

**RESOLUTION R-14-13**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GLENN HEIGHTS, TEXAS APPROVING, ADOPTING AND AUTHORIZING THE CITY MANAGER TO IMPLEMENT A NEW 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 (Exhibit A) as presented on July 16, 2013; 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, will adopt an official Employee Classification Table (Exhibit A) outlining positions and compensation to be funded; and

**WHEREAS**, any modifications to employee positions, compensation, etc. requested outside of the budget deliberation process must be approved by the City Council.

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

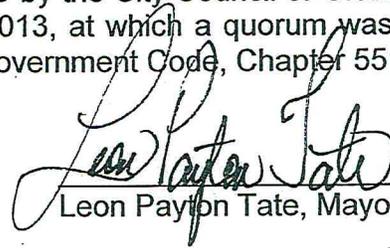
**SECTION 1.** The above recitals are hereby found to be true and correct and incorporated herein for all purposes.

**SECTION 2.** The City Council of the City of Glenn Heights, Texas hereby approves and adopts the Employee Compensation Plan (Exhibit “A”) as presented by the City Manager and authorizes the implementation of the plan provisions as presented to City Council July 16, 2013 and shall become effective upon passage.

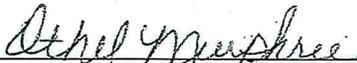
A copy of the plan provisions shall be provided to and may be obtained from the Office of the City Secretary.

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

**READ, CONSIDERED, PASSED AND ADOPTED** by the City Council of Glenn Heights at a regular meeting on the 6<sup>th</sup> day of August 2013, at which a quorum was present, and for which due notice was given pursuant to Government Code, Chapter 551.

  
\_\_\_\_\_  
Leon Payton Tate, Mayor

Attest:

  
\_\_\_\_\_  
Othel Murphree, City Secretary

**WELLSPRING HUMAN CAPITAL MANAGEMENT, LLC  
MUNICIPAL TOTAL REWARDS SURVEY**

**EXHIBIT 4**

**Position Salary Structures**

<i>Grade</i>	<i>Title</i>
<b>Exempt Positions</b>	
21	Deputy City Manager Police Chief Public Works Director
20	Finance Director
19	City Secretary HR Administrator Utilities Superintendent
18	Assistant to City Manager Senior Planner
<b>Nonexempt Positions</b>	
16	Court Administrator Police Records Manager Utilities Supervisor Utility Billing Supervisor Dispatch Supervisor
15	Backflow Operator Code Enforcement Officer Field Supervisor
14	Finance Coordinator Administrative Assistant Animal Control Officer Parks & Maintenance Technician Permit Technician Utility Billing Representative II Utility Worker III
13	Utility Worker II Police Records Clerk Communications Officer
12	Utility Billing Representative I
11	Meter Reader Utility Worker I
<b>Police Department</b>	
34	Sergeant
33	Corporal/Detective
32	Senior Officer
31	Officer
<b>Fire Department</b>	
35	Fire Chief (Part Time)
34	Lieutenant
33	Driver/Engineer
32	Firefighter/Paramedic
31	Firefighter/EMT

**WELLSPRING HUMAN CAPITAL MANAGEMENT, LLC  
MUNICIPAL TOTAL REWARDS SURVEY**

**Proposed Salary Structure**



NONEXEMPT					
Grade	Min	2nd Quartile	Midpoint	3rd Quartile	Max
10	\$9.60	\$10.80	\$12.00	\$13.20	\$14.40
11	\$10.40	\$11.70	\$13.00	\$14.30	\$15.60
12	\$11.20	\$12.60	\$14.00	\$15.40	\$16.80
13	\$12.10	\$13.60	\$15.10	\$16.60	\$18.10
14	\$13.30	\$14.95	\$16.60	\$18.25	\$19.90
15	\$14.60	\$16.45	\$18.30	\$20.15	\$22.00
16	\$16.10	\$18.10	\$20.10	\$22.10	\$24.10
17	\$18.50	\$20.80	\$23.10	\$25.40	\$27.70

EXEMPT					
Grade	Min	2nd Quartile	Midpoint	3rd Quartile	Max
18	\$44,160	\$49,680	\$55,200	\$60,720	\$66,240
19	\$48,880	\$56,180	\$63,480	\$70,780	\$78,080
20	\$56,210	\$64,605	\$73,000	\$81,395	\$89,790
21	\$63,380	\$73,665	\$83,950	\$94,235	\$104,520

POLICE					
Grade	Min	2nd Quartile	Midpoint	3rd Quartile	Max
34	\$23.85	\$25.65	\$27.45	\$29.50	\$31.55
33	\$21.21	\$22.69	\$24.28	\$25.98	\$27.80
32	\$19.75	\$21.20	\$22.70	\$24.40	\$26.10
31	\$18.45	\$19.80	\$21.20	\$22.80	\$24.40

FIRE					
Grade	Min	2nd Quartile	Midpoint	3rd Quartile	Max
35*	\$35.80	\$38.50	\$41.20	\$44.20	\$47.30
34	\$17.25	\$18.55	\$19.85	\$21.30	\$22.80
33	\$15.65	\$16.85	\$18.00	\$19.40	\$20.75
32	\$14.25	\$15.30	\$16.40	\$17.60	\$18.85
31	\$13.30	\$14.30	\$15.30	\$16.45	\$17.60

\* This is a part time position @ 20 hours per week on average.