

**ORDINANCE No. 2012-131
CITY OF SHOREACRES, TEXAS**

AN ORDINANCE AMENDING SECTION 2-102 OF THE SHOREACRES CITY CODE PROVIDING FOR INCENTIVE PAY TO EMPLOYEES OF THE CITY OF SHOREACRES, TEXAS; 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.

* * * *

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

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.

That section 2-102 of the Shoreacres City Code is hereby amended to read as follows:

Sec. 2-102. - Incentive pay.

(a) *Definition(s).*

Incentive pay means a form of compensation in addition to the employee's regular wages and salary; earned by an employee's achievement of a defined standard.

(b) *Eligibility.* Certification incentive pay shall only be available to the city employees who are full-time.

An employee shall be eligible for certification pay for only one certification of his/her choice. Certification pay is only applicable to employees for certification beyond the requirements of the job. An employee is not eligible during his/her probationary period.

(c) *Criteria for certification pay.* Certification pertains to and represents an approved course of study with classroom training.

Certification must be applicable to an employee's major duties and responsibilities, as outlined in his/her job description.

Certification is achieved through a formal testing process, requiring at least a passing grade.

Certification must require continuing education and/or recertification as a requirement for maintaining the certification.

(d) *Administration of policy.* All determinations pertaining to an employee's eligibility for certification pay will be reviewed by the department director and mayor. Questions regarding certification pay shall be directed to the city secretary.

It shall be the responsibility of the employee to provide a dated copy of the certificate and/or proof of the certification. If an employee does not fulfill the renewal or maintenance requirements of the certification, certification pay will cease.

([3]e) *Procedures for applying.* It shall be the responsibility of the employee to fill out the appropriate application form (attached to Ordinance No. 2007-07 as attachment "A"). The application must be approved by the department director and mayor.

After the certification application is approved it will be filed in the city secretary's office, along with a copy of the certification.

(1) *Police department.*

| | |
|--------------------------------|--|
| Intermediate Certification Pay | \$ 35.00 per month |
| Advanced Certification Pay | \$ 65.00 per month |
| Master[s] Certification Pay | \$135.00 per month (\$65.00 if advanced certification is a requirement of job) |
| Associate's Degree | \$ 65.00 per month |
| Bachelor's Degree | \$135.00 per month (\$65.00 if associates degree is a requirement of job) |

(2) *Public works.*

[Licenses earned prior to October 1, 2007.]

| | |
|---|----------------------|
| ["A" groundwater] | [\$135.00 per month] |
| ["B" groundwater] | [\$100.00 per month] |
| ["C" groundwater] | [\$ 65.00 per month] |
| ["D" groundwater] | [\$ 35.00 per month] |
| [Water distribution] | [\$ 35.00 per month] |
| [Unit 3 wastewater collection] | [\$135.00 per month] |
| [Unit 2 wastewater collection] | [\$ 65.00 per month] |
| [Unit 1 wastewater collection] | [\$ 35.00 per month] |
| [Noncommercial pest applicator's license] | [\$ 35.00 per month] |

[Licenses earned after October 1, 2007]

| | |
|---|--------------------|
| "A" [groundwater] <u>waterworks</u> | \$200.00 per month |
| "B" groundwater | \$165.00 per month |
| "C" groundwater | \$135.00 per month |
| "D" groundwater | \$ 65.00 per month |
| [Unit 3] <u>Class III</u> wastewater collection | \$165.00 per month |
| [Unit 2] <u>Class II</u> wastewater collection | \$135.00 per month |
| [Unit 1] <u>Class I</u> wastewater collection | \$ 65.00 per month |
| Noncommercial pest applicator's license | \$ 65.00 per month |

(3) *Administration.*

Municipal court clerk[s] certification.

| | |
|--|--------------------|
| Level I | \$ 35.00 per month |
| Level II | \$ 65.00 per month |
| [Level III] <u>Certified municipal court clerk</u> | \$135.00 per month |

Municipal clerk[s] certification.

| | |
|---|--------------------|
| [One level] <u>Texas municipal clerks certification</u> | \$135.00 per month |
|---|--------------------|

Floodplain administrator certification.

| | |
|-------------------------------------|---------------------------|
| <u>Certified Floodplain Manager</u> | <u>\$135.00 per month</u> |
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This Ordinance shall be effective upon its passage and approval. The City Secretary shall give notice of the passage of this ordinance by causing the caption hereof to be published in the official newspaper of the City of Shoreacres at least once after the passage of this ordinance.

PASSED AND APPROVED this the 26th day of November 2012.

(CITY SEAL)

Dolly Arons, Mayor

ATTEST:

David K. Stall, CFM
City Secretary

| M/2 | | Yea | Nay | N/V | Absent |
|--------------------------|-------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | D. Arons | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | R. Adams | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | S. Jones | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | C. Ramirez | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | M. Webber | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | D. Woodruff | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Passed / Failed _____

David Stall, City Secretary - Date