

AGENDA

**MEETING OF THE BOARD OF DIRECTORS'
FISCAL COMMITTEE AND/OR OF THE
BOARD OF DIRECTORS**



SAN ANTONIO RIVER AUTHORITY

April 11, 2011, 12:00 noon

**Estimated Presentation Time: 2 Hours*

GENERAL AND CEREMONIAL ITEMS:

Estimated Presentation Time: 5 minutes

- 1. CALL TO ORDER BY THE CHAIR, MS. TERRY E. BAIAMONTE**
- 2. PLEDGE OF ALLEGIANCE**
- 3. ROLL CALL BY THE SECRETARY, MR. A. D. KOLLODZIEJ, JR.**
 - Terry E. Baiamonte
 - A.D. Kollodziej, Jr.
 - Michael W. Lackey, P.E.
 - Hector R. Morales
 - Gaylon J. Oehlke
 - Thomas G. Weaver
- 4. CERTIFICATION OF A QUORUM BY THE SECRETARY**
- 5. INTRODUCTION OF VISITORS**
- 6. CITIZENS TO BE HEARD**

**Represents the time staff anticipate that it will take to make presentations or give briefings; does not include an estimate of the time required for discussions generated by Board members.*

7. **APPROVAL OF THE MINUTES OF THE FISCAL COMMITTEE MEETING HELD ON MARCH 7, 2011**
8. **PRESENTATION, DISCUSSION, AND APPROPRIATE ACTION REGARDING THE RESULTS OF A COMPENSATION STUDY FOR ANNUAL PERFORMANCE PAY FISCAL YEAR 2011/12**
9. **PRESENTATION, DISCUSSION, AND APPROPRIATE ACTION REGARDING THE OPERATING BUDGET FOR FISCAL YEAR 2011/12**
10. **GENERAL MANAGER'S REPORT**
 - **UPCOMING EVENTS CALENDAR,**
 - **FUTURE BOARD AND/OR COMMITTEE MEETINGS, AND**
 - **MEETINGS INVOLVING THE ATTENDANCE OF ONE OR MORE BOARD MEMBERS**
11. **ITEMS FOR FUTURE CONSIDERATION**
12. **NEXT MEETING DATE**
13. **ADJOURN**

Estimated Presentation Time: 2 Hours

SAN ANTONIO RIVER AUTHORITY
General Statements

This meeting is wheelchair accessible. Accessible parking is located at 100 E. Guenther Street. Requests for an interpreter for the hearing impaired must be received at least 48 hours prior to the meeting, or, to arrange for special assistance to attend this meeting, please call the Operator at 210-227-1373.

The Board of Directors' Fiscal Committee and/or the Board of Directors of the San Antonio River Authority may discuss and/or take action on any item listed in this agenda while convened in open session. The Board of Directors' Fiscal Committee and/or of the Board of Directors of the San Antonio River Authority may also meet in Executive Session, pursuant to Section 551.071 of the Texas Government Code, to receive advice from legal counsel on any item listed in this agenda.

Fiscal Committee

Date: 04/11/2011

Approval of the Minutes

Submitted For: Suzanne B. Scott

Submitted By: Lupe Sanchez

Division: Executive Offices

CAPTION

APPROVAL OF THE MINUTES OF THE FISCAL COMMITTEE MEETING HELD ON MARCH 7, 2011

Presenter

Ms. Baiamonte, Committee Chair

Estimated Presentation Time: 5 minutes

Recommendation

Motion to approve the minutes of the Fiscal Committee meeting held on March 7, 2011, as presented.

Discussion

Vote

Attachments

March 7, 2011, Fiscal Committee Meeting Minutes

MINUTES

**MEETING OF THE BOARD OF
DIRECTORS' FISCAL COMMITTEE**

SAN ANTONIO RIVER AUTHORITY



March 7, 2011, 12:00 noon

GENERAL AND CEREMONIAL ITEMS:

1. **IN THE ABSENCE OF THE COMMITTEE CHAIR, THE CALL TO ORDER WAS MADE BY MR. A.D. KOLLODZIEJ, JR., BOARD SECRETARY, AT 12:13 P.M.**

2. **PLEDGE OF ALLEGIANCE WAS RECITED**

3. **MR. THOMAS G. WEAVER CALLED THE ROLL AND REPORTED THE FOLLOWING COMMITTEE MEMBERS PRESENT:**

- Terry E. Baiamonte (12:33 p.m. arrival)
- A.D. Kollodziej, Jr.
- Michael W. Lackey, P.E.
- Hector R. Morales (absent)
- Gaylon J. Oehlke
- Thomas G. Weaver

4. **CERTIFICATION OF A QUORUM WAS ANNOUNCED BY MR. WEAVER**

5. **INTRODUCTION OF VISITORS**

Ms. Sanchez announced the visitors who were present in the audience.

6. **CITIZENS TO BE HEARD**

Ms. Sanchez announced that there were no citizens signed up to speak.

7. **APPROVAL OF THE MINUTES OF THE FISCAL COMMITTEE MEETING HELD ON AUGUST 9, 2010**

Staff recommended a motion to approve the minutes of the Fiscal Committee Meeting held on August 9, 2010, as presented.

Motion made by Thomas G. Weaver
Seconded by Gaylon J. Oehlke

Vote: 4 - 0 Passed

Other: Terry E. Baiamonte (Absent)
Hector R. Morales (Absent)

8. PRESENTATION AND DISCUSSION REGARDING IN-HOUSE UTILITY BILLING

By consensus, the Committee did not take action on this item. After Committee discussion, Ms. Baiamonte called for Agenda Item 9.

9. BRIEFING REGARDING MID-YEAR BUDGET STATUS REVIEW AND ADJUSTMENTS TO PROJECT AND DEPARTMENTAL BUDGETS

There being no action taken on this item, Ms. Baiamonte called for Agenda Item 10.

10. PRESENTATION, DISCUSSION AND APPROPRIATE ACTION REGARDING A COOPERATIVE PURCHASING AGREEMENT WITH THE CITY OF FORT WORTH

Staff recommended a motion indicating Fiscal Committee support for presenting to the San Antonio River Authority Board of Directors a recommendation to enter into a Cooperative Purchasing Agreement with the City of Fort Worth.

Motion made by Gaylon J. Oehlke
Seconded by Thomas G. Weaver

Vote: 5 - 0 Passed

Other: Hector R. Morales (Absent)

Attachments:

Cooperative Purchasing Agreement

11. PRESENTATION, DISCUSSION AND APPROPRIATE ACTION REGARDING THE SAN ANTONIO RIVER AUTHORITY'S FUNDS MANAGEMENT POLICY AND GOVERNMENT ACCOUNTING STANDARDS BOARD STATEMENT NUMBER 54

There being no action taken on this item, Ms. Baiamonte called for Agenda Item 12.

12. GENERAL MANAGER'S REPORT

- **UPCOMING EVENTS CALENDAR,**
- **FUTURE BOARD AND/OR COMMITTEE MEETINGS, AND**
- **MEETINGS INVOLVING THE ATTENDANCE OF ONE OR MORE BOARD MEMBERS**

There being no action taken on this item, Ms. Baiamonte called for Agenda Item 13.

13. ITEMS FOR FUTURE CONSIDERATION

Mr. Oehlke request to have more items regarding the budget. Ms. Scott assured him that meetings involving the budget were soon approaching.

14. NEXT MEETING DATE

The next Fiscal Committee meeting will be April 11, 2011, at 12:00 p.m.

15. ADJOURN

There being nothing further to report, Ms. Baiamonte called the meeting adjourned at 1:43 p.m.

PREPARED AND RECOMMENDED FOR COMMITTEE APPROVAL BY THE MANAGER.

SUZANNE B. SCOTT, General Manager

APPROVED BY THE BOARD OF DIRECTORS' FISCAL COMMITTEE AT THE MEETING HELD ON APRIL 11, 2011.

TERRY E. BAIAMONTE, Committee Chair

ATTEST:

A.D. KOLLODZIEJ, JR., Committee Secretary

FORT WORTH CITY SECRETARY
CONTRACT NO. _____

COOPERATIVE PURCHASING AGREEMENT

This Cooperative Purchasing Agreement (“Agreement”) is made and entered into as of the date written below between the San Antonio River Authority (“River Authority”) and the City of Fort Worth, Texas (“Fort Worth”).

WHEREAS, both the River Authority and Fort Worth have each determined a need for a cooperative agreement to purchase like goods and services to avoid duplicate procurement efforts and obtain the benefits of volume purchasing; and

WHEREAS, the River Authority and Fort Worth are authorized by Section 271.102 of the Local Government Code to pursue mutually beneficial and cooperative purchasing programs.

NOW, THEREFORE, for and in consideration of the mutual obligations and benefits contained herein, the River Authority and Fort Worth agree as follows:

SECTION 1. The purpose of this Agreement is to provide the River Authority and Fort Worth with additional purchasing options by satisfying the provisions of Section 271.102 of the Local Government Code.

SECTION 2. The parties agree that each of the parties shall respectively designate a person to act under the direction of, and on behalf of, the designating party (the “Designated Representative”).

