

# 2013 Exempt and Non-Exempt Compensation Presentation

August 19, 2013

Commissioners' Court

# General Information

- ❖ This presentation focuses the salary ranges for the county's exempt and non-exempt positions. There will be a separate presentation regarding annual increases.
- ❖ The legal and law enforcement salary ranges are separate from the exempt and non-exempt salary ranges. These recommendations do not apply to the legal and law enforcement ranges.
- ❖ Reclassification requests have been received from the following departments:
  - County Auditor, District Attorney, District Clerk, Homeland Security, Human Resources, Information Technology, Medical Examiner, Purchasing and Sheriff's Office
  - There will be a separate presentation on reclassifications.

# Benchmarked Positions

- ❖ Positions were benchmarked against the following surveys:
  - Private:
    - Hay Group Survey
    - Mercer Consulting Survey
    - TexasCompensation
    - Group One Survey (Healthcare)
  
  - Public:
    - Dallas County
    - Denton County
    - Tarrant County
    - Allen
    - Frisco
    - McKinney
    - Plano
  
- ❖ Number of Positions Benchmarkmed
  - 40 of 51 (78%) exempt positions were benchmarked
  - 93 of 145 (64%) non-exempt positions were benchmarked
  - Positions are selected to be used as a benchmark based upon the quality and quantity of private and public sector matches.

## Exempt and Non-Exempt Pay Range Movement History

Pay Range	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	Total 5 Years	Average of 5 Years
Exempt	2.5%	1%	0%	0%	3%	6.5%	1.3%
Non-Exempt	2.5%	1%	0%	1%	4%	8.5%	1.7%

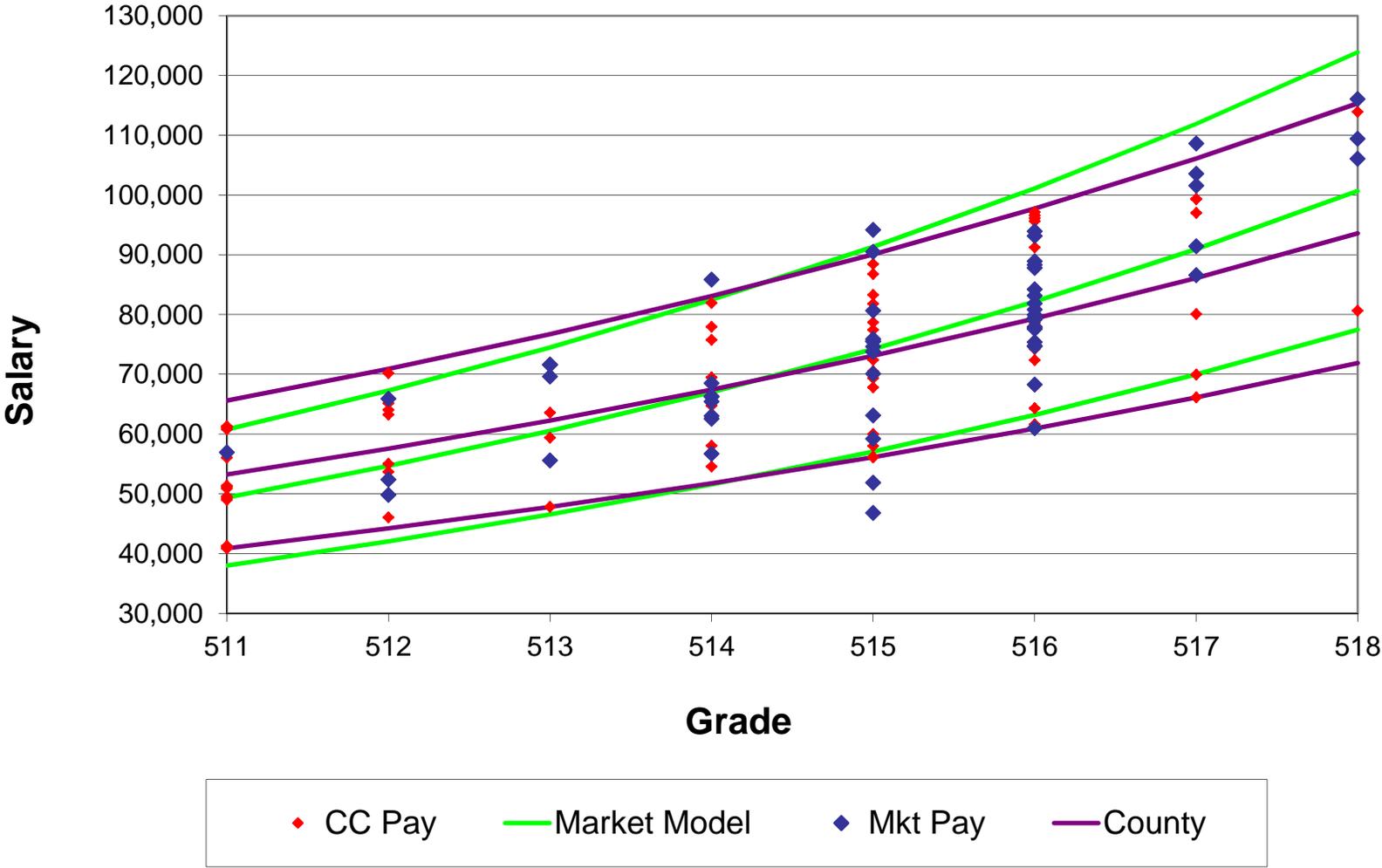
## Summary

- ❖ Based upon regression analysis, it is recommended that the exempt pay ranges are increased by 3% and the non-exempt pay ranges are increased by 3% for FY 2014. This change is reflective of the market value of the pay ranges and is not a salary increase recommendation.
- ❖ Individuals at the beginning of the pay range would be moved to the new minimum starting salary on October 1, 2013 if their compensation is below the new minimum.

## Regression Analysis

- ❖ The following charts were created from our regression analysis of Collin County's pay compared to market pay.
- ❖ Our regression analysis includes all benchmarked position titles. Salaries for the county employees in each of the benchmarked positions were included in the comparison.
- ❖ Actual Collin County employee salaries were compared to average market salaries to determine whether our pay falls within a normal range as defined by our survey sources.
- ❖ We used 4 private sector surveys, 3 counties, and 4 cities for comparison.
- ❖ The charts show an average salary by grade level from left to right, with dots to indicate actual salaries in both Collin County and the market.

## Comparison of County Pay to Market Structure Exempt Employees



## Comparison of County Pay to Market Structure Non-Exempt Employees

