

State of Texas	§	Court Order
Collin County	§	2022-046-01-10
Commissioners Court	§	

An order of the Commissioners Court approving the filing of the December 6, 2021 minutes.

On Monday, December 6, 2021, the Commissioners Court of Collin County, Texas, met in Regular Session in the Commissioners Courtroom, Jack Hatchell Collin County Administration Building, 4th Floor, 2300 Bloomdale Road, City of McKinney, Texas, with the following members present, and participating, to wit:

Judge Chris Hill
Commissioner Susan Fletcher, Precinct 1
Commissioner Cheryl Williams, Precinct 2
Commissioner Darrell Hale, Precinct 3
Commissioner Duncan Webb, Precinct 4

Commissioner Webb led the Invocation.
Commissioner Hale led the Pledge of Allegiance.
Commissioner Fletcher led the Pledge of Allegiance to the Texas Flag.

Judge Hill called to order the meeting of the Collin County Commissioners Court at 1:30 p.m. and recessed the meeting at 3:04 p.m. The meeting was reconvened at 3:05 p.m. and recessed at 3:26 p.m. The meeting was reconvened at 3:59 p.m. and adjourned at 4:00 p.m.

President Hill called to order the meeting of the Collin County Health Care Foundation at 3:04 p.m. and adjourned the meeting at 3:05 p.m.

President Hill called to order the meeting of the Collin County Housing Finance Corporation at 3:05 p.m. and adjourned the meeting at 3:05 p.m.

DECISIONS MANDATED BY LEGAL ENTITIES OUTSIDE OF COMMISSIONERS COURT AUTHORITY:

1. AI-51326 Acceptance of the Diversion Alternative Plan grant through the Texas Juvenile Justice Department, Juvenile Probation.
2. AI-51350 Personnel Appointments, Human Resources.

3. AI-51351 Personnel Changes, Human Resources.

FYI NOTIFICATION:

1. AI-51285 Intra-County account transfers transmitted on October 28, 2021, Auditor.

2. AI-51323 Intra-County account transfers transmitted on November 4, 2021, Auditor.

3. AI-51340 Voluntary Terminations, Human Resources.

Commissioner Webb discussed this item in conjunction with FYI Notification item number 4. The Commissioner said, based on the current turnover rate, he now has greater concerns, and the HR (Human Resources) Department needs to explore their options to address the rate. Some of the projected turnover rates are approaching 30%. Options to consider are flex schedules and remote working in order for the County to compete, retain, and attract employees. HR will need to consider the policies, procedures, and software needed for these options.

The larger employers in the Legacy area are also exploring all options because they are experiencing the same employee turnover issues and recruitment issues. Even though the County is a government, different options must be explored. Commissioner Webb asked for the HR Department to begin researching the system and policies needed for some of these options to work. The County could do a test approach and have one department head try some of these options to see if it helps with the turnover and recruitment issues.

Commissioner Williams agreed and said other options need to be explored. A member of the Federal Reserve Board commented on the systemic problems with turnover and said retirement across the board has been a factor. Commissioner Webb said, from speaking with younger people, he learned that flex schedules and remote work are the two top things they look for when searching for a job. The City of Plano is allowing employees to work up to two days a week from home if the job allows it. In order for the County to compete with other employers, the policies and procedures for these options should be considered. (Time: 1:39 p.m.)

4. AI-51342 Turnover, Human Resources.

5. Notification of budget adjustment(s)/amendment(s):

a. AI-51276 \$75,197 to establish the budget for the FY2022 Sheriff's Crime Victim Advocate Program grant, Auditor.

b. AI-51277 \$71,597 to establish the budget for the FY2022 District Attorney Victims of Crime Act grant, Auditor.

c. AI-51283 \$153,678.90 to establish the budget for the FY2022 JABG-SOAR Juvenile Mental Health Court grant through the Office of the Governor, Criminal Justice Division, Auditor.

d. AI-51292 \$45,000 to establish the budget for the FY2022 JABG-SOAR Juvenile Drug Court grant through the Office of the Governor, Criminal Justice Division, Auditor.

