

**ORDINANCE NO. (2025) ##**

**Ordinance for Employee Compensation and Benefits Recommendations FY2025-2026**

**Be it ordained by City Council of the City of Raleigh, North Carolina:**

**Section 1.** That the document titled "FY2026 Employee Compensation and Benefits Recommendations" is adopted as a policy to guide employee compensation, benefits, and other activities related to the accomplishment of the Compensation System.

**Section 2.** That effective **July 1, 2025**, the Pay & Classification Plan is amended to incorporate all personnel actions such as reclassifications recommended by the Human Resources department and approved by the City Manager, including pay and salary, compensation for vehicles, clothing and other related items. Resolution 2017-445 concerning the City's 2017 compensation philosophy is rescinded in its entirety. Pay Schedule changes shall be effective on the dates provided in the FY2026 Employee Compensation and Benefits Recommendations and existing pay schedules shall continue in place until those effective dates. Funding for the Plan and compensation items is included in the various departments as appropriate.

**Section 3.** If this ordinance or application thereof to any person or circumstance is held to be invalid, such invalidity shall not affect other provisions or applications of the ordinance which shall be given separate effect and to this end the provisions of this ordinance are declared severable.

**Section 4.** That this ordinance shall become effective on July 1, 2025.

**Adopted:** June ##, 2025

**Effective:** July 1, 2025

**Distribution:** Budget and Management Services  
Chief Financial Officer Allison Bradsher  
Human Resources, Sharnell Jones and Andrew Bullard  
Internal Audits Manager Martin Petherbridge  
Jennifer Stevens  
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