

Ordinance amending Code of Ordinances, Chapter 39, Personnel, Article III Employee Classification and Compensation System of the Corpus Christi Code of Ordinances to revise Section 39-303 to reduce the number of pay plans and establish new pay plans which will be: Pay Plan 100 (FLSA Overtime Eligible), 200 Exempt (FLSA Overtime Ineligible), 300 Executive (FLSA Overtime Ineligible), and to establish new pay grades and ranges, to revise Sections 39-304, 39-310, 39-321, 39-327, 39-336, and 39-344 to reflect the new pay plans, repealing all other ordinances, and rules, or parts of ordinances and rules, in conflict with this ordinance; providing for effective date and providing for severance.

Be it ordained by the City Council of the City of Corpus Christi, Texas:

Section 1. Chapter 39, PERSONNEL, Article III. Employee Compensation and Classification System of the Code of Ordinances of the City of Corpus Christi, Texas, Section 39-303, is amended to read as follows:

ARTICLE III. EMPLOYEE COMPENSATION AND CLASSIFICATION SYSTEM

Sec. 39-303. - Standard classifications, pay grades, and ranges.

- (a) Classifications. The classifications of employees of the city, as set forth in this section, will include: Pay Plan 100 ~~Non-Exempt (FLSA Overtime Eligible); Skill-Based Pay (FLSA Overtime Eligible);~~ Pay Plan 200 ~~Exempt (FLSA Overtime Ineligible); Temporary (FLSA Overtime Eligible);~~ and, Pay Plan 300 ~~Police and Fire Managerial (Salaries not covered in Collective Bargaining Agreements or in Executive Pay Plan 400); Pay Plan 400 Executives (FLSA Overtime Ineligible); Pay Plan 500(a) Legal (FLSA Overtime Ineligible); Pay Plan 500(b) Legal (FLSA Overtime Eligible); Pay Plan 600 Exempt (FLSA Overtime Ineligible); Pay Plan 700 Information Technology (FLSA Overtime Eligible); Pay Plan 800 Information Technology (FLSA Overtime Ineligible); Pay Plan 900 Non-Exempt (FLSA Overtime Eligible); Pay Plan 1000 Engineers/Engineering Services (FLSA Overtime Ineligible); Pay Plan HTH Health District (FLSA Overtime Eligible/FLSA Overtime Ineligible).~~
- (b) Pay Plan 100. ~~Skill-Based Pay Plan 100 includes pay range structures established for administration of the Skill-Based Pay System. The city manager is authorized to add Skill-Based Pay Range Structures and training programs throughout the fiscal year as job titles are consolidated and transitioned from existing pay plans in Chapter 39, Section 39-303 into Skill-Based Pay Plan 100. The pay grades and ranges for positions in Skill-Based Pay Plan 100 are as follows:~~

Pay Plan 100
Skill-Based Pay
FLSA Overtime Eligible
2.5% Effective ~~11/24/2008~~

Note: Second rate per sub-zone, if listed, is the rate for employees in the sub-zone who have a CDL, and meet all other requirements of city drivers.

Zone	Sub-Zone	Grades: 101, 102, 104 105, 106, 107, 108	Grade 103 (Metro-Com Technician)	Grade 114 (Parks and Recreation Operations) added 8/1/2008
1	1.0	\$17,065	\$29,012	\$17,065
1	1.1	17,408	29,882	17,408
1	1.2	17,755		17,755
1	1.3	18,465		18,465
1	1.4	19,203		19,203
1	1.5	19,970		
2	2.1	21,169	31,078	21,169
2	2.2	22,440	31,699	22,440
2	2.3	23,786	32,333	23,786
2	2.4	25,213	32,979	25,213 29,370
2	2.5	26,725	33,639	26,725 30,888
2	2.6	28,329 32,490	34,312	
2	2.7	30,029 34,195		
3	3.1	32,432 36,247	38,429	32,432 36,247

3	3.2	—35,026—38,422	—43,040	—35,026—38,422
3	3.3	—37,829—40,343	—48,206	—37,829—30,343
3	3.4	—40,854—42,360	—51,438	—40,854—42,360
3	3.5	—45,758		
3	3.6	—51,248		
3	*3.7	—58,091		

~~*—Sub-zone 3.7 applies to grades 101 and 102 only.~~

~~This includes a 2.5 per cent adjustment to step pay rates to address market position effective 11/24/2008, and a 2.5 per cent pay increase for each employee in Pay Plan 100 effective 11/24/2008.~~

