

A RESOLUTION

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FAIR OAKS RANCH, TEXAS APPROVING THE IMPLEMENTATION METHODOLOGY AND PAY PLAN STRUCTURE AS PART OF THE CITY'S COMPREHENSIVE COMPENSATION AND BENEFITS STUDY

WHEREAS, in FY 2024–25, the City of Fair Oaks Ranch selected Evergreen Solutions, LLC to conduct a Comprehensive Compensation and Benefits Study to evaluate market competitiveness, internal equity, classification structure, and overall compensation philosophy, and

WHEREAS, City Council approved Resolution 2025-24 in July 2025, adopting the 50th percentile as the target market for the City's compensation plan, and

WHEREAS, Evergreen Solutions, LLC completed a detailed review of peer market data and developed recommendations for an updated compensation structure aligned with the City's newly adopted 50th percentile market placement, and

WHEREAS, City Council reviewed and considered three implementation methodologies and three structural strategies, including both step and open range models with varying progression rates, and

WHEREAS, the City Council finds that adopting an updated pay plan supports Strategic Action Plan Goals 5.1.1 and 5.1.6, enhances transparency and fairness in the City's pay practices, and positions the City to attract and retain a high-performing workforce, and

WHEREAS, City Council has determined it is in the best interest of the City to adopt the "Minimum Plus 1 Step" implementation methodology, a step-based pay structure, and a 1.5% progression rate between steps to promote internal equity, fiscal sustainability, and alignment with future performance-based progression strategies.

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

Section 1. The City Council hereby approves the "Minimum Plus 1 Step" implementation methodology, a step plan pay structure with 1.5% progression between steps and a maximum of 30 steps per grade and directs the City Manager to finalize cost estimates and prepare the Final Report for inclusion in the FY 2025–26 budget process.

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 7th day of August 2025.

Gregory C. Maxton, Mayor

ATTEST:

APPROVED AS TO FORM:

Amanda Valdez, TRMC
Deputy City Secretary

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