

AS AMENDED ON OCTOBER 28, 2013
ORDINANCE NO. 2263

AN ORDINANCE OF THE CITY OF SALISBURY APPROVING AN AMENDMENT OF THE FY 14 GENERAL FUND BUDGET REVISING POSITIONS.

WHEREAS, the Finance department has determined position changes are needed to procure and retain qualified staff; and

WHEREAS; the position changes effected in this ordinance are estimated to result in minimal or no additional cost to the city and do not require additional salary appropriations for FY14 Budget; and

WHEREAS, the details of the concerns the position changes address, and the advantages which are expected to result, are found in the presentation booklet provided with this ordinance.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SALISBURY, MARYLAND THAT THE City's Fiscal Year 2014 General Fund Budget be and hereby is amended to include the following position changes:

No	Action	From Position	To Position	Old Grade	New Grade
1	Delete	Assistant Director Finance	NA	11	NA
2 -1	Reclassify	Accountant	Assistant Director Finance Operations	10	13
3 -2	Reclassify	Accountant	Assistant Director Finance Accounting	10	13
4 -3	Reclassify	Payroll Clerk	Payroll Accountant I/or Payroll Accountant II	5	8/10
5 4	Reclassify	Account Clerk II	Revenue Clerk II	5	7
6 5	Add	NA	Revenue Clerk I Collections	NA	2

Position Title Changes (no grade revisions):

No	From	To
1	Chief Account Clerk	Utility Billing Supervisor
2	Account Clerk II	Utility Billing II
3	Account Clerk I	Utility Billing I/EMS
4	Account Clerk II	Revenue Clerk II
5	Account Clerk I	Accounts Payable II
6	Account Clerk I	Revenue Clerk I - Parking

THIS ORDINANCE was introduced and read at a meeting of the Council of the City of Salisbury held on this 28th day of October 2013, and thereafter, a statement of the substance of the Ordinance having been published as required by law, was finally passed by the Council on the ____ day of _____, 2013.

ATTEST:

Kimberly R. Nichols, City Clerk

Jacob R. Day, President
Salisbury City Council

APPROVED BY ME THIS ____ day of _____, 2013.

James Ireton, Jr., Mayor

ORDINANCE NO. 2266

AN ORDINANCE OF THE CITY OF SALISBURY APPROVING AN AMENDMENT OF THE FY 14 GENERAL FUND BUDGET TO ADJUST THE CITY'S PAY PLAN WITH NEW RATES ASSIGNED TO GRADES AND STEPS.

WHEREAS, the City engaged Evergreen Solutions to consult with the City in order to determine appropriate rates assigned to grades and steps; and

WHEREAS, the Human Resource department used the study and collaborated with department heads in order to formulate a new pay plan with revised rates for grades and steps; and

WHEREAS, the details of the new recommended pay plan are attached;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SALISBURY, MARYLAND THAT THE City's Fiscal Year 2014 General Fund Budget be and hereby is amended to include the pay plan detailed in the following pages and the new pay plan will be effective on January 11, 2014.

THIS ORDINANCE was introduced and read at a meeting of the Council of the City of Salisbury held on this 28th day of October 2013, and thereafter, a statement of the substance of the Ordinance having been published as required by law, was finally passed by the Council on the ____ day of _____, 2013.

ATTEST:

Kimberly R. Nichols, City Clerk

Jacob R. Day, President
Salisbury City Council

APPROVED BY ME THIS ____ day of _____, 2013.

James Ireton, Jr., Mayor

ORDINANCE NO. 2267

AN ORDINANCE OF THE CITY OF SALISBURY APPROVING AN AMENDMENT OF THE FY 14 GENERAL FUND BUDGET TO ADJUST POSITION GRADE ASSIGNMENTS.

WHEREAS, the City engaged Evergreen Solutions to consult with the City in order to determine appropriate pay grades assigned to positions; and

WHEREAS, the Human Resource department used the study and collaborated with department heads in order to assign the appropriate grade to positions; and

WHEREAS, the positions which required a new grade are detailed in the schedule attached herein.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SALISBURY, MARYLAND THAT THE City's Fiscal Year 2014 General Fund Budget be and hereby is amended to include the position grade assignments detailed in the following pages effective on January 11, 2014.

THIS ORDINANCE was introduced and read at a meeting of the Council of the City of Salisbury held on this 28th day of October 2013, and thereafter, a statement of the substance of the Ordinance having been published as required by law, was finally passed by the Council on the ____ day of _____, 2013.

ATTEST:

Kimberly R. Nichols, City Clerk

Jacob R. Day, President
Salisbury City Council

APPROVED BY ME THIS ____ day of _____, 2013.

James Ireton, Jr., Mayor

ORDINANCE NO. 2268

AN ORDINANCE OF THE CITY OF SALISBURY APPROVING AN AMENDMENT OF THE FY 14 GENERAL FUND, WATER SEWER FUND, AND PARKING BUDGETS TO APPROPRIATE FUNDS TO COVER INCREASES IN EMPLOYEE COMPENSATION.

WHEREAS, the City engaged Evergreen Solutions to consult with the City in order to determine appropriate pay grades assigned to positions and a new pay plan; and

WHEREAS, the Human Resource department used the study and collaborated with department heads in order to assign the appropriate grade to positions and formulate a new pay plan; and

WHEREAS, the recommended changes require an increase in personnel cost in order to fund the changes effective January 11, 2014; and

WHEREAS, the City's FY2014 budget does not contain appropriations sufficient to cover this expense.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SALISBURY, MARYLAND THAT THE City's Fiscal Year 2014 General Fund Budget is hereby amended to include the following increases:

	Increase Amount
City Council / City Clerk Dept.	1,832.56
Mayor's Office/Community Promotions Dept.	12,318.27
Internal Services Dept.	13,562.44
Information Technology Dept.	5,209.76
Police Dept.	67,192.49
Fire Dept.	34,406.57
Building Permits & Inspections Dept.	4,554.17
Neighborhood Services Dept.	9,742.28
PW-Traffic Control Dept.	4,633.18
PW-Resource Management Dept.	3,687.67
PW-Engineering Dept.	11,023.25
PW-Streets and Lighting Dept.	16,561.88
PW-Sanitation Dept.	22,648.45
PW-Fleet Management Dept.	3,910.34
PW-Carpenter Shop Dept.	1,090.61
PW-Recreation and Culture Dept.	19,627.17
Current Year Surplus (01000-469810)	232,001.09

NOW, THEREFORE, BE IT FURTHER ORDAINED BY THE CITY COUNCIL OF THE CITY OF SALISBURY, MARYLAND THAT THE City's Fiscal Year 2014 Parking Fund Budget is hereby amended to include the following increases:

	Increase Amount
Parking Fund	2,234.00
Current Year Surplus (10100-469810)	2,234.00

NOW, THEREFORE, BE IT FURTHER ORDAINED BY THE CITY COUNCIL OF THE CITY OF SALISBURY, MARYLAND THAT THE City's Fiscal Year 2014 Water Sewer Fund Budget is hereby amended to include the following increases:

	Increase Amount
Water Fund	28,221.50
Sewer Fund	113,119.74
Current Year Surplus (60100-469810)	141,341.24

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ATTEST:

Kimberly R. Nichols, City Clerk

Jacob R. Day, President
Salisbury City Council

APPROVED BY ME THIS ___ day of _____, 2013.

James Ireton, Jr., Mayor