

FILED FOR RECORD
at 12:00 o'clock P.M.
JUL 11 2017
By JENNIFER LINDENZWEIG
CLERK OF COUNTY CLERK
HUNT COUNTY TX

Hunt County, Texas



**PUBLIC
SECTOR**

**PERSONNEL
CONSULTANTS**

Classification and Compensation Study Discussion

July 11, 2017

Study Phases Completed

- Employees completed job questionnaires to provide content for job classification study; 358 full-time employees working in 104 distinct job classes
- Salary survey completed for comparison to current pay ranges and for pay plan updating; 15 comparator agencies + private sector data (where applicable)
- Cost estimates to implement new range structure based on salary survey and to place employees appropriately in ranges based on time in job

Approved Agencies for Comparison

- Collin County
- Corsicana, City of
- Delta County
- Ellis County
- Grayson County
- Greenville, City of
- Hopkins County
- Kaufman County
- Lamar County
- Navarro County
- Rains County
- Rockwall, City of
- Rockwall County
- Somervell County
- Van Zandt County

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- Also used private sector data where appropriate from DFW, TX Statistical Area
 - No response received from Hopkins County
 - Criteria approved by Commissioner's Court to include geographic proximity, population, similar jobs, county revenue.

Survey Illustration

| Recommended Job Class | Survey Job Class | Participant Organization | Annual | | Hunt County Midpoint | External Aged Midpoint | Variance | |
|-----------------------|--------------------------|-------------------------------|----------|----------|-------------------------|----------------------------------|-----------------|---------|
| | | | Min | Max | | | \$ | % |
| Deputy District Clerk | | | | | \$26,445 | \$30,712 | -\$4,267 | -13.89% |
| | Deputy District Clerk I | Collin County | \$32,652 | \$45,216 | | \$38,934 | | |
| | Deputy District Clerk | Grayson County | \$38,035 | \$38,035 | | \$38,035 | | |
| | Deputy District Clerk | Rockwall County | \$30,102 | \$40,727 | | \$35,415 | | |
| | Deputy District Clerk | Kaufman County | \$28,500 | \$39,121 | | \$33,811 | | |
| | Deputy District Clerk | Navarro County | \$32,244 | \$32,244 | | \$32,244 | | |
| | District Clerk II | Ellis County | \$31,787 | \$31,787 | | \$31,787 | | |
| | Deputy District Clerk | Lamar County | \$29,706 | \$29,706 | | \$29,706 | | |
| | Deputy District Clerk | Rains County | \$25,721 | \$25,721 | | \$25,721 | | |
| | District Clerk Assistant | Delta County | \$24,792 | \$24,792 | | \$24,792 | | |
| | Deputy District Clerk | Van Zandt County | \$24,510 | \$24,510 | | \$24,510 | | |
| | Deputy District Clerk | Somervell County | \$22,880 | \$22,880 | | \$22,880 | | |
| | | Corsicana, City of | \$0 | \$0 | | - | | |
| | | Greenville, City of | \$0 | \$0 | | - | | |
| | | Hopkins County | \$0 | \$0 | | - | | |
| | | Rockwall, City of | \$0 | \$0 | | - | | |
| | | | | | | Individual Employer Rate: | <u>\$30,712</u> | |
| | No Match | Private Sector - ERI - Dallas | \$0 | \$0 | | Published Survey Rate: | <u>#DIV/0!</u> | |
| | | | | | | Prevailing Rate: | <u>#DIV/0!</u> | |

Overall Survey Findings

- Data was collected on 77/104 (74%) jobs.
- Variance between quality of benchmark data – some better than others, common positions have best data points.
- County ranges are behind market – at least on paper – for a majority of positions (over 90%)
- Actual salaries tend to be more competitive than your formal ranges

Recommendations

- Adopt new salary schedule - 20% range width, 5% between midpoints
- Adopt new salary ranges based on survey findings
- Bring individuals up to the minimum of their proposed range
- Place individuals in ranges based on time in job to prevent compression (1% progression through range per year of time in position)
- Cost to Implement: \$1,014,423 or 7.29% of current payroll

Excluded: County Auditor, Juvenile Probation, Part Time Staff

Summary

- Classification – Minor title adjustments, 358 full-time employees working in 104 job classes
- Salary Survey – formal ranges (minimum to maximum) need updating; County encouraged to adopt proposed ranges and to place employees in ranges appropriately based on time in job (1% progression through the range per year of service)
- Questions? Comments?

