



**Special Called
City Council Meeting
June 21, 2022
5:00 p.m.**

Marcus Vajdos, Mayor
Bo Bothe
Tom Donaho

Allen Carpenter, Mayor Pro Tem
David Dominy
Joy McCormack



Notice is Hereby Given of a Special Called Meeting of the City Council City of Spring Valley Village, Texas, 1025 Campbell Road, Spring Valley Village, Texas, in the Council Chambers, Tuesday, June 21, 2022, beginning at 5:00 p.m., For the Purpose of Considering and Acting upon the Following Items of Business:

In accordance with order of the Office of the Governor issued March 16, 2020, the City Council of Spring Valley Village will conduct the meeting scheduled at 5:00 p.m. on Tuesday, June 21, 2022 in the City Hall Council Chambers, located at 1025 Campbell Road, in part by telephone conference in order to advance the public health goal of limiting face-to-face meetings (also called “social distancing”) to slow the spread of the Coronavirus (COVID-19).

The meeting agenda and agenda packet are posted online at www.springvalleytx.com.

The video link to this meeting is <https://us02web.zoom.us/j/88619023767>

The public toll-free dial-in numbers to participate in the telephonic meeting are 1-346-248-7799 (Houston), 1-253-215-8782 (US), and 1-301-715-8592 (US); enter the Meeting ID: 886 1902 3767 and #.

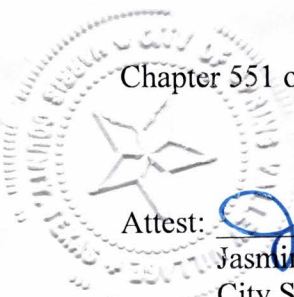
The public will be permitted to offer public comments as provided by the agenda and as permitted by the presiding officer during the meeting.

An audio recording of the meeting will be made, and will be available to the public in accordance with the Open Meetings Act upon written request.

- 1. CALL THE ROLL AND ANNOUNCE A QUORUM IS PRESENT**
- 2. CONSIDERATION AND POSSIBLE ACTION CONCERNING:** Proposed Salary Adjustments For All Employees Based on Updated Salary Study.
- 4. ADJOURNMENT**

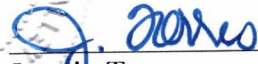
Agenda items may not necessarily be considered in the order that they appear. With regard to any item, Council may take various actions, including but not limited to rescheduling an item in its entirety or for particular action at a future date or time.

I certify that a copy of the June 21, 2022 agenda of items to be considered by City Council was posted on or before the 16th day of June, 2022 at 5:00 p.m. pursuant to the Open Meetings Act,



Chapter 551 of the Texas Government Code.

Attest:



Jasmin Torres
City Secretary

In compliance with the Americans with Disabilities Act, this facility is wheelchair accessible and accessible parking spaces are available. To better serve attendees, requests for accommodations or interpretive services should be made 48 hours prior to this meeting. Please contact the City Secretary's office at 713-465-8308, Fax 713-461-7969, or Email jtorres@springvalleytx.com for further information.

**Spring Valley Village City Council
Agenda Item Data Sheet**

MEETING DATE: June 21, 2022

TOPIC:	Proposed Salary Adjustments For All Employees Based on Updated Salary Study.
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BACKGROUND:	During the May 24, 2022 Budget Policy Assumption Council Workshop, my recommendation was for the Council to schedule a separate Council Workshop to discuss only the issue of salary adjustments. This Salary Workshop was scheduled during the May Workshop Meeting. As you review the information provided with this packet, please keep the following in mind: • The Salary Study Final Report from Gallagher Benefits that was included in the February Council Workshop Packet has been included with this item. • The updated Job Alignment and Salary Ranges for all Employees based on the 50th Percentile was approved by the Council on May 24, 2022. • Salary Survey Results from the other Villages was requested during the February Workshop Meeting, and it is included with this item. Please note that not all of the Villages responded to our request for information (which also happened the last time we did the salary survey), and Memorial Villages Police Department did not respond at all. Very few of the other Villages have the same positions as Spring Valley Village, and the other Villages do not have salary ranges so they only provided actual salaries. • Southwest Consumer Price Index Indicator Reports for December 2021 – May 2022 have been included. The Houston-The Woodlands-Sugar Land MSA is not updated every month. • Pay History Reports by Calendar Year for 2017 through May 2022 have been included. The \$2,000 Inflation Relief Stipend that was authorized by the Council during the May 24, 2022 Workshop Meeting is not reflected in the Pay History Report through May of 2022 because it was on the first paycheck in June. However, it has been paid to all employees, and it is fully funded in the FY 2022 Budget. • The COLA Adjustment Worksheet Provided by Council Member Carpenter and included in the March 22, 2022 Regular Council Meeting Packet has been included for reference, and it is my understanding that this information was intended more for the stipend discussion that occurred in May.
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**Spring Valley Village City Council
Agenda Item Data Sheet**

- Elimination of Use of FY 2021 Excess Revenues for FY 2022 Budgeted Deficit. During the FY 2022 budget development, the City had estimated revenues over expenditures for FY 2021 to be approximately \$396,295 and, during the fiscal year close out (Budget Amendment 2), the City's estimated revenues over expenditures for FY 2021 increased to \$664,136. Once the FY 2021 audit was complete, the final revenues over expenditures increased again to \$745,887.

The City's FY 2022 Adopted General Fund Budget included an anticipated deficit of revenues of approximately \$306,715. After extensive discussion, the City Council made a conscious decision to fund the anticipated deficit in the General Fund with projected excess revenues from FY 2021 instead of sweeping the excess revenues back into the General Fund Fund Balance.

The audited excess revenues of \$745,887 from FY 2021 is approximately 88% higher than originally estimated revenues over expenditures of \$396,295 contained in the FY 2022 Adopted Budget. Additionally to funding the FY 2021 Outstanding Projects that were designated in Fiscal Year 2021 for funding. A list of the FY 2021 Outstanding Projects is provided with this agenda item.

As the Council considers the different Timing Options for implementing the proposed salary adjustments including the Bring-to-Minimum and proposed market adjustments, it is important to consider the "Proposed Funding" table on the right side of the three Implementation Costing Options sheets provided with this agenda item. The implementation costs for each of Timing Options can be fully funded by the audited excess revenues for FY 2021 and still leave considerable excess revenues for FY 2021 available. Additionally, as of May, based on actual revenues and expenditures, City Treasurer Michelle Yi is projecting excess revenues for Fiscal Year 2022 in excess of \$300,000 instead of a deficit of \$306,715 as projected during the FY 2022 budget process. So it is not necessary to use FY 2021 excess revenues over expenditures for this funding.

Looking ahead to FY 2023, the recurring total financial impact of implementing the Bring-to-Minimum and proposed market adjustments would be \$344,732. Over the last 6 years, the City has ended each fiscal year with sizeable excess revenues that have been used to fund different projects or, in

**Spring Valley Village City Council
Agenda Item Data Sheet**

the case of FY 2022, have been built into the budget to cover any deficit that might exist. Here is a breakdown of those figures for the last 6 fiscal years:

Revenue Excess Expenditures

FY 2016	695,261
FY 2017	89,973
FY 2018	1,229,575
FY 2019	628,508
FY 2020*	(249,978)
FY 2021	745,887

FY 2020* Due to COVID

*FY 2021 Including Outstanding Projects

Based on these historical data, and since the City typically budgets very conservatively, it is anticipated that at least a portion (if not all) of the recurring costs would be covered by anticipated FY 2022 excess revenues.

IMPLEMENTATION TIMING OPTIONS FOR CONSIDERATION

There are three timing options for implementing salary adjustments based on the Bring-to-Minimum and market adjustments that I recommend for consideration:

Timing Option 1: Implement salary adjustments and the Bring-to-Minimum Adjustments and market adjustments retroactive to October 1, 2021.

- The 50th percentile of Bring-to-Minimum Adjustments (5 positions) effective retroactively to October 1, 2021 is \$14,709 (including fringe benefits).
- The 50th percentile of the Market Adjustments to bring 24 positions into the new salary ranges based on years of experience in the position effective retroactively to October 1, 2021 is \$344,732 (including fringe benefits).

Please see the Timing Option 1 for Implementation Costing Option Effective Retroactively to October 1, 2021 Based on 50th Percentile Salary Ranges provided with this agenda item for costing and proposed funding for this Timing Option 1.

Timing Option 2: Implement salary adjustments and the Bring-to-Minimum Adjustments and market adjustments beginning on April 1, 2022 (basically mid-year).

**Spring Valley Village City Council
Agenda Item Data Sheet**

- The 50th percentile of Bring-to-Minimum Adjustments (5 positions) effective beginning on April 1, 2022 is \$9,365.00 (including fringe benefits).
- The 50th percentile of the Market Adjustments to bring 24 positions into the new salary ranges based on years of experience in the position effective beginning on April 1, 2022 is \$172,366.00 (including fringe benefits).

Please see the Timing Option 2 for Implementation Costing Option Beginning on April 1, 2022 Based on 50th Percentile Salary Ranges provided with this agenda item for costing and proposed funding for this Timing Option 2.

Timing Option 3: Implement salary adjustments and the Bring-to-Minimum Adjustments and market adjustments beginning on July 1, 2022.

- The 50th percentile of Bring-to-Minimum Adjustments (5 positions) effective beginning on July 1, 2022 is \$3,677.00 (including fringe benefits).
- The 50th percentile of the Market Adjustments to bring 24 positions into the new salary ranges based on years of experience in the position effective beginning on July 1, 2022 is \$87,188.00 (including fringe benefits).

Please see the Timing Option 3 for Implementation Costing Option Beginning on July 1, 2022 Based on 50th Percentile Salary Ranges provided with this agenda item for costing and proposed funding for this Timing Option 3.

RECOMMENDATION:	Staff requests direction from the Council concerning how it wishes to proceed with salary adjustments for all employees based on the updated Salary Survey.
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ATTACHMENTS:	• Copy Salary Study Final Report by Gallagher Benefits that was included in the February 22, 2022 Council Workshop Packet • Proposed Market Analysis Adjustment by Position from Salary Study Final Report by Gallagher Benefits • Southwest Consumer Price Index Indicator Reports for December 2021 – May 2022 • Pay History Reports by Calendar Year for 2017 through May 2022 • 2022 Salary Survey Results from Other Villages
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**Spring Valley Village City Council
Agenda Item Data Sheet**

- COLA Adjustment Worksheet Provided by Council Member Carpenter and included in the March 22, 2022 Regular Council Meeting Packet
- List of Bring to Minimum Positions
- List of Outstanding Projects for FY 2021
- Timing Option 1 for Implementation Costing Option Effective Retroactively to October 1, 2021 Based on 50th Percentile Salary Ranges
- Timing Option 2 for Implementation Costing Option Beginning on April 1, 2022 Based on 50th Percentile Salary Ranges
- Timing Option 3 for Implementation Costing Option Beginning on July 1, 2022 Based on 50th Percentile Salary Ranges

FUNDING ISSUES:

- ☒ Not applicable – no dollars are being spent or received.
- ☐ Full amount already budgeted in Acct/Project# _____
- ☐ Not budgeted, if approved, the following will be included in the next Budget Amendment:
- ☐ \$ _____ from Acct/Project# _____ will be transferred to Acct/Project# _____
- ☐ \$ _____ from unassigned fund balance will be used and added to Acct/Project# _____
- ☐ \$ _____ will be added to Revenue Acct# ____-____ and \$ _____ added to Expenditure Acct/Project# _____

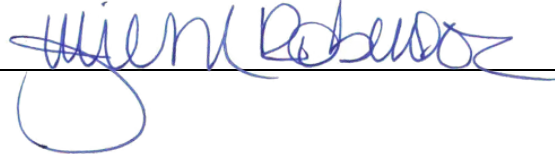
FINANCE VERIFICATION OF FUNDING:



SUBMITTING STAFF MEMBER:

Julie M. Robinson, City Administrator

CITY ADMINISTRATOR APPROVAL:



DIVIDER PAGE

City of Spring Valley Village, TX – Salary Study Final Report

February, 2022

Yolanda Howze, Sr. Consultant

Megan Olson, Consultant



Gallagher

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Study Background

Background

- The City of Spring Valley Village (“City”) contracted with Gallagher Benefit Services, Inc. (“Gallagher”) to conduct a compensation review.
- Purpose of the Study: To update the City’s salary ranges based upon the defined labor market.
- Data Sources
 - Data from Gallagher’s salary database from surveys collected from the Houston market area.
 - Data was mined for select Police positions from the Texas market.
- Data Analysis
 - Quality assurance and outlier reviews conducted.
 - Benchmark Summary comparisons of City benchmarks to survey data.
- Salary Structure Development
 - Salary structure options were developed.
 - Employees were placed into the new salary structure.



Survey Methodology

Benchmark Jobs

Market data was collected for 28 benchmark jobs:

Benchmark Job Titles (28)	
Non-Sworn & Sworn Management Jobs (22)	
CITY ADMINISTRATOR	TELECOMMUNICATIONS SUPERVISOR
CITY TREASURER	TELECOMMUNICATIONS OFFICER
ASSISTANT TREASURER	PUBLIC WORKS DIRECTOR
CITY SECRETARY	PUBLIC WORKS SUPERINTENDENT
ASSISTANT TO CITY ADMIN	PUBLIC WORKS SUPERVISOR
DIRECTOR OF COMMUNITY DEVELOPMENT	CREW LEADER
COURT ADMINISTRATOR	HEAVY EQUIPMENT OPERATOR
COURT CLERK	PLANT OPERATOR
PERMIT TECH	MAINTENANCE WORKER
POLICE ADMIN OPERATIONS MGR	SYSTEM OPERATOR II
POLICE CAPTAIN	
POLICE CHIEF	
Sworn Non-Management Jobs (6)	
POLICE LIEUTENANT	POLICE SERGEANT
POLICE OFFICER	POLICE SERGEANT K-9
POLICE CORPORAL	POLICE SERGEANT DETECTIVE



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Survey Methodology

Survey Data Collection & Validation

Standards

- Gallagher's standards when collecting salary survey data include:
 - In accordance with *WorldatWork* guidelines, Gallagher asks participants to follow standard compensation guidelines of matching to an 80% threshold based upon the duties and functions outlined for each benchmark.
 - Follows the U.S. Department of Justice and Federal Trade Commission guidelines that state 5 job matches should exist per job in order to conduct statistical analyses or for drawing conclusions.

Market Comparisons

- Gallagher combined data across comparator markets from various Gallagher surveys. The scope of the project did not include having Gallagher conduct a custom survey, but rather to use data from other Gallagher surveys.



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Survey Methodology

Survey Data Collection & Validation

Aging Salary Data

- Gallagher aged all salary data from the various sources to a common effective date of September 1, 2021 using the WorlDatWork prevailing market trend of 2% for salary ranges.

