



AGENDA
WATAUGA CITY COUNCIL
WORKSHOP MEETING
MONDAY, JUNE 22, 2026
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

PUBLIC COMMENT This is an opportunity for citizens to address the Council on items not posted on the current meeting agenda. Only those who have submitted a proper "Request to Speak Form" shall be permitted to speak. Citizens should provide their name and address for the record and will have no more than 3 minutes to speak. If representing an organization or group, the speaker should identify who they represent. Those wishing to speak are reminded 1). All comments are to be directed to the Council. 2) Be respectful of others. 3) No profanity permitted. 4) Violators will be removed from the premises. No discussion by the Council or Staff is allowed except to correct factual inaccuracies or request that the item be placed on a future agenda.

PRESENTATIONS

1. Public Sector Personnel Consultants' presentation of the 2026 Compensation Study.
Juliet Rodriguez, Human Resources and Civil Service Director

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 [City Council/Board/Commission/Committee] 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.

BUDGET STATEMENT: Pursuant to Section 551.043, Government Code, the following taxpayer impact statement must be on the City Council meeting agenda at which the City Council will discuss or adopt a budget for the City of Watauga: For an average-valued homestead property \$ 237,285, the City's portion of the property tax bill in dollars for the current fiscal year (FY2025) is \$1,353, the City's portion of the property tax bill for the upcoming fiscal year (FY2026) for the same property if the proposed budget is adopted is estimated to be \$ \$1,353, and the City's portion of the property tax bill in dollars for the upcoming fiscal year (FY2026) for the same property if a budget funded at the no-new-revenue rate under Chapter 26, Tax Code, is adopted is estimated to be \$ \$1,366.

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 June 16, 2026, before 5:00 p.m., in accordance with Chapter 551 of the Texas Government Code.

/s/ Linda Proskey
City Secretary





AGENDA MEMORANDUM

DATE: March 13, 2026
TO: Honorable City Council Members
FROM: Juliet Rodriguez, Human Resources and Civil Service Director
THROUGH: Sandra Gibson, City Manager
SUBJECT: Public Sector Personnel Consultants' presentation of the 2026 Compensation Study.

BACKGROUND/INFORMATION:

Presentation of the 2026 Compensation Study conducted by Public Sector Personnel Consultants.

FINANCIAL IMPLICATIONS:

RECOMMENDATION/ACTION DESIRED:

ATTACHMENTS/ SUPPORTING DOCUMENTATION:

1. Compensation Study Discussions June 22

REVIEWED BY:

Juliet Rodriguez, Human Resources and Civil Service Director
Sandra Gibson, City Manager
Linda Proskey, City Secretary

Approved - 6/10/2026

Approved - 6/16/2026
Final Approval -
6/16/2026

Approved as to form for inclusion on Agenda

Survey Results and FY 2027 Compensation Planning

FINDINGS AND RECOMMENDATIONS



Compensation Studies

Purpose

- ▶ Surveys are conducted to determine an employer's competitive position in the market.
- ▶ Data is often utilized to assist with budgeting and to ensure pay offerings allow an employer to attract and retain talent.

Application

- ▶ Data can be used to develop pay plans that are consistent, sustainable, defensible.
- ▶ Can assist with the creation or reinforcement of compensation strategy or policy.

Compensation Survey Scope

Scope

- ▶ PSPC performed a compensation survey of the City's classifications.
- ▶ Survey job comparisons are made at the job description level.
- ▶ Pay structures compared.
- ▶ Midpoint is the most reliable comparison when surveying civilian (general government) pay grade values as the grade widths from Entry to Top vary from City to City.

