

RESOLUTION NO. 2023-29

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MANOR, TEXAS ADOPTING A UNIFORM COMPENSATION SYSTEM FOR ALL CITY OF MANOR EMPLOYEES; REPEALING CONFLICTING POLICIES; PROVIDING A SAVINGS CLAUSE.

WHEREAS, The City of Manor employs an increasingly large and diverse workforce to provide services to the public and meet the needs of a rapidly expanding city;

WHEREAS, the City Council for the City of Manor desires to attract and maintain qualified and reliable employees;

WHEREAS, competitive and transparent compensation practices help attract high-quality prospective employees and reduces workforce reduction;

WHEREAS, the City Council desires to adopt a uniform employee compensation system to ensure equal treatment and opportunities to all employees.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MANOR, TEXAS,

Section 1. Findings. The foregoing recitals are hereby found to be true and correct and are hereby adopted by the City Council and made part hereof for all purposes as findings of fact.

Section 2. Adoption. The City does hereby adopt the Compensation System and Salary Schedule attached hereto as Exhibit A.

Section 3. Repealing of conflicting policies. Any policies of the City of Manor in conflict with the attached and adopted Compensation Study and Salary Schedule are hereby repealed.

Section 4. Savings Clause. The City Council of the City of Manor, Texas, hereby declares that if any section, subsection, paragraph, sentence, clause, phrase, work, or portion of the attached and adopted Exhibit A is declared invalid, or unconstitutional by a court of competent jurisdiction, that, in such event that it would have passed and adopted any and all remaining portions of Exhibit A without the inclusion of that portion or portions which may be so found to be unconstitutional or invalid, and declares that its intent is to make no portion of Exhibit A dependent upon the validity of any portion thereof, and that said remaining portions shall continue in full force and effect.

<Signatures on Next Page>

PASSED AND APPROVED on the 2nd day of August 2023.

THE CITY OF MANOR, TEXAS

Dr. Christopher Harvey
Mayor

ATTEST:

Lluvia Almaraz
City Secretary

**EXHIBIT A
Compensation Policy**