

400 Compensation Plan

401.1

The pay of employees shall be in accordance with salary schedules approved by the City Commission. The salary schedules of monthly, biweekly and hourly rates together with other employment benefits and working conditions shall comprise the compensation plan. The compensation plan shall consist of 5 salary schedules:

- General Salary Schedule
- Managerial Salary Schedule
- Fire Salary Schedule
- Police Salary Schedule
- Hourly and Temporary Salary Schedule

401.2

Both the General Salary Schedule and Managerial Salary Schedule shall be administered as a performance pay system designed to compensate and reward performance. The salary matrix will be determined by the funding for performance increases approved by the City Commission, if any, through the budgetary process. Salary increases, if any, under the pay for performance plan shall be made on the basis of the approved annual matrix and the employee's individual overall performance evaluation score.

New employees are considered probationary employees for 1 year of continuous service with the City. They will receive a formal evaluation after 6 months of service and again during the anniversary month of their employment and will be eligible for a performance increase with the 12-month evaluation. Subsequent evaluations shall be every 12 months during the anniversary month of employment, unless leave of absence or promotion necessitates modification of the review date, or on a more frequent basis, if required, for remedial purposes.

Promoted employees will be placed on 1-year probation and their annual review date will be changed to the anniversary month of their promotion.

Promoted employees that fail probation and have completed 12 months continuous service with the City may be offered their previous position if the position is open.

401.3

Fire Fighters and Police Officers appointed under the provisions of Chapter 143 of the Texas Local Government Code shall be regulated by that statute and by special provisions applying to salary ranges, steps and time-in-grade as established by the City Manager and approved by the City Commission.