



Sherry Garrison, Council Position 1
Thane Harrison, Council Position 2
Tommy Ginn, Council Position 3

Bill Patterson, Council Position 4
Ron Martin, Council Position 5
Rae A. Sinor, Council Position 6

James Stokes, City Manager
Gary Jackson, Assistant City Manager

Jerry Mouton Jr., Mayor

Shannon Bennett, TRMC, City Secretary
Jim Fox, City Attorney

CALL TO ORDER

1. Presentation of the renovations of the Spencerview Athletic Complex.

[PRE 17-023](#)

Recommended Action: Presentation and discussion only.

2. Discussion of issues related to a possible request to the Planning and Zoning Commission to amend the zoning ordinance to allow the use of external shipping containers under certain conditions in the General Commercial zoning district.

[DIS 17-096](#)

Recommended Action: Discussion only.

Department: City Manager's Office, Public Works and City Attorney Fox

Attachments: [Outdoor Storage and Display-07-2017](#)

3. Discussion of issues relating to changes to the City of Deer Park Administrative Manual as it pertains to Education Pay.

[DIS 17-095](#)

Recommended Action: Discussion only during workshop. An item for consideration and possible action is included on the August 1, 2017 Regular Meeting Agenda.

Department: Human Resources

Attachments: [Proposed Certification Education Pay Policy](#)

4. Discussion of issues relating to amending the FY 2016-2017 Salary and Classification Scales for full-time employees and execution of payment to begin with the 2nd pay period in August 2017.

[DIS 17-097](#)

Recommended Action: Discussion only during workshop. An item for consideration and possible action is included on the August 1, 2017 Regular Meeting Agenda.

Department: Human Resources

Attachments: [2017_18 Classification Scales \(2\)](#)

[2017_18 Salary Scales](#)

The Mission of the City of Deer Park is to deliver exemplary municipal services that provide the community a high quality of life consistent with our history, culture and unique character.

5. Discussion of issues relating to adopting minimum prevailing wage rates for various construction crafts and trades for public works construction performed under contract with the City of Deer Park pursuant to Chapter 2258 of the Texas Government Code.

[DIS 17-098](#)

Recommended Action:

Discussion only during workshop. An item for consideration and possible action is included on the August 1, 2017 Regular meeting Agenda.

Attachments:

[Wage Rates-David Bacon Act-07-2017](#)

[TX 303](#)

ADJOURN

Shannon Bennett, TRMC
City Secretary

Posted on Bulletin Board
July 28, 2017

City Hall is wheelchair accessible and accessible parking spaces are available. Requests for accommodations or interpretive services must be made 72 hours prior to any meeting. Please contact the City Secretary's office at 281.478.7248 for further information.

The Mission of the City of Deer Park is to deliver exemplary municipal services that provide the community a high quality of life consistent with our history, culture and unique character.



Legislation Details (With Text)

File #: PRE 17-023 **Version:** 1 **Name:**
Type: Presentation **Status:** Agenda Ready
File created: 7/26/2017 **In control:** City Council Workshop
On agenda: 8/1/2017 **Final action:**
Title: Presentation of the renovations of the Spencerview Athletic Complex.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
8/1/2017	1	City Council Workshop		

Presentation of the renovations of the Spencerview Athletic Complex.

In May 2015, the citizens of Deer Park voted on and accepted the one-half of one percent sales tax (Type B) increase to fund seven (7) major capital projects throughout the City. The Spencerview Athletic Complex approved by City Council was the initial kick-off project utilizing the Type B funds. The project began in July 2016 and completed in July 2017.

Please make plans to attend the Spencerview Athletic Complex Dedication prior to the Workshop at 5:00 pm, the Parks & Recreation Department will be hosting the dedication ceremony.

None

Presentation and discussion only.



Legislation Details (With Text)

File #: DIS 17-096 **Version:** 1 **Name:**

Type: Discussion **Status:** Agenda Ready

File created: 7/26/2017 **In control:** City Council Workshop

On agenda: 8/1/2017 **Final action:**

Title: Discussion of issues related to a possible request to the Planning and Zoning Commission to amend the zoning ordinance to allow the use of external shipping containers under certain conditions in the General Commercial zoning district.

Sponsors: City Manager's Office, Public Works, Jim Fox

Indexes:

Code sections:

Attachments: [Outdoor Storage and Display-07-2017](#)

Date	Ver.	Action By	Action	Result
8/1/2017	1	City Council Workshop		

Discussion of issues related to a possible request to the Planning and Zoning Commission to amend the zoning ordinance to allow the use of external shipping containers under certain conditions in the General Commercial zoning district.

Summary:

This item is a continuation of the discussion regarding Wal-Mart's request for use of seasonal external shipping containers, which was discussed at Council workshop on June 20 and July 18, 2017. On June 20th Council heard from Wal-Mart officials regarding their seasonal needs for outdoor storage. That discussion concluded with consensus that staff and City Attorney Jim Fox would work to draft an ordinance for Council's future consideration which accommodated Wal-Mart while upholding certain standards specified by the City.

Staff then sought assistance on this matter from attorney Kim Mickelson with the firm Olson and Olson, who previously assisted the City in the creation of our new Master Comprehensive Plan, Zoning Ordinance update, and Subdivision Ordinance update. Ms. Mickelson prepared a draft ordinance which was discussed at the July 18th workshop. Council provided input and requested the City Attorney bring back the draft ordinance with certain changes to the August 1, 2017 workshop and regular meeting.

At the August 1st workshop Council will have further discussion of the latest draft of the ordinance. At the August 1st regular meeting Council will consider possibly referring the proposed ordinance to the Planning and Zoning Commission to consider an amendment to the Zoning Ordinance to allow the use of external shipping containers under certain conditions in the General Commercial zoning district.

The timetable to consider the amendment to the Zoning Ordinance is as follows:

August 1: Council referral to P & Z

August 7: P&Z schedules a Preliminary Public Hearing

September 11: Preliminary Public Hearing. P&Z makes a report to Council.

September 19: Council considers report from P&Z and calls a Joint Public hearing with P&Z for October 17th

October 17: Council and P&Z conduct Joint Public Hearing. Council votes on Ordinance

Fiscal/Budgetary Impact:

N/A

Discussion only.

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF DEER PARK, TEXAS, AMENDING THE CODE OF ORDINANCES OF THE CITY OF DEER PARK BY AMENDING APPENDIX A – ZONING, SECTION 7 – COMMERCIAL DISTRICTS, BY ADDING A NEW SECTION 7.02.4.4, SPECIAL USE PERMIT TO GENERAL COMMERCIAL DISTRICT (GC) PROVIDING FOR STANDARDS WHEN AN APPLICATION MAY BE MADE FOR THE USE OF SHIPPING CONTAINERS AS STORAGE; AMENDING SECTION 10.03, ZONING MATRIX BY ADDING “S” TO GENERAL COMMERCIAL (GC) FOR “OUTDOOR STORAGE AND DISPLAY”; AND PROVIDING FOR OTHER MATTERS RELATED TO THE SUBJECT; AND DECLARING AN EMERGENCY.

