

**AN ORDINANCE ADOPTING THE FISCAL YEAR 2022 HIRING & PROMOTION SALARY SCHEDULE AND PERSONNEL MANNING CHART; REPEALING CONFLICTING ORDINANCES; FIXING AN EFFECTIVE DATE**

**WHEREAS**, the City’s Comprehensive Plan establishes a goal to continue to attract and retain qualified professional staff with high ethical standards to fairly and efficiently deliver exceptional City service; and

**WHEREAS**, the Mayor and City Council have established a goal to improve the salaries of City of Waynesville employees;

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF WAYNESVILLE, AS FOLLOWS:**

**Section 1.** That the City Council has been presented with a Fiscal Year 2022 Hiring & Promotion Salary Schedule pertaining to the recruitment and promotion of City employees. This schedule shall be used for hiring and promotion only. That said Fiscal Year 2022 Hiring & Promotion Salary Schedule is attached hereto and incorporated herein by specific reference thereto.

**Section 2.** That employees shall be evaluated yearly and based on the merit of that evaluation, the employee may receive a salary increase according to the following schedule:

Length of Service	% of Increase Range
1-5 years	0% to 3%
6+ years	0% to 6%

The City Administrator’s salary increase shall be 3%. The new salary schedule will be implemented effective January 1, 2021.

**Section 3.** That the City’s Employee Personnel Manual, Section 7 – Compensation Plan shall be updated to include the same.

**Section 4.** Based on current job duties, specifications, and employee growth, it is necessary to amend the current Personnel Manning Chart to include current and future personnel.

**Section 5.** The revised Personnel Manning Chart is attached hereto and incorporated herein by specific reference hereto.

**Section 6.** All ordinances or parts of ordinances in conflict herewith are hereby repealed.

**Section 7.** That this ordinance shall take full force and effect on January 1, 2022.

**Section 8.** That all employees of the City of Waynesville shall comply with said ordinance.

**PASSED AND APPROVED BY THE MAYOR AND CITY COUNCIL ON THIS 18<sup>TH</sup> DAY OF NOVEMBER, 2021.**



**ATTEST:**  
*Tracey York*  
Tracey York, Deputy City Clerk

*Dr. Jerry W. Brown*  
Dr. Jerry Brown, Mayor