

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION ADOPTING THE CITY OF SEGUIN PERSONNEL CLASSIFICATION  
AND PAY PLAN**

**WHEREAS**, The Seguin City Council contracted with Ray Associates, Inc. on June 21, 2019 to conduct a compensation and benefits study; and

**WHEREAS**, Ray Associates, Inc. has proposed a revised compensation plan consisting of individual salary schedules for regular employees with the general government, utility, and police and fire public safety classifications

**NOW, THEREFORE, BE IT RESOLVED** by the City of Seguin City Council as follows:

1. Proposed Pay Plan, to be adopted as official policy of the City of Seguin effective on January 12, 2020 at a cost reflected in 2020 budget.
2. This pay plan is intended and shall replace all other pay plans of the City of Seguin as of the effective date and that copies of the pay plan will be available in the office of the Director of Human Resources.
3. The City Council shall determine during the budgetary process each year whether to grant the budget authority for any adjustments to this plan including cost of living, merit program, market adjustments, etc.

**PASSED AND APPROVED** this 29th day of October, 2019 by the City of Seguin City Council.

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Don Keil  
Mayor

**ATTEST:**

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Naomi Manski  
City Secretary