

RESOLUTION 2016-34

TO BE ENTITLED: "A RESOLUTION TO AMEND THE CITY OF FRANKLIN HUMAN RESOURCES MANUAL REQUIREMENT RELATED TO MINIMUM INCREASES FOR PROMOTIONS"

WHEREAS, promotions consist of a definite increase in both duties and responsibilities; and

WHEREAS, there are employees who currently hold higher salaries than the current promotional pay grade allows; and

WHEREAS, the City of Franklin Human Resources Manual is in need of revision to remedy promotional pay adjustments; and

WHEREAS, the Board of Mayor and Aldermen believe it in the best interest of the City to adopt the changes below relative to promotional pay adjustments.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN OF FRANKLIN, TENNESSEE, AS FOLLOWS:

SECTION 1. That Article XI, Section B(8) of the City of Franklin Human Resources Manual is hereby added, to add the following text noted in **bold**, and is approved to read, as follows:

8) At the time of the promotion, the individual's salary is to be adjusted to reflect the increased demands and responsibility of the new position per the pay plan. When an employee in one classification is promoted to a position in another classification, then the rate of pay upon promotion shall be based upon the following:

In determining the rate of pay, the City Administrator shall consider a comparable rate of pay if the position was filled by an external candidate with similar education, experience, and ability. Salaries of other incumbents (if any) already in the new position and the promoted individual's credentials will be considered in determining the amount of the promotional adjustment. If a promotion is to a supervisory position, normally the promotional adjustment will be sufficient to create some pay differential between the promoted employee and subordinates, though tenure of all employees involved will be a factor impacting the practicality of doing so. Managers will have discretion, subject to approval of Human Resources, in recommending promotional increases to pay rates anywhere within the first quarter of the pay range. Recommended promotional adjustments resulting in pay rates beyond the first quarter of the pay range must be approved by the City Administrator. **However, pay adjustments shall be no less than a five percent (5%) increase.** Employees who are promoted shall be placed on probationary status in accordance with Article VIII of this Human Resources Manual.

SECTION 2. BE IT FINALLY RESOLVED by the Board of Mayor and Aldermen of the City of Franklin, Tennessee, that this resolution shall take effect from and after its passage on first and final reading, the health, safety, and welfare of the citizens requiring it.

It is therefore RESOLVED this the ____ day of _____, 2016.

ATTEST:

CITY OF FRANKLIN, TENNESSEE

By:

Eric S. Stuckey
City Administrator

By:

Dr. Ken Moore
Mayor

Approved as to form by:

Shauna R. Billingsley
City Attorney