

1 Introduced March 27, 2007, by Councilman  
2 Kingston, seconded by Councilman Canada,  
3 (by request of Administration and Civil Service  
4 Board)

5 **Item No. 07-03-2638**

6 **ORDINANCE NO. 3391**

7  
8 An ordinance establishing pay plan provisions for "difficult-to-fill" positions.

9  
10 WHEREAS, if economic or employment conditions make it difficult to recruit  
11 candidates to fill vacancies, the Civil Service Rules have a special entrance rate provision  
12 allowing a salary above the minimum level.  
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14  
15 NOW THEREFORE BE IT ORDAINED that all newly hired classified  
16 employees shall be compensated at the minimum of the approved salary grade, except in  
17 circumstances where a new employee offers exceptional qualifications, or extraordinary  
18 work experience, or where market conditions make it difficult to recruit, compensation may  
19 be above the minimum for the range. Contingent upon the availability of funds such  
20 starting salary shall not exceed six (6) steps above the beginning salary for the position.  
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23 Upon unanimous recommendation by the Mayor or the Chief of Police and the Director of  
24 Civil Service Personnel and the Department Director, approval shall be obtained from the  
25 Civil Service Board before invoking the provisions of this subsection.  
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29 BE IT FINALLY ORDAINED that this ordinance shall become effective upon  
30 adoption.  
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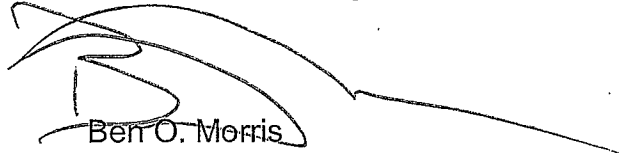
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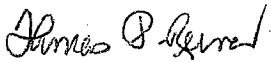
ADOPTED this 24th day of April, 2007.



Kevin Kingston  
President of the Council  
Councilman-at-Large



Ben O. Morris  
Mayor



Thomas P. Reeves  
Council Administrator

DELIVERED	9:15 am
4/26/07	to the Mayor
RECEIVED	1:45 pm
4/27/07	from the Mayor