

**CITY OF SEABROOK  
ORDINANCE 2019-16**

**CIVIL SERVICE CLASSIFICATION SYSTEM CONTINUATION  
WITH CHANGES TO POSITIONS**

**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 ORDINANCE NO. 2014-11**

**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 Seabrook City Council 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 Seabrook City Council 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**, it is the intent of the City Council of the City of Seabrook, acting upon the recommendations of the Chief of Police, to remove the position of Police Captain and to increase the number of officers in the position of Sergeant from six (6) to seven (7) officers; and

**WHEREAS**, it is also the intent of the City Council to maintain all regulations regarding civil service in one combined ordinance; and

**WHEREAS**, this can be accomplished by replacing Ordinance No. 2014-11 with Ordinance No. 2019-16.

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

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**Section 1.**

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

The Council makes the following findings:

- (A) The City adopted Texas Local Government Code Chapter 143 “Municipal Civil Service”, applies to members of the classified service in the Seabrook Police Department.
- (B) Chapter 143 (Municipal Civil Service) provides that the City Council shall establish the classifications for the Police Department and the number of positions within each classification.
- (C) The Police Chief recommends removing the classification of Captain from the previous list and adding one additional position of Sergeant; thereby the total number of officers remains the same of members in the classified service as employed previously in order to maintain the same level of delivery of services and increase efficiency in the Police Department.

**Section 2.**

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

<b><u>Grade</u></b>	<b><u>FLSA</u></b>	<b><u>Title</u></b>	<b><u>Number of Positions</u></b>
14	N	Lieutenant	2
13	N	Sergeant	<u>7</u>
10	N	Police Officer	23
TOTAL			32

**Section 3.**

The base salary rate, pay grade and seniority pay (Step Pay Plan), if any, for each classification and position are set forth in the City of Seabrook Employee STEP Compensation Plan which is included and approved within the budget for the Seabrook Police Department in the City’s annual budget in accordance with City policies.

#### **Section 4.**

All classified personnel shall also be paid additional compensation consisting of longevity pay, educational incentive pay, and certification pay in accordance with the rates set forth in the City of Seabrook Employee STEP Compensation Plan. Funding for such additional compensation shall be included and approved within the budget for the Seabrook Police Department in the City's annual budget in accordance with City policies.

#### **Section 5.**

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

#### **Section 6.**

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

#### **Section 7.**

The classified civil service system of compensation and benefits as shown on the Seabrook Employee STEP Compensation Plan shall become effective/accruable and/or payable with the start of the first full pay period on or after August 20, 2019.

#### **Section 8.**

Any previous personnel ordinances, resolutions, or personnel practices relating specifically to the same items included herein for Seabrook Police Officers and inconsistent with the specific terms approved herein are hereby repealed and declared null and void to the extent of such inconsistency on or after August 20, 2019, except that such inconsistent ordinances, resolutions or personnel policies shall remain in effect for the limited time and purpose of resolving any disputed issues that occurred on or before August 20, 2019. **This ordinance replaces Ordinance No. 2014-11 in its entirety.**

**Section 9.**

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

PASSED AND APPROVED on first reading this 6th day of August, 2019.

PASSED AND ADOPTED on second and final reading this 20th day of August 2019.

CITY OF SEABROOK

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

ATTEST:

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

APPROVED AS TO FORM:

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