~~Second rate per sub-zone, if listed, effective 8/3/2009.~~

~~(c) Pay Plan 200. Pay Plan 200 includes hourly temporary positions that are not covered in the FLSA Overtime Eligible Pay Plan 900. The city manager is authorized to make changes to this pay throughout the fiscal year as required, such as for minimum wage changes as required by federal law. The pay grades and ranges for positions in Pay Plan 200 are as follows:~~

~~**Pay Plan 200**
Temporary
FLSA Overtime Eligible
Effective 8/3/2009~~

Grade	Minimum	Midpoint	Maximum
*211	\$ 7.25	\$ 7.25	\$ 7.25
**212	—7.25	—9.00	—11.00
213	—7.83	—10.43	—13.03
214	—9.18	—11.92	—14.65

215	—9.99	—12.98	—15.97
216	—12.04	—15.64	—19.23

~~* Federal Minimum Wage increased to \$7.25 per hour on 7/24/2009.~~

~~** Adjusted to comply with state law and the pay received by election workers for other local entities.~~

~~*** Grades 213 through 216: 3% increase effective 8/6/2007.~~

~~(d) Pay Plan 300. Pay Plan 300 will include the management positions that are not covered in the collective bargaining agreements or Pay Plan 400 (Executives). Salary ranges in Police and Fire Managerial Pay Plan 300 will maintain a minimum five (5) per cent differential (1) between the range minimum for police commanders and fire assistant chiefs in the police and fire managerial Pay Plan 300 and the entry step for police captain and fire battalion chief as stated in the applicable contract; and (2) between the range maximum for police commanders and fire assistant chiefs in the Police and Fire Managerial Pay Plan 300 and the highest step for police captain and fire battalion chief as stated in the applicable contract. The city manager is authorized to make changes to this pay structure as required throughout the fiscal year to be in compliance with the effective salary ranges adopted in the applicable police and fire collective bargaining contracts. The pay grades and ranges for positions in Pay Plan 300 are as follows:~~

~~**Pay Plan 300**
Police and Fire Managerial
FLSA Overtime Eligible
3% Effective 8/6/2007~~

Grade	Minimum	Midpoint	Maximum
*311	\$81,762	\$86,222	\$90,682
312	—78,232	—84,457	—90,682

~~* Police Managerial ranges are adjusted to maintain a minimum five (5) per cent differential, effective 8/3/2009.~~

~~This includes a 2.5 per cent pay increase for each employee in Pay Plan 300 effective 11/24/2008.~~

(e) ~~Pay Plan 400~~. ~~Pay Plan 400 will include positions at the highest level of decision-making and responsibility. The pay grades and ranges for positions in Pay Plan 400 are as follows:~~

~~**Pay Plan 400**
Executives
FLSA Overtime Ineligible~~

Grade	Minimum	Midpoint	Maximum
410	\$26,254	\$37,242	\$48,229
411	–33,586	–51,031	–68,476
412	–36,609	–55,624	–74,638
413	–40,107	–60,936	–81,765
414	–44,337	–67,364	–90,391
415	–49,236	–74,808	100,380
416	–55,171	–83,822	112,473
417	–62,092	–94,342	126,591
418	–69,445	105,513	141,580
419	–70,197	106,648	143,098
420	–78,476	119,231	159,986
421	–79,357	120,571	161,785
422	–87,963	107,277	126,591
423	–89,712	136,306	182,899
424	100,671	121,890	143,109
430	City ManagerNo Range		

~~This provides an increase in the range maximum of 15.0%, including adjustment of the midpoints, effective October 17, 2011.~~

~~(f) *Pay Plan 500.* Pay Plan 500 will include positions focused on delivery of legal services, except those positions in Pay Plan 400 (Executives). The pay grades and ranges for positions in Pay Plan 500 are as follows:~~

~~**Pay Plan 500(a)**
Attorney Career Ladder
FLSA Overtime Ineligible
Effective 8/1/2008~~

~~Grade 501~~

Step	Minimum	Midpoint	Maximum
ENTRY	\$45,736	\$63,408	\$81,080
1	53,434	74,081	94,728
2	61,133	84,754	108,375
3	67,925	94,170	120,416

~~**Pay Plan 500(b)**
Legal
FLSA Overtime Eligible
2.5% Effective 11/24/2008~~

Grade	Minimum	Midpoint	Maximum
111	\$30,692	\$42,551	\$54,410
112	33,455	46,381	59,307
113	36,632	50,787	64,942
114	40,296	55,866	71,436

