



FY2022 Budget Items (Continued Discussion)

August 23, 2021

Minimum Wage Plan

- Current Minimum Wage:
 - \$12.05/hour
- Current Living Wage:
 - \$12.51/hour*
 - 29 employees <\$12.51
- Goal:
 - \$15.00/hour by FY2024
- FY22 Options:
 - Living Wage by FY22
 - 3.8% Wage Adjustment (\$5M) **
 - \$13/hour Minimum Wage by FY22
 - 8% Wage Adjustment (\$10.7M)*** **OR**
 - Change steps and rates for lower grades to have higher starting wages
 - Impacts 76 employees (\$101k)
 - \$13/hour Minimum Wage by FY24
 - FY22 - 2.5% Step Increase + 3% COLA (\$7.4M)
 - FY23 - 2.5% Step Increase + 3% COLA
 - FY24 - 2.5% Step Increase + 3% COLA

*Workforce Solutions

**Excludes Sheriff's Office CBA employees and Constable Pay Scales
***\$15/hour Minimum Wage by FY24 if this action was taken for 3 consecutive fiscal years.

Elected Official Salaries*

Elected Official
County Judge
County Commissioner
Justice of the Peace
Sheriff
Constable
County Attorney
District Attorney
County Clerk
District Clerk
Tax Assessor-Collector

- Current Budget Register:
 - \$89,000
- FY22 Options**:
 - Maintain the 80% model for all eligible Elected Officials
 - FY22 Budget Impact - \$0
 - Reallocate funding and increase to an 82% model
 - FY22 Budget Impact – <\$53,377>
 - Reallocate funding and grant a 3.8% increase across the board
 - FY22 Budget Impact – \$11,197

*Based on Top 10 Most Populous Texas Counties

**Excludes Increases to Commissioners Court Members



Questions?

