

Ordinance amending the City of Corpus Christi Code Section 39-324 and Section 39-303 that will incorporate the City's pay plans and holiday schedule as part of the annual budget process and adding pay grade 321 for executive leadership team positions.

Whereas, adopting the pay scale and holiday schedule in budget ordinance provides frequent review; and

Whereas, local disasters and other emergencies create operational requirements of the City that are prohibitive of granting vacation or personal leave.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CORPUS CHRISTI, TEXAS, THAT:

Section 1. The Corpus Christi Code of Ordinances, Chapter 39 " Personnel," Article III "EMPLOYEE COMPENSATION AND CLASSIFICATION SYSTEM", Section 39-324 "Holidays" is hereby repealed and replaced as follows:

Sec. 39-324. - Holidays.

(a) The official city holidays shall be reviewed each fiscal year and adopted with the city budget at the recommendation of the city manager.

(b)When a designated City holiday falls on a Sunday, the following business day shall be considered a holiday. When any designated City holiday falls on a Saturday, the preceding Friday shall be considered a holiday. In addition to the above, any day may be designated as a holiday by proclamation of the mayor, upon approval of the city council.

(c)Part-time and temporary employees shall not be compensated for holidays, except for time actually worked which will be paid at the straight time rate.

(d)Holiday pay is defined as equivalent to eight (8) hours of work, except for airport public safety officers who work shifts of twenty-four (24) hours on and forty-eight (48) hours off. Holiday pay and holiday compensatory time for these airport public safety officers will be counted as twelve (12) hours per day with a shift equal to twenty-four (24) hours. Further exceptions to a holiday defined as equivalent to eight (8) hours of work may be granted by the city manager or designee for employees who are assigned to a work schedule that exceeds eight (8) hours per day.

(e)Employees on leave of absence without pay status on a scheduled workday immediately preceding or following a holiday shall not receive pay for the holiday.

(f)No sick leave the scheduled workday before, the day of, or the day after a city designated holiday will be granted to any person without a certification from a health care provider that verifies the leave is or was necessary for medical reasons. This certification must be provided by the close of the pay period in which the holiday occurred.

Section 2. The Corpus Christi Code of Ordinances, Chapter 39 " Personnel," Article III "EMPLOYEE COMPENSATION AND CLASSIFICATION SYSTEM", Section 39-303" Standard classifications, pay grades and ranges" hereby repealed and replaced 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).

(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 shall be reviewed annually and adopted with the city budget at the recommendation of the city manager.

(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 shall be reviewed annually and adopted with the city budget at the recommendation of the city manager.

(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 shall be reviewed annually and adopted with the city budget at the recommendation of the city manager.

Section 3. The FY2020-2021 Operating Budget adopted by Ordinance No. 032203 is amended to add SECTION 9 as follows:

SECTION 9. The official holidays for city employees eligible for benefits for the Fiscal Year beginning October 1, 2020, and ending September 30, 2021 is as follows:

Thanksgiving Day	November 26, 2020
Day After Thanksgiving Day	November 27, 2020
Christmas Day	December 25, 2020
New Year's Day	January 1, 2021

Martin Luther King, Jr. Civil Rights Day of Service	January 18, 2021
Memorial Day	May 31, 2021
Independence Day	July 4, 2021
Labor Day	September 6, 2021

Section 4. The FY2020-2021 Operating Budget adopted by Ordinance No. 032203 is amended to add SECTION 10 as follows:

SECTION 10. The pay grades and ranges for positions in Pay Plan 100, Pay Plan 200, and Pay Plan 300 for the Fiscal Year beginning October 1, 2020, and ending September 30, 2021 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	34,854	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

**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

**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
321	150,000	198,000	246,000

322	CITY MANAGER No range		
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Section 5. 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 hereof be given full force and effect for its purpose.

Section 6. This ordinance is effective upon passage on second reading.

That the foregoing ordinance was read for the first time and passed to its second reading on this the ____ day of _____, 2021, by the following vote:

Paulette M. Guajardo _____

John Martinez _____

Roland Barrera _____

Ben Molina _____

Gil Hernandez _____

Mike Pusley _____

Michael Hunter _____

Greg Smith _____

Billy Lerma _____

That the foregoing ordinance was read for the second time and passed finally on this the ____ day of _____ 2021, by the following vote:

Paulette M. Guajardo _____

John Martinez _____

Roland Barrera _____

Ben Molina _____

Gil Hernandez _____

Mike Pusley _____

Michael Hunter _____

Greg Smith _____

Billy Lerma _____

PASSED AND APPROVED on this the ____ day of _____, 2021.

ATTEST:

Rebecca Huerta
City Secretary

Paulette M. Guajardo
Mayor