

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); Pay Plan 200 Exempt (FLSA Overtime Ineligible); and Pay Plan 300 Executives (FLSA Overtime Ineligible)

(b) Pay Plan 100.

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**

<b>GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>101</b>	<b>\$16,871</b>	<b>\$22,135</b>	<b>\$27,644</b>
<b>102</b>	<b>\$17,714</b>	<b>\$23,242</b>	<b>\$29,026</b>
<b>103</b>	<b>\$18,600</b>	<b>\$24,404</b>	<b>\$30,477</b>
<b>104</b>	<b>\$19,529</b>	<b>\$25,624</b>	<b>\$32,001</b>
<b>105</b>	<b>\$20,505</b>	<b>\$26,905</b>	<b>\$33,601</b>

106	\$21,530	\$28,250	\$35,280
107	\$22,608	\$29,663	\$37,045
108	\$23,738	\$31,146	\$38,897
109	\$24,925	\$32,703	\$40,842
110	\$26,171	\$34,339	\$42,885
111	\$27,480	\$36,056	\$45,029
112	\$28,854	\$37,858	\$47,279
113	\$30,296	\$39,751	\$49,644
114	\$31,811	\$41,739	\$52,126
115	\$33,402	\$43,826	\$54,733
116	\$35,072	\$46,017	\$57,469
117	\$36,825	\$48,318	\$60,343
118	\$38,667	\$50,734	\$63,360
119	\$40,600	\$53,271	\$66,528
120	\$42,630	\$55,934	\$69,854
121	\$44,761	\$58,731	\$73,347
122	\$46,999	\$61,667	\$77,014
123	\$49,350	\$64,751	\$80,865
124	\$51,817	\$67,988	\$84,908
125	\$54,408	\$71,388	\$89,154

(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**

Pay Grade	New Min	New Mid	New Max
201	\$31,705	\$ 41,600	\$51,953
202	\$33,291	\$ 43,680	\$54,550
203	\$34,955	\$ 45,864	\$57,278
204	\$36,702	\$ 48,157	\$60,141
205	\$38,538	\$ 50,565	\$63,149
206	\$40,465	\$ 53,093	\$66,306
207	\$42,488	\$ 55,748	\$69,622
208	\$44,612	\$ 58,535	\$73,102

<b>209</b>	<b>\$46,843</b>	<b>\$ 61,462</b>	<b>\$76,758</b>
<b>210</b>	<b>\$49,185</b>	<b>\$ 64,535</b>	<b>\$80,595</b>
<b>211</b>	<b>\$51,644</b>	<b>\$ 67,762</b>	<b>\$84,625</b>
<b>212</b>	<b>\$54,226</b>	<b>\$ 71,150</b>	<b>\$88,857</b>
<b>213</b>	<b>\$56,938</b>	<b>\$ 74,708</b>	<b>\$93,300</b>
<b>214</b>	<b>\$59,785</b>	<b>\$ 78,443</b>	<b>\$97,965</b>
<b>215</b>	<b>\$62,774</b>	<b>\$ 82,365</b>	<b>\$102,863</b>
<b>216</b>	<b>\$65,913</b>	<b>\$ 86,483</b>	<b>\$108,005</b>
<b>217</b>	<b>\$69,207</b>	<b>\$ 90,807</b>	<b>\$113,405</b>
<b>218</b>	<b>\$72,668</b>	<b>\$ 95,347</b>	<b>\$119,075</b>
<b>219</b>	<b>\$76,301</b>	<b>\$ 100,114</b>	<b>\$125,029</b>
<b>220</b>	<b>\$80,116</b>	<b>\$ 105,120</b>	<b>\$131,280</b>
<b>221</b>	<b>\$84,122</b>	<b>\$ 110,376</b>	<b>\$137,844</b>

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**

<b>GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
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
322	CITY MANAGER No range.....		

**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 200 (Exempt), Pay Plan 300 (Executives)
  - (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 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 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 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.

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**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 200 and Pay Plan 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 300 (Executive), and Pay Plan 200 (FLSA Exempt).

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**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 200 and Pay Plan 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 200 and Pay Plan 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 200 and Pay Plan 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 200 and Pay Plan 300.

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**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