



## **AGENDA MEMORANDUM**

First Reading Ordinance for the City Council Meeting of March 21, 2017  
Second Reading Ordinance for the City Council Meeting of March 28, 2017

**DATE:** March 10, 2017  
**TO:** Margie C. Rose, City Manager  
**FROM:** Steven Viera, Director of Human Resources  
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Ordinance Amending Code of Ordinances, Chapter 39, Personnel Article III Employment  
Compensation and Classification System Section 39-303(a) and (e)

### **CAPTION:**

Ordinance amending the Corpus Christi Code of Ordinances Chapter 39 Personnel Article III Employee Compensation and Classification System Section 39-303 (a) and (e) by eliminating Pay Plan 400 to allow moving the Police Commander and Assistant Chief positions to the Pay Plan 200 repealing conflicting ordinances and rules; providing for effective date and providing for severance.

### **PURPOSE:**

Update the Corpus Christi Code of Ordinances to allow for progression steps and address the issue of salary compression within the Police Commander and Assistant Chief positions. Currently the Police Commander and Police Assistant Chief positions are in the Pay Plan 400 which is stagnant and does not include progression steps.

### **BACKGROUND AND FINDINGS:**

The issue of maintaining a differential between the highest paid Police Captain and the position of Police Commander and Police Assistant Chief has been a neglected issue for quite a few years. Currently the Police Commander and Police Assistant Chief positions are in the Pay Plan 400 which is stagnant and does not include progression steps. Pay Plan 400 only includes Police Commander and Police Assistant Chief positions and no others. The same and similar positions to Police Commander and Police Assistant Chief are those in Fire (Battalion Chief, Assistant Chief and Deputy Chief) which are in a pay plan that includes progressive step increases. The recommendation is to eliminate Pay Plan 400 in order to move both positions (Police Commander and Police Assistant Chief) into the 200 plan which will provide for the progressive 2.5% pay for performance steps that do not exist for these positions currently. This change will mirror the Fire Department as they are already in the pay step plan and will provide parity between the two departments. The employees will be placed into the closest step to their current pay which follows the Human Resources policy for civilian personnel. Human Resources determines and assigns City positions to the specific pay plan and grade.

With the revised ordinance the remaining annual cost to implement the plan will be \$4,897

salary and retirement to be absorbed in the Police General Fund budget. Going forward, new promotions will be covered by the 200 plan pay steps.

**ALTERNATIVES:**

Keep the compensation and classification system as is.

**OTHER CONSIDERATIONS:**

Parity and equity.

**CONFORMITY TO CITY POLICY:**

This is consistent with the City's Human Resources Mission to support City departments in meeting their workforce requirements.

**EMERGENCY / NON-EMERGENCY:**

Non-Emergency

**DEPARTMENTAL CLEARANCES:**

Human Resources

**FINANCIAL IMPACT: No Financial Impact**

X Operating      ☐ Revenue      ☐ Capital      ☐ Not applicable

<b>Fiscal Year: 2016-2017</b>	<b>Project to Date Expenditures (CIP only)</b>	<b>Current Year</b>	<b>Future Years</b>	<b>TOTALS</b>
Line Item Budget				
Encumbered / Expended Amount				
This item		\$4,897	\$9,793	
BALANCE				

Fund(s):

**Comments:** None

**RECOMMENDATION:**

Human Resources recommends the ordinance be passed.

**LIST OF SUPPORTING DOCUMENTS:**

Ordinance – Amending the Corpus Christi Code of Ordinances Chapter 39 Personnel Article III Employee Compensation and Classification System Section 39-303 (a) and (e) by Eliminating Pay Plan 400 to Move Police Commander and Police Assistant Chief Positions to Pay Plan 200; Repealing Conflicting Ordinances and Rules; Providing for Effective Date and Providing for Severance.