

Compensation Study for Fort Bend County, TX



Evergreen Solutions, LLC

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Overview

- Our survey methodology
- Summary of market results
- Findings and recommendations
- Implementation options and associated cost estimates



Survey Methodology

- Market survey consisted of 27 market peers, 21 of which provided salary information.
- All results were adjusted for regional cost-of-living.
- Data was gathered on a 133 benchmark classifications.
- Both salary ranges and average actual salaries were collected.

Organization	
City of Houston	City of Arlington
City of Pasadena	City of Irving
The Woodlands Township	Collin County
City of Missouri City	Denton County
City of Pearland	Montgomery County
City of Sugar Land	Williamson County
Harris County	Jefferson County
Brazoria County	Bexar County
Bell County	Tarrant County
City of Austin	Travis County
City of Ft Worth	



Survey Results

- Market position is determined by comparing current salary ranges vs. average market salary ranges.
- On average, the County is behind the market across the salary range.
- The County is also similarly behind in the actual take home salaries.
- Some employee groups are further off market than others.

Market Differential	
Minimum	-8.8%
Midpoint	-10.1%
Maximum	-11.2%
Average Actual	-10.1%



Survey Results Continued

- Each plan's differential was taken by averaging all benchmark's market position from each plan.
- While the distance varied, all plans were behind market.
- Admin/Clerical and Public Health pay plans were the furthest off market.
- The Civilian Services pay plan had the smallest market gap.

Market Differential by Plan

Plan	Min	Mid	Max
PM-FY16	-4.0%	-6.2%	-8.0%
AC-FY16	-16.4%	-18.0%	-19.1%
OST-FY16	-5.1%	-6.4%	-7.3%
PH-FY16	-15.4%	-17.3%	-18.7%
LE-FY16	-11.5%	-7.4%	-4.5%
EMS-FY16*	-8.8%	-10.1%	-11.3%
CS-FY16	-2.5%	-1.8%	-0.7%

**EMS Assigned overall differential due to limited market response*



Recommendations

- Maintain overall structure of current pay plans, but adjust each plan's ranges to reflect its market differential.
- Maintain all employees current step progression into the new salary ranges.
- Two methods of implementation, one time immediate, or over a four year period.



Adjustment Schedule

- The total market adjustment reflects the one-time necessary percent adjustment to each pay plan
- The yearly schedule details what the percentage increases would be for four years.
- The four year plan allows for an adjustment of the market results for each year that passes (1.5 percent, based on local CPI changes).

Plan	Total Market Adjustment	Year 1	Year 2	Year 3	Year 4
PM	4.0%	4.0%	1.5%	1.5%	1.5%
AC	16.0%	4.0%	5.5%	5.5%	5.5%
OST	4.0%	4.0%	1.5%	1.5%	1.5%
PH	16.0%	4.0%	5.5%	5.5%	5.5%
LE	12.0%	4.0%	5.5%	5.5%	1.5%
EMS	8.0%	4.0%	5.5%	1.5%	1.5%
CS	4.0%	4.0%	1.5%	1.5%	1.5%



Implementation Options

- If the County desired to close the gap to the market in a single, one time immediate adjustments for FY2017, the salary cost would be \$10,451,547.03, with a total cost of \$12,897,209.03.
- Two four year approaches and their respective costs are detailed below -

Four Year Plans

Without Annual Steps			With Annual Steps		
Four Year Plan	Salary Cost	Total Cost	Four Year Plan	Cost	Total Cost
Year 1	\$4,756,220.96	\$5,869,176.66	Year 1	\$7,565,754.42	\$9,336,140.96
Year 2	\$4,429,381.26	\$5,465,856.48	Year 2	\$7,462,832.64	\$9,209,135.48
Year 3	\$4,487,254.17	\$5,537,271.64	Year 3	\$7,762,830.22	\$9,579,332.49
Year 4	\$3,110,221.62	\$3,838,013.48	Year 4	\$6,433,147.89	\$7,938,504.50
Total	\$16,783,078.01	\$20,710,318.26	Total	\$29,224,565.17	\$36,063,113.43



Additional Recommendations

- Select a small sample of classifications and conduct a localized survey of market values on an annual basis to determine market competitiveness and make appropriate adjustments.
- Perform a comprehensive compensation and classification study every three to five years.



Thank you!

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