COMMISSIONERS COURT BUSINESS:

1. Public Comments.

Mark Brugge, Fairview, thanked the Court for their effort and said the meeting was informative. Mr. Brugge said, during a previous meeting, he spoke about three directors of national intelligence and Mike Pompeo and their strong message that the US has been infiltrated by the Chinese communist party on all levels. Dr. Douglas G. Frank has spent hours working on the 2020 election and collecting data around the country. Dr. Frank has presented evidence he found proving the elections have been manipulated. He found that the 2010 census was used since the 2020 census was not out before the election. The registration databases were inflated and filled with people who are not real. Judge Hill asked if the database inflation was in this County or another. Mr. Brugge said the databases for all counties in the nation were inflated except for 3 in Wyoming because their databases were unavailable. Dr. Frank has gone to at least 30 states in the union.

Cynthia Brugge, Fairview, said they attended meetings in Missouri and San Antonio and met with thousands of people who are following the patriot movement. There was a popular t-shirt that read "I will not comply." Ms. Brugge agreed with the shirt's message. There are two parts to that statement and a deeper meaning that must originate in the Sheriff's office, police departments, Congress, House, with constables, commissioners, and school boards. Because, if in their heart it's okay for government to dominate citizens and their constitutional rights, then citizens will lose their privileges. This is happening in Australia now where they have camps for citizens with COVID-19. The Governor of Louisiana wants to mandate vaccines for children. Even with Governor Abbot's mandate not allowing mask mandates in schools, there are schools all over the state requiring kids to wear masks. Ms. Brugge said she is depending on the Court and the Sheriff to stand up for the citizens when it comes to enforcing mandates.

Joshua Murray, Nevada, thanked the Judge for not going into Executive Session and taking the public comments first. Mr. Murray said he will speak about the Courts lack of taking responsibility and deflecting it onto others. An example of that is Commissioner Williams's comment regarding retirement being a problem. While the nation may have a retirement problem, the County does not. The retirement

percentage in the County has dropped 14%. The other excuse used for turnover is the additional federal money which equates to \$300 a week for unemployment. The unemployment rate in November 2020 was approximately 5%. There is an issue, and it involves the work environment and compensation. The Court continues to deflect responsibility and blames the federal government and nationwide issues for the lack of proactivity. During the COVID-19 response, the Court deflected responsibility onto the state for not providing vaccines. Once there were vaccines, the vendor was blamed. This is a continuous pattern, and this body takes responsibility for nothing. The truth is that the Court is responsible for everything that occurs in this County. The Court needs to start taking responsibility. This includes justice, public health, infrastructure, public safety, and making sure the Sheriff has the resources needed. Judge Hill asked Mr. Murray not to shout. Mr. Murray said he wasn't shouting and to not mistake his passion for anger.

Ira O, Plano, thanked the Court and said she is displeased the public had to wait through several discussions in order to speak. Elections allow citizens to actively be engaged with local government. The County has had a low voter turnout with an average of 56% in the past ten years. For apartment communities, the turnout is even lower. Ms. O asked the Court to approve the establishment of polling locations in all multifamily communities with residential populations over 1,000. Ms. O also requested absentee ballots to be sent to senior citizens and residents who require mobility accommodations. As Texans, we have an obligation to uphold the true conservative agenda to protect the entire constitution. Everything possible needs to be done to ensure people have access to voting and to polls. Ms. O thanked the Court and asked for comments or concerns. Commissioner Hale asked how many multifamily locations would need the polling stations. Ms. O said there are over 100 apartment complexes throughout the County, but she isn't sure exactly how many. There are several apartment complexes with a population over 1,000, and with polling locations that are over three or four miles from them. Establishing onsite polling stations would be helpful for citizens who don't have a car or are unable to travel. Commissioner Hale said the County is required to have a very large number of polling locations and many are located in schools. Ms. O said the apartment complexes have leasing offices and business centers where a single polling station can be set up. Commissioner Hale said he isn't sure how beneficial this would be because there are many transient people moving. Ms. O said the Elections Department could possibly conduct better research and use their data to determine how this could be accommodated.

