

1 HB438  
2 190232-1  
3 By Representative Lee (N & P)  
4 RFD: Local Legislation  
5 First Read: 22-FEB-18

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9 A BILL  
10 TO BE ENTITLED  
11 AN ACT  
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13 Relating to the City of Dothan; to amend Section  
14 45-35A-51.11, Code of Alabama 1975, relating to the civil  
15 service system, to further provide for the approval of  
16 employee compensation rates.

17 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

18 Section 1. Section 45-35A-51.11, Code of Alabama  
19 1975, is amended to read as follows:

20 "§45-35A-51.11.

21 "The director shall prepare and recommend to the  
22 board, after consultation with the appointing authority and  
23 other officers, a uniform compensation plan for all employees  
24 in the classified service; such plan shall include, for each  
25 class of positions, a minimum and maximum rate not  
26 inconsistent with such rate or rates as may be fixed by law,  
27 in other specific instances. The director, in establishing

1 such rates, shall give consideration to the experience in  
2 recruiting for positions in the classified service, the  
3 prevailing rates of pay for comparable services in public and  
4 private employment, living costs, maintenance or other  
5 benefits received by employees, and the financial condition of  
6 the city. Such compensation plan shall take effect when  
7 approved by the board, and same may be thereafter modified or  
8 revised at the pleasure of the board. Each employee in the  
9 classified service shall be paid initially at the minimum rate  
10 fixed in the compensation plan for the class of positions in  
11 which he or she is employed, and the raising or lowering of  
12 the pay of an individual, within such limitations, shall be  
13 done upon request of the appointing authority, with a similar  
14 recommendation by the director, and the approval of the  
15 ~~governing body~~ city manager. The foregoing provisions may be  
16 relaxed by the board in fixing the compensation of persons  
17 employed by the city on August 7, 1947."

18 Section 2. This act shall become effective  
19 immediately following its passage and approval by the  
20 Governor, or its otherwise becoming law.