From: **Kyle Moring** [redacted]
Subject: TPIA Request – Complete FY 2026–2027 Compensation and Restructured Pay-Plan Studies
Date: August 31, 2026 at 11:34 AM
To: Candias Webster cwebster@mtpleasanttx.gov
Cc: Austin Beck [redacted]
Bcc: Kyle Moring [redacted]

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Ms. Webster,

Under the Texas Public Information Act, Texas Government Code Chapter 552, I request electronic copies of the following public information existing as of the date the City receives this request:

1. Each complete compensation study, market study, salary study, classification-and-compensation study, pay-plan study, or other compensation analysis prepared, commissioned, obtained, received, reviewed, or relied upon by or for the City of Mount Pleasant in connection with FY 2026–2027, also referred to as FY 2027 or the fiscal year ending September 30, 2027. This specifically includes the "completed compensation study" referenced during the City's FY 2026–2027 budget presentations.
2. Each complete study, model, analysis, proposed schedule, and supporting deliverable concerning any new, revised, or restructured grade-and-step plan or other pay plan presented, referenced, described, relied upon, or discussed by Human Resources Director Hollie Motley and/or other City staff during any FY 2026–2027 budget workshop or budget discussion, including, without limitation, the August 18, 2026 workshop concerning "Budget" and "City Pay Plan" and the August 27, 2026 budget workshop.

This includes all records concerning:

- The proposed new grade-and-step plan for the Police and Fire Departments;
- The proposed new grade-and-step plan for all City positions;
- Proposed market adjustments or funds designated for market adjustments; and
- Analyses and recommendations concerning bringing department-director compensation to the minimum or other identified level among comparison cities.

For both numbered items, please expressly include every part of each study or plan pertaining to:

- All Police Department positions, including sworn officers, civilian or non-sworn employees, command staff, and the Police Chief;
- All Fire Department positions, including certified or uniformed firefighters, suppression and shift personnel, civilian employees, command staff, and the Fire Chief; and
- Every department-director, director-level, or equivalent position, regardless of department or exact title.

This includes any separate study, schedule, supplement, model, or analysis for these groups, as well as records showing that any such group or position was excluded from, treated differently under, or evaluated separately from a citywide study or pay plan.

"Study" is not limited to a record formally titled "study." "Complete" includes every substantively distinct final, draft, interim, or working version and the entire report or workbook – not merely excerpts, summaries, presentation slides, or selected pages. Please include all attachments, appendices, exhibits, tables, source-data files, salary-survey data, comparator-city or comparator-employer lists, benchmark and job matches, methodologies, assumptions, market-percentile calculations, job classifications, pay grades and steps, minimum/midpoint/maximum ranges, position or grade crosswalks, placement analyses, compression and internal-equity analyses, recommended adjustments, costing and budget-impact calculations, implementation schedules, transition plans, and recommendations. Exact duplicates need not be produced.

Please also provide:

1. All presentation materials, slides, handouts, reports, spreadsheets, speaker notes, and other existing materials prepared for, displayed, distributed, used, or relied upon during the August 18 and August 27 workshops – or any other FY 2026–2027 meeting at which these studies or pay plans were discussed.
2. The complete original or native local audio and video recording, and any backup recording, of the August 18, 2026 workshop. This includes any recording covering portions that are missing from or interrupted in the publicly posted livestream, together with any existing transcript or caption file for those portions. Please also provide existing records documenting the livestream or recording interruption and any effort to preserve, recover, or upload the missing portion.

This request includes responsive records in the City's possession, custody, or control and records maintained for the City, including those held by Human Resources, Finance, the City Manager's Office, the City Secretary, Police, Fire, department directors, and any consultant, contractor, or vendor acting for the City. If no final study or plan exists, please produce all existing draft, interim, working, and supporting records.

Please provide spreadsheets and data files in their existing native formats, such as XLSX, XLS, or CSV, with formulas, worksheets, notes, and existing structure intact rather than converting them to PDF or images. Please provide presentations in PPTX format where maintained that way, documents as native files or searchable PDFs, and recordings in their original electronic formats. Electronic delivery by email or download link is preferred.

Please treat each numbered item independently and provide responsive, non-exempt records on a rolling basis. A budget summary, agenda, meeting minutes, or link to a public webpage or incomplete livestream is not a substitute for the requested complete studies, supporting files, or original recording.

If any material is withheld, please release all reasonably segregable portions and identify the specific statutory basis for each withholding. If no responsive records exist for a particular study, plan, employee group, or recording, please advise which category has no responsive records.

I authorize no charges exceeding $40 without my prior written approval. If estimated charges will exceed $40, please provide the itemized written estimate required by Texas Government Code § 552.2615 before performing chargeable work. If clarification could materially reduce the cost, please contact me in writing before narrowing, omitting, or substituting records.

With gratitude,

Kyle Moring

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