



## **Lubbock County Compensation Philosophy**

Lubbock County is committed to attracting, motivating, and retaining a qualified and diverse workforce that supports our mission of delivering public service with integrity, compassion, and professionalism through innovative leadership. Our philosophy for compensation is designed to foster a dedicated and engaged workforce. We are committed to compensation practices that are equitable, transparent, fiscally responsible, and aligned with our mission to deliver high-quality public services to the people of Lubbock County.

### *Guiding Principles*

We strive to offer a total compensation package that:

- Provides fair and competitive pay that meets local cost of living standards
- Ensures internal equity and appropriate pay relationships based on essential functions for the position
- Provides quality benefit programs that support employee retention
- Maintains competitive wages that reflect the labor market and are fiscally responsible
- Acknowledges and rewards collaboration, innovation, and dedicated service

### *Market Goals*

The market position goals for the County are to:

- Ensure competitive pay by aligning salaries with the median of local and industry benchmarks
- Recognize outstanding performance and contributions by utilizing performance merit pay practices
- Ensure accountability for compliance with all Federal, State and local laws, as well as County policies

### *Commitment*

This philosophy reflects commitment to valuing our employees, strengthening public trust, and ensuring our workforce is equipped and motivated to serve the community effectively.