

**ORDINANCE NO. 2019-O-156**

**AN ORDINANCE OF THE CITY OF LAREDO, TEXAS, AMENDING CHAPTER 2, ARTICLE II, DIVISION 6 (PAY ADMINISTRATION), OF THE CITY CODE OF ORDINANCE, SPECIFICALLY SECTION 2-87.7(C)(12)(A), BY PROVIDING A 2.5% COST OF LIVING ADJUSTMENT (COLA) TO ALL CITY EMPLOYEES, WITH THE EXCEPTION OF INTERNS, COOPERATIVE EDUCATION PROGRAM EMPLOYEES (CO-OPS), ELECTED OFFICIALS, TEMPORARY STAFFING AGENCY EMPLOYEES, AND EMPLOYEES SUBJECT TO ANY COLLECTIVE BARGAINING AGREEMENT; THE ADJUSTMENT TO THE EXISTING WAGE SCHEDULE INCLUDES AN ADJUSTMENT TO THE MINIMUM PAY TO \$12.00 PER HOUR, AN ADJUSTMENT TO THE SPREAD BETWEEN ALL GRADES, AND THE ELIMINATION OF PAY GRADE W44 AND W45 AND THE ADDITION OF PAY GRADE R46 AND R47; PROVIDING FOR A REPEALING CLAUSE; PROVIDING FOR A SEVERABILITY CLAUSE; AND PROVIDING FOR AN EFFECTIVE DATE OF OCTOBER 1, 2019.**

**WHEREAS**, the City of Laredo is a Home Rule City acting under its Charter adopted by the electorate pursuant to Article XI, Section 5 of the Texas Constitution and Chapter 9 of the Local Government Code; and

**WHEREAS**, the City Council shall amend and determine the salary range for all City of Laredo employees; and

**WHEREAS**, in order to recognize the contributions of employees, City Council desires to provide a 2.5% Cost of Living Adjustment (COLA) for all City employees with the exception of Interns, Cooperative Education Program employees (CO-OPS), Elected Officials, Temporary Staffing Agency employees, and employees subject to any Collective Bargaining Agreement; and

**WHEREAS**, in order to maintain a healthy and prosperous wage schedule the following adjustments will be implemented: minimum pay raised to \$12.00 per hour, a wage schedule spread adjustment to the existing pay grades as follows: 3.0% spread adjustment for pay grades R23 to R32, 3.8% spread adjustment for pay grades R32 to R33, 7.0% spread adjustment for pay grades R33 to R35, 8.0% spread adjustment for pay grades R35 to R45, and 12% spread adjustment for pay grades R45 to R47, and the elimination of pay grade W44 and W45 and the addition of two (2) pay grades (R46 and R47) with an effective date of October 1, 2019.

**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(c)(12)(a) is hereby amended as follows:

(12) Effective October ~~[1, 2018]~~ 1, 2019 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 a ~~[cost-of-living-increase]~~ spread adjustment based on pay grade: ~~[2.0% increase for pay grades R23 to R30, 1.5% increase~~

~~for pay grades R31 to R39, and 1.0% increase for pay grades R40 to W45; 3.0% spread adjustment for paygrades R23 to R32, 3.8% spread adjustment for pay grades R32 to R33, 7.0% spread adjustment for pay grades R33 to R35, 8.0% spread adjustment for pay grades R35 to R45, 12% spread adjustment for pay grades R45 to R47; elimination of pay grade W44 and W45; addition of pay grade R46 and R46 effective October [1, 2018] 1, 2019 (See Exhibit 1, incorporated herein by reference) and to adjust the minimum pay on grade R23 [-of \$11.00] to \$12.00 per hour, grade R24 to \$11.20 per hour, grade R25 to \$11.40 per hour, grade R26 to \$11.60 per hour, grade R27 to \$11.80 per hour, grade R28 to \$12.00 per hour, and grade R29 to \$12.20 per hour.~~

**Section 2:** These amendments apply to all regular City of Laredo employees with the exception of Interns, Cooperative Education Program employees (CO-OPS), Elected Officials, Temporary Staffing Agency employees, and employees subject to any Collective Bargaining Agreement.

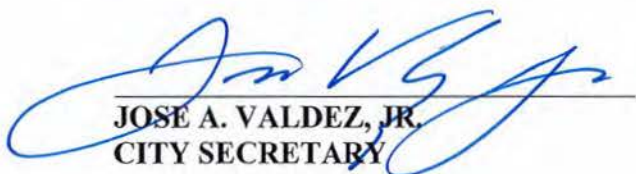
**Section 3.** The provisions of any ordinance in conflict with this ordinance are hereby repealed to the extent they are in conflict. Any remaining portions of said ordinances shall remain in full force and effect.

**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 for force and effect.

PASSED AND APPROVED on this 16 day of September 2019.