Adjusting Salary Data

- Geographic differentials were applied to the survey salary data to ensure that the data were reflective of the City's labor market and economic conditions.

Outlier Analysis

- Gallagher's professional practice was followed of reviewing the raw salary data for outliers.

Data Statistics

- Survey data for each benchmark job was combined to calculate the average of the 25th percentile, 50th percentile (median), and 75th percentile for actual salaries and ranges (min-mid-max).



Survey Methodology

Survey Data Collection & Validation

Acceptable Variances

- The following guidelines when determining the competitive nature of current compensation:
 - $\pm 5\%$ = Highly Competitive
 - $\pm 10\%$ = Competitive
 - $\pm 10-15\%$ = Possible misalignment with market
 - $>15\%$ = Misalignment with market
- Some of benchmark that have more than a 15% variance from the market may not necessarily be misaligned. Factors that impact actual salaries and that may explain differences include:
 - Performance
 - Turnover
 - Longevity



Survey Methodology

Comparator Organizations

- Data was accessed from Gallagher's existing survey data from 24 comparators located in the Houston market area.
- Gallagher data mined salary data for select Police positions across nine organizations.

Comparators from Gallagher's Survey Database (24)

City of Allen	City of Lake Jackson
City of Angleton	City of Longview
City of Bay City	City of Missouri City
City of Baytown	City of Pearland
City of Clute	City of Richmond
City of College Station	City of Rosenberg
City of Conroe	City of Seabrook
City of Deer Park	City of Stafford
City of Freeport	City of Texas City
City of Friendswood	City of Webster
City of Galveston	City of West University Place
City of Katy	The Woodlands Township

Data Mined Comparators for Police (9)

Memorial Villages PD	City of Austin
City of Arlington	City of Flower Mound
City of Houston	City of League City
City of Dallas	City of San Antonio
Department of Public Safety	

Data Mined Comparator Data Not Available (1)

Harris County Sheriff's Office



Salary Data Comparisons

Market Alignment Summary for Non-Sworn & Sworn Management

- The table below displays the market 50th percentile of actual salaries by position.

Benchmark Title	Market 50 th Actual Salaries
CITY ADMINISTRATOR	\$201,041
CITY TREASURER	\$131,226
ASSISTANT TREASURER	\$111,107
CITY SECRETARY	\$109,008
ASSISTANT TO CITY ADMIN	N/A
DIR.OF COMMUNITY DEVELOP	\$159,215
COURT ADMINISTRATOR	\$75,979
PERMIT TECH	\$38,711
POLICE CHIEF	\$148,689
POLICE CAPTAIN	\$112,647
POLICE ADMIN OPERATIONS MGR	N/A

Benchmark Title	Market 50 th Actual Salaries
TELECOMMUNICATIONS OFFICER	\$45,136
PUBLIC WORKS DIRECTOR	\$121,008
PUBLIC WORKS SUPERINTENDENT	\$73,229
PUBLIC WORKS SUPERVISOR	N/A
CREW LEADER	\$49,152
HEAVY EQUIPMENT OPERATOR	\$39,735
PLANT OPERATOR	\$43,115
MAINTENANCE WORKER	\$35,816
COURT CLERK	\$37,549
SYSTEM OPERATOR II	\$44,430
TELECOMMUNICATIONS SUPERVISOR	\$57,648



Salary Data Comparisons

Market Alignment Summary for Sworn Non-Management

- The table below displays the market 50th percentile of range maximums by position.

Benchmark Title	Market 50 th Range Maximums
POLICE OFFICER	\$80,017
POLICE CORPORAL	\$85,128
POLICE SERGEANT	\$97,779
POLICE SERGEANT K-9*	\$97,779
POLICE SERGEANT DETECTIVE*	\$97,779
POLICE LIEUTENANT	\$114,030

*Per the Direction of City's project team, if no matches for Sergeant K9, use the data for the Sergeant. Also, if a detective is a higher rate, capture detective pay; if not at a higher rate, use Sergeant.



Pay Range Comparisons

Pay Range Design for Non-Sworn & Sworn Management

- The City's jobs are assigned to grades below according to similarities in the market actual salaries.
- The 50th percentile of the market actual salaries was used as the basis for establishing salary range midpoints.
- The parameters below were used to build the Non-Sworn & Sworn Management salary ranges and are the same as the existing spreads and differentials except that the differential for grade 19 was adjusted to ensure closer alignment with the market data.

Grades	Range Spread	Midpoint Differential
Grades 1 - 2	40%	14.9%
Grades 3 - 6	40%	12.0%
Grades 7 - 10	50%	10.0%
Grades 11 - 15	60%	8.0%
Grades 16 - 18	70%	8.0%
Grade 19	70%	25.0%

DEFINITIONS:

Range Spread = Distance between the minimum and maximum of a pay range.

Midpoint Differential = Difference between the midpoints of adjacent grades.

Pay Range Comparisons

Pay Range Design for Sworn Non-Management

- The City's sworn non-management jobs are assigned to grades according to similarities of jobs by title/duty.
- The 50th percentile of market range maximums was used to establish the salary range maximums.
- The parameters below were used to build the Sworn Non-Management salary ranges and are the same as the existing spreads.
- Grade P1.5 is a new recommended grade.

Grade – Job Title	Range Spread	Midpoint Differential
P1 - POLICE OFFICER	50%	N/A
P1.5 - POLICE CORPORAL	50%	12.0%
P2 - POLICE SERGEANT	40%	12.2%
P2 - POLICE SERGEANT K-9	40%	
P2 - POLICE SERGEANT DETECTIVE	40%	
P3 - POLICE LIEUTENANT	40%	11.1%

DEFINITIONS:

Range Spread = Distance between the minimum and maximum of a pay range.

Midpoint Differential = Difference between the midpoints of adjacent grades.



Proposed Salary Structure

Non-Sworn & Sworn Management

- Proposed salary structure based upon the lowest actual market 50th data point from the benchmarks as the anchor.

Grade	Proposed Ranges			Market Comparison		Range Spread	Midpoint Differential Spread
	Range Minimum	Range Midpoint	Range Maximum	Market 50 th Actual Salaries	Market vs. Midpoint		
1	\$25,966	\$31,159	\$36,352	N/A	N/A	40%	N/A
2	\$29,846	\$35,816	\$41,785	\$35,816	0.0%	40%	14.9%
3	\$33,427	\$40,113	\$46,798	N/A	N/A	40%	12.0%
4	\$37,439	\$44,927	\$52,414	\$41,523	-7.6%	40%	12.0%
5	\$41,931	\$50,317	\$58,704	\$40,926	-18.7%	40%	12.0%
6	\$46,963	\$56,356	\$65,748	\$44,430	-21.2%	40%	12.0%
7	\$49,593	\$61,991	\$74,389	\$59,631	-3.8%	50%	10.0%
8	\$54,553	\$68,191	\$81,829	N/A	N/A	50%	10.0%
9	\$60,008	\$75,010	\$90,011	N/A	N/A	50%	10.0%
10	\$66,008	\$82,510	\$99,013	N/A	N/A	50%	10.0%
11	\$68,547	\$89,111	\$109,675	\$73,229	-17.8%	60%	8.0%
12	\$74,031	\$96,241	\$118,450	\$109,988	14.3%	60%	8.0%
13	\$79,955	\$103,941	\$127,927	N/A	N/A	60%	8.0%
14	\$86,350	\$112,255	\$138,160	N/A	N/A	60%	8.0%
15	\$93,257	\$121,235	\$149,212	\$112,647	-7.1%	60%	8.0%
16	\$96,989	\$130,934	\$164,880	\$135,440	3.4%	70%	8.0%
17	\$104,747	\$141,408	\$178,069	\$148,689	5.1%	70%	8.0%
18	\$113,126	\$152,721	\$192,316	N/A	N/A	70%	8.0%
19	\$141,409	\$190,902	\$240,396	\$201,041	5.3%	70%	25.0%



Proposed Salary Structure

Sworn Non-Management

- Proposed salary structure based upon the lowest actual market 50th data point from the benchmarks as the anchor.

Grade	Proposed Ranges			Market Comparison		Range Spread	Midpoint Differential Spread
	Range Minimum	Range Midpoint	Range Maximum	Market 50 th Range Maximum	Market 50 th Range Max vs. Range Maximum		
P1*	\$56,011	\$70,014	\$84,018	\$80,017	-4.76%	50%	N/A
P1.5*	\$62,733	\$78,416	\$94,100	\$85,128	-9.53%	50%	12.0%
P2*	\$73,334	\$88,001	\$102,668	\$97,779	-4.76%	40%	12.2%
P3	\$81,449	\$97,739	\$114,030	\$114,030	0.00%	40%	11.1%

*P1, P2, and the new proposed P1.5 ranges reflect 2,184 annual hours worked, as incumbents work a 2,184 annual schedule. This is 5% higher than a standard 2,080 hour annual schedule.

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Proposed Job Alignment

Non-Sworn & Sworn Management

Grade	Job Title	Range Minimum	Range Midpoint	Range Maximum
1		\$25,966	\$31,159	\$36,352
2	MAINTENANCE WORKER	\$29,846	\$35,816	\$41,785
3		\$33,427	\$40,113	\$46,798
4	HEAVY EQUIPMENT OPERATOR PLANT OPERATOR	\$37,439	\$44,927	\$52,414
5	ADMINISTRATIVE SERVICES COORDINATOR CREW LEADER MUNICIPAL COURT CLERK II PERMIT TECHNICIAN TELECOMMUNICATIONS OPERATOR	\$41,931	\$50,317	\$58,704
6	SYSTEM OPERATOR II COURT ADMINISTRATOR	\$46,963	\$56,356	\$65,748
7	PUBLIC WORKS SUPERVISOR TELECOMMUNICATIONS SUPERVISOR	\$49,593	\$61,991	\$74,389
8		\$54,553	\$68,191	\$81,829
9	ASSISTANT TO THE CITY ADMINISTRATOR	\$60,008	\$75,010	\$90,011
10		\$66,008	\$82,510	\$99,013
11	PUBLIC WORKS SUPERINTENDENT	\$68,547	\$89,111	\$109,675
12	ASSISTANT TREASURER CITY SECRETARY POLICE ADMIN OPERATIONS MGR	\$74,031	\$96,241	\$118,450
13		\$79,955	\$103,941	\$127,927
14		\$86,350	\$112,255	\$138,160
15	POLICE CAPTAIN CITY TREASURER	\$93,257	\$121,235	\$149,212
16	DIRECTOR OF COMMUNITY DEVELOP PUBLIC WORKS DIRECTOR	\$96,989	\$130,934	\$164,880
17	POLICE CHIEF	\$104,747	\$141,408	\$178,069
18		\$113,126	\$152,721	\$192,316
19	CITY ADMINISTRATOR	\$141,409	\$190,902	\$240,396



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Proposed Job Alignment

Sworn Non-Management

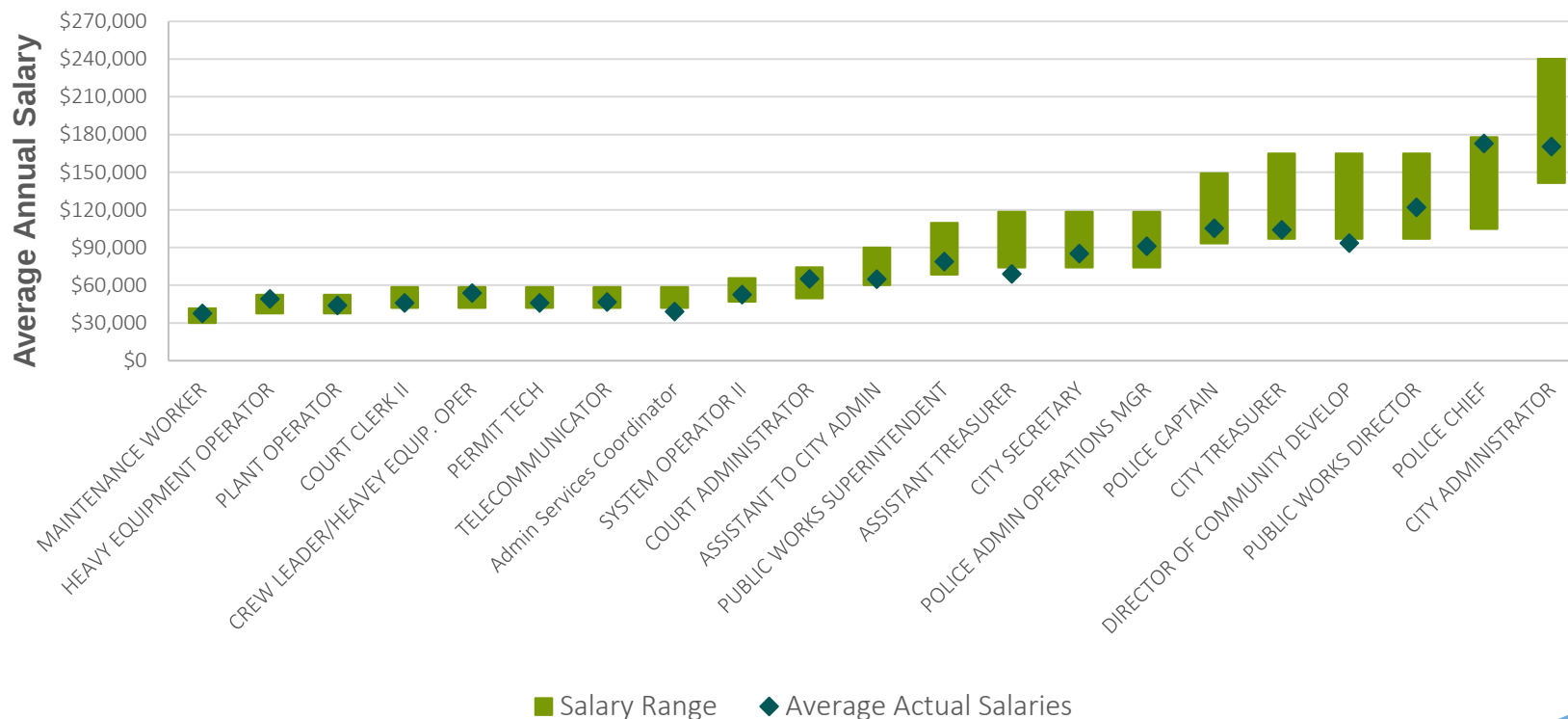
Grade	Job Title	Range Minimum	Range Midpoint	Range Maximum
P1	POLICE OFFICER	\$56,011	\$70,014	\$84,018
P1.5	POLICE CORPORAL	\$62,733	\$78,416	\$94,100
P2	POLICE SERGEANT POLICE SERGEANT K-9 POLICE SERGEANT DETECTIVE	\$73,334	\$88,001	\$102,668
P3	POLICE LIEUTENANT	\$81,449	\$97,739	\$114,030



Proposed Job Alignment

Internal Alignment for Non-Sworn & Sworn Management

Proposed Ranges vs. Current City Average Salaries





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Proposed Job Alignment

Internal Alignment for Sworn Non-Management

Proposed Ranges vs. Current City Average Salaries





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Implementation Recommendations

Recommended Next Steps

- Determine if positions are appropriately aligned for internal equity.
- Adopt proposed salary ranges to ensure competitiveness with local market.
- Determine best approach to adjust employee pay rates within proposed ranges.