SECTION 3. At the request of the other party, a party that enters into a contract with a vendor for goods or services (the “First Purchasing Party”) shall attempt to obtain the vendor’s agreement to offer those goods and services to the other party (the “Second Purchasing Party”) for the same price and on the same terms and conditions as have been offered to the First Purchasing Party. If the vendor so agrees, and if the Second Purchasing Party is agreeable to such terms and conditions, the Second Purchasing Party may enter into its own separate contract with the vendor for the purchase of such goods or services.

SECTION 4. Unless otherwise agreed between the Designated Representatives, payments for a purchase made by the Second Purchasing Party shall be paid directly to the vendor and not to the First Purchasing Party. The Second Purchasing Party shall have the responsibility of determining whether the vendor has complied with any provisions in its contract with the vendor, including but not limited to those relating to the quality of items and terms of delivery, and shall be responsible for enforcement of its contract against the vendor, including all cost of enforcement.

City of Fort Worth & San Antonio River Authority
Cooperative Purchasing Agreement

SECTION 5. This Agreement will be subject to all applicable federal, state and local laws, ordinances, rules and regulations.

SECTION 6. This Agreement may be terminated by either party, without cause or penalty, upon not less than thirty days written notice to the other party.

SECTION 7. The parties acknowledge that each party and, if it so chooses, its counsel have reviewed and revised this Agreement and that the normal rule of construction to the effect that any ambiguities are to be resolved against the drafting party must not be employed in the interpretation of this Agreement or any amendments or exhibits hereto.

SECTION 8. If any action, whether real or asserted, at law or in equity, arises on the basis of any provision of this Agreement, venue for such action shall lie in state courts located in Tarrant County, Texas or the United States District Court for the Northern District of Texas – Fort Worth Division. This Agreement shall be construed in accordance with the laws of the State of Texas.

SECTION 9. If any term or provision of this Agreement is held to be illegal, invalid or unenforceable, the legality, validity or enforceability of the remaining terms or provisions of this Agreement shall not be affected thereby, and in lieu of each such illegal, invalid or unenforceable term or provision, the parties shall endeavor to agree to a legal, valid or enforceable term or provision as similar as possible to the term or provision declared illegal, invalid or unenforceable.

SECTION 10. Execution of this Agreement does not obligate the River Authority or Fort Worth to make any purchase, to pay any membership fee or to otherwise or in any manner incur any cost or obligation.

SECTION 11. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original, and all of which shall constitute but one and the same instrument.

SECTION 12. The undersigned officers and/or agents are properly authorized to execute this Agreement on behalf of the parties hereto and each party hereby certifies to the other that any necessary actions extending such authority have been duly passed and are now in full force and effect.

SECTION 13. All notices, requests, demands, and other communications which are required or permitted to be given under this Agreement shall be in writing and shall be deemed to have been duly given upon the delivery or receipt thereof, as the case may be, if delivered personally or sent by registered or certified mail, return receipt requested, postage prepaid, to the respective city representative set out below, or his/her designee.

City of Fort Worth & San Antonio River Authority
Cooperative Purchasing Agreement

EXECUTED this _____ day of _____, 201__.

CITY OF FORT WORTH
1000 Throckmorton Street
Fort Worth, Texas 76102

SAN ANTONIO RIVER AUTHORITY
100 E. Guenther
P.O. Box 839980
San Antonio, TX 78283

By: _____
Karen L. Montgomery

By: _____
Suzanne B. Scott

Title: Assistant City Manager

Title: General Manager

**APPROVED AS TO
FORM AND LEGALITY:**

Denis McElroy
Assistant City Attorney

Contract Authorization

Marty Hendrix, City Secretary

Steve Graham, Assistant Secretary

Date

Date

Fiscal Committee

Date: 04/11/2011

Recommendation for Performance Pay FY 2011/12

Submitted By: Janet Pollock

Division: Human Resources

Department: Human Resources

CAPTION

PRESENTATION, DISCUSSION, AND APPROPRIATE ACTION REGARDING THE RESULTS OF A COMPENSATION STUDY FOR ANNUAL PERFORMANCE PAY FISCAL YEAR 2011/12

Presenter

Janet Pollock

Estimated Presentation Time: 30 minutes

Each budget year the San Antonio River Authority (River Authority) staff makes a recommendation for employee compensation adjustments to support the Performance Pay Program.

ANNUAL BUDGETING FOR PERFORMANCE PAY

During the annual preparation of the budget, the General Manager recommends to the Fiscal Committee for approval an annual percentage of payroll to allocate for performance pay increases. The recommendation is formulated by using salary surveys, cost of living, and other pertinent factors along with a performance pay increase factor. The allocation approved by the Fiscal Committee is then used in the preparation of the personnel budget for the upcoming fiscal year, which is then presented to the Board of Directors for approval and adoption in June.

The allocation to individual employees is based on performance ratings. Increases are awarded annually on or around the beginning of the fiscal year. Any employee with a performance rating of “Below Expectations” or “Unsatisfactory” may not receive an annual increase.

The staff recommendation is founded on consideration of a combination of factors which include the Consumer Price Index, Employment Cost Index, Social Security and Federal pay increases, and Salary and Benefit Surveys.

ECONOMIC INDICATORS

Leading national and local finance experts indicate the economy is strengthening as consumer and business confidence builds.

The Consumer Price Index (CPI: see Attachment) is a key measure of inflation on consumer goods and services expended by approximately 87% of the US population. Between December 2009 and December 2010, the CPI increased 1.5%. Kiplinger reports the strengthening economy will see an increase in CPI of 2.5% by December 2011 (Attachment: KIPLINGER REPORT).

The Employment Cost Index (ECI: see Attachment) measures change in total compensation costs, including wages and benefit costs. The ECI for State and Local Government Workers increased 1.8% in

total compensation, with wages and salaries increasing 1.2%, and benefit costs increasing 2.9% by December 2010.

CPI and ECI information was obtained from the Bureau of Labor Statistics website, www.bls.gov. 2011 Economic Outlook information was obtained from Kiplinger at www.kiplinger.com/businessresource/economic_outlook.

EMPLOYMENT INDICATORS

The unemployment rate for the San Antonio Metropolitan Area in February 2011 (up slightly over last year) has been declining, with a decreasing three-tenths of a percentage from January 2011 to 7.5%. This is lower than the Texas unemployment rate of 8.2% and the national unemployment rate of 9.5% (Attachment: Texas Labor Market Review).

Unemployment rates by County as of February 2011 (compared to December 2010) are as follows:

	<u>2011</u>	<u>2010</u>
Bexar County	7.5%	7.4%
Goliad County	6.6%	7.4%
Karnes County	8.6%	8.7%
Wilson County	7.3%	7.6%

Locally, the Chief Economist from the Strategic Alliance for Business and Economic Research Institute (SABER) and the Senior Economist from the Federal Reserve Bank of Dallas report the economic forecast for the San Antonio Metropolitan Area as recovering at an economically faster rate than the 2.0% national average, predicting San Antonio job growth will be between 3.0% and 3.5% in 2011.

Unemployment figures were obtained from Texas Labor Market Information, www.tracer2.com; www.saberinstitute.org/content/EconomicForecast2011CombPresentation.pdf.

SOCIAL SECURITY AND FEDERAL INCREASES

The Social Security Administration did not adjust for Cost-of-Living on January 1, 2011 (Attachment: News Release).

President Obama and Congress have approved a 1.4% pay increase for members of the armed forces (Navy, Marines, Army, Air Force, Coast Guard, and National Guard). However, President Obama signed legislation to freeze statutory pay adjustments for most federal civilian employees for a two-year period (Attachments)

Social Security information was obtained from www.ssa.gov. Federal pay information was obtained from the president's memorandum posted at www.whitehouse.gov/the-press-office/2010/12/22/memorandum-www.whitehouse.gov/the-press-office/2010/12/22/memorandum-adjustments-certain-rates-pay.

MARKET SURVEY OF PERFORMANCE PAY INCREASES: OTHER ENTITIES, LOCAL AND NATIONAL SURVEY INFORMATION

National survey information from Towers Watson reports the average salary increase for 2011 to be 3.0%. Culpepper Compensation Surveys and Services report a 2.86% salary increase for 2011 (Attachments: National Surveys). Preliminary results of the San Antonio Wage and Benefit Survey indicate local employers anticipate an average increase of 2.92% (Attachments: SARA Surveys).

Survey results of other governmental entities and river authorities show that five of our participants plan a 2.8% average increase for cost of living adjustment (COLA) and Performance Pay.

SUMMARY OF 2010/2011 COMPENSATION INCREASE DATA

- Consumer Price Index increased 1.5% in 2010 and is expected to increase 2.5% by December 2011.
- Expected job growth in the San Antonio Metropolitan Area is likely to be between 3.0% and 3.5% in 2011.
- Total Compensation for State and Local Government Workers increased 1.8% in 2010 based on the ECI.
- Members of the armed forces are expecting a 1.4% cost of living adjustment in 2011; however, Social Security recipients and federal civilian employees will not receive a cost of living adjustment in 2011.
- National survey reports salary increases average 3.0% by Towers Watson and 2.86% by the Conference Board.
- The expected average base annual increase from local San Antonio employers is 2.92%.
- Three river authorities and two water districts in Texas report an average cost of living and performance pay increase of 2.8%.

