

Legislation Details (With Text)

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|----------------------|-------------|----------------------|---|----------------------|------------------------|
| File #: | 19-4390 | Version: | 1 | Name: | Ord - 2019-20 Pay Plan |
| Type: | Agenda Item | Status: | | Status: | Passed |
| File created: | 9/5/2019 | In control: | | In control: | City Council |
| On agenda: | 9/16/2019 | Final action: | | Final action: | 9/16/2019 |

Title: An ordinance adopting 2019-20 Pay Plans for General Government employees effective October 1, 2019, providing flat, fixed pay adjustments for certain employees in hard-to-fill positions and providing market adjustments, merit increases and training pay for certain public safety dispatchers, adopting revised pay plans with market adjustments for commissioned Police and Fire personnel effective January 1, 2020, providing step increases for eligible commissioned Police and Fire personnel effective on their respective anniversary date and providing increased prior and current service annuities under the Texas Municipal Retirement System for qualifying retirees and beneficiaries, which includes a cost of living adjustment (COLA) at the 50 percent level.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Ordinance - Pay Plan

| Date | Ver. | Action By | Action | Result |
|-----------|------|--------------|----------|--------|
| 9/16/2019 | 1 | City Council | Approved | Pass |

An ordinance adopting 2019-20 Pay Plans for General Government employees effective October 1, 2019, providing flat, fixed pay adjustments for certain employees in hard-to-fill positions and providing market adjustments, merit increases and training pay for certain public safety dispatchers, adopting revised pay plans with market adjustments for commissioned Police and Fire personnel effective January 1, 2020, providing step increases for eligible commissioned Police and Fire personnel effective on their respective anniversary date and providing increased prior and current service annuities under the Texas Municipal Retirement System for qualifying retirees and beneficiaries, which includes a cost of living adjustment (COLA) at the 50 percent level.

The 2019-20 ordinance authorizes the following:

General Government:

The Fiscal Year 2019-20 pay plan structure for full-time and part-time General Government employees, excluding Public Safety Dispatchers, will include a one-percent market adjustment from the Fiscal Year 2018-19 pay plan structure for certain General Government employees. All General Government employees will be eligible for a two percent merit increase on their anniversary dates if their overall performance evaluation “Meets Expectations” or higher, except for Managers, Assistant Directors, Directors and above.

Public Safety Dispatchers will adhere to a newly, revised pay structure effective October 1, 2019 and receive a four-percent merit increase effective January 1, 2020. The Public Safety Dispatcher Supervisor pay structure will include a two percent market adjustment from the fiscal Year 2018-19 pay plan. Effective October 1, 2019 Public Safety Dispatchers who have been designated as a Communication Training Officer (“CTO”) are eligible to be compensated at \$2.00 per hour above their base hourly rate for hours spent training other City employees to be Public Safety Dispatchers.

Employees on step pay plans will receive the appropriate increase based on the next step in their compensation structure upon successful completion of their annual performance review. The cost of the merit increases is \$294,000.00 for the General Fund and \$85,000.00 for all other funds.

Employees approaching the maximum compensation in their respective pay range may be considered for future increases above the top-out amount for merit purposes.

Police and Fire:

Commissioned Police and Fire personnel will receive a two percent market adjustment on January 1, 2020 for all ranks. Police Officers and Firefighters who have not reached the maximum salary for their positions will receive scheduled step increases on their respective anniversary dates.

Recommended/Desired Action

Staff recommends approval of the ordinance.

Attachment(s)

Ordinance

Drafter

Rick French

Head of Department

Rick French