

State of Texas	§	Court Order
Collin County	§	2023-1020-10-09
Commissioners Court	§	

On Monday, August 14, 2023, Tuesday, August 15, 2023, Wednesday, August 16, 2023, and Thursday, August 17, 2023 the Commissioners Court of Collin County, Texas, met in a Special Session Workshop 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

Judge Hill called to order the meeting of the **Collin County Commissioners Court Budget Workshop Special Session** at 2:14 p.m. on Monday, August 14, 2023.

Public comments related to an item on the Agenda.

Judge Hill said public comments would be heard at the beginning of Budget Workshop only.

Debbie Lindstrom, McKinney, said she does not consent to putting one penny toward election machines which are not certified and not certifiable. There are ten standards in Texas Election Code No. 122 required for election machines, and Collin County’s machines have violated eight of those standards. Therefore, these are illegal systems. Ms. Lindstrom discussed three of those standards. Standard number four mandates election machines must be safe from fraudulent or unauthorized manipulation. However, the fact the County has a remote access controller in the contract with ES&S (Election Systems & Software) is an unacceptable vulnerability violating standard four. This provides an open back door for potential unauthorized manipulation. Ms. Lindstrom consulted with three nationally recognized cybersecurity experts who all say this component should not be anywhere near an election system. Standard number three mandates election machines must operate safely, efficiently and accurately. In addition, they must comply with the voting systems standards adopted by the Elections Assistance Commission. Ms. Lindstrom has an image from a DS200 in Collin County taken on October 14, 2021, where it shows “24 socket modem pin.” If there is a modem in our tabulators, then our system is in violation of standards. However, this is all moot because ES&S was not properly certified by an accredited testing lab. It does not matter if the Secretary of State tells the Court everything is fine. It is an established fact our machines have not been properly certified since 2015. Finally, standard six mandates election machines must prevent counting votes on office and measures on which the voter is not entitled to vote. Williamson county, who

also uses ES&S machines, had multiple elections where voters received ballots they were not entitled to. This led to catastrophic and unrecoverable elections. They have tried to work it out with the County and Elections Office for years. With no resolution, the County filed a criminal complaint, and last week the Elections Administrator resigned. If the State of Texas is going to force counties to use these machines, then they ought to provide options which are compliant with the law. Ms. Lindstrom feels the State is covering up for known issues to protect an institution which is broken. We need to do the hard work of fixing these issues. If the Court continues to use the machines while they are in violation of the law, then the Court is standing in the way of a real solution and is complicit in their unlawful use. Ms. Lindstrom said it is time for the Court to stand up and get to the bottom of the issue. The first step is to not fund these illegal machines.

Celia Ault, McKinney, came to speak as a former animal shelter worker. She worked at the ASPCA (American Society for the Prevention of Cruelty to Animals) in McKinney. That location was shut down, and this has put significant strain on the area since then. From personal experience, Ms. Ault was not short on things to do while working at a privately maintained animal shelter where they were able to control their intake. In her opinion, animal control exists as a governmental function for people and animals. When they do not have the resources they need, it fails on both fronts. People at the shelter are unable to maintain a sanitary community and manage the population of animals. If there is an overpopulation of animals, there is a risk to safety and sanitation for the community. In her view, a thriving, prosperous community is one in which they are able to humanely take care of the animal population. When we fail on these fronts, it takes a huge toll on the community, the animal shelter staff as well as the animals. Ms. Ault said she is a very fiscally conservative person and has not voted in favor of a bond before. However, she asked that the bond for the animal shelter be added to the November ballot.

Mark Brugge, Fairview, came to comment on two issues. First, he does not support any funds going to the electronic voting machines. The U.S. military has cited infiltration from outside sources and vulnerabilities to the electrical grid. Additionally, he noted the recent rise in banks being hacked and the banks replacing stolen money without notifying their clients in order to avoid losing customers. Mr. Brugge believes this would happen with voting systems, and voters would not be informed of hacking. Secondly, Mr. Brugge expressed his support for Collin County law enforcement. We have exemplary law enforcement in the County. They are professional and do the best they can with what they have. Mr. Brugge said the federal government has failed as it pertains to the border and this will have consequences. Last year 80,000 people died from fentanyl, and it is projected to rise to 100,000 this year. There are so many people dying of fentanyl overdoses that the public has become numb to the news. The numbness concerns Mr. Brugge especially when looking back a few decades when the number of deaths from the Vietnam War caused public outcry, demonstrations, and riots. Mr. Brugge hopes the Court is not numb to these issues and will give local law enforcement the resources they need.

