

ORDINANCE NO. 25-S-_____

AN ORDINANCE ADOPTING A COMPENSATION SCHEDULE AND AN IMPLEMENTATION PROCEDURE FOR THE CITY COUNCIL, IN ACCORDANCE WITH SECTION 4.04 COMPENSATION OF THE CHARTER OF THE CITY OF SCHERTZ, TEXAS.

WHEREAS, Section 4.04 Compensation of the Schertz City Charter (the “City”) permits the City Council (the “Council”) to determine compensation for its members, including the Mayor and other members of the Council; and

WHEREAS, Ordinances 74-G-38 previously provided for compensation for members of the Council for attendance at regular and special meetings of the Council, and such Ordinance was repealed by Ordinance 08-E-29; and

WHEREAS, Ordinance 08-G-31 provided that members of the Council be compensated on a monthly basis, annual adjustments be made on January 1 of each year based on the Consumer Price Index, compensation be prorated based on partial months of service, the reimbursement for out-of-pocket expenses, and the ability to refuse payment; and

WHEREAS, On November 5, 2024, Section 4.04 Compensation of the City of Schertz Home Rule Charter was amended, as follows:

Members of the City Council shall serve with such compensation as determined by the City Council. An increase in compensation shall not be effective for any member of the City Council during the term for which he or she was elected, and the increase was approved in which the increase is effectuated. Payment of expenses incurred in performance of official duty may be approved by the City Council.

WHEREAS, Considering this change and to streamline the application of Section 4.04 of the Charter, it is desired to adopt a fixed compensation structure for the Mayor and City Councilmembers.

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

Section 1. That the recitals contained in the preamble hereto are hereby found to be true and such recitals are hereby made a part of this Ordinance for all purposes and are adopted as a part of the judgment and findings of the Council.

Section 2. The proposed pay structure establishes a set amount of compensation for the Mayor and Councilmembers based on their term of office. It will be effective on the first day of the new term for the Mayor, Place 1, and Place 2 in November 2025; Place 3, Place 4, and Place 5 in November 2026; and Place 6 and Place 7 in November 2027. Any future amendments to this Ordinance will be similarly implemented in the subsequent terms for each Councilmember.

Section 3. Current members of the Council will be paid commensurate to the number of terms for which they have been in office. If a person with previous experience as a City of Schertz

Councilmember or Mayor is successfully elected as a Councilmember or Mayor, regardless of whether the terms are consecutive or not, he or she will receive credit for each previously completed term and will be paid accordingly. Prior terms of service are interchangeable whether they were as a Councilmember or the Mayor. In the event of a special election or appointment to fill an unexpired term, the annual compensation amount will be prorated.

Section 4. The proposed compensation structure is as follows:

| | Mayor Annual Compensation | Councilmember Annual Compensation |
|---------------------------------------|--|--|
| 1st Term | \$ 9,000 | \$ 6,000 |
| 2nd Term | 11,000 | 8,000 |
| 3rd Term | 13,000 | 10,000 |
| 4th & All Subsequent Terms | 15,000 | 12,000 |

Section 5. All ordinances of parts of the ordinance in force when the provisions of this Ordinance become effective which are inconsistent or in conflict with the terms and provisions contained in this Ordinance are hereby repealed only to the extent of such conflict.

Section 6. Should any part, sentence or phrase of this Ordinance be determined to be unlawful, void or unenforceable, the validity of the remaining portions of this Ordinance shall not be adversely affected. No portion of this Ordinance shall fail or become inoperative by reason of the invalidity of any other part. All provisions of this Ordinance are severable.

Section 7. That it is officially found, determined, and declared that the meeting at which this Ordinance 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 ordinance, was given, all as required by Chapter 551, as amended, Texas Government Code.

Section 8: This Ordinance shall take effect immediately from and after its passage and any publication requirements.

PASSED, APPROVED, and ADOPTED on this 21st day of January 2025.

CITY OF SCHERTZ, TEXAS

Ralph Gutierrez, Mayor

ATTEST:

Sheila Edmondson, City Secretary