

A RESOLUTION

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FAIR OAKS RANCH, TEXAS ADOPTING THE FY 2024-25 PAY SCHEDULE FOR GENERAL GOVERNMENT AND POLICE EMPLOYEES.

WHEREAS, the City of Fair Oaks Ranch City Council adopted a Classification and Compensation Study and Analysis (Compensation Study) in November 2020; and,

WHEREAS, the Compensation Study included a recommendation to adopt a pay schedule for general government employees and law enforcement employees to “bring the City’s salary structure into line with the top one-third of the market;” and,

WHEREAS, the Compensation Study included the recommendation to adopt an annual internal review and proposed pay schedule adjustments to ensure the City does not fall behind the market; and,

WHEREAS, the Compensation Study recommended that salary schedule adjustments be at least equivalent to the percent change in the U.S. Department of Labor’s Employment Cost Index (ECI) for salaries and wages over the preceding 12-month period and other supplemental data; and,

WHEREAS, for the 12-month period ending June 2024, U.S. ECI for Salaries and Wages Government workers was 4.9% and ECI for U.S. West South Central Private Industry Workers was 3.0%, and

WHEREAS, the City Council at its August 1, 2024 workshop directed the City Manager to include an across the board adjustment of 2.0% in the FY 2024-25 proposed budget.

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

Section 1. The City Council adopts the Pay Schedule for General Government, Police and Seasonal Employees (**Exhibit A**) providing for a 2.0% across-the-board adjustment for pay effective October 1, 2024.

Section 2. All **eligible** employees shall receive a Merit (Step) increase of 2.5 percent to be provided on the first full pay period of October 2024.

Section 3. 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 4. 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 5. 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 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 provision 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. 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 19th day of September 2024.

Gregory C. Maxton, Mayor

ATTEST:

APPROVED AS TO FORM:

Christina Picioccio, TRMC
City Secretary

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