Judge Hill said a public speaker expressed frustration for having to wait to speak. The Court appreciates citizens attending the meeting to share their thoughts, but the Court does meet each week to conduct the County business. Today there were 42 people in attendance and 4 wanted to speak. The other 38 people in attendance may not be there to hear the public comments but may have been there because something on the Court's agenda was of their interest. (Time: 3:26 p.m.)

2. Presentation/Recognition.

3. **Consent Agenda Items:** Judge Hill said staff requested item 3f2 to be held for a future court. The Judge pulled the check to Mark Fratter under item 3b for discussion. Commissioner Webb pulled FYI Notification items 3 and 4, item 3e1, and item 3k3. With no further comments, a motion was made to approve the remainder of the consent agenda. (Time: 1:32 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Susan Fletcher

Vote: 5 – 0 Passed

a. AI-51297 Disbursements for the period ending November 30, 2021, Auditor.

COURT ORDER NO. 2021-1180-12-06

b. AI-51298 Indigent Defense Disbursements, Auditor.

COURT ORDER NO. 2021-1181-12-06

Judge Hill said Mark Fratter is the individual who in 2019 was accused by the Court of defrauding the tax payers by submitting inflated pay sheets. In order to avoid litigation, Mr. Fratter had agreed to repay tax payers \$140,000 in a settlement agreement. Now, this individual has submitted 11 new invoices for payment that are all backdated from 2017 to 2019. This is the period of time that was in question when the litigation was ongoing. The Judge said he will be voting against this approval because these are significantly stale timesheets. Linda Riggs, County Auditor, said these timesheets have been approved by the appropriate judges. Ms. Riggs explained they verify timesheets by revising dates and defendants' names. Commissioner Fletcher said these timesheets were claimed to be lost by the County and asked if that was accurate. Ms. Riggs said she cannot validate that, and she can only validate the emails sent directly to her in 2019. There are two timesheets that had no record. Commissioner Hale said Judge Wilson and the coordinator confirmed those two particular timesheets were turned in, and they don't know what happened to them. A new system has been implemented, and these situations should not be happening. Commissioner Hale said he doesn't like how this is going back in time, but the judges have approved these timesheets for payments. However, these should have been included on the list of outstanding timesheets that had been provided back in 2019. Commissioner Webb agreed, but, if the judges have approved the timesheets, he is not sure the Court can legally not pay them. If a typical client came to the Court asking for payment for work done several years back, they would be told the statute of limitations has run out. But, if the judges have signed off on these timesheets, the Court is probably unable to deny payment.

Commissioner Fletcher said she doesn't have enough information to approve the payment for these timesheets. If there is more information proving these are valid timesheets, she would be happy to reconsider. Commissioner Williams said she would like to see something from each judge explaining how

they got to their decision. Commissioner Webb agreed and would also like to see something from the judges. Commissioner Hale said it would be even more important to hear from the judges what has been set in place so that this doesn't happen again. Bill Bilyeu, County Administrator, said Mr. Fratter is no longer on the indigent defense wheel.

Judge Hill said these are stale dated timesheets and are beyond the period of time the Court would pay them. This is not a general case because these are timesheets from an individual who has already settled a fraud case with the County. The Judge suggested holding this item and invited the judges who have signed these pay sheets to attend the Court for their feedback. The Judge also would like for Mr. Fratter to attend the Court to explain why these timesheets are valid. Commissioner Williams said she would also like for Mr. Fratter to give a statement to the Court on final billings and assurance this won't happen again. Judge Hill said he recalls that during litigation Mr. Fratter provided a final list of all active cases that were unpaid and these timesheets were not on that list. Commissioner Williams said the Court should probably discuss this with the County attorney. Judge Hill asked staff to put this item on the Court's agenda whenever it is convenient for the judges and Mr. Fratter to join the meeting. (Time: 1:54 p.m.)

