

We the undersigned registered voters of the City of Richland Hills submit to the City Council the attached Ordinance for Council approval or submission to the voters at the next uniform election date.

CITY OF RICHLAND HILLS ORDINANCE _____

AN ORDINANCE OF THE CITY OF RICHAND HILLS, TEXAS PROVIDING A MINIMUM PAYSACLE FOR FIRE MAN AND POLICE PLOICE OFFICERS; PROVIDING THIS ORDINANCE SHALL BE CUMULATIVE OF ALL ODINANCES, PROVIDING A SEVERIBILTY CLAUSE; PROVIDING FOR NOTICE AND PUBLICATION; AND PROVIDING AN EFFECIVE DATE.

WHEREAS, the City of Richland Hills is a home rule city acting under its charter adopted by the electorate pursuant to Article XI, Section 5 of the Texas Constitution and Chapter 9 of the Local Government Code; and

WHEREAS, the residents of the City of Richland Hills have long borne the extra costs of high turnover, low retention and under staffing in the Fire and Police Department, and

WHEREAS, the City of Richland Hills must be competitive in Fire and Police officers' compensation, including salary, benefits, allowances and educational benefits,

WHEREAS, the required number of registered voters have submitted this Ordinance as an Initiative under the Richland Hills City Charter, ARTICLE XVI. - INITIATIVE AND REFERNDUM. for City Council approval or submission the voters, and

WHEN, by election the voters approve this Ordinance, or the City Council elects to approve this initiative by its vote; this ordinance shall be enacted as follows.

WHEREAS, the City Council has determined that the safety and wellbeing of all persons living or working in Richland Hills depends on a stable fully staffed Fire and Police departments,

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF RICHLAND HILLS, TEXAS:

SECTION 1.

1. That the Code of Ordinances, Chapter 2, Article II be amended to codify ~~and~~ the Fire and Police Officer Compensation Schedule requirements and provisions set forth herein.
2. That the term compensation as used here shall include, salary, benefits including but not limited to reimbursements for education, certifications, uniforms and personal equipment and medical insurance, pensions, matching funds to city sponsored individual retirement accounts,
3. The Fire and Police Compensation Schedule Shall include longevity pay steps, and

4. That there be established a Fire and Police Compensation Schedule for Fire Officers and Commissioned Police Officers that is in all respects no less than the average compensation established in the adjacent cities of Fort Worth, Haltom City, Hurst, and North Richland Hills as of the first of June 2017, and
5. The Fire and Police Compensation Schedule shall be annually adjusted thereafter to at least the average compensation established in the adjacent cities of Fort Worth, Haltom City, Hurst, and North Richland Hills as of 1st of June, and
6. That the Fire and Police Compensation Schedule be approved by the City Council by the 1st of August annually, and
7. Providing that annual pay adjustments to meet the adjusted Fire and Police Compensation Schedule shall be effective on the 1st of October first annually.

SECTION 2.

PROVISIONS CUMULATIVE

This ordinance shall be cumulative of all provisions of ordinances and of the Code of Ordinances of the City of Richland Hills, Texas, as amended, except where the provisions of this Ordinance are in direct conflict with the provisions of such ordinances and such Code, in which event the conflicting provisions of such ordinances and such Code are hereby repealed.

SECTION 3.

PROVISIONS SEVERABLE

It is hereby declared to be the intention of the City Council that the phrases, clauses, Sentences, paragraphs, and sections of this ordinance are severable, and if any phrase, clause sentence, paragraph or section of this ordinance shall be declared unconstitutional by the valid judgment or decree of any court of competent jurisdiction, such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this ordinance, since the same would have been enacted by the City Council without the incorporation in this ordinance of any such unconstitutional phrase, clause, sentence, paragraph or section.

SECTION 4.

RIGHTS AND REMEDIES SAVED

This ordinance shall only be amended or rescinded by a vote of the residents called under the City Charter, ARTICLE XVI. - INITIATIVE AND REFERNDUM, Sec 16.03.

**SECTION 5
PUBLICATION**

The City Secretary of the City of Richland Hills is hereby directed to publish this ordinance to the extent required by law.

**SECTION 6
EFFECTIVE DATE**

This ordinance shall be in full force and effect from and after its passage and publication as required by law, and it is so ordained.

PASSED AND APPROVED ON THIS ___ DAY OF _____, 2017.

THE HONORABLE BILL AGAN, MAYOR

ATTEST:

CATHY BOURG, CITY SECRETARY

APPROVED AS TO FORM AND LEGALITY:

BETSY ELAM, CITY ATTORNEY