Tara Shulte, Allen, said she supports the comments provided by Debbie Lindstrom. Additionally, she thanked Judge Hill, Commissioner Hale and Collin County Clerk Stacey Kemp for attending her group's road show. Ms. Shulte said the impact of the crisis at the southern border has certainly affected the safety of citizens across Texas, and the increase of fentanyl coming into the country is astonishing. Many citizens in Collin County realize without border security crime will rise. Awareness is one aspect of protecting the youth and families from the influx of crime which comes along with drug addiction. It takes warriors willing to fight the epidemic of drug use. Ms. Shulte said we know drugs and sex trafficking are closely linked as evidenced by the January sting operation at Stonebriar mall where 46 men were arrested for sex trafficking in Collin County. Ms. Shulte asked the Court if this issue plaguing women, under-age youth, and children is being ignored due to lack of staffing. Further, Ms. Shulte wondered what the response times were when these individuals called for help. She asked the Court to consider providing more staffing to the Sheriff's Office.

Jesse Ringness, Frisco, reiterated his support for the animal shelter expansion on the upcoming bond. He thanked the Court for all their work behind the scenes regarding this matter.

Chuck Reynolds, Prosper, recently overheard a conversation when he was voting between a citizen and a poll worker. The citizen was concerned regarding the bar codes listed on their ballot and if they actually corresponded with the names selected. Mr. Reynolds said the citizen was right because he does not have a means to verify the bar codes match up with the names and neither did the poll worker. According to a recent Rasmussen poll, 62% of all Americans from both parties do not trust the outcomes of elections because they believe they have been impacted. Advice from technical experts is to hand mark and hand count ballots to secure elections and remove outside interference. Otherwise, there is no control over elections. Mr. Reynolds acknowledged this is a significant request. It is better to lose the ease of using computers instead of losing our freedom. He reiterated his request to the Court not to spend any of the budget money on the election machines. (Time: 2:29 p.m.)

FY 2024 Budget Workshop:

1. AI-54383 Recommended Budget Overview

Monkia Arris, Budget Director, gave the Court an outline of the FY2024 Budget Workshop Agenda for the week. The items for discussion include the General Fund Budget, Road and Bridge, Permanent Improvement, debt, Healthcare, other funds, Trails of Blue Ridge, elected official presentations, discussion topics for consideration, compensation, changes from the Court, review of the add/delete list, and recess at the end of each day for budget staff to recalculate.

Ms. Arris said the Base Recommended Budget for this year's General Fund is the same as last year minus all the one-time items from last year. Also added to this year's budget are Safety/Security, Contract

Increases/County Obligations and Statutory Requirements. After the recommended budget went out, some boards met and approved positions. The Board of District Judges approved an Accounts Payable Technician for the County Auditor. The Juvenile Board approved Probation Officers, a Probation Supervisor as well as some facilities for detention and technology improvements.

Last week, the Court voted to do a one-time add into FY2023 Funds for the 493rd District Court and District Clerk for staff related to that court. Additionally, the Purchasing Board approved adding a Senior Buyer position and a Buyer II position. These have all been added to the Base Budget since they were approved by other courts.

Ms. Arris presented a graph for the general budget which showed \$247.4 million for FY2024 with an additional range depending on the options determined during the workshop discussions. Adding in 4% for PFP (Pay for Performance) would bring it up to \$252.3 million. Ms. Arris noted the numbers she presented were different from the slides because the numbers she presented verbally included the two positions added by the Purchasing Board. Adding nine months of market movement at 7% brings the number up to \$259.3 million and, after adding in the "If Funding Available High" items, the budget goes up to \$261.9 million. There have been discussions to bring wages up to the 75th percentile. Based on estimations from HR, the total for this would bring the number up to \$265.9 million. Regarding the No-New Revenue tax rate and Other Revenues, the total amount for those would be \$245.9 million. Unfortunately, Ms. Arris was not able to balance to the No-New Revenue tax rate so there currently is a deficit of \$1.5 million. This is in part due to the original base budget plus the items which were approved by the other courts. There are some one-time expenditures from the 494th Court that could potentially be applied to FY2023 to bring down the deficit. However, the amount is \$126,000 so it only slightly reduces the deficit. Additionally, the base budget does not include any PFP or market adjustments.

Commissioner Williams said, in addition to the data not including the PFP and market adjustments, it also does not include any new positions other than those for the new courts. Ms. Arris confirmed this was correct. Commissioner Fletcher asked if the mandated positions from the other courts were also included. Ms. Arris confirmed those positions were included in the Base Budget since they were approved by other courts.

