



# **Bexar County Human Resources**

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# **2020 Collective Bargaining Study**



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# Market Study



# Determining the Market

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- **The first component of the County's Market Based Approach is to determine the comparable market**
  - **Strong Indicator of Market – where applicants live**
- **To determine the County's Market:**
  - **Zip codes of applicants who are currently employed as of January 2020**
  - **Source of data is County's recruitment software application - NeoGov**

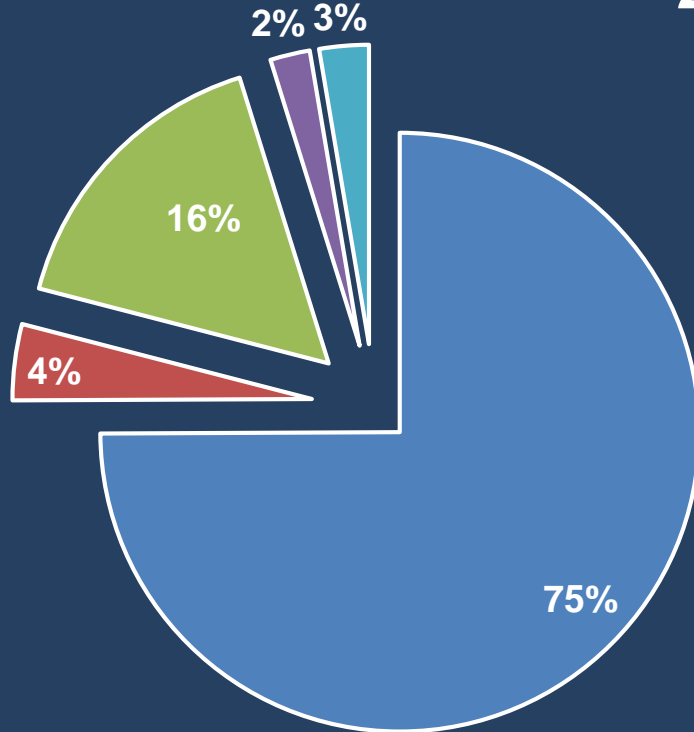


# Analysis of Applicants

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## Residence at time of Application

2016-2020



- 75% - Within Bexar County
- 4% - Surrounding counties
- 16% - Other areas of Texas
- 2% - IH-35 & IH-10 corridors
- 6% - Outside of TX

11,618 applicants over this period for Deputy Sheriff – Cadet position



# Comparison of Applicants

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	Data From 2006 - 2008	Data From 2013 - 2015	Data From 2016 - 2020
<b>Within Bexar County</b>	<b>85%</b>	<b>76%</b>	<b>75%</b>
<b>Surrounding Counties</b>	<b>4%</b>	<b>7%</b>	<b>4%</b>
<b>Other Areas of Texas</b>	<b>6%</b>	<b>10%</b>	<b>16%</b>
<b>IH-35 &amp; IH-10 Corridors</b>	<b>1%</b>	<b>2%</b>	<b>2%</b>
<b>Outside of Texas</b>	<b>4%</b>	<b>6%</b>	<b>6%</b>

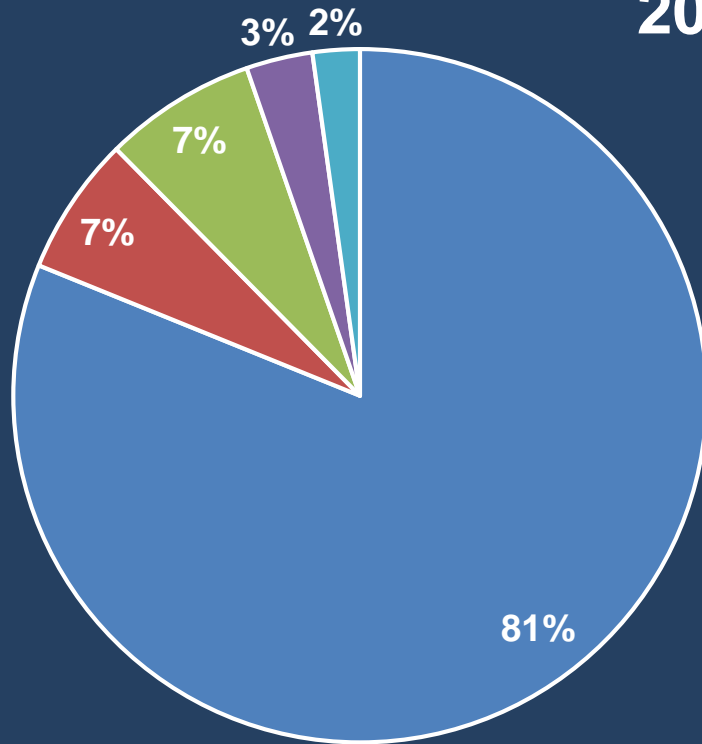


# Analysis of Hirees

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## Where employees reside

2016-2020



- 81% - Within Bexar County
- 7% - Surrounding counties
- 7% - Other areas of Texas
- 3% - IH-35 & IH-10 corridors
- 4.4% - Outside of TX