Hunt County, TX Permanent Salary Range Table

| Salary Range | Minimum | Midpoint | Maximum | | Salary Range | Minimum | Midpoint | Maximum |
|--------------|----------|----------|----------|--|--------------|-----------|-----------|-----------|
| 1 | \$15,976 | \$17,751 | \$19,526 | | 29 | \$62,628 | \$69,586 | \$76,545 |
| 2 | \$16,775 | \$18,639 | \$20,502 | | 30 | \$65,759 | \$73,066 | \$80,372 |
| 3 | \$17,613 | \$19,570 | \$21,528 | | 31 | \$69,047 | \$76,719 | \$84,391 |
| 4 | \$18,494 | \$20,549 | \$22,604 | | 32 | \$72,499 | \$80,555 | \$88,610 |
| 5 | \$19,419 | \$21,576 | \$23,734 | | 33 | \$76,124 | \$84,582 | \$93,041 |
| 6 | \$20,390 | \$22,655 | \$24,921 | | 34 | \$79,930 | \$88,812 | \$97,693 |
| 7 | \$21,409 | \$23,788 | \$26,167 | | 35 | \$83,927 | \$93,252 | \$102,577 |
| 8 | \$22,480 | \$24,977 | \$27,475 | | 36 | \$88,123 | \$97,915 | \$107,706 |
| 9 | \$23,604 | \$26,226 | \$28,849 | | 37 | \$92,529 | \$102,811 | \$113,092 |
| 10 | \$24,784 | \$27,538 | \$30,291 | | 38 | \$97,156 | \$107,951 | \$118,746 |
| 11 | \$26,023 | \$28,915 | \$31,806 | | 39 | \$102,014 | \$113,349 | \$124,683 |
| 12 | \$27,324 | \$30,360 | \$33,396 | | 40 | \$107,114 | \$119,016 | \$130,918 |
| 13 | \$28,690 | \$31,878 | \$35,066 | | 41 | \$112,470 | \$124,967 | \$137,464 |
| 14 | \$30,125 | \$33,472 | \$36,819 | | 42 | \$118,094 | \$131,215 | \$144,337 |
| 15 | \$31,631 | \$35,146 | \$38,660 | | 43 | \$123,998 | \$137,776 | \$151,554 |
| 16 | \$33,213 | \$36,903 | \$40,593 | | 44 | \$130,198 | \$144,665 | \$159,131 |
| 17 | \$34,873 | \$38,748 | \$42,623 | | 45 | \$136,708 | \$151,898 | \$167,088 |
| 18 | \$36,617 | \$40,686 | \$44,754 | | 46 | \$143,544 | \$159,493 | \$175,442 |
| 19 | \$38,448 | \$42,720 | \$46,992 | | 47 | \$150,721 | \$167,468 | \$184,214 |
| 20 | \$40,370 | \$44,856 | \$49,341 | | 48 | \$158,257 | \$175,841 | \$193,425 |
| 21 | \$42,389 | \$47,099 | \$51,809 | | 49 | \$166,170 | \$184,633 | \$203,096 |
| 22 | \$44,508 | \$49,454 | \$54,399 | | 50 | \$174,478 | \$193,865 | \$213,251 |
| 23 | \$46,734 | \$51,926 | \$57,119 | | 51 | \$183,202 | \$203,558 | \$223,914 |
| 24 | \$49,070 | \$54,523 | \$59,975 | | 52 | \$192,362 | \$213,736 | \$235,109 |
| 25 | \$51,524 | \$57,249 | \$62,974 | | 53 | \$201,980 | \$224,422 | \$246,865 |
| 26 | \$54,100 | \$60,111 | \$66,122 | | 54 | \$212,079 | \$235,644 | \$259,208 |
| 27 | \$56,805 | \$63,117 | \$69,428 | | 55 | \$222,683 | \$247,426 | \$272,168 |
| 28 | \$59,645 | \$66,273 | \$72,900 | | | | | |

| |
|------------|
| Midpoint % |
| 5.00% |

| |
|--------------|
| Range Spread |
| 20.00% |