

THE TOWN OF FOREST HEIGHTS
RESOLUTION 65-13

**A RESOLUTION TO ADOPT AND APPROVE A TOWN
EMPLOYEE COMPENSATION PLAN**

Introduced by: Mayor J. Goodall

WHEREAS, pursuant to Section 33-67 of the Town Charter, the Mayor and Council may provide by ordinance for a merit system for Town employees as a process of promoting and hiring employees based on their ability to perform a job rather than on their political connections, and in order to carry out this purpose, the Council shall have the power to adopt such rules and regulations governing the operation of a merit system as it deems desirable or necessary, and among other things, these rules and regulations may provide for a compensation plan; and

WHEREAS, pursuant to Section 33-63(e) of the Town Charter, the duties and powers of the Town Administrator shall include service as the personnel officer of the Town and, in this capacity, he shall formulate personnel rules and regulations to be approved by the Mayor and Council and the personnel rules and regulations shall include a pay schedule for each position in the Town service, designation of a classification service to be included in any merit system established by the Council, and position descriptions for all employees; and

WHEREAS, pursuant to Section 2.5.A. of the Town Ordinance Code, the Town Council may, from time to time, by resolution issue such rules and regulations governing the compensation, discipline, performance, safety, separation and all other matters pertaining to the employment, supervision or management of the Town's officers, employees, and volunteers, as it deems appropriate; and

WHEREAS, pursuant to Section 3.10 (Job Descriptions) of the Employee Handbook and Resolution 60-13, the Council has approved job descriptions for certain Town positions; and

WHEREAS, the Mayor and Council find that it is in the best interest of the Town and for the good and efficient government thereof, that an employee salary compensation plan, as recommended by the Town Administrator, shall be adopted and approved as stated herein below.

NOW THEREFORE BE IT RESOLVED, that the Town Council hereby adopts, and approves the "Forest Heights Employee Salary Compensation Plan, 2013-2018," attached hereto and incorporated by reference herein, provided that said Plan shall be contingent upon or subject to funding availability as determined by the Annual Budget Resolution approved by the Town Council.

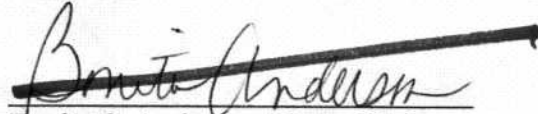
BE IT FURTHER RESOLVED, that this Resolution shall take effect immediately upon passage.

PASSED this 9th day of September 2013.


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APPROVED: By Resolution of the Town Council of The Town of Forest Heights, Maryland

ATTEST:


Bonita C. Anderson, Town Clerk

THE MAYOR AND COUNCIL OF THE
TOWN OF FOREST HEIGHTS, MARYLAND

By: 
Jacqueline Goodall, Mayor

By: 
C. Lynn Smith-Barnes, Council President

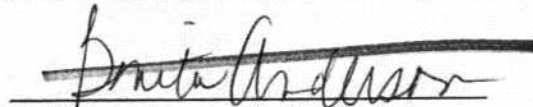
ROLL CALL VOTE

YEA/NAY/ABSTAIN/ABSENT

GOODALL	<u>YEA</u>
KENNEDY II	<u>YEA</u>
STONER	<u>YEA</u>
BARNES	<u>YEA</u>
MUHAMMAD	<u>YEA</u>
SMITH-BARNES	<u>YEA</u>
MANN	<u>YEA</u>

CERTIFICATION

I, hereby certify, as the duly appointed Town Clerk of the Town of Forest Heights, Maryland, that on the 9th day of September 2013 with 7 Aye votes and 0 Nay, constituting a majority of at least four (4) affirmative votes, the aforesaid Resolution 65-13 passed.


Bonita Anderson, Town Clerk

[Exhibit A- Forest Heights Employee Salary Compensation Plan, 2013-2018]