

Resolution 2012-01

A resolution of the City Council of Ashland City, Tennessee amending the Personnel Policies and Procedure Manual governing employment with the Town of Ashland City.

WHEREAS, the City Council of the Town of Ashland City has adopted an ordinance establishing a personnel system designed to provide a means to select, develop, and maintain an effective municipal workforce; and

WHEREAS, the personnel system authorizes the Mayor to develop personnel rules and regulations in the form of a policies and procedures manual; and

WHEREAS, the personnel policies and procedure manual shall be approved by the Council;

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Town of Ashland City that the Personnel Policies and Procedures Manual be amended by adding the following to Section II – Compensation Plan:

Incentive pay will be across the board for all employees for obtaining a Bachelors Degree (\$150) or an Associates degree (\$75) and then for incentive pay following the department schedule if applicable.

See attached

BE IT FURTHER RESOLVED, by the Mayor and Council that an employee can gain the incentive pay following the respective departments schedule however, an employee will cap out with a maximum of three hundred and twenty-five (\$325) dollars per month in addition to his regular compensation.

This resolution shall take effect from and after its passage, the public welfare requiring it.

Adopted this 14th day of February, 2012.



Rick Johnson, Mayor



Phyllis Schaeffer, City Recorder

Ashland City Police Dept

Incentive Pay

Bachelor Degree	\$150.00	(U)
Associate Degree	\$ 75.00	(U)
Post Certified Instructor	\$ 75.00	(L-1)
Crash Reconstruction Specialist	\$ 50.00	(L-1)
DRE/DWI Instructor	\$ 50.00	(L-2)
S.W.A.T. team member	\$ 50.00	(L-3)
Certified K-9 handler	\$ 50.00	(L-1)
Certified Voice Stress Examiner	\$ 50.00	(L-2)
Bi-lingual	\$ 50.00	(L-1)
Radar Instructor	\$ 50.00	(L-1)
Traffic School Instructor	\$100.00	(L-1)
Certified fingerprint/Crime Scene Expert	\$ 75.00	(L-1)

(U)=Unlimited (L)=limited

ASHLAND CITY FIRE DEPARTMENT

Incentive Pay Per Month for Career Firefighters
Above regular Pay

	(U)	Bachelor degree	\$150.00
	(U)	Associate degree	\$ 75.00
	(U)	Paramedic	\$150.00
	(U)	EMT	\$ 75.00
1 -	(L)	Arson Investigator	\$ 50.00
3 -	(L)	Public Education Tech	\$ 50.00
3 -	(L)	Fire Inspector	\$ 50.00
3 -	(L)	Fire Instructor	\$ 50.00

(Some categories are limited to a certain number of funded incentive and other categories are unlimited. U=Unlimited & L=Limited)

**PUBLIC WORKS DEPARTMENT
INCENTIVE PAY**

WATER TREATMENT OPERATORS

Water Treatment 3 or 4	\$150.00	per month
Distribution System	\$ 50.00	per month

WASTEWATER TREATMENT OPERATORS

Wastewater treatment 3 or 4	\$100.00	per month
Collection System 2	\$ 50.00	per month

MAINTENANCE WORKERS

Collection System 2	\$ 50.00	per month
Distribution System 2	\$ 50.00	per month
Backflow Cross Connection	\$ 25.00	per month

Bachelors Degree - \$150.00

Associates Degree - \$ 75.00

CDL license - \$ 25.00

Incentive Pay per month
Recorder's office

Bachelors Degree	\$150.00	(U)
Associates Degree	\$ 75.00	(U)
Certified Municipal Clerk	\$ 100.00	(L-2)

ASHLAND CITY PARKS

INCENTIVE PAY

Bachelors degree	\$150.00	per month
Associates degree	\$ 75.00	per month
Herbicide application license	\$ 25.00	per month
Playground Safety Inspector	\$ 25.00	per month
Certified Park & Recreation Prof	\$ 25.00	per month