

A RESOLUTION

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FAIR OAKS RANCH, TEXAS ESTABLISHING THE TARGET MARKET POSITION FOR THE CITY'S COMPENSATION PLAN.

WHEREAS, the City of Fair Oaks Ranch engaged Evergreen Solutions, LLC to perform a comprehensive compensation and benefits study to evaluate the City's current pay structure and market competitiveness, and

WHEREAS, Evergreen Solutions analyzed market data, internal pay relationships, and industry best practices to provide target market position recommendations, and

WHEREAS, City Council considered a 50th percentile option and a 66th percentile option as potential market placement targets to guide the City's compensation philosophy, and

WHEREAS, City Council has reviewed the options and methodologies presented and finds it is in the City's best interest to adopt the 50th percentile as the target market placement position.

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

Section 1. The City Council hereby adopts the 50th percentile as the target market position for the City's compensation plan.

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resolutions or parts thereof, which are in conflict or inconsistent with any provision of this resolution are hereby repealed to the extent of such conflict, and the provision of this resolution shall be and remain controlling as to the matters resolved herein.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 3rd day of July 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