

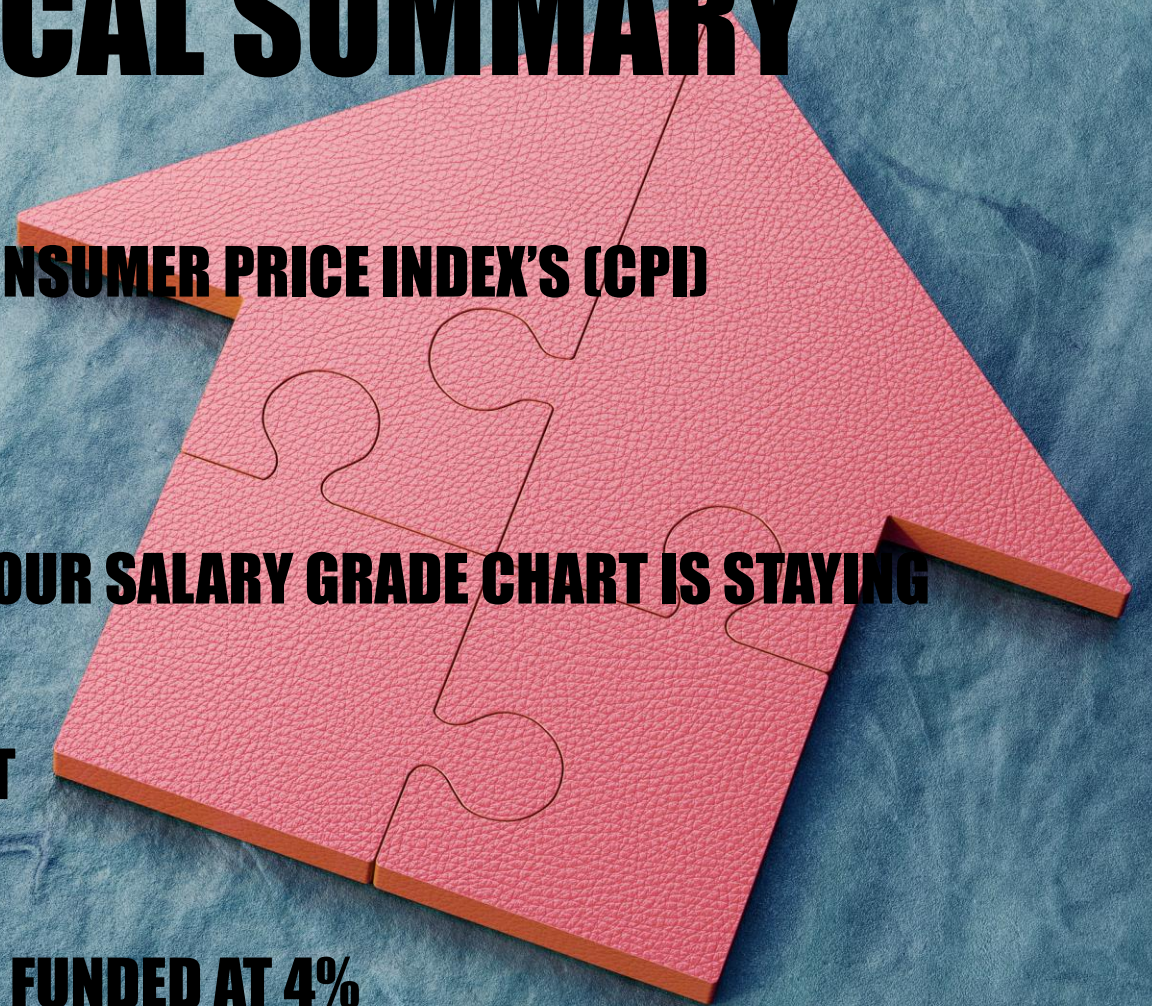
FY22 COMPENSATION

**CPI.MARKET REVIEW.MERIT.ELECTED OFFICIALS' SALARIES.SALARY
STUDY.TCDRS**



CPI AND HISTORICAL SUMMARY

- **WE UTILIZE THE DALLAS AND HOUSTON AREA CONSUMER PRICE INDEX'S (CPI)**
 - **MAY 2021 – 6.3% (DALLAS)**
 - **JUNE 2021 - 4.6% (HOUSTON)**
- **SALARY STUDY PROCESS HELPS US TO ENSURE OUR SALARY GRADE CHART IS STAYING COMPETITIVE FOR NEW HIRES**
- **TENURE CHART FUNDED FOR LAW ENFORCEMENT**
- **COLA/MERIT RECOMMENDATIONS FROM HR**
 - **FY20 - RECOMMEND MERIT INCREASE ONLY; FUNDED AT 4%**
 - **FY21 – NO RECOMMENDATION GIVEN; COURT FUNDED 2% MERIT LUMP SUM**



