

Legislation Text

File #: 21-5739, **Version:** 2

An ordinance adopting 2021-22 Pay Plans for Full-Time and Part-Time/Seasonal General Government personnel effective October 1, 2021, providing flat, fixed pay adjustments for certain employees in hard-to-fill positions and providing merit increases, adopting revised pay plans with market adjustments for commissioned Police and Fire personnel effective January 1, 2022, 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 2021-22 ordinance authorizes the following:

General Government:

The Fiscal Year 2021-22 pay plan structure for full-time and part-time/seasonal General Government employees, will include a one and a half-percent market adjustment from the Fiscal Year 2020-21 pay plan structure for certain General Government employees. Certain General Government employees will be eligible for a three percent merit increase on their anniversary dates if their overall performance evaluation “Meets Expectations” or higher. 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. General Government employees that received a market adjustment to \$15/hr. during fiscal year 2020-2021 as of paycheck date October 1, 2021, will not be eligible for any merit increase given during fiscal year 2021-22. The cost of the merit increases is \$3,725,470.00 for the General Fund and \$276,950 for all other funds.

General Government 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 Officer and Fire personnel will receive a five percent market adjustment on January 1, 2022, 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