

**CITY OF SEABROOK  
ORDINANCE NO. 2020-18**

**REVISION TO PERSONNEL POLICY  
CERTIFICATE AND ACADEMIC PAY POLICY**

**AN ORDINANCE OF THE CITY OF SEABROOK, TEXAS, AMENDING THE CITY OF SEABROOK “PERSONNEL POLICIES”, CHAPTER 5 “COMPENSATION AND BENEFITS”, BY ADDING A SECTION WITH “CERTIFICATE AND ACADEMIC PAY POLICY” AND MAKING VARIOUS FINDINGS AND PROVISIONS RELATED TO THE SUBJECT.**

**WHEREAS**, the City Manager is charged under Section 3.04 of the City Charter to be responsible to the City Council for the administration of all City affairs placed under his/her charge by Charter or Council, specifically including to direct and supervise the administration of all departments, offices and agencies of the City, except as otherwise provided by Charter or by law; and

**WHEREAS**, the City Charter, Section 4.06 “Personnel System” provides that the City Manager shall prepare personnel rules which may be adopted, with or without amendment by Ordinance of City Council; and

**WHEREAS**, the City of Seabrook “Personnel Policies” requires updates and amendments by adding a section with “Certificate and Academic Pay Policy”; and

**WHEREAS**, the City of Seabrook encourages its employees to participate in professional development as it is important to employees and an overall benefit to the operation of the City. Levels of training and certification for professional development should be recognized, it is therefore, the intent of the “Certificate and Academic Pay Policy” to establish criteria by which compensation for certificates and academic degrees is provided, as referenced in the attached Exhibit “A”, which is incorporated by reference.

**WHEREAS**, the City Council of the City of Seabrook, Texas deems it is in the public’s interest to accept the amendment proposed and adoption of the Personnel Policy as revised in Exhibit “A”;

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

**SECTION 1. FINDINGS.**

The findings and recitations set out in the preamble to this Ordinance are found to be true and correct and they are adopted by the City Council and made a part of hereof for all purposes.

**SECTION 2. ADOPTION.**

The "Personnel Policies" of the City of Seabrook, Chapter 5 "Compensation and Benefits," is hereby amended by adding a section in said Chapter under the title "Certificate and Academic Pay Policy" with new provisions as specifically delineated in Exhibit "A", attached hereto and incorporated by reference for all purposes; and

**SECTION 3. SEVERABILITY.**

In the event any clause phrase, provision, sentence, or part of this Ordinance or the application of the same to any person or circumstances shall for any reason be adjudged invalid or held unconstitutional by a court of competent jurisdiction, it shall not affect, impair, or invalidate this Ordinance as a whole or any part of provision hereof other than the part declared to be invalid or unconstitutional; and the City Council of the City of Seabrook, Texas declares that it would have passed each and every part of the same notwithstanding the omission of any such part thus declared to be invalid or unconstitutional, whether there be one or more parts.

**SECTION 4. NOTICE**

The City Secretary shall give notice of the enactment of this Ordinance by promptly publishing it or its descriptive caption and penalty after final passage in the official newspaper of the City; the Ordinance to take effect upon publication.

**PASSED AND APPROVED** on the first reading this 18th day of August, 2020.

**PASSED, APPROVED and ADOPTED** on the second reading this 1st day of September, 2020.

BY: \_\_\_\_\_  
Thomas G. Kolupski  
Mayor

ATTEST:

BY: \_\_\_\_\_  
Robin Lenio, TRMC  
City Secretary

APPROVED AS TO FORM:

\_\_\_\_\_  
Steven L. Weathered  
City Attorney