

RESOLUTION NO. 802

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TERRELL, TEXAS , ADOPTING A COMPREHENSIVE SALARY AND BENEFIT PLAN AND AUTHORIZING AND APPROVING A NON-BINDING IMPLEMENTATION PLAN.

WHEREAS, the City Council desires to upgrade salaries and benefits as one component of establishing and maintaining a quality workforce; and

WHEREAS, the City Council is required to compete with surrounding communities for its labor force and others; and

WHEREAS, the City of Terrell is determined that a comprehensive salary and benefit plan is an appropriate planning procedure for the City Council to adopt to ensure the economic well being of its workforce; and

WHEREAS, the City Council commissioned a comprehensive salary and benefit study and analysis of its surrounding and competitive communities.

THEREFORE, BE IT RESOLVED by the City Council of the City of Terrell, Texas hereby accepts Ray Associates, Incorporated Comprehensive Salary and Benefit Plan. Which is attached hereto and incorporated herein by reference as if set forth in full; and that said Comprehensive Salary and Benefit Study shall be used to accomplish the following more specifically:

1. Executive Summary of the Methodology and Findings of the Comprehensive Salary and Benefit Analysis.
2. Salary Charts from twelve organizations (ten municipalities and two private entities).
3. Fiftieth (50%) Percentile Pay Schedules.
4. Maintaining of City of Terrell Current Benefit Program.

Section 1. The Ray Associates Incorporated Comprehensive Salary and Benefit Study and related salary and benefit guidelines will be applied to all civil service and full-time regular employees of the City of Terrell;

Section 2. The City of Terrell will make market based adjustments to the salary structure annually to maintain the City of Terrell Pay Schedules in the Fiftieth (50%) percentile effective October 1, 2015-2016 fiscal year.

Section 3. The salary and pay schedule herein provided under this section shall be based on accurate market information collected on an annual basis.

Section 4. Annually, all civil service employees, not at the top of their pay scale, will receive an appropriate step increase as permitted under the Local Government Code Chapter 143 and based upon seniority in rank and tenure effective October 1, 2015 on the civil service employee date of hire.

Section 5. All other non civil service full time employees, not at the top of their pay scale shall be eligible for an appropriate step increase upon an effective date determined by Terrell City Council.

Section 6. As the salary and pay schedule is updated all civil service and non civil service full time employees who are below the proposed minimum of their salary range based on the Ray Associates, Incorporated Comprehensive Salary and Benefit Study will be adjusted to be brought to the new minimum based level effective October 1, 2015.

Section 7. No individual shall receive a salary increase that would put their salary above the maximum of their salary range based on the Ray Associates, Incorporated Comprehensive Salary and Benefit Study within a classification or job assignment as established by the City Manager and/or City Council action.

Section 8. The overall amount allocated for salary increases will be determined annually in the context of the City of Terrell's ability to fund and budget appropriate funds in order to assist the City of Terrell in maintaining a competitive level of its labor force as provided herein.

PASSED AND ADOPTED THIS 15TH DAY OF SEPTEMBER, 2015.

Hal Richards, Mayor

ATTEST:

John Rounsavall, City Secretary