WHEREAS, the City Council of the City of Deer Park adopted a zoning ordinance for land uses in the city; and

WHEREAS, the City Council has heard a request to consider a text amendment to the ordinance in the regulations for the General Commercial District (GC); and

WHEREAS, the City Council has referred the matter to the Planning and Zoning Commission, and both bodies have held public hearings on the proposed text amendment, following proper notice and procedure; and

WHEREAS, the Planning and Zoning Commission finds that the text amendment is appropriate for the development of big box retailers, meeting certain area and development standards, and has made a report to City Council; and

WHEREAS, City Council has received the report and finds that the proposed text amendment is appropriate and necessary for the big box type of development, that the amendment will not adversely affect the public health, safety, or welfare, and will contribute to the economic growth of the city;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DEER PARK:

Section 1. That the Code of Ordinances of the City of Deer Park be amended by adding to Appendix A – Zoning, a new Section 7.02.4.4 Special Use Permit, to Section 7 – Commercial Districts, General Commercial District (GC), to read as follows;

The following uses may be allowed pursuant to an ordinance adopted by council, following public hearings and passage of an ordinance by council on the application pursuant to Appendix A – Zoning Ordinance, Section 19.

1. Shipping Containers. Shipping containers may be allowed in the General Commercial District (GC) for outdoor storage purposes subject to compliance with all the following requirements:
 - a. The commercial use must be a minimum of 25 acres in size;
 - b. Shipping containers must be located behind the primary structure;
 - c. Shipping containers must be fenced and screened from public view along public rights-of-way by an opaque fence that is a minimum of eight (8) feet in height, measured from the ground;
 - d. Shipping containers shall not be placed in required loading zones, parking areas, easements, internal street lanes, or fire lanes;
 - e. Shipping containers shall be placed only on cast in place concrete or asphalt surface;
 - f. Shipping containers shall not exceed forty (40) in number at any time;
 - g. Shipping containers shall not be stacked;
 - h. Shipping containers will be allowed for no more than one hundred (100) consecutive days, once a year, which time shall include mobilization and demobilization. The one hundred (100) days begins on delivery of first container and ends on removal of the last container.
 - i. Shipping container placement must meet all applicable permanent construction setback requirements of city codes.

Section 2. That the Code of Ordinances of the City of Deer Park be amended by adding to Appendix A – Zoning, Section 10.03, Zoning Matrix, a “S” for the General Commercial District (GC) for the use of “Outdoor Storage and Display”.

Section 3. That all ordinances and parts of Ordinances in conflict herewith are hereby repealed to the degree of any conflict.

Section 4. It is hereby officially found and determined that the meeting at which this Ordinance was adopted was open to the public and that public notice of the time, place and purpose of said meeting was given, all as required by Chapter 551 of the Government Code of the State of Texas.

Section 5. The City Council finds that this Ordinance relates to the immediate preservation of the public peace, safety and welfare, in that it is necessary for the protection of the citizens of this City, and the property located therein, that provision be made for the zoning ordinance for the orderly and safe

use of shipping containers, thereby creating an emergency, for which the Charter requirement providing for the reading of Ordinances on three several days should be dispensed with, and this Ordinance should be passed finally on its introduction; and, accordingly, such requirement is dispensed with, and this Ordinance shall take effect upon its passage and approval by the Mayor.

In accordance with Article VIII, Section 1 of the City Charter, this Ordinance was introduced before the City Council of the City of Deer Park, Texas, **passed, approved and adopted** on this the ____ day of _____, 2017 **by a vote of** _____ **“Ayes” and** _____ **“Noes”**.

MAYOR, City of Deer Park

ATTEST:

City Secretary

APPROVED:

City Attorney



Legislation Details (With Text)

File #: DIS 17-095 **Version:** 1 **Name:**
Type: Discussion **Status:** Agenda Ready
File created: 7/26/2017 **In control:** City Council Workshop
On agenda: 8/1/2017 **Final action:**
Title: Discussion of issues relating to changes to the City of Deer Park Administrative Manual as it pertains to Education Pay.
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: [Proposed Certification Education Pay Policy](#)

Date	Ver.	Action By	Action	Result
8/1/2017	1	City Council Workshop		

Discussion of issues relating to changes to the City of Deer Park Administrative Manual as it pertains to Education Pay.

Summary:

Updates to the Education Pay program specifically for Bachelors and Master's degree holders who are also sworn police officers with the city. The proposed changes allow us to recognize the high education entry requirement the city has for police officers. To the best of our knowledge, Deer Park is one of two departments in the state which has a Bachelor's degree requirement for peace officers.

Fiscal/Budgetary Impact:

While the cost for the remainder of FY 2016-2017 is \$35,716, no additional funds will need to be appropriated due to available funds in the Police Department salaries line-item due to unfilled positions.

Discussion only during workshop. An item for consideration and possible action is included on the August 1, 2017 Regular Meeting Agenda.

Council members, please note policy verbiage change on page 3 of this document

Proposed POLICY 3.3 – CERTIFICATION AND EDUCATIONAL INCENTIVE PAY

MEMORANDUM To: Department Directors

From: James J. Stokes, City Manager

Date: REVISED August 1, 2017

Re: Administrative Policy #23- Certification and Educational Incentive Pay

The City of Deer Park shall pay certification pay to employees that are required to obtain the following State or Federally required certificates per the Personnel Manual Chapter IV Section 4.12 or educational advancements as approved by the City Manager with the issuance of this administrative policy.

CERTIFICATION PAY: Program - Certification pay is paid as additional compensation for those employees who receive a certification (or licensing) issued by an approved certifying entity that directly relates to their jobs. The certification will be one that is required in order to meet Local, State or Federal regulatory requirements within the department's operations **or** deemed as beneficial to city operations by City Management. The Human Resources' Director and Division Directors will jointly make any recommendations to add a particular certification to the list of eligible certifications. Certification pay will not be paid until approved by the City Manager.

Eligibility - Certification pertains to and represents an approved course of study with classroom training. Certification is usually achieved through a formal testing process, requiring at least a passing grade. Certification must require continuing education and/or re-certification as a requirement for maintaining the certification. However, approved certification programs that do not require continuing education may be approved by the City Manager under special circumstances. 1. In order to receive compensation, the certification **must not** be a minimum requirement for their position. Any employee in a position in which a particular certification is required as a part of the job description will not be eligible for certification pay. Prior to pursuing a certification the employee will confirm that it is eligible for certification pay. 2. Certification pay must be applicable to the employee's current position with the City. An employee who receives an eligible certification but is **not** in a position where the certification is directly related to the role will **not** be paid for the certification. 3. Individual employees will be eligible to receive **no more than two** certification pay incentive amounts at one time. Certifications will be different in kind and not successive. If an employee is eligible for three certification pay amounts the two largest amounts will be selected for payment. 4.

