



# City of Montgomery City Council Workshop Meeting Agenda

April 21, 2025 at 6:00 PM  
Montgomery City Hall – Council Chambers  
101 Old Plantersville Rd. Montgomery, TX 77316

**NOTICE IS HEREBY GIVEN** that a Workshop Meeting of the City Council will be held on **Monday, April 21, 2025 at 6:00 PM** at the City of Montgomery City Hall, 101 Old Plantersville Road, Montgomery, Texas.

Members of the public may view the meeting live on the City's website under Agenda/Minutes and then select **Live Stream Page (located at the top of the page)**. The meeting will be recorded and uploaded to the City's website.

## **OPENING AGENDA**

1. Call Meeting to Order.
2. Invocation.
3. Pledges of Allegiance.

## **PUBLIC FORUM**

The City Council will receive comments from the public on any matters within the jurisdiction of the City of Montgomery, Texas. Speakers will be limited to three (3) minutes each. Persons wishing to participate (speak) during the Public Forum portion of the meeting must sign-in to participate prior to the meeting being called to order. Please note that the City Council's discussion, if any, or subjects for which public notice has not been given, are limited to statements of specific factual responses and recitation of existing policy.

## **WORKSHOP AGENDA**

All Workshop items on the agenda are for discussion only, no action will be taken.

4. Presentation by Evergreen Solutions, LLC on Compensation and Classification Study for the City of Montgomery, Texas.

## **COUNCIL INQUIRY**

Pursuant to Texas Government Code Sect. 551.042, the Mayor and Council Members may inquire about a subject not specifically listed on this Agenda. Responses are limited to the recitation of existing policy or a statement of specific factual information given in response to the inquiry. Any deliberation or decision shall be limited to a proposal to place on the agenda of a future meeting.

## **CLOSING AGENDA**

5. Adjourn.

The City Council for the City of Montgomery reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed below, as authorized by the Texas Government Code Sections 551.071 (Consultation with Attorney), 551.072 (Deliberations about Real Property), 551.073 (Deliberation Regarding Prospective Gifts), 551.074 (Personnel Matters), 551.076

(Deliberations regarding Security Devices), and 551.087 (Deliberation regarding Economic Development Negotiations).

I, Ruby Beaven, certify that this notice of meeting was posted on the website and bulletin board at City Hall of the City of Montgomery, Texas, a place convenient and readily accessible to the general public at all times. This notice was posted at said locations on the following date and time: **April 10, 2025** by **6:15 p.m.** and remained so posted continuously for at least 72 hours preceding the scheduled time of said meeting.

/s/ Ruby Beaven

City Secretary

This public notice was removed from the official posting board at the Montgomery City Hall on the following:

Date: \_\_\_\_\_ Time: \_\_\_\_\_

By: \_\_\_\_\_  
City Secretary's Office  
City of Montgomery, Texas

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*This facility is wheelchair accessible and accessible parking spaces are available. Please contact the City Secretary's office at 936-597-6434 for further information or for special accommodation.*

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## CITY COUNCIL AGENDA

### Workshop Meeting: April 21, 2025

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**AGENDA ITEM:**

Presentation by Evergreen Solutions, LLC on Compensation and Classification Study for the City of Montgomery, Texas.

**SUBMITTED BY:** Ruby Beaven, City Secretary/Director of Administrative Services

**APPROVED FOR AGENDA:** Anthony Solomon, Interim City Administrator/Police Chief

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**BACKGROUND:**

The leadership of the City of Montgomery, TX, in keeping with its commitment to attracting and retaining the employees necessary to provide high quality services determined that its current compensation and classification systems and structures needed to be updated to better reflect best practices. Evergreen Solutions, LLC was selected by the City during October of 2024 as its partner to accomplish this goal. This engagement sought to evaluate the strengths and weaknesses of the City's current systems, conduct a job and pay grade analysis to study internal equity, collect peer salary data to study external equity, and adjust the current compensation and classification systems to better reflect the market. This study and the analysis will provide City leadership with valuable information related to their employee demographics, opinions, and market data, as well as internal and external equity.

Michael Misrahi, Project Manager, Evergreen Solutions, LLC will be providing a presentation to City Council on the findings of the Compensation and Classification Study for the City of Montgomery.

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**FISCAL ANALYSIS:**

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**RECOMMENDATION:**

Presentation Only.

