



Compensation FY26

July 29, 2025



Consumer Price Index (CPI)

- We utilize the Dallas and Houston area Consumer Price Index's (CPI)
 - May 2025 - .6% (Dallas)
 - June 2025 - 1.8% (Houston)

Historical Summary

- Salary study process helps ensure our salary grade charts stay competitive for established employees and new hires
- Tenure (aka step chart) funded annually for law enforcement
- Cost of Living Adjustment (COLA)/Merit recommendations from HR -
 - FY25 – recommended merit and COLA increases at 3% each; Commissioners Court approved recommendation
 - FY24 – recommended merit increase at 4%; Commissioners Court approved recommendation
 - FY23 – recommended COLA at 5% and merit at 3%; Commissioners Court approved recommendation



FY26 Recommendations

- Data collected and reviewed with peers from salary study market
- FY26 COLA and merit recommendation – 0% COLA; 2% *merit (\$2,364,464)
- Grant funded positions must have funding available within the grant for increases
- L and C chart funding – step increase (\$1,008,567)
- Williamson County Elected Officials – 2% increase (\$92,667)

*Per policy small offices merit would be funded at 1% additional

FY26 Considerations Regarding Senate Bill 293 Supplements

- Adjust current District Judge (DJ) supplement from current max of \$18K to newly approved max of \$25K
 - SB 293 gave state increases to salaries – base pay increase by 25% for DJs, first increase since 2013
 - County Court at Law (CCL) Judge county salary impacted by DJ supplement – claw back provision (amount under max supplement for DJ will reduce CCL Judge salary)
 - District Attorney current County supplement remains at \$52K as approved by CC last year
 - County Attorney salary review included in salary study 2.3 (effective FY27)

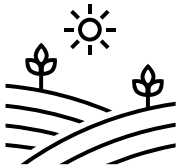


Salary Study Results Round 2.2

- Reviewed 821 positions and 180 different classifications
- Positions with grade changes – 281
- Positions with title changes - 17
- Classifications after salary study - 180
- Total cost of L & C changes – \$4,868,224 (adjusted to median)
- Total cost of all other departments/offices - \$304,478

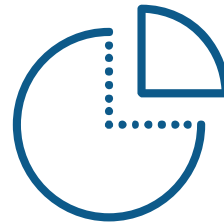
Texas Counties and Districts Retirement System (TCDRS)

1,181 Benefit Payees as of 7/3/2025 - 1056 members, 125 beneficiaries



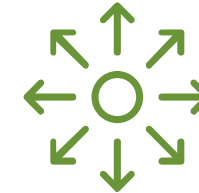
Historical Retiree COLA Recommendations

2025 was 1% increase
2024 was 1% increase
2023 was 2% increase



Historical TCDRS Rate Recommendations

2025 rate was 16.05%
2024 rate was 16.05%
2023 rate was 15.54%



FY26 Recommendations

No retiree COLA
Recommended Rate 15%
1 of 29 counties with a 250% match

