

# A Resolution

NO. \_\_\_\_\_

**ACKNOWLEDGING STAFF'S ON-GOING COST-SAVING EFFORTS AND THE CITY MANAGER'S IMPLEMENTATION OF A FOUR PERCENT (4%), ON AVERAGE, PAY INCREASE AND OTHER COMPENSATION ADJUSTMENTS FOR GENERAL EMPLOYEE POSITIONS FOR WHICH THE CITY MANAGER PRESCRIBES COMPENSATION; APPROVING A FOUR PERCENT (4%) RAISE FOR THE POSITIONS OF MUNICIPAL JUDGE, CITY SECRETARY, CITY AUDITOR, CITY ATTORNEY AND ASSISTANT CITY ATTORNEY; AND ESTABLISHING AN EFFECTIVE DATE**

**WHEREAS**, the Charter of the City of Fort Worth reserves to the City Council the authority to appoint and prescribe compensation for the positions of City Manager, City Secretary, City Auditor, City Attorney and Assistant City Attorney; and

**WHEREAS**, in accordance with Chapter 30 of the Texas Government Code, the City Council as governing body appoints and determines the salaries of the City's Municipal Judges; and

**WHEREAS**, the Charter delegates to the City Manager the authority to control and appoint all other employee positions within the City, with such authority necessarily including the ability to prescribe compensation within the limits of the annual budget approved by the City Council; and

**WHEREAS**, for the majority of the sworn-personnel positions within the City's Police and Fire Departments, compensation adjustments and pay increases are governed by labor contracts negotiated in accordance with the state civil service laws set forth in the Texas Local Government Code; and

**WHEREAS**, between Fiscal Years 2009 and 2014, City of Fort Worth employees working in positions that are not subject to the state's civil service laws ("General Employees") have received one across-the-board pay increase of three percent (3%), which occurred in Fiscal Year 2012; and

**WHEREAS**, it is critical for the City to provide competitive compensation in order to retain and recruit a high-quality workforce; and

**WHEREAS**, between Fiscal Years 2009 and 2014, other area municipalities, with which the City competes in efforts to attract and retain qualified personnel, have provided pay increases that have generally been higher than those given by the City; and

**WHEREAS**, in response to the recent economic downturn, significant measures have been taken to reduce operating costs, including:

- Net elimination of 116 General Employee positions between Fiscal Years 2010 and 2014 for an estimated annual savings of \$6,560,014;



- Creation of the Performance Office in Fiscal Year 2013 to integrate continuous improvement principles across the organization, with hundreds of employees participating in efforts to improve customer service and efficiencies while reducing costs;
- Continued efforts by the Human Resources Department and the City Manager's Office to contain or reduce costs related to City benefits, including recent implementation of a health-care concierge service to assist plan participants in obtaining the best qualified provider at the lowest cost for both the City and participants, re-marketing of the management services for the City's pharmacy benefits services to ensure that both the City and participants benefit from up-to-date pricing, and creation of a near-site clinic to reduce indirect health costs associated with lost productivity;
- On-going efforts by all departments to reduce costs and implement savings so that total annual expenditures come in at or below budgeted totals, with gross savings for non-public safety departments projected to be \$5,013,175 by the end of Fiscal Year 2014; and

**WHEREAS**, over the past five years, the City's population has grown by 6.5%, increasing demand for City services; and

**WHEREAS**, economic indicators suggest that the City is recovering from the recent downturn, as demonstrated by:

- Property tax collection rates having increased to 98.5%;
- The net taxable value of real property having increased 12% over five years;
- Property tax revenues having increased 13% over five years;
- Sales tax revenues being projected to have increased by 26% in the five years ending with the current fiscal year; and

**WHEREAS**, the Fiscal Year 2014 budget adopted by the City Council on September 17, 2013, included an allocation of \$504,018.00 to reflect an average salary increase of five percent (5%) for one month of the fiscal year (September 2014) for General Employees; and

**WHEREAS**, on the advice of the Human Resources Department, the City Manager's Office intends (i) to implement an across-the-board pay increase of four percent (4%) effective August 23, 2014, for all positions that are within the City Manager's control, that are not subject to negotiated labor agreements, and that are not already compensated at a rate that exceeds the maximum rate for the position's range and (ii) to use the remaining funding provided in the current budget to adjust salaries for positions that have proven to be hard to fill, that are difficult to recruit for, and that are compensated at a rate that data suggests is at least 5% behind the market; and

**WHEREAS**, in accordance with the adopted budget for Fiscal Year 2014, the City Council wishes to implement a corresponding pay raise for those positions for which the City Council prescribes compensation under the City Charter.



**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FORT WORTH, TEXAS:**

1. That the City Council acknowledges City staff's on-going efforts to reduce costs and to identify and implement savings and supports the City Manager's implementation of an on-going across-the-board four-percent (4%) pay increase, on average, effective August 23, 2014, and additional salary adjustments in accordance with the adopted budget for Fiscal Year 2014 for all positions for which the City Manager prescribes compensation; and
2. That the City Council directs the City Manager to implement all changes and take all necessary actions to provide an on-going four percent (4%) pay increase effective August 23, 2014, for the following positions: Municipal Judge, City Secretary, City Auditor, City Attorney, Assistant City Attorney and any other position for which the City Council prescribes compensation under state law or otherwise, with the exception of the City Manager, which has been recently adjusted; and
3. That this resolution shall become effective immediately upon adoption.

Adopted this \_\_\_\_ day of \_\_\_\_\_ 2014.

ATTEST:

By: \_\_\_\_\_

Mary Kayser, City Secretary