HISTORY OF SARA PERFORMANCE PAY (PAST 5 YEARS)

FY 2006-2007: 4.5%
FY 2007-2008: 4.5%
FY 2008-2009: 5.0%
FY 2009-2010: 3.5%
FY 2010-2011: 2.0%

CONCLUSION

Factoring in economic data as well as the average 2.8% pay increases reported in the compensation study, staff is recommending 2.5% Performance Pay in the fiscal year 2011-12 fiscal budget.

In fiscal year 2010-11, the Board approved the budget for pay increases of \$469,000, which included 2.5% performance pay (\$334,994), and 1% for compensation plan adjustments. To achieve budget constraint objectives, SARA staff reduced the performance pay from 2.5% to 2.0%, and budgeted nine months instead of 12 (calculation: $3/4$ of 2.0% = \$139,364).

The fiscal impact to the fiscal year 2011-12 budget for the recommended 2.5% increase (combined personnel budget) will be \$343,432. This amount includes vacant positions and benefits impacted by the performance pay increase.

This recommendation is very close to the level of funding originally approved last year, and allows SARA employees to realize the full annual pay increase, which we were unable to award fiscal year 2010-11. The performance pay increases will be based solely on the performance of each individual employee. Management will ensure fairness and equity in the allocation of performance pay.

Recommendation

Motion indicating Fiscal Committee support to include an allocation of 2.5% performance pay in the fiscal year 2011-12 budget draft (\$343,432) of total salaries for performance pay increases.

Discussion

Vote

Attachments

Performance Pay Recommendation



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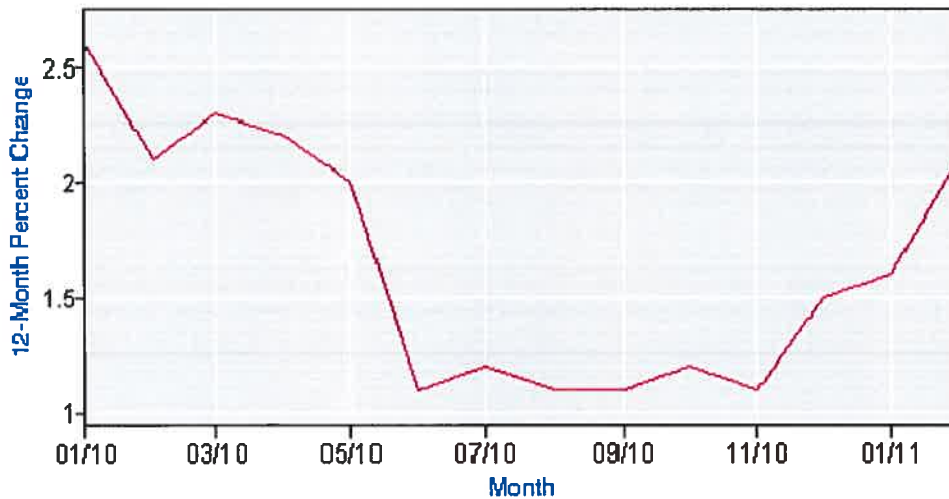
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Data extracted on: April 3, 2011 (6:39:26 PM)

Consumer Price Index - All Urban Consumers

12-Month Percent Change

Series Id: CUUR0000SA0
Not Seasonally Adjusted
Area: U.S. city average
Item: All items
Base Period: 1982-84=100



Download: .xls

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2010	2.6	2.1	2.3	2.2	2.0	1.1	1.2	1.1	1.1	1.2	1.1	1.5	1.6	2.1	1.2
2011	1.6	2.1													

CONSUMER PRICE INDEX

INFLATION

Last updated: March 17, 2011

Inflation is gathering speed. We now look for the Consumer Price Index (CPI) to increase about 2.5% this year, from December 2010 to December 2011. That follows an increase of 1.5% for the previous year. Food and fuel, two very visible categories, will continue to exert considerable upward pressure. Prices at the gasoline pump are headed toward \$4 a gallon by midyear, due to unrest in the Middle East. Food prices, up 1.8% over the past 12 months, likely will increase 3% this year.

With hiring tepid, however, there is enough slack to keep a lid on the overall CPI this year. Makers of beer, coffee, tires and breakfast cereals, among others, have seen prices of commodities rise by 20% to 100% in some cases, but they aren't able to pass along much of that increase to consumers.

Core inflation, which strips out energy and food prices, will rise by about 1.8% this year, a bit more than last year. That index is dominated by rents, and while they're on the upswing as the economy continues to grow, the increase won't be particularly large. The core CPI increased 0.2% in February and just 1.1% over the past 12 months. That slow pace is the chief reason Federal Reserve Chairman Ben Bernanke remains unconcerned about the prospect of higher inflation. Of course, it isn't that the Fed ignores that people drive and eat. The central bank's mission is to look about 12 months down the road, and the core rate is a more accurate predictor of future inflation than the overall CPI.

That said, the gradual absorption of excess resources into the economy will nudge the overall inflation rate higher this year. The CPI rose 0.5% in February after a jump of 0.4% in January, leaving inflation over the past 12 months at 2.1%, well above the 1.1% clip just three months ago. Gasoline rose 4.7%, after a 3.5% increase in January. The cost of food at home, especially fresh vegetables and meat, jumped 0.8% last month following an increase of 0.7% in January. Increases were also posted by a range of items including medical goods and services, airfares, new cars and household furnishings. One declining category was apparel, down 0.9% after an increase of 1% the month before.

[Consumer Price Index Table](#)

[Use Our Calculator to Figure Out the Changing Power of a Dollar](#)

[Dept. of Labor: Inflation Data](#)

EMPLOYMENT

Last updated: April 1, 2011

Stronger-than-expected job growth in March signals the recovery is finally gaining some traction. Broad-based hiring -- in manufacturing, at bars and restaurants, in health care, professional services and more -- yielded a net increase of 216,000 jobs in March, following February's solid gain. That was revised up to 194,000. The unemployment rate dipped a tick to 8.8%, the lowest since 8.6% in March 2009.

We expect a total of about 2 million jobs to be created this year--good, but not good enough to quickly recover the more than 8 million jobs lost in the recession. But by year-end, the unemployment rate isn't likely to be much different from where it is now, as more folks who lost their jobs but became discouraged and quit looking for work reenter the labor force. Because that drives up the numbers of active job seekers, it puts upward pressure on the unemployment rate, even as more jobs are created and more people are hired.

And not all recent employment developments are bright. The number of people working part-time who want a full-time job didn't budge, holding steady at 8.4 million. What's more, temp services posted a healthy gain of 29,000, indicating that many managers remain cautious about permanently adding to payrolls. Plus average hourly earnings were unchanged for the month. Up 1.7% over the past 12 months, they're not keeping up with inflation, which increased about 2% over that period.

Transmission of material in this release is embargoed until
8:30 a.m. (EST) Friday, January 28, 2011

USDL-11-0086

Technical information: (202) 691-6199 • NCSinfo@bls.gov • www.bls.gov/ect
Media contact: (202) 691-5902 • PressOffice@bls.gov

EMPLOYMENT COST INDEX –DECEMBER 2010

Compensation costs for civilian workers increased 0.4 percent, seasonally adjusted, for the 3-month period ending December 2010, the U.S. Bureau of Labor Statistics reported today. Both **wages and salaries** (which make up about 70 percent of compensation costs) and **benefits** (which make up the remaining 30 percent of compensation) increased 0.4 percent.

Chart 1. Employment Cost Index, 3-month percent change, seasonally adjusted, civilian workers, compensation, Dec. 2008-Dec. 2010

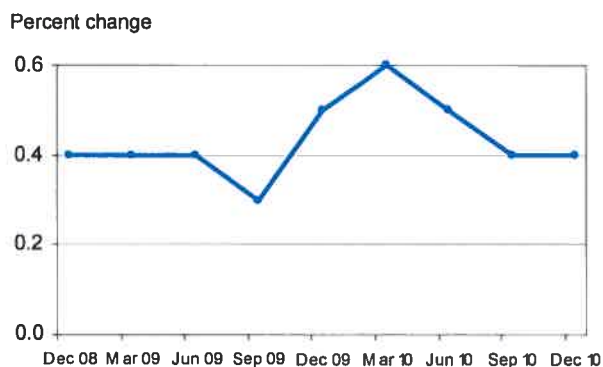
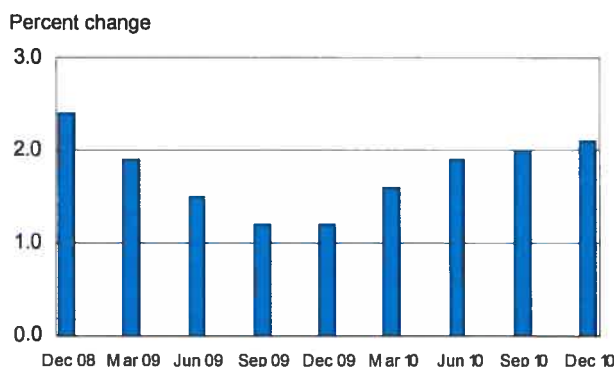


Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, private industry workers, total compensation, Dec. 2008-Dec. 2010



Civilian Workers

Compensation costs for civilian workers increased 2.0 percent for the 12-month period ending December 2010. This was higher than in December 2009, when the increase was 1.4 percent. **Wages and salaries** increased 1.6 percent for the current 12-month period; in December 2009 the increase was 1.5 percent. **Benefit costs** accelerated to 2.9 percent, up from a 1.5 percent increase for the 12-month period ending December 2009 due primarily to increases in retirement costs.

