

## CITY OF LINCOLN PAY POLICY

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Article IX, Section #7, of the Home Rule Charter of the City of Lincoln provides:

"Salary Schedule. The personnel director shall be responsible for developing a recommended pay plan and for periodically reviewing that plan, which shall cover all positions in the classified service and shall be based upon the principle of equal pay for equal work. The plan shall prescribe the manner of its administration, including the methods of fixing individual pay rates and of rewarding pay increases within established ranges. The plan shall also, as necessary, reflect those negotiated pay rates included in collective bargaining agreements which have been approved by the city council."

"...he shall prepare a recommended pay plan and, except for those portions of the pay plan reflecting pay rates included in collective bargaining agreements approved by the city council, shall submit it to the personnel board for its consideration and approval. When approved by the personnel board, with or without amendments, the plan shall be submitted to the mayor, who in turn shall submit it along with his comments to the council. The plan, including portions reflecting pay rates included in collective bargaining agreements approved by the city council, shall become effective when adopted as an ordinance by the council. Amendments to the plan shall be made in the same manner as is prescribed herein for the original adoption of the plan."

"The provisions of this section shall govern and apply notwithstanding any existing provisions of this charter to the contrary. (Amendment of May 7, 1985; effective July 6, 1985.)"