



COLLIN COUNTY

Human Resources
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Date: September 24, 2021
To: Cynthia Jacobson, Director of Human Resources
From: Jessica Gramly, Risk Manager
Re: Temporary Employee Hourly Rate Increase

Summary: Collin County Human Resources currently runs the Temporary Pool. This is a group of clerical employees that are able to assist departments with tasks while employees are out on Family Medical Leave or while the department works through the hiring process to fill an open position. The pool is also used annually by departments that have a significant increases in workload such as tax and elections. These employees are currently paid at a rate of \$10 per hour. This rate has not changed since the Temporary Pool's inception. These employees are not offered benefits.

Human Resources has completed research and has found that a rate of \$15 per hour would be supported by the market. Our research shows that Buc-ee's pays Cashiers at \$15 per hour, Five Guys pays Crew Members \$14 per hour, and Collin Community College pays their Administrative Assistant \$16 per hour. Currently paying \$10 per hour, Collin County is not competitive with other entry level positions within the area. Human Resources constantly hears feedback from candidates that \$10 per hour is not feasible for someone to support themselves. An increase to \$15 per hour will increase the interest in the Temporary Pool and will increase the number of applicants.

Human Resources is asking Commissioners Court to approve an increase of the Temporary Pool hourly rate from \$10 per hour to \$15 per hour effective January 1, 2022.