Private Industry Workers

Compensation costs for private industry workers increased 2.1 percent over the year, higher than the 1.2 percent increase for the previous 12-month period. The **wage and salary** series increased 1.8 percent

Corrections to ECI Data Series

Some Employment Cost Index estimates from June 2009 through September 2010 were corrected on January 18, 2011. (In some of the seasonally adjusted series, corrections were made to estimates back to June 2005.) For further information, see: www.bls.gov/bls/eci_corrections_111910.htm.

for the current 12-month period. The change for the period ending December 2009 was 1.3 percent. The cost of **benefits** increased 2.9 percent for the 12-month period ending December 2010, higher than the December 2009 increase of 0.9 percent. Employer costs for **health benefits** rose 5.0 percent for the 12-month period ending December 2010. In December 2009, the 12-month percent change was 4.3 percent.

Among occupational groups, compensation cost increases for private industry workers for the 12-month period ending December 2010 ranged from 1.5 percent for service occupations to 2.4 percent for production, transportation, and material moving occupations.

Among industry supersectors, compensation cost increases for private industry workers for the current 12-month period ranged from 0.9 percent for construction to 2.8 percent for manufacturing.

State and Local Government Workers

Compensation cost increases for State and local government workers decelerated to 1.8 percent for the 12-month period ending December 2010, down from 2.3 percent for the 12-month period ending December 2009. Prior to this quarter, values for this series—which began in June 1982—ranged from 1.7 percent in June 2010 to 9.6 percent in June 1982. The slowdown in compensation was due to **wages and salaries**, which increased 1.2 percent. Prior values for this series, which also began in June 1982, ranged from 1.2 percent in September 2010 to 8.5 percent in June 1982. **Benefit costs** increased 2.9 percent. Prior values for this series, which began in June 1990, ranged from 1.2 percent in December 1997 to 8.3 percent in June 1990.

The Employment Cost Index for March 2011 is scheduled to be released on Friday, April 29, 2011, at 8:30 a.m. (EDT).

Information in this release will be made available to sensory impaired individuals upon request—Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

BLS news releases, including the ECI, are available through an e-mail subscription service at: www.bls.gov/bls/list.htm.

Highlights of the Texas Labor Force (Not Seasonally Adjusted)

The Texas unemployment rate decreased three-tenths of a percentage point to 8.2 percent. The January-to-February change was the lowest seen since 2008. The unemployment rate was two-tenths of a percentage point lower over the year. The national unemployment rate moved in tandem with the Texas unemployment rate, declining three-tenths of a percentage point for a rate of 9.5 percent. The Texas unemployment rate has remained below the national unemployment rate for 44 consecutive months.

✦ The Civilian Labor Force added 1,800 persons in February with the level estimated at 12,152,400 Texans. This was recorded as the highest Civilian Labor Force level seen for February, yet was the lowest February monthly increase recorded in this series. The Civilian Labor Force expanded by 128,500 individuals since February 2010.

✦ The number of employed Texans grew by 44,800 in February, adding the most Texans into the employed population since 2002. The current estimate for Texas was 11,159,900 workers. Since February 2010, the number of jobholders expanded by 143,800 persons. At an estimated level of 992,500 individuals, the unemployed population contracted by 43,000 persons, which was the largest January-to-February drop in the unemployment series. From year-ago levels, the number of unemployed decreased by 15,300 individuals.

✦ Those persons continuing to receive unemployment benefits in Texas declined by 9,800 for a total of 151,300 claimants. In the Metropolitan Statistical Areas (MSAs), 22 MSAs declined and three increased in the number of those seeking unemployment benefits. The Killen-Temple-Fort Hood MSA, the Waco MSA, and the Victoria MSA experienced an increased demand for unemployment benefits for February by 9.5 percent, 3.6 percent, and 2.4 percent, respectively.

✦ The unemployment rate fell in all 25 MSAs. The McAllen-Edinburg-Mission and the Beaumont-Port Arthur MSAs tied for the largest over-the-month unemployment rate drop among the MSAs at six-tenths of a percentage point for rates of 12.2 percent and 11.0 percent, respectively. The Midland MSA unemployment rate was the lowest among the MSAs at 4.8 percent.

MSAs Ranked by Unemployment Rate February 2011 (Not Seasonally Adjusted)

1	Midland	4.8
2	Amarillo	5.5
3	Lubbock	6.1
4	College Station-Bryan	6.2
5	San Angelo	6.4
6	Abilene	6.5
7	Odessa	6.6
8	Austin-Round Rock-San Marcos	6.9
9	Longview	7.0
10	Wichita Falls	7.3
11	Victoria	7.4
12 (tie)	San Antonio-New Braunfels	7.5
	Texarkana	7.5
	Waco	7.5
15	Tyler	7.8
16	Killeen-Temple-Fort Hood	8.0
17	Dallas-Fort Worth-Arlington	8.1
	Texas	8.2
18	Corpus Christi	8.2
19 (tie)	Houston-Sugar Land-Baytown	8.4
	Laredo	8.4
21	Sherman-Denison	8.5
	United States	9.5
22	El Paso	10.1
23	Beaumont-Port Arthur	11.0
24	Brownsville-Harlingen	12.1
25	McAllen-Edinburg-Mission	12.2

Civilian Labor Force Estimates for Texas Metropolitan Statistical Areas Not Seasonally Adjusted (In Thousands)

	February 2011				January 2011				February 2010			
	C.L.F.	Emp.	Unemp.	Rate	C.L.F.	Emp.	Unemp.	Rate	C.L.F.	Emp.	Unemp.	Rate
United States	152,635.0	138,093.0	14,542.0	9.5	152,536.0	137,599.0	14,937.0	9.8	153,194.0	137,203.0	15,991.0	10.4
State of Texas	12,152.4	11,159.9	992.5	8.2	12,150.6	11,115.1	1,035.5	8.5	12,023.9	11,016.1	1,007.8	8.4
Abilene	83.2	77.8	5.4	6.5	82.9	77.3	5.6	6.7	83.0	77.6	5.4	6.5
Amarillo	132.5	125.2	7.3	5.5	132.1	124.4	7.7	5.8	130.6	123.1	7.5	5.8
Austin-Round Rock-San Marcos	906.7	844.0	62.7	6.9	904.1	838.3	65.8	7.3	900.3	834.2	66.1	7.3
Beaumont-Port Arthur	189.0	168.1	20.9	11.0	189.5	167.5	22.0	11.6	186.2	166.4	19.8	10.6
Brownsville-Harlingen	159.7	140.4	19.3	12.1	159.3	139.4	19.9	12.5	157.0	139.5	17.5	11.2
College Station-Bryan	116.2	109.0	7.2	6.2	114.2	106.7	7.5	6.6	115.0	107.9	7.1	6.2
Corpus Christi	213.3	195.8	17.5	8.2	212.9	194.4	18.5	8.7	211.0	194.2	16.8	8.0
Dallas-Fort Worth-Arlington	3,224.3	2,962.0	262.3	8.1	3,222.6	2,949.9	272.7	8.5	3,176.0	2,905.4	270.6	8.5
Dallas-Plano-Irving MD	2,158.9	1,982.7	176.2	8.2	2,157.1	1,974.1	183.0	8.5	2,117.5	1,936.8	180.7	8.5
Fort Worth-Arlington MD	1,065.3	979.2	86.1	8.1	1,065.4	975.8	89.6	8.4	1,058.6	968.6	90.0	8.5
El Paso	322.2	289.7	32.5	10.1	321.8	288.4	33.4	10.4	315.1	285.5	29.6	9.4
Houston-Sugar Land-Baytown	2,904.3	2,660.9	243.4	8.4	2,906.6	2,652.2	254.4	8.8	2,867.0	2,620.3	246.7	8.6
Killeen-Temple-Fort Hood	169.5	156.0	13.5	8.0	168.4	154.8	13.6	8.1	165.4	153.2	12.2	7.4
Laredo	95.5	87.5	8.0	8.4	95.5	87.2	8.3	8.7	95.7	86.9	8.8	9.2
Longview	112.0	104.1	7.9	7.0	112.0	103.8	8.2	7.3	110.0	101.4	8.6	7.9
Lubbock	146.2	137.3	8.9	6.1	146.0	136.7	9.3	6.4	145.9	136.9	9.0	6.2
McAllen-Edinburg-Mission	311.6	273.7	37.9	12.2	312.7	272.7	40.0	12.8	306.1	269.7	36.4	11.9
Midland	77.6	73.9	3.7	4.8	77.4	73.5	3.9	5.0	75.5	71.2	4.3	5.7
Odessa	73.2	68.4	4.8	6.6	73.1	68.0	5.1	7.0	71.4	65.3	6.1	8.6
San Angelo	54.9	51.4	3.5	6.4	55.0	51.3	3.7	6.7	54.4	50.8	3.6	6.6
San Antonio-New Braunfels	983.9	910.6	73.3	7.5	982.1	905.3	76.8	7.8	982.2	910.1	72.1	7.3
Sherman-Denison	57.0	52.2	4.8	8.5	57.1	52.1	5.0	8.8	57.0	52.0	5.0	8.7
Texarkana	65.6	60.7	4.9	7.5	65.1	60.0	5.1	7.8	64.7	59.5	5.2	8.1
Tyler	101.4	93.5	7.9	7.8	101.7	93.3	8.4	8.2	100.5	92.2	8.3	8.2
Victoria	58.7	54.4	4.3	7.4	58.7	54.2	4.5	7.6	58.7	53.9	4.8	8.2
Waco	115.4	106.7	8.7	7.5	115.4	106.5	8.9	7.7	114.0	105.7	8.3	7.3
Wichita Falls	72.1	66.9	5.2	7.3	72.3	66.7	5.6	7.7	72.5	66.6	5.9	8.1

