



Williamson County Sheriff's Office

PAY COMPENSATION ANALYSIS

GOAL:

*Meet or Exceed Community
Expectations for Policing*

WILCO STRONG!

PROBLEM:

- (1) Lowest policing compensation among competitive agencies in the County*
- (2) Assessing Compensation needs based on Openings*
- (3) Qualified Applicants don't apply / Left with what is left over*
- (4) Recent History & Liabilities/Litigation*
- (5) Outdated Compensation Study Methodology
Market & Timeframe*

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(1) Salary Comparisons:

	<i>Pay</i>	<i>DA Court Filings</i>
1. Cedar Park PD	(Up to 23% Higher \$)	(14% of Case Filings)
2. Round Rock PD	(Up to 21% Higher \$)	(24% of Case Filings)
3. Leander PD	(Up to 21% Higher \$)	(6% of Case Filings)
4. Georgetown PD	(Up to 21% Higher \$)	(10% of Case Filings)
5. Hutto PD	(Up to 8% Higher \$)	(4% of Case Filings)
6. Williamson County SO	(Lowest),	(23%) of Case Filings)

**All Agencies anticipating adjusting pay this year*

**Additionally – The County does not provide comparable incentives (Language, Education, Specialties, etc.)*

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(2) Compensation Needs:

Historically, Needs are only addressed when facing hiring challenges leading to the following:

- Hiring from a limited applicant pool*
- Selecting from what is left*
- Pressure for Less Accountability to retain staff*
- Less Quality Officers serving our citizens*
- Same expectations with no commitment to the employee*
- Citizens unaware of funding gap but have same level of expectations*

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(3) Applicant Processes:

- 1. Round Rock PD – 750*
- 2. Round Rock ISD PD – 160*
- 3. Cedar Park PD – 144*
- 4. Georgetown PD – 100*
- 5. Williamson County SO – 76*

Even highly competitive agencies are struggling to find quality applicants in today's national climate

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(4) History & Liability Reduction:

- * Overcoming National Embarrassment*
- * On-going & New Litigation*
- * Inter-agency Relations Ruined*
- * Increased Community Expectations*

Professional, Educated, Trustworthy, Transparent, & Accountable

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(5) Current Compensation Methodology

- Comparing compensation to surrounding counties with same level of service expectations as city policing*
- Timeline of assessments not current to keep up with market changes*

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SOLUTIONS:

Adequately FUND POLICING

- *Maintain Competitiveness with Fiscal Responsibility
(1% above the median)*
- *Institute Annual Compensation Model to Reduce % of Change*

Meet Community Expectations for Law Enforcement

- *“No Citizen moves from a **city** to the **county**
expecting **LESS QUALITY** Or **QUANTITY** of policing”*
- *Raise Agency Standards, Expectations & Accountability*

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WILCO Community Expectations:

- * Quality of Life*
- * Public Safety*
- * Educational Systems*
- * Employment Opportunities*

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Public Safety Questions:

- 1. Is our request reasonable?
If not, why not?*
- 2. Do county residents expect Less?*
- 3. Is Public Safety a Priority?*

“Your Priorities are where you spend your time and money.”

Commissioner Boles

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