

**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.

**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:

**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); ~~and Pay Plan 400 Police Command Staff-~~

(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**

Grade	Minimum	Midpoint	Maximum
101	<del>\$17,124</del> \$16,874	<del>\$22,467</del> \$22,135	<del>\$28,058</del> \$27,644
102	<del>17,980</del> 17,714	<del>23,591</del> 23,242	<del>29,461</del> 29,026
103	<del>18,879</del> 18,600	<del>24,770</del> 24,404	<del>30,934</del> 30,477

104	<u>19,822</u> 19,529	<u>26,008</u> 25,624	<u>32,481</u> 32,004
105	<u>20,813</u> 20,505	<u>27,309</u> 26,905	<u>34,105</u> 33,604
106	<u>21,853</u> 21,530	<u>28,674</u> 28,250	<u>35,810</u> 35,280
107	<u>22,947</u> 22,608	<u>30,108</u> 29,663	<u>37,601</u> 37,045
108	<u>24,094</u> 23,738	<u>31,613</u> 31,146	<u>39,481</u> 38,897
109	<u>25,299</u> 24,925	<u>33,194</u> 32,703	<u>41,454</u> 40,842
110	<u>26,564</u> 26,174	<u>34,854</u> 34,339	<u>43,528</u> 42,885
111	<u>27,892</u> 27,480	<u>36,597</u> 36,056	<u>45,704</u> 45,029
112	<u>29,287</u> 28,854	<u>38,426</u> 37,858	<u>47,989</u> 47,279
113	<u>30,750</u> 30,296	<u>40,347</u> 39,754	<u>50,388</u> 49,644
114	<u>32,288</u> 31,814	<u>42,365</u> 41,739	<u>52,908</u> 52,126
115	<u>33,903</u> 33,402	<u>44,483</u> 43,826	<u>55,554</u> 54,733
116	<u>35,598</u> 35,072	<u>46,707</u> 46,047	<u>58,331</u> 57,469
117	<u>37,377</u> 36,825	<u>49,043</u> 48,318	<u>61,247</u> 60,343
118	<u>39,247</u> 38,667	<u>51,495</u> 50,734	<u>64,310</u> 63,360

119	<u>41,209</u> 40,600	<u>54,070</u> 53,274	<u>67,526</u> 66,528
120	<u>43,269</u> 42,630	<u>56,773</u> 55,934	<u>70,902</u> 69,854
121	<u>45,432</u> 44,764	<u>59,612</u> 58,734	<u>74,447</u> 73,347
122	<u>47,704</u> 46,999	<u>62,592</u> 61,667	<u>78,169</u> 77,044
123	<u>50,090</u> 49,350	<u>65,722</u> 64,754	<u>82,078</u> 80,865
124	<u>52,594</u> 51,817	<u>69,008</u> 67,988	<u>86,181</u> 84,908
125	<u>55,224</u> 54,408	<u>72,459</u> 71,388	<u>90,491</u> 89,154

(c)

*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**

Grade	Minimum	Midpoint	Maximum
201	<u>\$32,181</u> \$31,705	<u>\$42,224</u> \$41,600	<u>\$52,732</u> \$51,953
202	<u>33,790</u> 33,294	<u>44,335</u> 43,680	<u>55,368</u> 54,550
203	<u>35,479</u> 34,955	<u>46,552</u> 45,864	<u>58,137</u> 57,278

204	<u>37,25336,702</u>	<u>48,87948,157</u>	<u>61,04460,141</u>
205	<u>39,11638,538</u>	<u>51,32450,565</u>	<u>64,09663,149</u>
206	<u>41,07240,465</u>	<u>53,89053,093</u>	<u>67,30166,306</u>
207	<u>43,12542,488</u>	<u>56,58455,748</u>	<u>70,66669,622</u>
208	<u>45,28144,612</u>	<u>59,41358,535</u>	<u>74,19873,102</u>
209	<u>47,54546,843</u>	<u>62,38361,462</u>	<u>77,90876,758</u>
210	<u>49,92349,185</u>	<u>65,50364,535</u>	<u>81,80480,595</u>
211	<u>52,41951,644</u>	<u>68,77867,762</u>	<u>85,89584,625</u>
212	<u>55,03954,226</u>	<u>72,21771,150</u>	<u>90,18988,857</u>
213	<u>57,79256,938</u>	<u>75,82974,708</u>	<u>94,70093,300</u>
214	<u>60,68259,785</u>	<u>79,62078,443</u>	<u>99,43497,965</u>
215	<u>63,71662,774</u>	<u>83,60082,365</u>	<u>104,406102,863</u>
216	<u>66,90265,913</u>	<u>87,78086,483</u>	<u>109,625108,005</u>
217	<u>70,24569,207</u>	<u>92,16990,807</u>	<u>115,107113,405</u>
218	<u>73,75872,668</u>	<u>96,77795,347</u>	<u>120,861119,075</u>

