

ORDINANCE NO. 1832

AN ORDINANCE OF THE CITY OF TALLADEGA TO AMEND ORDINANCE NUMBER 1614 TO PROVIDE FOR THE CALCULATION OF THE RATE OF COMPENSATION ON PROMOTION FOR MEMBERS OF THE CLASSIFIED SERVICE OF THE CITY OF TALLADEGA.

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 sick leave 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.

NOW, THEREFORE, BE IT RESOLVED, AS FOLLOWS:

**Section 1.** Upon adoption of this ordinance, subsection 2 of section A Compensation of the COMPENSATION AND BENEFITS chapter of the Personnel Rules and Regulations is hereby repealed.

**Section 2.** Upon adoption of this ordinance, subsection 2 of section A Compensation of the COMPENSATION AND BENEFITS chapter of the Personnel Rules and Regulations shall read as follows:

2. Promotions to vacant positions will be filled from an eligible register. When an employee is promoted to a new job, his/her new rate of compensation will be established as follows:
  - (a) A calculation will be made to determine the promoted employee's former annual salary based on said employee's former hourly rate and the usual number of hours worked per year by the employee;
  - (b) The amount calculated in step (a) will be increased by 3% to determine the minimum annual salary for the promoted employee;
  - (c) An employment grade within the classification system will be assigned to the promoted employee as a result of the promotion; and,
  - (d) The promoted employee will be placed in the first step in the grade within the classification system that results in a salary equal to or greater than the amount calculated in step (b).

**Section 3. Severability.** If any section or provision of this ordinance, including but not limited to, the provisions 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 4.** Except as herein amended said Ordinance Number 1614, as amended by Ordinances heretofore adopted, shall remain in full force and effect.

**Section 5.** This Ordinance shall take effect from and after the date of its adoption and publication as provided by law.

**ADOPTED and APPROVED** this the 11<sup>th</sup> day of September, 2017.

Council President David Street  
Councilman Horace Patterson  
Councilman Jarvis Elston  
Councilman Gerald Cooper  
City Manager Patrick Bryant

**Attested to:** Elizabeth Cheeks, City Clerk