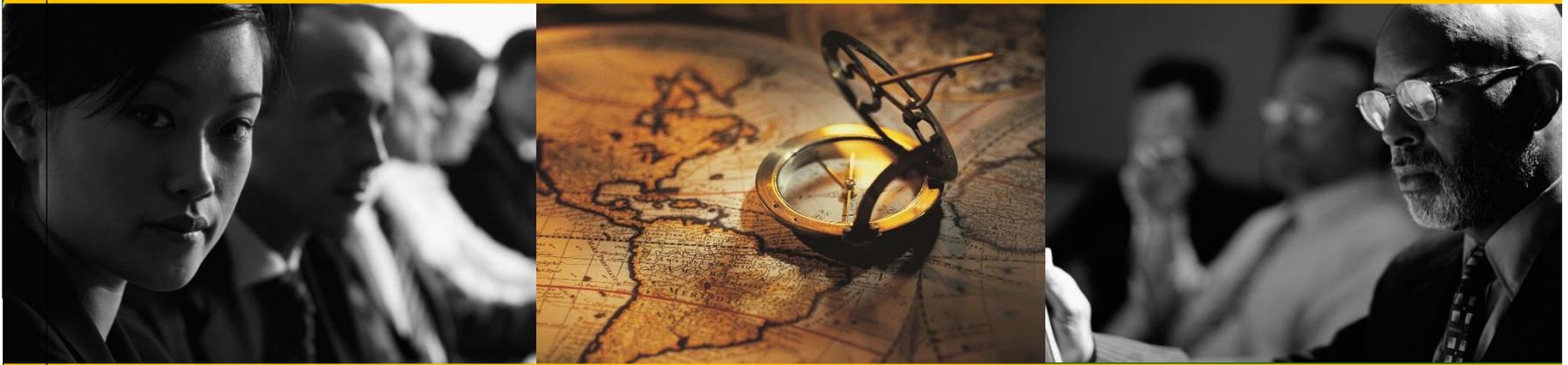


# Comprehensive Compensation and Classification Study for the City of Farmers Branch, TX



## Presentation of Results

# *Study Process*

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## **Completed:**

- ✓ Conducted employee outreach; summarized findings.
- ✓ Reviewed the City's compensation philosophy.
- ✓ Analyzed **internal equity** and reviewed classifications utilizing Job Assessment Tool (JAT) results.
- ✓ Conducted salary and benefits surveys to analyze **external equity** of the current compensation system.
- ✓ Utilized internal and external equity results to develop new pay plans aligned with the City's desired market position.



