

RESOLUTION NO. 091125-02

A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF LA VERNIA, PROVIDING FOR A PERSONNEL PAY SCALE.

WHEREAS, the City of La Vernia is authorized under Local Government Code Title 5, Matters Affecting Public Officers And Employees, Subtitle A, Municipal Officers And Employees, Chapter 141, Compensation And Expenses Of Municipal Officers And Employees, Sec. 141.010, which permits the governing body of a Type A or B general-law municipality to consider longevity and cost of living when setting salaries for municipal employees; and

WHEREAS, City employees are a valuable asset to the City of La Vernia; and

WHEREAS, the City aims to hire the most qualified candidates and seeks to reduce turnover while enhancing productivity, efficiency, and morale among its workforce; and

WHEREAS, the Council is dedicated to providing City employees with a living wage; and

WHEREAS, the Council previously adopted the City's pay scale separately from the Fiscal Year 24-25 budget as specified by Ordinance No. 091924-01; and

WHEREAS, the City Administrator has decided to adopt the City's pay scale separately from the FY 25-26 budget; and

WHEREAS, investing in the workforce should be a primary focus of municipal governance; and

WHEREAS, maintaining low vacancy rates among city staff is also a priority of the Council; and

WHEREAS, it is the responsibility of the Council to ensure the City delivers reliable and consistent services and operations.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LA VERNIA, TEXAS:

SECTION 1. The City Council of La Vernia does authorize the adoption of the proposed personnel pay scale for FY 25-26 as described in Attachment A.

SECTION 2. 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 3. 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resolutions or parts thereof, which are in conflict or inconsistent with any provision of this Resolution, are hereby repealed to the extent of such conflict, and the provisions of this Resolution shall be and remain controlling as to the matters resolved herein.

SECTION 4. This Resolution shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

SECTION 5. 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 6. 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, Texas Government Code, as amended.

SECTION 7. This Resolution shall be in force and effect from and after its final passage, and it is so resolved.

PASSED AND APPROVED, this 11th day of September, 2025.

Martin Poore, Mayor

ATTEST:

Madison Farrow, City Secretary

APPROVED AS TO FORM:

City Attorney
City of La Vernia

Attachment A