ORDINANCE NO. 13-_____

BE IT ORDAINED by the City Council of the City of Huntsville, Alabama, that subsection 8.19 of the City of Huntsville Personnel Policies and Procedures Manual, adopted by Ordinance No. 04-315, as amended, entitled "Longevity Pay," be and the same is hereby amended to read as follows:

"8.19 Longevity Pay

Longevity pay benefits are made on the basis of the number of months of continuous regular, full-time service with the City of Huntsville. All regular, full-time employees who have one (1) or more years of unbroken service as of the beginning of the fiscal year of the City of Huntsville, October 1st of each year, are eligible for longevity pay.

Longevity pay benefits shall be paid twice per year. Longevity pay benefits are paid in the form of one (1) check on the first payday in December equal to half of the longevity pay for that fiscal year and one (1) check on the first payday in June for the remainder, except for retiring employees, or employees who have died prior to the next applicable longevity pay date. Retiring employees are entitled to a pro rata share of such pay upon retirement, as are the beneficiaries of an employee in the event of the employee's death.

Compensation for longevity pay benefits shall be phased in over a three year period, following adoption of this ordinance, and shall be payable as follows:

Year 1 (Fiscal Year beginning Oct. 1, 2013) - $2.25 for each month of service which is equal to $27.00 per year.

Year 2 (Fiscal Year beginning Oct. 1, 2014) - $3.75 for each month of service which is equal to $45.00 per year.

Year 3 (Fiscal Year beginning Oct. 1, 2015) - $5.25 for each month of service which is equal to $63.00 per year."

ADOPTED this the _____ day of _____, 2013.

_____
President of the City Council
of the City of Huntsville, Alabama

APPROVED this the _____ day of _____, 2013.

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Mayor of the City of
Huntsville, Alabama