

ORDINANCE NO. 25-03

**AN ORDINANCE PROVIDING FOR
TEMPORARY, ONE-TIME PAY INCREASES
FOR EMPLOYEES OF THE TOWN OF EVA**

WHEREAS, the Town Council of the Town of Eva, Alabama ("Council") finds that the Town's employees are deserving of wages over and above their current level, but that variable revenues from year to year, as well as other relevant factors, make it imprudent and impracticable to implement permanent wage increases at this time; and

WHEREAS, the Council desires to provide for increased wages for its employees from time to time on a one time, temporary basis, in its discretion, when the Town's financial condition, in its judgment, so permits.

NOW, THEREFORE, BE IT ORDAINED by the Town Council of the Town of Eva, Alabama, as follows:

Section 1. For purposes of interpreting this Ordinance only, the word "year" shall mean the period between August 31 of one calendar year and August 31 of the next following calendar year.

Section 2. The Council shall, on at least one occasion during each year, examine the Town's revenues, reserves, the Town's Contingency Fund, financial obligations, anticipated expenditures and other relevant factors and, when in the Council's judgment when it is fiscally sound and financially prudent to do so, may, in its discretion, provide a one time temporary wage or salary increase for each of the Town's employees, not to exceed a wage increase of \$2.00 per hour for hourly workers or the equivalent of \$2.00 per hour for salaried employees.

Section 3. The one time, temporary wage increase can be funded by use of the Town's Contingency Fund, but in no instance shall the Council grant any pay increase pursuant to Section 1 that is funded to any extent by the Town's Contingency Fund when the Fund has been drawn upon

for any other purpose during the year of the proposed wage increase or when the Council otherwise deems it financially imprudent to use the Fund to finance the wage increase.

Section 4. No one time, temporary wage increase shall be enacted to be continued beyond July 31 of the year in which it goes into effect, but it may be enacted to become effective at any date during the year in which it applies. Furthermore, there may be more than one such increase per year, depending on the duration of each such period and the Council's discretion in granting the same.

Section 5. Any one time, temporary wage increase shall be subject to the same income withholding for each employee as it would if it were a permanent wage increase.

Section 6. Any wage increase pursuant to this ordinance must be enacted by way of a resolution of the Council adopted by a majority vote of the members present at a regular or specially called meeting of the Council, provided that a quorum is present at any such meeting.

Section 7. This Ordinance shall be effective immediately upon its adoption and publication according to law.

ADOPTED and APPROVED this the 13 day of May, 2025.

APPROVED BY:

Gary Livingston, Mayor

ATTEST:

(Seal)

Kimberly Cryer, Town Clerk

