



OVERVIEW OF EMPLOYEE COMPENSATION PLANS

DS-21-078

June 8, 2021

Introductions to the City Pay Plans

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- The City maintains two types of pay plans:
 - ▣ Civil service – sworn fire and police employees
 - ▣ Classified employees – all civilian employees
- All of the City's pay plans are market based
 - ▣ In FY20, the City conducted a salary survey, comparing our pay to our comparable cities. All of our pay plans were adjusted to become more competitive with our market based upon the survey results.

How Civil Service Pay Plans Work

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- Civil Service pay plans are regulated by Texas Local Government Code Chapter 143.
 - ▣ This designation was adopted by voters.
- Civil Service pay plans have steps for each position.
- Civil Service employees move up one step on the pay plan each year.
 - ▣ These step increases are based on years of service and received on their anniversary date.
 - ▣ Step increases occur even if a cost-of-living increase is not approved and are built into the base budget.
 - ▣ Step increases range from 0% to 3.66%.

Civil Service Pay Plan – Example

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- Example: Employee received a 4% cost of living adjustment (COLA) on 10/01/2020 and an annual step increase on their work anniversary date.
 - ▣ The COLA increased the salary by \$2,435.47
 - ▣ The annual step increased the salary by an additional \$1,755.31
 - ▣ The total increase for FY21 was \$4,190.78

POSITION	FY21		
	Annual Salary on 9/30/2020	Annual Salary w/ COLA	Annual Salary w/ Step Increase
Police Officer	\$60,880.77	\$63,316.24	\$65,071.55

How the Classified Pay Plan Works

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- The Classified pay plan does not have steps but rather a range indicating a minimum and maximum for each pay grade.
- Classified employees enter the pay plan at the minimum/starting pay for the range unless they have education and experience over the minimum qualifications which warrants a higher starting salary.
- Classified employees receive increases in pay via a cost-of-living adjustment (COLA), if approved in the annual budget.
- Classified employees do not currently receive a pay increase on their anniversary date.

Classified

PAY GRADE	ANNUAL SALARY	
	MINIMUM	MAXIMUM
10	\$ 22,586.93	\$ 33,880.91
11	\$ 23,716.99	\$ 35,575.07
12	\$ 24,903.01	\$ 37,354.10
13	\$ 26,148.10	\$ 39,221.94
14	\$ 27,454.96	\$ 41,182.96
15	\$ 28,827.97	\$ 43,241.95
16	\$ 30,268.99	\$ 45,403.90
17	\$ 31,783.02	\$ 47,674.02
18	\$ 33,371.94	\$ 50,057.90
19	\$ 35,040.10	\$ 52,560.98
20	\$ 36,792.08	\$ 55,189.06
21	\$ 38,632.05	\$ 57,947.97
22	\$ 40,563.95	\$ 60,844.99
23	\$ 42,591.95	\$ 63,888.03
24	\$ 44,721.04	\$ 67,082.08
25	\$ 46,957.04	\$ 70,436.08
27	\$ 51,770.99	\$ 77,655.97
28	\$ 54,358.93	\$ 81,538.91
30	\$ 59,931.04	\$ 89,895.94
31	\$ 62,927.07	\$ 94,391.02
32	\$ 66,073.90	\$ 99,110.96
33	\$ 69,377.98	\$ 104,065.94
34	\$ 72,846.80	\$ 109,269.26
35	\$ 76,489.09	\$ 114,733.01
36	\$ 80,313.58	\$ 120,469.65
37	\$ 84,329.02	\$ 126,492.91

Classified – Example

- Example: Employee received a 3% cost of living adjustment (COLA) on 10/01/2020.
 - ▣ The COLA increased the salary by \$1,035.01
 - ▣ The total increase for FY21 was \$1,035.01

POSITION	FY21	
Equipment Operator	Annual Salary on 9/30/2020	Annual Salary w/ COLA
	\$34,502.00	\$35,537.01