

# FY 2024 COMPENSATION STUDY

CITY COUNCIL

DECEMBER 19, 2023



**PUBLIC  
SECTOR**  
PERSONNEL  
CONSULTANTS

# PROJECT SCOPE

- CLASSIFICATION REVIEW – JOB QUESTIONNAIRES
- COMPENSATION SURVEY
- PLACEMENT OF JOBS ON UPDATED PAY GRADES; PUBLIC SAFETY PAY TABLE
- IMPLEMENTATION OPTIONS

# SALARY SURVEY NOTES

- PSPC SOUGHT JOB DESCRIPTIONS, ORGANIZATION CHARTS AND SALARY STRUCTURES FROM THE FOLLOWING ORGANIZATIONS:

<b><u>Core Comparators</u></b>		<b><u>Additional Sources</u></b>	
Austin, City of	New Braunfels, City of	Bexar County	New Braunfels Utilities
Buda, City of	Round Rock, City of	Comal County	San Antonio Water System
Cibolo, City of	San Antonio, City of	Fayette County	Travis County/Austin EMS
Georgetown, City of	San Marcos, City of	Guadalupe County	Washington County
Kyle, City of	Seguin, City of	Hays County/San Marcos EMS	Williamson County
Live Oak, City of	Universal City, City of	Hays ESD	Wilson County ESD #3

- DATA ALSO INCLUDES REGIONAL PRIVATE SECTOR WHERE APPROPRIATE

# ADDITIONAL SURVEY NOTES – ILLUSTRATION

Schertz Job Class	Survey Job Class	Participant Organization	Schertz Midpoint	Market Midpoint	Variance		
					\$	%	
Animal Services Officer			\$43,466	\$48,567	-\$5,101	-10.50%	
	Animal Control Officer	Kyle, City of		\$52,260			
	Animal Care Officer	San Antonio, City of		\$51,488			
	Animal Protection Officer	Austin, City of		\$51,334			
	Animal Services Officer	Seguin, City of		\$49,161			
	Animal Control Officer	Universal City, City of		\$48,974			
	Animal Control Officer	Buda, City of		\$48,234			
	Animal Control Officer	Round Rock, City of		\$48,038			
	Animal Control Officer I	Georgetown, City of		\$47,832			
	Animal Control Officer	Live Oak, City of		\$47,486			
	Animal Welfare and Rescue Officer	New Braunfels, City of		\$47,393			
	Animal Protection Officer	San Marcos, City of		\$46,956			
	Animal Services Officer	Cibolo, City of		\$43,648			
				<b>Public Sector Rate:</b>	<u>\$48,567</u>		

# ADDITIONAL SURVEY NOTES – ILLUSTRATION

Schertz Job Class	Survey Job Class	Participant Organization	Schertz Midpoint	Market Midpoint	Variance	
					\$	%

Parks Maintenance Technician			\$41,240	\$44,948	-\$3,708	-8.25%
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Parks Maintenance Worker	Universal City, City of	\$51,408
Parks Maintenance Technician	Kyle, City of	\$49,920
Parks Construction Worker	Austin, City of	\$47,590
Parks Maintenance Worker	Round Rock, City of	\$45,406
Parks Maintenance Technician	Live Oak, City of	\$45,224
Parks/Facilities Worker	San Marcos, City of	\$44,720
Service Worker - Parks	Seguin, City of	\$44,595
Parks Maintenance Technician I - III	Buda, City of	\$43,680
Parks Maintenance Worker	Georgetown, City of	\$43,423
Maintenance Worker II - Parks and F	New Braunfels, City of	\$42,141
Maintenance Worker I - Parks	Cibolo, City of	\$39,590
Field Maintenance Worker	San Antonio, City of	\$38,196

**Public Sector Rate:** \$44,658

General Maintenance Worker	ERI - Schertz, TX	\$45,239
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**Private Sector Rate:** \$45,239

**Prevailing Market Rate:** \$44,948

# ADDITIONAL SURVEY NOTES – ILLUSTRATION

Schertz Job Class	Survey Job Class	Participant Organization	Schertz Midpoint	Market Midpoint	Variance	
					\$	%
			\$50,318	\$56,925	-\$6,608	-11.61%
	Development Services Officer	Universal City, City of		\$65,780		
	Code Compliance Officer	San Marcos, City of		\$61,392		
	Code Enforcement Officer	Kyle, City of		\$60,730		
	Code Enforcement Officer	Buda, City of		\$57,610		
	Code Inspector A	Austin, City of		\$57,325		
	Code Compliance Officer	Seguin, City of		\$56,920		
	Code Enforcement Officer	Cibolo, City of		\$55,708		
	Code Enforcement Officer	New Braunfels, City of		\$55,463		
	Code Compliance Officer I	Georgetown, City of		\$55,389		
	Code Enforcement Officer	Round Rock, City of		\$52,946		
	Code Enforcement Officer	Live Oak, City of		\$52,353		
	Code Enforcement Officer	San Antonio, City of		\$51,488		
			<b>Public Sector Rate:</b>	<u>\$56,925</u>		

