

**ORDINANCE NO. 2020-O-041**

**AN ORDINANCE OF THE CITY OF ATHENS PROVIDING FOR SPECIAL SENIORITY PAY FOR NEWLY-HIRED POLICE OFFICERS WITH PRIOR FULL-TIME, PAID, LAW ENFORCEMENT EXPERIENCE; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING AN EFFECTIVE DATE.**

**WHEREAS**, the City of Athens has adopted Chapter 143 of the Local Government Code, or “Civil Service” for its police and fire departments; and

**WHEREAS**, the City Council has the authority, under Chapter 143 and specifically § 143.041, to set seniority pay for classified positions; and

**WHEREAS**, the City of Athens highly values law enforcement personnel with previous experience as full-time paid officers; and

**WHEREAS**, the City of Athens recognizes that recruiting persons with prior full-time paid law enforcement experience is an asset to the City of Athens Police Department and to the citizens; and

**WHEREAS**, the City Council believes that years of experience in paid law enforcement is an important factor in the success of police officers and that providing seniority pay as described below will assist the City of Athens to recruit experienced personnel; and

**WHEREAS**, the City Council adopts the Athens Police Department Step Plan Pay Scale annually as part of the Budget, and this ordinance is intended to explicate and supplement the Step Plan Pay Scale ordinance; and

**WHEREAS**, on the 11<sup>th</sup> day of May 2020, the City Council of the City of Athens, Texas, after due notice, held a public meeting and the ordinance was read aloud for the first time as required by Article III, Section 3.11 of the City of Athens Charter.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ATHENS, TEXAS:**

**SECTION 1.**

That the City Council hereby finds the statements made in the preamble are true and correct.

**SECTION 2.**

That the City Council deems that those officers who are hired after June 1, 2020, with prior full-time paid law enforcement experience will be placed on the City of Athens' Police Department Step Plan Pay Scale based on the following formula:

Those officers with prior full-time paid experience with a county or municipal law enforcement agency having at least 15 commissioned, full-time, paid officers, shall receive one year of special seniority pay credit with the Athens Police Department for each year served with that agency.

Those officers with prior full-time paid experience with a county or municipal law enforcement agency having fourteen (14) or fewer commissioned, full-time, paid officers shall receive one-half year's special seniority pay credit with the Athens Police Department for each year served with that agency.

### SECTION 3.

- a. That should any word, sentence, paragraph, subdivision, clause, phrase or section of this ordinance be adjudged or held to be unconstitutional, illegal or invalid, the same shall not affect the validity of this ordinance as a whole, or any part or provision thereof other than the part, so decided to be invalid, illegal or unconstitutional.
- b. That all provisions of the ordinance of the City of Athens in conflict with the provisions of this ordinance be, and the same are hereby, repealed and all other provisions for the ordinance of the City of Athens not in conflict with the provisions of this ordinance shall remain in full force and effect.
- c. That this ordinance shall take effect immediately after its passage.

**PASSED, APPROVED, and ADOPTED** this the **26<sup>th</sup>** of **May 2020** at a regular meeting of the City Council of the City of Athens, Texas, with the following record vote:

Monte Montgomery, Mayor	Aye
Ed McCain, Mayor Pro Tem	Aye
Aaron Smith, Councilmember	Aye
Toni Clay, Councilmember	Aye
Robert Gross, Councilmember	Aye

Voted in favor of the motion	5
Voted against the motion	0

Motion carried

5-0

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Monte Montgomery, Mayor

ATTEST:

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Bonnie Hambrick, City Secretary