**774 hired into Deputy Sheriff – Cadet position**



# Comparison of Hirees

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	Data From 2006 - 2008	Data From 2013 - 2015	Data From 2016 - 2020
<b>Within Bexar County</b>	<b>91%</b>	<b>91.5%</b>	<b>81%</b>
<b>Surrounding Counties</b>	<b>3%</b>	<b>6.8%</b>	<b>7%</b>
<b>Other Areas of Texas</b>	<b>3%</b>	<b>0.4%</b>	<b>7%</b>
<b>IH-35 &amp; IH-10 Corridors</b>	<b>1%</b>	<b>0.8%</b>	<b>3%</b>
<b>Outside of Texas</b>	<b>2%</b>	<b>0.5%</b>	<b>4%</b>



# Results of Data

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- **Data indicates that the Applicant Pool for Entry Level Uniformed Positions is Local**
  - **Historical Data indicates the same**
- **Data indicates that the Applicant Pool is healthy and consistent**
  - **Applicants are applying consistently for each posting (cadet job posting has over 176K hits)**





# Vacancies

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- **Data indicates 72.33% of resignations are from Detention**
- **Data indicates 86.42% of vacancies are consistently in Detention**



# Vacancies

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- **OJT Classes feed into the Cadet classes and are employees under the age of 21.**
- **Detention Promotional Tests**
  - **12 Tests completed from 2017 to present**
  - **1 Test has occurred in 2020 (Detention – Lieutenant)**
  - **Detention Corporal's test is scheduled for November 17<sup>th</sup>, 2020.**



# Pay Table Study



# Survey Information

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- **Positions Surveyed**
  - Detention – All Levels
  - Law Enforcement – All Levels
- **Organizations Surveyed**
  - **Top 10 Counties** (Harris, Dallas, Tarrant, Travis, Collin, Denton, Fort Bend, El Paso, Hidalgo)
  - **Surrounding Counties** (Comal, Guadalupe, Wilson, Atascosa, Medina, Bandera, Kendall)
  - **Relevant Cities** (San Antonio and Austin)
  - **Police Department for Schools** (Alamo Colleges, UT San Antonio, TA&M San Antonio)



# Survey Data

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- **Received Data to Date**
  - **All Top 10 Counties**
  - **Surrounding Counties - 3 out of 8**
    - **Comal County**
    - **Bandera County**
    - **Medina County**
  - **Cities**
    - **City of San Antonio**
    - **City of Austin**



# Survey Data

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- **Received Data Cont.**
  - **Police Departments for Universities**
    - **No Response**
      - **University of TX at San Antonio**
      - **TX A&M in San Antonio**



# Methodology

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- **Standard County Compensation Study practice:**
  - **Collected the following information for Detention and Law Enforcement (patrol and protection):**
    - Average Salaries
    - Other Allowances
    - Progression through the pay grade
  - **Regionalized Salaries to San Antonio Market using Economic Research Institute software**
  - **Benchmark Analysis compares average salaries**
    - Bexar Average Salaries vs. Market Average Salaries



# Survey Results

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- **Benchmark Analysis**
  - **Detention Tier**

Benchmark Job	Bexar County			Market		
	No. Employees in Position	Avg. Employee Salary	Total Employee Salaries	Market Average Salary	Total Sal Based on Mkt Avg	% to Match Mkt
Det. Officer	538	42,675	22,959,150	46,085	24,793,730	-7.99%
Det. Corporal	130	50,287	6,537,310	52,437	6,816,810	-4.28%
Det. Sergeant	57	60,845	3,468,165	61,998	3,533,886	-1.89%
Det. Lieutenant	22	71,645	1,576,190	78,327	1,723,194	-9.33%
Det. Captain	9	88,179	793,611	90,373	813,357	-2.49%
<b>Total</b>	<b>756</b>		<b>35,334,426</b>		<b>37,680,977</b>	<b>-6.64%</b>





