




FY21 COMPENSATION

cpi.market review.merit.elected officials'
salaries.salary study.TCDRS



CPI and Historical Summary

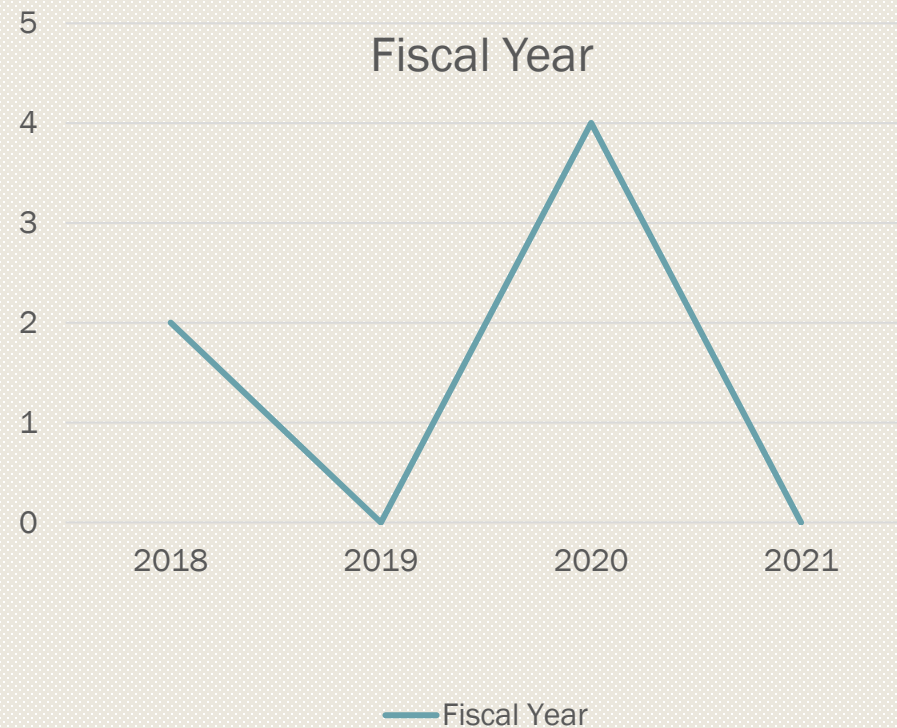
- We utilize the Dallas area Consumer Price Index (CPI)
- CPI for May 2020 is -.5%
- Salary study process helps us to ensure our salary grade chart is staying competitive
- Tenure chart funded for law enforcement
- COLA/Merit recommendations from HR
 - FY18 -1%
 - FY19 - 2%
 - FY20 - *recommend merit increase only, funded at 4%*



Market Review

- Data collected and reviewed from market
- FY21 recommendation from HR is no merit allocation
- Merit cap decreased back to 5%
- Pending requests:
 - *Commanders move from LE to B chart*
 - *Hazard pay or flat merit for EMS/MOT frontline staff*
 - *One-time lump sum for all County staff*
 - *Postpone merit allocation until 2021*
 - *County Court at Law Court Reporters move to EX chart with set salary*

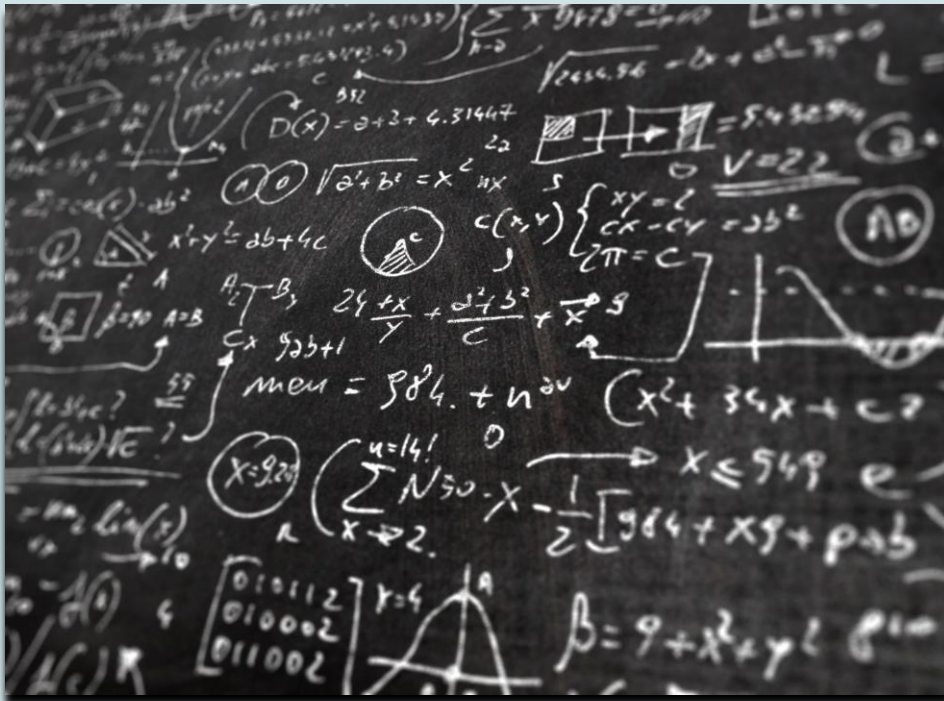
Elected Officials Salaries



- HB2384 increase for County Court at Law #2 Judge – 14K
- Request by District Attorney for salary increase through Dec. 2020
- Recommendation for other Elected Officials is no increase

Salary Study Results Cycle 3a

Reviewed 140 positions and 70 different classifications



- Total # of positions with grade changes

103

- Total # of classifications after salary study

41

- Projected Total Fiscal Impact

\$18,551

(without fringe)

TCDRS

Texas County & District Retirement System

Retiree COLA

of benefit payees – 768

- No increase
- Flat – historically 1%
- % CPI – historically 60%
- Repeating COLA designation

- Current required rate for 2021 included in budget recommendations is 14.56% (with no increase for retirees)
- 2020 rate was 14.53%, with no increase for retirees
- 1 of 28 counties with a 250% match
- Cost Scenarios
 - 1% Flat - 14.73%
 - 60% CPI – 15.17%

