

## **RESOLUTION 21-136**

### **A RESOLUTION UPDATING THE COMPENSATION PLAN FOR EMPLOYEES OF THE CITY OF SPRING HILL**

**WHEREAS**, the City of Spring Hill adopted an Employee Handbook on April 19, 2011 with ordinance 11-02; and

**WHEREAS**, the Board of Mayor and Aldermen of the City of Spring Hill adopted an updated compensation plan pay scale for employees of the City of Spring Hill on January 19, 2021 with resolution 21-15; and

**WHEREAS**, from time to time employees of the City of Spring Hill are temporarily assigned to fill unoccupied positions that are created due to temporary vacancies or otherwise; and

**WHEREAS**, the Spring Hill Board of Mayor and Aldermen desire to provide fair compensation to all employees based upon the work and service performed; and

**WHEREAS**, the Spring Hill Board of Mayor and Aldermen desire to temporarily adjust the compensation provided to employees when said employees serve in advanced positions on an interim basis.

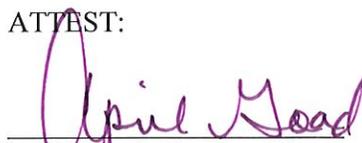
**BE IT THEREFORE RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF SPRING HILL, TENNESSEE** that the following shall become policy of the City of Spring Hill related to employee compensation effective September 20, 2021.

During times an employee is asked to fill a position different from the one in which they are employed, the employee's compensation shall be temporarily adjusted to reflect the change in assignment. The adjustment shall be one half (50%) of the difference between the employee's assigned compensation level and the compensation level for which the employee has been temporarily reassigned. In the discretion of the City Administrator, the adjustment may be up to but not exceed three fourths (75%) of the difference between the employee's assigned compensation level and the compensation level for which the employee has been temporarily assigned. This temporary compensation change shall occur regardless of the length of time of the temporary reassignment.

Passed and adopted by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee on the 7<sup>th</sup> day of September, 2021.

  
Jim Hagaman, Mayor

ATTEST:

  
April Goad, City Recorder

LEGAL FORM APPROVED:

  
Patrick Carter, City Attorney