



HISTORIC
FRANKLIN
TENNESSEE

ITEM #12
WRKS 12/14/2010

MEMORANDUM

December 7, 2010

TO: City of Franklin Board of Mayor and Alderman

FROM: Eric Stuckey, City Administrator *ES*
Candace Connell, Assist Director, HR Department

SUBJECT: Resolution 2010-90 – One-time salary supplement for those who have reached the maximum of their pay grade

Purpose

The purpose of this memo is to request consideration of Resolution 2010-90 that provides a one-time salary supplement to employees who are at the maximum of their pay grade. This supplement is not to exceed 2% of the employee's current pay rate.

Background

At the October 12, 2010 Board of Mayor and Aldermen meeting, Resolution 2010-75 was passed which provides for a general 2% wage increase for full-time and year round part-time employees. After this increase is applied, 34 employees will be above the maximum of their pay grade. The Human Resources Manual Article XI, Section B. states that "In no case shall an employee's base pay be less than the minimum or more than the maximum for their current pay grade."

Staff proposes that the pay rate for these 34 employees be brought to the maximum of their pay grade and that the employees receive a one-time salary supplement for the remainder of the amount that they would have received between December 24, 2010 (the effective date of the 2% general wage increase) and June 23, 2011 (the last pay period of the fiscal year) had their pay rate been increased the full 2%.

Financial Impact

No significant financial impact is expected. A general 2% wage increase was included in the adopted fiscal year 2011 budget. Under Resolution 2010-87, no employee will receive a salary supplement greater than 2% of their current pay rate.

Recommendation

Approval of Resolution 2010-87 is recommended.

RESOLUTION 2010-90

A RESOLUTION TO IMPLEMENT THE FISCAL YEAR 2011 GENERAL WAGE INCREASE FOR EMPLOYEES WHO HAVE REACHED THE MAXIMUM OF THEIR PAY GRADE

WHEREAS, the employees of the City of Franklin our the organization's most valuable resource; and

WHEREAS, Franklin's employee team has made many sacrifices and adjustments to help the City organization endure the economic slowdown of recent years; and

WHEREAS, City of Franklin employees last received a pay increase in July of 2008; and

WHEREAS, the adopted 2010-11 Budget included a general wage increase of 2% effective on January 1, 2011; and

WHEREAS, the City has now experienced eight consecutive months of sales taxes growth compared to last year supporting the City's decision to include a general wage increase in its adopted budget;

WHEREAS, on October 12, 2010, the Board of Mayor and Aldermen passed Resolution 2010-75 which provides for a general 2% wage increase for full-time and year round part-time employees

WHEREAS, the pay schedule adopted by the Board of Mayor and Alderman set forth a minimum pay rate and a maximum pay rate for each pay grade

WHEREAS, there are 34 employees who will not be eligible for all or part of the 2% general wage increase approved by the Board of Mayor and Aldermen

NOW, THEREFORE BE IT RESOLVED, by the City of Franklin Board of Mayor and Aldermen that:

1. A one-time salary supplement for all full-time and year-round part time employees employed by the City of Franklin as of July 1, 2010 who will be above the maximum of their pay grade after the 2% general wage increase is applied.
2. The salary supplement shall be equal to the amount the employee would have received between December 24, 2010 (the effective date of the 2% general wage increase and June 23, 2011 (the last pay period of the fiscal year) if they had not been above the maximum of their pay grade.

3. The maximum salary supplement an employee can receive is 2% of their current pay rate.

IT IS SO RESOLVED AND DONE on this the _____ day of December, 2010.

ATTEST:

CITY OF FRANKLIN, TENNESSEE

By: _____

ERIC S. STUCKEY

City Administrator

By: _____

JOHN C. SCHROER

Mayor