

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GLENN HEIGHTS, TEXAS APPROVING, ADOPTING AND AUTHORIZING THE CITY MANAGER TO IMPLEMENT AN AMENDED JOB CLASSIFICATION AND COMPENSATION PLAN.

WHEREAS, the City of Glenn Heights, Texas desires to provide for the employment and retention of qualified personnel through clear and concise directives related to employee classification and compensation; and

WHEREAS, the City Council adopts the revised Employee Compensation Plan (as presented on August 9, 2010; and

WHEREAS, the City Council establishes a citywide Compensation Philosophy as follows; and

“The City of Glenn Heights strives to deliver a competitive, equitable and fiscally sustainable total rewards package that attracts, retains and motivates quality employees. Through continuous review of resources and organizational need, efforts will be made to offer compensation reflective of our greatest internal resource- our employees.”

WHEREAS, the City Council establishes the intent to maintain a market position in which the City matches the average compensation of cities polled during the compensation review process and participating cities shall be comparable in revenue, population or other parameters as determined by the City Manager to the City of Glenn Heights; and

WHEREAS, the City Council establishes the intent to review salary and market data related to employee compensation at least biennially unless,

- New positions are recommended based on immediate organizational need
- Positions are determined to be grossly misclassified based on internal job audits or other data
- Organizational revenues make a significant shift +/- impacting the sustainability of certain employee total rewards

WHEREAS, the City Council will consider funding of pay provisions related to employee compensation and total rewards at least annually during the budget deliberation process; and

WHEREAS, the City Council, in conjunction with the adoption of the Annual Program of Services, will adopt an official Employee Classification Table (Exhibit B) outlining positions and compensation to be funded during said fiscal year; and

WHEREAS, any modifications to employee positions, compensation, etc. requested outside of the budget deliberation process must be approved by the City Council unless they are related to the hiring of a new employee for a funded position in which starting

salary is equal to or less than the highest step of the 1st Tertile as outlined in the Employee Compensation Plan.

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

SECTION 1. The above recitals are hereby found to be true and correct and incorporated herein for all purposes.

SECTION 2. The City Council of the City of Glenn Heights, Texas hereby approves and adopts the Employee Compensation Plan as presented by the City Manager and authorizes the implementation of the plan provisions as presented to City Council August 9, 2010 effective October 1, 2010 (Fiscal Year 2010-2011).

A copy of the plan provisions shall be provided to and may be obtained from the Office of the City Secretary.

SECTION 3. This Resolution shall be in full force and effect from and after its passage.

READ, CONSIDERED, PASSED AND ADOPTED by the City Council of Glenn Heights at a regular meeting on the 2nd day of September 2010, at which a quorum was present, and for which due notice was given pursuant to Government Code, Chapter 551.