

**ORDINANCE No. 2017-285
CITY OF SHOREACRES, TEXAS**

AN ORDINANCE AMENDING SECTION 2-116 OF THE SHOREACRES CITY CODE PROVIDING FOR EMPLOYEE WAGES AND SALARIES TO INCREASE LONGEVITY PAY; CONTAINING A SEVERABILITY CLAUSE; PROVIDING FOR THE PUBLICATION OF THE CAPTION HEREOF; MAKING VARIOUS FINDINGS AND PROVISIONS RELATING TO THE SUBJECT; FINDING COMPLIANCE WITH THE OPEN MEETINGS LAW; AND PROVIDING AN EFFECTIVE DATE HEREOF.

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NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SHOREACRES:

That section 2-116 of the Shoreacres City Code is hereby amended to read as follows:

Sec. 2-116. - Wages and salaries.

Employee designations. Each employee is designated as an exempt or a nonexempt employee. Wage rates are established by the city council and based on an hourly rate of pay. The rates will be reviewed at least once each year for merit and cost of living and adjusted when justified, budgeted, and approved by city council. A separate ordinance covers the determination of cost-of-living and merit raises for all full-time city employees. All employees are subject to FICA-Medicare deductions in accordance with federal law.

Cost-of-living-adjustments (COLAs). Cost-of-living adjustments may be granted by the city council at the beginning of each budget year (October 1). Guidance for a COLA amount should be derived from prevailing local industry and other local governments.

Incentive/longevity pay. On the first pay day in November of each year, all full-time employees who have completed more than one year of service as of November 1 will receive incentive pay at a rate of [~~\$8.00~~] \$10.00 for each month of prior continuous service.

Certificate pay. A separate ordinance adopting procedures for certificate pay has been implemented for all full-time employees of the city and provides for certificate pay for full-time employees. All city employees are encouraged to improve their skills and capabilities.

Training. All department heads will keep all of their staff advised of training courses available in their particular field. They will also make sure that their staff has proper certification to qualify them for their jobs. It shall be the responsibility of the department heads to make sure that money is provided in his/her budget for any projected costs in training courses or schools. The city will make every effort possible with funds available to assist employees in acquiring and maintaining his/her needed certifications.

That, the facts and matters set forth in the preamble of this Ordinance are hereby found to be true and correct; and,

That if any section, clause, sentence, or phrase of this Ordinance is held to be invalid or unconstitutional by any court of competent jurisdiction, then said holding shall in no way affect the validity of the remaining portions of this Ordinance; and,

That the City Council officially finds, determines, recites, and declares that a sufficient written notice of the date, hour, place and subject of this meeting of the City Council was posted at a place convenient to the public at the City Hall of the City for the time required by law preceding this meeting, as required by the Open Meetings Law, Chapter 551, Texas Government Code; and that this meeting has been open to the public as required by law at all times during which this ordinance and the subject matter thereof has been discussed, considered and formally acted upon. The City Council further ratifies, approves and confirms such written notice and the contents and posting thereof.

This Ordinance shall be effective upon its passage and approval.

PASSED AND APPROVED this the 25th day of September 2017.

(CITY SEAL)

Kimberly Sanford, Mayor

ATTEST:

David K. Stall, CFM, TEM
City Secretary

M/2		Yea	Nay	N/V	Absent
<input type="checkbox"/>	K. Sanford	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	R. Bowles	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	R. Hoskins	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	D. Jennings	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	J. McKown	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	F. Ramos	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Passed / Failed

[Signature] 09.25.17
David Stall, City Secretary - Date