CHECK TO MR. FRATTER HELD FOR FURTHER DISCUSSION

c. AI-51320 Tax refunds totaling \$1,928,105.46, Tax Assessor-Collector.

COURT ORDER NO. 2021-1182-12-06

d. Advertisement(s):

1. AI-51309 Veterinary Services: Animal Shelter, General Spay/Neuter (RFP No. 2022-058), Development Services.

COURT ORDER NO. 2021-1183-12-06

2. AI-51240 Detergents and Dispensers for Laundry and Kitchen (IFB No. 2021-345), Purchasing.

COURT ORDER NO. 2021-1184-12-06

e. Award(s):

1. AI-51311 Construction, HVAC Replacement, 900 Park Blvd Building (IFB No. 2021-351) to JDW Energy LLC d/b/a Next-Gen Air, and further authorize the Purchasing Agent to finalize and execute the Construction Agreement for same, Construction & Projects.

Commissioner Webb said the bid for this item is nearly half the amount of the other two bids and asked if there were any concerns. Michelle Charnoski, Purchasing, said there were other bidders that were deemed non-responsive. The vendor does meet all of the equipment requirements, and they attended a pre-bid meeting with a site walk. A County engineer reviewed all documentation and agreed to move forward.

References and financial stability were also reviewed and cleared. Ms. Charnoski said she is comfortable with this bid. A motion was made to approve this item. (Time: 1:41 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5 - Passed

COURT ORDER NO. 2021-1185-12-06

2. **AI-51337** Professional Services, Architectural, Adult Detention Center Expansion, Phase 2 & 3 (RFQ No. 2021-353), and further authorize the Purchasing Agent to finalize and execute Architectural Services Agreement for same, Construction & Projects.

COURT ORDER NO. 2021-1186-12-06

3. **AI-51306** Cybersecurity Consulting Services (Cooperative Contract No. 2022-085) to AT&T Corp., through Texas Department of Information Resources Managed Security Services Contract No. DIR-MSS-SCP-001, Elections.

COURT ORDER NO. 2021-1187-12-06

4. **AI-51256** Lift Truck (Contract No. 2022-018) to Darr Equipment Company, through Sourcewell Contract No. 091520-MCF, Public Works.

COURT ORDER NO. 2021-1188-12-06

f. Agreement(s):

1. **AI-51279** Interlocal Agreement with the Town of Fairview concerning the State Highway 5 Stoddard Road Trail Connection project (Bond Project No. OI18PG13), Engineering.

COURT ORDER NO. 2021-1189-12-06

2. **AI-51302** Interlocal Agreement with the City of Allen concerning the Bethany Lakes Loop Trail project (Bond Project No. OI18PG12), Engineering.

HELD

3. **AI-51303** Interlocal Agreement with the City of Sachse concerning the J.K. Sachse Park Phase I project (Bond Project No. OI18PG23), Engineering.

COURT ORDER NO. 2021-1191-12-06

g. Amendment(s):

1. **AI-51308** Amend the FY2022 Fee Schedule to reflect statutory changes made to civil, probate and guardianship fees per the 87th Legislative Session, County Clerk.

COURT ORDER NO. 2021-1192-12-06

2. **AI-51341** Amend the FY2022 Fee Schedule to reflect statutory change made to civil court costs, per the 87th Legislative Session, District Clerk.

COURT ORDER NO. 2021-1193-12-06

3. **AI-51321** No. 2 to Interlocal Agreement for COVID-19 Emergency Rental Assistance Program with the City of McKinney (Contract No. 2021-394) to increase total funding from \$5,486,423 to \$8,486,423, and further authorize the Purchasing Agent to finalize and execute same; budget adjustment upon receipt of funds, Administrative Services.

