

From: [Amy Buckert](#)
Subject: Salary Survey information
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Attachments: [SKM_C45825040909590.pdf](#)

You might find this information helpful as well in light of the TMRS info I sent previously. Attached is a page from the compensation study done by Matthew Weatherly earlier this year. It compares pension situations from the major departments in our area with whom we compete for talent. Of the eight cities surveyed that have TMRS, all have USC at 100% and COLA at 70 %, except Humble (50% USC, 70% COLA) and West University Place (100% USC , no COLA).

The entire study can be found in [last month's packet](#).

Thanks -
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Village Fire Department
Benefits Survey Notes

Comparator	Pension		Actual Contrib.	Notes	Updated Service Credits	COLA	SSI	457
	ER	EE					Y/N	
Baytown	14%	7%	17%	TMRS 2:1	Y	Y	Y	vol
Bellaire	14%	7%	20%	TMRS 2:1	Y	Y	N	vol
Cy-Fair Fire Department	14%	7%					Y	match 3%
Houston	22%	10.50%						
Humble	14%	7%	14%	TMRS 2:1	Y	Y	Y	
Katy	14%	7%	14%	TMRS 2:1	Y	Y	N	
Pearland	14%	7%	13%	TMRS 2:1	Y	Y	Y	
Sugar Land	14%	7%	15%	TMRS 2:1	Y	Y	Y	
Webster	14%	7%	18%	TMRS 2:1	Y	Y	N	vol
West University Place	14%	7%	13%	TMRS 2:1	Y	N	N	
Willowfork Fire Department (Fort B)	10.50%	7%		TCDRS			Y	
Woodlands	12%	12%		1:1			Y	
Village Fire Department	14%	7%		TMRS 2:1	N	N	Y	2%