

**ORDINANCE NO. O-2016-113**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF TYLER, TEXAS, AMENDING CHAPTER 3, "PERSONNEL/CIVIL SERVICE/TMRS", ARTICLE III., "CIVIL SERVICE FOR FIREFIGHTERS AND POLICE OFFICERS", DIVISION 3, "OTHER COMPENSATION", SECTION 3-64, "ASSIGNMENT PAY" OF THE CODE OF ORDINANCES OF THE CITY OF TYLER, TEXAS, AMENDING FOR PHYSICAL FITNESS; PROVIDING A SEVERABILITY CLAUSE; AND ESTABLISHING AN EFFECTIVE DATE.**

**WHEREAS**, Assignment Pay can be amended as needed by the City Council;

**WHEREAS**, the physical fitness of police officers is a matter of concern to the public as well as the department and officers themselves; and

**WHEREAS**, it is the desire of the Police Department to amend the requirements to be eligible for Shift Differential payment and to reduce the periodic payment for Enhanced Physical Fitness Incentive from six payments per month to a one-time payment for a six month period;

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

**PART 1:** That City Code Chapter 3, Personnel/Civil Service/TMRS, Article III., "Civil Service for Firefighters and Police Officers", Division 3., "Other Compensation", Sec. 3-64, "Assignment Pay", is hereby amended to read as follows:

**Sec. 3-64. Assignment pay.**

**a. Police.**

- 1. Regular (off of probation). Police Officers, except the Chief, may receive as many as three of the following additional assignment pay types. For the first assignment they will receive one hundred dollars (\$100.00) per month. For a second assignment they will receive an additional seventy five dollars \$75.00) per month. For a third assignment they will receive an additional fifty dollars (\$50.00) per month:**
  - (a) Receive the special assignment of Field Training Officer and actually perform the specialized duties of training another officer (either full-time or part-time), or be a part-time Field Training Officer when training, or be designated as the Field Training Officer Coordinator;**
  - (b) Be accepted as and remain a member of the Special Operations Team.**
  - (c) Be accepted as and remain a member of the Hostage Negotiations Team, including Crisis Negotiator.**
  - (d) Be accepted as and remain a member of the Traffic Unit.**
  - (e) Be accepted as and remain a Canine Officer.**

- (f) Be accepted as and remain a Bicycle Officer.
- (g) Be certified as a Bi-lingual employee.
- (h) Reserved
- (i) Be an Investigator.
- (j) Reserved
- (k) Be a Public Information Officer.
- (l) Be a Narcotics Officer.
- (m) Be a Training Officer.
- (n) Be a Personnel Officer.
- (o) Be a Crime Scene Investigator
- (p) Be a Community Response Officer (Crime prevention)
- (q) Be a Polygraph Examiner.
- (r) Be an Accident Investigator
- (s) Reserved
- (t) Be an Honor Guard Officer

Employees that wish to be tested for bilingual pay are to schedule testing through the Career Development supervisor. The minimum qualification to receive the bilingual assignment pay is a level 2 designation on the U.S. Foreign Service Institute scale. This level will be determined by taking an average of the verbal and written portions of the test. A level 2 designation is the ability to satisfy routine social demands and limited work requirements. The employee can handle with confidence, but not with facility, most social situations including introductions and casual conversations about current events, as well as work, family and autobiographical information. The employee can handle limited work requirements, needing help in handling any complications or difficulties. The employee can get the "gist" of most conversations on non-technical subjects and has a speaking vocabulary sufficient to express themselves simply with some circumlocutions; accent, though often faulty, is intelligible. The employee can usually handle elementary constructions quite accurately but does not have a thorough or confident control of the grammar.

(Ord. No. O-2000-14, 3/15/00) (Ord. No. 0-2000-64, 9-6-2000) (Ord. No. O-2005-35, 5/11/05)  
(0-2010-101, 10-13-10)

2. Shift Differential. After successful completion of training all police personnel (sworn and non-sworn) are eligible to receive additional shift differential pay as follows:
  - (a) Evening shift (Those personnel who work 80 percent or more of their regular duty assignment after 1400 hours) \$100.00/month

- (b) Night shift (Those personnel who work 80 percent or more of their regular duty assignment after 2300 hours) \$200.00/month
- (c) Day shift (Those personnel who work day shift, defined as shifts that start between 0559 and 1759 hours, do not receive a shift differential.

3. Enhanced Physical Fitness Incentive. All Police Officers, except the Chief, may receive a one-time payment of \$150.00 25.00 per month for the six-month period following the physical fitness assessment. Police Officers receive the physical fitness incentive by successfully meeting the department's physical fitness standards for incumbent officers as established by the Thomas and Means fitness study conducted in 2002. Those standards are as follows:

- (a) 1.5 mile run 15:42 min:sec
- (b) 300 meter run 67.0 seconds
- (c) 1 RM Bench press ratio .78
- (d) 23 push-ups
- (e) 20 sit-ups
- (f) Agility run 20.3 seconds
- (g) Vertical jump 18.5 inches

(Ord. No. O-2005-35, 5/11/05) (0-2010-101, 10/13/10) (Ord. No. O-2016-113, 12/14/16)

b. Fire. Firefighters, except the Chief, may receive as many as three of the following additional assignment pay types. For the first assignment they will receive one hundred (\$100.00) per month unless otherwise specified. For a second assignment they will receive an additional seventy five dollars (\$75.00) per month. For a third assignment they will receive an additional fifty dollars (\$50.00) per month.

- 1. Be the Captain who works forty-hour per week shift and is assigned by the Fire Chief to the Training Division to assist the Assistant Fire Chief (\$150.00).
- 2. Be accepted and remain as a member of the Hazardous Materials Response Team.
- 3. Be assigned to the Fire Marshal's office and be certified as a Peace Officer, Arson Investigator, Firefighter, and Inspector.
- 4. Be ARFF certified and be assigned to work at the Airport.
- 5. Be accepted as and remain a member of the Police Special Operations Team.
- 6. Be accepted as and remain a member of the technical rescue team.

(Ord. O-99-29: 4-7-99) (Ord 0-2001-32, 8/1/01) (0-2004-47, 6/30/04) (0-2010-101, 10/13/10)

c. Police and Fire

- 1. All Police and Fire sworn personnel may receive special assignment for Lean Sigma projects at the following levels:
  - (a) Green Belt \$75.00 per month
  - (b) Black Belt I (part-time) \$125.00 per month

(c) Black Belt II (full-time) \$415.00 per month

(Ord. No. 0-2011-90, 10/26/11)

**PART 2:** That if any provision or any section of this ordinance shall be held to be void or unconstitutional, such holding shall in no way affect the validity of the remaining provisions or sections of this ordinance, which shall remain in full force and effect.

**PART 3:** That this ordinance shall take effect immediately upon its adoption with the pay adjustments to become effective upon the start of the next pay period after effective date.

**PASSED AND APPROVED** this the 14<sup>th</sup> day of December, 2016.

  
MARTIN HEINES, MAYOR  
OF THE CITY OF TYLER, TEXAS

ATTEST:

  
CASSANDRA BRAGER, CITY CLERK



APPROVED:

  
DEBORAH G. PULLUM,  
CITY ATTORNEY