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A RESOLUTION AMENDING THE PAY PLAN
OF THE CITY OF CHARLOTTE

BE IT RESOLVED by the City Council of the City of Charlotte, North Carolina, that the Pay Plan heretofore adopted by the City Council to be effective October 1, 1960, as subsequently amended, is hereby further amended as follows:

(1) Schedule I, "Pay Ranges in Weekly and Annual Amounts" is hereby amended to include, as additions, Pay Ranges 53, 54, 55, 56 and 57 set forth as follows:

SCHEDULE I

PAY RANGES IN WEEKLY AND ANNUAL AMOUNTS

Pay Range No.	Annual Rate for Step A	Min. A	Intermediate Steps					Max. F	Annual Rate for Step F	Pay Range No.
			B	C	D	E				
53	21,740	418.00	434.50	453.00	471.50	490.00	510.50	26,540	53	
54	22,600	434.50	453.00	471.50	490.00	510.50	530.75	27,600	54	
55	23,560	453.00	471.50	490.00	510.50	530.75	553.00	28,760	55	
56	24,520	471.50	490.00	510.50	530.75	553.00	575.50	29,920	56	
57	25,480	490.00	510.50	530.75	553.00	575.50	599.75	31,180	57	

(2) Schedule II, "Pay Ranges in Monthly Equivalents", and Schedule III, "Pay Ranges in Annual Equivalents", are hereby amended in accordance with Schedule I as set forth above.

BE IT FURTHER RESOLVED that Schedule IV, "Pay Range Assignment of Classes", is hereby amended as follows:

(1) The following classes are deleted:

<u>Class No.</u>	<u>Class Title</u>
052	Assistant Clerk, Records Court
056	Clerk, Records Court
209	Assistant Refuse Collection Supervisor

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<u>Class No.</u>	<u>Class Title</u>
357	Water & Sewerage Treatment Supervisor
380	Model City Program Coordinator
381	Asst. Model City Program Coordinator
383	Model City Project Assistant III
384	Model City Project Assistant II
385	Model City Project Assistant I
402	Jail Guard
403	Police Cadet
424	Justice-of-Peace

(2) The titles and numbers of the following classes are changed as indicated:

<u>Class No.</u>	<u>Class Title</u>	<u>Class No.</u>	<u>Class Title</u>
048	Buyer	048	Buyer I
049	Senior Buyer	049	Buyer II
104	Building Maintenceman	103	Building Maintenceman I
134	Streets Foreman	134	Streets Supervisor
150	Parking Meter Repairman II	149	Parking Meter Repairman II
312	City Engineer	311	City Engineer
335	Accountant II	334	Accountant II
338	Purchasing Agent	338	Purchasing Director
352	Local-Federal Programs Coordinator	352	Intergovernmental Programs Coordinator
422	Police Radio Dispatcher	424	Police Radio Dispatcher

(3) The following classes are added and assigned class numbers and pay ranges with steps as indicated:

<u>Class Title</u>	<u>Class No.</u>	<u>Salary Range No.</u>	<u>Salary Range Steps</u>
Building Maintenceman II	104	21	C - F
Unskilled Laborer	115	13	C - F
Maintenance Mechanic	150	23	C - F

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<u>Class Title</u>	<u>Class No.</u>	<u>Salary Range No.</u>	<u>Salary Range Steps</u>
Accountant III	335	35	A - F
Director, Community Relations Committee	347	40	A - F
Public Service & Information Director	351	39	A - F
Model City Programs Coordinator	380	41	A - F
Model City Research Coordinator	382	38	A - F
Model City Fiscal Officer	384	37	A - F
Model City Program Analyst II	386	37	A - F
Model City Program Analyst I	387	32	A - F
Model City Relocation Agent	388	34	A - F
Citizen Participation Coordinator	390	34	A - F
Research Assistant II	392	32	A - F
Research Assistant I	394	26	A - F
Crime Laboratory Technician II	421	35	A - F
Crime Laboratory Technician I	422	26	A - F

AND BE IT FURTHER RESOLVED that a new Schedule IV, "Pay Range Assignment of Classes", attached hereto is hereby incorporated in lieu thereof and shall supercede the present Schedule IV, "Pay Range Assignment of Classes".

AND BE IT FURTHER RESOLVED that Schedule IV, "Pay Range Assignment of Classes", shall become effective as of July 30, 1969, and further that, effective March 4, 1970, Schedule IV shall be amended to provide an increase of one salary range for every class title included in the Schedule IV attached hereto.

AND BE IT FURTHER RESOLVED that Section 10. Overtime of the present Rules for the Administration of the Pay Plan is hereby amended by deleting the provisions as set forth in the above Section and by incorporating in lieu thereof, the following:

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Section 10.- Overtime.

Overtime work shall be that work performed by an employee which either exceeds the number of hours constituting the established workweek for the employee's position or which is accomplished on an unscheduled workday.

Employees required to work overtime may be compensated with time off or paid for such overtime on the basis of 1 1/2 times the overtime hours worked provided that:

a. The work is of an unusual, unscheduled or emergency nature and is directed by a department head or his authorized representative.

b. The class of work is not excluded from entitlement to overtime compensation in Schedule IV; except that Police Patrolmen, Police Sergeants and uniformed Fire Department personnel up to and including the rank of Deputy Fire Chief may be compensated on an overtime basis under the provisions of this section when in the judgment of the Chief of their department and the City Manager it becomes necessary, due to an unusual or emergency situation, to recall off-duty personnel or to implement an emergency shift schedule in which the assigned workday and workweek exceed the established workday and workweek for positions within their department.

c. Compensatory time shall be granted whenever feasible and taken within three months from the time it is earned.

d. Department heads may with prior approval of the Personnel Director, pay employees for overtime work when it is not feasible to permit their absence for the purpose of taking compensatory time off.

e. The payment of overtime pay shall depend upon the availability of funds in the personal services account of the department.

f. Employees required to perform work on regularly scheduled holidays may be granted compensatory time off or paid at their regular hourly rate for the hours actually worked in addition to any holiday pay to which they may be entitled.

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AND BE IT FURTHER RESOLVED That Section 12. Longevity Allowances. of the present Rules for the Administration of the Pay Plan is hereby amended by deleting the provisions as set forth in the above Section and by incorporating in lieu thereof, the following:

Section 12. Longevity Allowances.

Full time regular employees shall receive an annual longevity allowance as additional compensation for ten or more years of continuous, full-time service. Continuous, full time service shall mean service from the last date of employment which is uninterrupted except by authorized leave of absence and shall be computed through December 1st of the year in which payment is to be made. Payment shall be made on or about December 1st of each year, except as to retiring employees, in accordance with the following schedule:

<u>Total Continuous Service</u>	<u>Annual Longevity Allowance</u>
10 through 14 years	½ week's pay
15 through 19 years	1 week's pay
20 through 24 years	1½ weeks' pay
25 or more years	2 weeks' pay

Payment to eligible retiring employees shall be made at the time of retirement, as a part of final compensation, and shall be computed at 1/12th of the total annual allowance which would otherwise accrue, for each full month of service for which no allowance has been paid.

Employees separating for reasons other than retirement shall not be eligible for a longevity allowance.

AND BE IT FURTHER RESOLVED that Section 1. Vacation Leave. of the present Personnel Policies and Regulations is hereby amended by deleting the provisions as set forth in the above Section and by incorporating in lieu thereof, the following:

Section 1. Vacation Leave.

Each full-time employee shall be entitled to annual vacation leave with pay. Such leave shall be earned as follows:

