

City Council
October 2, 2017

A briefing session of the Mayor and City Council of the City of Waxahachie, Texas was held in the City Council Conference Room at City Hall, 401 S. Rogers on Monday, October 2, 2017 at 6:00 p.m.

Council Members Present: Kevin Strength, Mayor
Mark Singleton, Mayor Pro Tem
Chuck Beatty, Councilmember
David Hill, Councilmember
Mary Lou Shipley, Councilmember

Others Present: Michael Scott, Interim City Manager
Robert Brown, City Attorney
Lori Saunders, City Secretary

1. Call to Order

Mayor Strength called the meeting to order.

2. Hear update on Compensation Study progress

Mr. Michael Scott, Interim City Manager, stated the city has been working on the compensation study for a number of months. He introduced Ms. Jennifer Ramos, Principal HR Consultant, CPS HR Consulting, to present the Classification Study Report.

Ms. Ramos reviewed the background and key concepts, standard classification factors, classification outcomes and observations and recommendations. She stated out of 313 employees the classification outcomes were as follows:

- No change: 235 employees
- Title change: 39 employees
- Reclassification: 14 employees
- New Classification: 13 employees
- Not started (no PDQs): 7 employees
- Not part of study: 5 employees

Ms. Ramos reviewed observations and recommendations pertaining to Director roles; career ladders, title consistency, and part-time designation titles. She stated after further study of the classification and compensation CPS HR Consulting will make recommendations, balancing market data with internal equity considerations.

3. Conduct a briefing to discuss items for the 7:00 p.m. regular meeting

Mr. Michael Scott, Interim City Manager, reviewed items for the 7:00 p.m. regular meeting. Items of discussion included: Consent Agenda; Planning and Zoning cases; Annexation Ordinance; and appointments to Boards and Commissions.

3. Adjourn

There being no further business, the meeting adjourned at 6:57 p.m.

Respectfully submitted,

Lori Saunders
City Secretary