The Road and Bridge Fund receives the majority of its money from registration and title fees which is why it is unbalanced. Ms. Arris is not concerned since typically it balances out by the end of the year. The starting point budget is \$28.5 million although it does not include the PFP or market movement. Additionally, taxes are not included. We are expected to collect an estimated \$23.95 million in vehicle registration and title fees. Due to recent growth in the County, it could be much more.

The Permanent Improvement Fund is for all major projects. The current recommended budget is the same as last year at \$2.1 million. Included in this budget are 23 new projects totaling \$4 million. Of those, 15 are

budgeted for Facilities, 7 are budgeted for the Building Superintendent and 1 is budgeted for Public Works. Two projects are recommended to be funded with FY2023 savings. Lastly, there is a confidential project for security on a separate fund outside of this one. Ms. Arris noted the staff handling permanent improvement projects were at capacity and unable to take on any additional projects. This is the reason Ms. Arris' team stopped at this particular level for improvement.

The remaining tax dollars for the County go to the Debt Service Fund. For this year after selling the debt, Ms. Arris' goal was to maintain the debt tax rate. However, they were not able meet this goal. Therefore, even though there is a decrease in the tax rate, the debt payment has increased by \$7.8 million.

The Healthcare Fund revenue receives a transfer from the General Fund. It is indirectly supported by tax dollars since it has not been able to support its own funds since 2017. For FY2024, these funds need a transfer of \$3.9 million which is an increase from last year. Their expenditure budget starts at \$5.1 million and also excludes the PFP and market increase.

The total combined expenditure budget is \$442.7 million. Property taxes comprise 70% of the County's total income. The total amount of new positions requested for FY2024 was \$2,075.5 million, and the total recommended is \$1,983.5 million. These include positions for the District Clerk, 493rd District Court, 494th District Court, Road & Bridge, Engineering, Animal Control, Sheriff's Office, Information Technology, County Clerk Records, Healthcare Admin, the County Auditor, Juvenile Detention and Purchasing.

Ms. Arris moved the discussion to the Trails of Blue Ridge agenda item. (Time 2:42 p.m.)

Ms. Arris resumed discussion of the Budget Overview at 2:43 p.m. to review Property Taxes. As property values increase, the tax rate goes down. The no-new revenue tax rate is based on revenues the County receives from properties that exist in both years. Ms. Arris said property taxes increased for residential by 14.9%, commercial/industrial by 7.51% and apartments by 15.45%. The actual taxable increase for residential properties is lower at 13.21% due to homestead exemptions with a 10% cap. Any home without a homestead exemption does not currently have a cap. Overall, certified values increased by 13.8%. Existing values of all properties in both tax years increased by 10% therefore reducing the County's no-new revenue tax rate by 7.6%. The impact to taxpayers is available on the County's website. The average home in Collin County is valued at \$584,050 which is an increase of 13.8% from last year. While the average home value increased, homes with homestead exemptions will not see their full value amount. It will take three or four years before those homes go back to their market value. The impact to an average home valued at \$584,040 would be an increase of \$25.34 in property taxes.

The no-new revenue tax rate has decreased by \$0.011412 from last year. In addition, our debt rate also decreased by \$0.002421 from last year. The base recommended budget started at \$247.2 million. In order

to balance the no-new revenue rate, it would need a reduction of \$1.4 million. In order to balance with the base budget, the County would need a tax rate of \$0.138859. (Time: 2:50 p.m.)

Judge Hill asked what the actual budget deficit is when taking into account the recommended budget without any changes. Ms. Arris said the base budget has a deficit of \$513,532. Judge Hill then asked what affect came from adopting the various changes for the 493rd cost shift, and the new positions with the Auditor's Office, Juvenile Detention and Purchasing. Ms. Arris said the shift of cost for the 493rd reduced the deficit by \$156,470. The Auditor's Office position cost is \$70,496; the Juvenile Detention positions cost a total of \$848,102; and the Purchasing position cost is \$211,444. After adding in all new positions, the new deficit is \$1,487,104.

With no further comments, Judge Hill moved the discussion to item 3 - the presentations from Human Resources. (Time 2:53 p.m.)

2. AI-54384 Trails of Blue Ridge (Special Road District) Recommended Budget Overview

At 2:42 p.m., Ms. Arris gave a brief presentation regarding the recommended budget overview for the Trails of Blue Ridge. The city's tax rate of \$0.15 remains the same from when it was approved by the voters in November of 2019. There is no change to their particular tax rate. The remaining balance from FY2023 will be carried over. The expenditure listed is the payment to the Central Appraisal District.

Ms. Arris then moved the discussion back to the budget overview agenda item. (Time: 2:43 p.m.)