115	-44,528	-61,733	-78,938
116	-49,428	-68,526	-87,624
117	-55,112	-76,408	-97,703
118	-61,728	-85,579	109,431

~~This includes a 2.5 per cent range adjustment to address market position effective 11/24/2008, and a 2.5 per cent pay increase for each employee in Pay Plan 500(b) effective 11/24/2008.~~

~~(g) Pay Plan 600. Pay Plan 600 will include all positions that may be designated as exempt from overtime under the FLSA except positions in Pay Plan 800 (Information Technology), Pay Plan 500 (Legal), Pay Plan 300 (Police and Fire Managerial), and Pay Plan 400 (Executives). The pay grades and ranges for positions in Pay Plan 600 are as follows:~~

Pay Plan 600
 Exempt
 FLSA Overtime Ineligible
 2.5% Effective 11/24/2008

Grade	Minimum	Midpoint	Maximum
611	\$26,059	\$35,673	\$45,287
612	-28,144	-38,527	-48,909
613	-30,537	-41,802	-53,066
614	-33,286	-45,565	-57,844
615	-36,448	-49,894	-63,340
616	-40,093	-54,853	-69,613
617	-44,305	-60,648	-76,991
618	-49,177	-67,319	-85,461

~~This includes a 2.5 per cent range adjustment to address market position effective 11/24/2008, and a 2.5 per cent pay increase for each employee in Pay Plan 600 effective 11/24/2008.~~

~~**Work Coordinator Career Ladder**
FLSA Overtime Ineligible
2.5% Effective 11/24/2008~~

~~Grade 630~~

Step	Minimum	Maximum
Entry	\$48,046	\$50,927
1	50,928	53,984
2	53,985	58,303
3	58,304	67,047
4	67,048	70,402

~~This includes a 2.5 per cent range adjustment to address market position effective 11/24/2008, and a 2.5 per cent pay increase for each employee in Pay Plan 600 effective 11/24/2008.~~

~~(h) *Pay Plan 700.* Pay Plan 700 will include positions, designated as non-exempt under the FLSA, focused on providing the information technology infrastructure for the city. The pay grades and ranges for positions in Pay Plan 700 are as follows:~~

~~**Pay Plan 700**
Information Technology Career Ladders
FLSA Overtime Eligible
Effective 8/1/2008~~

~~Functional Analyst – Grade 701~~

Step	Minimum	Maximum
Entry	\$32,887	\$34,513

1	-34,532	-36,604
2	-36,605	-38,801
3	-38,802	-41,518
4	-41,519	-44,426
5	-44,427	-47,981
6	-47,982	-51,778

Technical Specialist - Grade 702

Step	Minimum	Maximum
Entry	\$32,887	\$34,860
1	-34,861	-36,952
2	-36,953	-39,171
3	-39,172	-42,305
4	-42,306	-45,691
5	-45,692	-49,347
6	-49,385	-53,296
7	-53,297	-57,561

System Specialist - Grade 703

Step	Minimum	Maximum
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Entry	\$36,505	\$38,330
1	-38,331	-40,631
2	-40,632	-43,070
3	-43,071	-46,086
4	-46,087	-49,313
5	-49,314	-53,259
6	-53,260	-57,474

Network Administrator -- Grade 704

Step	Minimum	Maximum
Entry	\$40,704	\$42,739
1	-42,740	-45,304
2	-45,305	-48,023
3	-48,024	-51,386
4	-51,387	-54,984
5	-54,985	-59,384
6	-59,385	-64,085

Senior Functional Analyst -- 705

Step	Minimum	Maximum
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Entry	\$51,778	\$54,366
1	-54,367	-57,629
2	-57,630	-61,665
3	-61,666	-65,982
4	-65,983	-70,669

Senior System Specialist – Grade 706

Step	Minimum	Maximum
Entry	\$57,474	\$60,347
1	-60,348	-63,969
2	-63,970	-68,448
3	-68,449	-73,241
4	-73,242	-78,443

Senior Network Administrator – Grade 707

Step	Minimum	Maximum
Entry	\$64,085	\$67,289
1	-67,289	-70,653
2	-70,654	-74,187
3	-74,188	-78,639

4	78,640	83,359
5	83,360	87,466

~~(i) Pay Plan 800. Pay Plan 800 will include positions, designated as exempt from overtime under the FLSA, focused on providing the information technology infrastructure for the city. The pay grades and ranges for positions in Pay Plan 800 are as follows:~~