# Survey Results

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- **Benchmark Analysis**
  - **Patrol Tier**

Benchmark Job	Bexar County			Market		
	No. Employees in Position	Avg. Employee Salary	Total Employee Salaries	Market Average Salary	Total Sal Based on Mkt Avg	% to Match Mkt
LE Officer	260	61,290	15,935,400	59,167	15,383,504	3.46%
LE Investigator	51	69,769	3,558,219	69,663	3,552,808	0.15%
LE Sergeant	40	76,905	3,076,200	75,063	3,002,503	2.40%
LE Lieutenant	13	85,264	1,108,432	86,406	1,123,274	-1.34%
LE Captain	2	95,376	190,752	96,639	193,278	-1.32%
<b>Total</b>	<b>366</b>		<b>23,869,003</b>		<b>23,255,367</b>	<b>2.57%</b>
w/duty diff						



# Survey Results

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- **Benchmark Analysis**
  - **Protection Tier**

Benchmark Job	Bexar County			Market		
	No. Employees in Position	Avg. Employee Salary	Total Employee Salaries	Market Average Salary	Total Sal Based on Mkt Avg	% to Match Mkt
LE Officer	189	60,360	11,408,040	56,920	10,757,880	5.70%
LE Investigator						
LE Sergeant	11	79,002	869,022	85,934	945,274	-8.77%
LE Lieutenant	2	83,892	167,784	98,627	197,254	-17.56%
LE Captain						
<b>Total</b>	<b>202</b>		<b>12,444,846</b>		<b>11,900,408</b>	<b>4.37%</b>



# Pay Adjustment Information

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- **Adjustment to midpoint**
  - **Detention Tier**
    - Over 3 years slick sleeve
    - Over 5 years other ranks
  - **Law Enforcement Tier**
    - Over 5 years all ranks
- **Adjust steps within pay plan**
- **Estimate cost of step and pay increase**



# Other Benefits Comparison



# Allowances Comparison

Supplements / Allowances	Bexar County	No. Organizations
<b><i>TCOLE</i></b>		
Intermediate	X	12
Advanced	X	12
Master	X	12
Instructor		0
<b><i>Education Incentive</i></b>		2
Associates	X	7
Bachelors	X	8
Masters	X	8
Doctorate	X	4
<b><i>Shift Diff</i></b>		
2nd Shift	X	4
3rd Shift	X	4
CBA Shift	X	0
Parking	X	0

Supplements / Allowances	Bexar County	No. Organizations
Hazardous Duty Pay		5
Field Training Offer Pay		3
Mental Health Cert Pay		2
Language Skill Pay		2
Uniform Allowance	X	10
Auto Allowance		2
Equipment Allowance		2
Standby Pay		2
Special Assignment	X	3
Drug Recognition Expert		2
Volunteers in Policing		1
Special Duty		2
Other pay	X	1
Duty Diff	X	0
Super. Duty Diff	X	0



# Leave Benefits Comparison

	Holidays	Vacation	Sick	Personal	Bonus	Bereavement
Bexar Co.	12	10	12	---	---	3
Harris Co.	12	10	15	3	3	3
Dallas Co.	12	10	12	---	---	---
Tarrant Co.	11	15	9	3	---	---
Travis Co.	11	12	12	---	---	---
Collin Co.	12	---	---	---	---	---
Denton Co.	12	10	12	---	---	---
Fort Bend Co.	12	10	8	---	---	3
Bandera Co.	11	12	12	3	---	---
Comal Co.	13	10	10	-	-	3
Medina Co.	12	10	10	-	-	3
City of San Antonio	15	16	15	---	4	4
City of Austin	11	13	12	2	---	5
ACCD	10	10	13	2	---	---



# Health Benefits Comparison

(Medical)

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	Uniform Discount	Employee	Employee + 1 (adult)	Employee + 1 (child)	Employee & Children	Employee + 2 or more
Bexar Co.	Y	\$43	\$86	\$86	\$140	\$140
Harris Co.		\$35	\$208	\$173	\$277	\$277
Dallas Co.		\$44	\$331	\$173	\$173	\$461
Tarrant Co.		\$44	\$331	\$173	\$173	\$461
Travis Co.		\$15	\$161	\$48	\$112	\$238
Collin Co.		\$60	-	-	\$165	\$165
Denton Co.		\$44	\$331	\$173	\$173	\$461
Fort Bend Co.		\$45	-	-	\$224	\$224
Bandera Co.		\$33	\$521	\$187	\$373	\$832
Comal Co.		\$0	\$302	\$302	\$302	\$302 (+ \$19)
Medina Co.		\$30	-	-	\$243	\$243
City of San Antonio	Y	\$0	\$50	\$34	\$34	\$83
City of Austin		\$5	\$191	\$140	\$140	\$321



