

ORDINANCE NO. 1909

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AN ORDINANCE AMENDING ORDINANCE NO. 1614 AND ADOPTING REVISED RULES AND REGULATIONS PERTAINING TO COMPENSATION INCENTIVES TO CLASSIFIED SERVICE MEMBERS FOR CONTINUING EDUCATION IN RELATED FIELD OF EMPLOYMENT GOVERNING THE OPERATIONS OF THE CIVIL SERVICE SYSTEM FOR THE EMPLOYEES OF THE CITY OF TALLADEGA PURSUANT TO ALABAMA ACT #2004-436, AND IN NO OTHER PARTICULARS.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF TALLADEGA, ALABAMA, AS FOLLOWS:

WHEREAS, the City of Talladega is dedicated to providing equal opportunity for employment to all qualified applicants and insuring fair treatment for all employees; and,

WHEREAS, pursuant to the authority of State Act Number 2004-436, Section 7, the City Manager after consultation with the Civil Service Board and the employee committee has proposed the adoption of an amendment to Ordinance Number 1614 to amend the compensation policy as stated in the Personnel Rules and Regulations of the City of Talladega; and,

WHEREAS, after reviewing the recommendations of the City Manager regarding this proposed Amendment to Ordinance Number 1614, the City Council of the City of Talladega has determined that the proposed amendment is in the best interest of the members of the classified service of the City of Talladega and insures fair treatment for all employees.

SECTION 1. That Ordinance #1614 adopted by the City Council that established Personnel Rules and Regulations pursuant to State Act #2004-436 and provided for a City of Talladega Personnel Systems Manual is hereby amended by adding an incentive compensation policy for employees to encourage continuing education by employees in their field of expertise as employees of the City of Talladega and to recognize prior work experience and earned educational degrees in the placement of new hires in the structure of the compensation grade placement as follows:

A. Educational incentives for accredited degrees in a field of education related to an employee's position with the City of Talladega at the time of adoption of this Ordinance or upon hiring as a new employee the following will apply:

1. A two (2) year Associate degree from an accredited institution of higher education will be awarded one (1) pay step above the employee's current compensation grade or above the entry level compensation grade for newly hired employees. Evidence of the award of the accredited degree shall be furnished by the employee or newly hired employee to the employee's Department Head and the Director of Human Resources for the purpose of verification of the degree.

2. A four (4) year Bachelor degree from an accredited institution of higher education will be awarded two (2) pay steps above the employee's current compensation grade or above the entry level compensation grade for newly hired employees. Evidence of the award of the accredited degree shall be furnished by the employee or newly hired employee to the employee's Department Head and the Director of Human Resources for the purpose of verification of the degree.

3. A Master's degree from an accredited institution of higher education will be awarded three (3) pay steps above the employee's current compensation grade or above the entry level compensation grade for newly hired employees. Evidence of the award of the accredited degree shall be furnished by the employee or newly hired employee to the employee's Department Head and the Director of Human Resources for the purpose of verification of the degree.

4. A Firefighter holding an Advanced EMT certification will be awarded one (1) pay step above the employee's current compensation grade or above the entry level compensation grade for newly hired employees.

5. A Firefighter Paramedic will be awarded two (2) pay steps above the employee's current compensation grade or above the entry level compensation grade for newly hired employees.

6. A newly hired employee will be awarded one (1) pay step for each two (2) years of work experience in the job-related field of the position for which the employee is being hired above the entry level compensation grade for newly hired employees, provided that if the newly hired employee has over ten (10) years of experience in the job-related field the newly hired employee we will be awarded one (1) pay step for every five (5) years of experience.

7. Any current employee or newly hired employee will be awarded one (1) pay step for military service in any branch of the Armed Forces of the United States of America upon presentation of a copy of the person’s DD214.

8. A current employee will be awarded one (1) pay step for 40 hours of continuing education in a field related to the employee’s area of expertise with the City of Talladega upon presentation to the employee’s Department Head of a certificate of completion from the continuing education program sponsor. This step increase is limited to only one occurrence. The Department Head will provide a list of certifications pertaining to their respective departments to the City Manager for the City Manager’s review and approval prior to the award of the pay step increase.

9. A current employee will be awarded two (2) pay steps for 80 hours of continuing education in a field related to the employee’s area of expertise with the City of Talladega upon presentation to the employee’s Department Head of a certificate of completion from the continuing education program sponsor. This step increase is limited to only one occurrence. The Department Head will provide a list of certifications pertaining to their respective departments to the City Manager for the City Manager’s review and approval prior to the award of the pay step increase.

10. Any employee or newly hired employee that furnishes false information regarding any information relative to the above standards to receive pay step awards will be terminated as an employee of the City.

11. The following limitations shall apply to all pay step awards:

- a. Only two (2) pay step award incentives will be paid to an employee or newly hired person each year.
- b. No employee shall receive a pay step award incentive beyond Step 7.
- c. No employee shall receive a pay step award or other benefits under this Ordinance during the period of one year following any disciplinary action taken against the employee.

SECTION 2. If any section or provision of this ordinance, including, but not limited to the provision of the City of Talladega Personnel Systems Manual, be declared invalid or unconstitutional by a judgment or decree of a court of competent jurisdiction, such judgment or decree shall not affect the remaining sections or provisions of this ordinance, which shall remain in full force and effect.

SECTION 3: Except as herein amended, said Ordinance No. 1614, as AMENDED by Ordinances heretofore adopted, shall remain in full force and effect.

SECTION 4. This ordinance shall take effect immediately upon its passage and publication, as provided by law.

ADOPTED this the _____ day of _____, 2022.

Council Member

Council Member

Council Member

Council Member

Council Member

ACKNOWLEDGED this _____ day of _____, 2022.

City Manager

ACKNOWLEDGED and ATTESTED this _____ day of _____, 2022.

Joanna Medlen, City Clerk