~~**Pay Plan 800**
Information Technology Career Ladders
(FLSA Overtime Ineligible)
Effective 8/1/2008~~

~~GIS Analyst - Grade 801~~

Step	Minimum	Maximum
Entry	\$29,761	\$31,249
1	31,250	33,125
2	33,126	35,113
3	35,114	37,572
4	37,573	40,203
5	40,204	43,421
6	43,422	46,858

~~Application Specialist - Grade 802~~

Step	Minimum	Maximum
Entry	\$40,704	\$42,739

1	-42,740	-45,304
2	-45,305	-48,023
3	-48,024	-51,386
4	-51,387	-54,984
5	-54,985	-59,384
6	-59,385	-64,085

~~IT Team Coordinator – Grade 802~~

Step	Minimum	Maximum
Entry	\$40,704	\$42,739
1	-42,740	-45,304
2	-45,305	-48,023
3	-48,024	-51,386
4	-51,387	-54,984
5	-54,985	-59,384
6	-59,385	-64,085

~~Senior GIS Analyst – Grade 803~~

Step	Minimum	Maximum
Entry	\$46,858	\$49,200

1	-49,201	-52,154
2	-52,155	-55,805
3	-55,806	-59,713
4	-59,714	-63,954

~~Database Administrator – Grade 804~~

Step	Minimum	Maximum
Entry	\$45,589	\$47,868
1	-47,869	-50,741
2	-50,742	-53,787
3	-53,788	-57,553
4	-57,554	-61,583
5	-61,584	-66,510
6	-66,511	-71,776

~~IT Program Coordinator – Grade 805~~

Step	Minimum	Maximum
Entry	\$64,086	\$67,290
1	-67,291	-70,655
2	-70,656	-74,188

3	-74,189	-78,639
4	-78,640	-83,358
5	-83,359	-87,466

Senior Application Specialist – Grade 805

Step	Minimum	Maximum
Entry	\$64,085	\$67,289
1	-67,290	-70,654
2	-70,655	-74,188
3	-74,189	-78,640
4	-78,641	-83,360
5	-83,361	-87,466

Senior Database Administrator – Grade 806

Step	Minimum	Maximum
Entry	\$71,776	\$75,364
1	-75,368	-79,134
2	-79,135	-83,091
3	-83,092	-88,078
4	-88,079	-93,364

5	-93,365	-97,962
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Business Unit Manager - Grade 807

Step	Minimum	Maximum
Entry	\$45,589	\$48,780
1	-48,781	-52,196
2	-52,197	-55,851
3	-55,852	-59,761
4	-59,762	-63,946
5	-63,947	-68,423
6	-68,424	-73,214
7	-73,215	-78,340
8	-78,341	-83,825
9	-83,826	-90,532
10	-90,533	-97,775

~~(j) *Pay Plan 900.* Pay Plan 900 will include all employees not classified in another pay plan in this section. Pay Plan 900 will include positions that are designated as non-exempt under the FLSA. The city manager will periodically review positions and take corrective action, as required, to assure they are properly classified under the FLSA. The pay grades and ranges for positions in Pay Plan 900 are as follows:~~

~~Pay Plan 900~~
~~Non-Exempt~~

~~(FLSA Overtime Eligible)
2.5% Effective 11/24/2008~~

Grade	Minimum	Midpoint	Maximum
911	\$17,006	\$22,743	\$28,420
912	18,432	23,936	29,440
913	19,998	25,970	31,942
914	21,797	28,307	34,817
915	23,867	30,995	38,124
916	26,254	34,096	41,938
917	29,011	37,675	46,340
918	31,728	41,583	51,438
919	35,905	46,628	57,351
920	40,215	52,224	64,234
921	45,242	58,752	72,261

~~This includes a 2.5 per cent range adjustment to address market position effective 11/24/2008, and a 2.5 per cent pay increase for each employee in Pay Plan 900 effective 11/24/2008.~~

~~**Identification Career Ladder**
FLSA Overtime Eligible
2.5% Effective 11/24/2008
Multi-Media Specialist~~

