

Compensation Philosophy

- The objective of the County compensation system is to demonstrate the honor and value we place working in public service.

Current Compensation Philosophy

- Basing our minimum salaries on market median
- Merit pay
- Competitive within relevant, comparable labor markets
- Salary study on positions at least once every five years conducted by internal team
- Collaborative with process with Job Analysis ToolKit

- Salary Study Market
 - Cities: Cedar Park, Georgetown, and Round Rock
 - Counties: Bell, Brazoria, Hays, Montgomery, Ft. Bend, Denton, Collin, and Travis
- For L chart only:
 - Cities: Georgetown, Cedar Park, Round Rock, Leander, and Hutto
- For C chart only:
 - Counties: Hays, Travis, and Burnet

*list may be amended as needed

Future Considerations – How do we become an Employer of Choice?

Workplace Culture



- Develop four core values to achieve mission and vision
- Culture package for new hires and current employees
- Wellness Support
- Positive work environments
- Emphasize on public service
- Flexibility
- On the job training

Salary Study

- Salary Study
 - Internal, external or mix
 - How often are positions reviewed
 - Public sector comparisons or a mix of private and public sector
 - Compare to similar market (large and small) or compare to only larger Counties
 - Redefine process in Employee Policy Manual
 - Compare to market median v. average v. market leader
 - No Increases unless you are below new minimum
 - Considerations given to office size or tenure

