

**AN ORDINANCE TO ESTABLISH A TEMPORARY MORATORIUM ON THE FORMAL POSITION CLASSIFICATION BIENNIAL APPEALS PROCESS**

#0476

Sponsor:

Council  
Member  
Johnson

**WHEREAS**, the City's Department of Human Resources would like to establish a temporary moratorium on the formal position classification biennial appeals process set forth in City Code Section 40-86 in order for it to meet with all City departments to evaluate their respective organizational structures and position classifications to ensure that (i) operational needs are being met efficiently and (ii) each employee's duties and responsibilities are accurately captured in their respective position descriptions; and

**WHEREAS**, in light of the foregoing, City Council deems it necessary and appropriate to establish a temporary moratorium on the formal position classification biennial appeals process contained in City Code Section 40-86.

**NOW, THEREFORE, THE COUNCIL OF THE CITY OF WILMINGTON HEREBY ORDAINS:**

**SECTION 1.** A temporary moratorium is hereby established on the formal position classification biennial appeals process set forth in City Code Section 40-86 in order for the Department of Human Resources to meet with all City departments to evaluate their respective organizational structures and position classifications to ensure that (i) operational needs are being met efficiently and (ii) each employee's duties and responsibilities are accurately captured in their respective position descriptions.

**SECTION 2.** This Ordinance shall be deemed effective on September 1, 2024. The temporary moratorium shall last until either September 1, 2026 or the passage of legislation revising City Code Section 40-86, whichever occurs first.

First Reading.....September 19, 2024  
Second Reading.....September 19, 2024  
Third Reading.....

Passed by City Council,

\_\_\_\_\_  
President of City Council

ATTEST: \_\_\_\_\_  
City Clerk

Approved this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Mayor

**SYNOPSIS:** This Ordinance establishes a temporary moratorium on the formal position classification biennial appeals process set forth in City Code Section 40-86 in order for the Department of Human Resources to meet with all City departments to evaluate their respective organizational structures and position classifications to ensure that (i) operational needs are being met efficiently and (ii) each employee’s duties and responsibilities are accurately captured in their respective position descriptions.

**FISCAL IMPACT STATEMENT:** This Ordinance has no anticipated negative fiscal impact.