~~Grade 930~~

Step	Salary

4	\$28,166
4.1	-29,292
2	-31,636
3	-34,800
4	-38,976
5	-44,822

Crime Scene Investigator

Grade 931

Step	Salary
1	\$31,265
1.1	-32,515
2	-35,117
3	-38,628
4	-43,263

Examiner

Grade 932

Step	Salary
4.1 (Examiner Trainee)	\$44,561

5	-46,789
6	-50,533
7	-55,586
8	-61,144

~~This includes a 2.5 per cent range adjustment to address market position effective 11/24/2008, and a 2.5 per cent pay increase for each employee in Pay Plan 900 effective 11/24/2008.~~

~~(k) Pay Plan 1000. Pay Plan 1000 will include positions focused on delivery of engineering services, except those in Pay Plan 400 (Executives). The pay grades and ranges for positions in Pay Plan 1000 are as follows:~~

~~**Pay Plan 1000**
Engineers/Engineering Services
(FLSA Overtime Ineligible)
2.5% Effective 11/24/2008~~

Grade	Minimum	Midpoint	Maximum
E01	\$40,911	\$55,868	\$70,825
E02	-45,001	-61,601	-78,202
E03	-49,950	-68,378	-86,805
E04	-55,446	-75,900	-96,353
E05	-62,100	-85,008	107,917

~~This includes a 2.5 per cent range adjustment to address market position effective 11/24/2008, and a 2.5 per cent pay increase for each employee in Pay Plan 1000 effective 11/24/2008.~~

~~New grades effective 8/3/2009.~~

~~(l) All sworn Firefighters covered in the collective bargaining agreements and Firefighter Trainees will receive a four (4) per cent pay increase effective August 4, 2008, as impasse procedures continue.~~

~~(m) Pay Plan HTH. Pay Plan HTH will include positions in the Health District, excluding Animal Care Services and Vector Control. These positions may be designated as either exempt from overtime under the FLSA, or as non-exempt and eligible for overtime under the FLSA. The pay grades and ranges for positions in Pay Plan HTH are as follows:~~

HEALTH DISTRICT PAY PLAN*

Pay Plan HTH

Health District

H10-49 Non-Exempt (FLSA Overtime Eligible)

H50-99 Exempt (FLSA Overtime Ineligible)

Effective 5/11/2009

Grade	Minimum	Midpoint	Maximum
H11	\$17,066	\$22,743	\$28,420
H12	18,432	23,936	29,440
H13	19,998	25,970	31,942
H14	21,797	28,307	34,817
H15	23,867	30,995	38,124
H16	26,254	34,096	41,938
H17	29,011	37,675	46,340
H18	31,728	41,583	51,438
H52	28,144	38,527	48,909
H53	30,536	41,802	53,066
H54	33,286	45,565	57,844
H55	36,448	49,894	63,340

H56	-40,093	-54,853	-69,613
H57	-44,305	-60,648	-76,991
H58	Paid as Agreed	Paid as Agreed	Paid as Agreed

~~*This pay plan excludes positions in Animal Care Services and Vector Control.~~

Pay Plan 100 will include positions that are designated as non-exempt under the FLSA. The City Manager will periodically review positions and take corrective action, as required, to assure they are properly classified under the FLSA. The pay grades and ranges for positions in Pay Plan 100 are as follows:

Pay Plan 100
FLSA Overtime Eligible

<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<u>101</u>	<u>\$16,871</u>	<u>\$22,135</u>	<u>\$27,644</u>
<u>102</u>	<u>\$17,714</u>	<u>\$23,242</u>	<u>\$29,026</u>
<u>103</u>	<u>\$18,600</u>	<u>\$24,404</u>	<u>\$30,477</u>
<u>104</u>	<u>\$19,529</u>	<u>\$25,624</u>	<u>\$32,001</u>
<u>105</u>	<u>\$20,505</u>	<u>\$26,905</u>	<u>\$33,601</u>
<u>106</u>	<u>\$21,530</u>	<u>\$28,250</u>	<u>\$35,280</u>
<u>107</u>	<u>\$22,608</u>	<u>\$29,663</u>	<u>\$37,045</u>
<u>108</u>	<u>\$23,738</u>	<u>\$31,146</u>	<u>\$38,897</u>
<u>109</u>	<u>\$24,925</u>	<u>\$32,703</u>	<u>\$40,842</u>
<u>110</u>	<u>\$26,171</u>	<u>\$34,339</u>	<u>\$42,885</u>
<u>111</u>	<u>\$27,480</u>	<u>\$36,056</u>	<u>\$45,029</u>
<u>112</u>	<u>\$28,854</u>	<u>\$37,858</u>	<u>\$47,279</u>
<u>113</u>	<u>\$30,296</u>	<u>\$39,751</u>	<u>\$49,644</u>
<u>114</u>	<u>\$31,811</u>	<u>\$41,739</u>	<u>\$52,126</u>
<u>115</u>	<u>\$33,402</u>	<u>\$43,826</u>	<u>\$54,733</u>
<u>116</u>	<u>\$35,072</u>	<u>\$46,017</u>	<u>\$57,469</u>
<u>117</u>	<u>\$36,825</u>	<u>\$48,318</u>	<u>\$60,343</u>
<u>118</u>	<u>\$38,667</u>	<u>\$50,734</u>	<u>\$63,360</u>
<u>119</u>	<u>\$40,600</u>	<u>\$53,271</u>	<u>\$66,528</u>
<u>120</u>	<u>\$42,630</u>	<u>\$55,934</u>	<u>\$69,854</u>
<u>121</u>	<u>\$44,761</u>	<u>\$58,731</u>	<u>\$73,347</u>
<u>122</u>	<u>\$46,999</u>	<u>\$61,667</u>	<u>\$77,014</u>
<u>123</u>	<u>\$49,350</u>	<u>\$64,751</u>	<u>\$80,865</u>

