ORDINANCE NO. 2140

ORDINANCE ADOPTING THE 2022 PAY PLAN

WHEREAS, the City of Northport previously undertook a salary study with Evergreen Solutions, LLC to determine if Northport was current and competitive with employee compensation; and

WHEREAS, Evergreen Solutions, LLC made a recommendation to the Civil Service Board on April 11, 2022, which included the enactment of a new pay plan consisting of a general pay plan of twenty-five (25) grades with twelve (12) steps, and a public safety pay plan of seven (7) grades with twelve (12) steps, with a differential of 3.75% between steps for both the general and public safety pay plans; and

WHEREAS, the Civil Service Board unanimously approved the 2022 pay plan recommendations of Evergreen Solutions, LLC, subject to funding by the City Council; and

WHEREAS, the Administration and Finance Committees received the recommendations of Evergreen Solutions, LLC for the 2022 pay plan adoption, as approved by the Civil Service Board; and

WHEREAS, both the Administration and Finance Committees unanimously approved the proposed pay plans.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF NORTHPORT, ALABAMA AS FOLLOWS:

1. Effective July 1, 2022, the recommendations of Evergreen Solutions, LLC as presented to, and approved by, the Civil Service Board on April 11, 2022, and as presented to, and approved by Administration and Finance Committees on April 18, 2022, shall become the approved pay plans for the City of Northport, with the following:

    (a) Creation of a general pay plan consisting of twenty-five (25) pay grades with twelve (12) steps and a differential of 3.75% between steps.

    (b) Creation of a public safety pay plan consisting of seven (7) pay grades with twelve (12) steps and a differential of 3.75% between steps.

    (c) Step raises will be pursuant to the conditions of Sec. 2-303 of the Northport City Code.

2. The City Administrator and Human Resource Director are authorized to make all necessary employee adjustments pursuant to the pay plans as authorized above in paragraph 1.

3. Funding for the initial implementation of the new pay plan structure is to be from retained earnings, with the approximate cost of implementation being $1,239,000.00.

ORDAINED this the 2nd day of May, 2022.

CITY COUNCIL OF THE
CITY OF NORTHPORT

BY: _____
Jeff Hogg, Its President

ATTEST:

_____
Glenda D. Webb, City Administrator

APPROVED this the 2nd day of May, 2022.

_____
Bobby Herndon, Mayor

I hereby certify that the above and foregoing Ordinance was published on May 11, 2022, in the Northport Gazette, a newspaper of general circulation published in the City of Northport.

_____
Glenda D. Webb, City Administrator

1st Reading: RULES SUSPENDED
Motion By: Bobo
Second By: Washington
2nd Reading: May 2nd, 2022
Motion By: Dykes
Second By: Hinton
Publication: May 11, 2022