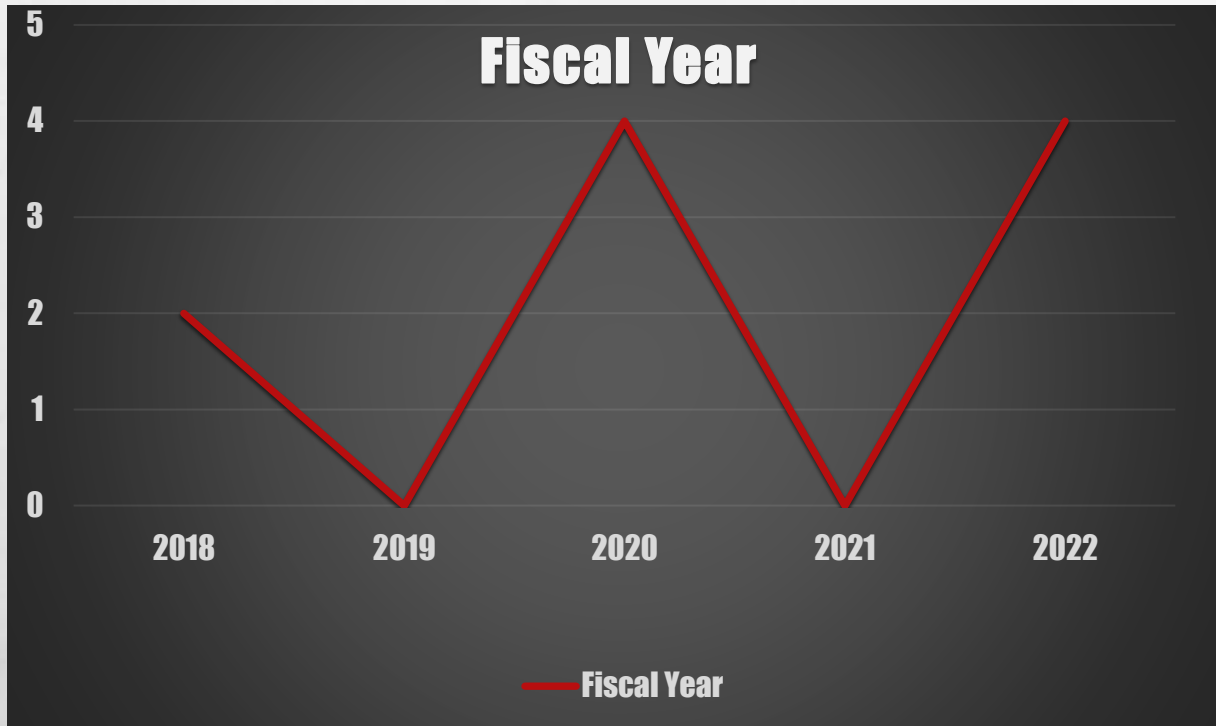


MARKET REVIEW

- **DATA COLLECTED AND REVIEWED FROM MARKET**
- **FY22 RECOMMENDATION FROM HR IS 4% COLA AND 2% MERIT***
- **MERIT WOULD BE TIED TO SALARY, LUMP SUM ONLY AVAILABLE FOR THOSE AT TOP OF GRADE PER POLICY**
- **PENDING COMPENSATION RELATED REQUESTS**

*** PER POLICY SMALL OFFICES WOULD RECEIVE 3% AS OUTLINED IN THE EMPLOYEE POLICY MANUAL**

ELECTED OFFICIALS SALARIES



- **RECOMMENDATION FOR ELECTED OFFICIALS IS ALSO A 4% COLA , UNLESS OTHERWISE DEFINED BY CODE**
- **NO HB2384 CHANGES THIS YEAR**
- **DISCUSSION ON ADDING ELECTED OFFICIALS MARKET REVIEW TO CYCLE 6**

Salary Study Results Cycle 4a

**REVIEWED 229 POSITIONS AND 74 DIFFERENT
CLASSIFICATIONS**



- **TOTAL # OF POSITIONS WITH
GRADE CHANGES**

195

- **TOTAL # OF CLASSIFICATIONS
AFTER SALARY STUDY**

72

- **PROJECTED TOTAL FISCAL
IMPACT**

\$184,159 (WITHOUT FRINGE)

TCDRS

TEXAS COUNTY & DISTRICT RETIREMENT SYSTEM

RETIREE COLA

OF BENEFIT PAYEES – 944

- **NO INCREASE**
- **FLAT – HISTORICALLY 1%**
- **% CPI – HISTORICALLY 60%**
- **REPEATING COLA DESIGNATION**

- **CURRENT REQUIRED RATE FOR 2021 INCLUDED IN BUDGET RECOMMENDATIONS IS 16.18% (WITH A 1% INCREASE FOR RETIREES)**
- **2020 RATE WAS 14.56%, WITH NO INCREASE FOR RETIREES**
- **2019 RATE WAS 14.53%, WITH NO INCREASE FOR RETIREES**
- **1 OF 28 COUNTIES WITH A 250% MATCH**
- **COST SCENARIOS**
 - **NO INCREASE – 16%**
 - **60% CPI – 16.73%**