COURT ORDER NO. 2021-1194-12-06

4. **AI-51324** No. 4 to Consulting Services: Phase III Implementation P25 Trunked Radio System (Contract No. 2017-086) with Mission Critical Partners, LLC to extend the contract through and including December 31, 2022, and further authorizes the Purchasing Agent to finalize and execute same, Sheriff.

COURT ORDER NO. 2021-1195-12-06

5. **AI-51293** No. 6 to Insurance, Long Term Care (RFP No. 07710-09) with Unum Life Insurance Company of America to extend the contract for one (1) year through and including December 31, 2022, correct the previous amendment to be titled Amendment No. 5, and further authorize the Purchasing Agent to finalize and execute same, Human Resources.

COURT ORDER NO. 2021-1196-12-06

6. **AI-51330** No. 6 to Insurance, General Liability (Contract No. 2019-248) with USI Southwest Inc. to add Law Enforcement Liability - Armored Services coverage, and further authorize the Purchasing Agent to finalize and execute same, Human Resources.

COURT ORDER NO. 2021-1197-12-06

h. Contract Renewal(s):

1. **AI-51331** Plumbing Contractor Services (IFB No. 2019-380) with Concord Commercial Services, Inc. to extend the contract for one (1) year through and including January 5, 2023, Facilities.

COURT ORDER NO. 2021-1198-12-06

2. AI-51284 Host Neutral Distributed Antenna System (IFB No. 2020-321) with Newbridge Wireless, LLC to extend the contract for one (1) year through and including December 11, 2022, Information Technology.

COURT ORDER NO. 2021-1199-12-06

i. Budget adjustment(s)/amendment(s):

1. AI-51278 \$17,963 to establish the budget for the FY2022 District Attorney's Victim Assistance Coordinator Program grant cash match, Auditor.

COURT ORDER NO. 2021-1200-12-06

2. AI-51281 \$21,311 to establish the budget for the FY2022 Sheriff's Office Victim Advocate Program grant cash match, Auditor.

COURT ORDER NO. 2021-1201-12-06

3. AI-51338 \$6,381 to increase Maintenance & Operations to cover FY2021 expenses, Medical Examiner.

COURT ORDER NO. 2021-1202-12-06

j. Filing of the Minute(s), County Clerk:

1. AI-51313 November 1, 2021.

COURT ORDER NO. 2021-1203-12-06

2. AI-51317 November 8, 2021.

COURT ORDER NO. 2021-1204-12-06

k. Miscellaneous:

1. AI-51307 Voting precinct boundary changes, Elections.

COURT ORDER NO. 2021-1205-12-06

2. AI-51299 Designate Jacobs Engineering Group, Inc. as the most qualified engineering firm for the development of the second service road of the Collin County Outer Loop between Dallas North Tollway and Preston Road (SH 289), and further authorize the Engineering Department to negotiate a scope and fee, Engineering.

COURT ORDER NO. 2021-1206-12-06

3. **AI-51356** Final plat of The Haven at Tillage Farms phase 1, Engineering.

Commissioner Webb said there was no reference in the memo for this plat regarding fire and police services, and he wanted to ensure those services are part of the agreement. Tracy Homfeld, Engineering, said this plat has been annexed into Collin County MUD (Municipal Utility District) Number 2, and an engineer for the MUD assured those services were going to be included in the contract. Ms. Homfeld said she asked for proof and is waiting for the actual proof. Commissioner Williams said a final plat is a ministerial duty, and police and fire services are not a part of the County subdivision regulations. If the plat meets the subdivision regulations, it must be approved. A motion was made to approve this item. (Time: 1:44 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Darrell Hale

Vote: 5 – 0 Passed

COURT ORDER NO. 2021-1207-12-06

4. **AI-51336** Grant application for the Collin County C.T.D. Program, FY 2022 through the Moody Foundation, Juvenile Probation.

COURT ORDER NO. 2021-1208-12-06

5. **AI-51304** Assignment and Assumption to Virtual Reality Training (Contract No. 2020-279) to change the name from Survivr PBC to InVeris Training Solutions, Inc., and further authorize the Purchasing Agent to finalize and execute same, Purchasing.

