

RESOLUTION NO. 19-R-49

A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF SCHERTZ, TEXAS AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH MANAGEMENT ADVISORY GROUP INTERNATIONAL, INC. TO CONDUCT A CLASSIFICATION AND COMPENSATION STUDY AND OTHER MATTERS IN CONNECTION THEREWITH

WHEREAS, The City of Schertz (the “City”) Compensation Philosophy requires on-going review of the City’s classification and compensation structure; and

WHEREAS, the City Staff has identified the necessity to conduct a professional classification and compensation study for the purpose of fulfilling four (4) key goals:

1. Properly classify positions in the City to reflect actual knowledge, skills, and abilities, as well as the essential duties of each position.
2. To have competitive compensation within Schertz’s competing labor market and benchmark cities.
3. To promote internal and external compensation equity.
4. To foster productive employees, in part, through a fair and balanced compensation system; and

WHEREAS, the City released an RFP and subsequently received three (3) bids and, based on the scoring, the highest-ranking firm, Management Advisory Group International, was interviewed; and

WHEREAS, City staff hereby recommends that the City Council approve the selection of Management Advisory Group to conduct a classification and compensation study and to set the total contract scope and amount; and

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SCHERTZ, TEXAS THAT:

Section 1. The City Council hereby authorizes the City Manager to execute an agreement with Management Advisory Group International in an amount not-to-exceed \$34,900 to conduct a classification and compensation study.

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resolutions, or parts thereof, which are in conflict or inconsistent with any provision of this Resolution are hereby repealed to the extent of such conflict, and the provisions of this Resolution shall be and remain controlling as to the matters resolved herein.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 ADOPTED, this 11th day of June, 2019.

CITY OF SCHERTZ, TEXAS

Mayor, Michael R. Carpenter

ATTEST:

City Secretary, Brenda Dennis

(CITY SEAL)