



## AGENDA MEMORANDUM

First Reading Ordinance for the City Council Meeting of September 30, 2014  
Second Reading Ordinance for the City Council Meeting of October 14, 2014

**DATE:** September 16, 2014  
**TO:** Ronald L. Olson, City Manager  
**FROM:** Yasmine B. Chapman, Director of Human Resources  
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**Amendment to the Personnel Ordinance to implement a one and half percent cost of living increase and add two new pay grades**

**CAPTION:**

Ordinance amending the Corpus Christi Code of Ordinances, Chapter 39, Personnel, Article III Employee Classification and Compensation System to revise Section 39-303, adjusting the pay grades and steps to implement a one and a half percent (1.5%) cost of living increase as approved in the Fiscal Year 2015 Budget and to add new pay grades 401 and 402; repealing conflicting ordinances and rules; providing for effective date and providing for severance.

**PURPOSE:**

Amending Chapter 39, Personnel, Article III Employee Classification and Compensation System to adjust the pay grades and steps in order to implement a 1.5% cost of living increase as well as to add new pay grades 401 and 402.

**BACKGROUND AND FINDINGS:**

As approved in the Fiscal Year 2015 Budget pay grades and steps are modified to incorporate the one and a half percent (1.5%) cost of living adjustment. Also a new pay plan 400 with grades and steps for Police Commanders and Assistant Police Chiefs is created to assure the adjustments for a 5% separation between the highest base pay for Police Captain and the Police Commander as well as a 5% separation between the Police Commander and the Assistant Police Chief.

**ALTERNATIVES:**

None.

**OTHER CONSIDERATIONS:**

Not applicable.

**CONFORMITY TO CITY POLICY:**

Item conforms to all City policies.

**EMERGENCY / NON-EMERGENCY:**

Non-Emergency.

**DEPARTMENTAL CLEARANCES:**

Office of Management and Budget  
Department of Financial Service  
Legal Department

**FINANCIAL IMPACT:**

X Operating       Revenue       Capital       Not applicable

<b>Fiscal Year: 2014 - 2015</b>	<b>Project to Date Expenditures (CIP only)</b>	<b>Current Year</b>	<b>Future Years</b>	<b>TOTALS</b>
Line Item Budget				
Encumbered / Expended Amount				
This item		\$1,571,605		\$1,571,605
BALANCE		\$1,571,605		\$1,571,605

Fund(s): General, Street, Redlight, Water, Gas, Wastewater, Stormwater, Airport, Development Services, Marina, Visitors, LEPC, Stores, Fleet, Facilities, MIS, Capital Programs, Risk Administration, Health Administration, and Crime Control

**Comments:**

**RECOMMENDATION:**

Staff recommends approval of the ordinance amendment to adjust the pay grades and steps; implementing the 1.5% cost of living increase, as well as to add new pay grades; 401 and 402.

**LIST OF SUPPORTING DOCUMENTS:**

Redline Ordinance  
Ordinance; clean copy