External Comparators and Data Sources

Bedford

Keller

Burleson

North Richland Hills

Eules

Richland Hills

Haltom City

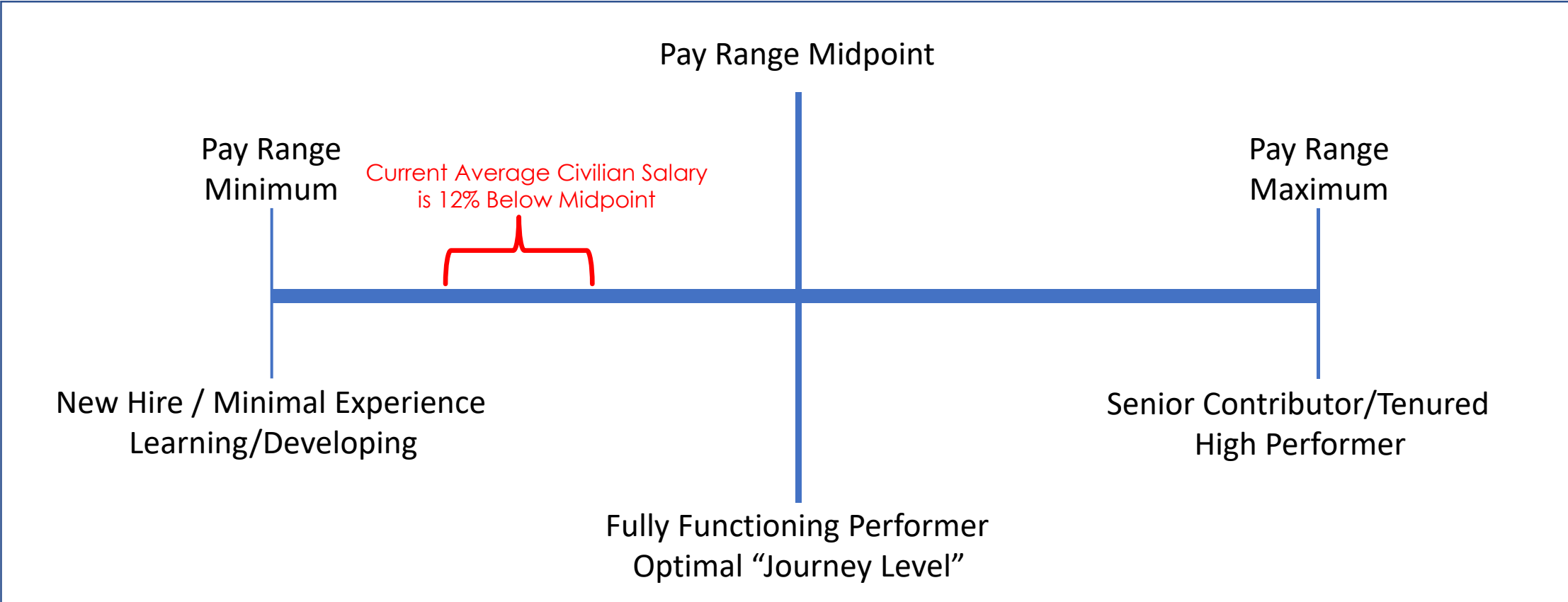
Roanoke

Hurst

Saginaw

- ▶ Data also reported on private sector using Economic Research Institute's Salary Assessor for the immediate area for hard to fill positions.

Salary Grade Components – General Gov't



Civilian salaries are on average 12% below midpoint with an average of 7 years with the City

Compensation Survey Results

General Government Jobs

- PSPC surveyed:
 - 90+ Watauga jobs
 - Salary grade midpoints and average actual salaries
- The City is more than -5% below market for base salary for 39% of the benchmarks

Survey Results	Number of Positions	Percentages of Positions
More than 5% Below Market	31	39%
Comparable – Within 5% of Market	44	56%
More than 5% Ahead of Market	4	5%

88% of jobs were behind in 2024

Survey Findings – Civil Service

The average entry across all ranks surveys within 1% of market.

Top Out for Police and Fire ranks vary from -3% to -6% below market.

Nearly all Police and Fire ranks survey within 1.5%-2% of each other.

Applying the Findings

Implementing Study Recommendations

- ▶ General Government - Jobs found to be below market are proposed to move to higher pay grades. Anyone falling below proposed Minimum moves to new Minimum.
- ▶ Civil Service – **3% Market Adjustment across pay tables.**

FY 2027 Budgeting

- ▶ **Cost of Living of 1%-3% (all)*, Step Increases (Civil Service), Merit Eligibility (General Government)**

Future Budgeting Recommendations to Remain in Market

- ▶ Continue to provide merit increases (General Government) and step increases (Civil Service).

* Could be done at any time

Illustration: Assigning Grades for Benchmark Jobs

Sample Job: Animal Control Officer

- ▶ Market Midpoint = \$51,692
(average of the Market Midpoints)
- ▶ Current Grade is 20
- ▶ Market Near Grade is 21
- ▶ Current average pay for 3 ACO's is \$43,590 (one falls below new Grade minimum)

Grade	Min	Calc'd MP	Max
9	\$22,277	\$ 27,851	\$33,426
10	\$23,400	\$ 29,245	\$35,090
11	\$24,570	\$ 30,707	\$36,844
12	\$25,792	\$ 32,240	\$38,688
13	\$27,082	\$ 33,852	\$40,622
14	\$28,436	\$ 35,544	\$42,653
15	\$29,857	\$37,322	\$44,786
16	\$31,350	\$39,188	\$47,025
17	\$32,918	\$41,148	\$49,377
18	\$34,564	\$43,205	\$51,845
19	\$36,292	\$45,365	\$54,438
20	\$38,106	\$47,633	\$57,160
21	\$40,012	\$50,015	\$60,018
22	\$42,012	\$52,515	\$63,018
23	\$44,113	\$55,141	\$66,169
24	\$46,319	\$57,899	\$69,478
25	\$48,635	\$60,794	\$72,952

40+ Grades

Recommendations and Fiscal Impact

- ▶ General Government – 10 Employees Below Minimum \$26,000 plus benefits.
- ▶ Civil Service – **3% Market Adjustment** to Tables \$160,000 plus benefits.
 - ▶ Total Proposed Study Cost \$190,000 plus benefits.
- ▶ Provide a Cost-of-Living Increase **1%-3%** to keep up with inflation (can be done at any time or as soon as possible).
- ▶ Continue to budget for merit (General Government) and Steps (Civil Service).



Questions?