

Introduced by: Councilmember Seamens

**CITY OF TAKOMA PARK, MARYLAND**

**ORDINANCE NO. 2019-22**

**ADOPTING PAY STRUCTURE FOR STAFF OF THE CITY OF TAKOMA PARK  
THAT ARE NOT MEMBERS OF A COLLECTIVE BARGAINING UNIT**

WHEREAS, in accordance with Chapter 4.04, Article 4 of the Takoma Park Code, the City maintains a position classification plan and pay schedule; and,

WHEREAS, on a periodic basis, the City conducts classification and compensation studies to ensure that its pay scales are market competitive and that it is able to attract and retain high quality staff; and

WHEREAS, Management Advisory Group International, Inc. assisted the City with updating its position descriptions, classification plan and pay structure and undertook a market salary survey; and

WHEREAS, most salary ranges for City positions were found to be consistent with the market, but several positions had salary ranges below the market and required adjustment; and

WHEREAS, funds for the wages of City staff consistent with the revised pay structure and market salaries were included in the FY20 City Budget adopted in May 2019; and

WHEREAS, wage negotiations with the City's two collective bargaining units are underway but salaries for staff not represented by the unions can be adjusted as of July 1, 2019.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND THAT the attached pay structure is adopted for staff that are not members of a collective bargaining unit and will remain effective until changed.

Adopted this 17th day of July, 2019 by roll-call vote as follows:

AYE: Stewart, Kovar, Dyballa, Kostiuk, Seamens, Searcy  
NAY: None  
ABSENT: Smith  
ABSTAIN: None