

**RESOLUTION NO. 20-R-57**

**A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF SCHERTZ, TEXAS APPROVING MANAGEMENT ADVISORY GROUP REPORT AND RECOMMENDATIONS ON CITY STAFF CLASSIFICATION AND COMPENSATIONS STUDY AND OTHER MATTERS IN CONNECTION THEREWITH**

WHEREAS, the City Council of the City of Schertz (the “City”) identified performing a classification and compensation study for City employees as a priority in the City’s FY 19-20 budget; and

WHEREAS, the City entered into agreement with Management Advisory Group (MAG) with the desire to conduct a survey of targeted cities, compare their classification and compensation packages with the City’s and make recommendations to achieve optimal, fiscally responsible competitiveness for the City employees within the market; and

WHEREAS, MAG presented their report and recommendations to City Council on May 22, 2020 and on June 2, 2020.

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

Section 1. The City Council hereby accepts the Final Report from MAG contained therein.

Section 2. The City Council also directs the staff to develop implementation strategies and options that will facilitate a fair, equitable and “characteristic neutral” approach to transitioning to the new pay plan within the budgetary constraints of the City, with initial implementation effective July 1, 2020.

Section 3. 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 4. 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resolutions, or parts thereof, which are in conflict or inconsistent with any provision of this Resolution are hereby repealed to the extent of such conflict, and the provisions of this Resolution shall be and remain controlling as to the matters resolved herein.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 5. This Resolution shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

Section 6. 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 7. 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 8. This Resolution shall be in force and effect from and after its final passage, and it is so resolved.

PASSED AND ADOPTED, this 2<sup>nd</sup> day of June, 2020.

CITY OF SCHERTZ, TEXAS

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Mayor, Ralph Gutierrez

ATTEST:

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City Secretary, Brenda Dennis

(CITY SEAL)