

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); 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	\$17,124	\$22,467	\$28,058
102	17,980	23,591	29,461
103	18,879	24,770	30,934

104	19,822	26,008	32,481
105	20,813	27,309	34,105
106	21,853	28,674	35,810
107	22,947	30,108	37,601
108	24,094	31,613	39,481
109	25,299	33,194	41,454
110	26,564	34854	43,528
111	27,892	36,597	45,704
112	29,287	38,426	47,989
113	30,750	40,347	50,388
114	32,288	42,365	52,908
115	33,903	44,483	55,554
116	35,598	46,707	58,331
117	37,377	49,043	61,247
118	39,247	51,495	64,310

119	41,209	54,070	67,526
120	43,269	56,773	70,902
121	45,432	59,612	74,447
122	47,704	62,592	78,169
123	50,090	65,722	82,078
124	52,594	69,008	86,181
125	55,224	72,459	90,491

(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	\$32,181	\$42,224	\$52,732
202	33,790	44,335	55,368
203	35,479	46,552	58,137

204	37,253	48,879	61,044
205	39,116	51,324	64,096
206	41,072	53,890	67,301
207	43,125	56,584	70,666
208	45,281	59,413	74,198
209	47,545	62,383	77,908
210	49,923	65,503	81,804
211	52,419	68,778	85,895
212	55,039	72,217	90,189
213	57,792	75,829	94,700
214	60,682	79,620	99,434
215	63,716	83,600	104,406
216	66,902	87,780	109,625
217	70,245	92,169	115,107
218	73,758	96,777	120,861

219	77,446	101,616	126,904
220	81,318	106,697	133,250
221	85,384	112,032	139,912

(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	\$65,320	\$85,666	\$106,985
308	68,554	89,949	112,334
309	71,982	94,446	117,951
310	75,581	99,170	123,849
311	79,361	104,128	130,042
312	83,327	109,333	136,542

313	87,495	114,801	143,371
314	91,870	120,541	150,539
315	96,463	126,568	158,066
316	101,286	132,896	165,969
317	106,350	139,540	174,266
318	111,667	146,518	182,981
319	117,251	153,843	192,129
320	123,113	161,535	201,735
322	CITY MANAGERNo 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.

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

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