# ADDITIONAL SURVEY NOTES – ILLUSTRATION

Schertz Job Class	Survey Job Class	Participant Organization	Annual	
			Min	Max
Firefighter			\$55,013	\$66,650
	Firefighter	Round Rock, City of	\$71,427	\$99,438
	Firefighter	Hays ESD	\$53,846	\$91,623
	Firefighter	New Braunfels, City of	\$65,023	\$89,267
	Firefighter	Austin, City of	\$59,768	\$89,049
	Firefighter	San Marcos, City of	\$60,570	\$84,756
	Firefighter	Georgetown, City of	\$58,606	\$84,294
	Firefighter	Cibolo, City of	\$55,031	\$82,547
	Firefighter	Universal City, City of	\$50,648	\$80,912
	Firefighter/EMT	Seguin, City of	\$57,788	\$79,662
	Firefighter	San Antonio, City of	\$56,173	\$66,110
		<b>Average Entry / Top</b>	<b>\$58,888</b>	<b>\$84,766</b>
		<b>Variance Entry / Top</b>	<b>-6.58%</b>	<b>-21.37%</b>

# ADDITIONAL SURVEY NOTES – ILLUSTRATION

Schertz Job Class	Survey Job Class	Participant Organization	Annual	
			Min	Max
Police Officer			\$57,764	\$69,984
	Police Officer	Austin, City of	\$65,411	\$109,382
	Police Officer	Buda, City of	\$64,581	\$97,684
	Police Officer	Round Rock, City of	\$67,142	\$94,931
	Police Officer	New Braunfels, City of	\$67,429	\$93,725
	Deputy Sheriff	Comal County	\$64,771	\$92,185
	Police Officer	Kyle, City of	\$66,939	\$91,859
	Police Officer	Georgetown, City of	\$61,617	\$90,796
	Deputy Sheriff	Guadalupe County	\$64,272	\$88,941
	Police Officer	San Marcos, City of	\$63,695	\$88,596
	Police Officer	Seguin, City of	\$63,784	\$87,927
	Police Officer	Cibolo, City of	\$58,544	\$87,817
	Patrol Officer	Universal City, City of	\$53,227	\$85,072
	Police Officer	San Antonio, City of	\$58,452	\$78,060
	Deputy Sheriff	Bexar County	\$61,500	\$76,513
	Police Officer	Live Oak, City of	\$57,751	\$74,287
		<b>Average Entry / Top</b>	<b>\$62,608</b>	<b>\$89,185</b>
		<b>Variance Entry / Top</b>	<b>-7.74%</b>	<b>-21.53%</b>

# ADDITIONAL SURVEY NOTES – ILLUSTRATION

Schertz Job Class	Survey Job Class	Participant Organization	Annual	
			Min	Max
	Communications Officer		\$41,052	\$59,583
	Telecommunications Operator	Seguin, City of	\$45,989	\$73,528
	Emergency Comm Operator	Georgetown, City of	\$46,413	\$69,865
	911 Telecommunicator	San Marcos, City of	\$45,656	\$68,494
	PS Communications Operator	Round Rock, City of	\$45,323	\$67,974
	Telecommunications Operator	Comal County	\$47,715	\$67,912
	Dispatcher - Licensed/Certified	Guadalupe County	\$47,736	\$67,454
	Emergency Dispatcher	New Braunfels, City of	\$49,504	\$67,288
	Telecommunicator	Kyle, City of	\$50,490	\$66,548
	Telecommunications Officer	Live Oak, City of	\$43,599	\$66,342
	Police Dispatcher I	Austin, City of	\$49,421	\$65,229
	Police Communications Dispatcher	San Antonio, City of	\$50,919	\$62,612
	Public Safety Dispatcher I	Bexar County	\$41,580	\$56,136
		<b>Average Entry / Top</b>	<b>\$47,029</b>	<b>\$66,615</b>
		<b>Variance Entry / Top</b>	<b>-12.71%</b>	<b>-10.56%</b>

# SALARY SURVEY HIGHLIGHTS – UNIFIED/CIVILIAN

- PAY GRADES FOR 77% OF CIVILIAN JOBS SURVEY -5% OR MORE BELOW MARKET

Relationship to Market	Benchmark Count	% of Sample	Average Variance
-5% or More Below	50	77%	-13.25%
Comparable	13	20%	-1.45%
+5% or More Above	2	3%	+16.41%

City is in line with market on health insurance, TMRS, and leave benefits

# SALARY SURVEY HIGHLIGHTS – POLICE, FIRE, EMS

- PAY GRADES FOR SWORN PERSONNEL LOW ESPECIALLY AT TOP OUT

Classification	Variance	
	Min	Max
EMT	-27.83%	-34.97%
Paramedic	-20.41%	-26.82%
EMS Lieutenant	2.59%	-14.22%
EMS Battalion Chief	-13.78%	-20.38%
Firefighter	-6.58%	-21.37%
Fire Apparatus Operator (FAO)	-12.66%	-18.60%
Fire Lieutenant	-6.63%	-18.62%
Fire Captain	-8.45%	-19.86%
Fire Battalion Chief	-10.50%	-19.52%
Police Officer	-7.74%	-21.53%
Police Sergeant	-7.51%	-14.63%
Police Lieutenant	-0.44%	-11.98%

# PAY PLAN UPDATING

- UPDATED PAY GRADES HAVE BEEN PROPOSED FOR JOBS BELOW MARKET.
- AN UPDATED STEP PLAN HAS BEEN DESIGNED FOR PUBLIC SAFETY
- PROPOSED SALARY PLACEMENTS WITHIN THE TABLES IS BUILT USING TIME IN POSITION
  
- THE ESTIMATED 9-MONTH COST OF PROPOSED CIVILIAN PAY GRADE AND SALARY ADJUSTMENTS IS APPROXIMATELY \$942,000
  
- THE ESTIMATED 9-MONTH COST OF PROPOSED POLICE, FIRE AND EMS TABLES AND SALARY ADJUSTMENTS IS APPROXIMATELY \$1,364,000

# QUESTIONS?

PUBLIC SECTOR PERSONNEL CONSULTANTS



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