



# Town of Southern Shores

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Resolution 2008-05-02

**Resolution  
Town of Southern Shores  
Classification and Pay Study  
May 2008**

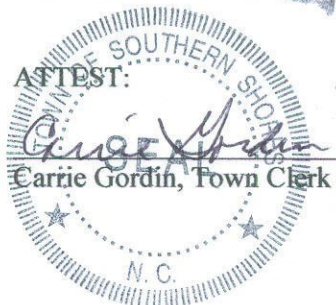
**Whereas**, the Town of Southern Shores contracted with The MAPS Group to update the Classification and Pay study to reflect changes in job duties, job evaluations and salaries within the local labor market.

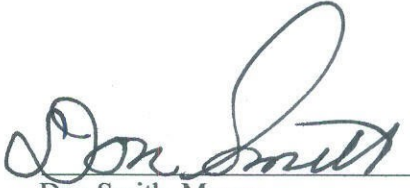
**Now, Therefore, Be it Resolved**, by the Town Council that the Classification and Pay Plan presented April 22, 2008 is adopted as follows and with recommend changes by Council at the May 7, 2008 Council meeting:

1. The FY2008-09 Salary Schedule will be implemented effective the first payroll in July, 2008. The FY2008-09 Salary Schedule reflecting a 3.5% cost of living adjustment (COLA) will be implemented the first payroll in July, 2008.
2. Salary increases as proposed by the Town Manager totaling \$28,991 are approved to be implemented the first payroll in July, 2008.
3. Institute as part of this study for the police department a College Education Incentives Program at a cost not to exceed \$15,000 annually as well as a Career Development Program for police officers as recommended by Chief Kole.

**Be It Further Resolved** that the Town of Southern Shores Personnel Policies stated on Pages 1-39 of the revised Personnel Policy, shall apply to the appointment, classification, benefits, salary, promotion, demotion, dismissal, and conditions of employment of the employees of the Town of Southern Shores.

Adopted this 27<sup>th</sup> day of May 2008



  
Don Smith, Mayor