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**CITY OF SEABROOK
ORDINANCE 2022-20**

MODIFYING PD CIVIL SERVICE CLASSIFICATION SYSTEM

AN ORDINANCE MODIFYING AND CONTINUING A CIVIL SERVICE CLASSIFICATION SYSTEM CONSISTING OF CLASSES, POSITIONS, PAY GRADES AND COMPENSATION LEVELS IN THE CLASSIFIED SERVICE OF THE SEABROOK POLICE DEPARTMENT; REESTABLISHING GROSS MONTHLY BASE SALARY RATES FOR EACH CLASSIFICATION; REESTABLISHING CERTAIN BENEFITS FOR CLASSIFIED MEMBERS; PROVIDING FOR A REPEAL WITH LIMITED EXTENSION; PROVIDING A SEVERABILITY CLAUSE, AN EFFECTIVE DATE, CONTAINING OTHER PROVISIONS RELATING TO THE SUBJECT AND REPLACING PREVIOUSLY ADOPTED ORDINANCES 2020-06

RECITALS

WHEREAS, on September 20, 2011 by Ordinance No. 2011-13, the City Council of the City of Seabrook, Texas adopted a Civil Service Compensation Plan, including the classifications and salaries for the sworn personnel positions with the Police Department of the City of Seabrook; and

WHEREAS, on October 1, 2013 the City Council of the City of Seabrook replaced Ordinance No. 2011-13 with the passage of Ordinance No. 2013-21, which contained updates to the Civil Service Classification, Provisions and Salary Scale; and

WHEREAS, on June 3, 2014 the City Council of the City of Seabrook replaced Ordinance No. 2013-21 with the passage of Ordinance No. 2014-11, which contained updates to the Civil Service Classification, Provisions and Salary Scale; and

WHEREAS, on August 20, 2019 the City Council of the City of Seabrook replaced Ordinance No. 2014-11 with the passage of Ordinance No. 2019-16, which removed the position of Police Captain and to increase the number of officers in the position of Sergeant from six (6) to seven (7) officers, but did not approve updated exhibits and attachments; and

WHEREAS, on January 21, 2020, the City Council of the City of Seabrook replaced Ordinance No. 2019-16, with the passage of Ordinance No. 2020-06, which contained updates and revisions to the Civil Service Classification, Provisions and Salary Scale; and which maintained all regulations regarding civil service in one combined ordinance; and

WHEREAS, it is the intent of the City Council of the City of Seabrook, acting upon the recommendations of the City Manager, to update and revise the exhibits and new attachments to include the latest Seabrook Police Compensation Plan for all classifications as recommended by City Manager;

47 **NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY**
48 **OF SEABROOK, STATE OF TEXAS:**

49
50 **Section 1.- Adoption of a Municipal Civil Service System**

51
52 This ordinance is enacted following the adoption of a municipal civil service system for
53 Seabrook Police Officers pursuant to Texas Local Government Code Chapter 143 “Municipal
54 Civil Service”, (Civil Service) by the citizens of Seabrook in a referendum election on May 7,
55 2011. The provisions of Civil Service were fully implemented and in effect on or after October
56 30, 2011 as required by law.

57
58 The Council makes the following findings:

- 59
60 (A) The City adopted Texas Local Government Code Chapter 143 “Municipal Civil
61 Service”, applies to members of the classified service in the Seabrook Police
62 Department.
63
64 (B) Chapter 143 (Municipal Civil Service) provides that the City Council shall establish
65 the classifications for the Police Department and the number of positions within
66 each classification.
67
68 (C) This Ordinance reconfirms the existing classifications as noted below and updates
69 the base pay and other compensation categories consistent with the requirements of
70 Chapter 143 and current labor market conditions for law enforcement personnel
71 commissioned by the City of Seabrook, Texas.
72

73 **Section 2 - Classifications**

74
75 The Seabrook Police Department classified civil service shall consist of the following
76 classifications and the number of positions in each classification:
77

<u>FLSA</u>	<u>Title</u>	<u>Number of Positions</u>
N	Lieutenant	2
N	Sergeant	7
N	Police Officer	23
<hr/>		
	TOTAL	32

84
85
86 **Section 3 - Compensation**

87
88 The base salary rate, pay grade and step pay for each classification and position are set
89 forth in the City of Seabrook Police Compensation Plan as set forth in **Exhibit “A”**, which is
90 included and approved within the budget for the Seabrook Police Department in the City’s annual
91 budget in accordance with City policies.

92 For classified police officers appointed after October 1, 2022, the time in Step shall be
93 governed by the date of entry in to Step 1 on the Police Compensation Plan 2022-23
94

95 The City Council reserves the right, in its discretion, to reduce, modify, freeze or eliminate
96 the Compensation Plan as adopted by this ordinance.
97

98 **Section 4 – Additional Compensation**
99

100 All classified personnel shall also be paid additional compensation consisting of longevity
101 pay, educational incentive pay, and certification pay in accordance with the rates set forth **Exhibit**
102 **“B”**, all set forth in the City budget ordinance addressing the Seabrook Police Department.
103

104 **Section 5 – Rules, Policies and Procedures**
105

106 Classified Civil Service personnel shall follow and comply with the Seabrook Personnel
107 Policies as adopted by Resolution 2008-08 as it exists now or is hereafter amended relating to any
108 personnel policy or employment benefit issue that is not specifically addressed in the City of
109 Seabrook Civil Service Rules and Regulations or required by Chapter 143 of the Texas Local
110 Government Code.
111

112 **Section 6 – Sick and Vacation Leave**
113

114 All classified civil service personnel shall, at a minimum, accrue and be paid sick and
115 vacation time as required by Sections 143.045 and 143.046 of Chapter 143 of the Texas Local
116 Government Code, as amended. To that end, the City Council hereby adopts the sick and vacation
117 leave policies including accumulation of such leave from year to year, as set forth in Sections
118 143.045 and 143.046 of the City of Seabrook Civil Service Rules and Regulations. Funding for
119 leaves shall be included and approved within the budget for the Seabrook Police Department in
120 the City’s annual budget in accordance with City policies.
121

122 **Section 7 – Effective Date Clause**
123

124 The classified civil service system of compensation and benefits as shown on the City of
125 Seabrook Police Compensation Plan shall become effective on October 1, 2022.
126

127 **Section 8 – Repealing Clause**
128

129 Any previous personnel ordinances, resolutions, or personnel practices relating specifically
130 to the same items included herein for Seabrook Police Officers and inconsistent with the specific
131 terms approved herein are hereby repealed and declared null and void to the extent of such
132 inconsistency on or after October 4, 2022 or final second reading of ordinance, except that such
133 inconsistent ordinances, resolutions or personnel policies shall remain in effect for the limited time
134 and purpose of resolving any disputed issues that occurred on or before October 4, 2022. This
135 ordinance replaces Ordinance No. 2020-06 in its entirety.
136
137

138 **Section 9- Adoption**

139
140 Should any part of this ordinance be held invalid by a court of competent jurisdiction, the
141 remaining parts shall be severable and shall continue to be in full force and effect.

142
143 PASSED AND APPROVED on first reading this 27TH day of September, 2022.

144
145 PASSED AND ADOPTED on second and final reading this 18th day of October, 2022.

146
147 CITY OF SEABROOK

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151 BY: _____
152 Thomas G. Kolupski
153 Mayor

154
155 ATTEST:

156
157
158 BY: _____
159 Robin Lenio, TRMC
160 City Secretary

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162
163 APPROVED AS TO FORM:

164
165
166
167 BY: _____
168 Steven L. Weathered
169 City Attorney