

ORDINANCE NO. 2022-O-103

AN ORDINANCE OF THE CITY OF ATHENS, TEXAS, AMENDING CHAPTER 15 - PERSONNEL, ARTICLE I. – IN GENERAL, SEC 15-4. – ASSIGNMENT PAY OF THE CODE OF ORDINANCES WHICH PROVIDED FOR THE PAYMENT OF A MONETARY RECRUITMENT INCENTIVE IN THE AMOUNT OF \$3,000 FOR NEW POLICE OFFICER HIRES, PROVIDING A REPEALER CLAUSE, A SEVERABILITY CLAUSE, AND AN EFFECTIVE DATE.

WHEREAS, on the 13th day of February 2017 the City Council of the City of Athens, Texas adopted an ordinance established as Sec. 15-4 (b) of the City of Athens Municipal Code, establishing the payment of a monetary recruitment incentive for new police officer hires; and

WHEREAS, on the 27th day of June 2022, the City Council of the City of Athens, approved a Resolution authorizing the City Manager to modify the pay scale for Certified Police Officers to a rate which made the need for the \$3000 recruitment incentive obsolete.

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

Section 1. That Chapter 15 – PERSONNEL, ARTICLE I.- IN GENERAL, Sec. 15-4. – Assignment pay., of the Code of Ordinances is hereby amended to read as follows (strike through portions being deleted from the text):

Sec. 15-4. - Assignment pay.

(a) To those employees at patrol officer/detective, corporal and sergeant ranks regularly assigned to work as:

(1) Criminal Investigation Division (CID) - \$225.00 per month

The term "regularly assigned" shall mean those employees listed on the bi-weekly time sheet signed by the police chief or designee, for a period of not less than twenty-eight (28) consecutive days, "two (2) pay periods", without regard to whether additional duties may be performed by such person.

(2) Field training officer - \$100.00 per month

The term "regularly assigned" shall mean those employees listed on the bi-weekly time sheet signed by the police chief or designee, as being regularly assigned to the above function without regard to whether additional duties may be performed by such person.

~~*(b) Effective February 14, 2017, the city council authorizes the payment of a monetary recruitment incentive in the amount of three thousand dollars (\$3,000.00) to each probationary police officer, based on the following conditions:*~~

~~*(1) A probationary police officer must execute the agreement form prior to receiving the monetary recruitment incentive, which will require that the incentive must be repaid to the city.*~~

~~as scheduled in the agreement form, if employment is terminated within three (3) years of the hire date.~~

~~(2)The city will pay a probationary police officer one thousand five hundred dollars (\$1,500.00) at the start date of employment.~~

~~(3)The city will pay a probationary police officer one thousand five hundred dollars (\$1,500.00) not later than three hundred sixty four (364) days from the start date of employment.~~

~~(4)The monetary recruitment incentive pay will cease to be offered when the city reaches desired staffing at the police department.~~

~~(5)The city manager and chief of police are authorized to enter into and execute the monetary recruitment incentive agreement, as herein described, on behalf of the city.~~

Section 2. Should any clause, phrase, sentence section of this Ordinance be deemed invalid or unconstitutional by a court of competent jurisdiction, said finding shall not affect the remaining clauses, phrases, sentences or sections of this Ordinance.

Section 3. Any ordinance, resolution or order previously passed and/or adopted by the City Council, or any part thereof, if found to be in conflict with the provisions of this Ordinance, shall be resolved in favor of the terms and conditions of this Ordinance, and any prior conflicting ordinance, resolution or order or any part thereof, is hereby repealed to the extent of said conflict.

Section 4. This ordinance shall be and become effective from and after its adoption and publication in accordance with the provisions of the Charter of the City of Athens, Texas.

First reading on the 25th day of July 2022.

PASSED, APPROVED, and ADOPTED this the **8th** day of **August 2022** at a regular meeting of the City Council of the City of Athens, Texas, with the following record vote:

Toni Clay, Mayor	Aye
Aaron Smith, Mayor Pro Tem	Aye
Robert Gross, Councilmember	Aye
SyTanna Freeman, Councilmember	Aye
Mark Carroll, Councilmember	Aye

Voted in favor of the motion	5
Voted against the motion	0
Motion carried	5-0

Toni Clay, Mayor

ATTEST:

Bonnie Hambrick, City Secretary