***NOTE:** The City Manager, Assistant City Manager, and Division Directors are not eligible for certification pay. 1. Employees are **not** eligible for Certification Pay while in probationary status (up to 6 months) or if placed on extended probationary status. 2. Certification Incentive Pay may be revoked if an employee transfers to another role within the City in which the Certification pay is no longer applicable. 7. The city reserves the right to re-structure the certification pay program if conditions should warrant such changes. If conditions change and the certification is no longer required from a regulatory standpoint, or deemed beneficial to city operations, then the certification pay can be suspended. Employees should never consider that Certification pay will continue indefinitely. 8. All determinations pertaining to the full-time employee's eligibility for certification pay will be reviewed and approved by the City Manager. 9. It is the employee's responsibility to provide to Human Resources a dated copy of the original certificate and/or proof of the

certification to receive Certification Pay. If the employee does not fulfill the renewal or maintenance requirements of the certification, Certification Pay will cease. It is the employee's responsibility to provide proof of certification maintenance. Questions regarding Certification Pay will be directed to the Human Resources Department. Below is the list of Certifications/Licenses authorized for additional certification incentive pay.

Police Department:

Police Officer: Basic Certification Pay \$0.12 per hour Intermediate Certification Pay \$0.57 per hour Advance Certification Pay \$0.86 per hour Master's Certification Pay \$1.15 per hour Associate's Degree \$0.57 per hour Bachelor's Degree \$0.86 per hour Master's Degree \$1.15 per hour

Telecommunicator: Basic Certificate Pay \$0.12 per hour Intermediate Certificate Pay \$0.35 per hour Advanced Certificate Pay \$0.58 per hour Master Certificate Pay \$0.81 per hour

Fire Department: Arson Investigator \$0.12 per hour

Public Works: Solid Waste Tech (Competency Ltr) \$0.58 per hour Basic Animal Control \$0.12 per hour Automotive AC Mechanic \$0.12 per hour Automotive State Inspector \$0.12 per hour Herbicide Applicator \$0.12 per hour Air Brake Mechanic \$0.12 per hour Advanced Animal Control \$0.35 per hour "A" Ground Water \$0.58 per hour "B" Ground Water \$0.35 per hour "C" Ground Water \$0.12 per hour Class II Wastewater Collection \$0.12 per hour "A" Wastewater \$0.58 per hour "B" Wastewater \$0.35 per hour "C" Wastewater \$0.12 per hour "A" Surface Water \$0.58 per hour "B" Surface Water \$0.35 per hour "C" Surface Water \$0.12 per hour Flood Plain Manager \$0.12 per hour Code Enforcement Officer \$0.12 per hour TCEQ Lab Tech. Mgr. \$0.12 per hour Planning & Development: Inspector Certification *One License/Certification \$0.12 per hour *Two or More License/Certification \$0.35 per hour

Parks and Recreation: Pesticide\Herbicide Applicators \$0.12 per hour Certified Playground Inspector \$0.12 per hour Golf: Pesticide\Herbicide Applicators \$0.12 per hour

Educational Incentive Pay:

Program - Educational Incentive pay is paid as additional compensation for those employees who receive a bachelor's degree or higher issued by an accredited university that directly relates to the employee's job, **or** is deemed as beneficial to city operations by City Management. The Human Resources' Director and Division Directors will jointly make a recommendation to the City Manager to add new Education Incentives for a particular role to the list of eligible incentives. Educational Incentive pay will not be paid until approved by the City Manager.

Below are some criteria that can be used to determine if a role is to be added to the educational incentive program. This is not an exhaustive list and other criteria may be considered:

- Recent regulatory changes requiring specially degreed personnel to complete a task
- Market or survey data reflect educational differences in compensation are justified
- Degree indicates an enhanced skill set that the City desires can be applied in the role

Eligibility - Education Incentive degree programs must award a baccalaureate degree or higher from the **Southern Association of Colleges and Schools, Commission on Colleges or similar accrediting organization.**

1. Education pay must be applicable to the employee's current position with the City. An employee who receives an eligible Education but is NOT in a position where the Education is directly related to the role will NOT be paid for the Education. The employee will NOT be eligible for Education pay until such time they begin working in a position where the Education is directly related to the role.
2. Employees can be eligible for Education Incentive pay OR Certification pay but not both concurrently.
3. Employees with Associates, Bachelors or Masters Degrees from an accredited four-year college or university will be paid only one education incentive for a college degree representing the highest degree acquired.
4. The City Manager, Assistant City Manager and Division Directors are not eligible for education incentive pay for college degrees.
5. Those employees who are hired with a degree as required (or preferred) in the job description are not eligible for education incentive pay for college degrees unless specifically added to the program because City Management has deemed the degree as beneficial to city operations.
6. Employees are not eligible for Education Pay while in probationary status (up to six months) or if placed on extended probationary status.
7. Should the employee transfer to a department where the Education becomes directly related to the role and meets all other program requirements, the employee may then be eligible for Educational Incentive Pay. Educational Incentive Pay may also be forfeited if a transfer places the employee where the Education is not directly related to the role or no longer meets other program requirements.
8. The city reserves the right to re-structure the education pay program if conditions should mandate or warrant such changes. If conditions change and the degree is no longer required from a regulatory standpoint, or the city no longer requires the degree to fill a gap, then the educational pay can be suspended. Employees should never consider that Educational incentive pay will continue indefinitely.
9. All determinations pertaining to the full-time employee's eligibility for Educational Incentive pay will be reviewed and approved by the City Manager.
10. It is the employee's responsibility to provide to Human Resources a dated copy of the original diploma and/or proof of the Education to receive Educational Incentive Pay.

Questions regarding Educational Incentive Pay will be directed to the Human Resources Department. Below is the list of Educational milestones authorized for additional educational incentive pay.

Police Department:

Police Officer:

Bachelor's Degree ~~\$-.86~~ \$2.31 per hour

Master's Degree ~~\$1.15~~ \$2.60 per hour

Please see that employees affected, are informed of this administrative policy as soon as possible.



Legislation Details (With Text)

File #: DIS 17-097 **Version:** 1 **Name:**
Type: Discussion **Status:** Agenda Ready
File created: 7/28/2017 **In control:** City Council Workshop
On agenda: 8/1/2017 **Final action:**
Title: Discussion of issues relating to amending the FY 2016-2017 Salary and Classification Scales for full-time employees and execution of payment to begin with the 2nd pay period in August 2017.
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: [2017_18 Classification Scales \(2\)](#)
[2017_18 Salary Scales](#)

Date	Ver.	Action By	Action	Result
8/1/2017	1	City Council Workshop		

Discussion of issues relating to amending the FY 2016-2017 Salary and Classification Scales for full-time employees and execution of payment to begin with the 2nd pay period in August 2017.

Summary:

As discussed during the FY 2017-2018 Budget workshop in June, new Salary and Classification scales for full-time employees are being proposed for the new fiscal year which will become the basis for compensation structures. These scales reflect a 2% Cost of Living Adjustment (COLA), which is the amount of the increase in the Consumer Price Index for All Urban Consumers (CPI-U) in the Houston area for the period of April 2016 through April 2017. This includes all full-time scales including Classified Staff, Leadership (Classified and Non-Classified Staff), and Position Classifications with Grandfathered Roles (Classified Staff).