All estimates are subject to revision. Estimates reflect actual (not seasonally adjusted) data. Civilian Labor Force (C.L.F.) includes wage and salary workers, self-employed, unpaid family, domestics in private households, agricultural workers, workers involved in labor disputes and the unemployed, all by place of residence. Employment and Unemployment data are first rounded then added together to derive the rounded CLF total. Because of this rounding technique, this rounded total of the CLF may not agree with a rounding of the CLF total itself. Percent Unemployed is based upon unrounded Labor Force, Employment and Unemployment numbers. Estimates of the TWC are in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor. Beginning with January 2005 estimates, definitions of the MSAs were updated to reflect the 2000 Census-based configurations. Please see www.tracer2.com for details on these changes. The Dallas-Fort Worth-Arlington MSA is comprised of the Dallas-Plano-Irving Metropolitan Division (MD) and the Fort Worth-Arlington MD.

Employment and Unemployment Estimates for Texas Counties - February 2011

County	CLF	Emp.	Unemp.	Rate	County	CLF	Emp.	Unemp.	Rate	County	CLF	Emp.	Unemp.	Rate
Anderson	20,910	18,892	2,018	9.7	Gillespie	13,432	12,767	665	5.0	Moore	11,563	11,010	553	4.8
Andrews	7,057	6,666	391	5.5	Glasscock	588	557	31	5.3	Morris	6,150	5,413	737	12.0
Angelina	39,697	36,588	3,109	7.8	Goliad	3,393	3,168	225	6.6	Motley	657	612	45	6.8
Aransas	11,900	10,921	979	8.2	Gonzales	9,797	9,181	616	6.3	Nacogdoches	31,870	29,751	2,119	6.6
Archer	4,944	4,688	256	5.2	Gray	10,601	9,860	741	7.0	Navarro	21,743	19,594	2,149	9.9
Armstrong	1,064	1,021	43	4.0	Grayson	57,048	52,203	4,845	8.5	Newton	5,813	5,003	810	13.9
Atascosa	19,765	18,160	1,605	8.1	Gregg	66,831	62,308	4,523	6.8	Nolan	7,772	7,234	538	6.9
Austin	13,629	12,408	1,221	9.0	Grimes	11,865	10,896	969	8.2	Nueces	169,928	156,519	13,409	7.9
Bailey	3,224	2,982	242	7.5	Guadalupe	61,156	56,751	4,405	7.2	Ochiltree	5,518	5,266	252	4.6
Bandera	9,979	9,269	710	7.1	Hale	17,332	16,035	1,297	7.5	Oldham	911	856	55	6.0
Bastrop	35,108	32,260	2,848	8.1	Hall	1,340	1,213	127	9.5	Orange	42,444	37,661	4,783	11.3
Baylor	1,766	1,654	112	6.3	Hamilton	4,400	4,136	264	6.0	Palo Pinto	13,986	12,879	1,107	7.9
Bee	12,481	11,352	1,129	9.0	Hansford	2,696	2,568	128	4.7	Panola	14,002	13,049	953	6.8
Bell	133,176	122,642	10,534	7.9	Hardeman	2,183	2,044	139	6.4	Parker	55,017	50,820	4,197	7.6
Bexar	778,225	719,639	58,586	7.5	Hardin	27,668	25,122	2,546	9.2	Parmer	4,592	4,376	216	4.7
Blanco	5,004	4,707	297	5.9	Harris	2,015,198	1,846,224	168,974	8.4	Pecos	9,599	9,065	534	5.6
Borden	454	430	24	5.3	Harrison	32,649	29,935	2,714	8.3	Polk	18,381	16,509	1,872	10.2
Bosque	8,185	7,457	728	8.9	Hartley	2,423	2,290	133	5.5	Potter	58,259	54,604	3,655	6.3
Bowie	45,357	41,626	3,731	8.2	Haskell	2,995	2,847	148	4.9	Presidio	3,892	3,261	631	16.2
Brazoria	149,499	136,084	13,415	9.0	Hays	81,213	75,446	5,767	7.1	Rains	5,108	4,661	447	8.8
Brazos	100,261	94,284	5,977	6.0	Hemphill	2,521	2,445	76	3.0	Randall	69,979	66,517	3,462	4.9
Brewster	5,322	5,015	307	5.8	Henderson	35,921	32,833	3,088	8.6	Reagan	2,547	2,456	91	3.6
Briscoe	651	614	37	5.7	Hidalgo	311,528	273,662	37,866	12.2	Real	1,514	1,420	94	6.2
Brooks	3,136	2,848	288	9.2	Hill	16,082	14,715	1,367	8.5	Red River	5,794	5,107	687	11.9
Brown	18,414	17,052	1,362	7.4	Hockley	12,237	11,487	750	6.1	Reeves	4,788	4,324	464	9.7
Burleson	8,374	7,826	548	6.5	Hood	26,335	24,336	1,999	7.6	Refugio	4,208	3,935	273	6.5
Burnet	22,178	20,720	1,458	6.6	Hopkins	17,753	16,485	1,268	7.1	Roberts	555	528	27	4.9
Caldwell	16,147	14,759	1,388	8.6	Houston	8,461	7,611	850	10.0	Robertson	7,535	6,868	667	8.9
Calhoun	9,622	8,693	929	9.7	Howard	13,878	12,912	966	7.0	Rockwall	40,510	37,317	3,193	7.9
Callahan	7,125	6,676	449	6.3	Hudspeth	1,805	1,702	103	5.7	Runnels	4,511	4,140	371	8.2
Cameron	159,611	140,353	19,258	12.1	Hunt	37,538	34,178	3,360	9.0	Rusk	24,862	23,093	1,769	7.1
Camp	5,993	5,471	522	8.7	Hutchinson	11,225	10,357	868	7.7	Sabine	3,518	2,935	583	16.6
Carson	3,277	3,096	181	5.5	Irion	892	892	48	5.1	San Augustine	3,774	3,315	459	12.2
Cass	13,419	11,952	1,467	10.9	Jack	5,016	4,718	298	5.9	San Jacinto	10,460	9,318	1,142	10.9
Castro	3,522	3,318	204	5.8	Jackson	6,780	6,312	468	6.9	San Patricio	31,488	28,385	3,103	9.9
Chambers	15,550	14,137	1,413	9.1	Jasper	15,779	13,860	1,919	12.2	San Saba	2,187	2,002	185	8.5
Cherokee	20,416	18,585	1,831	9.0	Jeff Davis	1,176	1,107	69	5.9	Schleicher	1,473	1,364	109	7.4
Childress	3,159	2,929	230	7.3	Jefferson	118,900	105,363	13,537	11.4	Scurry	8,026	7,564	462	5.8
Clay	6,021	5,636	385	6.4	Jim Hogg	2,926	2,710	216	7.4	Shackelford	2,219	2,118	101	4.6
Cochran	1,341	1,213	128	9.5	Jim Wells	21,023	19,396	1,627	7.7	Shelby	12,897	11,804	1,093	8.5
Coke	1,350	1,240	110	8.1	Johnson	75,280	69,277	6,003	8.0	Sherman	1,419	1,353	66	4.7
Coleman	4,282	3,994	288	6.7	Jones	7,760	7,169	591	7.6	Smith	101,361	93,474	7,887	7.8
Collin	424,504	393,368	31,136	7.3	Karnes	5,457	4,986	471	8.6	Somervell	4,276	3,923	353	8.3
Collingsworth	1,363	1,281	82	6.0	Kaufman	48,252	43,950	4,302	8.9	Starr	26,030	21,057	4,973	19.1
Colorado	10,219	9,426	793	7.8	Kendall	16,967	15,927	1,040	6.1	Stephens	4,646	4,249	397	8.5
Comal	58,342	54,303	4,039	6.9	Kenedy	232	225	7	3.0	Sterling	731	692	39	5.3
Comanche	6,685	6,230	455	6.8	Kent	422	395	27	6.4	Stonewall	769	730	39	5.1
Concho	1,246	1,146	100	8.0	Kerr	22,963	21,503	1,460	6.4	Sutton	2,935	2,787	148	5.0
Cooke	21,743	20,414	1,329	6.1	Kimble	1,924	1,781	143	7.4	Swisher	3,488	3,255	233	6.7
Coryell	25,318	23,078	2,240	8.8	King	175	162	13	7.4	Tarrant	906,840	833,168	73,672	8.1
Cottle	720	674	46	6.4	Kinney	1,480	1,338	142	9.6	Taylor	68,360	64,002	4,358	6.4
Crane	1,549	1,415	134	8.7	Kleberg	17,379	16,160	1,219	7.0	Terrell	363	327	36	9.9
Crockett	2,000	1,887	113	5.7	Knox	1,729	1,619	110	6.4	Terry	5,675	5,251	424	7.5
Crosby	2,695	2,413	282	10.5	Lamar	23,813	21,487	2,326	9.8	Throckmorton	1,032	975	57	5.5
Culberson	1,665	1,581	84	5.0	Lamb	6,729	6,215	514	7.6	Titus	14,576	13,468	1,108	7.6
Dallas	3,662	3,485	177	4.8	Lampasas	10,941	10,234	707	6.5	Tom Green	53,988	50,535	3,453	6.4
Dallas	1,173,503	1,072,195	101,308	8.6	La Salle	3,145	2,909	236	7.5	Travis	559,906	522,555	37,351	6.7
Dawson	5,291	4,851	440	8.3	Lavaca	9,763	9,177	586	6.0	Trinity	5,824	5,302	522	9.0
Deaf Smith	9,077	8,540	537	5.9	Lee	9,220	8,619	601	6.5	Tyler	8,589	7,673	916	10.7
Delta	2,337	2,105	232	9.9	Leon	8,221	7,592	629	7.7	Upshur	20,319	18,745	1,574	7.7
Denton	359,376	332,883	26,493	7.4	Liberty	32,288	28,635	3,653	11.3	Upton	1,871	1,786	85	4.5
DeWitt	9,216	8,523	693	7.5	Limestone	11,950	11,128	822	6.9	Uvalde	11,486	10,371	1,115	9.7
Dickens	954	790	164	17.2	Lipscomb	1,566	1,488	78	5.0	Val Verde	21,067	19,058	2,009	9.5
Dimmit	4,179	3,782	397	9.5	Live Oak	5,271	4,955	316	6.0	Van Zandt	25,526	23,583	1,943	7.6
Donley	1,922	1,804	118	6.1	Llano	7,881	7,262	619	7.9	Victoria	45,665	42,489	3,176	7.0
Duval	5,311	4,738	573	10.8	Loving	46	42	4	8.7	Walker	28,098	25,957	2,141	7.6
Eastland	8,772	8,108	664	7.6	Lubbock	143,519	134,877	8,642	6.0	Waller	16,746	15,284	1,462	8.7
Ector	73,260	68,415	4,845	6.6	Lynn	2,743	2,548	195	7.1	Ward	4,895	4,536	359	7.3
Edwards	966	896	70	7.2	McCulloch	3,878	3,629	249	6.4	Washington	16,850	15,834	1,016	6.0
Ellis	72,888	66,740	6,148	8.4	McLennan	115,379	106,682	8,697	7.5	Webb	95,486	87,462	8,024	8.4
El Paso	322,205	289,657	32,548	10.1	McMullen	369	345	24	6.5	Wharton	20,755	18,967	1,788	8.6
Erath	19,381	18,200	1,181	6.1	Madison	5,599	5,158	441	7.9	Wheeler	3,194	3,063	131	4.1
Falls	6,610	5,964	646	9.8	Marion	5,059	4,583	476	9.4	Wichita	61,162	56,571	4,591	7.5
Fannin	13,874	12,527	1,347	9.7	Martin	2,220	2,090	130	5.9	Wilbarger	7,773	7,311	462	5.9
Fayette	11,846	11,129	717	6.1	Mason	2,323	2,202	121	5.2	Willacy	9,524	8,273	1,251	13.1
Fisher	1,970	1,839	131	6.6	Matagorda	18,093	15,952	2,141	11.8	Williamson	214,344	199,016	15,328	7.2
Floyd	3,020	2,720	300	9.9	Maverick	23,873	19,782	4,091	17.1	Wilson	19,263	17,853	1,410	7.3
Foard	701	644	57	8.1	Medina	20,274	18,741	1,533	7.6	Winkler	3,285	3,048	237	7.2
Fort Bend	282,586	260,435	22,151	7.8	Menard	1,000	928	72	7.2	Wise	28,193	25,971	2,222	7.9
Franklin	5,319	4,915	404	7.6	Midland	77,583	73,880	3,703	4.8	Wood	17,971	16,445	1,526	8.5
Freestone	10,295	9,613	682	6.6	Milam	10,752	9,608	1,144	10.6	Yoakum	3,908	3,686	222	5.7
Frio	7,770	7,190	580	7.5	Mills	2,258	2,110	148	6.6	Young	9,622	8,970	652	6.8
Gaines	6,862	6,462	400	5.8	Mitchell	3,582	3,299	283	7.9	Zapata	5,736	5,156	580	10.1
Galveston	143,655	130,641	13,014	9.1	Montague	10,171	9,501	670	6.6	Zavala	4,038	3,349	689	17.1
Garza	2,476	2,336	140	5.7	Montgomery	224,705	207,708	16,997	7.6	Texas (Actual)	12,152,422	11,159,899	992,523	8.2