COURT ORDER NO. 2021-1209-12-06

6. **AI-51310** Acceptance of the TIPS Purchasing Cooperative, TIPS Reward Dollars Program rebate check in the amount of \$246.52 to be deposited in the Going the Extra Mile Employee Incentive Program line item, and budget amendment for same, Purchasing.

COURT ORDER NO. 2021-1210-12-06

7. **AI-51312** Acceptance of the Omnia Partners, Public Sector rebate check in the amount of \$287.19 to be deposited in the Going the Extra Mile Employee Incentive Program line item, and budget amendment for same, Purchasing.

COURT ORDER NO. 2021-1211-12-06

8. **AI-51352** Personnel Appointments, Human Resources.

COURT ORDER NO. 2021-1212-12-06

9. AI-51353 Personnel Changes, Human Resources.

COURT ORDER NO. 2021-1213-12-06

GENERAL DISCUSSION

4. AI-51244 Collin County property at the southeast corner of Bloomdale and Community, Administrative Services.

Tammy Mahan, LifePath Systems Chief Executive Officer, said a letter was submitted requesting consideration to acquire the property at the southeast corner of Bloomdale and Community. For several years LifePath has been reserving funds for future growth. This land came up on their radar because LifePath works a lot with the County, and this location is very close to the Sheriff's Office. This will allow LifePath to intervene with individuals with mental and substance abuse issues. LifePath could be a diversion point from the jail as well as an easy access point for individuals coming out of the jail. Being near the jail will help reduce barriers. All the crisis services, the jail diversion teams, and the administrative staff would be relocated to this location.

Commissioner Williams said this is needed and would be an opportunity for the County to participate with our provider to improve services and jail diversion. Jim Skinner, Sheriff, said law enforcement has no choice but to arrest individuals with mental health and intellectual disabilities, and it should not be this way. Collin County lacks meaningful diversion for these individuals. Allowing LifePath the purchase of this property will greatly enhance the Sheriff's ability to divert individuals who need their help and not the jail.

Commissioner Williams said the acquisition of this land should be at minimal cost so that LifePath can spend their dollars on services and infrastructure. Commissioner Webb said he would rather not sell the property but enter a long lease at \$1 a year with the condition that the property is not something they can speculate with. Bill Bilyeu, County Administrator, said the County will have the attorney draft a lease agreement for the Court's consideration. Judge Hill made a motion supporting the concept of leasing the property to LifePath. Ms. Mahan said they are open to all the options, and she will consult with the board and legal advisors. (Time: 2:04 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Cheryl Williams

Vote: 5 – 0 Passed

COURT ORDER NO. 2021-1214-12-06

5. AI-51357 Proposal for mental health services in the detention facility by LifePath, Administrative Services.

Tammy Mahan, LifePath Systems Chief Executive Officer, said LifePath has discussed with the Sheriff's Office the best way LifePath can be utilized at their facility, and together they prepared a project proposal. There will be 24-hour coverage equating to 4.2 FTE (Full Time Employees). These employees will be from the Mobile Crisis Outreach Team because they have lots of experience addressing crises. They are qualified mental health professionals, licensed by the State, and will help jail staff in booking to perform the mental health screening. Employees will also have direct access to LifePath's database to identify inmates with any type of history with LifePath. This will help with inmate screenings to determine the level of watch an inmate may need based on their previous history.

Chief Johnny Jaquess, Sheriff's Office, said he has seen this particular program at work, and it is a good way to have effective screening. Currently, the detention officer or an EMT (Emergency Medical Technician) conducts the inmate screening. Having the right personnel for screenings will help avoid placing a watch on an individual who may not need it or vice versa. Commissioner Williams said this is the finalization of getting something in place that is very critical, and she is very excited about it. Commissioner Webb was also very supportive of this program and made a motion for approval.