# Health Benefits Comparison

(Dental)

24

	Uniform Discount	Employee	Employee + 1 (adult)	Employee + 1 (child)	Employee & Children	Employee + 2 or more
Bexar Co.		\$11	\$24	\$24	\$41	\$41
Harris Co.		PPO Dental included w/medical plan				
Dallas Co.		\$17	\$32	\$39	\$39	\$55
Tarrant Co.		\$17	\$32	\$39	\$39	\$55
Travis Co.		\$17	\$35	\$35	\$54	\$72
Collin Co.		\$1	-	-	-	\$12
Denton Co.		\$17	\$32	\$39	\$39	\$55
Fort Bend Co.		\$0	-	-	-	\$29
Bandera Co.		\$5	\$20	\$20	\$20	\$41
Comal Co.		\$13	\$27	\$27	\$46	\$46
Medina Co.		\$0	-	-	\$20	\$20
City of San Antonio	Y	\$0	\$0	\$0	\$0	\$0
City of Austin		\$0	\$29	\$29	\$29	\$29





# Health Benefits Comparison

(Vision)

25

	Uniform Discount	Employee	Employee + 1 (adult)	Employee + 1 (child)	Employee & Children	Employee + 2 or more
Bexar Co.		\$4	\$7	\$7	\$11	\$11
Harris Co.		Vision included w/medical plan				
Dallas Co.		\$3	\$12	\$6	\$6	\$10
Tarrant Co.		\$3	\$12	\$6	\$6	\$10
Travis Co.		\$2	\$4	\$4	\$5	\$6
Collin Co.		Vision included w/medical plan				
Denton Co.		\$3	\$12	\$6	\$6	\$10
Fort Bend Co.		Vision included w/medical plan				
Bandera Co.		\$3	\$6	\$6	\$9	\$9
Comal Co.		\$5	\$8	\$8	\$12	\$12
Medina Co.		\$3	-	-	\$10	\$10
City of San Antonio	Y	\$0	\$0	\$0	\$0	\$0
City of Austin		\$2	\$5	\$5	\$5	\$7



# Basic Term and AD&D Comparison

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	Uniform Discount	Basic Term	ADd&D
Bexar Co.		No cost (one times salary or up to \$350,000)	
Harris Co.		No cost (\$30,000)	
Dallas Co.		No Cost (\$20,000 - \$50,000)	
Tarrant Co.		No Cost (\$20,000 - \$50,000)	
Travis Co.		No Cost (\$50,000)	
Collin Co.		No Cost (\$50,000)	
Denton Co.		No Cost (\$20,000 - \$50,000)	
Fort Bend Co.		No Cost (\$25,000)	
Bandera Co.		No Cost (\$10,000)	
Comal Co.		No Cost (\$45,000)	
Medina Co.		No Cost (\$10,000)	
City of San Antonio		No Cost (One times salary)	
City of Austin		No Cost (One times salary)	
ACCD		No Cost (One times salary)	

\*AD&D is an integrated benefit with Life at Bexar County, it's very unique to Bexar County.



# Retirement Comparison

	Uniform Discount	Matching Dollars	Contribution	Vested	Agency
Bexar Co.		2:1	7%	8 yrs	TCDRS
Harris Co.		2.25:1	7%	8 yrs	TCDRS
Dallas Co.		2:1	7%	10 yrs	TCDRS
Tarrant Co.		2:1	7%	8 yrs	TCDRS
Travis Co.		2.25:1	7%	8 yrs	TCDRS
Collin Co.		2:1	7%	8 yrs	TCDRS
Denton Co.		2:1	7%	8 yrs	TCDRS
Fort Bend Co.		2:1	7%	8 yrs	TCDRS
Bandera Co.		2:1	7%	8 yrs	TCDRS
Comal Co.		2:1	7%	8 yrs	TCDRS
Medina Co.		2:1	7%	8 yrs	TCDRS
City of San Antonio		2:1	6%	5 yrs	TMRS
City of Austin		.1863:1	13%	5 yrs	APRS
ACCD		.068:1	7.7%	5 yrs	TRS