



AGENDA MEMORANDUM

First Reading for the City Council Meeting of August 10, 2021
Second Reading for the City Council Meeting of August 17, 2021

DATE: August 10, 2021
TO: Mayor and City Council
FROM: Eyvon McHaney, Director of Human Resources
EyvonMc@cctexas.com
(361) 826-3979

Ordinance amending Corpus Christi Code Chapter 2, Article III to update City Departments and functions; Section 2-50 is repealed with language incorporated into Section 2-51 (b); and amending Corpus Christi Code Chapter 39 to clarify payment of sick and vacation leave upon termination, retirement, or death.

CAPTION:

Ordinance amending Corpus Christi Code Chapter 2, Article III to update City departments and functions; and amending Corpus Christi Code Chapter 39 to clarify payment of sick and vacation leave upon termination, retirement, or death.

SUMMARY:

Staff recommended updates to Sections 1 through 6 of this Ordinance that will align the Corpus Christi Code with changes that have occurred in City departments' names, functions, and structures, and incorporate the new position titles introduced into the City's executive management structure over the last few years. The updates also will improve the accuracy and cohesiveness of the ordinance language. Further, Sections 7 through 10 clarify and simplify Code language regarding the final payout of sick and vacation leave at termination, retirement, or death of employees, remove duplicative retirement eligibility terminology, and refer to the Texas Estates Code for payouts to eligible deceased employees.

BACKGROUND AND FINDINGS:

In 1983, Corpus Christi Code Section 2-51 identified departments and divisions of the City as they existed in 1983. Since the initial adoption, numerous departments, divisions, and offices have been created, had functions modified, or are no longer in existence. Sec 2-51 has not had a comprehensive update since its initial adoption. This ordinance will align the Corpus Christi Code with changes that have occurred in department names, functions, and structure. The ordinance also expands § 2-52 rulemaking to include the new titles of Chief of Staff, Chief Financial Officer, and Chief Operating Officers in addition to Assistant City Managers and all department and division heads previously named in the original ordinance from 1983.

Section 2-50 provides that the organizational chart adopted with the budget governs lines of authority for the departments, divisions, and offices. Section 2-50 is being repealed because similar clarifying language is incorporated into the new Section 2-51 (b) of this ordinance. Sections 2-53 and 2-54 are only being updated to include the inclusion of "offices" along with departments

and divisions.

Sections 7 and 8 present changes to Corpus Christi Code sections 39-331 and 39-339, Plan I Employee payment of vacation leave and sick leave upon termination, retirement, or death. These two sections were developed through a series of ordinance amendments between 1988 and 2008, resulting in language that can be challenging to read or interpret. This ordinance clarifies the language making it consistent with current practices and interpretations.

Furthermore, Sections 7 through 10 of the Ordinance amend Corpus Christi Code language to exclude redundant Texas Municipal Retirement System (TMRS) retirement eligibility language. These sections all currently state that leave payouts at death would be paid out to the employee's designated beneficiary. This ordinance amendment presents modifications to change these sections to follow the Texas Estates Code to comply with Texas Probate law.

ALTERNATIVES:

The alternative is not to update these Sections and let the City Code remain as is.

FISCAL IMPACT:

This change will not result in any costs to the City.

RECOMMENDATION:

City Staff recommends approving these ordinance amendments in order to update department and executive structure, more clearly communicate payout of sick and vacation leave, and make more concise the TMRS retirement eligibility language with the Corpus Christi Code.

LIST OF SUPPORTING DOCUMENTS:

Ordinances