

A RESOLUTION

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FAIR OAKS RANCH, TEXAS ADOPTING THE PROPOSED BENCHMARK ORGANIZATIONS FOR THE FY 2024-25 COMPENSATION AND BENEFITS STUDY

WHEREAS, City Staff engaged Evergreen Solutions, LLC to perform a Comprehensive Compensation and Benefits Study to provide an objective and expert evaluations of the City's compensation structure, and

WHEREAS, Evergreen Solutions, LLC conducted a comprehensive review for key benchmark comparators across the current market, where the review included an analysis of market data for comparable municipalities and public sector organizations to evaluate the City's pay competitiveness and equity, and

WHEREAS, Evergreen Solutions, LLC identified 20 benchmark organizations that will serve as the foundation for future compensation structure updates, and

WHEREAS, the City's current compensation philosophy calls for attracting and retaining a high-performing workforce by maintaining competitive and equitable compensation practices, and

WHEREAS, the City Council of the City of Fair Oaks Ranch finds it necessary and appropriate to adopt the proposed benchmark organizations to guide compensation planning and ensure strategic alignment with organizational goals.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAIR OAKS RANCH, TEXAS:

- Section 1.** That the City of Fair Oaks Ranch adopts the proposed benchmark organizations, as presented in **Exhibit A**.
- Section 2.** That the recitals contained in the preamble hereto 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 3.** 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 4.** That 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, as amended, Texas Government Code.
- Section 5.** 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

provision of this resolution shall be and remain controlling as to the matters resolved herein.

Section 6. This resolution shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

Section 7. This resolution shall be in force and effect from and after its final passage, and it is so resolved.

PASSED, APPROVED, and ADOPTED on this 17th day of April 2025.

Gregory C. Maxton, Mayor

ATTEST:

APPROVED AS TO FORM:

Christina Picioccio, TRMC
City Secretary

Denton Navarro Rodriguez Bernal Santee & Zech
P.C., City Attorney