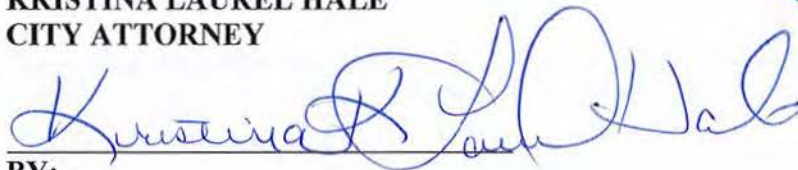
  
PEDRO I. SAENZ, JR.  
MAYOR

ATTEST:

  
JOSE A. VALDEZ, JR.  
CITY SECRETARY

APPROVED AS TO FORM:

KRISTINA LAUREL HALE  
CITY ATTORNEY

  
BY:



**CITY OF LAREDO  
WAGE SCHEDULE  
EFFECTIVE 10-01-19**

	Grd	Minimum	Midpoint	Maximum
HOURLY	R23	12.0000	17.40	22.80
BI-WEEKLY		960.00	1,392.00	1,824.00
MONTHLY		2,080.00	3,016.00	3,952.00
ANNUAL		24,960.00	36,192.00	47,424.00
HOURLY	R24	12.36	17.92	23.48
BI-WEEKLY		988.80	1,433.60	1,878.40
MONTHLY		2,142.40	3,106.13	4,069.87
ANNUAL		25,708.80	37,273.60	48,838.40
HOURLY	R25	12.73	18.46	24.19
BI-WEEKLY		1,018.40	1,476.80	1,935.20
MONTHLY		2,206.53	3,199.73	4,192.93
ANNUAL		26,478.40	38,396.80	50,315.20
HOURLY	R26	13.11	19.01	24.91
BI-WEEKLY		1,048.80	1,520.80	1,992.80
MONTHLY		2,272.40	3,295.07	4,317.73
ANNUAL		27,268.80	39,540.80	51,812.80
HOURLY	R27	13.50	19.58	25.65
BI-WEEKLY		1,080.00	1,566.40	2,052.00
MONTHLY		2,340.00	3,393.87	4,446.00
ANNUAL		28,080.00	40,726.40	53,352.00
HOURLY	R28	13.90	20.16	26.41
BI-WEEKLY		1,112.00	1,612.80	2,112.80
MONTHLY		2,409.33	3,494.40	4,577.73
ANNUAL		28,912.00	41,932.80	54,932.80
HOURLY	R29	14.32	20.77	27.21
BI-WEEKLY		1,145.60	1,661.60	2,176.80
MONTHLY		2,482.13	3,600.13	4,716.40
ANNUAL		29,785.60	43,201.60	56,596.80
HOURLY	R30	14.75	21.39	28.03
BI-WEEKLY		1,180.00	1,711.20	2,242.40
MONTHLY		2,556.67	3,707.60	4,858.53
ANNUAL		30,680.00	44,491.20	58,302.40
HOURLY	R31	15.19	22.03	28.86
BI-WEEKLY		1,215.20	1,762.40	2,308.80
MONTHLY		2,632.93	3,818.53	5,002.40
ANNUAL		31,595.20	45,822.40	60,028.80
HOURLY	R32	15.65	22.70	29.74
BI-WEEKLY		1,252.00	1,816.00	2,379.20
MONTHLY		2,712.67	3,934.67	5,154.93
ANNUAL		32,552.00	47,216.00	61,859.20
HOURLY	R33	16.25	23.57	30.88
BI-WEEKLY		1,300.00	1,885.60	2,470.40
MONTHLY		2,816.67	4,085.47	5,352.53
ANNUAL		33,800.00	49,025.60	64,230.40
HOURLY	R34	17.39	25.22	33.04
BI-WEEKLY		1,391.20	2,017.60	2,643.20
MONTHLY		3,014.27	4,371.47	5,726.93
ANNUAL		36,171.20	52,457.60	68,723.20
HOURLY	R35	18.60	26.97	35.34
BI-WEEKLY		1,488.00	2,157.60	2,827.20
MONTHLY		3,224.00	4,674.80	6,125.60
ANNUAL		38,688.00	56,097.60	73,507.20