<u>124</u>	<u>\$51,817</u>	<u>\$67,988</u>	<u>\$84,908</u>
<u>125</u>	<u>\$54,408</u>	<u>\$71,388</u>	<u>\$89,154</u>

(b) Pay Plan 200. Pay Plan 200 will include all positions that may be designated as Exempt from overtime under the FLSA. The pay grades and ranges for positions in Pay Plan 200 are as follows:

Pay Plan 200
FLSA Overtime Ineligible

<u>Pay Grade</u>	<u>New Min</u>	<u>New Mid</u>	<u>New Max</u>
<u>201</u>	<u>\$31,705</u>	<u>\$ 41,600</u>	<u>\$51,953</u>
<u>202</u>	<u>\$33,291</u>	<u>\$ 43,680</u>	<u>\$54,550</u>
<u>203</u>	<u>\$34,955</u>	<u>\$ 45,864</u>	<u>\$57,278</u>
<u>204</u>	<u>\$36,702</u>	<u>\$ 48,157</u>	<u>\$60,141</u>
<u>205</u>	<u>\$38,538</u>	<u>\$ 50,565</u>	<u>\$63,149</u>
<u>206</u>	<u>\$40,465</u>	<u>\$ 53,093</u>	<u>\$66,306</u>
<u>207</u>	<u>\$42,488</u>	<u>\$ 55,748</u>	<u>\$69,622</u>
<u>208</u>	<u>\$44,612</u>	<u>\$ 58,535</u>	<u>\$73,102</u>
<u>209</u>	<u>\$46,843</u>	<u>\$ 61,462</u>	<u>\$76,758</u>
<u>210</u>	<u>\$49,185</u>	<u>\$ 64,535</u>	<u>\$80,595</u>
<u>211</u>	<u>\$51,644</u>	<u>\$ 67,762</u>	<u>\$84,625</u>
<u>212</u>	<u>\$54,226</u>	<u>\$ 71,150</u>	<u>\$88,857</u>
<u>213</u>	<u>\$56,938</u>	<u>\$ 74,708</u>	<u>\$93,300</u>
<u>214</u>	<u>\$59,785</u>	<u>\$ 78,443</u>	<u>\$97,965</u>
<u>215</u>	<u>\$62,774</u>	<u>\$ 82,365</u>	<u>\$102,863</u>
<u>216</u>	<u>\$65,913</u>	<u>\$ 86,483</u>	<u>\$108,005</u>
<u>217</u>	<u>\$69,207</u>	<u>\$ 90,807</u>	<u>\$113,405</u>
<u>218</u>	<u>\$72,668</u>	<u>\$ 95,347</u>	<u>\$119,075</u>
<u>219</u>	<u>\$76,301</u>	<u>\$ 100,114</u>	<u>\$125,029</u>
<u>220</u>	<u>\$80,116</u>	<u>\$ 105,120</u>	<u>\$131,280</u>
<u>221</u>	<u>\$84,122</u>	<u>\$ 110,376</u>	<u>\$137,844</u>

The Assistant Fire Chief and Police Commander will be moved within their respective ranges to assure a minimum five (5) percent differential between minimum rate for Fire Battalion Chief and Police Captain.