Estimates reflect actual (not seasonally adjusted) data. All estimates are subject to revision. Estimates of the TWC are in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor.

GLOSSARY OF LABOR MARKET TERMS

Actual or Not Seasonally Adjusted - This term is used to describe data series not subject to the seasonal adjustment process. In other words, the effects of regular, or seasonal, patterns have not been removed from these series.

Civilian Labor Force (CLF) - Is that portion of the population age 16 and older who are employed or unemployed. To be considered unemployed, a person has to be not working but willing and able to work and actively seeking work.

Consumer Price Index (CPI) - Is a measure of the average change over time in the prices paid by urban consumers for a market basket of consumer goods and services. The CPI provides a way for consumers to compare what the market basket of goods and services costs this month with what the same market basket cost a month or a year ago.

Current Employment Statistics (CES) - A monthly survey of nonfarm business establishments used to collect wage and salary employment, workers hours, and payroll, by industry and area. It is sometimes known as Nonagricultural Employment.

Employed (Emp) - Persons 16 years and over in the civilian noninstitutional population who, during the reference week, (a) did any work at all (at least 1 hour) as paid employees, worked in their own business, profession, or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family, and (b) all those who were not working but who had jobs or businesses from which they were temporarily absent because of vacation, illness, bad weather, childcare problems, maternity or paternity leave, labor-management dispute, job training, or other family or personal reasons, whether or not they were paid for the time off or were seeking other jobs. Each employed person is counted only once, even if he or she holds more than one job.

Local Area Unemployment Statistics (LAUS) - The Federal/State cooperative program which produces employment and unemployment

estimates for states and local areas. These estimates are developed by State Employment Security Agencies in accordance with Bureau of Labor Statistics (BLS) definitions and procedures. Data is used for planning and budgetary purposes as an indication of need for employment and training services programs. Estimates are also used to allocate Federal funds.

Metropolitan Division (MD) - A Metropolitan Statistical Area which contains a single core with a population of 2.5 million or more may be subdivided into smaller groupings of counties referred to as Metropolitan Divisions. Titles of Metropolitan Divisions are typically based on principal city names. Texas has two Metropolitan Divisions, the Dallas-Plano-Irving MD and the Fort Worth-Arlington MD, which combine to form the Dallas-Fort Worth-Arlington MSA.

Metropolitan Statistical Area (MSA) - A geographic area that contains at least one urbanized area of 50,000 or more population plus adjacent territory that has a high degree of social and economic integration with the core urban area. An MSA in Texas is made up of one or more counties. The U.S. Office of Management and Budget defines metropolitan areas according to published standards that are applied to Census Bureau data. Texas has 25 MSAs and two Metropolitan Divisions (MD).

Seasonally Adjusted (SA) - Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make it easier to observe the cyclical and other non-seasonal movements in a data series.

Unemployed (Unemp) - Persons 16 years and over who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

“HAPPENINGS AROUND THE STATE”

Jobs Boom in Eagle Ford Shale

San Antonio, TX (San Antonio Express-News--Vicki Vaughan)—Development of the Eagle Ford shale, a vast oil and gas region, shows promise of being the most important economic generator South Texas has ever seen, a recently released study indicates. Since the first well was drilled in the Eagle Ford in 2008 until 2010, oil and gas drilling has directly supported about 6,800 full-time jobs in the region and generated almost \$2.1 billion in total economic output. When other spinoff jobs were included in the tally, the numbers jumped to 12,600 jobs, \$512 million in salaries, and \$2.9 billion in economic output.

Drilling jobs account for about half of the jobs so far in the Eagle Ford and the jobs pay well, starting from about \$12 to \$17 an hour for roustabouts and \$13 to \$18 an hour for truck drivers. The Eagle Ford accounts for about six percent of the gross regional product for the 24-county area in the study. The numbers come from a study by the University of Texas at San Antonio (UTSA). The Eagle Ford “is a very early play, so these are very conservative estimates,” said UTSA’s Dominique Halaby.

