



Legislation Details (With Text)

File #: 22-4704 **Version:** 1 **Name:**
Type: Transmittal **Status:** Accepted
File created: 7/28/2022 **In control:** Commissioners Court
On agenda: 8/2/2022 **Final action:** 8/2/2022
Title: Transmittal by Human Resources & Risk Management of a presentation by CBIZ Compensation Consulting providing an overview of the results of a compensation study.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 22-4704 AddBackup.pdf

| Date | Ver. | Action By | Action | Result |
|----------|------|---------------------|--------|--------|
| 8/2/2022 | 1 | Commissioners Court | | |

Department: Human Resources and Risk Management

Department Head/Elected Official: Shain Carrizal

Regular or Supplemental RCA: Regular RCA

Type of Request: Transmittal

Project ID (if applicable): N/A

Vendor/Entity Legal Name (if applicable): N/A

MWDBE Contracted Goal (if applicable): N/A

MWDBE Current Participation (if applicable): N/A

Justification for 0% MWDBE Participation Goal: N/A - Goal not applicable to request

Request Summary (Agenda Caption):

Transmittal by Human Resources & Risk Management of a presentation by CBIZ Compensation Consulting providing an overview of the results of a compensation study.

Background and Discussion:

Harris County contracted with CBIZ Compensation Consulting to perform a study on the County's salary structure and an analysis on the compensation of County jobs compared to market data.

Expected Impact:

Alternative Options:

Alignment with Goal(s):

☐ Justice and Safety

- ☐ Economic Opportunity
- ☐ Housing
- ☐ Public Health
- ☐ Transportation
- ☐ Flooding
- ☐ Environment
- ☒ Governance and Customer Service

Prior Court Action (if any):

| Date | Agenda Item # | Action Taken |
|------|---------------|--------------|
| | | |

Location:

Address (if applicable): N/A

Precinct(s): Countywide

| Fiscal and Personnel Summary | | | |
|--|--------------|-------|------------|
| Service Name | Compensation | | |
| | SFY 22 | FY 23 | Next 3 FYs |
| Incremental Expenditures (do NOT write values in thousands or millions) | | | |
| Labor Expenditures | \$ | \$ | \$ |
| Non-Labor Expenditures | \$ | \$ | \$ |
| Total Incremental Expenditures | \$ | \$ | \$ |
| Funding Sources (do NOT write values in thousands or millions) | | | |
| Existing Budget | | | |
| Choose an item. | \$ | \$ | \$ |
| Choose an item. | \$ | \$ | \$ |
| Choose an item. | \$ | \$ | \$ |
| Total Current Budget | \$ | \$ | \$ |
| Additional Budget Requested | | | |
| Choose an item. | \$ | \$ | \$ |
| Choose an item. | \$ | \$ | \$ |
| Choose an item. | \$ | \$ | \$ |
| Total Additional Budget Requested | \$ | \$ | \$ |
| Total Funding Sources | \$ | \$ | \$ |
| Personnel (Fill out section only if requesting new PCNs) | | | |
| Current Position Count for Service | - | - | - |
| Additional Positions Requested | - | - | - |
| Total Personnel | - | - | - |

Anticipated Court Date: August 2, 2022

Anticipated Implementation Date (if different from Court date):

Emergency/Disaster Recovery Note: Not an emergency, disaster, or COVID-19 related item

Contact(s) name, title, department: Shain Carrizal, Sr. Director, Human Resources & Risk Management

Attachments (if applicable): Compensation Presentation