DIVIDER PAGE

PROPOSED MARKET ADJUSTMENT ANALYSIS

New midpoints based upon lowest actual market 50th actual salaries													
Employee's Job Title	Department	Years of Exp in job title	Employee's Annual Rate (Base)	Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Annual Bring to Min	Range Penetration	Proposed TIP Placement	Proposed TIP Salary	Bring to TIP	Range Penetration
CITY SECRETARY	Administration	6.11	\$ 87,192.94	12	\$74,031	\$96,241	\$118,450	N/A	30%	7	\$96,241	\$9,048	50%
ASSISTANT TO CITY ADMIN	Administration	1.00	\$ 62,000.00	9	\$60,008	\$75,010	\$90,011	N/A	7%	2	\$63,758	\$1,758	13%
DIRECTOR OF COMMUNITY DEVELOP	Administration	7.10	\$ 95,786.23	16	\$96,989	\$130,934	\$164,880	\$1,202	0%	8	\$133,197	\$37,411	53%
ASSISTANT TREASURER	Administration	8.00	\$ 70,635.03	12	\$74,031	\$96,241	\$118,450	\$3,396	0%	9	\$99,202	\$28,567	57%
CITY ADMINISTRATOR	Administration	18.00	\$ 174,610.80	19	\$141,409	\$190,902	\$240,396	N/A	34%	19	\$230,497	\$55,886	90%
PERMIT TECH	Administration	2.40	\$ 46,904.00	5	\$41,931	\$50,317	\$58,704	N/A	30%	3	\$46,124	\$0	30%
CITY TREASURER	Administration	9.30	\$ 106,752.17	16	\$96,989	\$130,934	\$164,880	N/A	14%	10	\$137,723	\$30,971	60%
Admin Services Coordinator	Administration	0.00	\$ 39,975.00	5	\$41,931	\$50,317	\$58,704	\$1,956	0%	1	\$41,931	\$1,956	0%
COURT CLERK II	Municipal Court	2.80	\$ 46,904.00	5	\$41,931	\$50,317	\$58,704	N/A	30%	4	\$48,221	\$1,317	38%
COURT ADMINISTRATOR	Municipal Court	0.50	\$ 66,625.00	7	\$49,593	\$61,991	\$74,389	N/A	69%	2	\$52,692	\$0	69%
POLICE SERGEANT	Police Department	0.10	82,271.28	P2	\$73,334	\$88,001	\$102,668	N/A	30%	1	\$73,334	\$0	30%
POLICE CORPORAL	Police Department	0.20	73,797.36	P1.5	\$62,733	\$78,416	\$94,100	N/A	35%	1	\$62,733	\$0	35%
TELECOMMUNICATOR	Police Department	0.30	46,904.00	5	\$41,931	\$50,317	\$58,704	N/A	30%	1	\$41,931	\$0	30%
POLICE CHIEF	Police Department	5.00	172,827.20	17	\$104,747	\$141,408	\$178,069	N/A	93%	6	\$135,298	\$0	93%
POLICE OFFICER	Police Department	19.60	71,744.40	P1	\$56,011	\$70,014	\$84,018	N/A	56%	21	\$84,018	\$12,273	100%
POLICE CAPTAIN	Police Department	0.80	105,352.00	15	\$93,257	\$121,235	\$149,212	N/A	22%	2	\$97,920	\$0	22%
TELECOMMUNICATOR	Police Department	0.20	46,904.00	5	\$41,931	\$50,317	\$58,704	N/A	30%	1	\$41,931	\$0	30%
POLICE OFFICER	Police Department	15.00	68,664.96	P1	\$56,011	\$70,014	\$84,018	N/A	45%	16	\$84,018	\$15,353	100%
POLICE ADMIN OPERATIONS MGR	Police Department	2.10	91,104.00	12	\$74,031	\$96,241	\$118,450	N/A	38%	3	\$81,434	\$0	38%
POLICE OFFICER	Police Department	8.00	63,510.72	P1	\$56,011	\$70,014	\$84,018	N/A	27%	9	\$75,107	\$11,596	68%
POLICE CORPORAL	Police Department	0.20	73,797.36	P1.5	\$62,733	\$78,416	\$94,100	N/A	35%	1	\$62,733	\$0	35%
POLICE SERGEANT	Police Department	0.20	82,271.28	P2	\$73,334	\$88,001	\$102,668	N/A	30%	1	\$73,334	\$0	30%
POLICE SERGEANT DETECTIVE	Police Department	4.00	84,240.00	P2	\$73,334	\$88,001	\$102,668	N/A	37%	5	\$88,001	\$3,761	50%
POLICE OFFICER	Police Department	25.30	77,728.56	P1	\$56,011	\$70,014	\$84,018	N/A	78%	22	\$84,018	\$6,289	100%
TELECOMMUNICATOR	Police Department	3.60	47,299.20	5	\$41,931	\$50,317	\$58,704	N/A	32%	5	\$50,317	\$3,018	50%
POLICE SERGEANT	Police Department	3.30	82,642.56	P2	\$73,334	\$88,001	\$102,668	N/A	32%	4	\$84,334	\$1,692	38%
TELECOMMUNICATOR	Police Department	1.10	45,552.00	5	\$41,931	\$50,317	\$58,704	N/A	22%	2	\$44,028	\$0	22%
POLICE OFFICER	Police Department	18.00	75,872.16	P1	\$56,011	\$70,014	\$84,018	N/A	71%	19	\$84,018	\$8,145	100%
POLICE OFFICER	Police Department	12.60	71,394.96	P1	\$56,011	\$70,014	\$84,018	N/A	55%	14	\$81,472	\$10,077	91%
POLICE CAPTAIN	Police Department	5.00	105,352.00	15	\$93,257	\$121,235	\$149,212	N/A	22%	6	\$116,572	\$11,220	42%
POLICE SERGEANT DETECTIVE	Police Department	17.50	84,240.00	P2	\$73,334	\$88,001	\$102,668	N/A	37%	19	\$102,668	\$18,428	100%
POLICE SERGEANT	Police Department	4.70	87,906.68	P2	\$73,334	\$88,001	\$102,668	N/A	50%	6	\$89,334	\$1,428	55%
POLICE OFFICER	Police Department	4.10	53,005.68	P1	\$56,011	\$70,014	\$84,018	\$3,006	0%	5	\$70,014	\$17,009	50%
CREW LEADER/HEAVEY EQUIP. OPER	Public Works	29.80	\$ 55,154.84	5	\$41,931	\$50,317	\$58,704	N/A	79%	22	\$58,704	\$3,549	100%
MAINTENANCE WORKER	Public Works	24.00	\$ 38,567.88	2	\$29,846	\$35,816	\$41,785	N/A	73%	22	\$41,785	\$3,218	100%
HEAVY EQUIPMENT OPERATOR	Public Works	25.50	\$ 50,272.56	4	\$37,439	\$44,927	\$52,414	N/A	86%	22	\$52,414	\$2,141	100%
PUBLIC WORKS DIRECTOR	Public Works	8.00	\$ 125,050.00	16	\$96,989	\$130,934	\$164,880	N/A	41%	9	\$135,460	\$10,410	57%
SYSTEM OPERATOR II	Public Works	10.20	\$ 53,811.68	6	\$46,963	\$56,356	\$65,748	N/A	36%	11	\$61,479	\$7,667	77%
PUBLIC WORKS SUPERINTENDENT	Public Works	0.00	\$ 80,733.10	11	\$68,547	\$89,111	\$109,675	N/A	30%	1	\$68,547	\$0	30%
PLANT OPERATOR SUPERVISOR	Public Works	0.00	50,000.00	7	\$49,593	\$61,991	\$74,389	N/A	2%	1	\$49,593	\$0	2%

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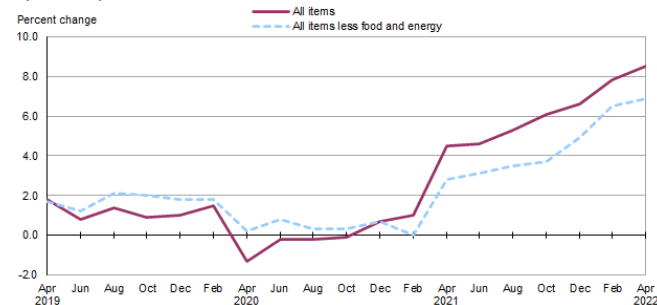
Consumer Price Index, Houston-The Woodlands-Sugar Land – April 2022

Area prices rose 2.4 percent in March and April, up 8.5 percent over the year

Prices in the Houston-The Woodlands-Sugar Land area, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), advanced 2.4 percent for the two months ending in April 2022, the U.S. Bureau of Labor Statistics reported today. Regional Commissioner Michael Hirniak noted that this was the largest bi-monthly change in the all items index since June 2008. The food index increased 2.8 percent, and the energy index rose 10.3 percent in March and April. The all items less food and energy index rose 1.5 percent over the past two months, mainly due to increasing prices for owners' equivalent rent of residences and recreation. (Data in this report are not seasonally adjusted. Accordingly, bi-monthly changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U rose 8.5 percent, the largest percent increase since December 1981. The index for all items less food and energy increased 6.9 percent over the year. Energy prices jumped 25.3 percent, largely the result of an increase in the price of gasoline, while food prices advanced 8.7 percent. (See [chart 1](#) and [table 1](#).)

Chart 1. Over-the-year percent change in CPI-U, Houston-The Woodlands-Sugar Land, TX, April 2019–April 2022



Source: U.S. Bureau of Labor Statistics.

[View Chart Data](#)

Food

Food prices rose 2.8 percent for the two months ending in April, the largest bi-monthly rise in the index since February 1990. The index for food at home (grocery store prices) advanced 3.5 percent. Prices for food away from home (restaurant, cafeteria, and vending purchases) rose 2.1 percent for the same period.

Over the year, food prices advanced 8.7 percent, the largest increase in the index since August 1981. Prices for food at home increased 9.8 percent since a year ago, mainly due to an increase in prices for meats, poultry, fish, and eggs. Prices for food away from home increased 7.5 percent over the same period.

Energy

The energy index rose 10.3 percent for the two months ending in April. The increase was mainly due to a jump in prices for gasoline (+21.6 percent), but natural gas service (+2.0 percent) also contributed. Partially offsetting the increase, the index for electricity decreased 4.3 percent over the same period.

From April 2021 to April 2022, energy prices jumped 25.3 percent, largely due to higher prices for gasoline (+45.1 percent), but all energy components contributed to the rise. Prices paid for natural gas service jumped 23.7 percent, while prices for electricity inched up 0.3 percent during the past year.

All items less food and energy

The index for all items less food and energy rose 1.5 percent in March and April. Higher prices for owners' equivalent rent of residences (+1.3 percent), recreation (+3.4 percent), and household furnishings and operations (+1.8 percent) were among the largest contributors to the rise. These increases were partially offset by lower prices for used cars and trucks (-1.8 percent) and apparel (-2.2 percent).

Over the year, the index for all items less food and energy increased 6.9 percent, the largest 12-month rise since data for this series was published beginning in 1982. Components most contributing to the increase included new and used motor vehicles (+13.1 percent), owners' equivalent rent of residences (+4.2 percent), household furnishings and operations (+15.8 percent), and recreation (+12.4 percent).

The June 2022 Consumer Price Index for the Houston-The Woodlands-Sugar Land area is scheduled to be released on July 13, 2022.

Technical Note

The Consumer Price Index (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Bureau of Labor Statistics publishes CPIs for two population groups: (1) a CPI for All Urban Consumers (CPI-U) which covers approximately 93 percent of the total U.S. population and (2) a CPI for Urban Wage Earners and Clerical Workers (CPI-W) which covers approximately 29 percent of the total U.S. population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. Each month, prices are collected in 75 urban areas across the country from about 6,000 housing units and approximately 22,000 retail establishments—department stores, supermarkets, hospitals, filling stations, and other types of stores and service establishments. All taxes directly associated with the purchase and use of items are included in the index.

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Related Links

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The index measures price changes from a designated reference date; for most of the CPI-U the reference base is 1982-84 equals 100. An increase of 7 percent from the reference base, for example, is shown as 107.000. Alternatively, that relationship can also be expressed as the price of a base period market basket of goods and services rising from \$100 to \$107. For further details see the CPI home page on the internet at www.bls.gov/cpi and the CPI section of the BLS Handbook of Methods available on the internet at www.bls.gov/opub/hom/cpi/.

In calculating the index, price changes for the various items in each location are averaged together with weights that represent their importance in the spending of the appropriate population group. Local data are then combined to obtain a U.S. city average. Because the sample size of a local area is smaller, the local area index is subject to substantially more sampling and other measurement error than the national index. In addition, local indexes are not adjusted for seasonal influences. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. NOTE: **Area indexes do not measure differences in the level of prices between cities; they only measure the average change in prices for each area since the base period.**

The **Houston-The Woodlands-Sugar Land, Texas, Core Based Statistical Area** includes the counties of Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, and Waller.

Information in this release will be made available to individuals with sensory impairments upon request. Voice phone: (202) 691-5200; Telecommunications Relay Service: 7-1-1.

Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods, Houston-The Woodlands-Sugar Land, TX, April 2022 (1982-84=100 unless otherwise noted)

Item and Group	Indexes			Percent change from -		
	Feb. 2022	Mar. 2022	Apr. 2022	Apr. 2021	Feb. 2022	Mar. 2022
All items	250.563	-	256.668	8.5	2.4	-
All items (1967 = 100)	803.646	-	823.227			
Food and beverages	259.063	-	265.970	8.0	2.7	-
Food	260.328	-	267.654	8.7	2.8	-
Food at home	249.518	256.222	258.372	9.8	3.5	0.8
Cereals and bakery products	301.022	-	297.324	6.6	-1.2	-
Meats, poultry, fish, and eggs	285.908	-	296.508	17.8	3.7	-
Dairy and related products	190.817	-	205.870	3.6	7.9	-
Fruits and vegetables	303.128	-	312.896	3.9	3.2	-
Nonalcoholic beverages and beverage materials ⁽¹⁾	303.770	-	315.191	12.7	3.8	-
Other food at home	215.947	-	225.435	9.4	4.4	-
Food away from home	266.680	-	272.205	7.5	2.1	-
Alcoholic beverages	230.034	-	230.648	-0.7	0.3	-
Housing	242.619	-	244.726	5.5	0.9	-
Shelter	282.714	285.111	286.094	4.3	1.2	0.3
Rent of primary residence	280.079	282.623	284.275	5.1	1.5	0.6
Owners' equivalent rent of residences ⁽²⁾	263.303	265.208	266.687	4.2	1.3	0.6
Owners' equivalent rent of primary residence ⁽²⁾	263.303	265.208	266.687	4.2	1.3	0.6
Fuels and utilities	208.668	-	204.275	3.8	-2.1	-
Household energy	183.555	176.640	177.931	4.4	-3.1	0.7
Energy services	180.083	172.967	174.248	3.8	-3.2	0.7
Electricity	178.178	169.721	170.519	0.3	-4.3	0.5
Utility (piped) gas service	171.889	171.891	175.368	23.7	2.0	2.0
Household furnishings and operations	158.674	-	161.497	15.8	1.8	-
Apparel	182.792	-	178.859	6.6	-2.2	-
Transportation	219.206	-	236.608	22.1	7.9	-
Private transportation	223.324	-	235.566	21.4	5.5	-
New and used motor vehicles ⁽³⁾	107.642	-	107.032	13.1	-0.6	-
New vehicles ⁽¹⁾	186.593	-	188.091	9.2	0.8	-
Used cars and trucks ⁽¹⁾	344.913	-	338.558	23.1	-1.8	-
Motor fuel	275.986	340.652	336.999	45.7	22.1	-1.1
Gasoline (all types)	276.110	340.659	335.869	45.1	21.6	-1.4
Gasoline, unleaded regular ⁽⁴⁾	279.856	346.233	340.990	45.7	21.8	-1.5
Gasoline, unleaded midgrade ⁽⁴⁾⁽⁵⁾	296.408	361.920	359.772	42.3	21.4	-0.6
Gasoline, unleaded premium ⁽⁴⁾	297.238	358.611	356.515	40.7	19.9	-0.6
Medical care	539.737	-	543.443	1.0	0.7	-

(1) Indexes on an April 1978=100 base.

(2) Indexes on a December 1982=100 base.

(3) Indexes on a December 1997=100 base.

(4) Special index based on a substantially smaller sample.

(5) Index on a December 1993=100.

- Data not available.

Item and Group	Indexes			Percent change from -		
	Feb. 2022	Mar. 2022	Apr. 2022	Apr. 2021	Feb. 2022	Mar. 2022
Recreation ⁽³⁾	123.037	-	127.266	12.4	3.4	-
Education and communication ⁽³⁾	123.450	-	123.816	1.4	0.3	-
Tuition, other school fees, and childcare ⁽¹⁾	1,297.226	-	1,287.734	1.5	-0.7	-
Other goods and services	440.348	-	440.354	3.9	0.0	-
Commodity and service group						
Commodities	198.109	-	205.111	13.1	3.5	-
Commodities less food and beverages	167.905	-	174.698	16.0	4.0	-
Nondurables less food and beverages	215.831	-	232.789	18.7	7.9	-
Durables	119.803	-	120.059	12.8	0.2	-
Services	304.361	-	309.687	5.7	1.7	-
Special aggregate indexes						
All items less shelter	238.726	-	245.935	10.5	3.0	-
All items less medical care	236.570	-	242.694	9.2	2.6	-
Commodities less food	170.198	-	176.870	15.3	3.9	-
Nondurables	237.553	-	249.556	12.8	5.1	-
Nondurables less food	216.246	-	232.187	17.2	7.4	-
Services less rent of shelter ⁽²⁾	325.078	-	332.627	7.1	2.3	-
Services less medical care services	279.902	-	285.114	6.2	1.9	-
Energy	224.571	248.567	247.728	25.3	10.3	-0.3
All items less energy	256.818	-	261.263	7.1	1.7	-
All items less food and energy	256.089	-	260.045	6.9	1.5	-
(1) Indexes on an April 1978=100 base. (2) Indexes on a December 1982=100 base. (3) Indexes on a December 1997=100 base. (4) Special index based on a substantially smaller sample. (5) Index on a December 1993=100.						
- Data not available.						

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Southwest Consumer Price Index Indicators

CPI for All Urban Consumers (CPI-U): U.S. City Average, Dallas-Fort Worth-Arlington, and Houston-The Woodlands-Sugar Land, December 2021
(1982-84=100 unless otherwise noted)

Item and group	U.S. City Average				Dallas-Fort Worth-Arlington				Houston-The Woodlands-Sugar Land			
	Index	Percent change			Index	Percent change			Index	Percent change		
	Dec. 2021	12-month	1-month	2-month	Dec. 2021	12-month	1-month	2-month	Dec. 2021	12-month	1-month	2-month
All items	278.802	7.0	0.3	0.8					245.509	6.6		0.7
Food and beverages	285.556	6.0	0.5	0.9					253.796	4.9		0.7
Food	286.966	6.3	0.5	1.0					254.948	5.2		0.7
Food at home	267.555	6.5	0.4	0.8	232.792	9.0	1.1	1.8	242.059	6.3	-1.0	-0.3
Cereals and bakery products	297.279	4.8	0.5	0.9					268.674	-0.5		-6.7
Meats, poultry, fish, and eggs	297.604	12.5	-0.5	0.1					279.564	12.7		0.4
Dairy and related products	235.442	1.6	1.0	1.0					202.257	5.2		1.3
Fruits and vegetables	321.931	5.0	1.1	1.1					292.947	5.5		0.7
Nonalcoholic beverages and beverage materials ⁽¹⁾	186.723	5.2	0.9	0.2					295.534	8.8		3.6
Other food at home	230.809	5.6	0.5	1.4					209.984	3.4		-0.8
Food away from home	317.372	6.0	0.6	1.2					263.656	4.2		1.7
Alcoholic beverages	265.410	2.3	0.2	0.3					226.606	1.1		1.7
Housing	287.511	5.1	0.4	0.8					240.485	3.7		0.7
Shelter	341.241	4.1	0.4	0.8	284.089	5.2	0.8	0.8	278.716	1.9	0.4	0.9
Rent of primary residence	355.931	3.3	0.4	0.9	304.618	4.5	0.6	1.1	275.028	1.7	0.5	0.8
Owners' equivalent rent of residences ⁽²⁾	350.508	3.8	0.4	0.9	307.270	5.0	0.5	1.2	261.456	1.9	0.4	0.8
Owners' equivalent rent of primary residence ⁽²⁾	350.511	3.8	0.4	0.9	307.270	5.0	0.5	1.2	261.456	1.9	0.4	0.8
Fuels and utilities	270.831	9.5	0.1	0.1					212.970	7.3		-2.3
Household energy	225.435	11.6	0.1	0.0	262.882	17.9	0.7	0.5	188.109	9.3	-0.2	-3.5
Energy Services	228.199	10.4	0.1	-0.1	258.873	17.8	0.7	0.4	184.856	8.9	-0.2	-3.6
Electricity	227.974	6.3	0.2	-0.7	240.120	18.0	0.6	0.2	187.521	7.9	-0.3	-4.2
Utility (piped) gas service	224.366	24.1	0.1	1.7	288.880	17.0	1.4	1.5	154.283	16.4	0.0	0.0
Household furnishings & operations	136.787	7.4	1.1	1.5					157.893	12.3		2.3
Apparel	121.068	5.8	-1.1	-2.6					176.240	7.9		-0.2
Transportation	246.499	21.1	0.4	2.3					207.769	20.6		0.7
Private transportation	246.999	22.6	0.5	2.3					212.969	23.2		1.1
New and used motor vehicles ⁽³⁾	124.853	20.9	2.0	3.9					106.096	19.7		1.8
New vehicles ⁽¹⁾	166.653	11.8	1.3	2.5					185.424	12.4		0.2
Used cars and trucks ⁽¹⁾	207.164	37.3	3.5	6.1					336.726	36.3		6.0
Motor fuel	291.510	49.5	-2.1	0.6	277.101	53.8	-3.9	-0.6	256.081	58.9	-3.9	-0.3
Gasoline (all types)	290.185	49.6	-2.2	0.6	275.321	53.8	-3.9	-0.6	255.971	58.9	-3.9	-0.4
Motor vehicle insurance ⁽¹⁾	567.875	4.1	-0.1	0.6					665.617	1.5		0.9
Medical care	530.026	2.2	0.2	0.5					534.973	0.3		0.4
Recreation ⁽³⁾	126.695	3.3	-0.2	-0.5					117.911	7.0		1.7
Education and communication ⁽³⁾	143.844	1.6	0.0	-0.1					124.344	3.6		0.1
Tuition, other school fees, and childcare ⁽¹⁾	798.837	2.1	-0.1	0.0					1295.012	2.9		0.0
Other goods and services	487.131	4.5	0.5	0.7					433.287	4.1		1.6
SPECIAL INDEXES (CPI-U)												
Energy	256.207	29.3	-1.1	0.3	270.973	33.7	-1.7	-0.1	218.575	30.5	-2.2	-1.8
All items less shelter	257.431	8.5	0.3	0.8					233.233	8.9		0.6
All items less food and energy	283.908	5.5	0.4	0.8					251.120	4.9		1.0
All items (1967 = 100)	835.168								787.435			
CPI FOR URBAN WAGE EARNERS AND CLERICAL WORKERS (CPI-W)												
All items	273.925	7.8	0.3	0.9					241.517	7.5		0.7
All items (1967 = 100)	815.937								770.816			

(1) Dallas indexes on a February 1978=100 base. Houston indexes on an April 1978=100 base.

(2) Indexes on a December 1982=100 base.

(3) Indexes on a December 1997=100 base.

Note: The CPI measures changes in prices of all goods and services purchased for consumption by urban households. The indexes for food at home, energy, and shelter are compiled monthly for the Dallas and Houston areas. Full surveys, which produce the All Items Indexes and major components, are compiled every two months. These full surveys are published for the odd-numbered months for Dallas and for the even-numbered months for Houston.

Southwest Consumer Price Index Indicators

CPI for All Urban Consumers (CPI-U): U.S. City Average, Dallas-Fort Worth-Arlington, and Houston-The Woodlands-Sugar Land, January 2022
(1982-84=100 unless otherwise noted)

Item and group	U.S. City Average				Dallas-Fort Worth-Arlington				Houston-The Woodlands-Sugar Land			
	Index	Percent change			Index	Percent change			Index	Percent change		
	Jan. 2022	12-month	1-month	2-month	Jan. 2022	12-month	1-month	2-month	Jan. 2022	12-month	1-month	2-month
All items	281.148	7.5	0.8	1.2	261.499	7.8		1.6				
Food and beverages	288.264	6.7	0.9	1.4	285.464	6.0		2.8				
Food	289.772	7.0	1.0	1.5	280.109	6.0		2.8				
Food at home	270.711	7.4	1.2	1.6	238.012	10.5	2.2	3.4	249.133	8.1	2.9	1.9
Cereals and bakery products	302.242	6.8	1.7	2.1	278.610	6.8		2.1				
Meats, poultry, fish, and eggs	298.441	12.2	0.3	-0.3	294.710	20.2		3.1				
Dairy and related products	238.675	3.1	1.4	2.4	205.043	4.4		1.4				
Fruits and vegetables	327.451	5.6	1.7	2.8	205.056	10.1		6.9				
Nonalcoholic beverages and beverage materials ⁽¹⁾	188.719	5.0	1.1	1.9	198.551	1.5		2.0				
Other food at home	233.956	7.4	1.4	1.9	226.510	9.8		3.3				
Food away from home	319.471	6.4	0.7	1.3	343.163	1.4		2.2				
Alcoholic beverages	266.749	2.7	0.5	0.7	355.507	6.3		2.4				
Housing	289.889	5.7	0.8	1.3	257.655	6.8		1.6				
Shelter	342.604	4.4	0.4	0.8	285.456	5.7	0.5	1.3	281.303	2.8	0.9	1.3
Rent of primary residence	357.737	3.8	0.5	0.9	305.775	4.9	0.4	1.0	279.905	3.4	1.8	2.3
Owners' equivalent rent of residences ⁽²⁾	352.005	4.1	0.4	0.8	308.174	5.3	0.3	0.8	264.233	3.1	1.1	1.5
Owners' equivalent rent of primary residence ⁽²⁾	352.014	4.1	0.4	0.8	308.174	5.3	0.3	0.8	264.233	3.1	1.1	1.5
Fuels and utilities	278.758	12.0	2.9	3.1	293.489	16.0		2.8				
Household energy	233.373	14.7	3.5	3.6	271.165	22.1	3.2	3.9	170.521	2.5	-9.3	-9.5
Energy Services	235.941	13.6	3.4	3.5	267.062	22.1	3.2	3.9	167.335	2.1	-9.5	-9.7
Electricity	238.183	10.7	4.5	4.7	251.886	23.4	4.9	5.5	166.597	-0.3	-11.2	-11.4
Utility (piped) gas service	225.181	23.9	0.4	0.4	274.126	15.5	-5.1	-3.7	154.769	16.7	0.3	0.3
Household furnishings & operations	139.162	9.0	1.7	2.8	131.913	5.7		3.1				
Apparel	124.079	5.3	2.5	1.4	112.325	8.4		0.6				
Transportation	248.424	20.8	0.8	1.2	236.484	18.6		0.8				
Private transportation	248.995	22.1	0.8	1.3	244.646	19.6		0.6				
New and used motor vehicles ⁽³⁾	126.211	23.1	1.1	3.1	129.920	19.0		2.2				
New vehicles ⁽¹⁾	167.582	12.2	0.6	1.9	209.784	4.2		-2.1				
Used cars and trucks ⁽¹⁾	210.293	40.5	1.5	5.0	490.895	39.6		5.0				
Motor fuel	291.767	40.0	0.1	-2.0	281.848	42.9	1.7	-2.3	255.382	43.8	-0.3	-4.2
Gasoline (all types)	290.416	40.0	0.1	-2.1	280.011	42.8	1.7	-2.3	255.400	43.9	-0.2	-4.1
Motor vehicle insurance ⁽¹⁾	574.042	4.1	1.1	1.0								
Medical care	535.048	2.5	0.9	1.2	486.962	3.2		2.3				
Recreation ⁽³⁾	127.937	4.7	1.0	0.8	122.876	2.1		2.3				
Education and communication ⁽³⁾	143.876	1.6	0.0	0.0	136.620	1.5		0.4				
Tuition, other school fees, and childcare ⁽¹⁾	798.643	2.1	0.0	-0.1	1294.866	2.1		0.1				
Other goods and services	490.856	4.9	0.8	1.3	489.226	13.0		1.8				
SPECIAL INDEXES (CPI-U)												
Energy	260.653	27.0	1.7	0.6	277.559	31.8	2.4	0.7	208.189	21.4	-4.8	-6.8
All items less shelter	260.156	9.0	1.1	1.3	251.097	9.0		1.8				
All items less food and energy	285.996	6.0	0.7	1.1	262.498	6.3		1.5				
All items (1967 = 100)	842.196				820.308							
CPI FOR URBAN WAGE EARNERS AND CLERICAL WORKERS (CPI-W)												
All items	276.296	8.2	0.9	1.2	269.934	8.7		1.6				
All items (1967 = 100)	823.000				832.386							

(1) Dallas indexes on a February 1978=100 base. Houston indexes on an April 1978=100 base.