# **City of Montgomery, TX Compensation and Classification Study Presentation of Results**



**Presented by:  
Michael Misrahi**



**April 21, 2025**

# Overview

Item 4.

- Study Goals
- Project Phases
- Employee Meetings
- Current System Findings
- Market Results
- Recommendations

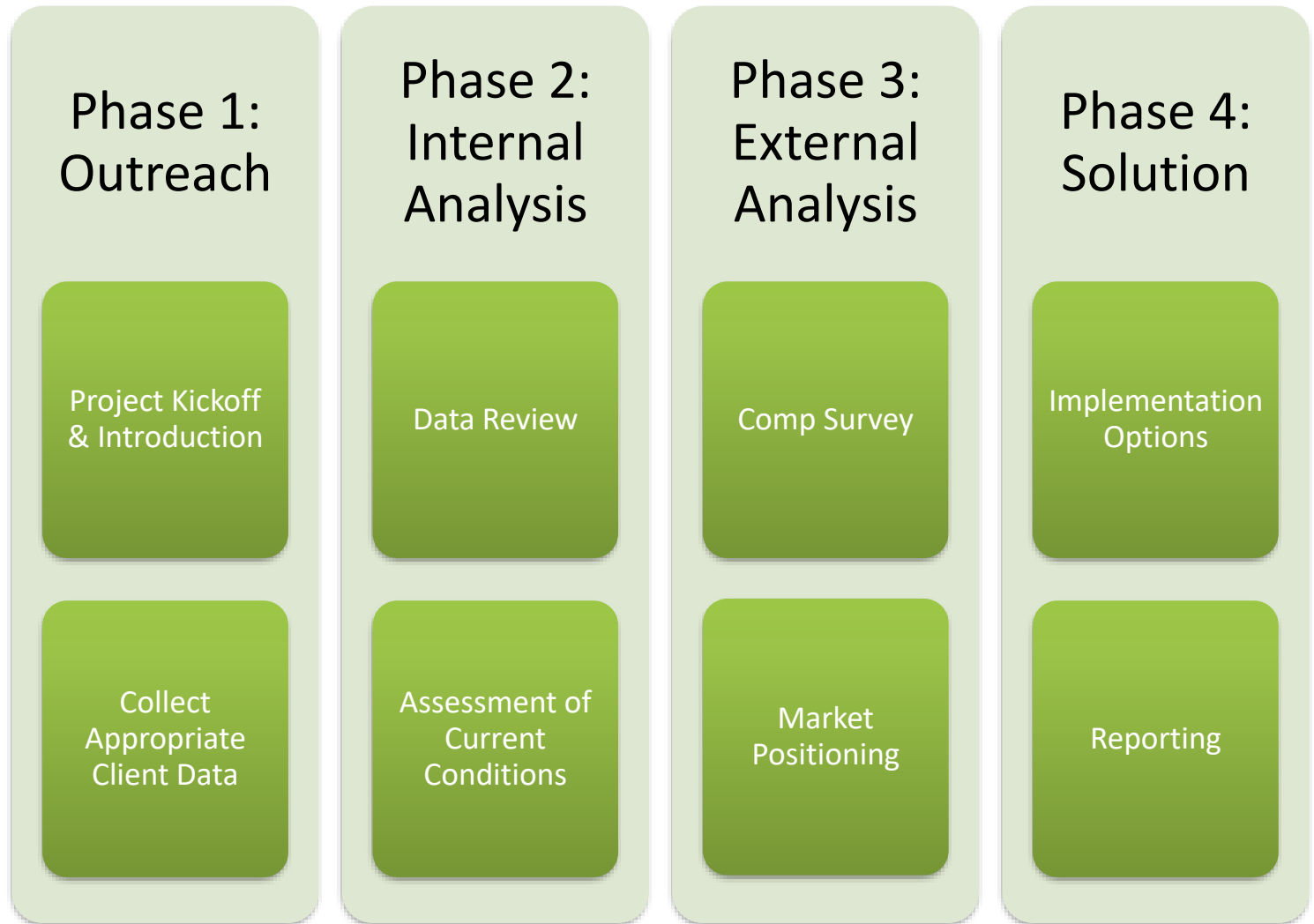


# *Study Goals*

- Review current compensation system to ensure internal equity.
- Survey peer organizations to ensure external equity.
- Produce recommendations to provide the organization with a compensation system that is equitable, both internally and externally.



