



## COMMISSIONERS COURT COMMUNICATION

REFERENCE NUMBER \_\_\_\_\_

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DATE: 08/29/2023

### SUBJECT: **APPROVAL OF FISCAL YEAR 2024 COMPENSATION RECOMMENDATIONS**

#### **COMMISSIONERS COURT ACTION REQUESTED**

It is requested that the Commissioners Court approve additional compensation recommendations for the FY 2024 Tarrant County compensation system.

#### **BACKGROUND**

On July 18, 2023, a representative from Korn Ferry presented recommendations for FY 2024 compensation. Additional recommendations for salary increases, including merit and step increases, were presented to the Court by Human Resources on August 1, 2023. It is requested that three changes to these recommendations be considered. First, a market adjustment of 4% for employees in the Craft structure is requested to address compensation and retention concerns. Second, it is requested that the structure adjustment for Confinement positions be increased from the previously approved 3% to 5% to address compensation, recruitment, and retention concerns. Finally, it is requested that the salary amount to be used as a basis for merit calculations be the employee's base pay on October 1, 2023. In the past, the employee's base pay on September 30th has been used. It is proposed that October 1st be the date used for merit calculations in FY 2024 and in future fiscal years.

#### **FISCAL IMPACT**

The fiscal impact to various operating funds is approximately \$1,939,923 including fringe benefits.

SUBMITTED BY:	Human Resources	PREPARED BY: APPROVED BY:	Anjanie Ramnarine
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