Commissioner Hale asked if there was any expense that was left out during the budget session. Ms. Mahan said most of the budgeted funds will go towards salaries and equipment. There are other potential projects for the future, but this is a great start for the jail. Commissioner Webb asked how the success of the program will be measured. Sheriff Skinner said the jail will now have a much keener awareness of the number of inmate watches. This will allow staff to quantify success, and there will be less confusion. Ms. Mahan said data will be captured to show if this is a failure or success. (Time: 2:16 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5 – 0 Passed

COURT ORDER NO. 2021-1215-12-06

6. AI-51322 Update on janitorial services, County Judge.

Judge Hill said this is a discussion regarding the County janitorial services becoming in-house rather than using a contractor. The conversion to in-house janitorial services will begin January 1, 2022. The County team has been working hard to prepare. This is a discussion to ensure the County is ready for the transition. Bill Bilyeu, County Administrator, said janitorial services have always been outsourced. The

performance of the outsourced janitorial services has always been an issue. Mr. Bilyeu explained issues with the vendor and their processes.

Staff explored the best practices for janitorial services, and one of them is centralized trash services. This type of service provides a lidded dumpster in a private area for employees to place their office trash. Every department in the County was contacted, and the transition was explained. The public area trash cans will continue to be emptied by housekeeping. This will allow housekeeping the ability to focus on vacuuming and other services. The estimated time needed to empty every trashcan in the Administration Building is two and half hours a day.

During the budget session, the ability to hire janitorial employees was questioned. Staff felt confident they could hire the employees. However, the market for employees has completely dried up. Currently, there are only two temporary employees in the County temp pool which typically carries forty. A strike team has been established, and they have been going out every Friday trying to recruit employees for the janitorial positions. Finding documented workers for this type of work has been a struggle. Until these positions can be filled, Rick Monk, facilities, and his team are going to back fill. Until today, four positions have been filled out of the thirteen. Public Works will also back fill the positions because they will have more availability during the winter time.

Judge Hill said the feedback he received from elected officials was that the services provided by the current vendor are subpar, and the County needs to do better. The Judge said he appreciates and supports the staff's plan. The most consistent comment from the elected officials is they would like for trash pickup to continue rather than having the centralized receptacles. Judge Hill said he supports that as well and would like for the County to move away from the centralized trash receptacles.

Commissioner Williams said expectations should be managed, and she is concerned about in-house janitorial services being able to do better than the vendor. Staff will also need to be able to accept things they don't like until the County is able to hire these employees. Judge Hill said everyone knows the County must do better, and it will be a struggle. Commissioner Fletcher said she is concerned about security issues, and by having in-house employees security issues could be better addressed. There was a brief discussion.

Commissioner Webb asked if doing a hybrid trash pick up has been considered. This would have the private office place their trash bags out in the hall for faster pick up. Another option is picking up trash two or three times a week versus every day. Any food trash can be placed in the kitchen area which would be picked up every day. A matrix was set for the vendor as part of the bid process, and it included the number of positions they agreed to staff which was 34. The County paid in full for these positions that were never filled by the vendor. Commissioner Webb asked why the vendor is not being held accountable and asked for a refund. Doing this may help offset costs and allow the County to hire more people to avoid centralized trash pick. This should at least be explored. Another option would be to help fund

undocumented individuals to get their green card and make them legal. Mr. Bilyeu said the Court funded a position like that previously. However, the federal government must agree it would be for a workforce that is not available in the applicant's country.

Judge Hill asked if the number of personnel needed to get all duties taken care of is 34 employees. Mr. Bilyeu said that is the amount of employees the matrix included. However, having staff doing the management, they estimate 21 employees would be needed. Judge Hill asked for staff to prepare a plan to have full janitorial services provided and to include more employees as needed. Mr. Bilyeu said a plan could be ready in March 2022. This will allow time to explore the time required to handle all of the janitorial duties.