Due to the outstanding and fiscally responsible efforts of our employees during the current fiscal year, which resulted in many accomplishments and have greatly contributed to the excellent fiscal condition of the City, it is recommended that the FY 2016-2017 salary and classification scales be amended to include the 2% COLA to begin with the 2nd pay period in August 2017.

Fiscal/Budgetary Impact:

Approximately \$71,250 for remainder of FY 2016-2017. The breakdown by fund is as follows:

General Fund - \$60,194

Water/ Sewer - \$8,119

Storm Water - \$307

CCPD - \$1,066

FCPEMSD - \$1,564

Discussion only during workshop. An item for consideration and possible action is included on the August 1, 2017 Regular Meeting Agenda.

City of Deer Park
Classification Scale
October 1, 2017 - September 30, 2018

FULL-TIME POSITIONS (Classified Staff)

A11	A12	A13		
	Custodian Laborer Clerk Youth Artistic Specialist	Animal Control Officer Equipment Operator I Maintenance Worker Meter Reader Sanitation Laborer Secretary Deputy Court Clerk Station Attendant Records Technician		
B21	B22	B23	B23-F/P	B24
EMS Clerk Deputy Tax Collector Maintenance Technician I Payroll Coordinator Warehouse Attendant	Administrative Asst. Engineering Aide I Executive Secretary Equipment Operator II Industrial Waste Inspector Public Safety Attendant Lab Technician Mechanic I Community Liaison Crime Analyst Dispatcher Theatre/Drama Specialist I Plant Oper. "C" (Wtr/Swr) Welder	Arborist Records Mgmt. Coordinator HR Specialist Code Enforcement Officer Lab Analyst Mechanic II Maintenance Tech II Horticulturalist Recreation Specialist Plant Operator "B" (Wtr/Swr) Theatre/Drama Specialist II Technical Prod. Coordinator	Career Services Officer Investigator Patrol Officer School Resource Officer City Marshal Paramedic Fire Inspector/Investigator	Asst. Children's Librarian Equipment Operator III Inspector I & II Crew Leader Plant Operator "A" (Wtr/Swr) Library Assistant Chief Deputy Court Clerk Maintenance Technician III HR Generalist Systems Support Specialist Network Specialist
B21-F				
EMT Intermediate				
	B22-P			
	Police Cadet			
B25	B31	B32	C41	C41-PF
Inspector III Accountant Maintenance Electrician Engineering Inspector Executive Assistant Assistant Street Supervisor Crim. Intelligence Analyst	Animal Control Supervisor Finance Coordinator Office Manager	Asst. Sanitation Supervisor	Artistic Managing Supervisor Athletics/Aquatics Coord. Special Projects Coord. Deputy City Secretary Surveyor/AutoCad Designer Traffic Signal Supervisor P&R Mktg/Technical Coord P&R Admin. Coordinator GIS Coordinator Librarian (Children's) Library Tech. Svcs. Supv. Dispatcher Supervisor Records Supervisor PW Operations Coordinator Senior Services Supervisor Building Maintenance Supv. Youth Programs Coordinator Purch. & Budget Coordinator	EMS Captain Police Sergeant
C42	C43	C44	C45	C51
Asst. Library Dir - Adult Svcs Athletics/Aquatics Supv. Business Analyst I Electrical Supervisor Recreation Supervisor Shop Supervisor Sanitation Supervisor Sewer Plant Supervisor Street Maint. Supervisor Utility Supervisor Water Treatment Supervisor Asst. Park Operations Supv.	Utility Billing/Tax Coll/Assessor Business Analyst II Network Administrator Court Administrator PR/Mktg. Specialist	Chief Building Official Engineering Coordinator Supv - Projects & Applications	Economic Dev. Administrator Asst. City Engineer	Accounting Supervisor Park Operations Supervisor

**City of Deer Park
Classification Scale
October 1, 2017 - September 30, 2018**

LEADERSHIP SCALE (Non-Classified Staff)

D61/C51-P	C52P/D62	D64	D65
Asst. Dir - Pub Wrks - Devel. Asst. Dir - Parks n Rec. Fire Marshal Operations Supervisor	Police Lieutenant		Police Captain

E81	E82	E83	E91
City Secretary Library Director	Emerg. Services Director Human Resources Director Asst. Police Chief Parks & Rec. Director	Finance Director IT Director Public Works Director	Asst. City Manager Police Chief

F10
City Manager

City of Deer Park
Classification Scale
October 1, 2017 - September 30, 2018
PART TIME SCALE (Non-Classified Staff)

PAY RANGE NO. 1	PAY RANGE NO. 2	PAY RANGE NO. 3	PAY RANGE NO. 4	PAY RANGE NO. 5
	Clerk			Youth Activities Aide

PAY RANGE NO. 6	PAY RANGE NO. 7	PAY RANGE NO. 8	PAY RANGE NO. 9	PAY RANGE NO. 10
	Administrative Aide Library Page Program Aide Program Aide w/CDL (Stp C) P&R Laborer Recreation Intern (College) Receptionist Digital Media Specialist	Library Clerk Program Leader School Crossing Guards Shelter Attendant	After School Asst. Coord.	Reference Librarian
				PAY RANGE NO. 11
				P/T Fire Inspector P/T Paramedic

TEMPORARY SCALE (Non-Classified Staff)

PAY RANGE NO. 1	PAY RANGE NO. 2	PAY RANGE NO. 3	PAY RANGE NO. 4	PAY RANGE NO. 5
	Police House Checker		Swim Aide/Cashier Swim Aide/Cash w/Cert-Stp D Summer Laborer	

PAY RANGE NO. 6	PAY RANGE NO. 7	PAY RANGE NO. 8	PAY RANGE NO. 9	PAY RANGE NO. 10
	Athletic Leader Lifeguard (A entry) Lifeguard-WSI (C entry) HR Intern Meter Reader Part Time Receptionist Sanitation Laborer NASCO Instructor (D entry)	Pool Manager Scorekeeper		

City of Deer Park
Classification Scale
October 1, 2017 - September 30, 2018

POSITION CLASSIFICATIONS with GRANDFATHERED ROLES (Classified Staff)

(Positions still being held/grandfathered)

GRADE 10	GRADE 12	GRADE 13	GRADE 16	GRADE 21
CUSTODIAN DEP. COURT CLERK	COMM. LIAISON DISPATCHER EQUIPMENT OPER. II LAB TECHNICIAN MAINTENANCE TECH I PLANT OPERATOR "C" STATION ATTENDANT WAREHOUSE ATTENDANT WELDER	MECHANIC II PLANT OPERATOR "B" RECREATION SPECIALIST	ADMIN. ASSISTANT ASST. SANITATION SUPV. ENGINEERING INSP. MAINT. ELECTRICIAN (HVAC)	ENGINEERING COORDINATOR

CITY OF DEER PARK
FULL-TIME PAY SCALE (Classified Staff)