Healthcare Center to Open

EL PASO, TX (El Paso Times--Ramon Bracamontes)—TRISUN Healthcare, a national nursing home company, is set to open a new facility in El Paso. The care center will be located in northeast El Paso and will employ about 150 people full-time, officials said. “We are excited to extend the growth of our health-care services to El Paso with the opening of this beautiful new facility,” said James Hardee, chief operating officer of TRISUN Healthcare.

TRISUN Healthcare is an Austin-based company that manages skilled nursing, rehab, and assisted living centers throughout Texas. The Northeast center will include physical and occupational therapy, speech and language pathology, hospice care, a spiritual care program, pharmacy services, social services, recreational activities, and wireless Internet.

Cibolo Gains Oil-Field Service Company

SAN ANTONIO, TX (San Antonio Express-News)—The city of Cibolo will be the new location of the U.S. arm of Canadian oil-field service company, Sanjel (USA) Inc. Sanjel’s new district office will be the city’s largest employer, officials said. The Denver-based company plans to hire “several hundred” workers for the Cibolo office. Those workers will support Sanjel’s oil-field service operations in the Eagle Ford shale play of South Texas. Sanjel (USA) Vice President Danny Jimenez said, “We are excited to open our newest district office and proud to be a future member of the Cibolo business community.”

Cirrus Logic to Add Jobs

AUSTIN, TX (Austin American-Statesman--Kirk Ladendorf)—Austin semiconductor maker Cirrus Logic Inc. reported a 47 percent rise in third quarter revenue thanks to stronger than expected sales of audio chips. The company also said it expects to hire up to 150 new workers, most of them chip engineers and most of them based in Austin, over the next 12 to 15 months. The company employs 375 workers in Austin and 549 workers worldwide. CEO Jason Rhode said, “We believe we will continue to grow at a faster rate than the semiconductor industry as a whole.”



News Release

SOCIAL SECURITY

Under the Law No Social Security COLA for 2011

Monthly Social Security and Supplemental Security Income (SSI) benefits for more than 58 million Americans will not automatically increase in 2011, the Social Security Administration announced today.

The Social Security Act provides for an automatic increase in Social Security and SSI benefits if there is an increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from the third quarter of the last year a cost-of-living adjustment (COLA) was determined to the third quarter of the current year. As determined by the Bureau of Labor Statistics, there is no increase in the CPI-W from the third quarter of 2008, the last year a COLA was determined, to the third quarter of 2010, therefore, under existing law, there can be no COLA in 2011.

Other changes that would normally take effect based on changes in the national average wage index also will not take effect in January 2011. Since there is no COLA, the statute also prohibits a change in the maximum amount of earnings subject to the Social Security tax as well as the retirement earnings test exempt amounts. These amounts will remain unchanged in 2011. The [attached fact sheet](#) provides more information on 2011 Social Security and SSI changes.

Information about Medicare changes for 2011, when available, will be found at www.Medicare.gov. The Department of Health and Human Services has not yet announced if there will be any Medicare premium changes for 2011. Should there be an increase in the Medicare Part B premium, the law contains a “hold harmless” provision that protects more than 70 percent of Social Security beneficiaries from paying a higher Part B premium, in order to avoid reducing their net Social Security benefit. Those not protected include higher income beneficiaries subject to an income-adjusted Part B premium and beneficiaries newly entitled to Part B in 2011. In addition, almost 20 percent of beneficiaries have their Medicare Part B premiums paid by state medical assistance programs and thus will see no change in their Social Security benefit. The state will be required to pay any Medicare Part B premium increase.

For additional information about the 2011 COLA, go to www.socialsecurity.gov/cola.

For additional information about changes in the national average wage index, go to www.socialsecurity.gov/OACT/COLA/AWI.html.

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2011 Military Pay Charts - 1.4% Pay Raise

The congress sent the 2011 defense authorization bill to President Obama for his signature on December 22, 2010.

The bill provides a 1.4% increase for military pay and is effective January 1, 2011. The raise should be noticed on the January 15th pay check.

Military pay and allowances in the United States are distributed on the 1st and 15th day of the month. If the 1st or 15th fall on a weekend or national holiday payment will be made the working day prior.

The pay scales below are for active duty in the Army, Navy, Air Force, Marines, Coast Guard and National Guard,

- 2011 Enlisted Pay Chart
- 2011 Warrant Officer Pay Chart
- 2011 Commissioned Officer Pay Chart

Source: MilitarySpot.com

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Office of the Press Secretary

For Immediate Release December 22, 2010

Memorandum -- Adjustments of Certain Rates of Pay

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Freezing Federal Employee Pay Schedules and Rates That Are Set By Administrative Discretion

On November 29, 2010, I proposed a two-year freeze in the pay of civilian Federal employees as the first of a number of difficult actions required to put our Nation on a sound fiscal footing. As I said then, Federal workers are not just a line in a budget. They are public servants who, like their private sector counterparts, may be struggling in these difficult economic times.

Despite the sacrifices that I knew a pay freeze would entail for our dedicated civil servants, I concluded that a two-year freeze in the upward statutory adjustment of pay schedules is a necessary first step in our effort to address the challenge of our fiscal reality. The Congress responded to my proposal by including such a freeze in the Continuing Appropriations and Surface Transportation Extensions Act, 2011 (H.R. 3082), which I signed into law today (the "Act"). The Act freezes statutory pay adjustments for all executive branch pay schedules for a two-year period. It also generally prohibits executive departments and agencies from providing any base salary increases at all to senior executives or senior level employees, including performance-based increases.

While this legislation will prevent adjustments in executive branch pay schedules that are made by statute, some laws allow such adjustments to be made by agency heads as an exercise of administrative discretion. In order to ensure consistent treatment of executive branch employees and to promote the fiscal purposes of my original proposal, agency heads who have such discretion should not provide any upward adjustments in Federal employees' pay schedules or rates during the two-year period covered by the statutory pay freeze.

Accordingly, you should suspend any increases to any pay systems or pay schedules covering executive branch employees that could otherwise take effect as a result of an exercise of administrative discretion during the period beginning on January 1, 2011, and ending on December 31, 2012. You also should forgo any general increases (including general increases for a geographic area, such as locality pay) in covered employees' rates of pay that could otherwise take effect as a result of the exercise of administrative discretion during the same period. To the extent that an agency pay system provides performance-based increases in lieu of general increases, funds allocated for those performance-based increases should be correspondingly reduced to reflect the freezing of the employees' base pay schedule.

This memorandum shall be carried out to the extent permitted by law and consistent with executive departments' and agencies' legal authorities. This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

The Director of the Office of Personnel Management shall issue guidance on implementing this memorandum, and is also hereby authorized and directed to publish this memorandum in the *Federal Register*.

BARACK OBAMA

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BLOG POSTS ON THIS ISSUE

April 02, 2011 3:00 PM EDT

Documenting America's Natural Beauty



In celebration of Earth Day, the EPA is seeking out the best photos of America's great outdoors.

April 02, 2011 5:30 AM EDT

Weekly Address: Gas Prices & Energy Security

Speaking from a UPS customer center as part of the new public-private Green Fleet Partnership, the President discusses his Blueprint for a Secure Energy Future to help free us from oil and boost the American economy.

April 01, 2011 8:03 PM EDT

Commemorating 50 Years of Peace and Friendship Through Service



Aaron S. Williams, Director of the Peace Corps and former Peace Corps volunteer in the Dominican Republic, reflects on the importance of community service and the impact Peace Corps has had in communities around the world.

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U.S. Workers to Receive Largest Merit Increases Since Start of Financial Crisis, Towers Watson Survey Finds

Survey also shows hiring freezes from recession beginning to thaw

NEW YORK, February 24, 2011 — U.S. employers are planning to give employees this year the largest merit increases since the start of the financial crisis, according to a new survey by Towers Watson (NYSE, NASDAQ: TW), a global professional services company. The survey also found that the hiring freezes that were put into place during the recession are beginning to thaw, especially for professional and technical workers, and positions that require employees with critical skills.

The Towers Watson survey found that companies are optimistic and are budgeting merit increases of 3.0% for 2011. That compares with the 2.7% merit increase awarded to employees overall in 2010 and is the largest merit increase since before the financial crisis when increases typically averaged 3.5 – 4.0%.

Though the horizon is brighter for most companies, the survey also found that 5% of companies plan to freeze salaries for all workers this year, the same percentage as last year. However, 13% of companies plan to freeze salaries for executives while 12% plan to freeze salaries for hourly workers. Both figures are down sharply from 2010.

"Most companies have turned the corner and are now in a much stronger position financially to recognize and reward employees, especially their top performers" said Laura Sejen, global head of rewards consulting at Towers Watson. "Throughout the recession and even afterwards, companies made it a high priority to provide better rewards to those employees who performed at the highest level and made the highest contributions to their organizations."

