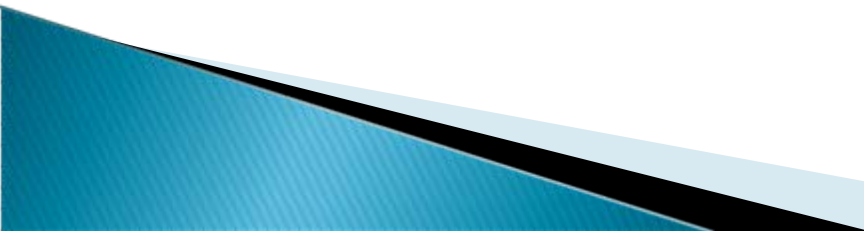


Incentive Pay for Performance

- ▶ *As defined in the FY 2010 Williamson County Budget Order*



Incentive Pay for Performance

- ▶ Court approved pay allocation of \$500,000
 - Less Fringe (11.4% TCDRS & 7.65% FICA)
 - Net Allocation \$419,991.60
 - ▶ Eligibility is based on full time status
 - ▶ Not eligible
 - Elected Officials
 - Temporary / Part Time Employees
 - Law Enforcement on POTS plan
 - Full Time Employees hired post 7/3/10
- 


Allocation to County Depts.

- ▶ Option 1 –
- ▶ Incentive allocation to be based on the ratio of total County eligible gross wages to total department eligible gross wages.
 - Department totals *will not* include:
 - Salaries for ineligible employees
 - Senior Directors and Department Heads under Governing Bodies (Juvenile, Elections, Commissioner's Court)
- ▶ Total FY 2010 eligible gross wages
= \$41,147,462
- ▶ Total Incentive Bucket = \$419,991.60 (100% of Allocation)

Allocation to County Depts.

- ▶ Option 2
- ▶ Incentive allocation to be based on the ratio of total County eligible gross wages to total department eligible gross wages.
 - Department totals *will* include:
 - Senior Directors and Department Heads under Governing Bodies (Juvenile, Elections, District Judges, Commissioner's Court)
- ▶ Total FY 2010 eligible gross wages
= \$41,928,691

Allocation to County Depts – Opt 2

- ▶ Total Incentive Bucket to Governing Bodies
 - ▶ = \$7,825.42 (2.0% of the Incentive Bucket)
 - ▶ Total Incentive Bucket to Departments
 - ▶ = \$412,166.18 (98.0% of the Incentive Bucket)
- 

Allocation to County Depts.

- ▶ Total gross wages earned by the employee from the County for all work performed during FY 2010 will include:
 - Overtime pay,
 - Stipends,
 - Longevity pay, etc.
- ▶ For Example:
Total wages earned for Dept. XYZ
= \$475,000

Allocation to County Depts.

\$41,147,462 = Option 1 Total Wages

\$41,928,691 = Option 2 Total Wages

\$475,000 = Dept. XYZ wages

\$419,991 = Incentive Bucket

$\$475,000 / \$41,147,462$
= .01154 Dept. XYZ Ratio (Option 1)

$\$475,000 / \$41,928,691$
= .01133 Dept. XYZ Ratio (Option 2)

$.01154 * \$419,991.60$
= \$4,846.70 Allocation to Dept. XYZ (Option 1)

$.01133 * \$419,991.60$
= \$4,758.50 Allocation to Dept. XYZ (Option 2)

Allocation to Employees – 1.5% Example –Performance Based

\$36,004	= Total eligible FY10 wage (median salary)
1.5%	= Award allocation
<u>\$4,846</u>	= Dept. XYZ Award Bucket

$\$36,004 * 1.5\%$
= \$540.06 Total Employee Award


$\$4,846 - \540.06
= \$4,305.94 Allocation Remaining

Allocation to Employees – 3% Example – Performance Based

\$36,004	= Total eligible FY10 wage (median salary)
3.0%	= Award allocation
<u>\$4,846</u>	= Dept. XYZ Award Bucket

$\$36,004 * 3.0\%$
= \$1,080.12 Total Employee Award

$\$4,846 - \$1,080.12$
= \$3,765.88 Allocation Remaining



Time Table for Award


- ▶ An excel template with total FY 2010 wages by eligible employees will be provided to departments / governing bodies for assistance.
- Template will include:
 - Department fund allocation
 - A list of all eligible employees
 - Eligible employees gross wages
 - Column for award %
 - Formulas to calculate award %
 - Allocated fund running total
 - Certification from Elected Official/Dept Head

Time Table for Award


- ▶ Within 30 days of template receipt, allocations shall be awarded among eligible employees.
- ▶ Range of Award 0.00% to 3.00% using any percentage between 0.00% and 3.00%.
 - May reward all employees the same percentages or award the most meritorious employees with a higher percentage.




Time Table for Award

- ▶ Target date of award is December 3, 2010.
 - ▶ Template award allocations due to HR from departments / governing bodies by 11/23/10.
 - ▶ HR will validate award allocations to ascertain department / governing body funds have not been exceeded.
 - ▶ Upon validation, HR will submit to the payroll department for processing.
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Summary of Recommendations

- ▶ Approval of the process as outlined in this presentation to include:
 - Total Incentive Pay of \$500,000. Net Allocation amount of \$419,991.60
 - Allocation template used by departments / governing bodies
 - ▶ Department / governing body allocation amounts listing (handout with dollar amounts by department / governing bodies)
 - ▶ Approval of Option 1 not to include governing body salaries for allocation of incentive pay = 100% of \$419,991.60 to Departments only.
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Summary of Recommendations

- ▶ A LIT from the General Fund to the R&B fund, etc., will be processed as necessary based upon approval of this listing.
 - ▶ Work with the Auditor's Office and Budget Office for incentive payments to be directly paid from 409 payroll processing.
 - ▶ Range of award to be used by departments / governing bodies recommended are 0.00% to 3.00% using any percentage in between.
 - ▶ Due date for receipt of allocations from departments / governing bodies – November 23, 2010.
 - ▶ Pay out of Incentive to be December 3, 2010
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Questions or Comments ?

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