

## 2012 Travis County Market Salary Study Awards – Highlights

- “Job Analysis Project” – 1 year long project, started in January 2011
  - HR Staff met with Elected Officials and Department Heads to review job descriptions and job comparisons
- Conducted by Internal HR Department’s Compensation Staff
- Study did not include public safety officers, temporary employees, elected officials, purchasing and auditor’s offices
- Funds were set aside during FY 2012 Budget Process
  - Revenue Projections came in higher than originally anticipated
  - This additional revenue was set aside for the potential implementation of this study
- Last Full Travis County Market Study on all jobs completed in 1998
- Typically, perform internal market study each year of 1/3 of all county jobs (i.e. 3-4 year rotation for individual jobs)
- 460 positions evaluated; of those:
  - 219 increased one pay grade
  - 184 no change since paying competitively
- 3,600 employees’ positions reviewed
  - 2,699 receiving at least 1 step increase in pay grade. (75% of those reviewed; 56% of total employee population 4,837)
- 7.5 Million in Raises Awarded April 1, 2012 (over a year after project start) – \$6.25 MM from general fund; remainder from grants and other funding
- Overall, salary survey recommendations represent about a 3.5% increase in County’s salary base in general fund

- Job Families such as Attorneys and Medical went up 1 pay grade
- Some jobs received no changes
- Some jobs received a reduction in grade but no salary change (approx 2%)
- 30 disagreements with HR recommendations; 10 resolved, 20 outstanding
- Comps Used:
  - Bexar County
  - Tarrant County
  - Dallas County
  - Harris County
  - Williamson County
  - Corresponding cities
  - LCRA
  - UT
  - 3<sup>rd</sup> Party Data – Hays, Towers Watson