	Grd	Minimum	Midpoint	Maximum
HOURLY	R36	20.09	29.13	38.17
BI-WEEKLY		1,607.20	2,330.40	3,053.60
MONTHLY		3,482.27	5,049.20	6,616.13
ANNUAL		41,787.20	60,590.40	79,393.60
HOURLY	R37	21.70	31.47	41.23
BI-WEEKLY		1,736.00	2,517.60	3,298.40
MONTHLY		3,761.33	5,454.80	7,146.53
ANNUAL		45,136.00	65,457.60	85,758.40
HOURLY	R38	23.44	33.99	44.54
BI-WEEKLY		1,875.20	2,719.20	3,563.20
MONTHLY		4,062.93	5,891.60	7,720.27
ANNUAL		48,755.20	70,699.20	92,643.20
HOURLY	R39	25.32	36.72	48.11
BI-WEEKLY		2,025.60	2,937.60	3,848.80
MONTHLY		4,388.80	6,364.80	8,339.07
ANNUAL		52,665.60	76,377.60	100,068.80
HOURLY	R40	27.35	39.66	51.97
BI-WEEKLY		2,188.00	3,172.80	4,157.60
MONTHLY		4,740.67	6,874.40	9,008.13
ANNUAL		56,888.00	82,492.80	108,097.60
HOURLY	R41	29.55	42.85	56.15
BI-WEEKLY		2,364.00	3,428.00	4,492.00
MONTHLY		5,122.00	7,427.33	9,732.67
ANNUAL		61,464.00	89,128.00	116,792.00
HOURLY	R42	31.90	46.26	60.61
BI-WEEKLY		2,552.00	3,700.80	4,848.80
MONTHLY		5,529.33	8,018.40	10,505.73
ANNUAL		66,352.00	96,220.80	126,068.80
HOURLY	R43	34.46	49.97	65.47
BI-WEEKLY		2,756.80	3,997.60	5,237.60
MONTHLY		5,973.07	8,661.47	11,348.13
ANNUAL		71,676.80	103,937.60	136,177.60
HOURLY	R44	37.20	53.94	70.68
BI-WEEKLY		2,976.00	4,315.20	5,654.40
MONTHLY		6,448.00	9,349.60	12,251.20
ANNUAL		77,376.00	112,195.20	147,014.40
HOURLY	R45	40.19	58.28	76.36
BI-WEEKLY		3,215.20	4,662.40	6,108.80
MONTHLY		6,966.27	10,101.87	13,235.73
ANNUAL		83,595.20	121,222.40	158,828.80
HOURLY	R46	45.01	65.27	85.52
BI-WEEKLY		3,600.80	5,221.60	6,841.60
MONTHLY		7,801.73	11,313.47	14,823.47
ANNUAL		93,620.80	135,761.60	177,881.60
HOURLY	R47	50.41	73.10	95.78
BI-WEEKLY		4,032.80	5,848.00	7,662.40
MONTHLY		8,737.73	12,670.67	16,601.87
ANNUAL		104,852.80	152,048.00	199,222.40

## Final Reading of Ordinances 19.

### City Council-Regular

**Meeting Date:** 09/16/2019

**Staff Source:** Melina E. Bermudez, Human Resources Director; Gilberto Sanchez Jr., Budget Director; Kristina L. Hale, City Attorney

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### SUBJECT

**2019-O-156** An Ordinance of the City of Laredo, Texas, Amending Chapter 2, Article II, Division 6 (Pay Administration), of the City Code of Ordinance, specifically Section 2-87.7(c)(12)(a), by providing a 2.5% Cost of Living Adjustment (COLA) to all City employees, with the exception of Interns, Cooperative Education Program employees (CO-OPS), Elected Officials, Temporary Staffing Agency employees, and employees subject to any Collective Bargaining Agreement; the adjustment to the existing wage schedule includes an adjustment to the minimum pay to \$12.00 per hour, an adjustment to the spread between all grades, and the elimination of pay grades W44 and W45 and the addition of pay grade R46 and R47; providing for a repealing clause; providing for a severability clause; and providing for an effective date of October 1, 2019.

### PREVIOUS COUNCIL ACTION

On September 3, 2019, Council introduced the Ordinance.

On August 26, 2019, City Council by motion, instructed staff to proceed with a recommended 2.5% COLA for City employees, a 3.0% spread adjustment for pay grades R23 to R32, 3.8% spread adjustment for pay grades R32 to R33, 7.0% spread adjustment for pay grades R33 to R35, 8.0% spread adjustment for pay grades R35 to R45, and 12% spread adjustment for pay grades R45 to R47 to existing wage schedule, and to raise the City of Laredo's minimum wage to \$12.00 per hour effective Fiscal Year (FY) 2019-2020.

### BACKGROUND

On August 26, 2019, City Council Budget Workshop, staff recommended to the City Council a 2.5% COLA for City employees, a 3.0% spread adjustment for pay grades R23 to R32, 3.8% spread adjustment for pay grades R32 to R33, 7.0% spread adjustment for pay grades R33 to R35, 8.0% spread adjustment for pay grades R35 to R45, and 12% spread adjustment for pay grades R45 to R47 to existing wage schedule, and to raise the City of Laredo's minimum wage to \$12.00 per hour effective Fiscal Year (FY) 2019-2020.

### COMMITTEE RECOMMENDATION

N/A

### **STAFF RECOMMENDATION**

Staff recommends that City Council approve this ordinance as presented.

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### **Fiscal Impact**

**Fiscal Year:**

**Budgeted Y/N?:**

**Source of Funds:**

**Account #:**

**Change Order: Exceeds 25% Y/N:**

#### **FINANCIAL IMPACT:**

Funding will be available in each corresponding City fund.

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### **Attachments**

Ordinance

FY19-20 Wage Schedule

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