

ORDINANCE NO. 2024-O-

AN INTRODUCTORY ORDINANCE OF THE CITY OF LAREDO, TEXAS, TO IMPLEMENT A ONE-TIME INCREASE OF ONE PERCENT (1%) TO THE BASE PAY AS A TENURED ACHIEVEMENT ADJUSTMENT PAY TO ALL FULL-TIME CITY OF LAREDO EMPLOYEES WHO HAVE COMPLETED ONE (1) CONSECUTIVE YEAR OF EMPLOYMENT WITH THE CITY OF LAREDO EFFECTIVE APRIL 1, 2025; 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 THIS 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 would establish a one-time, one percent (1%) Tenured Achievement Adjustment pay; and

WHEREAS, this ordinance is to recognize and reward municipal employees for their tenure and dedicated service by providing a one-time Tenured Achievement Adjustment pay; and

WHEREAS, the City Council would establish this one-time adjustment for all City of Laredo full-time and part-time employees that have completed one (1) consecutive year of employment with the City 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 to take affect on April 1, 2025.

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

Section 1: *This ordinance shall become effective April 1, 2025.*

Section 2: *Eligibility – Regular full-time and part-time employee (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) that has completed at least a full year of continuous employment by March 31, 2025; 1% tenure adjustment pay is applicable to base pay hourly rate. Employees who do not meet eligibility criteria by March 31, 2025 will not qualify for the Tenure Achievement Pay.

Section 3: Calculation –Tenure Achievement Pay shall be calculated as 1% of the employee’s base pay as of March 31, 2025. Base pay excludes overtime, and other supplementary compensation.

Section 4: 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 5: 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 6: 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 _____, 2024.**

DR. VÍCTOR TREVIÑO
MAYOR

ATTEST:

MARIO I. MALDONADO, JR.
CITY SECRETARY

APPPROVED AS TO FORM:

DOANH “ZONE” T. NGUYEN
CITY ATTORNEY