. The following public safety position which is currently on the regular pay scale shall be reclassified to a 84 hour/2,184 annual hour employee and will be remain at the same grade and reclassified at a step level below the current step level:

Chief Corrections Officer

4. Longevity Pay

Longevity pay is a benefit that recognizes a full-time employee's years of continuous service. Full-time employees who have completed five (5) years or more of continuous service will be eligible for longevity pay.

To determine whether an employee is eligible for longevity pay, the Personnel Department will determine as of October 1, of each year whether an employee has completed five (5) or more years of continuous service with the City of Daphne. Longevity will be based on a fiscal year running October 1st through September 30th.

The employee must be on the payroll on September 30th of each eligible year to qualify for the previous year. No partial years will be paid.

Employees that sever employment and then return to work may not use retroactive time to qualify. Time must be continuous service.

Pay will be as follows:

- | | | |
|----|-------------|-------|
| 1) | 5-9 years | \$150 |
| 2) | 10-14 years | \$250 |
| 3) | 15+ years | \$350 |

The check will be issued from regular payroll and federal income tax, state income tax and social security contributions will be deducted at the customary withholding rate for an employee.

5. Cost of Living Adjustment (COLA) for FY 2018:

The COLA for FY 2018 for City of Daphne employees, each grade and step will be increased in the amount of the increment of the annual salary for that step and one step higher. For step 25, the amount will be calculated at the same percentage as the amount between step 24 and step 25 of that same grade.

The COLA will be implemented before the consolidation of pay tables.

6. The consolidation of the pay scales and the COLA will be effective the pay period beginning January 4, 2018.

The longevity pay system will become effective October 1, 2017.

**APPROVED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF DAPHNE,
ALABAMA this 5th day of September, 2017.**


Dane Haygood, Mayor

ATTEST:


Candace G. Antinarella, City Clerk