July 31, 2017 - September 30, 2018

		Probation	A	B	C	D	E	F	G	H	I	J	K	L	M
Grade	Grade #	Range Min													Range Max
A11	1	12.99	13.34	13.70	14.06	14.43	14.81	15.21	15.62	16.02	16.44	16.88	17.33	17.79	18.26
Annual/26 = biweekly		1,039.20	1,067.20	1,096.00	1,124.80	1,154.40	1,184.80	1,216.80	1,249.60	1,281.60	1,315.20	1,350.40	1,386.40	1,423.20	1,460.80
Annual/12 = monthly		2,251.60	2,312.27	2,374.67	2,437.07	2,501.20	2,567.07	2,636.40	2,707.47	2,776.80	2,849.60	2,925.87	3,003.87	3,083.60	3,165.07
Hourly * 2080 = annual		27,019.20	27,747.20	28,496.00	29,244.80	30,014.40	30,804.80	31,636.80	32,489.60	33,321.60	34,195.20	35,110.40	36,046.40	37,003.20	37,980.80
A12	2	14.30	14.68	15.07	15.46	15.87	16.30	16.73	17.17	17.63	18.09	18.57	19.06	19.56	20.08
		1,144.00	1,174.40	1,205.60	1,236.80	1,269.60	1,304.00	1,338.40	1,373.60	1,410.40	1,447.20	1,485.60	1,524.80	1,564.80	1,606.40
		2,478.67	2,544.53	2,612.13	2,679.73	2,750.80	2,825.33	2,899.87	2,976.13	3,055.87	3,135.60	3,218.80	3,303.73	3,390.40	3,480.53
		29,744.00	30,534.40	31,345.60	32,156.80	33,009.60	33,904.00	34,798.40	35,713.60	36,670.40	37,627.20	38,625.60	39,644.80	40,684.80	41,766.40
A13	3	15.60	16.01	16.43	16.87	17.31	17.77	18.25	17.73	19.23	19.74	20.26	20.80	21.35	21.91
		1,248.00	1,280.80	1,314.40	1,349.60	1,384.80	1,421.60	1,460.00	1,418.40	1,538.40	1,579.20	1,620.80	1,664.00	1,708.00	1,752.80
		2,704.00	2,775.07	2,847.87	2,924.13	3,000.40	3,080.13	3,163.33	3,073.20	3,333.20	3,421.60	3,511.73	3,605.33	3,700.67	3,797.73
		32,448.00	33,300.80	34,174.40	35,089.60	36,004.80	36,961.60	37,960.00	36,878.40	39,998.40	41,059.20	42,140.80	43,264.00	44,408.00	45,572.80
B21	4	16.64	17.07	17.53	17.99	18.47	18.96	19.47	19.98	20.51	21.05	21.61	22.19	22.77	23.38
		1,331.20	1,365.60	1,402.40	1,439.20	1,477.60	1,516.80	1,557.60	1,598.40	1,640.80	1,684.00	1,728.80	1,775.20	1,821.60	1,870.40
		2,884.27	2,958.80	3,038.53	3,118.27	3,201.47	3,286.40	3,374.80	3,463.20	3,555.07	3,648.67	3,745.73	3,846.27	3,946.80	4,052.53
		34,611.20	35,505.60	36,462.40	37,419.20	38,417.60	39,436.80	40,497.60	41,558.40	42,660.80	43,784.00	44,948.80	46,155.20	47,361.60	48,630.40
B22	5	17.42	17.88	18.35	18.84	19.34	19.85	20.38	20.92	21.47	22.04	22.62	23.23	23.84	24.46
		1,393.60	1,430.40	1,468.00	1,507.20	1,547.20	1,588.00	1,630.40	1,673.60	1,717.60	1,763.20	1,809.60	1,858.40	1,907.20	1,956.80
		3,019.47	3,099.20	3,180.67	3,265.60	3,352.27	3,440.67	3,532.53	3,626.13	3,721.47	3,820.27	3,920.80	4,026.53	4,132.27	4,239.73
		36,233.60	37,190.40	38,168.00	39,187.20	40,227.20	41,288.00	42,390.40	43,513.60	44,657.60	45,843.20	47,049.60	48,318.40	49,587.20	50,876.80
B23/B21-F	6	18.29	18.78	19.27	19.78	20.31	20.85	21.39	21.96	22.54	23.14	23.76	24.39	25.03	25.69
		1,463.20	1,502.40	1,541.60	1,582.40	1,624.80	1,668.00	1,711.20	1,756.80	1,803.20	1,851.20	1,900.80	1,951.20	2,002.40	2,055.20
		3,170.27	3,255.20	3,340.13	3,428.53	3,520.40	3,614.00	3,707.60	3,806.40	3,906.93	4,010.93	4,118.40	4,227.60	4,338.53	4,452.93
		38,043.20	39,062.40	40,081.60	41,142.40	42,244.80	43,368.00	44,491.20	45,676.80	46,883.20	48,131.20	49,420.80	50,731.20	52,062.40	53,435.20
B24/B31	7	20.11	20.64	21.21	21.76	22.34	22.93	23.53	24.15	24.80	25.46	26.13	26.83	27.54	28.26
		1,608.80	1,651.20	1,696.80	1,740.80	1,787.20	1,834.40	1,882.40	1,932.00	1,984.00	2,036.80	2,090.40	2,146.40	2,203.20	2,260.80
		3,485.73	3,577.60	3,676.40	3,771.73	3,872.27	3,974.53	4,078.53	4,186.00	4,298.67	4,413.07	4,529.20	4,650.53	4,773.60	4,898.40
		41,828.80	42,931.20	44,116.80	45,260.80	46,467.20	47,694.40	48,942.40	50,232.00	51,584.00	52,956.80	54,350.40	55,806.40	57,283.20	58,780.80
B25/B22-FP/B32	8	21.52	22.09	22.68	23.28	23.90	24.53	25.18	25.85	26.54	27.23	27.96	28.70	29.46	30.24
		1,721.60	1,767.20	1,814.40	1,862.40	1,912.00	1,962.40	2,014.40	2,068.00	2,123.20	2,178.40	2,236.80	2,296.00	2,356.80	2,419.20
		3,730.13	3,828.93	3,931.20	4,035.20	4,142.67	4,251.87	4,364.53	4,480.67	4,600.27	4,719.87	4,846.40	4,974.67	5,106.40	5,241.60
		44,761.60	45,947.20	47,174.40	48,422.40	49,712.00	51,022.40	52,374.40	53,768.00	55,203.20	56,638.40	58,156.80	59,696.00	61,276.80	62,899.20
C41/B23-FP	9	23.46	24.21	24.99	25.79	26.61	27.46	28.35	29.25	30.18	31.15	32.15	33.18	34.24	35.33
		1,876.80	1,936.80	1,999.20	2,063.20	2,128.80	2,196.80	2,268.00	2,340.00	2,414.40	2,492.00	2,572.00	2,654.40	2,739.20	2,826.40
		4,066.40	4,196.40	4,331.60	4,470.27	4,612.40	4,759.73	4,914.00	5,070.00	5,231.20	5,399.33	5,572.67	5,751.20	5,934.93	6,123.87
		48,796.80	50,356.80	51,979.20	53,643.20	55,348.80	57,116.80	58,968.00	60,840.00	62,774.40	64,792.00	66,872.00	69,014.40	71,219.20	73,486.40
C42	10	24.63	25.43	26.23	27.07	27.95	28.84	29.75	30.71	31.70	32.71	33.75	34.83	35.96	37.10
		1,970.40	2,034.40	2,098.40	2,165.60	2,236.00	2,307.20	2,380.00	2,456.80	2,536.00	2,616.80	2,700.00	2,786.40	2,876.80	2,968.00
		4,269.20	4,407.87	4,546.53	4,692.13	4,844.67	4,998.93	5,156.67	5,323.07	5,494.67	5,669.73	5,850.00	6,037.20	6,233.07	6,430.67
		51,230.40	52,894.40	54,558.40	56,305.60	58,136.00	59,987.20	61,880.00	63,876.80	65,936.00	68,036.80	70,200.00	72,446.40	74,796.80	77,168.00
C43	11	25.87	26.69	27.55	28.43	29.35	30.27	31.24	32.24	33.27	34.34	35.45	36.58	37.75	38.95
		2,069.60	2,135.20	2,204.00	2,274.40	2,348.00	2,421.60	2,499.20	2,579.20	2,661.60	2,747.20	2,836.00	2,926.40	3,020.00	3,116.00
		4,484.13	4,626.27	4,775.33	4,927.87	5,087.33	5,246.80	5,414.93	5,588.27	5,766.80	5,952.27	6,144.67	6,340.53	6,543.33	6,751.33
		53,809.60	55,515.20	57,304.00	59,134.40	61,048.00	62,961.60	64,979.20	67,059.20	69,201.60	71,427.20	73,736.00	76,086.40	78,520.00	81,016.00
C44/C51/C41-FP	12	27.16	28.03	28.93	29.85	30.80	31.79	32.81	33.86	34.94	36.06	37.21	38.40	39.64	40.90
		2,172.80	2,242.40	2,314.40	2,388.00	2,464.00	2,543.20	2,624.80	2,708.80	2,795.20	2,884.80	2,976.80	3,072.00	3,171.20	3,272.00
		4,707.73	4,858.53	5,014.53	5,174.00	5,338.67	5,510.27	5,687.07	5,869.07	6,056.27	6,250.40	6,449.73	6,656.00	6,870.93	7,089.33
		56,492.80	58,302.40	60,174.40	62,088.00	64,064.00	66,123.20	68,244.80	70,428.80	72,675.20	75,004.80	77,396.80	79,872.00	82,451.20	85,072.00
C45/C52	13	28.52	29.43	30.38	31.34	32.34	33.38	34.45	35.56	36.69	37.86	39.08	40.32	41.62	42.95
		2,281.60	2,354.40	2,430.40	2,507.20	2,587.20	2,670.40	2,756.00	2,844.80	2,935.20	3,028.80	3,126.40	3,225.60	3,329.60	3,436.00
		4,943.47	5,101.20	5,265.87	5,432.27	5,605.60	5,785.87	5,971.33	6,163.73	6,359.60	6,562.40	6,773.87	6,988.80	7,214.13	7,444.67
		59,321.60	61,214.40	63,190.40	65,187.20	67,267.20	69,430.40	71,656.00	73,964.80	76,315.20	78,748.80	81,286.40	83,865.60	86,569.60	89,336.00

