

A RESOLUTION

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FAIR OAKS RANCH, TEXAS
ADOPTING THE FY 2022-23 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 comparing Consumer Price Index (CPI) and Employee Cost Index (ECI) data as part of determining annual Cost-of-Living Adjustments (COLAs) to the Pay Schedule; and

WHEREAS, the composite ECI was 5.1 percent as of June 2022 and the CPI-W was 9.8 percent as of June 2022; and

WHEREAS, the City Council of the City of Fair Oaks Ranch, Texas on July 7, 2022 adopted a 3.2 percent COLA to be provided effective July 4, 2022 for all positions.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Fair Oaks Ranch, Texas adopts the Pay Schedule for General Government and Police Employees in Attachment A providing for a 3.2 percent COLA for pay effective October 1, 2022; and

BE IT FURTHER RESOLVED that Civilian Pay Grades 1 through 27 shall receive a 3.2 percent pay adjustment effective October 1, 2022 and Civilian Pay Grades 28-45 shall receive a 1.0 percent pay adjustment effective October 1, 2022; and

BE IT FURTHER RESOLVED that Non-Civilian Pay Grades PD-6 and PD-7 shall receive a 3.2 percent pay adjustment effective October 1, 2022 and Non-Civilian Pay Grade PD-8 shall receive a 1 percent pay adjustment effective October 1, 2022. and

BE IT FURTHER RESOLVED that all employees shall be eligible for a Merit (Step) increase of 2.5 percent to be provided on the first pay period of October 2022.

PASSED, APPROVED, and ADOPTED on this 15th day of September, 2022.

Gregory C. Maxton, Mayor

ATTEST:

APPROVED AS TO FORM:

Christina Picioccio, TRMC
City Secretary

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