



FY 2023-24 Compensation Plan Workshop

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Presented by:

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&

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Compensation Study

- Approved by Council on November 19, 2020
- Established competitive salary and benefits packages
- Adopted new General Government and Policy Pay Schedules
- Aligned pay schedules with **top third** of the market
- Enhanced the City's ability to attract and retain talented, qualified, and competent employees

Adopted Policy Recommendations



“At least annually, the Director of Human Resources and Communications will review the classification and compensation plans and may recommend changes.”

- Designate Positions as Unclassified
- Percentage Changes to the Entire Pay Schedule
- Reclassification of Positions (lower, higher, or different classes)
- Continuing validity of procedures
- Reallocation of Classes to Different Pay Groups
- Address recommendations during the Annual Budget review

Proposed Adjustments to the Pay Schedule



Proposed Position Adjustments	Adjusted Job Title	Current Positions	Pay Grade Adjustments
Addition of a Corporal Position	N/A	4	Added a Pay Grade
Addition of a Communication Manager	N/A	-	Placement at PG 27
Addition of a Human Resources Generalist	N/A	-	Placement at PG 25
Reallocation of the Maintenance Technician Position	N/A	6	PG 13 to PG 14
Reclassification of the Public Works Administrative Assistant Position	Administrative Support Specialist	1	N/A
Reclassification of the Accounting Manager Position	Assistant Director of Finance	1	Placement at PG 30

Proposed Adjustments to the Certification and Stipend Pay List



Department	Certification/Stipend	Annual Rate
Municipal Court	Licensed Court Interpreter	\$1,500
Police Department	Night Shift Differential – per Officer	\$1,200



Employment Cost Index

12-month period ending March 2023

Employment Cost Index

	Private Industry	State & Local	Civilian ¹	Texas ²
Salaries and Wages	5.1%	4.7%	5.0%	4.2%
Benefit Costs	4.3%	5.0%	4.5%	
Compensation Costs	4.8%	4.9%	4.8%	4.3%

Budget Impact

General Fund	\$211,798
Utility Fund	\$72,168
Total Fund Impact	\$283,966

*to be included in FY 2023-24 Budget Ordinance

¹ Civilian – Includes Private Industry & State and Local Government

² Texas is within the West South Central Region for BLS reporting of ECI

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), for all private industry workers, state and local government workers, and the region to which Texas is assigned, are important



Questions?