

**CITY OF SEABROOK
ORDINANCE 2020-06**

**CIVIL SERVICE CLASSIFICATION SYSTEM CONTINUATION
RATIFYING AMENDMENT OF COMPENSATION AND BENEFIT PLAN
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 POLICE SERGEANT AND POLICE LIEUTENANT CLASSIFICATIONS; 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 2014-11 AND 2019-16

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, on August 20, 2019 the Seabrook City Council 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, 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 amended STEP pay plan for Police Sergeant and Police Lieutenant; 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. 2019-16 with Ordinance No. 2020-06 including all exhibits and attachments which shall include all applicable rules and regulations of the Civil Service Commission.

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

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) That the statements made in the preamble are true and correct.
- (D) The City Manager under her authority as Chief Executive Officer, has determined that the Police Sergeant and Police Lieutenant ranks should be revised upward to avoid overlap between the higher steps of Police Officer and the beginning pay for Police Sergeant and to minimize overlap with the higher steps of Police Sergeant to Police Lieutenant.

Section 2.

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

<u>FLSA</u>	<u>Title</u>	<u>Number of Positions</u>
N	Lieutenant	2
N	Sergeant	7
N	Police Officer	23
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	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. The Police Department STEP Pay Plan has consistently incorporated seniority pay to reflect years in each rank. Thus, the first step on each rank (Step A) reflects the first year in each rank. The amended pay structure for Police Sergeant and Police Lieutenant as set forth in **Exhibit “A”** attached hereto and incorporated herein by reference is acceptable within the budget for the Seabrook Police Department in the City’s annual budget in accordance with City policies.

The salary of personnel in Classified Civil Service will not be reduced upon promotion to another position in a higher rank. If the beginning Step (Step A) is less than the employee’s current rate of pay, salary advancement shall be five percent (5%) higher than the pay rate prior to promotion within the current pay plan.

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 **Exhibit “B”**, all set forth in the City budget ordinance addressing the Seabrook Police Department.

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 as amended by the City Manager for the Police Department shall become effective immediately.

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 January 21, 2020 or final second reading of ordinance, 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 January 21, 2020. **This ordinance replaces Ordinance No. 2019-16 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 7th day of January, 2020.

PASSED AND ADOPTED on second and final reading this 21th day of January, 2020.

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