

ORDINANCE NO. 2025-O-18

AN ORDINANCE OF THE CITY OF LAREDO, TEXAS, AMENDING THE PAY STRUCTURE FOR DEPARTMENT DIRECTORS AND ABOVE BY TRANSITIONING FROM THE CURRENT WAGE SCALE (R43-R47) TO A NEW STRUCTURE (217-221) BASED ON THE SEGAL STUDY RECOMMENDATIONS, EXCLUDING CERTAIN EMPLOYEE CATEGORIES, AND PROVIDING FOR SEVERABILITY, PUBLICATION AND AN EFFECTIVE DATE.

WHEREAS, the City of Laredo has recognized the critical need to ensure that its compensation practices remain fair, equitable, and competitive; and

WHEREAS, it has been more than 30 years since the City conducted a comprehensive compensation and classification study; and

WHEREAS, the City has undertaken a phased approach to address these challenges, beginning with Phase One focusing on employees below the director-level status; and

WHEREAS, Phase Two to review and provide a recommendation to those positions classified as department director and above has been complete and

WHEREAS, the findings of the Segal Study provide recommendations for updating the pay structure to better align with modern labor market trends and internal equity; and

WHEREAS, the implementation of a new pay schedule for department directors and above is a critical step in fostering employee retention, satisfaction, and the ability to attract skilled professionals.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LAREDO, TEXAS, THAT:

Section 1. Chapter 2, Article II, Division 6 (Pay Administration) of the City of Laredo Code of Ordinances is hereby amended as follows:

Section 2.87.7 Policy (C)(8)(a.)(b.):

a. The wage schedule for employees classified as department directors and above, excluding contract employees, interns, cooperative education program employees (CO-OPS), elected officials, temporary contract labor employees, firefighters, and police officers governed by the terms of a collective bargaining agreement, is hereby amended as follows:

- The pay grades will transition from the current wage scale of R43, R44, R45, R46, and R47 to the new structure designated as 217, 218, 219, 220, and 221.

b. Each pay grade within the new structure shall have a range spread of 60% to 65% from the minimum to the maximum annual salary.

c. The midpoint differential between each pay grade shall be approximately 10%.

Section 2. The new pay grade schedule shall have a minimum annual salary of \$121,472 and a maximum annual salary of \$287,911, as recommended by the findings of the Segal Study.

Section 3. Severability Clause. If any provision, section, subsection, sentence, clause, or phrase of this ordinance, or the application of same to any person or set of circumstances, is for any reason held to be unconstitutional, void, or invalid, the validity of the remaining portions of this ordinance shall not be affected thereby, it being the intent of the City Council in adopting this ordinance that no portion thereof or provision herein shall become inoperative or fail by reason of any unconstitutionality or invalidity of any other portion or provision.

Section 4. Effective Date. This ordinance shall become effective immediately upon its passage and publication as required by law.

Section 5. Publication. This ordinance shall be published in accordance with the provisions of the City Charter and state law.

**PASSED BY THE CITY COUNCIL AND APPROVED BY THE MAYOR ON THIS
THE ____ DAY OF _____, 2025.**

DR. VICTOR TREVIÑO
MAYOR

ATTEST:

MARIO I. MALDONADO, JR.
CITY SECRETARY

APPROVED AS TO FORM:

DOANH “ZONE” T. NGUYEN
CITY ATTORNEY