



ORDINANCE NO. \_\_\_\_\_

**AN ORDINANCE AMENDING ORDINANCE 8064 (CLASSIFICATION AND COMPENSATION PLAN) TO AMEND SECTION 3.4 (F), DEMOTION OR REASSIGNMENT TO LOWER GRADE AND 4.6 LEGAL HOLIDAYS**

**NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF EL PASO:**

1. That Ordinance 8064, the Classification and Compensation Plan, shall be amended as follows as recommended by the Civil Service Commission:

Section 3. COMPENSATION PLAN

3.4 APPLICABLE SALARY RATE UNDER FOLLOWING CONDITIONS:

F) Demotion or Reassignment to Lower Grade.

1. Non-disciplinary: If an employee is demoted for non-disciplinary reasons, or reassigned to a lower grade pursuant to Rule 4, Section 4, Civil Service Rules and Regulations, and his rate of pay at the time of demotion is within the new pay range, the employee's salary will be maintained within the new pay range. If the employee's rate of pay is above the new pay range, the employee's rate of pay will be reduced to the maximum pay rate for the classification to which demoted or assigned.

Section 4. FRINGE BENEFITS

4.6 LEGAL HOLIDAYS

The following days are hereby declared legal holidays for all the City departments, provided that the provisions of this section shall not apply to members of the Fire Department whose duties are to prevent or extinguish fires, or to members of the Police Department whose duties are those of law enforcement: (Amended 10/03/95)

1. First day of January (New Year's Day)
2. Third Monday in January (Martin Luther King Holiday)
3. Last Monday in May (Memorial Day)
4. Fourth day of July (Independence Day)
5. First Monday in September (Labor Day)
6. Fourth Thursday in November (Thanksgiving Day)
7. The Friday following the fourth Thursday in November (Day after Thanksgiving)
8. Twenty-fifth Day in December (Christmas Day)
9. Employee's Birthday

In addition to the above days, the following days are also declared to be legal holidays:

1. Any day designated as a holiday by City Council.
2. When any legal holiday falls on a Saturday, the preceding Friday shall be considered a legal holiday.
3. When any legal holiday falls on a Sunday, the following business day shall be considered a legal holiday.

2. Any other provisions of Ordinance 8064 relating to job classification or job specifications which conflict with these provisions are hereby rescinded.

3 All ordinances or parts of ordinances pertaining to the Classification and Compensation Plan which are in conflict with this ordinance heretofore issued are hereby repealed.

PASSED AND APPROVED this \_\_\_\_\_ day of August, 2009.

THE CITY OF EL PASO

\_\_\_\_\_  
John F. Cook  
Mayor

ATTEST:

\_\_\_\_\_  
Richarda Duffy Momsen  
City Clerk

APPROVED AS TO FORM:

APPROVED AS TO CONTENT:

\_\_\_\_\_  
John R. Batoon  
Assistant City Attorney

\_\_\_\_\_  
Linda Ball Thomas  
Human Resources Director

APPROVED BY THE CIVIL SERVICE COMMISSION ON AUGUST 6, 2009

By: \_\_\_\_\_  
Secretary

Section 3.4 APPLICABLE SALARY RATE UNDER FOLLOWING CONDITIONS:

F) Demotion or Reassignment to Lower Grade.

1. Non-disciplinary: If an employee is demoted for non-disciplinary reasons, or reassigned to a lower grade pursuant to Rule 4, Section 4, Civil Service Rules and Regulations, and his rate of pay at the time of demotion is within the new pay range, the employee's salary will be maintained within the new pay range. If the employee's rate of pay is above the new pay range, the employee's rate of pay will be reduced to the maximum pay rate for the classification to which demoted or assigned. (Passed 01/25/94, Amended 02/01/94, 11/15/05 and 02/24/09)

## Section 4. Fringe Benefits

### 4.6 LEGAL HOLIDAYS

The following days are hereby declared legal holidays for all the City departments, provided that the provisions of this section shall not apply to members of the Fire Department whose duties are to prevent or extinguish fires, or to members of the Police Department whose duties are those of law enforcement: (Amended 10/03/95)

1. First day of January (New Year's Day)
2. Third Monday in January (Martin Luther King Holiday)
3. Last Monday in May (Memorial Day)
4. Fourth day of July (Independence Day)
5. First Monday in September (Labor Day)
6. Fourth Thursday in November (Thanksgiving Day)
7. ~~The Fourth~~ Friday following the fourth Thursday in November (Day after Thanksgiving) (Amended 02/24/09)
8. Twenty-fifth Day in December (Christmas Day)
9. Employee's Birthday

In addition to the above days, the following days are also declared to be legal holidays:

1. Any day designated as a holiday by City Council.
2. When any legal holiday falls on a Saturday, the preceding Friday shall be considered a legal holiday.
3. When any legal holiday falls on a Sunday, the following business day shall be considered a legal holiday.