



COUNCIL AGENDA ITEM MEMORANDUM

DEPT./DIVISION SUBMISSION & REVIEW:

Brynn Myers, City Manager
Gloria Elder, Chief of Staff

ITEM DESCRIPTION: Consider adopting a resolution authorizing an update to the City of Temple General Government Compensation Plan and the City of Temple Civil Service pay charts, which includes a 4% across the board pay adjustment to be effective June 10, 2022.

BACKGROUND: According to the City Charter, the City Council must fix and determine the salaries and wages of all appointive officers and employees of the City. The City Council may authorize the City Manager to make salary adjustments to the extent that funds are appropriated by the City Council for that purpose. This item adopts the City's pay chart for General Government employees, as well as the pay charts for Civil Service employees.

ALIGNMENT WITH ADOPTED PLANS:

Plan	Comments
Strategic Plan	This item supports the City of Temple's Strategic Plan goal of "Talented and dedicated employees who have a heart for service"; the commitment to "Attract and retain talented employees".

STAFF RECOMMENDATION: Adopt resolution as presented in item description.

BOARDS & COMMISSIONS RECOMMENDATION: This item was not reviewed by any of the official boards and commissions.

FISCAL IMPACT: Council is being presented a budget amendment in the amount of \$957,836 to support the update to the City's pay charts, which includes a 4% across the board pay adjustment in FY 2022. This amount also includes the benefits directly associated with the changes in the respective plans. The annual impact of this change on the proposed FY 2023 Operating Budget is currently estimated at \$3,167,882.

ATTACHMENTS:

Resolution
General Government Pay Chart
Civil Service Pay Chart – Police
Civil Service Pay Chart - Fire
Budget Amendment