

Ordinance No. 21-15

ORDINANCE:

To amend Chapter 15 of the Rockville City Code, entitled "Personnel," so as to amend Article III, "Compensation Plan," Division 2, "Pay Adjustments" Section 15-31, "Limitations and Career Incentive Plans" to provide that employees may be paid a salary more than the maximum established rates fixed for their position under certain circumstances

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF ROCKVILLE, that Chapter 15 of the Rockville City Code entitled "Personnel," is amended by amending Article III, "Compensation Plan" Division 2, "Pay Adjustments", Section 15-31 "Limitations and Career Incentive Plans" to read as follows:

CHAPTER 15. PERSONNEL

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ARTICLE III. COMPENSATION PLAN

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DIVISION 2. PAY ADJUSTMENTS

Sec. 15-31. Limitations and Career Incentive Plans

(a) No employee in the Civil Service shall be paid a salary less than the established minimum nor greater than the maximum rates fixed in the compensation plan for the position the employee holds. Notwithstanding the foregoing, the City Manager may establish career incentive plans which may provide for compensation in addition to the compensation plan for certain employees of the City who satisfy the criteria established in the career incentive plans.

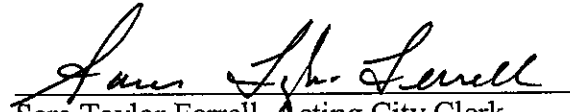
(b) Notwithstanding the provisions of subsection (a) above, if the Mayor and Council adopts a compensation and/or classification plan that results in an employee being paid a salary above the new maximum compensation level applicable to that employee, then that employee will continue to be paid his or her current salary until such time as the employee's salary is no longer above the maximum level established for his or her position. Said employee(s) shall continue to be eligible for all City benefits, including cost of living increases and merit increases, except that any such increases shall be paid in a lump sum and shall not be added to the employees base pay until such time as the

employee's salary is no longer above the maximum level established for his or her position.

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NOTE: Underlining indicates material added
 Asterisks * * * indicate material unchanged

I hereby certify the foregoing is a true and correct copy of an ordinance adopted by the Mayor and Council at its meeting of July 20, 2015.


Sara Taylor Ferrell, Acting City Clerk