219	<del>77,446</del> 76,304	<del>101,616</del> 100,114	<del>126,904</del> 125,029
220	<del>81,318</del> 80,116	<del>106,697</del> 105,120	<del>133,250</del> 131,280
221	<del>85,384</del> 84,122	<del>112,032</del> 110,376	<del>139,912</del> 137,844

~~The assistant fire chief and police commander will be moved within their respective ranges to assure a minimum five (5) per cent differential between minimum rate for fire battalion chief and police captain.~~

(d)

*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**

Grade	Minimum	Midpoint	Maximum
307	<del>\$65,320</del> \$64,355	<del>\$85,666</del> \$84,400	<del>\$106,985</del> \$105,404
308	<del>68,554</del> 67,541	<del>89,949</del> 88,620	<del>112,334</del> 110,674
309	<del>71,982</del> 70,918	<del>94,446</del> 93,054	<del>117,951</del> 116,208
310	<del>75,581</del> 74,464	<del>99,170</del> 97,704	<del>123,849</del> 122,019
311	<del>79,361</del> 78,188	<del>104,128</del> 102,589	<del>130,042</del> 128,120

312	<u>83,327</u> <u>82,096</u>	<u>109,333</u> <u>107,718</u>	<u>136,542</u> <u>134,525</u>
313	<u>87,495</u> <u>86,202</u>	<u>114,801</u> <u>113,104</u>	<u>143,371</u> <u>141,251</u>
314	<u>91,870</u> <u>90,512</u>	<u>120,541</u> <u>118,759</u>	<u>150,539</u> <u>148,314</u>
315	<u>96,463</u> <u>95,038</u>	<u>126,568</u> <u>124,697</u>	<u>158,066</u> <u>155,729</u>
316	<u>101,286</u> <u>99,789</u>	<u>132,896</u> <u>130,932</u>	<u>165,969</u> <u>163,516</u>
317	<u>106,350</u> <u>104,778</u>	<u>139,540</u> <u>137,478</u>	<u>174,266</u> <u>171,694</u>
318	<u>111,667</u> <u>110,017</u>	<u>146,518</u> <u>144,353</u>	<u>182,981</u> <u>180,277</u>
319	<u>117,251</u> <u>115,518</u>	<u>153,843</u> <u>151,570</u>	<u>192,129</u> <u>189,290</u>
320	<u>123,113</u> <u>121,294</u>	<u>161,535</u> <u>159,148</u>	<u>201,735</u> <u>198,754</u>
322	CITY MANAGER .....No range		

(e)-

Pay Plan 400. Pay Plan 400 will include Police Command Staff, Grade 400, steps will assure at least a five percent (5%) differential between the highest paid Police Captain and the Police Commander and a five percent (5%) differential between the Police Commander and Assistant Police Chief.

<u>Title</u>	<u>Grade</u>	<u>Step 1</u>
<u>Police Commander</u>	<u>401</u>	<u>\$ 98,094</u>
<u>Assistant Police Chief</u>	<u>402</u>	<u>\$102,982</u>

When there is not a 5% differential between the highest paid Police Captain and Police Commander; Police Commander annual salary will be increased to assure at least a five

percent (5%) differential between the highest paid Police Captain and Police Commanders. Annual salary for the Assistant Police Chief will be increased to assure at least a five percent (5%) differential between the highest paid Police Commander and Assistant Police Chiefs.

*(Ord. No. 24968, § 1, 7-23-2002; Ord. No. 25395, § 1, 7-22-2003; Ord. No. 025849, § 1, 7-20-2004; Ord. No. 026367, § 2, 7-26-2005; Ord. No. 026899, § 2, 7-25-2006; Ord. No. 027353, § 1, 7-24-2007; Ord. No. 027778, § 3, 7-22-2008; Ord. No. 027819, § 1, 8-26-2008; Ord. No. 028163, § 1, 5-12-2009; Ord. No. 028254, § 1, 7-28-2009; Ord. No. 029157, § 1, 7-26-2011; Ord. No. 029239, § 1, 10-11-2011; Ord. No. 029590, § 1, 8-21-2012; Ord. No. 029918, § 1, 7-30-2013)*

**Section 2.** That all ordinances, rules, or parts of ordinances or rules in conflict with this ordinance are hereby expressly repealed.

**Section 3.** 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 2014- 2015 budget.

**Section 4.** 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 \_\_\_\_\_, \_\_\_\_\_, by the following vote:

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

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

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

PASSED AND APPROVED, this the \_\_\_\_\_th day of \_\_\_\_\_, \_\_\_\_\_.

ATTEST:

\_\_\_\_\_  
Rebecca Huerta  
City Secretary

\_\_\_\_\_  
Nelda Martinez  
Mayor