

ORDINANCE NO. 2025-O-175

AN ORDINANCE OF THE CITY OF LAREDO, TEXAS, AMENDING CHAPTER 2, ARTICLE II, DIVISION 6 (PAY ADMINISTRATION), OF THE CITY OF LAREDO CODE OF ORDINANCES, SPECIFICALLY SECTION 2-87.7-POLICY (c.)(12)(a.) BY PROVIDING FOR A TWO AND A HALF PERCENT (2.5%) COST OF LIVING ADJUSTMENT (COLA) TO THE WAGE SCHEDULE AND FOR ALL CITY OF LAREDO EMPLOYEES EXCEPT FULL TIME CONTRACT EMPLOYEES, INTERNS, COOPERATIVE EDUCATION PROGRAM EMPLOYEES (CO-OPS), ELECTED OFFICIALS, TEMPORARY CONTRACT LABOR EMPLOYEES, AND FIREFIGHTERS AND POLICE OFFICERS GOVERNED BY THE TERMS OF COLLECTIVE BARGAINING AGREEMENT; PROVIDING THAT HIS ORDINANCE SHALL BE CUMULATIVE; PROVIDING A SEVERABILITY CLAUSE; AND DECLARING AN EFFECTIVE DATE (AS AMENDED).

WHEREAS, the City of Laredo is a municipal corporation organized under the Constitution and the laws of the State of Texas and exercises the powers granted by the City's Charter and the provisions of Article XI, Section 5 of the Texas Constitution; and

WHEREAS, the City Council shall approve the ~~three~~ two and a half percent (2.5%) Cost of Living Adjustment (COLA) to the FY 25-26 wage schedule; and

WHEREAS, the City Council shall approve the ~~three~~ two and a half percent (2.5%) Cost of Living Adjustment for all City of Laredo Employees excluding full time contract employees, interns, cooperative education program employees (co-ops), elected officials, temporary contract labor employees, and firefighters and police officers governed by the terms of a collective bargaining agreement; and

WHEREAS, a Cost of Living (COLA) is to maintain the purchasing power of employees' wages or benefits by adjusting them in line with inflation thus enhance fairness, attract and retain talent and support financial planning in acknowledgement of rising living costs.

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) Section 2-87.7 Policy (c.)(8)(a.) is hereby amended as follows:

(8) Effective ~~February 2, 2023~~ October 1, 2024-2025, the City's wage schedule shall be amended as follows:

- a. All rates of pay in all grades in the wage schedule will be increased by the Cost of Living Adjustment of ~~3% percent~~ two and a half (2.5%) effective

October 1, ~~2023~~ ~~2024~~ 2025.

- b. Henceforth the City of Laredo's wage schedule will consist of a rate range with a minimum, midpoint, and maximum rate of pay. (See Exhibit A-1, incorporated herein by reference);
- c. **Employee Pay Grade Exception, establishing a provision for employees who have exceeded the maximum authorized pay for their current pay grade due to long tenure and exceptional performance, ensuring that their compensation continues to reflect their value to the organization while maintaining equitable pay practices. This exception aims to balance recognizing the contributions of long-serving employees while maintain fairness and transparency in compensation practices. This exception is only to those employees identified by the Human Resources and Financial Services departments.**

Section 2: Effective Date: This ordinance shall become effective October 1, 2025.

Section 3: The provisions of any ordinance in conflict with this ordinance are hereby repealed to the extent they are in conflict. Any remaining portions of said ordinance shall main in full force and effect.

Section 4: Should any section, subsection, clause or phrase of this ordinance be declared unconstitutional or invalid by any court of competent jurisdiction, it is expressly provided that any and all remaining portions of this ordinance shall remain in full force and effect.

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

DR. VÍCTOR TREVIÑO
MAYOR

ATTEST:

MARIO I. MALDONADO, JR.
CITY SECRETARY

APPPROVED AS TO FORM:

DOANH "ZONE" T. NGUYEN
CITY ATTORNEY