July 31, 2017 - September 30, 2017

F10		Min		Max
	25	\$64.50		\$101.18
		\$5,160.00		\$8,094.67
		\$11,180.00		\$17,538.46
		\$134,160.00		\$210,461.50

CITY OF DEER PARK

GRANDFATHERED STAFF PAY SCALE (Classified Staff)

July 31, 2017 - September 30, 2018

FORMULA:

Annual Pay divided by 26 = Biweekly Pay

Annual Pay divided by 12 = Monthly Pay

Hourly Rate X 2080 = Annual Pay

RANGE	PROBATION	A	B	C	D	E	F	G	H	I	J	K	L	M
10	17.18	17.61	18.04	18.48	18.93	19.39	19.90	20.41	20.92	21.44	21.98	22.52	23.08	23.65
	1,374.40	1,408.80	1,443.20	1,478.40	1,514.40	1,551.20	1,592.00	1,632.80	1,673.60	1,715.20	1,758.40	1,801.60	1,846.40	1,892.00
	2,977.87	3,052.40	3,126.93	3,203.20	3,281.20	3,360.93	3,449.33	3,537.73	3,626.13	3,716.27	3,809.87	3,903.47	4,000.53	4,099.33
	35,734.40	36,628.80	37,523.20	38,438.40	39,374.40	40,331.20	41,392.00	42,452.80	43,513.60	44,595.20	45,718.40	46,841.60	48,006.40	49,192.00
12	18.93	19.39	19.90	20.41	20.92	21.44	21.98	22.52	23.08	23.65	24.24	24.84	25.46	26.08
	1,514.40	1,551.20	1,592.00	1,632.80	1,673.60	1,715.20	1,758.40	1,801.60	1,846.40	1,892.00	1,939.20	1,987.20	2,036.80	2,086.40
	3,281.20	3,360.93	3,449.33	3,537.73	3,626.13	3,716.27	3,809.87	3,903.47	4,000.53	4,099.33	4,201.60	4,305.60	4,413.07	4,520.53
	39,374.40	40,331.20	41,392.00	42,452.80	43,513.60	44,595.20	45,718.40	46,841.60	48,006.40	49,192.00	50,419.20	51,667.20	52,956.80	54,246.40
13	19.90	20.41	20.92	21.44	21.98	22.52	23.08	23.65	24.24	24.84	25.46	26.08	26.73	27.40
	1,592.00	1,632.80	1,673.60	1,715.20	1,758.40	1,801.60	1,846.40	1,892.00	1,939.20	1,987.20	2,036.80	2,086.40	2,138.40	2,192.00
	3,449.33	3,537.73	3,626.13	3,716.27	3,809.87	3,903.47	4,000.53	4,099.33	4,201.60	4,305.60	4,413.07	4,520.53	4,633.20	4,749.33
	41,392.00	42,452.80	43,513.60	44,595.20	45,718.40	46,841.60	48,006.40	49,192.00	50,419.20	51,667.20	52,956.80	54,246.40	55,598.40	56,992.00
16	23.08	23.65	24.24	24.84	25.46	26.08	26.73	27.40	28.08	28.77	29.49	30.22	30.97	31.74
	1,846.40	1,892.00	1,939.20	1,987.20	2,036.80	2,086.40	2,138.40	2,192.00	2,246.40	2,301.60	2,359.20	2,417.60	2,477.60	2,539.20
	4,000.53	4,099.33	4,201.60	4,305.60	4,413.07	4,520.53	4,633.20	4,749.33	4,867.20	4,986.80	5,111.60	5,238.13	5,368.13	5,501.60
	48,006.40	49,192.00	50,419.20	51,667.20	52,956.80	54,246.40	55,598.40	56,992.00	58,406.40	59,841.60	61,339.20	62,857.60	64,417.60	66,019.20
21	29.49	30.22	30.97	31.74	32.53	33.33	34.17	35.02	35.88	36.78	37.70	38.63	39.59	40.58
	2,359.20	2,417.60	2,477.60	2,539.20	2,602.40	2,666.40	2,733.60	2,801.60	2,870.40	2,942.40	3,016.00	3,090.40	3,167.20	3,246.40
	5,111.60	5,238.13	5,368.13	5,501.60	5,638.53	5,777.20	5,922.80	6,070.13	6,219.20	6,375.20	6,534.67	6,695.87	6,862.27	7,033.87
	61,339.20	62,857.60	64,417.60	66,019.20	67,662.40	69,326.40	71,073.60	72,841.60	74,630.40	76,502.40	78,416.00	80,350.40	82,347.20	84,406.40

