

RESOLUTION AMENDING ARTICLE II OF THE PERSONNEL RESOLUTION OF THE CITY OF WINSTON-SALEM REGARDING COMPENSATION

WHEREAS, the City of Winston-Salem Personnel Resolution (“Personnel Resolution”) contains policies regarding Compensation; and

WHEREAS, City Council wishes to streamline the provisions in the Personnel Resolution regarding classification and compensation plans.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Winston-Salem City Council that the Personnel Resolution is amended as follows:

Section 1: Article II Compensation. Section 30 General Policy-Pay, is hereby amended to read as follows:

“Sec. 30. General policy – Pay.

It is the policy of the City of Winston-Salem to provide employee compensation plans that are externally competitive and internally equitable. In order to maintain the competitiveness of the plans, the city manager from time to time will recommend to the city council adjustments in the pay grades. In addition to maintaining competitive compensation plans, individual employees' pay will be based to a large measure on job performance. In order to provide for the above, the city has developed five (5) distinct pay plans: Unified, Public Safety (Fire), Public Safety (Police), Civilian Public Safety, and Flat Rate. The city has also developed certified ladder compensation programs for departments that will allow the city to retain and attract valuable talent and continue to enhance the services that the city provides. The city manager shall administer, and, where necessary, make appropriate adjustments to the city's position classification plan and accompanying compensation, and shall allocate and reallocate positions to classes based on the type and level of duties and responsibilities. For purposes of this policy, compensation includes both wages and benefits. The human resources director shall maintain the city's position classification plan and implement the administrative policies developed by the city manager in administering and adjusting the city's position classification plan and related compensation.

Section 2: Article II Compensation. Section 30 General Policy-Pay (7) competitive market range /pay grade adjustment, is hereby amended to read as follows:

(7) Competitive market range/paygrade adjustment. When a competitive market range/pay grade adjustment occurs to reflect a general change in the external and/or internal compensation market level of a class, employees in the assigned class will receive a ~~sufficient percentage salary increase to bring their pay to at least place their salary at the minimum of the new pay grade. but not less than five (5) percent.~~ If the salary, prior to grade adjustment, is within the newly assigned pay grade, the City Manager has the authority to determine if an increase will be applied a five (5) percent increase in pay will be granted provided it five (5) percent will not

exceed the maximum of the newly assigned pay grade. Such employees will retain their anniversary date. The city manager has the authority to enact procedures to initiate and manage competitive market range/pay grade adjustments.