(c) Pay Plan 300. Pay Plan 300 will include positions at the highest level of decision-making and responsibility. The pay grades and ranges for positions in Pay Plan 300 are as follows:

Pay Plan 300
Executives
FLSA Overtime Ineligible

<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
307	\$ 64,355	\$ 84,400	\$ 105,404
308	\$ 67,541	\$ 88,620	\$ 110,674
309	\$ 70,918	\$ 93,051	\$ 116,208
310	\$ 74,464	\$ 97,704	\$ 122,019
311	\$ 78,188	\$ 102,589	\$ 128,120
312	\$ 82,096	\$ 107,718	\$ 134,525
313	\$ 86,202	\$ 113,104	\$ 141,251
314	\$ 90,512	\$ 118,759	\$ 148,314
315	\$ 95,038	\$ 124,697	\$ 155,729
316	\$ 99,789	\$ 130,932	\$ 163,516
317	\$ 104,778	\$ 137,478	\$ 171,691
318	\$ 110,017	\$ 144,353	\$ 180,277
319	\$ 115,518	\$ 151,570	\$ 189,290
320	\$ 121,294	\$ 159,148	\$ 198,754
<u>322</u>	<u>CITY MANAGER No range.....</u>		

Section 2. Chapter 39, PERSONNEL, Article III. Employee Compensation and Classification System of the Code of Ordinances of the City of Corpus Christi, Texas, Section 39-304, is amended to read as follows:

Sec. 39-304. - Classified service defined.

- (a) The classified service includes all positions not exempted in this section. The following are exempt from the classified service and, therefore, are not covered by rules and regulations of the civil service board:
- (1) All positions within the following pay plans: ~~Pay Plan 1000 (Engineers/Engineering Services), Pay Plans 800 and 700 (Information Technology), Pay Plan 600~~ 200 (Exempt), ~~Pay Plans 500(a) and (b)(Legal), Pay Plan 400~~ 300 (Executives), ~~Pay Plan 300 (Police and Fire Managerial), and Exempt employees of Pay Plan HTH Health District.~~
 - (2) All positions in the mayor's office, city secretary's office, and city auditor's office.
 - (3) Any position that functions as the principal secretary or assistant to the city manager, assistant city manager, executive director, municipal court judge, department director, assistant department director, city secretary, city attorney, assistant city attorney.
 - (4) Temporary employees.
 - (5) All members of the police and fire collective bargaining unit.
- (b) Any employee serving in a position not included in the classified services serves at will, at the pleasure of the city manager (or the city council if appointed by the city council), and will have and continue such at-will status notwithstanding any other ordinance, rule, or regulation of the city. No officer or employee of the city may waive or modify the at-will status of any position described in this section. Provided, however, police and fire positions are governed by collective bargaining agreements and state law as to job status.

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Section 3. Chapter 39, PERSONNEL, Article III. Employee Compensation and Classification System of the Code of Ordinances of the City of Corpus Christi, Texas, Section 39-310, is amended to read as follows:

Sec. 39-310. - Term life insurance.

The city shall continue to pay one hundred (100) per cent of the cost for fifty thousand dollars (\$50,000.00) basic term life insurance for all employees holding positions in the Pay Plan ~~400~~ 300 (Executives) and shall continue to make available additional term life insurance for these employees on an optional basis at personal expense. Full-time employees shall receive the basic ten thousand dollars (\$10,000.00) of term life insurance, or a greater amount of basic life insurance as determined by the

city manager in accordance with the budget, provided by the city, and shall have the option to purchase supplemental term life insurance at personal expense.

- (1) Part-time employees routinely assigned to work twenty-five (25) or more base hours per seven-day work period who were employed by the city prior to August 1, 2008 and who were covered by the city's term life insurance plan as of July 31, 2008 will continue to be covered as defined above. If a part-time employee covered by this provision ends employment with the city, the employee will no longer be eligible for such coverage if rehired.

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Section 4. Chapter 39, PERSONNEL, Article III. Employee Compensation and Classification System of the Code of Ordinances of the City of Corpus Christi, Texas, Section 39-321, is amended to read as follows:

Sec. 39-321. - Personally owned vehicle allowance.

