



COLLIN COUNTY

Human Resources
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DATE: December 1, 2015
TO: Cynthia Jacobson, Director Human Resources
FROM: Julie Rutherford, HR Manager
SUBJECT: **FY 2016 Pay Plan**

Each year, the Collin County Pay Plan is updated to account for job title, classification and market pay changes. The attached plan reflects the current updates for FY 2016.

Not yet included are the potential changes that may result when the Department of Labor issues the new Federal Labor Standards Act (FLSA) requirements for Overtime Exemption Status. When these changes occur, an amended pay plan will be submitted. Reclassifications associated with the upcoming FLSA changes were approved by Commissioners' Court on November 16, 2014.