

RESOLUTION NO. 2025-005

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF CENTURY, FLORIDA, ADOPTING A FORMAL EMPLOYEE PAY PLAN FOR THE TOWN; AUTHORIZING THE MAYOR TO TAKE ALL NECESSARY ADMINISTRATIVE ACTIONS TO IMPLEMENT THE PAY PLAN; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Town Council of the Town of Century, Florida ("Town"), recognizes the importance of establishing a formal and structured Employee Pay Plan to promote fairness, transparency, and competitiveness in employee compensation; and

WHEREAS, until now, the Town has not had an officially adopted Employee Pay Plan in place, and compensation practices have varied without a consistent formal structure; and

WHEREAS, on March 18, 2025, the Town Council directed staff to prepare a comprehensive Pay Plan providing clearly defined salary ranges, step increases, and pay grades to guide employee compensation practices; and

WHEREAS, the Employee Pay Plan has been presented to the Town Council, and the Council finds that adoption of the Pay Plan serves the best interests of the Town and its employees.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF CENTURY, FLORIDA, AS FOLLOWS:

SECTION 1. Adoption of Employee Pay Plan.

The Town Council hereby formally adopts the Employee Pay Plan attached hereto and incorporated by reference, effective October 1, 2025.

SECTION 2. Authorization to Implement.

The Mayor is hereby authorized to take all necessary administrative actions to implement the adopted Employee Pay Plan, including setting salaries within the established pay grades, administering step advancements, and applying the plan to all current and future full-time Town employees.

SECTION 3. Conflicts.

All resolutions or policies in conflict herewith are hereby repealed to the extent of such conflict.

SECTION 4. Severability.

If any section, subsection, sentence, clause, phrase, or portion of this Resolution is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct, and independent provision and such holding shall not affect the validity of the remaining portions.

SECTION 5. Effective Date.

This Resolution shall become effective immediately upon its passage and adoption.

PASSED AND ADOPTED by the Town Council of the Town of Century, Florida, this 6th day of May, 2025.

TOWN OF CENTURY, FLORIDA

By: _____
Mayor

ATTEST:

Town Clerk