

RESOLUTION NO. 19-R-107

A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF SCHERTZ, TEXAS REAFFIRMING THE COMPENSATION PHILOSOPHY AND POLICY STATEMENTS AND OTHER MATTERS IN CONNECTION THEREWITH

WHEREAS, the City Council of the City of Schertz (the “City”) adopted a Philosophy and Policy Statements as it relates to the City’s Classification and Compensation plan via Resolution 15-R-51 on June 23, 2015; and

WHEREAS, the City Council has determined that it is in the best interest of the City to reaffirm the plan and statements.

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

Section 1. The City Council hereby reaffirms the following regarding the City’s Philosophy Statement:

- The City of Schertz will provide competitive and sustainable wages while balancing other factors such as recruitment, retention, staffing levels, benefits, training, and advancement.
- We will continue our emphasis on pay for performance, while being mindful of our fiscal responsibility and need to demonstrate taxpayer value.
- We will strive to provide internally equitable salaries and to be transparent with information related to the pay structure and related processes with all employees.
- Employee growth and engagement are our primary drivers for retention

Section 2. The City Council hereby reaffirms the following regarding the City’s Classification and Compensation Implementation Plan:

- The City will conduct a full classification and compensation study on regular intervals, typically every five years.
- The City will hold annual performance evaluations and award merit pay increases based on the results.
- The City will strive to create a balanced approach combining annual Merit increases and COLA increases, when possible.
- The City will communicate to all employees how the pay processes are implemented, what the City’s compensation goals are, when the effective dates of future compensation are decided, and why compensatory related processes are put into place.

Section 3. The City Council hereby reaffirms the following regarding the City's Classification and Compensation First Steps:

- The City's first implementation goal will be to adjust the compensation of employees with lagging wages.
- The City's second implementation goal will be to provide a balance between compensation and strategic staffing levels.
- The City's third implementation goal will be to provide an internally equitable and externally competitive wage to all employees.
- The City's fourth implementation goal will be to provide meaningful and competitive benefits to all employees.

Section 4. 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 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 provisions 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. 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 8. 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 9. This Resolution shall be in force and effect from and after its final passage, and it is so resolved.

PASSED AND ADOPTED, this 27th day of August, 2019.

CITY OF SCHERTZ, TEXAS

Mayor, Michael R. Carpenter

ATTEST:

City Secretary, Brenda Dennis

(CITY SEAL)