Subscription Terms:

Jurisdictions subscribe for 3-years to ensure continuity of data available for benchmarking. TECC’s subscription fees are based on the size and type of the jurisdiction (City, County, or Special District).

Local Government Personnel Institute Members receive a 20% discount on all fees.

<table>
<thead>
<tr>
<th>Jurisdiction size</th>
<th>3-Year Fee</th>
<th>Payment Schedule</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Year 1</td>
<td>Year 2</td>
</tr>
<tr>
<td>Smallest</td>
<td>$2,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>Small</td>
<td>$4,000</td>
<td>$2,000</td>
</tr>
<tr>
<td>Medium</td>
<td>$5,500</td>
<td>$2,750</td>
</tr>
<tr>
<td>Large</td>
<td>$7,000</td>
<td>$3,500</td>
</tr>
</tbody>
</table>

Note:
Smallest: Counties/SD, pop. up to 10,000, Cities: 5,000
Small: Counties/SD: 10,000-100,000, Cities: 5,000-20,000
Medium: Counties/SD: 100,000-200,000, Cities: 20,000-50,000
Large: Counties/SD: over 200,000, Cities: over 50,000

Current Subscribers

Cities:
Albany        Kalmath Falls        Tigard
Dallas        Keizer             West Linn
Gresham       Lake Oswego       Woodburn
Hood River    Mt. Angel         Independence
Sandy

Counties:
Jefferson, Linn, Marion, Lane Council of Governments

For More Information Contact:

Website: pdx.edu/cps/tecc
Email: tecc@pdx.edu
Phone: 503-725-5116

TECC – A Brief History

In 2012 study of 22 jurisdictions and 13 job titles, public administration researchers at PSU’s Center for Public Service identified over 50 different components of what we call “Total Employer Cost of Compensation,” or TECC. These included salary, employer-paid health insurance, pension payments and payroll taxes—as well as overtime, specialty pay, supplemental insurance, retirement programs, and the value of paid time off.

This TECC study revealed that salary typically accounted for roughly half of the TECC costs; i.e., TECC costs for $50,000 a year employee were about $100,000. The study also found wide variation, both within and between comparable jurisdictions and job titles.

In 2014, the Center received funding from PSU’s University Venture Development Fund (UVDF) to develop a software-enable, subscription-based tool to help government officials, employees, and citizens better understand and manage their TECC costs.
The TECC Value Proposition:

“You can’t manage what you don’t measure.”

TECC focuses on what public sector employees cost the employer, not just the value of compensation as received by employees.

Government employees are the public sector’s most important assets. In most cases, they’re also governments’ single largest cost expense. Yet too often, key questions aren’t well understood, such as:

- In addition to an annual salary, what are the other key components of employer paid compensation?
- For a given job, how should the Total Employer Cost of Compensation (TECC) be calculated?
- How much do TECC costs vary between employees at different seniority levels?
- How might one jurisdictions’ TECC costs compare to other jurisdictions’ TECC costs, for the same or similar positions?
- How do TECC costs change over time, and by how much?
- How might a deeper understanding of TECC costs facilitate better decision-making, and a more cost-effective allocation of limited public resources?

The Center for Public Service’s TECC Calculation and Comparison Tool is designed to answer these—and many other related questions.

The TECC Calculator and Comparison Tool At Work

### How TECC Works

Subscribers can:

- Upload and enter key information—e.g. salary schedules, benefit costs, pension-related data, and paid time off—using a software-enabled interface.
- Receive TECC data with cost components organized into six categories using a standard measurement methodology: Salary; Health Insurance; Retirement; Post Employment Health; Other Insurance; Paid Time Off.
- Evaluate job titles and duties to align them for apples-to-apples comparisons with other positions.

After “beta testing” by 15 local government jurisdictions the TECC tool is now available for subscribers at tecc.research.pdx.edu.