

A RESOLUTION

A RESOLUTION OF THE CITY OF FAIR OAKS RANCH, TEXAS ADOPTING THE FY 2023-24 PAY SCHEDULE FOR GENERAL GOVERNMENT AND POLICE EMPLOYEES.

WHEREAS, the City Council of the City of Fair Oaks Ranch, Texas, on November 19, 2020, approved the Classification and Compensation Study and Analysis ("Compensation Study") for the City of Fair Oaks Ranch, Texas; and,

WHEREAS, the Compensation Study includes the adopted City of Fair Oaks Ranch Pay Schedule providing for Pay Groups and Steps of all classified positions; and,

WHEREAS, the Compensation Study adopted a compensation philosophy to compete in the top third of the market for classified positions; and,

WHEREAS, the Compensation Study recommends making annual across-the-board adjustments based on a percentage of base pay and applying those adjustments to the City's salary schedules; and,

WHEREAS, schedule adjustments should 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, the ECI for Civilian salaries and wages over the preceding 12-month period as of June 2023 was 4.6 percent for the U.S. and 2.5 percent for the West South Central Census region.

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

- Section 1.** The City Council adopts the Pay Schedule for General Government and Police Employees in **Attachment A** providing for a 2.5 percent across-the-board adjustment for pay effective October 1, 2023.
- Section 2.** All **eligible** employees shall receive a Merit (Step) increase of 2.5 percent to be provided on the first pay period of October 2023.
- Section 3.** 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 4.** 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resolutions or parts thereof, which are in conflict or inconsistent with any provision of this resolution are hereby repealed to the extent of such conflict, and the provision of this resolution shall be and remain controlling as to the matters resolved herein.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 5.** This resolution shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.
- Section 6.** 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 7. It is officially found, determined, and declared that the meeting at which this resolution is adopted was open to the public and that 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 Chapter 551, Texas Government Code, as amended.

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 the 12th day of September 2023.

Gregory C. Maxton, Mayor

ATTEST:

APPROVED AS TO FORM:

Christina Picioccio, TRMC, City Secretary

Denton Navarro Rocha Bernal & Zech, P.C.,
City Attorney