# *Project Phases*



# *Employee Meetings*

- **Positives:**

- Benefits - Frequently cited as a leading reason employees choose to stay with the City. The 7 percent contribution to TMRS is especially appreciated.
- Culture – Many employees described the culture as having a strong “family-like” atmosphere, emphasizing collaboration and mutual support.

- **Concerns:**

- Pay Structure – Employees expressed a need for a clearly defined and transparent pay scale, highlighting the absence of a structured compensation plan.
- Staffing – Several positions were noted as lacking in terms of staffing. Employees reported added stress due to these staffing shortages.





# *Current System Findings*

- The City does not currently utilize a formal, structured pay plan, which may limit transparency and consistency in compensation across departments.
- The City does not experience significant pay compression between employees and their supervisors.
- While most employees are classified accurately, some job titles require modification and updates to better align with job duties.



# *Compression Analysis*

- Pay compression can be defined as the lack of variation in salaries between employees with significantly different levels of experience and/or responsibility.
  - *Range Compression* – employees in the same job, but with different levels of experience not possessing sufficient pay variation.
  - *Rank Compression* – employees in a supervisor-supervisee relationship not possessing sufficient pay variation.



# Market Targets

- Salary survey resulted in responses from 10 peers.
- All responses are adjusted for cost-of-living differentials.
- 24 positions were benchmarked and compared directly to the market.  
Average response rate was 6.2 matches per position.

Responding Peers
College Station
Conroe
Grimes County
Huntsville
Montgomery County
The Woodlands
Tomball
Waller
Waller County
Willis



# Market Results

Average – Not Adjusted for Cost of Living	Average - Adjusted for Cost of Living
Midpoint	Midpoint
-12.2%	-10.2%

- The average salary of classifications were compared to the midpoint of the market pay range.
- A negative differential indicates the City is behind at that market positioning.



# *Key Recommendations*

1. Adopt a market-responsive pay plan with defined pay grades and pay ranges. Evergreen has proposed an open range and step structure for the City's consideration.
2. Assign pay grades to positions based on internal equity and the market results. Some positions will see larger adjustments than others due to the market response.
3. Place employees within their newly recommended pay grades. Select an implementation methodology that aligns with the compensation philosophy and financial means of the City.



# *Implementation Options*

- **Bring to Minimum / Closest Step** – places employees in the newly recommended ranges and makes no further adjustment.
- **Class Parity** – gives a “projected salary” based on an employee’s time in their current class title. If an employee is below the class salary, they receive an adjustment.
- **Tenure Parity** – gives a “projected salary” based on employee’s time at the City overall. If an employee is below the tenure salary, they receive an adjustment.
- **Hybrid Parity** – gives a “projected salary” based on an employees time with the City and in their current class title (a hybrid of the two). If an employee is below the hybrid salary, they receive an adjustment.
- **Range Placement** – sets an employee’s salary in the recommended range at the same placement they are at in the current range.



## *Implementation Costs – Open Range*

Implementation Option	Total Cost	Employees Adjusted	Average Adjustment	% of Payroll
Bring to Minimum	\$ 30,482.52	8	\$ 3,810.32	1.2%
Class Parity	\$ 63,152.38	8	\$ 7,894.05	2.5%
Tenure Parity	\$ 85,959.28	12	\$ 7,163.27	3.4%
Hybrid Parity	\$ 73,832.70	10	\$ 7,383.27	2.9%
Range Placement	\$ 280,418.58	31	\$ 9,045.76	10.9%



## *Implementation Costs – Step Plan*

Implementation Option	Total Cost	Employees Adjusted	Average Adjustment	% of Payroll
Bring to Minimum/Closest Step	\$ 33,811.63	39	\$ 866.96	1.3%
Class Parity	\$ 65,769.07	39	\$ 1,686.39	2.6%
Tenure Parity	\$ 100,229.93	39	\$ 2,570.00	3.9%
Hybrid Parity	\$ 81,440.01	39	\$ 2,088.21	3.2%
Range Placement	\$ 448,802.87	39	\$ 11,507.77	17.5%





# *Thank you*

## **Michael Misrahi, Project Manager Evergreen Solutions, LLC**

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Evergreen Solutions, LLC