

Salary Study Cycle 6

Benefits, Additional
Pay, Misc.
Compensation Related
Items and Elected
Officials

Policies/Benefits

- Bereavement
- **Paid Time Off (PTO)**
- **Sick Leave**
- **Paid Holidays**
- **Personal Days**
- **Shift Differential**
- **Longevity**
- Vehicle Stipend
- **Cell Phone Stipend**
- Certification Pay
- **Education Pay**
- **Language Pay**
- **Tuition Reimbursement**
- Field Training Officer (FTO)
- **On-Call Pay**
- **Bad Weather**
- **Employee Recognition**
- **Career Ladders**
- **Step Systems & Merit**
- Salary Studies
- **Dispatcher Pay Chart**
- EMS Pay Chart
- **Retirement**
- Employer Provided Life
- Supplemental Life
- **Short Term Disability**
- **Long Term Disability**
- **Employee Assistance Program (EAP)**
- **Benefit Offerings**

Bereavement

- Increase from 2 to 3 days
 - Optional : Add additional 2 days for immediate family as requested
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Vehicle Stipend

- At least 5 other entities give vehicle stipends to department heads and/or elected officials
 - Look at it with salaries or consider a vehicle stipend
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Certification Pay (Law Enforcement, Corrections, & Dispatch)

- TCOLE Intermediate \$50/mo.
- TCOLE Advanced \$100/mo.
- TCOLE Master \$150/mo.

Field Training Officer (FTO)

- Increase from \$150/mo. to \$175/mo. (SO/CO)
 - EMS is already at \$175/mo. – no change
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Salary Studies

- 3-year salary study cycle
 - Possible use of external agency for some departments – IT, Professional positions – Accounting/Finance and Engineers
 - Will continue to use median and current market group
 - Funding will only be allocated to existing positions/staff if they are below the new minimum grade
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EMS Pay Chart

- B chart versus stand alone pay chart

Employer Provided Life

- Increase employer provided coverage for employee from \$20k to \$50k
 - Increase employer provided coverage for spouse from \$5k to \$10k
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Supplemental Life

- Increase employee coverage election max from \$300k to \$400k

Elected Officials

Commissioner
Constable
County Attorney
County Clerk
County Judge

District Clerk
Justice of the Peace
Sheriff
Tax Assessor Collector
Treasurer

Elected Officials Comparison with Vehicle Stipends

**Cells flagged in red are base salary plus vehicle stipend*

***County issued cell phones were most common for Constables, Commissioners, and Justice of the Peace*

Elected Official	Bell	Brazoria	Collin	Denton	Ft Bend	Hays	Montgomery	Travis	Median	Wilco
Commissioner	\$87,967	\$145,711	\$140,697	\$145,239	\$150,648	\$97,151	\$195,335	\$146,720	\$145,475	\$116,516
Constable	\$73,045	\$102,442	\$117,142	\$115,434	\$131,816	\$86,000	\$146,945	\$122,371	\$116,288	\$103,725
County Attorney	\$170,652	N/A	N/A	N/A	\$150,648	N/A	\$201,806	\$206,326	\$186,229	\$176,587
County Clerk	\$94,095	\$125,256	\$144,842	\$143,287	\$146,881	\$94,048	\$146,020	\$153,215	\$144,065	\$118,527
County Judge	\$136,567	\$175,053	\$172,252	\$172,782	\$158,180	\$103,505	\$153,815	\$164,597	\$161,389	\$143,090
District Clerk	\$94,095	\$125,256	\$144,842	\$140,071	\$146,881	\$94,048	\$146,020	\$153,215	\$142,457	\$118,527
Justice of the Peace	\$78,718	\$120,744	\$126,986	\$115,242	\$131,817	\$90,518	\$145,546	\$133,965	\$123,865	\$103,725
Sheriff	\$125,968	\$151,523	\$192,657	\$179,817	\$158,180	\$122,482	\$188,242	\$178,396	\$168,288	\$144,557
Tax Assessor Collector	\$94,095	\$136,758	\$144,842	\$139,023	\$146,881	\$102,746	\$170,047	\$153,016	\$141,933	\$123,256
Treasurer	\$94,095	\$122,624	N/A	\$133,544	\$143,115	\$89,883	\$157,119	\$136,665	\$133,544	\$114,040

Elected Officials Comparison without Vehicle Stipends

**County issued cell phones were most common for Constables, Commissioners, and Justice of the Peace*

Elected Official	Bell	Brazoria	Collin	Denton	Ft Bend	Hays	Montgomery	Travis	Median	Wilco
Commissioner	\$87,967	\$130,711	\$140,697	\$139,023	\$150,648	\$82,151	\$195,335	\$146,720	\$139,860	\$116,516
Constable	\$73,045	\$102,442	\$117,142	\$115,434	\$131,816	\$86,000	\$146,945	\$122,371	\$116,288	\$103,725
County Attorney	\$94,500	N/A	N/A	N/A	\$150,648	N/A	\$201,806	\$206,326	\$176,227	\$176,587
County Clerk	\$94,095	\$125,256	\$144,842	\$137,311	\$146,881	\$90,988	\$146,020	\$153,215	\$141,077	\$118,527
County Judge	\$136,567	\$160,053	\$172,252	\$166,566	\$158,180	\$88,505	\$153,815	\$164,597	\$159,117	\$143,090
District Clerk	\$94,095	\$125,256	\$144,842	\$137,311	\$146,881	\$90,988	\$146,020	\$153,215	\$141,077	\$118,527
Justice of the Peace	\$71,722	\$105,744	\$126,986	\$115,242	\$131,817	\$83,522	\$145,546	\$133,965	\$121,114	\$103,725
Sheriff	\$125,968	\$151,523	\$192,657	\$172,917	\$158,180	\$122,482	\$188,242	\$178,396	\$165,549	\$144,557
Tax Assessor Collector	\$94,095	\$136,758	\$144,842	\$139,023	\$146,881	\$99,434	\$170,047	\$153,016	\$141,933	\$123,256
Treasurer	\$94,095	\$122,624	N/A	\$130,784	\$143,115	\$86,823	\$157,119	\$136,665	\$130,784	\$114,040

EMS Workers Compensation

Current – Processed the same as all civilian County employees. No benefits Days 1 - 7, then 70% Temporary Income Benefits(TIBS) from Day 8 until they return or reach Maximum Medical Improvement (MMI)

Hybrid request – No benefits Days 1 - 7, then 100% covered, like law enforcement until 6 months, then it decreases to 70% covered. Cost estimate is \$30k before fringe



Questions

