

**AN ORDINANCE AMENDING CHAPTER 4 OF
THE CARRBORO TOWN CODE**

THE COUNCIL OF THE TOWN OF CARRBORO ORDAINS:

Section 1: The articles and sections of Chapter 4 of the Carrboro Town Code listed below are hereby amended as follows:

ARTICLE III – THE PAY PLAN

Section 4-17 Service Level Benefits

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Section 4-17 Service Level Benefits

Permanent employees of the Town may be compensated for years of service by payment of a service level benefit based on continuous years of service as of December 31st of each year if funds are appropriated in the Annual Budget Ordinance. All permanent part-time employees shall receive a pro-rated service level benefit based on their position's fulltime equivalency. Payment of this benefit begins at during the first year of service and for anyone hired before the benefit is dispersed in a given calendar year. It is paid in a lump sum benefit in December of each calendar year. An employee must be employed at the time of disbursement to receive the benefit each year of eligibility. The amount of the benefit is the same for each employee who is in the same seniority group. Differing amounts are provided according to the following schedule:

0-4 years
5 – 9 years
10 -14 years
15 – 19 years
20-24 years
25+ years

Employees who separate from Town employment and return within one year will be credited with previous service for the purposes of the service level benefit. The amount of the service level benefit is indexed each year to reflect the cost-of-living portion of the any Council approved across-the-board annual pay increase. Continuous service is defined as continuous employment including any approved leave or involuntary reduction in force.

Section 2. All provisions of any Town ordinance in conflict with this ordinance are repealed.

Section 3. This ordinance shall become effective July 1, 2023.

The foregoing ordinance, having been submitted to a vote, received the following vote and was duly adopted this ____ day of _____, 2023.

Ayes: _____

Noes: _____

Absent or Excused: _____