

## **A RESOLUTION**

### **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FAIR OAKS RANCH, TEXAS ADOPTING THE FY 2025-26 PAY SCHEDULE FOR GENERAL GOVERNMENT AND PUBLIC SAFETY EMPLOYEES**

**WHEREAS**, on August 7, 2025, the City Council adopted by resolution the implementation methodology of “Minimum Plus 1 Step” with a 1.5% Step Progression pay plan structure as part of the FY 2025-26 Comprehensive Compensation and Benefits Study conducted with Evergreen Solutions, LLC., and

**WHEREAS**, the revised structure ensures all employees are placed at or above the minimum of their assigned pay ranges plus one additional step, reducing compression and maintaining fairness and market competitiveness, and

**WHEREAS**, the proposed pay schedules restructure the pay plan to 30 steps at 1.5% progressions, providing greater longevity, more gradual progression, and long-term sustainability, and

**WHEREAS**, adoption of the proposed pay schedules advances Strategic Action Plan Goal 5.1.1 Evaluate and Update Compensation and Benefit Plans Inclusive of Public Safety, and

**WHEREAS**, implementation of the proposed pay schedules will be managed within appropriations proposed in the FY 2025-26 Operating 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 FY 2025-26 General Government and Public Safety Pay Schedule (**Exhibit A**) effective the first pay period in FY 2025-26. All **eligible** employees will receive a 1, 2, or 3 step merit increase, depending on the results of their 2025 annual evaluation.
- 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 18th day of September 2025.**

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Gregory C. Maxton, Mayor

ATTEST:

APPROVED AS TO FORM:

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Christina Picioccio, TRMC  
City Secretary

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