(2) Indexes on a December 1982=100 base.

(3) Indexes on a December 1997=100 base.

Note: The CPI measures changes in prices of all goods and services purchased for consumption by urban households. The indexes for food at home, energy, and shelter are compiled monthly for the Dallas and Houston areas. Full surveys, which produce the All Items Indexes and major components, are compiled every two months. These full surveys are published for the odd-numbered months for Dallas and for the even-numbered months for Houston.

Southwest Consumer Price Index Indicators

CPI for All Urban Consumers (CPI-U): U.S. City Average, Dallas-Fort Worth-Arlington, and Houston-The Woodlands-Sugar Land, February 2022
(1982-84=100 unless otherwise noted)

Item and group	U.S. City Average				Dallas-Fort Worth-Arlington				Houston-The Woodlands-Sugar Land			
	Index	Percent change			Index	Percent change			Index	Percent change		
	Feb. 2022	12-month	1-month	2-month	Feb. 2022	12-month	1-month	2-month	Feb. 2022	12-month	1-month	2-month
All items	283.716	7.9	0.9	1.8					250.563	7.8		2.1
Food and beverages	291.244	7.6	1.0	2.0					259.063	6.4		2.1
Food	292.794	7.9	1.0	2.0					260.328	6.8		2.1
Food at home	274.568	8.6	1.4	2.6	242.209	10.4	1.8	4.0	249.518	8.4	0.2	3.1
Cereals and bakery products	306.193	7.8	1.3	3.0					301.022	10.9		12.0
Meats, poultry, fish, and eggs	301.240	13.0	0.9	1.2					285.908	12.7		2.3
Dairy and related products	242.386	5.2	1.6	2.9					190.817	9.6		-5.7
Fruits and vegetables	333.675	7.6	1.9	3.6					303.128	2.6		3.5
Nonalcoholic beverages and beverage materials ⁽¹⁾	192.210	6.7	1.8	2.9					303.770	9.2		2.8
Other food at home	237.143	8.2	1.4	2.7					215.947	6.6		2.8
Food away from home	320.880	6.8	0.4	1.1					266.680	5.3		1.1
Alcoholic beverages	269.128	3.5	0.9	1.4					230.034	1.4		1.5
Housing	291.504	5.9	0.6	1.4					242.619	4.8		0.9
Shelter	344.607	4.7	0.6	1.0	288.498	6.3	1.1	1.6	282.714	3.2	0.5	1.4
Rent of primary residence	359.627	4.2	0.5	1.0	309.921	5.8	1.4	1.7	280.079	3.7	0.1	1.8
Owners' equivalent rent of residences ⁽²⁾	353.512	4.3	0.4	0.9	310.282	5.5	0.7	1.0	263.303	2.8	-0.4	0.7
Owners' equivalent rent of primary residence ⁽²⁾	353.522	4.3	0.4	0.9	310.282	5.5	0.7	1.0	263.303	2.8	-0.4	0.7
Fuels and utilities	279.032	11.0	0.1	3.0					208.668	5.5		-2.0
Household energy	233.300	13.4	0.0	3.5	273.291	22.7	0.8	4.0	183.555	6.9	7.6	-2.4
Energy Services	235.017	12.3	-0.4	3.0	269.030	22.7	0.7	3.9	180.083	6.4	7.6	-2.6
Electricity	236.453	9.0	-0.7	3.7	253.161	23.7	0.5	5.4	178.178	3.5	7.0	-5.0
Utility (piped) gas service	226.491	23.8	0.6	0.9	279.474	17.8	2.0	-3.3	171.889	24.2	11.1	11.4
Household furnishings & operations	140.306	9.7	0.8	2.6					158.674	14.4		0.5
Apparel	127.868	6.6	3.1	5.6					182.792	9.5		3.7
Transportation	253.150	21.1	1.9	2.7					219.206	22.7		5.5
Private transportation	253.525	22.1	1.8	2.6					223.324	23.6		4.9
New and used motor vehicles ⁽³⁾	126.822	23.5	0.5	1.6					107.642	18.4		1.5
New vehicles ⁽¹⁾	168.027	12.4	0.3	0.8					186.593	8.9		0.6
Used cars and trucks ⁽¹⁾	212.040	41.2	0.8	2.4					344.913	40.0		2.4
Motor fuel	307.422	38.1	5.4	5.5	303.332	44.7	7.6	9.5	275.986	44.7	8.1	7.8
Gasoline (all types)	305.959	38.0	5.4	5.4	301.193	44.5	7.6	9.4	276.110	44.8	8.1	7.9
Motor vehicle insurance ⁽¹⁾	584.317	4.3	1.8	2.9								
Medical care	536.932	2.4	0.4	1.3					539.737	0.8		0.9
Recreation ⁽³⁾	129.116	5.0	0.9	1.9					123.037	10.0		4.3
Education and communication ⁽³⁾	143.913	1.6	0.0	0.0					123.450	2.3		-0.7
Tuition, other school fees, and childcare ⁽¹⁾	799.639	2.2	0.1	0.1					1297.226	2.1		0.2
Other goods and services	496.045	5.6	1.1	1.8					440.348	3.9		1.6
SPECIAL INDEXES (CPI-U)												
Energy	267.771	25.6	2.7	4.5	289.180	33.2	4.2	6.7	224.571	24.5	7.9	2.7
All items less shelter	262.949	9.4	1.1	2.1					238.726	10.1		2.4
All items less food and energy	288.059	6.4	0.7	1.5					256.089	6.5		2.0
All items (1967 = 100)	849.887								803.646			
CPI FOR URBAN WAGE EARNERS AND CLERICAL WORKERS (CPI-W)												
All items	278.943	8.6	1.0	1.8					246.511	8.6		2.1
All items (1967 = 100)	830.885								786.753			

(1) Dallas indexes on a February 1978=100 base. Houston indexes on an April 1978=100 base.

(2) Indexes on a December 1982=100 base.

(3) Indexes on a December 1997=100 base.

Note: The CPI measures changes in prices of all goods and services purchased for consumption by urban households. The indexes for food at home, energy, and shelter are compiled monthly for the Dallas and Houston areas. Full surveys, which produce the All Items Indexes and major components, are compiled every two months. These full surveys are published for the odd-numbered months for Dallas and for the even-numbered months for Houston.

Southwest Consumer Price Index Indicators

CPI for All Urban Consumers (CPI-U): U.S. City Average, Dallas-Fort Worth-Arlington, and Houston-The Woodlands-Sugar Land, March 2022
(1982-84=100 unless otherwise noted)

Item and group	U.S. City Average				Dallas-Fort Worth-Arlington				Houston-The Woodlands-Sugar Land			
	Index	Percent change			Index	Percent change			Index	Percent change		
	Mar. 2022	12-month	1-month	2-month	Mar. 2022	12-month	1-month	2-month	Mar. 2022	12-month	1-month	2-month
All items	287.504	8.5	1.3	2.3	269.347	9.0		3.0				
Food and beverages	294.064	8.5	1.0	2.0	296.052	8.5		3.7				
Food	295.728	8.8	1.0	2.1	290.933	9.8		3.9				
Food at home	278.612	10.0	1.5	2.9	250.567	13.7	3.5	5.3	256.222	8.6	2.7	2.8
Cereals and bakery products	311.606	9.4	1.8	3.1	286.711	10.2		2.9				
Meats, poultry, fish, and eggs	305.116	13.7	1.3	2.2	306.135	22.1		3.9				
Dairy and related products	245.258	7.0	1.2	2.8	214.372	8.1		4.5				
Fruits and vegetables	337.503	8.5	1.1	3.1	225.090	13.5		9.8				
Nonalcoholic beverages and beverage materials ⁽¹⁾	194.342	8.0	1.1	3.0	208.721	4.7		5.1				
Other food at home	241.804	10.3	2.0	3.4	237.991	13.8		5.1				
Food away from home	321.689	6.9	0.3	0.7	350.266	5.5		2.1				
Alcoholic beverages	270.352	3.7	0.5	1.4	360.966	-5.4		1.5				
Housing	293.577	6.4	0.7	1.3	261.709	7.9		1.6				
Shelter	346.618	5.0	0.6	1.2	290.198	6.7	0.6	1.7	285.111	3.9	0.8	1.4
Rent of primary residence	361.083	4.4	0.4	0.9	311.352	7.0	0.5	1.8	282.623	4.3	0.9	1.0
Owners' equivalent rent of residences ⁽²⁾	354.968	4.5	0.4	0.8	310.877	5.2	0.2	0.9	265.208	3.5	0.7	0.4
Owners' equivalent rent of primary residence ⁽²⁾	354.980	4.5	0.4	0.8	310.877	5.2	0.2	0.9	265.208	3.5	0.7	0.4
Fuels and utilities	283.376	12.5	1.6	1.7	296.973	18.6		1.2				
Household energy	238.029	15.4	2.0	2.0	275.561	25.9	0.8	1.6	176.640	2.1	-3.8	3.6
Energy Services	237.825	13.5	1.2	0.8	270.835	25.8	0.7	1.4	172.967	1.5	-4.0	3.4
Electricity	240.558	11.1	1.7	1.0	252.975	26.3	-0.1	0.4	169.721	-2.2	-4.7	1.9
Utility (piped) gas service	225.679	21.6	-0.4	0.2	292.147	23.4	4.5	6.6	171.891	24.2	0.0	11.1
Household furnishings & operations	141.358	10.1	0.7	1.6	133.698	6.6		1.4				
Apparel	128.919	6.8	0.8	3.9	118.002	7.5		5.1				
Transportation	264.525	22.6	4.5	6.5	261.079	23.3		10.4				
Private transportation	264.669	23.2	4.4	6.3	269.546	23.7		10.2				
New and used motor vehicles ⁽³⁾	126.417	21.7	-0.3	0.2	133.749	19.2		2.9				
New vehicles ⁽¹⁾	168.056	12.5	0.0	0.3	215.920	5.2		2.9				
Used cars and trucks ⁽¹⁾	208.216	35.3	-1.8	-1.0	486.841	34.3		-0.8				
Motor fuel	368.440	48.2	19.8	26.3	359.843	48.4	18.6	27.7	340.652	52.7	23.4	33.4
Gasoline (all types)	366.499	48.0	19.8	26.2	357.251	48.2	18.6	27.6	340.659	52.6	23.4	33.4
Motor vehicle insurance ⁽¹⁾	589.143	4.2	0.8	2.6								
Medical care	539.739	2.9	0.5	0.9	493.586	3.4		1.4				
Recreation ⁽³⁾	129.437	4.8	0.2	1.2	124.091	1.3		1.0				
Education and communication ⁽³⁾	143.475	1.5	-0.3	-0.3	134.493	-0.4		-1.6				
Tuition, other school fees, and childcare ⁽¹⁾	799.517	2.5	0.0	0.1	1296.393	1.9		0.1				
Other goods and services	498.538	5.5	0.5	1.6	476.290	6.5		-2.6				
SPECIAL INDEXES (CPI-U)												
Energy	298.246	32.0	11.4	14.4	318.040	37.4	10.0	14.6	248.567	27.2	10.7	19.4
All items less shelter	267.420	10.3	1.7	2.8	260.564	10.4		3.8				
All items less food and energy	289.305	6.5	0.4	1.2	266.862	6.5		1.7				
All items (1967 = 100)	861.235				844.927							
CPI FOR URBAN WAGE EARNERS AND CLERICAL WORKERS (CPI-W)												
All items	283.176	9.4	1.5	2.5	278.519	10.0		3.2				
All items (1967 = 100)	843.495				858.859							

(1) Dallas indexes on a February 1978=100 base. Houston indexes on an April 1978=100 base.

(2) Indexes on a December 1982=100 base.

(3) Indexes on a December 1997=100 base.

Note: The CPI measures changes in prices of all goods and services purchased for consumption by urban households. The indexes for food at home, energy, and shelter are compiled monthly for the Dallas and Houston areas. Full surveys, which produce the All Items Indexes and major components, are compiled every two months. These full surveys are published for the odd-numbered months for Dallas and for the even-numbered months for Houston.

