

TOWN OF ADDISON, TEXAS

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE TOWN OF ADDISON, TEXAS REVISING AND APPROVING THE TOWN'S COMPENSATION PHILOSOPHY AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City Council met in a special work session on June 29, 2017 to review the Town's compensation philosophy; and

WHEREAS, the Council unanimously agreed that the Town's employees are its most important resource and it is vital to the Town's success that it have the ability to recruit and retain talented employees; and

WHEREAS, the Council has determined that it desires to formally adopt a revised compensation philosophy to communicate to current and future employees that the Town of Addison is committed to a competitive compensation plan.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE TOWN OF ADDISON, TEXAS:

Section 1. The Town of Addison Compensation Philosophy set forth below is hereby adopted and approved:

COMPENSATION PHILOSOPHY

The purpose of the merit and market pay plan is threefold:

- To encourage excellence in service by tying salary increases to job performance;
- To reward employees for their efforts and job performance; and
- To remain competitive with other metroplex cities in regards to the Town's compensation program by paying employees better than the average of our comparison cities.

We support an open range system in compliance with our compensation philosophy. We will annually budget for market and merit adjustments for compensation that are fair and sustainable.

Section 2. This Resolution shall take effect from and after its date of adoption.

PASSED AND APPROVED by the City Council of the Town of Addison, Texas this the 11th day of July, 2017.

Joe Chow, Mayor

ATTEST:

APPROVE AS TO FORM:

By: _____
Laura Bell, City Secretary
Attorney

By: _____
Brenda N. McDonald, City