# *Study Process (cont.)*

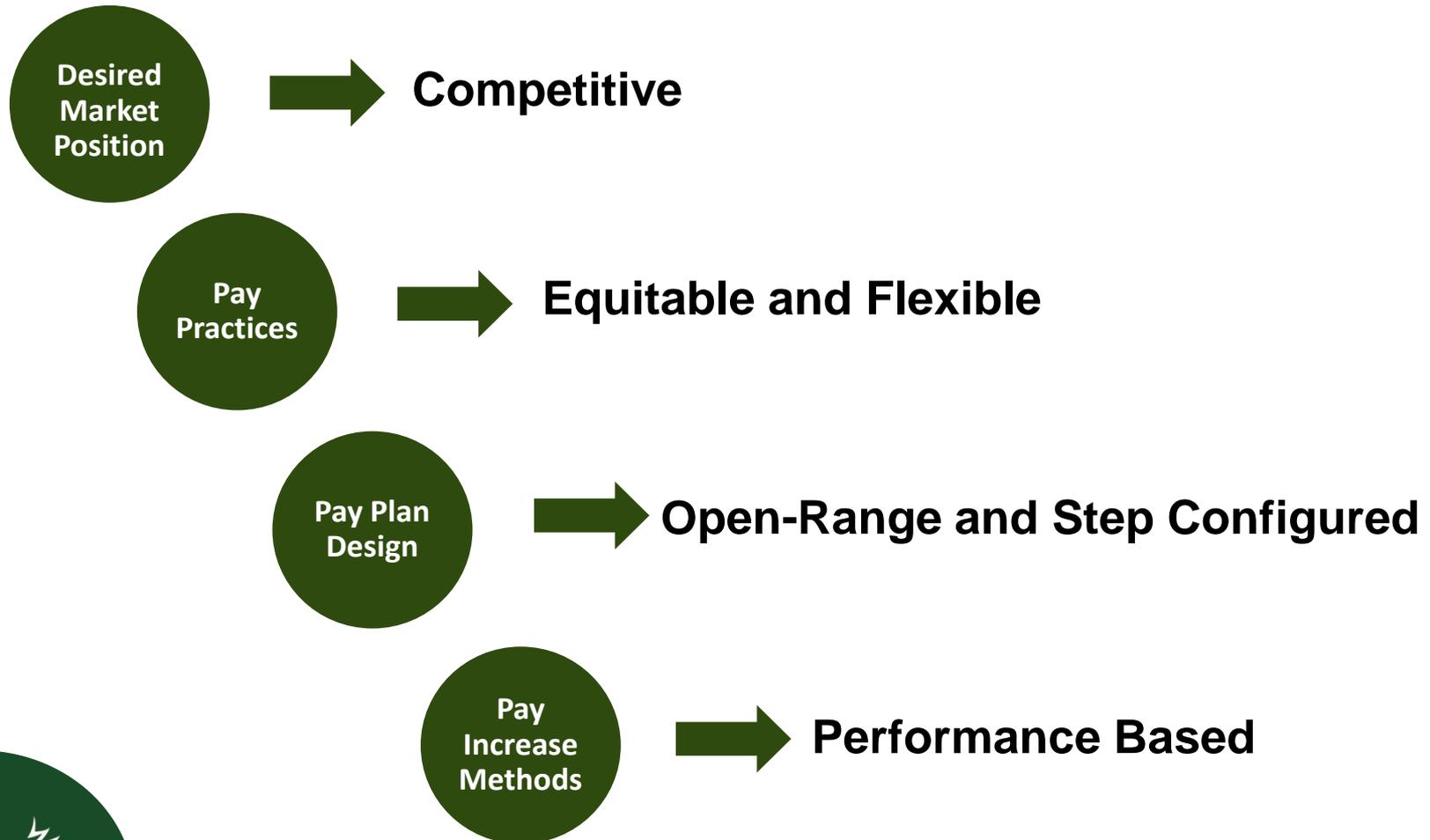
## **Completed (cont.):**

- ✓ Slotted administrative classifications into new pay plan utilizing balance of internal and external equity results.
- ✓ Estimated annualized salary costs to implement the new pay plans.



# Compensation Philosophy

## City's Compensation Philosophy:



# Compensation

*Compared benefits to peers:*

Total Compensation	Peer Average	City of Farmers Branch
Medical Benefits as a percentage of total compensation	27.7%	20.0%

*Reviewed additional allowances and incentives:*

Allowances and Incentives	Peer Percentage	City of Farmers Branch
Language Incentive	30.0%	Yes
Certification pay (beyond min qual)	80.0%	Yes but Public Safety only

*Additional allowances and incentives (e.g. clothing/uniform, digital equipment allowances) were competitive with peers.*



# Compensation

Conducted a salary survey and collected salary range data from  
\*19 peers for 69 benchmark classifications:

Peer Data Collected		
City of Allen	City of Frisco	City of Rockwall
City of Arlington	City of Grand Prairie	City of Southlake
City of Carrollton	City of Grapevine	Town of Addison
City of Coppell	City of Irving	Town of Flower Mound
City of Dallas	City of McKinney	Town of Highland Park
City of Denton	City of Plano	
City of Fort Worth	City of Richardson	

\* Collected data were adjusted for cost of living.



