

	CITY OF DECATUR PERSONNEL POLICY		
Chapter 03	Compensation		
Section 01	Compensation Plan Structure		
Revised By:	Nate Mara, City Manager	Revised Date:	October 27, 2025
Approved By:	City Council	Effective Date:	January 1, 2026

03.01 Compensation Plan Structure

The City Council, as part of its annual budget process, will consider the allocation of funds for pay plan adjustments.

The Council may also consider the allocation of funds for additional raises (for example, to employees who have already reached the maximum pay range). Employees at the top of a pay range may be eligible for a one-time, per fiscal year, merit-based payment or a base or pay plan adjustment, if approved by the City Manager and authorized by the City Council during the annual budget process of the City.

Probationary employees are not eligible for pay increases. Any pay increase proposed outside of the annual budget process must be approved by the City Manager.

Compensation plan structures may be amended, as circumstances require, through changes recommended by the City Manager and approved by the City Council.

The City of Decatur Compensation Plan Structure includes:

- A. Merit Pay Plan (Chapter 03 Section 02)
- B. Step Pay Plan (Chapter 03 Section 03)