

ORDINANCE NO. 2025-387

**AN ORDINANCE TO AMEND POLICY 12: COMPENSATION AND BENEFITS
OF THE CITY OF MADISON PERSONNEL POLICIES AND PROCEDURES**

WHEREAS, the City Council has previously adopted the *City of Madison Personnel Policies and Procedures* and last amended Policy 12: Compensation and Benefits, on March 10, 2025, by Ordinance No. 2025-051; and

WHEREAS, upon the recommendation of the City Council's Human Resources Committee, the City Council desires to amend said Policy 12: Compensation and Benefits in the manner set forth in this Ordinance;

NOW, THEREFORE, BE IT HEREBY ORDAINED by the City Council of Madison, Alabama, as follows:

Section 1. That the following proposed revisions will repeal the current Policy Section 12 and replace them with the proposed revised policy changes summarized as follows and attached in full to this Ordinance:

- Policy 12 – A new pay scale is being proposed for sworn police officers, supplemental pay will be added to the base pay affecting the hourly and overtime rate of employees; Dispatchers assigned to 12-hour shifts will follow the same differential pay rate plan as sworn officers working 12-hour shifts, and on-call pay will convert from \$20.00 a day to one hour of straight time.

Section 2. That all ordinances, resolutions, or provisions in conflict with this Ordinance are hereby repealed.

Section 3. That if any clause, phrase, sentence, paragraph, or provision of the hereby-amended Section 12 shall be invalidated by a court of competent jurisdiction, it is the intent of the Council that such invalidation shall not affect the validity of any other clause, phrase, sentence, paragraph, or provision thereof.

Section 4. That this Ordinance shall become effective upon adoption and publication.

BE IT FURTHER ORDAINED that the City of Madison Police Department Professional Development Program guidelines, which are attached to this Ordinance, are hereby adopted in order to carry out the intent expressed in revised Policy Section 12.

READ, PASSED, and ADOPTED this ____ day of _____ 2025.

Maura Wroblewski, City Council President
City of Madison, Alabama

ATTEST:

Lisa D. Thomas, City Clerk-Treasurer
City of Madison, Alabama

APPROVED this ____ day of _____ 2025.

Ranae Bartlett, Mayor
City of Madison, Alabama