Southwest Consumer Price Index Indicators

CPI for All Urban Consumers (CPI-U): U.S. City Average, Dallas-Fort Worth-Arlington, and Houston-The Woodlands-Sugar Land, April 2022
(1982-84=100 unless otherwise noted)

Item and group	U.S. City Average				Dallas-Fort Worth-Arlington				Houston-The Woodlands-Sugar Land			
	Index	Percent change			Index	Percent change			Index	Percent change		
	Apr. 2022	12-month	1-month	2-month	Apr. 2022	12-month	1-month	2-month	Apr. 2022	12-month	1-month	2-month
All items	289.109	8.3	0.6	1.9					256.668	8.5		2.4
Food and beverages	296.915	9.0	1.0	1.9					265.970	8.0		2.7
Food	298.711	9.4	1.0	2.0					267.654	8.7		2.8
Food at home	282.161	10.8	1.3	2.8	249.456	12.2	-0.4	3.0	258.372	9.8	0.8	3.5
Cereals and bakery products	314.787	10.3	1.0	2.8					297.324	6.6		-1.2
Meats, poultry, fish, and eggs	310.399	14.3	1.7	3.0					296.508	17.8		3.7
Dairy and related products	251.030	9.1	2.4	3.6					205.870	3.6		7.9
Fruits and vegetables	339.385	7.8	0.6	1.7					312.896	3.9		3.2
Nonalcoholic beverages and beverage materials ⁽¹⁾	197.138	9.8	1.4	2.6					315.191	12.7		3.8
Other food at home	244.282	11.0	1.0	3.0					225.435	9.4		4.4
Food away from home	323.559	7.2	0.6	0.8					272.205	7.5		2.1
Alcoholic beverages	271.376	3.9	0.4	0.8					230.648	-0.7		0.3
Housing	295.259	6.5	0.6	1.3					244.726	5.5		0.9
Shelter	348.389	5.1	0.5	1.1	294.240	7.8	1.4	2.0	286.094	4.3	0.3	1.2
Rent of primary residence	362.951	4.8	0.5	0.9	314.902	7.8	1.1	1.6	284.275	5.1	0.6	1.5
Owners' equivalent rent of residences ⁽²⁾	356.439	4.8	0.4	0.8	314.362	6.3	1.1	1.3	266.687	4.2	0.6	1.3
Owners' equivalent rent of primary residence ⁽²⁾	356.458	4.8	0.4	0.8	314.362	6.3	1.1	1.3	266.687	4.2	0.6	1.3
Fuels and utilities	286.339	13.0	1.0	2.6					204.275	3.8		-2.1
Household energy	241.059	15.9	1.3	3.3	277.347	27.6	0.6	1.5	177.931	4.4	0.7	-3.1
Energy Services	240.865	13.7	1.3	2.5	272.725	27.5	0.7	1.4	174.248	3.8	0.7	-3.2
Electricity	242.778	11.0	0.9	2.7	253.730	28.2	0.3	0.2	170.519	0.3	0.5	-4.3
Utility (piped) gas service	230.916	22.7	2.3	2.0	299.980	24.3	2.7	7.3	175.368	23.7	2.0	2.0
Household furnishings & operations	142.110	9.9	0.5	1.3					161.497	15.8		1.8
Apparel	127.126	5.4	-1.4	-0.6					178.859	6.6		-2.2
Transportation	266.892	19.9	0.9	5.4					236.608	22.1		7.9
Private transportation	265.383	20.2	0.3	4.7					235.566	21.4		5.5
New and used motor vehicles ⁽³⁾	127.338	17.4	0.7	0.4					107.032	13.1		-0.6
New vehicles ⁽¹⁾	169.699	13.2	1.0	1.0					188.091	9.2		0.8
Used cars and trucks ⁽¹⁾	206.981	22.7	-0.6	-2.4					338.558	23.1		-1.8
Motor fuel	365.314	44.0	-0.8	18.8	352.975	48.3	-1.9	16.4	336.999	45.7	-1.1	22.1
Gasoline (all types)	362.802	43.6	-1.0	18.6	349.336	47.7	-2.2	16.0	335.869	45.1	-1.4	21.6
Motor vehicle insurance ⁽¹⁾	592.317	4.4	0.5	1.4								
Medical care	541.515	3.2	0.3	0.9					543.443	1.0		0.7
Recreation ⁽³⁾	129.892	4.3	0.4	0.6					127.266	12.4		3.4
Education and communication ⁽³⁾	143.212	1.0	-0.2	-0.5					123.816	1.4		0.3
Tuition, other school fees, and childcare ⁽¹⁾	800.327	2.5	0.1	0.1					1287.734	1.5		-0.7
Other goods and services	500.673	5.7	0.4	0.9					440.354	3.9		0.0
SPECIAL INDEXES (CPI-U)												
Energy	298.469	30.3	0.1	11.5	315.593	38.2	-0.8	9.1	247.728	25.3	-0.3	10.3
All items less shelter	268.974	9.8	0.6	2.3					245.935	10.5		3.0
All items less food and energy	290.846	6.2	0.5	1.0					260.045	6.9		1.5
All items (1967 = 100)	866.042								823.227			
CPI FOR URBAN WAGE EARNERS AND CLERICAL WORKERS (CPI-W)												
All items	284.575	8.9	0.5	2.0					252.269	8.8		2.3
All items (1967 = 100)	847.663								805.132			

(1) Dallas indexes on a February 1978=100 base. Houston indexes on an April 1978=100 base.

(2) Indexes on a December 1982=100 base.

(3) Indexes on a December 1997=100 base.

Note: The CPI measures changes in prices of all goods and services purchased for consumption by urban households. The indexes for food at home, energy, and shelter are compiled monthly for the Dallas and Houston areas. Full surveys, which produce the All Items Indexes and major components, are compiled every two months. These full surveys are published for the odd-numbered months for Dallas and for the even-numbered months for Houston.

Southwest Consumer Price Index Indicators

CPI for All Urban Consumers (CPI-U): U.S. City Average, Dallas-Fort Worth-Arlington, and Houston-The Woodlands-Sugar Land, May 2022
(1982-84=100 unless otherwise noted)

Item and group	U.S. City Average				Dallas-Fort Worth-Arlington				Houston-The Woodlands-Sugar Land			
	Index	Percent change			Index	Percent change			Index	Percent change		
	May 2022	12-month	1-month	2-month	May 2022	12-month	1-month	2-month	May 2022	12-month	1-month	2-month
All items	292.296	8.6	1.1	1.7	274.196	9.1		1.8				
Food and beverages	300.081	9.7	1.1	2.0	301.285	11.1		1.8				
Food	302.038	10.1	1.1	2.1	296.494	11.6		1.9				
Food at home	285.953	11.9	1.3	2.6	255.353	14.6	2.4	1.9	265.785	12.3	2.9	3.7
Cereals and bakery products	319.930	11.6	1.6	2.7	295.704	11.0		3.1				
Meats, poultry, fish, and eggs	314.929	14.2	1.5	3.2	305.477	16.4		-0.2				
Dairy and related products	257.678	11.8	2.6	5.1	230.471	14.5		7.5				
Fruits and vegetables	341.594	8.2	0.7	1.2	225.879	14.6		0.4				
Nonalcoholic beverages and beverage materials ⁽¹⁾	199.166	12.0	1.0	2.5	215.278	12.2		3.1				
Other food at home	247.300	12.6	1.2	2.3	242.840	15.2		2.0				
Food away from home	325.952	7.4	0.7	1.3	356.967	8.2		1.9				
Alcoholic beverages	272.293	4.0	0.3	0.7	359.891	4.2		-0.3				
Housing	297.868	6.9	0.9	1.5	265.781	8.3		1.6				
Shelter	350.580	5.5	0.6	1.1	294.629	7.3	0.1	1.5	289.104	5.1	1.1	1.4
Rent of primary residence	365.116	5.2	0.6	1.1	319.110	8.8	1.3	2.5	285.370	5.2	0.4	1.0
Owners' equivalent rent of residences ⁽²⁾	358.469	5.1	0.6	1.0	316.071	6.6	0.5	1.7	267.778	4.2	0.4	1.0
Owners' equivalent rent of primary residence ⁽²⁾	358.494	5.1	0.6	1.0	316.071	6.6	0.5	1.7	267.778	4.2	0.4	1.0
Fuels and utilities	295.153	15.5	3.1	4.2	302.573	20.1		1.9				
Household energy	250.594	19.1	4.0	5.3	282.593	27.9	1.9	2.6	225.118	35.4	26.5	27.4
Energy Services	249.129	16.2	3.4	4.8	277.930	27.9	1.9	2.6	220.972	35.1	26.8	27.8
Electricity	247.461	12.0	1.9	2.9	257.039	28.1	1.3	1.6	226.764	36.9	33.0	33.6
Utility (piped) gas service	248.854	30.2	7.8	10.3	314.495	27.1	4.8	7.6	171.925	24.3	-2.0	0.0
Household furnishings & operations	142.736	8.9	0.4	1.0	135.522	4.9		1.4				
Apparel	126.970	5.0	-0.1	-1.5	116.944	4.4		-0.9				
Transportation	274.282	19.4	2.8	3.7	274.284	21.6		5.1				
Private transportation	271.545	19.5	2.3	2.6	278.360	21.3		3.3				
New and used motor vehicles ⁽³⁾	127.847	13.7	0.4	1.1	136.557	13.5		2.1				
New vehicles ⁽¹⁾	171.350	12.6	1.0	2.0	220.802	5.7		2.3				
Used cars and trucks ⁽¹⁾	208.373	16.1	0.7	0.1	488.869	15.9		0.4				
Motor fuel	393.950	49.1	7.8	6.9	395.088	51.3	11.9	9.8	366.729	56.4	8.8	7.7
Gasoline (all types)	391.262	48.7	7.8	6.8	391.219	50.6	12.0	9.5	365.117	55.6	8.7	7.2
Motor vehicle insurance ⁽¹⁾	594.437	4.5	0.4	0.9								
Medical care	543.488	3.7	0.4	0.7	496.530	3.1		0.6				
Recreation ⁽³⁾	130.360	4.5	0.4	0.7	125.453	0.5		1.1				
Education and communication ⁽³⁾	143.108	0.8	-0.1	-0.3	132.098	-2.3		-1.8				
Tuition, other school fees, and childcare ⁽¹⁾	801.837	2.5	0.2	0.3	1296.393	1.9		0.0				
Other goods and services	502.966	6.3	0.5	0.9	478.676	7.6		0.5				
SPECIAL INDEXES (CPI-U)												
Energy	316.761	34.6	6.1	6.2	338.928	40.2	7.4	6.6	287.636	46.1	16.1	15.7
All items less shelter	272.550	10.1	1.3	1.9	265.656	10.2		2.0				
All items less food and energy	292.506	6.0	0.6	1.1	270.111	6.0		1.2				
All items (1967 = 100)	875.589				860.138							
CPI FOR URBAN WAGE EARNERS AND CLERICAL WORKERS (CPI-W)												
All items	288.022	9.3	1.2	1.7	283.858	10.1		1.9				
All items (1967 = 100)	857.929				875.325							

(1) Dallas indexes on a February 1978=100 base. Houston indexes on an April 1978=100 base.

(2) Indexes on a December 1982=100 base.

(3) Indexes on a December 1997=100 base.

Note: The CPI measures changes in prices of all goods and services purchased for consumption by urban households. The indexes for food at home, energy, and shelter are compiled monthly for the Dallas and Houston areas. Full surveys, which produce the All Items Indexes and major components, are compiled every two months. These full surveys are published for the odd-numbered months for Dallas and for the even-numbered months for Houston.

DIVIDER PAGE

Pay History Report - 2017

Position	Base Salary	Overtime	Certificate Pay	Longevity	Allowances/ Rifle/Oncall	Total
City Secretary	63,044.80	977.61	2,940.00	104.00	150.00	67,216.41
Building Official	49,038.54		800.00		375.00	50,213.54
Building Official	41,982.74		525.00	280.00		42,787.74
Assistant Treasurer	54,121.60	1,034.83	1,140.00	422.00		56,718.43
City Administrator	141,710.07		1,100.00	88.00	2,750.00	145,648.07
City Administrator	50,192.30				2,000.00	52,192.30
City Treasurer	88,816.00		1,200.00	214.00	150.00	90,380.00
Court Administrator	56,228.50	85.64	1,140.00	702.00		58,156.14
Court Clerk	34,320.00	8.25	750.00	178.00		35,256.25
Police Sergeant	67,424.00	2,237.94	600.00	174.00	799.92	71,235.86
Telecommunicator	44,838.88	7,379.83	450.00	80.00		52,748.71
Police Officer	30,429.92	1,027.44	750.00	60.00		32,267.36
Police Officer	28,868.39	369.90	570.00	78.00		29,886.29
Police Officer	55,463.30	18,081.42		44.00		73,588.72
Police Officer	57,439.20	8,224.69	667.50	118.00		66,449.39
Police Chief	122,781.52	12,117.00	1,800.00	616.00	799.92	138,114.44
Telecommunicator	40,273.48	7,545.08		24.00		47,842.56
Telecommunicator Supervisor	60,008.00	14,644.08	1,260.00	846.00		76,758.08
Police Officer	9,285.12	275.28	300.00			9,860.40
Sergeant Detective	54,771.36	5,187.45	425.00	74.00		60,457.81
Administrative Assistant	44,838.88	10,426.59	997.50	162.00		56,424.97
Police Officer	49,459.22	5,813.19	250.00	4.00		55,526.41
Police Officer	22,446.00	4,405.02				26,851.02
Police Officer	62,005.44	6,782.92	1,200.00	74.00		70,062.36
Sergeant Detective	61,340.16	5,971.09	937.50	150.00		68,398.75
Telecommunicator	1,332.00					1,332.00
Telecommunicator	41,152.00	9,141.32		16.00		50,309.32
Police Officer	65,486.40	6,272.29	1,800.00	598.00		74,156.69
Police Sergeant	60,432.76	14,637.88	1,400.00			76,470.64
Police Sergeant	62,405.28	13,203.34	1,800.00	8.00		77,416.62
Police Lieutenant	48,490.40	4,757.16	1,612.50			54,860.06
Police Sergeant	78,049.34	7,944.52	1,800.00	810.00		88,603.86
Police Officer	62,136.48	10,383.46	1,222.50	72.00		73,814.44
Police Lieutenant	37,257.34	209.84	675.00			38,142.18
Police Captain	87,306.40	7,842.00	1,800.00	814.00		97,762.40
Police Officer	19,868.63	4,144.02				24,012.65
Police Sergeant / Lieutenant	74,963.96	6,419.61	1,140.00	372.00		82,895.57
Maintenance Worker	33,987.20	3,714.42		924.00	1,100.00	39,725.62
Public Works Director	22,797.32			46.00	150.00	22,993.32
Crew Leader/Heavy Equip. Operator	48,297.60	6,695.04		1,192.00	2,600.00	58,784.64
Heavy Equip. Operator	43,160.00	4,814.62	540.00	990.00	800.00	50,304.62
Utility Clerk	26,626.97	281.40				26,908.37
Plant/Heavy Equip. Operator	31,655.10	3,048.59			600.00	35,303.69
PW Supervisor	43,763.20	12,337.43	900.00	828.00	2,700.00	60,528.63
PW Superintendent	63,223.44	18,032.54	900.00	132.00	2,500.00	84,787.98

Pay History Report - 2018

Position	Base Salary	Overtime	Certificate Pay	Longevity	Allowances/ Rifle/Oncall	Total
City Secretary	65,289.60		3,622.50	152.00	600.00	69,664.10
Building Official	77,199.27		1,200.00	32.00	600.00	79,031.27
Assistant Treasurer	55,707.21	557.34	1,140.00	470.00		57,874.55
City Administrator	151,730.75			16.00	6,000.00	157,746.75
City Treasurer	91,420.32		1,200.00	262.00	600.00	93,482.32
Court Administrator	59,188.81	592.10	1,140.00	750.00		61,670.91
Court Clerk	35,328.01	209.31	750.00	226.00		36,513.32
Police Officer	20,194.56	1,268.87	225.00			21,688.43
Police Sergeant	70,254.40	2,067.54	951.25	222.00	3,699.92	77,195.11
Telecommunicator	46,785.60	7,899.14	540.00	128.00		55,352.74
Police Officer	57,867.52	15,325.28	375.00	92.00	200.00	73,859.80
Police Officer	59,860.52	2,631.51	1,140.00	166.00	100.00	63,898.03
Police Chief	133,532.20		1,800.00	664.00	799.92	136,796.12
Telecommunicator	42,012.80	6,506.25	270.00	72.00		48,861.05
Telecommunicator Supervisor	60,632.01	14,387.74	1,597.50	894.00		77,511.25
Police Officer	32,862.18	2,343.60	825.00			36,030.78
Sergeant Detective/Lieutenant	66,207.12	4,965.98	600.00	122.00		71,895.10
Administrative Assistant	47,020.80	6,160.06	1,260.00	208.00		54,648.86
Police Officer	54,736.96	2,952.45	600.00	52.00	200.00	58,541.41
Police Officer	51,153.24	3,929.35		24.00		55,106.59
Police Officer	64,659.84	4,239.10	600.00	122.00	300.00	69,920.94
Sergeant Detective	70,987.28	3,518.20	1,140.00	198.00	300.00	76,143.48
Telecommunicator	2,172.00					2,172.00
Telecommunicator	43,140.80	9,502.64		64.00		52,707.44
Police Officer	68,009.52	5,533.46	1,800.00	646.00	200.00	76,188.98
Telecommunicator	28,077.24	2,799.48				30,876.72
Police Sergeant	66,432.24	11,955.23	1,725.00	46.00		80,158.47
Police Sergeant	71,244.60	22,028.75	1,800.00	56.00		95,129.35
Police Sergeant/Lieutenant	72,096.16	4,071.78	1,800.00	46.00	1,600.00	79,613.94
Police Sergeant	20,234.80	57.65	450.00	210.00		20,952.45
Police Officer	12,227.04	527.66				12,754.70
Police Officer	65,022.72	6,716.39	1,800.00	120.00	300.00	73,959.11
Police Officer	44,807.52	9,622.98				54,430.50
Police Sergeant	89,564.80	692.04	1,800.00	862.00		92,918.84
Police Officer	21,709.13	2,342.70				24,051.83
Police Sergeant / Lieutenant	80,447.04	877.93	1,140.00	420.00		82,884.97
Maintenance Worker	34,990.41	574.39		972.00	1,100.00	37,636.80
Public Works Director	86,670.70				100.00	86,770.70
Crew Leader/Heavy Equip. Operator	49,700.81	355.12		1,240.00	900.00	52,195.93
Heavy Equip. Operator	44,436.80	1,422.18	540.00	1,038.00	1,300.00	48,736.98
Utility/Permit Clerk	34,830.40	267.51		40.00		35,137.91
Plant/Heavy Equip. Operator	37,043.94	970.91		44.00	1,900.00	39,958.85
PW Supervisor	45,044.80	10,928.42	900.00	878.00	2,600.00	60,351.22
PW Superintendent	68,677.18	16,176.29	900.00	180.00	2,600.00	88,533.47

Pay History Report - 2019

Position	Base Salary	Overtime	Certificate Pay	Longevity	Allowances/Rifle/Oncall	Total
City Secretary	70,803.40		5,137.50	200.00	500.00	76,640.90
Assistant to the City Administrator	31,542.92	1,454.20				32,997.12
Building Official	61,372.65		1,568.75	52.00	425.00	63,418.40
Community Development Director	3,423.08					3,423.08
Assistant Treasurer	58,353.67	521.52	1,140.00	518.00		60,533.19
City Administrator	157,499.94			64.00	6,000.00	163,563.94
City Treasurer	97,188.00		2,137.50	310.00	500.00	100,135.50
Court Administrator	60,530.21	104.79	1,045.00	730.00		62,410.00
Court Clerk	36,123.20	701.45	750.00	272.00		37,846.65
Police Sergeant	56,780.64	9,494.05	712.50	18.00	50.00	67,055.19
Police Sergeant	76,053.38	2,494.82	1,140.00	270.00	899.98	80,858.18
Telecommunicator	49,721.60	8,237.09	1,170.00	176.00		59,304.69
Police Officer	45,446.56	11,662.66	400.00	92.00	200.00	57,801.22
Police Officer	10,911.30		190.00	32.00		11,133.30
Police Corporal	4,614.96					4,614.96
Police Chief	141,182.00		1,800.00	712.00	799.92	144,493.92
Telecommunicator	44,242.52	3,848.31	540.00	120.00		48,750.83
Telecommunicator Supervisor	63,172.81	19,112.66	1,800.00	940.00		85,025.47
Sergeant Detective/Lieutenant	79,764.04	3,993.60	600.00	170.00	1,100.00	85,627.64
Administrative Assistant	61,308.40	5,295.72	1,552.50	256.00		68,412.62
Police Officer	57,845.76	3,741.69	760.00	100.00	40.00	62,487.45
Police Corporal	57,246.00	9,046.87	250.00	72.00	350.00	66,964.87
Police Officer	67,870.32	12,107.74	1,005.00	170.00	700.00	81,853.06
Sergeant Detective	75,966.40	9,884.89	1,140.00	246.00	2,600.00	89,837.29
Telecommunicator	45,640.00	6,277.83	495.00	112.00		52,524.83
Police Officer	71,522.66	10,368.73	1,800.00	694.00	150.00	84,535.39
Telecommunicator	40,771.34	4,170.96		36.00		44,978.30
Police Sergeant	73,372.32	24,774.83	1,800.00	94.00	50.00	100,091.15
Police Sergeant	75,840.24	18,351.43	1,800.00	104.00	50.00	96,145.67
Police Captain	95,091.20		1,800.00	94.00		96,985.20
Police Officer	2,769.80					2,769.80
Police Officer	27,233.55	2,056.04				29,289.59
Police Officer	69,006.00	17,276.27	1,800.00	168.00	50.00	88,300.27
Police Officer	64,943.76	18,230.13	902.50	36.00	250.00	84,362.39
Police Captain	97,760.00		1,800.00	910.00		100,470.00
Part-Time Detective	3,838.00				300.00	4,138.00
Telecommunicator	31,260.80	4,223.36				35,484.16
Police Sergeant	81,695.04	3,250.96	1,140.00	468.00	50.00	86,604.00
Maintenance Worker	35,923.20	1,881.19		1,018.00	1,000.00	39,822.39
Public Works Director	66,546.31			16.00		66,562.31
Public Works Director	34,942.33					34,942.33
Crew Leader/Heavy Equip. Operator	50,846.40	2,783.38		1,288.00	2,500.00	57,417.78
Heavy Equip. Operator	45,470.40	2,763.73	540.00	1,086.00	1,100.00	50,960.13
Utility/Permit Clerk	38,249.63	228.35	937.50	88.00		39,503.48
Plant/Heavy Equip. Operator	4,722.44	137.00		8.00	200.00	5,067.44
PW Supervisor	50,676.80	18,437.77	1,837.50	922.00	2,700.00	74,574.07
Maintenance Worker	14,611.20	1,392.64			300.00	16,303.84
PW Superintendent	73,076.80	22,512.60	2,250.00	228.00	2,600.00	100,667.40

Pay History Report - 2020

Position	Base Salary	Overtime	Certificate Pay	Longevity	Allowances/ Rifle/Oncall/ FTO	Total
City Secretary	74,568.01	1,012.86	4,950.00	248.00		80,778.87
Assistant to the City Administrator	61,823.27	3,667.74		28.00		65,519.01
Community Development Director	88,871.83	1,155.42		2.00		90,029.25
Assistant Treasurer	61,440.23	1,087.17	1,140.00	568.00		64,235.40
City Administrator	165,017.56	2,128.14		114.00	6,000.00	173,259.70
City Treasurer	100,857.39	1,330.38	1,950.00	356.00		104,493.77
Court Administrator	46,284.70		997.50			47,282.20
Court Clerk	38,003.20	3.68	750.00	322.00		39,078.88
Police Sergeant	68,914.44	16,465.68	1,140.00	68.00	4,260.00	90,848.12
Police Sergeant	79,180.92	4,886.77	1,140.00	316.00	4,240.00	89,763.69
Telecommunicator	52,479.36	11,046.39	1,260.00	222.00	2,000.00	67,007.75
Police Officer	58,713.60	4,845.94	675.00		4,230.00	68,464.54
Police Corporal	60,728.64	6,949.19	950.00	4.00	4,230.00	72,861.83
Police Chief	151,625.92	189,038.08	1,800.00	760.00	4,799.92	348,023.92
Police Officer	13,291.10	977.72	112.50	30.00		14,411.32
Telecommunicator Supervisor	55,436.06	11,594.94	1,350.00	736.00	2,000.00	71,117.00
Lieutenant	90,163.20	110,982.88	982.50	218.00	4,000.00	206,346.58
PD Admin Operations MGR	74,462.40	16,341.90	1,800.00	306.00	2,000.00	94,910.30
Police Officer	60,545.76	7,085.59	1,080.00	148.00	4,070.00	72,929.35
Police Corporal	60,807.25	17,856.75	600.00	118.00	4,360.00	83,742.00
Police Sergeant	71,806.56	14,240.96	1,140.00	218.00	4,450.00	91,855.52
Sergeant Detective	79,127.68	25,136.60	1,140.00	294.00	6,600.00	112,298.28
Telecommunicator	48,340.72	7,888.61	810.00	162.00	2,000.00	59,201.33
Police Officer	74,266.92	17,539.37	1,800.00	742.00	4,350.00	98,698.29
Telecommunicator	44,892.80	4,226.94	360.00	84.00	2,000.00	51,563.74
Police Sergeant	77,647.44	17,565.68	1,800.00	142.00	4,260.00	101,415.12
Police Sergeant	78,319.44	24,900.21	1,800.00	152.00	4,250.00	109,421.65
Police Captain	103,579.60	10,495.16	1,800.00	142.00	4,000.00	120,016.76
Telecommunicator	38,340.08	5,015.38			2,000.00	45,355.46
Telecommunicator	30,138.88	3,251.16			2,000.00	35,390.04
Police Officer	71,902.80	28,772.00	1,800.00	216.00	4,250.00	106,940.80
Police Officer	67,773.36	15,253.81	1,690.00	84.00	4,250.00	89,051.17
Police Captain	101,197.52	9,659.05	1,800.00	958.00	4,000.00	117,614.57
Part-Time Detective	19,957.60				3,600.00	23,557.60
Police Officer	30,801.00	2,767.83			2,120.00	35,688.83
Telecommunicator	8,852.46	596.96				9,449.42
Police Sergeant	84,380.64	4,778.08	1,140.00	516.00	4,260.00	95,074.72
Maintenance Worker	37,095.58	740.17		1,066.00	1,900.00	40,801.75
Public Works Director	114,834.33	2,894.42	3,750.00	16.00	1,000.00	122,494.75
Crew Leader/Heavy Equip. Operator	52,524.65	1,810.35		1,338.00	3,400.00	59,073.00
Heavy Equip. Operator	46,961.42	2,065.79	540.00	1,134.00	1,800.00	52,501.21
Utility/Permit Clerk	34,601.72	3.85	621.92	111.40		35,338.89
PW Supervisor	56,474.58	17,806.82	1,650.00	974.00	3,700.00	80,605.40
Maintenance Worker	32,788.16	1,003.04		22.00	1,900.00	35,713.20
PW Superintendent	82,422.69	21,559.30	1,980.00	276.00	3,700.00	109,937.99

Total

648,428.76

Pay History Report - 2021

Position	Base Salary	Overtime	Certificate Pay	Longevity	Allowances/ Rifle/Oncall/ FTO	Total
City Secretary	90,095.98		4,950.00	296.00		95,341.98
Assistant to the City Administrator	71,170.64	4,291.80		76.00		75,538.44
Community Development Director	98,071.19	842.88		50.00		98,964.07
Assistant Treasurer	70,849.68	1,246.23	1,140.00	616.00		73,851.91
City Administrator	178,416.00	9,068.48		160.00	8,000.00	195,644.48
Permit Tech	29,986.50	1,276.30	500.00			31,762.80
Admin Services Coordinator	9,694.72					9,694.72
Admin Services Coordinator	4,909.41					4,909.41
Admin Services Coordinator	18,552.65	173.00				18,725.65
City Treasurer	109,078.59		1,950.00	402.00		111,430.59
Court Administrator	15,969.25		237.50	4.00		16,210.75
Court Administrator	40,384.58		1,700.00			42,084.58
Court Clerk	14,773.00	558.03	380.00			15,711.03
Court Clerk	20,303.76	78.10	250.00	114.00		20,745.86
Police Sergeant	80,087.36	9,813.16	2,077.50	112.00	970.00	93,060.02
Police Sergeant	60,458.30	2,228.07	722.00	223.20	180.00	63,811.57
Telecommunicator	46,130.09	3,188.21	877.50	186.00		50,381.80
Police Officer	10,772.10		150.00		40.00	10,962.10
Police Corporal	71,696.11	2,989.24	1,387.50	52.00	270.00	76,394.85
Telecommunicator	21,672.20	6,135.15	312.50			28,119.85
Police Chief	168,346.70	96,040.56	1,800.00	808.00	799.92	267,795.18
Police Officer	52,322.93	3,560.43	1,275.00		310.00	57,468.36
Police Officer	12,232.08	254.87				12,486.95
Police Officer	57,103.20	2,197.98	1,575.00			60,876.18
Telecommunicator	17,982.80	2,791.92				20,774.72
Police Captain	106,439.52	62,210.16	1,140.00	266.00		170,055.68
PD Admin Operations MGR	88,454.88	10,573.54	1,800.00	352.00		101,180.42
Police Officer	64,743.60	3,478.33	1,080.00	196.00	160.00	69,657.93
Police Corporal	70,923.26	16,742.68	600.00	166.00	870.00	89,301.94
Police Sergeant	79,907.20	3,044.78	2,077.50	266.00	370.00	85,665.48
Sergeant Detective	85,864.32	18,120.50	2,077.50	340.00	2,700.00	109,102.32
Telecommunicator	27,893.11	2,754.64	1,192.50	96.00		31,936.25
Police Officer	79,806.74	8,941.90	1,800.00	790.00	970.00	92,308.64
Telecommunicator	49,136.99	6,895.79	540.00	132.00		56,704.78
Police Sergeant	84,458.40	4,745.17	1,800.00	188.00	270.00	91,461.57
Police Sergeant	56,208.02	7,438.20	1,140.00	121.60		64,907.82
Police Captain	20,839.42	524.20	75.00	6.00		21,444.62
Telecommunicator	47,034.64	7,168.22		44.00		54,246.86
Telecommunicator	31,735.30	2,412.75		12.00		34,160.05
Police Officer	77,915.14	15,693.40	2,737.50	264.00	270.00	96,880.04
Police Officer	74,393.03	11,097.28	2,737.50	132.00	390.00	88,749.81
Police Captain	107,380.32	6,395.64	1,800.00	1,004.00		116,579.96

