



# **FY 2022-23 Proposed Across-the-board Adjustments**

**September 15, 2022**

**Scott Huizenga, Assistant City Manager**



# Compensation Study

- Recommendations (page 4-5):
  1. Adopt the job classification recommendations of the study
  2. Adopt the recommended pay schedules to bring City's salary structure in line with **top third of the market**
  3. **Make across-the-board adjustments based on a percentage of pay**
    - Should be at least equivalent to Employment Cost Index
    - Supplement by calls to benchmark employers and/or review of other supplemental data
  4. Adjust selected benefit levels (eg life insurance, leave accruals, holidays)

# ECI and Benchmark Employers Summary



| Comparison                        | Min  | Max   | Average |
|-----------------------------------|------|-------|---------|
| ECI – Civilian Workers*           | 5.3% | 5.3%  | 5.3%    |
| ECI – West South Central Region * | 7.1% | 7.1%  | 7.1%    |
| Benchmark Employers**             | 2.0% | 10.0% | 7%      |
| TCMA Region 8**                   | 2.0% | 8.0%  | 5%      |
| <i>Fair Oaks Ranch</i>            | 3.2% | 6.4%  |         |

\* For 12-month period ending June 2022

\*\*Survey data represents average minimums and maximums among responding cities. Survey results do not account for additional “market adjustments” or increases in peer jurisdictions resulting from updates to pay plans or individual positions. Averages are approximate based on reported minimums and maximums without including market adjustments. Survey averages would be higher if these amounts were included.



# Employment Cost Index

12-month period ending June 2022

## Employment Cost Index

|                    | Private Industry | State & Local | Civilian* (all) |
|--------------------|------------------|---------------|-----------------|
| Salaries and Wages | 5.7%             | 3.2%          | 5.3%            |
| Benefit Costs      | 5.3%             | 3.6%          | 4.8%            |
| Compensation Costs | 5.5%             | 3.4%          | 5.1%            |

The salaries and wages data from the Employment Cost Index (ECI), published by the U.S. Department of Labor, Bureau of Labor Statistics ([www.bls.gov](http://www.bls.gov)), for all private industry workers, state and local government workers, and the region to which Texas is assigned, are important (page 24)

\*Civilian – Includes Private Industry & State and Local Government

# Benchmark Employers



| Jurisdiction    | Mid-Year     | FY 23 Proposed                | Other   |
|-----------------|--------------|-------------------------------|---|
| Fair Oaks Ranch | 3.2%         | 3.2%                          | 2.5% Merit  |
| Alamo Heights   | 0%           | 4%                            | -   |
| Live Oak        | 0%           | 5% - ALL; 10% for lower bands | 2.5% Merit  |
| Helotes         | 0%           | 5%                            | 3% Merit  |
| Leon Valley     | 0%           | 2%                            | 8-13% Market Increase - ALL                       |
| Trophy Club     | Not reported |                               |   |
| Boerne          | 0%           | 5%                            | 3% Merit  |
| Fredericksburg  | 0%           | 3%                            | 3% Merit; Discussion for increasing COLA underway |

| Jurisdiction | Mid-Year | FY 23 Proposed               | Other   |
|--------------|----------|------------------------------|---|
| Cibolo       | 0%       | 2.5%; 3% Merit               | Market Increase 35% for PD & FD; Market Increase 6.5%-44% General |
| Lakeway      |          | 5.8% – All                   | 2.2% Merit  |
| Kerrville    | 5%       | 3%-41% Market Increase - ALL | 3% Merit  |
| San Antonio  | 0%       | 5%                           | Market Adjustments; Minimum Entry Wage Healthcare reductions      |
| Marble Falls | 5%       | 1%; 5% Merit                 | 9% Market Increase – General; 14% Market Increase Police          |

# TCMA Survey



| Jurisdiction | Mid-Year | FY 23 Proposed                               | Other                  |
|--------------|----------|--|------------------------|
| Leon Valley  | 0%       | 2%   | Market Increase 8%-13% |
| Castroville  | 0%       | 6% < \$65,000;<br>3% > \$65,000              | No merit               |
| Live Oak     | 0%       | 5% for all;<br>Additional 5% for lower bands | 2.5% merit             |
| Schertz      |          | 4%-7%  | Suspend merit          |
| Shavano Park | 0%       | 3-5%   | 2% merit               |
| Seguin       |          | 5%   | 2.5% merit             |
| Boerne       | 0%       | 5%   | 3% merit               |
| La Vernia    | 2%       | 2%- 5%                                       |                        |

| Jurisdiction           | Mid-Year | FY 23 Proposed | Other                    |
|------------------------|----------|----------------|--------------------------|
| Eagle Pass             |          | 7.5%           |                          |
| Alamo Heights          | 0%       | 4%             |                          |
| Balcones Heights       | 4%       | 4%             | 2.5% merit               |
| Laredo                 |          | 3%             |                          |
| Universal City         | 0%       | 5%             |                          |
| Selma                  | 0%       | 4.5%           |                          |
| <i>Fair Oaks Ranch</i> | 3.2%     | 3.2%           | 2.5% merit               |
| Helotes                |          | 5%             | One time wage adjustment |
| Kendall County         |          | \$3,250        |                          |

# Council Action



| Action / Date   | Percent |
|---|---------|
| Approved Option 3: Mid-Year 3.2% Plus New Year Adjustment 3.2% (July 7) | 6.4%    |
| Awarded Mid-Year Adjustment (July 7)                                    | (3.2%)  |
| Recommendation: Adopt Remainder of Option 3 Adjustment (FY 2022-23)     | 3.2%    |

# 3.2% COLA Comparison by Department

Includes Wages, Taxes, Insurance and Retirement



| Department             | No COLA          |                  | With 3.2% COLA Overall |                  | Difference     |               | FTE Count |
|------------------------|------------------|------------------|------------------------|------------------|----------------|---------------|-----------|
|                        | General Fund     | Utility Fund     | General Fund           | Utility Fund     | General Fund   | Utility Fund  |           |
| Administration         | 581,726          | 168,133          | 598,430                | 172,935          | 16,704         | 4,802         | 5         |
| City Secretary         | 197,250          |                  | 202,729                | -                | 5,479          | -             | 2         |
| HR&Communications      | 151,588          | 151,588          | 155,985                | 155,985          | 4,397          | 4,397         | 3         |
| Finance                | 290,995          | 290,995          | 298,393                | 298,393          | 7,398          | 7,398         | 5         |
| Information Technology | 113,138          | 113,138          | 116,285                | 116,285          | 3,147          | 3,147         | 2         |
| Municipal Court        | 141,972          | -                | 145,635                | -                | 3,663          | -             | 2         |
| Public Safety          | 2,816,482        |                  | 2,887,790              | -                | 71,308         | -             | 30        |
| Maintenance            | 637,045          | 101,643          | 651,543                | 103,482          | 14,498         | 1,839         | 11        |
| Building Codes         | 270,150          | -                | 277,691                | -                | 7,541          | -             | 3         |
| Engineering/Planning   | 388,819          | 295,718          | 399,879                | 304,123          | 11,060         | 8,405         | 7         |
| Utilities              | -                | 769,982          | -                      | 789,381          | -              | 19,399        | 11        |
| <b>Total</b>           | <b>5,589,166</b> | <b>1,891,198</b> | <b>5,734,360</b>       | <b>1,940,584</b> | <b>145,194</b> | <b>49,386</b> |           |





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