

## **RESOLUTION NO. 2025-006**

### **A RESOLUTION ADOPTING AND ESTABLISHING A EMPLOYEE COMPENSATION ADJUSTMENT POLICY FOR CITY OF BANDERA CITY COUNCIL MEMBERS AND EMPLOYEES.**

**WHEREAS**, the City of Bandera, is a Type-A general law municipality governed by a six-member Council consisting of one Mayor and five Council Members elected at large; and

**WHEREAS**, the City of Bandera currently does not have a Employee Compensation Adjustment Policy but desires to implement one in order to retain employees; and

**WHEREAS**, the City of Bandera City Council desires to implement this Employee Compensation Adjustment Policy as part of a larger ethics policy to govern and guide the conduct of members of the City of Bandera City Council and City employees, as well as vendors and other third-parties who desire to transact business with the City; and

**WHEREAS**, the City of Bandera City Council as a governing body has the authority to establish and implement its own internal policies to govern the conduct of the City of City Council members and City employees, so long as such policies are consistent with applicable state law; and

**WHEREAS**, the City of Bandera City Council desires to adopt these policies to guide the City of Bandera City Council members and City employees in carrying out their respective duties and responsibilities.

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BANDERA, TEXAS, THAT;**

SECTION 1: The City of Bandera, Employee Compensation Adjustment Policy, attached to this Resolution, are hereby adopted and shall guide City Council members, City employees, and vendors or other third parties desiring to transact business with the City in conducting all future meetings of the City of Bandera City Council.

SECTION 2: The City of Bandera, Employee Compensation Adjustment Policy adopted herein is consistent with current state law governing conflicts of interest and disclosure of certain relationships.

SECTION 3: The City of Bandera, Employee Compensation Adjustment Policy adopted herein is consistent with state law governing municipal officers.

SECTION 4: The City of Bandera, Employee Compensation Adjustment Policy adopted herein is intended to provide clarity and guidance to City Council members, City employees, and vendors or other third parties desiring to transact business with the City with respect to their responsibilities and duties and may be subject to change as determined by the City Council or changes to existing law.

SECTION 5: The recitals contained in the preamble hereof are hereby found to be true, and such recitals are hereby made a part of this Resolution for all purposes and are adopted as a part of the judgment and findings of the City Council.

SECTION 6: All resolutions or parts thereof, which are in conflict or inconsistent with any provision of this Resolution are hereby repealed to the extent of such conflict, and the provisions of this Resolution shall be and remain controlling as to the matters resolved herein.

SECTION 7: This Resolution shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

SECTION 8: If any provision of this Resolution or the application thereof to any person or circumstance shall be held to be invalid, the remainder of this Resolution and the application of such provision to other persons and circumstances shall nevertheless be valid, and the City Council hereby declares that this Resolution would have been enacted without such invalid provision.

SECTION 9: It is officially found, determined, and declared that the meeting at which this Resolution is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Resolution, was given, all as required by Chapter 551, Texas Government Code, as amended.

SECTION 10: This Resolution shall be in force and effect from and after its final passage, and it is so resolved.

READ, PASSED, AND APPROVED ON this 14th of January 2025.

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Denise Griffin, Mayor

ATTEST:

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Jill Shelton, City Secretary

CITY SEAL