Commissioner Webb said the County needs a recruiter to help in all of the areas that are struggling. Commissioner Hale said the County has a very lean HR department, and recruitment is done as a side portion of their job. The Commissioner said, when he worked at Samsung, they had eight fulltime recruiters along with an individual HR person per department. He is very much in favor of having a recruiter for the County. Mr. Bilyeu said the County does have recruiters for the Sheriff's Office. For the janitorial positions, there is a strike team of internal employees going out every Friday to recruit. A brief discussion followed.

Judge Hill asked staff to bring a proposal on what it would take to fully staff janitorial services. The Judge also requested staff to provide information on the cost for two full-time recruiters for the Sheriff's Office and the Human Resources Department. This will allow the Court to determine the possible cost of implementing the recruiters this budget year.

Rick Monk, Facilities, said under the BOMA (Building Owners and Managers Association) and IFMA (International Facility Management Association) standards, one full-time employee is needed for every 28,000 square feet to clean a facility. The County has 740,000 square feet under contract for full services. (Time: 2:59 p.m.)

NO ACTION

Iro O., Plano, apologized for interrupting and asked when public comments would begin. Judge Hill said she was out of order and asked Ms. O to take her seat. (Time: 3:01 p.m.)

7. AI-44358 Conference of Urban Counties update, Commissioner, Precinct 1.

Commissioner Fletcher said the Conference of Urban Counties meeting was a recap of the second and third sessions on redistricting elections. The Policy Committee terms are up, and all counties with a population over a 400,000 automatically get a nomination. Staff will need to reappoint or appoint a committee member. The elections for other committee positions will be during the annual conference

held on January 12 through the 14, 2021. OCA (Office of Court Administration) may not be able to meet the deadlines set forth in SB6, and updates on this will be available at the January conference.

The committee also discussed cybersecurity threats during the upcoming voting machine audits. It will be important to have something in place stating the State will be held accountable if they do anything that would decertify the voting machines. The State will have to be responsible for any costs of new machines if necessary. There was also a discussion about using ARPA (American Rescue Plan Act) federal funds to increase homestead exemptions, and this change would go into effect in 2022. (Time: 3:04 p.m.)

NO ACTION

Judge Hill recessed the meeting at 3:04 p.m. and called to order the Health Care Foundation and the Housing Finance Corporation meetings.

Judge Hill reconvened the meeting at 3:05 p.m. and began the public comments session.

Executive Session Items:

Judge Hill recessed the meeting into Executive Session under Chapter 551.072 of the government code to discuss the right-of-way acquisition for Park Blvd at 3:26 p.m.

Judge Hill reconvened the meeting at 3:59 p.m.

Real Estate (551.072)

AI-51359 Right of way acquisition for Park Blvd. from FM 2514 to US 78, Parcel 14 and Outer Loop from FM 2478 to US 75, Parcels 50 and 54, Engineering.

A motion was made to authorize staff to move forward with the documentation of an agreement to acquire the property interest sought by the County in the amount as recommended by staff subject to the land owner's delivery of title to the subject property free and clear of any and all liens and other encumbrances within thirty days. (Time: 4:00 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Cheryl Williams

Vote: 5 – 0 Passed

COURT ORDER NO. 2021-1216-12-06

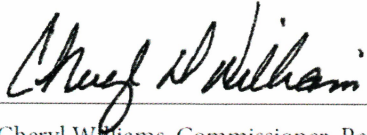
There being no further business of the Court, Judge Hill adjourned the meeting at 4:00 p.m.

Not Present

Chris Hill, County Judge



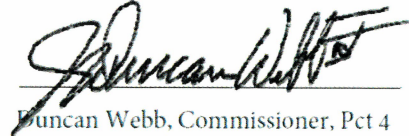
Susan Fletcher, Commissioner, Pct 1



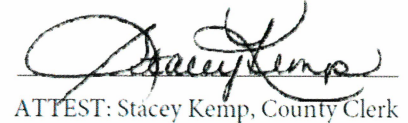
Cheryl Williams, Commissioner, Pct 2



Darrell Hale, Commissioner, Pct 3



Duncan Webb, Commissioner, Pct 4



ATTEST: Stacey Kemp, County Clerk