City of Deer Park
Part Time Pay Scale (Non-classified staff)
July 31, 2017 - September 30, 2018

(Increment step to be given depending on merit score on annual basis)

RANGE	A	B	C	D	E	F	G	H
1	7.25	7.40	7.55	7.70	7.85	8.00	8.15	8.30
2	7.40	7.55	7.70	7.85	8.00	8.15	8.30	8.45
3	7.55	7.70	7.85	8.00	8.15	8.30	8.45	8.60
4	7.70	7.85	8.00	8.15	8.30	8.45	8.60	8.75
5	8.00	8.25	8.50	8.75	9.00	9.25	9.50	9.75
6	8.50	8.75	9.00	9.25	9.50	9.75	10.00	10.25
7	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50
8	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00
9	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50
10	18.00	18.50	19.00	19.50	20.00	20.50	21.00	21.50
11	22.00	22.50	23.00	23.50	24.00	24.50	25.00	25.50

** Crossing Guard Rate = 13.50

Temporary Scale (Non-classified staff)
October 1, 2017 - September 30, 2018

(Increment step to be given based on successful re-employment annually)

Range	A	B	C	D	E	F	G	H
1	**7.25	7.25	7.25	7.25	7.25	7.25	7.25	7.25
	** (No Step Increases Applicable)							
2	7.25	7.40	7.55	7.70	7.70	7.70	7.70	7.70
3	7.40	7.55	7.70	7.85	8.00	8.15	8.15	8.15
4	7.55	7.70	7.85	8.00	8.25	8.75	8.75	8.75
5	7.70	7.85	8.00	8.25	8.75	9.25	9.25	9.25
6	7.85	8.00	8.25	8.75	9.25	9.75	9.75	9.75
7	9.00	9.50	10.00	10.50	11.00	11.50	11.50	11.50
8	11.00	11.50	12.00	12.50	13.00	13.50	13.50	13.50



Legislation Details (With Text)

File #: DIS 17-098 **Version:** 1 **Name:**
Type: Discussion **Status:** Agenda Ready
File created: 7/28/2017 **In control:** City Council Workshop
On agenda: 8/1/2017 **Final action:**
Title: Discussion of issues relating to adopting minimum prevailing wage rates for various construction crafts and trades for public works construction performed under contract with the City of Deer Park pursuant to Chapter 2258 of the Texas Government Code.

Sponsors:

Indexes:

Code sections:

Attachments: [Wage Rates-David Bacon Act-07-2017](#)
[TX 303](#)

Date	Ver.	Action By	Action	Result
8/1/2017	1	City Council Workshop		

Discussion of issues relating to adopting minimum prevailing wage rates for various construction crafts and trades for public works construction performed under contract with the City of Deer Park pursuant to Chapter 2258 of the Texas Government Code.

Summary:

State law (Chapter 2258 of the Texas Government Code) requires that a worker on a contract for a public work awarded by the state or political subdivision of the state (i.e. county, municipality, county and municipality, or district) shall be paid:

- (1) not less than the general prevailing rate of per diem wages for work of a similar character in the locality in which the work is performed; and
- (2) not less than the general prevailing rate of per diem wages for legal holiday and overtime work.

Chapter 2258 applies to the construction of a public work, including a building, highway, road, excavation, and repair work or other project development or improvement, paid for in whole or in part from public funds, without regard to whether the work is done under public supervision or direction.

For a contract for a public work awarded by a political subdivision of the state, the public body shall determine the general prevailing rate of per diem wages in the locality in which the public work is to be performed for each craft or type of worker needed to execute the contract and the prevailing rate for legal holiday and overtime work by:

- (1) conducting a survey of the wages received by classes of workers employed on projects of a character similar to the contract work in the political subdivision of the state in which the public work is to be performed; or
- (2) using the prevailing wage rate as determined by the United States Department of Labor in accordance with the Davis-Bacon Act (40 U.S.C. Section 276a et seq.), and its subsequent amendments.

The City last adopted the prevailing wage scale by adopting Ordinance No. 1845 many years ago but this scale is significantly out of date.

It is recommended that the City utilize option 2 above, which will mean that the City will use the prevailing wage rate as determined by the United States Department of Labor in accordance with the Davis-Bacon Act (40 U.S.C. Section 276a et seq.), and its subsequent amendments. The US Department of Labor periodically publishes the general prevailing wage rates for various types of public works construction in Harris County. The City would include the Davis-Bacon wage determination applicable to the type of construction project that is being bid. For example, attached is the Davis-Bacon wage determination for Building construction.

NOTE: this is not related to the pay scales for City, CCPD or FCPEMSD employees.

Fiscal/Budgetary Impact:

Adopting any minimum prevailing wage rates on construction contracts awarded by the City impacts the cost of the projects, but is required by State statute.

Discussion only during workshop. An item for consideration and possible action is included on the August 1, 2017 Regular meeting Agenda.

ORDINANCE NO. _____

AN ORDINANCE ASCERTAINING THE GENERAL PREVAILING WAGE RATES FOR VARIOUS CONSTRUCTION CRAFTS AND TRADES FOR PUBLIC WORKS CONSTRUCTION PERFORMED UNDER CONTRACT WITH THE CITY OF DEER PARK, TEXAS; ADOPTING SUCH WAGE RATES AS THE MINIMUM WAGE RATES FOR SUCH CONSTRUCTION CRAFTS AND TRADES ON SUCH CONTRACTS; PROVIDING THAT THESE RATES SHALL APPLY TO CERTAIN CITY CONTRACTS ON OR AFTER THE EFFECTIVE DATE; PROVIDING A REPEALING CLAUSE; AND FINDING COMPLIANCE WITH THE OPEN MEETINGS LAW; AND PROVIDING AN EFFECTIVE DATE HEREOF.

WHEREAS, the City Council acknowledges that Chapter 2258 of the Texas Government Code requires that anyone employed by a contractor on a public work project must be paid the prevailing rate for wages for each craft or type of work for that locality in which the work is performed; and

WHEREAS, the City Council wishes to comply with Chapter 2258 of the Texas Government Code by using the prevailing rates published by the U.S. Department of Labor through the Davis-Bacon wage rates for each local.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DEER PARK:

I.

The City Council hereby finds, determines and declares the general prevailing wage rate for building construction for each craft or type of workman or mechanic employed in the execution of any public works construction contracts with the City of Deer Park, paid for in whole or in part out of City funds and such general prevailing wage rates for public works construction shall be as determined from the prevailing minimum wage rates adopted by the Davis-Bacon Act (946 Stat. 1494, as amended; 40 U.S.C. 276-a-276a-7). Said rates shall apply after date hereof and remain in full force and effect unless and until amended or repealed by Ordinance.