Sergeant	57,529.72	3,507.05	825.00		2,700.00	64,561.77
Police Officer	6,708.26				40.00	6,748.26
Police Sergeant	89,600.04	1,114.20	1,140.00	564.00	270.00	92,688.24
Police Officer	14,270.76	436.92				14,707.68
Maintenance Worker	39,260.51	3,758.30		1,116.00	3,200.00	47,334.81
Public Works Director	86,655.45	2,852.51	1,950.00	31.20		91,489.16
Public Works Director	32,846.17					32,846.17
Crew Leader/Heavy Equip. Operator	56,303.29	5,537.29		1,386.00	6,100.00	69,326.58
Heavy Equip. Operator	51,821.86	4,210.98	540.00	1,180.00	3,500.00	61,252.84
System Operator II	17,567.04	1,752.20	300.00		150.00	19,769.24
PW Supervisor/Superintendent	74,255.66	20,657.39	1,650.00	1,022.00	4,550.00	102,135.05
Maintenance Worker/Supervisor	42,078.12	7,692.97	150.00	70.00	4,000.00	53,991.09
PW Superintendent	55,389.78	13,561.69	1,105.50	175.60	3,300.00	73,532.57
						-
Total		400,053.09				

Pay History Report - 2022 (01/01/2022-05/31/2022)

Position	Base Salary	Overtime	Certificate Pay	Longevity	Allowances/ Rifle/Oncall/ FTO	Total
City Secretary	33,802.26		1,753.13	119.00		35,674.39
Assistant to the City Administrator	4,049.13			4.00		4,053.13
Assistant to the City Admin/IPWD	15,501.21	520.49	218.75			16,240.45
Community Development Director	37,469.92			40.00		37,509.92
Assistant Treasurer	27,631.12		475.00	270.00		28,376.12
City Administrator	61,293.54			80.00	2,500.00	63,873.54
Permit Tech	19,599.54	71.22	312.50			19,983.26
Admin Services Coordinator	15,638.97	3.00				15,641.97
City Treasurer	41,759.48		812.50	180.00		42,751.98
Court Administrator	22,899.63		956.25			23,855.88
Court Clerk	11,788.21	256.15	285.00			12,329.36
Court Clerk	8,393.74	16.59	94.50			8,504.83
Police Sergeant	31,718.14	3,126.60	787.50	60.00	600.00	36,292.24
Police Sergeant	34,051.50	3,528.75	612.50	248.00	100.00	38,540.75
Telecommunicator	8,866.00	4,904.90	225.00			13,995.90
Police Corporal	28,653.92	2,287.56	750.00	40.00	90.00	31,821.48
Telecommunicator Supervisor	8,451.00	1,713.80	300.00			10,464.80
Telecommunicator	4,704.00	406.67	168.75			5,279.42
Telecommunicator	13,874.11	4,455.19	187.50			18,516.80
Police Chief	111,501.20		450.00	208.00	199.95	112,359.15
Police Officer	28,234.58	4,799.41	750.00	6.00	290.00	34,079.99
Police Officer	2,329.92					2,329.92
Police Officer	27,104.40	4,908.72	787.50	12.00		32,812.62
Telecommunicator	15,840.00	4,059.00				19,899.00
Telecommunicator	12,632.28					12,632.28
Police Captain	40,520.00		675.34	120.00		41,315.34
PD Admin Operations MGR	37,357.46	5,516.96	450.00	96.00		43,420.42
Police Officer	24,921.56	890.60	450.00	100.00	100.00	26,462.16
Police Officer	17,230.08	1,373.40	380.00		10.00	18,993.48
Police Corporal	28,653.93	2,177.28	250.00	80.00	300.00	31,461.21
Police Sergeant	32,433.87	6,438.00	787.50	120.00	100.00	39,879.37
Sergeant Detective	32,400.00	7,112.46	787.50	160.00	900.00	41,359.96
Police Officer	30,785.35	882.88	750.00	340.00	200.00	32,958.23
Telecommunicator	12,868.79	1,591.60	135.00	36.00		14,631.39
Police Sergeant	31,785.60	1,744.80	750.00	98.00	100.00	34,478.40
Telecommunicator	16,123.88	549.62	90.00	22.00		16,785.50
Telecommunicator	1,383.70					1,383.70
Police Officer	29,702.70	9,460.50	1,062.50	120.00	90.00	40,435.70
Police Officer	28,897.96	4,988.15	1,062.50	68.00	190.00	35,206.61
Police Captain/Acting Police Chief	44,572.50		750.00	438.00		45,760.50
Sergeant	32,400.00	1,737.40	750.00		1,100.00	35,987.40
Police Officer	20,653.78	5,628.01	50.00			26,331.79

Maintenance Worker	15,195.26	21.26		480.00	400.00	16,096.52
Public Works Director	25,533.34					25,533.34
Crew Leader/Heavy Equip. Operator	21,817.38	352.60		592.00	1,900.00	24,661.98
Heavy Equip. Operator	19,744.22	319.59	225.00	502.00	800.00	21,590.81
System Operator II	21,910.41	2,055.05	375.00		800.00	25,140.46
PW Superintendent	32,325.08	3,739.36	687.50	440.00	500.00	37,691.94
Supervisor	20,508.14	2,370.42	600.00	40.00	800.00	24,318.56
						-
Total	1,247,512.79	94,007.99	20,994.22	5,119.00	12,069.95	1,379,703.95

DIVIDER PAGE

2022 SALARY SURVEY RESULTS FROM OTHER VILLAGES

Position	Bunker Hill	Hedwig	Hilshire	Hunters Creek	Piney Point
MAINTENANCE WORKER					
HEAVY EQUIPMENT OPERATOR	\$ 49,275				
ADMIN SERVICES COORDINATOR	\$ 40,040				\$ 45,000
COURT CLERK II					
CREW LEADER/HEAVEY EQUIP. OPER					
DEVELOPMENT SERVICES COORDINAT	\$ 60,800				
MUNICIPAL COURT CLERK II					\$ 49,854
TELECOMMUNICATIONS OFFICER		\$ 47,856			
SYSTEM OPERATOR II					
PUBLIC WORKS SUPERVISOR	\$ 67,583				
TELECOMMUNICATIONS SUPERVISOR					
COURT ADMINISTRATOR	\$ 75,628	\$ 52,220			
ASSISTANT TO THE CITY ADMIN					
PUBLIC WORKS SUPERINTENDENT	\$ 78,978				
ASSISTANT TREASURER					
CITY SECRETARY		\$ 65,000			\$ 85,703
POLICE CAPTAIN		\$ 118,658			
CITY TREASURER	\$ 103,792				
DIRECTOR OF COMMUNITY DEVELOP					\$ 98,647
POLICE CHIEF		\$ 145,615			
CITY ADMINISTRATOR	\$ 169,834	\$ 145,000		\$ 180,465	\$ 155,000
POLICE OFFICER					
POLICE CORPORAL					
POLICE SERGEANT		\$ 91,847			
POLICE SERGEANT DETECTIVE		\$ 99,037			

DIVIDER PAGE

COLA Worksheet Provided by Council Member Carpenter for March 22, 2022 Regular Council Meeting

Budgeted

admin \$455,185 exempt
\$126,916 non

court \$61,506 exempt
\$51,888 non

pd \$162,615 exempt
\$1,812,592 non

street \$62,825 exempt
\$99,216 non

Utility \$157,350 exempt
\$328,617 non

		impact									
			cost of %	ex salary	2%	3%	4%	5%	6%	7%	8%
Budgeted Total	\$3,318,710	2%	\$66,374.20	\$45,552	\$911.04	\$1,367	\$1,822	2,278	\$2,733	3,189	3,644
		3%	\$99,561.30	\$55,145	\$1,103	\$1,654	\$2,206	2,757	\$3,309	3,860	4,412
		4%	\$132,748.40	\$63,510	\$1,270	\$1,905	\$2,540	3,176	\$3,811	4,446	5,081
		5%	\$165,935.50	\$73,797	\$1,476	\$2,214	\$2,952	3,690	\$4,428	5,166	5,904
		6%	\$199,122.60	\$80,733	\$1,615	\$2,422	\$3,229	4,037	\$4,844	5,651	6,459
		7%	\$232,309.70	\$106,752	\$2,135.04	\$3,203	\$4,270	5,338	\$6,405	7,473	8,540
		8%	\$265,496.80	\$125,050	\$2,501	\$3,752	\$5,002	6,253	\$7,503	8,754	10,004

actual cost of %
adjustment for
total actual
payroll

variance
between %

Actual Payroll
as of June 13,
2022

\$3,110,373.42	2%	\$62,207.47	
	3%	\$93,311.20	\$31,103.73
	4%	\$124,414.94	\$31,103.73
	5%	\$155,518.67	\$31,103.73
	6%	\$186,622.41	\$31,103.73
	7%	\$217,726.14	\$31,103.73
	8%	\$248,829.87	\$31,103.73

DIVIDER PAGE

List of Bring-To- Minimum Positions

Position	10/01/2021	04/01/2022	07/01/2022
DIRECTOR OF COMMUNITY DEVELOPMENT	\$ 1,344	\$ 672	\$ 336
ASSISTANT TREASURER	\$ 3,797	\$ 1,899	\$ 949
ADMIN SERVICES COORDINATOR	\$ 2,185	\$ 1,092	\$ 546
CITY SECRETARY	\$ 4,021	\$ 4,021	\$ 1,005
POLICE OFFICER	\$ 3,361	\$ 1,681	\$ 840
Total	\$ 14,709	\$ 9,365	\$ 3,677

DIVIDER PAGE

Outstanding Projects for FY 2021

Security System	\$	10,742
Showers	\$	35,646
Flock Camera	\$	68,750
Jury Module	\$	7,888
Consultant Fee for Salary Study	\$	7,970
Notebooks For Court Staff & Admin Staff	\$	5,543
Street Striping - Westview	\$	28,667
AC Repair	\$	5,619
Total	\$	170,825

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OPTION 1

Structure Update Costing Option Summary - Beginning on October 1, 2021

6/14/2022

Component	Option 1: New midpoints based upon lowest actual market 50th actual salaries (Except P grades); 50th market max anchor for P1-P3	Total Fringe Benefits	Total Cost
		TMRS: 6.50% 457-Plan:2% Medicare Rate: 1.45% Works Comp. Avg: 1.87%	11.82%
	Bring to Minimum	Bring to Minimum	
Bring to Minimum Cost	\$13,154	\$1,555	\$ 14,709
	Bring to TIP		
Bring to TIP Cost	\$308,292	\$36,440	\$ 344,732
% of Payroll	11.2%		
# Increases	24		
Average Range Penetration	57%		

Current Annual Payroll from Census
Current City Average Range Penetration

Two Phase Implementation for Each Scenario	Option 1:		
Bring to Minimum - Phase 1	\$6,577	\$777	\$ 7,354
Bring to Minimum - Phase 2	\$6,577	\$777	\$ 7,354
Total \$ Bring to Minimum	\$13,154	\$1,555	\$ 14,709
Bring to TIP - Phase 1	\$154,146	\$18,220	\$ 172,366
Bring to TIP - Phase 2	\$154,146	\$18,220	\$ 172,366
Total \$ Bring to TIP	\$308,292	\$36,440	\$ 344,732

Proposed Funding	
Option 1:	
Revenue over Expenditures for FY 2021	\$ 745,887
Funding for Outstanding Projects FY2021	\$ 170,825
Projected Available	\$ 575,062
Projected Balance for FY 2021 After Bring to Minimum	\$ 560,353
Projected Balance for FY 2021 After Bring to TIP Start in October 1, 2021	\$ 230,330

Option 2

Structure Update Costing Option Summary - Beginning on April 1, 2022

6/14/2022

Component	Option 2: New midpoints based upon lowest actual market 50th actual salaries (Except P grades); 50th market max anchor for P1-P3	Total Fringe Benefits	Total Cost
	Bring to Minimum	Bring to Minimum	
Bring to Minimum Cost	\$8,375	\$990	\$ 9,365
	Bring to TIP		
Bring to TIP Cost	\$154,146	\$18,220	\$ 172,366
% of Payroll	11.2%		
# Increases	24		
Average Range Penetration	57%		

Current Annual Payroll from Census
Current City Average Range Penetration

Two Phase Implementation for Each Scenario	Option 2:		
Bring to Minimum - Phase 1	\$4,187	\$495	\$ 4,682
Bring to Minimum - Phase 2	\$4,187	\$495	\$ 4,682
Total \$ Bring to Minimum	\$8,375	\$990	\$ 9,365
Bring to TIP - Phase 1	\$77,073	\$9,110	\$ 86,183
Bring to TIP - Phase 2	\$77,073	\$9,110	\$ 86,183
Total \$ Bring to TIP	\$154,146	\$18,220	\$ 172,366

Proposed Funding	
Option 2:	
Revenue over Expenditures for FY 2021	\$ 745,887
Funding for Outstanding Projects FY2021	\$ 170,825
Projected Available	\$ 575,062
Projected Balance for FY 2021 After Bring to Minimum	\$ 565,697
Projected Balance for FY 2021 After Bring to TIP Start in April 1, 2022	\$ 402,696

Option 3

Structure Update Costing Option Summary - Beginning on July 1, 2022

6/14/2022

Component	Option 3: New midpoints based upon lowest actual market 50th actual salaries (Except P grades); 50th market max anchor for P1-P3	Total Fringe Benefits	Total Cost
	Bring to Minimum	TMRS: 6.50% 457-Plan:2% Medicare Rate: 1.45% Works Comp. Avg: 1.87%	11.82%
Bring to Minimum Cost	\$3,288	\$389	\$ 3,677
	Bring to TIP		
Bring to TIP Cost	\$77,972	\$9,216	\$ 87,188
% of Payroll	11.2%		
# Increases	24		
Average Range Penetration	57%		

Current Annual Payroll from Census
Current City Average Range Penetration

Two Phase Implementation for Each Scenario	Option 3:		
Bring to Minimum - Phase 1	\$1,644	\$194	\$ 1,839
Bring to Minimum - Phase 2	\$1,644	\$194	\$ 1,839
Total \$ Bring to Minimum	\$3,288	\$389	\$ 3,677
Bring to TIP - Phase 1	\$38,986	\$4,608	\$ 43,594
Bring to TIP - Phase 2	\$38,986	\$4,608	\$ 43,594
Total \$ Bring to TIP	\$77,972	\$9,216	\$ 87,188

Proposed Funding	
Option 3:	
Revenue over Expenditures for FY 2021	\$ 745,887
Funding for Outstanding Projects FY2021	\$ 170,825
Projected Available	\$ 575,062
Projected Balance for FY 2021 After Bring to Minimum	\$ 571,385
Projected Balance for FY 2021 After Bring to TIP Start in July 1, 2022	\$ 487,874