

# FY 2025 Compensation and Benefits Changes

To our valued Travis County team members,

Thank you for your public service and dedication to our communities and visitors. Travis County is committed to being a trusted and well-run county in rewarding your successes through competitive compensation and benefits.

Travis County considers it a high priority to recruit, motivate, and retain employees capable of providing exemplary service to its residents by using a total compensation system that is fair, flexible, and market competitive.

In recognition of this priority, we are happy to announce that Commissioners Court has approved over \$30.2 million to be invested in our compensation and benefits package for FY 2025.

## FY 2025 Compensation Changes

### Classified Employees

#### Across-the-Board Increase

- **Effective October 1, 2024**, all classified regular employees and Special Project Workers who were hired on or before September 30, 2024, will receive a 5% across-the-board salary increase.
  - Employees who are at the maximum of their pay grades will also receive the full amount of their increase.
  - Salary increases will be reflected on the October 31, 2024, paycheck.

#### Classified Pay Scale

- **Effective October 1, 2024**, the classified pay scale will be adjusted by 5%.

#### New Minimum Wage

- **Effective October 1, 2024**, the County's minimum wage is increasing to \$21.84 per hour from \$20.80 per hour.
  - All regular and temporary employees and Special Project Workers are included.
  - Interns, TNR Parks seasonal positions, and election workers are **not** included.
- Departments will need to work with the Planning & Budget Office to resolve any funding issues related to temporary positions after funding has been moved from the compensation reserve to department budgets in November.

#### Bilingual Pay

- Commissioners Court approved \$945,000, which will fund the payment of bilingual pay for classified employees on an ongoing basis.

#### Market Study Update

- Funding for the market study was not included in the FY 2025 budget. HRMD will continue to develop options for FY 2026.

### Peace Officer Pay Scale (POPS) Employees Adjustments to POPS Scales (TCSO and Non-TCSO)

- **Effective October 1, 2024**, the POPS Scale is adjusted upwards 3%.
  - No additional steps will be added to the POPS Scale.
  - Step increases are funded for FY 2025. Steps will remain 3% apart.
- An additional \$320,000 was approved to implement a change to allow both a career ladder increase and a step increase in the same fiscal year.
  - This would allow Correction Officers, Law Enforcement Deputies, Deputy Constables, and Park Rangers to receive a career ladder promotion to the senior-level job title and a step increase in the same year if they are eligible.

## **Classified and POPS Employees**

### **Shift Differential**

- **Effective October 1, 2024**, shift differential is increased to \$1.50 per hour from \$1.25 per hour.

For questions about compensation, please email [HRMD\\_Compensation\\_Team@traviscountytexas.gov](mailto:HRMD_Compensation_Team@traviscountytexas.gov).

## **FY 2025 Benefit Changes**

### **All Employees and Retirees**

#### **Medical Plans**

- **Effective October 1, 2024**, there will be a 4.1% increase based on the current rates in the Employee and Retiree medical plan rates.
  - The new rates will be reflected on the October 15<sup>th</sup> paycheck.
  - UnitedHealthCare (UHC) ID cards for open enrollment changes will be mailed to home mailing addresses by October 1<sup>st</sup>.
  - ID cards are also available on the myuhc.com website and UHC mobile app.

#### **Flexible Spending Account**

- **Effective October 1, 2024**, the maximum contributions for the Health Care FSA increased to \$3,200 from \$3,050.
  - The plan year remains October – September with a grace period to use prior year balances by December 15<sup>th</sup> and to file manual reimbursement claims by December 31<sup>st</sup>.

#### **Health Savings Account**

- **Effective January 1, 2025**, the maximum contributions established by the IRS will increase to:
  - \$4,300 from \$4,150 for Individuals
  - \$8,550 from \$8,300 for Employee and Dependents

## **FY 2025 Benefits No Changes**

- Dental
- Vision
- Life and Disability Plans

For questions about benefits, please call the Benefits line at (512) 854-0404 or email [BenefitsTeam@traviscountytexas.gov](mailto:BenefitsTeam@traviscountytexas.gov).