Indeed, according to the survey, companies provided the largest merit increases (4.0%) in 2010 to workers who far exceeded their performance expectations, while those who exceeded expectations received a 3.4% average increase. Conversely, workers who did not meet performance expectations did not receive any increase in 2010.

Hiring Freeze Beginning to Thaw

The Towers Watson survey found that the hiring freezes that companies implemented during the recession are being lifted. Forty-two percent of companies are planning to hire workers for positions that require critical skills this year, while 40% plan to add professional and technical workers to their payrolls. One in four companies also plans to hire sales professionals and hourly workers in 2011.

The survey also reported that the attraction and retention challenges that employers are facing are confined to select employee groups — primarily critical-skill and top-performing employees. More than half (54%) of companies reported problems attracting critical-skill workers, while 37% are having difficulty hiring top-performing employees. About three in 10 companies report problems retaining critical-skill employees, while one in four have difficulty retaining top performers.

"As companies map out and implement their strategies to grow in a recovering economy, their ability to use not just pay but also the full complement of other reward and talent management programs to attract, engage and retain the best possible talent will be critical to their success," said Sejen.

About the Survey

The Towers Watson survey was conducted in late January and early February, and is based on responses from 381 large and midsize U.S. employers representing a broad range of industries.

About Towers Watson

Towers Watson (NYSE, NASDAQ: TW) is a leading global professional services company that helps organizations improve performance through effective people, risk and financial management. The company offers solutions in the areas of employee benefits, talent management, rewards, and risk and capital management. Towers Watson has 14,000 associates around the world and is located on the web at www.towerswatson.com.

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NATIONAL SURVEYS



Culpepper eBulletin Newsletter

Salary Increase Budgets Improve in 2011

March 2011

As the economy and job market continue to show signs of improvement, most companies have increased their cash compensation budgets. Results from the 2011 Culpepper Salary Increase Budget Update Survey reveal that salary budgets for 2011, including salary increases, salary range increases, promotional increases, and variable incentives are all higher than 2010. Additionally, the number of companies freezing salaries has significantly declined and salary cuts have nearly disappeared.

This article highlights results from the 2011 Culpepper Salary Increase Budget Update Survey. It includes salary increase data collected from 809 participating organizations with employees across 85 countries and 24 geographic regions.

Key Findings and Trends

- **Salary Increases Rise:** Average global base salary increases across all jobs and locations are projected to rise from 2.59% in 2010 to 3.18% in 2011. Most companies are budgeting salary increases of 3% for 2011.
- **U.S. Salary Increases:** Base salary increases in the United States are projected to rise from 2.38% in 2010 to 2.86% in 2011.
- **Canada Salary Increases:** Base salary increases in Canada are projected to rise from 2.26% in 2010 to 2.83% in 2011.
- **Salary Freezes Thaw:** The number of companies freezing salaries across all jobs and locations is projected to decline sharply from 14 percent in 2010 to 5 percent in 2011.
- **Technology and Energy Sectors Lead the Way:** Base salary increases in technology and energy sectors are projected to outpace other sectors in 2011.
- **Paying for Performance:** Most companies are budgeting salary increases of 5% for high performing employees, 3% for average performing employees, and 0% for low performing employees.
- **Small Companies Provide Higher Increases than Large Companies:** Base salary increases for start-ups and small companies are typically higher than large companies.
- **Promotional Salary Increases Jump:** Salary increase budgets for employees promoted to a higher job level or position of responsibility are projected to jump from 7.61% in 2010 to 9.93% in 2011.
- **Global Regions with the Highest Salary Increases:** Base salary increases in South Asia, South America, Africa, and the former Soviet Republics (i.e., Commonwealth of Independent States) are higher and more volatile than other regions of the world.
- **Global Regions with the Lowest Salary Increases:** Base salary increases in Northern America (i.e., United States and Canada), the Eurozone (€), and member states of European Free Trade Association (EFTA) are lower and less volatile than other regions of the world.

Recent Trends

Salary increase budgets have changed dramatically over the past few years. In early September 2008, before the global economic crisis unfolded, average global base salary increases across all jobs and locations exceeded four percent (Figure 1), with only two percent of companies freezing salaries (Figure 2). From late 2008 through mid-2009, the number of companies freezing salaries for all employees increased to 37 percent, which drove average base salary increases to historically low levels.

Salary budgets for 2011 have improved significantly compared to 2009. However, average projected base salary increases for 2011 are still much lower than 2008.

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- [Salary Structures: An Effective Tool to Create Competitive and Equitable Pay Levels](#)
- [Salary Increase Budgets for 2010 and 2011](#)

Also See

- [Geographic Pay Differentials: Practices in Managing Pay Between Locations](#)

2011 San Antonio River Authority Survey

Number of organizations reporting wage increases in 2010

7

Average percentage increase in 2010

2.74%

Range of wage increase reported

2.0 - 4.9%

Note: Four organizations report "0%" increase; they were not included in this computation.

Number of Responses	Increase Type
7	Merit
1	Across the Board
1	COL

Number of organizations reporting anticipated wage increases in 2011

5

Average anticipated percentage increase in 2011

2.80%

Range of wage increase reported

2.0 - 5.0%

Note: Five organizations report "0%" increase; they were not included in this computation.

Number of Responses	Increase Type
6	Merit
0	Across the Board
1	COL

2011 San Antonio River Authority Wage Survey - Anticipated Merit Increase for 2011

Participant	Revenue	Merit Increase
Bexar County	1,380,849,439	0.00%
BexarMet Water District	6,038,273	0.00%
Brazos River Authority	64,468,015	0.00%
Edwards Aquifer Authority	13,557,157	5.00%
Gulf Coast Waste Disposal Authority	59,217,500	2.50%
Lower Colorado River Authority	805,117,000	0.00%
Red River Authority of Texas	6,145,989	0.00%
Sabine River Authority of Texas	19,206,691	2.00%
San Antonio River Authority	128,358,514	
San Antonio Water System	246,126,906	2.50%
Tarrant Regional Water District	28,900,000	2.00%
Trinity River Authority	199,294,140	0.00%

Fiscal Committee

Date: 04/11/2011

Fiscal Year 2011/12 Budget Briefing

Submitted By: Sharon McCoy-Huber

Division: Support Services

Department: Finance

CAPTION

PRESENTATION, DISCUSSION, AND APPROPRIATE ACTION REGARDING THE OPERATING BUDGET FOR FISCAL YEAR 2011/12

Presenter

Larry Anderson and Sharon McCoy-Huber

Estimated Presentation Time: 60 minutes

Staff will present information on the following background materials that may be included and/or considered in the draft fiscal year 2011/12 budget:

- Projected ending balances for the current fiscal year ending June 30, 2011: To achieve accuracy in the preliminary budget, it is essential that ending balances for the current year be estimated based on reliable projections. Tables will be distributed and discussed for the General Fund, the SARA Wastewater Systems Fund and the SARA Water Systems Fund.
- Operating funds summaries for the fiscal year beginning July 1, 2011: The preliminary fiscal year 2011/12 operating budget includes the General Fund, the SARA Wastewater Systems Fund and the SARA Water Systems Fund. The General Fund information that will be presented will include the initial budget iteration numbers for revenues and expenditures. The management staff has met and made initial adjustments to establish a preliminary budget for this presentation. Summarized information will be presented at the meeting.
- Maintenance and operations tax rate for the 2011 tax year: There will be no growth projections in the estimated valuations. A table reflecting various scenarios for the 2011 tax rate will be discussed.
- Rates for the SARA Wastewater Systems and SARA Water System: Preliminary rates will be calculated and presented with the average single family resident monthly charge.
- Projects considered in the preliminary fiscal year 2011/12 budget: Project summary tables will be distributed with estimated funding requirements.

Recommendation

Motion to be crafted, if necessary, after discussion of this item.

Discussion

Vote

Fiscal Committee

10. - 12.

Date: 04/11/2011

GM's Report / Items for Future Consideration / Next Meeting Date

Submitted For: Suzanne B. Scott

Submitted By: Lupe Sanchez

Division: Executive Offices

10.

CAPTION

GENERAL MANAGER'S REPORT CONCERNING THE FOLLOWING:

- **UPCOMING EVENTS CALENDAR,**
- **FUTURE BOARD AND/OR COMMITTEE MEETINGS, AND**
- **MEETINGS INVOLVING THE ATTENDANCE OF ONE OR MORE BOARD MEMBERS**

Presenter

Suzanne B. Scott

Estimated Presentation Time: 10 minutes

Discussion

11.

CAPTION

ITEMS FOR FUTURE CONSIDERATION

Presenter

Ms. Baiamonte, Committee Chair

Estimated Presentation Time: 5 minutes

Discussion

12.

CAPTION

NEXT MEETING DATE

Presenter

Ms. Baiamonte, Committee Chair

Estimated Presentation Time: 5 minutes

Currently, there is a tentative Fiscal Committee meeting scheduled for Monday, May 2, 2011, at 12:00 p.m. The Committee will need to decide whether to hold the meeting.

Discussion

Fiscal Committee

Item #: 13.

Date: 04/11/2011

Ajdourn

Submitted By: Lupe Sanchez

Division: Executive Offices

CAPTION

ADJOURN

Presenter

Ms. Baiamonte, Committee Chair
