



Compensation Plan



FY 2024-25

Joanna Merrill, IPMA-SCP
Director of Human Resources and
Communications

Compensation Study Recap:



RECAP of Adopted Items from FY 2023-24

- Creation or Reallocation of the following new classifications
 - Police Corporal
 - Human Resources Generalist
 - Administrative Support Specialist
- Reallocation of Pay Grade
 - Maintenance Technician
- Addition to Certification Pay List
 - Night Shift Differential
 - Licensed Court Interpreter
- 2.5% across the board adjustment to the pay schedule

Proposed Certification/Stipend Adjustments FY 2024-25



Department	Certification / Stipend	Annual Rate
Maintenance	Certified Inspector of Sediment and Erosion Control (CISEC)	\$1,200
Engineering Services	Certified Inspector of Sediment and Erosion Control (CISEC)	\$1,200

Proposed Pay Schedule Adjustments FY 2024-25



Position Adjustments	Job Title	Current Positions Requested	Pay Grade Adjustments
Addition of New FTE	Assistant Chief of Police	1	Placement at PG 34
	City Planner	1	Placement at PG 25
	Communications Manager	1	Placement at PG 29
	Drainage Lead	1	Placement at PG 17
	Project Manager	1	Placement at PG 26
New Job Classification & Pay Grade Assignment	Police Cadet	0	Added a Pay Grade

Cost of Living Adjustment (COLA) Data



Benchmark City	Adopted FY 2022	Adopted FY 2023	Proposed FY 2024	Other FY 2024 Data Information
Alamo Heights	3.0%	5.0%	4.5%	
Boerne	2.0%	5.0%	4.5%	
Cibolo	2.5%	2.5%	4.0%	
Fair Oaks Ranch	3.2%	2.5%	3.0%	
Fredericksburg	2.0%	7.0%	3.0%	
Granbury	**	4.0%	?	** Market Adjustments
Helotes	5.0% & **	5.0%	?	** Market Adjustments
Lakeway	5.8%	PD 5% & **	4.0%	** Market Adjustments
Live Oak	2.5%	5.1%	4.0%	
Marble Falls	6.0% **	6.0% **	?%	**Total Annual Salary Increase
San Antonio	4.0%	5.0%	4.0%	
Trophy Club	**	4.0%	?	**Market Adjustments

ECI Data Comparison



U.S. Bureau of Labor Statistics March 2024

	Private Industry	State & Local	Civilian ₁	Texas ₂
Salaries and Wages	4.3%	5.0%	4.4%	4.4%
Benefit Costs	3.6%	4.5%	3.7%	
Compensation Costs	4.1%	4.8%	4.2%	4.3%

Civilian₁ – Includes Private Industry & State and Local Government
 Texas₂ – is within the West South Central Region for BLS reporting of ECI

U.S. Bureau of Labor Statistics June 2024

	Private Industry	State & Local	Civilian ₁	Texas ₂
Salaries and Wages	To Be Updated			
Benefit Costs	After			
Compensation Costs	July 31			

Civilian₁ – Includes Private Industry & State and Local Government
 Texas₂ – is within the West South Central Region for BLS reporting of ECI



Questions?