II.

The City Council adopts the general prevailing wage rates set out in Davis-Bacon Act (946 Stat. 1494, as amended; 40 U.S.C. 276-a-276a-7), as the minimum wage rates for each craft or type or

workman or mechanic employed in the execution of any public works construction contract with the City of Deer Park and paid for in whole or in part out of City funds.

III.

It is hereby officially found and determined that the meeting at which this Ordinance was adopted was open to the public and that public notice of the time, place and purpose of said meeting was given, all as required by Chapter 551 of the Government Code of the State of Texas.

IV.

The City Council finds that this Ordinance relates to the immediate preservation of the public peace, safety and welfare, in that it is necessary that the wage rates adopted by the Davis-Bacon Act (946 Stat. 1494, as amended; 40 U.S.C. 276-a-276a-7) be immediately put into effect in that it is necessary in order to comply with State Statutes, thereby creating an emergency, for which the Charter requirement providing for the reading of Ordinances on three several days should be dispensed with, and this Ordinance should be passed finally on its introduction; and, accordingly, such requirement is dispensed with, and this Ordinance shall take effect upon its passage and approval by the Mayor.

In accordance with Article VIII, Section 1 of the City Charter, this Ordinance was introduced before the City Council of the City of Deer Park, Texas, **passed, approved and adopted** on this the ____ day of _____, 2017 **by a vote of** _____ **“Ayes” and** _____ **“Noes”**.

MAYOR, City of Deer Park

ATTEST:

City Secretary

APPROVED:

City Attorney

General Decision Number: TX170303 04/21/2017 TX303

Superseded General Decision Number: TX20160303

State: Texas

Construction Type: Building

County: Harris County in Texas.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/06/2017
1	01/13/2017
2	01/27/2017
3	04/07/2017
4	04/14/2017
5	04/21/2017

ASBE0022-009 12/01/2016

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR (Duct, Pipe and Mechanical System Insulation).....	\$ 23.42	12.26

BOIL0074-003 01/01/2017

	Rates	Fringes
BOILERMAKER.....	\$ 28.00	22.35

CARP0551-008 04/01/2016

	Rates	Fringes
CARPENTER (Excludes Acoustical Ceiling Installation, Drywall Hanging, Form Work and Metal Stud Installation).....	\$ 23.05	8.78

ELEC0716-005 08/29/2016

	Rates	Fringes
ELECTRICIAN (Excludes Low Voltage Wiring and Installation of Alarms).....	\$ 31.25	9.11

ELEV0031-003 01/01/2016

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 39.24	29.985+a

FOOTNOTES:

A. 6% under 5 years based on regular hourly rate for all hours worked. 8% over 5 years based on regular hourly rate for all hours worked.

B. Holidays: New Year's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Friday after Thanksgiving Day; Christmas Day; and Veterans Day.

ENGI0450-002 04/01/2014

	Rates	Fringes
POWER EQUIPMENT OPERATOR Cranes.....	\$ 34.85	9.85

IRON0084-001 06/01/2015

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 23.02	6.35

IRON0084-012 06/01/2015

	Rates	Fringes
GLAZIER.....	\$ 23.02	6.35
IRONWORKER, ORNAMENTAL.....	\$ 23.02	6.35

PLAS0079-004 01/01/2015

	Rates	Fringes
PLASTERER.....	\$ 19.92	1.00

PLUM0068-002 10/01/2016

	Rates	Fringes
PLUMBER.....	\$ 34.35	9.79

PLUM0211-010 10/01/2016

	Rates	Fringes
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PIPEFITTER (Including HVAC Pipe Installation).....	\$ 33.53	11.11
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* SFTX0669-002 04/01/2017

	Rates	Fringes
SPRINKLER FITTER (Fire Sprinklers).....	\$ 29.03	15.84

SHEE0054-006 07/01/2014

	Rates	Fringes
SHEET METAL WORKER Excludes HVAC Unit Installation.....	\$ 25.67	12.39
HVAC Duct Installation Only.	\$ 25.67	12.39

SUTX2014-029 07/21/2014

	Rates	Fringes
ACOUSTICAL CEILING MECHANIC.....	\$ 17.27	3.98
BRICKLAYER.....	\$ 18.87	0.00
CAULKER.....	\$ 15.36	0.00
CEMENT MASON/CONCRETE FINISHER...	\$ 13.93	0.00
DRYWALL FINISHER/TAPER.....	\$ 16.27	3.66
DRYWALL HANGER AND METAL STUD INSTALLER.....	\$ 17.44	3.93
ELECTRICIAN (Alarm Installation Only).....	\$ 17.97	3.37
ELECTRICIAN (Low Voltage Wiring Only).....	\$ 18.00	1.68
FLOOR LAYER: Carpet.....	\$ 20.00	0.00
FORM WORKER.....	\$ 12.77	0.00
INSULATOR - BATT.....	\$ 14.87	0.73
IRONWORKER, REINFORCING.....	\$ 12.14	0.00
LABORER: Common or General.....	\$ 11.76	0.00
LABORER: Mason Tender - Brick...	\$ 13.47	0.00
LABORER: Mason Tender - Cement/Concrete.....	\$ 10.48	0.00
LABORER: Pipelayer.....	\$ 12.94	0.00
LABORER: Roof Tearoff.....	\$ 11.28	0.00

LABORER: Landscape and Irrigation.....	\$ 9.52	0.00
LATHER.....	\$ 19.73	0.00
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 13.94	0.00
OPERATOR: Bobcat/Skid Steer/Skid Loader.....	\$ 13.93	0.00
OPERATOR: Bulldozer.....	\$ 22.75	0.00
OPERATOR: Drill.....	\$ 16.22	0.34
OPERATOR: Forklift.....	\$ 16.00	0.00
OPERATOR: Grader/Blade.....	\$ 13.37	0.00
OPERATOR: Loader.....	\$ 13.55	0.94
OPERATOR: Mechanic.....	\$ 17.52	3.33
OPERATOR: Paver (Asphalt, Aggregate, and Concrete).....	\$ 16.03	0.00
OPERATOR: Roller.....	\$ 16.00	0.00
PAINTER (Brush, Roller and Spray), Excludes Drywall Finishing/Taping.....	\$ 17.24	4.41
ROOFER.....	\$ 15.40	0.00
SHEET METAL WORKER (HVAC Unit Installation Only).....	\$ 20.05	2.24
TILE FINISHER.....	\$ 12.00	0.00
TILE SETTER.....	\$ 16.17	0.00
TRUCK DRIVER: 1/Single Axle Truck.....	\$ 14.18	0.00
TRUCK DRIVER: Dump Truck.....	\$ 12.39	1.18
TRUCK DRIVER: Flatbed Truck.....	\$ 19.65	8.57
TRUCK DRIVER: Semi-Trailer Truck.....	\$ 12.50	0.00
TRUCK DRIVER: Water Truck.....	\$ 12.00	4.11
WATERPROOFER.....	\$ 14.39	0.00

WELDERS - Receive rate prescribed for craft performing
operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the

Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION