

**ORDINANCE NO. 22-19**

**AN ORDINANCE CLASSIFYING ALL FIREFIGHTERS AND POLICE OFFICERS OF THE CITY OF BROWNWOOD, TEXAS, PRESCRIBING THE NUMBER OF POSITIONS OF EACH CLASSIFICATION; FIXING THE SALARY FOR EACH CLASSIFICATION; PROVIDING LONGEVITY PAY; PROVIDING CERTIFICATION PAY; PROVIDING FOR POLICE OFFICER RECRUIT HIRING INCENTIVE PAY; REPEALING ALL ORDINANCES IN CONFLICT HERewith; PROVIDING A SEVERABILITY CLAUSE AND A SAVINGS CLAUSE.**

WHEREAS, the ordinance classifying Firefighters and Police Officers heretofore passed in compliance with Article 1583-2 of the Penal Code of Texas, Ordinance being dated the 23<sup>rd</sup> day of January 1950, together with subsequent amendments thereto has been changed to comply with State Laws governing salaries, certification pay, and longevity pay; and

WHEREAS, the City adopted its latest civil service classification ordinance on September 21, 2021, in Ordinance No. 21-14 (the "Classification Ordinance"); and

WHEREAS, the Classification Ordinance is hereby amended in its entirety to read as follows; and

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

**Section 1. Classifications/positions/salaries.**

For Fiscal Year 2022-2023, the following civil service positions for fire and police in the City of Brownwood shall be classified as follows and that the number of positions and pay of each classification thereof shall be as follows:

**Fire Department:**

1 – Assistant Chief of Fire Operations (Appointed)	\$6,290.00 per month
1 – Assistant Chief of Fire Prevention (Appointed)	\$6,290.00 per month
3 – Captains	\$5,456.00 per month
6 - Lieutenants	\$5,050.00 per month
9 - Fire Drivers	\$4,608.00 per month
14 – Firefighters	Pay listed below

**Firefighter Step 10:**

10 + years' experience – certified with 10 years or more employment as a Firefighter	\$4,133.00 per month
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**Firefighter Step 6:**

6 + years, but less than 10 years experience – certified with 6 years or more employment as a Firefighter	\$4,075.00 per month
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**Firefighter Step 3:**

3 + years, but less than 6 years experience – certified with 3 years or more employment as a Firefighter	\$3,977.00 per month
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**Firefighter Step 1:**

1 + years, but less than 3 years  
experience – certified with 1 year  
or more employment as a Firefighter \$3,740.00 per month

**Police Department:**

1 – Assistant Chief (Appointed) \$6,983.00 per month  
2 – Lieutenants \$6,260.00 per month  
4 – Patrol Sergeants / 1 CID Sergeant \$5,365.00 per month  
4 – Patrol Corporals / 1 CID Corporal \$4,867.00 per month  
26 – Officers/Recruits Pay listed below

***19-Patrol Officers / 5-CID (Non-Patrol)***

**Police Officer – 10 plus years:**

10+ years' experience - licensed/certified  
with 10 or more years of full-time employment  
with a law enforcement agency as a Peace Officer \$4,630.00 per month

**Police Officer - 6 to 10 years:**

6 or more, but less than 10 years experience  
- licensed/certified with 6 to 10 years of  
full time employment with a law enforcement  
agency as a Peace Officer \$4,413.00 per month

**Police Officer - 3 to 6 years:**

3 or more, but less than 6 years experience  
- licensed/certified with 3 to 6 years of  
full time employment with a law enforcement  
agency as a Peace Officer \$4,251.00 per month

**Police Officer - 1 to 3 years:**

1-year experience to less than 3 years experience  
- licensed/certified with 1 to 3 years of  
full time employment with a law enforcement  
agency as a Peace Officer \$4,142.00 per month

**Probationary Police Officer – 0 to 1 year:**

0 years' experience to less than 1 year,  
licensed/certified Texas Peace Officer with 0 to  
1-year full time employment with a law enforcement

agency as a Peace Officer \$3,863.00 per month

**Police Cadet:**

No experience required, non-licensed, non-certified personnel attending the Police Academy \$3,369.00 per month

***2-SRO/School Resource Officers (Non-Patrol)***

**SRO/School Resource Officer – 10 plus years:**

10 or more years experience – license/certified with 10 or more years of full-time employment with a law enforcement agency as a Peace Officer \$4,630.00 per month

**SRO/School Resource Officer – 6 to 10 years:**

6 or more, but less than 10 years experience – license/certified with 6 to 10 years of full time employment with a law enforcement agency as a Peace Officer \$4,413.00 per month

**SRO/School Resource Officer – 3 to 6 years:**

3 or more, but less than 6 years experience – license/certified with 3 to 6 years of full time employment with a law enforcement agency as a Peace Officer \$4,251.00 per month

**SRO/School Resource Officer – 1 to 3 years:**

1 year experience to less than 3 years experience – license/certified with 1 to 3 years of full time employment with a law enforcement agency as a Peace Officer \$4,142.00 per month

**Section 2. Longevity Pay.**

Provided further that in addition to said salary any person performing the duties of said classification shall be paid an additional sum per month as follows based upon continuous years of service in said department with the City of Brownwood.

One (1) through nine (9) years	\$4.00 per month per service year
Ten (10) through nineteen (19) years	\$5.00 per month per service year
Twenty (20) years and over	\$6.00 per month per service year

Maximum longevity pay \$150.00 per month

Calculation: longevity pay shall be calculated on a monthly basis but will be paid on a pro-rata basis in each pay period.

**Section 3. Certification Pay.**

Provided further that in addition to said salary and longevity pay, classified personnel shall be entitled to certification pay as follows:

Intermediate Certificate must be obtained within eight (8) years of employment date. A copy of the TCOLE or TCFP Certificate must be provided by the officer to the City's Civil Service Director and Human Resources Director before the officer receives certification pay.

**Fire Department.**

AEMT Certification Pay	\$100.00 per month
EMT Paramedic Certification Pay	\$150.00 per month

**Firefighter Intermediate Certification:**

Hold Basic Fire Protection Personnel Certification.

- 1) 3 semester hours of fire science or fire technology; or
- 2) 96 hours instruction in any National Fire Academy courses; or
- 3) 3 semester hours of college courses listed in No. 1 and 48 hours in any National Fire Academy courses.
- 4) Minimum 4 years of fire protection experience . \$200.00 per month

**Firefighter Advanced Certification:**

Hold an Intermediate Structure Fire Protection Personnel Certification.

- 1) 6 semester hours of fire science or fire technology; or
- 2) 96 hours instruction in any National Fire Academy courses; or
- 3) 3 semester hours of college courses listed in No. 1 and 48 hours in any National Fire Academy courses.
- 4) Minimum 8 years of fire protection experience . \$260.00 per month

**Firefighter Master Certification:**

Hold an Advance Structure Fire Protection Personnel Certification.

- 1) 60 college semester hours which include a Minimum of 18 college semester hours in fire science subjects.
- 2) Minimum 12 years of fire protection experience.

\$325.00 per month

(See: Texas Commission on Fire Protect §423.7, Minimum Standards for Master Structure Fire Protection Personnel Certification)

**Police Department.**

**Intermediate Proficiency Certificate**

\$200.00 per month

**Advanced Proficiency Certificate**

\$260.00 per month

**Master Proficiency Certificate**

\$325.00 per month

**Education Pay.**

**Associates Degree**

\$50.00 per month

**Bachelor's Degree**

\$100.00 per month

**Master's Degree**

\$150.00 per month

Calculation: Certification and Education pay shall be calculated on a monthly basis but will be paid on a pro-rata basis in each pay period.

**Section 4. Police Officer Hiring Incentive Pay.**

- (a) Police Officer (more than 1-year experience):

After the effective date of this Ordinance, police officers who are certified/licensed as peace officers by TCOLE (Texas Commission on Law Enforcement) at the time they are hired by the Brownwood Police Department for full time employment as a Police Officer with more than 1 year of experience (excluding officers currently employed by the City as of the effective date of this Ordinance), and who have signed a Police Officer Hiring Incentive Agreement in a form approved by the City, shall be paid a hiring incentive as follows:

\$3,500.00 payable on the first paycheck after hire;

\$1,500.00 payable on the first paycheck after successful completion of one-year probationary period.

Officers who do not successfully complete the one-year probationary period must re-pay the City the \$3,500 incentive. Officers who do not complete 24 months of employment with the City shall be obligated to repay all and/or a portion of the incentive pay as more fully described in the Police Officer Hiring Incentive Agreement, which is incorporated herein as though set out in full. These payments are considered to be compensation and are subject to all applicable taxes and withholding.

(b) Police Officers (1 year of experience or less):

After the effective date of this Ordinance, police officers who are certified/licensed as peace officers by TCOLE (Texas Commission on Law Enforcement) at the time they are hired by the Brownwood Police Department for full time employment as a Probationary Police Officer (excluding officers currently employed by the City as of the effective date of this Ordinance), and who have signed a Police Officer Hiring Incentive Agreement in a form approved by the City, shall be paid a hiring incentive as follows:

\$2,500.00 payable on the first paycheck after hire;

Officers who do not successfully complete the one-year probationary period must re-pay the City the \$2,500 incentive. Officers who do not complete 24 months of employment with the City shall be obligated to repay all and/or a portion of the incentive pay as more fully described in the Police Officer Hiring Incentive Agreement, which is incorporated herein as though set out in full. These payments are considered to be compensation and are subject to all applicable taxes and withholding.

(c) Police Cadet:

After the effective date of this Ordinance, police cadets who are not certified/licensed as peace officers by TCOLE (Texas Commission on Law Enforcement) at the time they are hired by the Brownwood Police Department for full time employment as a police cadet, and who have signed a Police Officer Hiring Incentive Agreement in a form approved by the City, shall be paid a hiring incentive as follows:

\$2,500.00 payable on the first paycheck after completing the Field Training Officer Program.

Officers who do not complete 24 months of employment with the City shall be obligated to repay all and/or a portion of the incentive pay as more fully described in the Police Officer Hiring Incentive Agreement, which is incorporated herein as though set out in full. These payments are considered to be compensation and are subject to all applicable taxes and withholding.

**Section 5. Assignment Pay.**

**Police Department.**

After the effective date of this Ordinance, and beginning on October 13, 2016, Police Officers below the rank of Lieutenant, assigned to the CID or narcotics continuously for one (1) month or more shall receive Assignment Pay in the amount of \$75.00 per month.

**Section 6. Miscellaneous Clauses.**

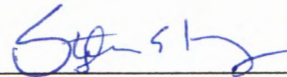
**Severability clause:**

If any section, subsection, phrase, sentence or portion of this Ordinance is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct, and independent provision and such holdings shall not affect the validity of the remaining portions thereof.

**Savings Clause:**

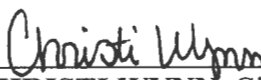
All ordinances or parts of ordinances, in conflict herewith are to the extent of such conflict hereby repealed. The balance of such ordinance is hereby saved from repeal.

**PASSED AND APPROVED** on *first/final* reading this 27<sup>th</sup> day of September 2022.



STEPHEN E. HAYNES, Mayor

**ATTEST:**

  
CHRISTI WYNN, City Secretary



**APPROVED AS TO FORM:**

  
WILLIAM P. CHESSER, City Attorney