# Compensation

Compared the salary range data for benchmark classifications to the **median** of the peers' data:

Benchmark Classifications	Differential at Range Minimum	Differential at Range Midpoint	Differential at Range Maximum
Overall Average	-4.6%	-4.2%	-4.1%



**Midpoint is typically considered “market” as employees receiving pay at this point should be proficient and satisfactorily performing the duties of their classification.**

\* Results do not indicate that all benchmarks (classifications) were ahead or behind.



# Fire

## Current Fire Plan:

Grade	Min	Mid	Max
FIREFIGHTER/Inspector	\$55,285	\$60,301	\$66,971
DRIVER	\$70,057	\$72,951	\$74,384
LIEUTENANT	\$77,305	\$80,833	\$83,837
CAPTAIN	\$86,483	\$88,412	\$90,451
BATTALION CHIEF	\$96,900	\$101,283	\$104,838

## New Fire Plan:

Grade	Min	Mid	Max
FIREFIGHTER	\$57,496	\$63,390	\$69,887
INSPECTOR	\$58,007	\$63,953	\$70,508
DRIVER	\$73,560	\$76,532	\$79,624
LIEUTENANT	\$82,717	\$86,059	\$89,536
CAPTAIN	\$92,537	\$94,397	\$96,294
BATTALION CHIEF	\$104,653	\$108,881	\$113,280

- Constant increase between steps but varies by classification
- Varied range width based on classification
- Consistent number of steps for each classification



# Police

## Current Police Plan:

Grade	Min	Mid	Max
OFFICER	\$53,664	\$60,341	\$71,968
CORPORAL	\$72,300	\$73,500	\$75,587
SERGEANT	\$80,017	\$82,250	\$86,133
LIEUTENANT	\$91,354	\$94,200	\$97,864

## New Police Plan:

Grade	Min	Mid	Max
OFFICER	\$56,884	\$64,000	\$74,077
CORPORAL	\$73,747	\$77,000	\$83,000
SERGEANT	\$83,218	\$85,000	\$90,078
LIEUTENANT	\$97,748	\$100,000	\$105,806

- Constant increase between steps but varies by classification
- Varied range width based on classification



# Implementation at Median

Bring Admin  
Employees to New  
Minimums

- Total annualized estimated cost for this option **\$55,351**
- # employees who would receive adjustments = 52

FIRE  
Same Step

- Total annualized estimated cost for this option **\$266,783**
- # employees who would receive adjustments = 72

POLICE  
Same Step

- Total annualized estimated cost for this option **\$258,427**
- # employees who would receive adjustments = 72

Total  
At Median

- Total annualized estimated cost for this option **\$580,561**
- # employees who would receive adjustments = 196

\* *Cost estimates are salary only and do not include the cost of benefits.*



# *Move to Median +5 % more*

Bring Admin  
Employees to New  
Minimums

- Total annualized estimated cost for this option **\$139,000**
- # employees who would receive adjustments = 94

FIRE  
Same Step

- Total annualized estimated cost for this option **\$537,000**
- # employees who would receive adjustments = 72

POLICE  
Same Step

- Total annualized estimated cost for this option **\$531,000**
- # employees who would receive adjustments = 72

Total  
At 5% adjustment

- Total annualized estimated cost for this option **\$1.2M**
- # employees who would receive adjustments = 238



# Why Go Above Market

## Exceptional Service

- Productivity and Services provided in Farmers Branch are Exceptional in comparisons to our peer cities.

## FIRE / Police

- Response Times and Level of Care are Exceptional

## Job Market

- To reduce attrition, increase employee retention and attract exceptional employees
- Minimize turnover cost which are dollars wasted (1 year of pay)
- The peer cities are already suggesting significant increases for fiscal year 2016/17



# *Thank You*

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## Additional Questions?

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