

RESOLUTION NO. 2021 - 207

A RESOLUTION APPROVING A RETENTION AND RECRUITMENT PROGRAM THAT INCLUDES A GREATER FOCUS ON YEARS OF SERVICE; APPROVING UPDATES TO PAY RANGES BASED UPON YEARS OF SERVICE AND EDUCATION; APPROVING ADJUSTMENTS TO PAY FOR CURRENT PERSONNEL CONSISTENT WITH THE HIRING PAY CHARTS; APPROVING ADJUSTMENTS TO PAY FOR OFFICERS ACHIEVING FIELD OFFICER TRAINING STATUS; UPDATING THE CLASSIFICATION ASSIGNMENT TABLE; APPROVING PURCHASE OF VACATION PAY TO AVOID LOSS OF LEAVE ACCRUAL; APPROVING IMPLEMENTATION OF A LONGEVITY BONUS PROGRAM; PROVIDING FOR AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.

WHEREAS, the City of Powder Springs (“the City”) previously engaged a pay and classification study to examine and update wages in order remain current and competitive in the employment market, and the initial recommendations for the pay ranges applicable to job classifications have been completed and implemented in the FY22 budget;

WHEREAS, a compensation committee of city staff has been created to review salaries applicable to job classifications in order to determine if additional adjustments relating to unique factors specific to positions should be recommended, including years of services, and recommends a policy pay adjustment based on greater distinction of years of service as part of recruitment and retention effort program; and

WHEREAS, it is recommended that education and years of service be accounted for in hiring decisions for police and sanitation personnel as shown in the attached tables reflected in exhibits “A” and “B” and that existing personnel who meet said factors be adjusted consistent with said tables; and

WHEREAS, it is also recommended that officers who are employed with the City for three years and who become certified field training officers receive a pay increase of two percent upon such certification and completion of a personnel action form;

WHEREAS, given the effects of the pandemic and personnel shortages throughout 2021 which affected the ability of a number of employees to take accrued vacation it is recommended that vacation be purchased in order to protect and avoid loss of accrued vacation time balances in excess of 200 hours at December 31, 2021;

WHEREAS, it is recommended that the job classification table be updated to include omitted or reclassified positions, including Event Coordinator, Police Captain and IT Manager, attached as exhibit “C”

WHEREAS, it is recommended that a longevity bonus plan be re-instituted on an annual basis to award years of service as reflected in the attached exhibit “D”, subject to budget availability in the year of disbursement;

WHEREAS, the City desires to approve the recommendations noted herein as part a recruitment and retention program and directs the City Manager to continue work with city staff

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to evaluate factors that will aid in recruitment and retention, both monetary and non-monetary, subject to careful financial analysis about the sustainability of implementing said factors;

NOW THEREFORE, BE IT HEREBY RESOLVED by the Mayor and Council of the City of Powder Springs that it approves the pay adjustments, pay and job classifications, salary hiring tables, and vacation purchases as recommended herein. This resolution shall be effective immediately upon adoption.

SO RESOLVED this 6th day of December 2021.

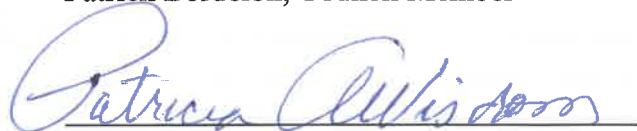

Albert Thurman, Mayor


Henry Lust, Council Member


Doris Dawkins, Council Member


Thelma C Farmer, Council Member


Patrick Bordelon, Council Member


Patricia Wisdom, Council Member

ATTEST: 
Kelly Axt, City Clerk