

ORDINANCE AMENDING ARTICLE I OF CHAPTER 50 REGARDING PERSONNEL

Section 1. Article I of Chapter 50 entitled “Personnel and Retirement.”, Sections 50-2 and 50-3 are hereby deleted and reserved as indicated below:

~~Sec. 50-2. Position classification plan and allocation of positions.~~

- (a) ~~*Maintenance and purpose of the position classification plan.*~~ The position classification plan shall be maintained by the human resources director covering all positions in the city service. It is the purpose of this plan to group together into classes of positions those jobs which are substantially similar in kind of work and in difficulty and responsibility of work so as to warrant application of the same pay range or pay band.
- (b) ~~*Contents of the position classification plan.*~~ The position classification plan consists of a list of titles, descriptions of the nature and requirements of work in each class, and the official allocation of positions to appropriate classes. The titles in the position classification plan are to be used as the exclusive means of reference for all official records and transactions, except that, in correspondence and other dealings with the public, working titles acceptable to the department head may be used.
- (c) ~~*Amendment of position classification plan.*~~ The city manager shall recommend to the city council amendments to the position classification plan. If a department head or an employee believes that a position is improperly classified or that the position classification plan is not accurate in some respect, it should be directed to the attention of the human resources director with a statement of the reasons for the requested change. The human resources director will make any further investigation necessary and will make appropriate recommendations to the city manager for who shall decide what action, if any, is appropriate. Reserved.

~~Sec. 50-3. Contents of pay plan; amendments; pay rates.~~

- (a) ~~The general pay plan for the city shall consist of a schedule showing established annual pay bands and the title of classes of positions which are to be compensated within each pay band. The police/fire pay plan for the city shall consist of a schedule showing established annual pay ranges and the title of classes of positions which are to be compensated within each pay range. The flat rate pay plan for the city shall consist of a schedule showing the hourly rate range and the title of classes of positions which are to be compensated within the hourly rate range. The city council shall adopt or amend the pay plan by resolution.~~
Reserved.

Section 2. This ordinance shall become effective upon adoption.