



AGENDA
WATAUGA CITY COUNCIL
WORKSHOP MEETING
MONDAY, MAY 23, 2022
CITY HALL COUNCIL CHAMBER, 7105 WHITLEY ROAD
5:30 PM

This notice is posted pursuant to the Texas Open Meetings Act. Notice is hereby given that a **City Council Workshop Meeting** of the City of Watauga, Texas will be held at which time the following subjects will be discussed and may be acted upon.

CALL TO ORDER (Council Members, City Staff, Members of the Public - when speaking during the meeting please speak directly into the microphones on the dais or podium)

ROLL CALL

ANNOUNCEMENTS

PRESENTATIONS

1. DC Municipal Consulting - Presentation on Compensation Market Analysis Findings
Joshua Jones, City Manager

ADJOURNMENT

Meeting Notices and Reservation of Rights

The City Council may retire to executive session any time between the meeting's opening and adjournment for the purpose of consultation with legal counsel pursuant to Chapter 551.071 of the Texas Government Code; discussion of personnel matters pursuant to Chapter 551.074 of the Texas Government Code if the requisite information is otherwise posted; deliberation regarding real property pursuant to Chapter 551.072 of the Texas Government Code; deliberation regarding economic development negotiations pursuant to Chapter 551.087 of the Texas Government Code; and/or deliberation regarding the deployment, or specific occasions for implementation of security personnel or devices pursuant to Chapter 551.076 of the Texas Government Code (as applicable) when determined necessary by the to address a subject matter on the agenda. Action, if any, will be taken in open session.

Attendance by Other Elected or Appointed Officials: It is anticipated that members of other

governmental bodies, and/or city council, boards, commissions and/or committees may attend the meeting in numbers that may constitute a quorum of the body, board, commission and/or committee. Notice is hereby given that the meeting, to the extent required by law, is also noticed as a possible meeting of the other body, board, commission and/or committee, whose members may be in attendance, if such numbers constitute a quorum. The members of the city council, boards, commissions and/or committees may be permitted to participate in discussions on the same items listed on the agenda, which occur at the meeting, but no action will be taken by such in attendance unless such item and action is specifically provided for on an agenda for that city council, body, board, commission or committee subject to the Texas Open Meetings Act.

NOTICE

THIS FACILITY IS WHEELCHAIR ACCESSIBLE AND ACCESSIBLE PARKING SPACES ARE AVAILABLE. REQUESTS FOR ACCOMMODATIONS OR INTERPRETIVE SERVICES MUST BE MADE 48 HOURS PRIOR TO THIS MEETING. PLEASE CONTACT THE CITY SECRETARY'S OFFICE AT (817) 514-5825, OR FAX (817) 514-3625.

I, Linda Proskey, City Secretary for the City of Watauga, hereby certify that this agenda was posted on the bulletin boards at City Hall, 7105 Whitley Road, Watauga, Texas, on DATE, before 6:00 p.m., in accordance with Chapter 551 of the Texas Government Code.



Linda Proskey, City Secretary





AGENDA MEMORANDUM

DATE: May 16, 2022
TO: Honorable City Council Members
FROM: Joshua Jones, City Manager
THROUGH: Joshua Jones, City Manager
SUBJECT: DC Municipal Consulting - Presentation on Compensation Market Analysis Findings

BACKGROUND/INFORMATION:

FINANCIAL IMPLICATIONS:

RECOMMENDATION/ACTION DESIRED:

ATTACHMENTS/ SUPPORTING DOCUMENTATION:

1. WATAUGA Packet Memo 5-23-22
2. Watauga City Council Presentation May 2022
3. FINAL Watauga Compensation Analysis Report FULL 051922

REVIEWED BY:

Juliet Rodriguez, Human Resources and Civil Service
Director

Approved - 5/20/2022

Joshua Jones, City Manager

Approved - 5/20/2022

Linda Proskey, City Secretary

Final Approval -
5/20/2022

Approved as to form for inclusion on Agenda



Date: May 13, 2022

To: Mayor Miner and City Council Members

From: Katie Corder, Partner, DC Municipal Consulting
Molly Deckert, Partner, DC Municipal Consulting

Agenda Topic: Presentation on Compensation Market Analysis Findings

In February of 2022, the City of Watauga engaged DC Municipal Consulting (DCMC) to conduct a compensation market analysis for general government and public safety positions.

DCMC conducted a thorough market analysis using nine comparable cities and the midpoint methodology for 50% of the market condition. Through analysis, city positions were either confirmed or recommended for adjustment using the City's existing pay structure - an open range plan for General Government and a step plan for Fire and Police.

If an employee is currently below the new minimum of the proposed plan, then the recommendations include raising to the minimum of the new pay grade. Otherwise, employees were left at their current pay rate if the rate fell within the new pay range. To alleviate pay compression and promote internal equity, employees with significant tenure within a single position were given an equity adjustment to differentiate them from less tenured/experienced employees. Fire and Police employees were placed on the appropriate step in the recommended pay plan.

On Monday, May 23, DCMC will provide the City Council with a summary of the Compensation Market Study Project findings. The final report is provided herewithin. We look forward to hearing your discussion and answering your questions on Monday.