

**12 LD Res Adopting Job Classification and Pay Plan-116867.pdf****CITY OF LAKE DALLAS, TEXAS
RESOLUTION NO. 8272020-23****A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE DALLAS, TEXAS, ADOPTING A CITY EMPLOYEE JOB CLASSIFICATION TABLE AND EMPLOYEE COMPENSATION PLAN; PROVIDING AN EFFECTIVE DATE**

WHEREAS, the City Council has determined that in order to recruit and retain quality employees for the City, the City must place itself in a position to offer competitive pay and benefits; and

WHEREAS, at the direction of the City Council, City Administration engaged Paypoint HR, LLC to conduct an employee classification and compensation study for all city employee positions; and

WHEREAS, having received and considered the report prepared by Paypoint HR, LLC, dated July 10, 2020, the City Council of the City of Lake Dallas finds it to be in public interest to adopt a new employee job classification table and employee compensation plan.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LAKE DALLAS, TEXAS, THAT:

SECTION 1. The various employment positions within the City of Lake Dallas shall be classified within the respective pay grades set forth in the Employee Job Classification Table attached hereto as Exhibit "A" and incorporated herein by reference.

SECTION 2. The Police Officer Salary Schedule set forth in Exhibit "B," attached hereto and incorporated herein by reference, is hereby adopted for use in determining the compensation to be paid to uniformed peace officers employed by the Police Department. Employee movement between Milestones within the Police Officer Salary Schedule shall be subject to budgetary determinations made by the City Council in consultation with the City Manager and satisfactory employee performance.

SECTION 3. The General Employee Salary Schedule set forth in Exhibit "C," attached hereto and incorporated herein by reference, is hereby adopted for use in the determining the compensation to be paid to employees of the City who are not classified within the General Employee Salary Schedule. Employee movement between Pay Levels within the General Employee Salary Schedule shall be subject to budgetary determinations made by the City Council in consultation with the City Manager and satisfactory employee performance.

SECTION 4. This Resolution shall be effective immediately upon approval.

PASSED AND APPROVED this the 27th day of August 2020.

APPROVED:

Michael Barnhart, Mayor