RESOLUTION #2021-126

To amend Resolution #2014-36

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF VALLEY GRANDE, ALABAMA, that the following salary schedule be adopted for full time salaried positions of the City of Valley Grande, effective March 15, 2021;

**City of Valley Grande**

**Professional Staff**

**Salary Schedule**

|  |  |  |  |
| --- | --- | --- | --- |
| **Step** |  **Level 3**  |  **Level 2**  |  **Level 1**  |
| Step 0 |  $ 26,657.00  |  $ 26,990.21  |  $ 27,323.00  |
| Step 0.5 |  $ 27,957.00  |  $ 28,306.46  |  $ 28,656.00  |
| Step 1 |  $ 29,389.00  |  $ 29,756.36  |  $ 30,124.00  |
| Step 1.5 |  $ 30,823.00  |  $ 31,208.29  |  $ 31,594.00  |
| Step 2 |  $ 32,403.00  |  $ 32,808.04  |  $ 33,214.00  |
| Step 2.5 |  $ 33,983.00  |  $ 34,407.79  |  $ 34,833.00  |
| Step 3 |  $ 35,682.00  |  $ 36,128.03  |  $ 36,574.00  |
| Step 4 |  $ 37,466.00  |  $ 37,934.33  |  $ 38,403.00  |
| Step 5 |  $ 39,339.00  |  $ 39,830.74  |  $ 40,322.00  |
| Step 6 |  $ 41,306.00  |  $ 41,822.33  |  $ 42,339.00  |
| Step 7 |  $ 43,371.00  |  $ 43,913.14  |  $ 44,455.00  |
| Step 8 |  $ 45,539.00  |  $ 46,108.24  |  $ 46,223.00  |
| Step 9 |  $ 47,818.00  |  $ 48,176.64  |  $ 48,535.00  |
| Step 10 |  $ 49,253.00  |  $ 49,622.40  |  $ 49,992.00  |
| Step 11 |  $ 50,731.00  | $ 51,111.48 | $ 52,000.00 |
| Step 12 | $ 52,253.00 | $ 52,644.90  | $ 53,037.00  |
|  |  |  |  |

* Initial Step Placement shall be based upon prior experience and qualifications as determined by Mayor / Council.
* The Mayor shall, based upon employee evaluation, recommend to the Council employee advancement on the salary schedule of not less than a half step (up to Step #3), nor greater than a full step in any single calendar year.
* Advancement to Step #6 shall require appropriate professional certification earned by the employee (i.e. City Clerk must have acquired “Certified Municipal Clerk”, or equivalent certification relevant to the position) status prior to advancement to Step #6.
* The following additional benefits shall be available to each full-time salaried employee:

SICK LEAVE: One day for each month of employment up to maximum accrual

 of 60 days.

VACATION: Employees shall accrue vacation at the rate of ½ day per month

 for Steps #0 – 3, and 1 day per month for Steps #4 – 7, and 1 ½

 days per month for Steps #8 – 10.

PERSONAL LEAVE: All employees may take up to 3 days per year for personal

 business and/or emergencies.

* All Leave / Vacation must be scheduled and approved by the Employee’s Immediate Supervisor.

The following holidays shall be included for all salaried employees:

**HOLIDAY Always fall on**

New Years Day January 1

Robert E. Lee/Martin Luther King, Jr. 3rd Monday in January

George Washington/Thomas Jefferson 3rd Monday in February

National Memorial Day Last Monday in May

Independence Day July 4

Labor Day 1st Monday in September

Columbus Day /American Indian Heritage Day 2nd Monday in October

Veteran’s Day November 11

Thanksgiving 4th Thursday in November

Day after Thanksgiving 4th Friday in November

Christmas Day December 25

ADOPTED THIS **15**th DAY OF **MARCH 2021.**

 Wayne Labbe, Mayor

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Kim Harris, City Clerk