

AN ORDINANCE AMENDING THE CARRBORO TOWN CODE AS IT PERTAINS TO THE SERVICE LEVEL BENEFIT AWARD AND LIVING WAGE

THE CARRBORO BOARD OF ALDERMEN ORDAINS:

Section 1. Article III (The Pay Plan), Section 4-17 is amended to read as follows:  
Section 4-17 Service Level Benefits

Full-time employees of the Town may be compensated for years of service by payment of a longevity supplement based on continuous years of service as of December 31<sup>st</sup> of each year if funds are appropriated in the Annual Budget Ordinance. *Payment of this benefit begins at five years of creditable service and is paid in a lump sum benefit in December of each calendar year. 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:*

*5 – 9 years  
10 -14 years  
15 – 19 years  
20 or more years*

Employees that separate 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 pay for performance increase. Continuous service is defined as continuous employment including any approved leave or involuntary reduction in force.

**Section 2. Article IV (Recruitment, Selection, and Appointment), Section 4-20 is hereby amended to add the following language after the section entitled “Appointment”:**

*Living Wage. Every permanent Town of Carrboro position, whether full-time or part-time, is paid at least a living wage equivalent to the federal poverty level for a family of four adjusted for the Raleigh-Durham area cost of living.*