- (a) An employee of the city who is required to have available and to regularly operate his or her personally owned vehicle in the conduct of city business shall be paid as determined by administrative procedures issued by the city manager for mileage reimbursement.
- (b) The city manager, or designee is authorized to establish a car allowance program for officers and employees assigned to Pay Plan ~~400~~ 300 (Executives), including council-appointed positions, for other positions at the discretion of the city manager, and for the mayor and council members. Car allowances shall be within available budgeted funds.
- (c) The car allowance for Pay Plan ~~400~~ 300 officers and employees and other positions shall be based upon allowances for comparable positions in the applicable job market, as well as upon expenses of travel in the city and its extraterritorial jurisdiction.
- (d) The car allowance for the mayor and council members shall be reasonably related to official city business and must be reasonable in relation to expenses actually incurred or to be incurred in travel within the city and its extraterritorial jurisdiction for meetings of the council, meetings of city and city-related agencies, meetings with city officers and employees, town hall meetings, meetings with citizens regarding matters within the jurisdiction of the city, attendance at educational programs related to city business, attendance at events of community significance such as cultural celebrations and business openings, inspection of city facilities and conditions within the city affecting the public health, safety and welfare, and other activities necessary or desirable to enable them to best represent their constituents.

* * * * *

Section 5. Chapter 39, PERSONNEL, Article III. Employee Compensation and Classification System of the Code of Ordinances of the City of Corpus Christi, Texas, Section 39-327, is amended to read as follows:

Sec. 39-327. - Plan I advanced and set accrual rate for sick leave for Pay Plan 400, Pay Plan 500 200 and Pay Plan 600 300.

The city manager shall have authority to grant advanced vacation days and establish an accelerated rate of accrual for vacation leave for Plan I employees in Pay Plan 400 300 (Executive), ~~Pay Plan 500 (Legal/Attorneys)~~, and Pay Plan 600 200 (FLSA Exempt).

* * * * *

Section 6. Chapter 39, PERSONNEL, Article III. Employee Compensation and Classification System of the Code of Ordinances of the City of Corpus Christi, Texas, Section 39-336, is amended to read as follows:

Sec. 39-336. - Plan I advanced and set accrual rate for sick leave for Pay Plan 400, Pay Plan 500 200 and Pay Plan 600 300.

The city manager shall have the authority to grant advanced sick leave hours and to establish the rate of accrual for sick leave for Plan I employees in the Pay Plan ~~400~~ 200 ~~Pay Plan 500~~, and Pay Plan ~~600~~ 300.

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Section 7. Chapter 39, PERSONNEL, Article III. Employee Compensation and Classification System of the Code of Ordinances of the City of Corpus Christi, Texas, Section 39-344, is amended to read as follows:

Sec. 39-344. - Plan II advanced and set accrual rate for vacation and sick leave for employees in Pay Plan 400, Pay Plan 500 200 and Pay Plan 600 300.

The city manager shall have authority to grant advanced vacation and sick leave days and establish the rate of accrual for vacation and sick leave for employees in Pay Plan 400, ~~Pay Plan 500~~, 200 and Pay Plan ~~600~~ 300.

* * * * *

Section 8. This ordinance is effective upon final adoption by the City Council. The new classifications, pay grades and ranges will become effective upon passage of this ordinance and the FY'13-14 budget.

Section 9. If for any reason any section, paragraph, subdivision, clause, phrase, word or provision of this ordinance shall be held invalid or unconstitutional by final judgment of a court of competent jurisdiction, it shall not affect any other section, paragraph, subdivision, clause, phrase, word, or provision of this ordinance, for it is the definite intent of this City Council that every section, paragraph, subdivision, clause, phrase, word or provision of this ordinance be given full force and effect for its purpose.

That the foregoing ordinance was read for the first time and passed to its second reading on this the _____ day of _____, 2013, by the following vote:

Kelley Allen	_____	Nelda Martinez	_____
Rudy Garza, Jr.	_____	Colleen McIntyre	_____
Priscilla G. Leal	_____	Lillian Riojas	_____
David Loeb	_____	Mark Scott	_____
Chad Magill	_____		

That the foregoing ordinance was read for the second time and passed finally on this the _____ day of _____, 2013, by the following vote:

Kelley Allen	_____	Nelda Martinez	_____
Rudy Garza, Jr.	_____	Colleen McIntyre	_____
Priscilla G. Leal	_____	Lillian Riojas	_____
David Loeb	_____	Mark Scott	_____
Chad Magill	_____		

PASSED AND APPROVED, this the _____ day of _____, 2013.

ATTEST:

Armando Chapa
City Secretary

Nelda Martinez
Mayor

APPROVED as to form: _____

By: _____
Marcie Downing
Assistant City Attorney
for the City Attorney