Summary of Compensation Options/Decisions

Define compensation philosophy
Select each statement to include.

- [x] 1. Collin County utilizes a data-based, market driven compensation philosophy.
- [x] 2. We will strive to meet the needs of our County's residents by attracting, retaining and motivating talented employees who can provide the best services possible.
- [x] 3. Compensation policies, pay structure and total rewards decisions will reflect the need to balance our goal of retaining top talent with the responsible use of taxpayer funds.
- [x] 4. It is our objective to establish a strong tie between performance and rewards, and ensure top performers are rewarded for their efforts.
- [ ] 5. _____

Demotion policy
Select one of the options listed below.

- [ ] 1. Continue with current demotion policy - 5% decrease.** If occurring within 1 year of promotion, return to previous rate (adjusted for PFP/market increases).
- [ ] 2. Modify policy - If occurring within 2 years of a promotion, return to previous rate** (adjusted for PFP/market increases).
- [x] 3. Modify policy – decrease pay by 5% per pay grade, with a maximum decrease of 15%** OR if occurring within 2 years of a promotion, return to previous rate** (adjusted for PFP/market increases).

**or amount needed to come down to maximum.

Increase funding data
Select each data point to include.

- [x] 1. Projected average salary increase budgets in market.
- [x] 2. Projected market wage movement.
- [ ] 3. Available funds not used in previous year.
- [x] 4. Aggregate midpoint vs actual pay ratio.
- [ ] 5. Individual compa-ratios.
- [ ] 6. Consumer Price Index. (not recommended)

Distributing increase funds
Method:
Select one of the options listed below.

- [x] 1. Distribute both through the PFP calculation.
- [ ] 2. Distribute through separate mechanisms.

Promotion policy
Select one of the options listed below.

- [ ] 1. Continue with current policy - 5% increase* regardless of pay grades moved. (current policy)
- [x] 2. Modify policy - 5% per pay grade increase, with a maximum increase of 15%.*

*or amount needed to reach pay grade minimum

Increase calculation
Select one of the options listed below.

- [ ] 1. Utilize Merit Matrix.
- [ ] 2. Continue with current PFP calculation.
- [x] 3. Utilize modified PFP calculation with one or both of the following:
    - [x] Eliminate self-appraisal in calculation. Continue for documentation purposes only. (recommended)
    - [x] Distribute funds among entire county (rather than by department).