3. AI-54328 2023 Benefits Presentation

At 2:53 p.m., Cynthia Jacobson, Human Resources, presented a PowerPoint presentation on the different options when seeking medical care. The least expensive is for them to see their PCP (Primary Care Physician) at an average cost of \$148. Convenience care clinics, like in CVS or Walgreens, are a little more expensive at \$162. The Urgent Care Clinics are about \$183. Emergency Room visits can cost around \$2,875 for one visit. Collin County has continued the \$500 co-pay for Emergency Room visits for staff. Without the co-pay, staff would typically pay 25% of an Emergency Room bill which would be close to \$719. Therefore, the County has kept costs relatively low for staff even as costs have gone up. From a recruiting standpoint, Collin County's medical plan is very appealing. Not only do other entities have higher deductibles, but they also have higher out-of-pocket expenses for their employees.

Collin County maintains a low co-pay every year for employees to see their PCP. It is important for staff to build up their relationship with their PCP, and a low co-pay encourages this relationship by enabling staff to see their PCP regularly. For Specialty copays, Collin County is average.

Ms. Jacobson said the County's dental deductible for Collin County is the same as almost every other county. The deductible does not count cleanings or x-rays. County staff utilization of the maximum is low. However, if cleanings and x-rays were included, the number would be higher.

Commissioner Williams mentioned there was an attempt in the past to add two free cleanings a year. Additionally, there are very few dental offices in-network with the County's dental insurance. She was concerned over the issue of UHC (United Healthcare) not being willing to count cleanings or x-rays toward the deductible when there is not much savings for staff. Ms. Jacobson said she could make a request to UHC to cover reasonable and customary dental services. It would require a formal request from the Court to do so. Commissioner Fletcher said the extra money staff pay for their cleanings should count towards their deductible.

Commissioner Hale asked Ms. Jacobson when the dental insurance was adjusted for inflation. Ms. Jacobson said it has never been adjusted in the 22 years she has been with the County. The County did ask UHC what the adjusted rate would be, and UHC said \$1500 for the adjusted inflationary rate. Judge Hill asked if a premium increase was associated with this adjusted rate and to find out if there is a material number related to reasonable and customary dental work such as cleanings. Commissioner Williams said there are only five dentists in-network for the County's dental plan which is not sufficient to support all of Collin County's employees.

When discussing employee premiums, Ms. Jacobson said it is important to note over 50% of employees have salaries under \$60,000. Collin County is above average in what we charge employees for coverage. When including coverage for spouses and dependents, Collin County is on the lower end of costs when compared with other entities. Child care premiums increased by 40% over the last year. Ms. Jacobson said, 38% of employees cover themselves, 13% cover their spouses, 17% cover their children and 31% are covering their entire family.

Ms. Jacobson reported wellness numbers are better than listed in her presentation because it only represents the physicals done through UHC. There are over 400 wellness exams performed at the County Clinic each year. Unfortunately, the data from the clinic is not communicated to UHC. BMI (Body Mass Index) statistics are still high as in prior years. When compared to Texas statistics, Collin County is higher. This is the County's number one area where different strategies have been used to encourage staff to lower their BMI. These include having a nutritionist, specialist programs, fitness instructor, overall stress relief and psychological counseling. So far, there has not been any improvement.

Commissioner Williams said there are other options such as the new weight loss drugs available. It might be beneficial to consider covering them. Ms. Jacobson said the County has exhausted almost every option in terms of medically acceptable options to assist staff with weight loss. The County used to cover weight loss surgeries but discontinued covering it. Since the cost for the surgeries has dropped in price over recent

years, Ms. Jacobson said the County could look into covering the weight loss surgeries again for employees. (Time: 3:20 pm.)

Judge Hill recessed the meeting at 3:20 p.m. and reconvened at 3:36 p.m.

4. AI-54329 2023 TCDRS Presentation

At 3:36 p.m., Ms. Jacobson presented a PowerPoint presentation on the County's retirement plan. Staff are required to put in 7%, become fully vested after eight years, and the plan has an interest rate of 7%. When compared with other counties, all but one have a 7% contribution rate. There was a strong rate in 2021, rates fell in 2022, and this year the rate is between 6 and 6.5%.

Cities have a plan through the Municipal Retirement Program that is only guaranteed at 5%. Commissioner Fletcher said this should be a great recruiting tool. Out of the past 10 years, TCDRS saw higher returns for nine of those years. TCDRS only had a slight loss in 2015. The County has paid a higher budgeted amount in order to handle liabilities. The County rate is showing less than the other counties due to our lump sum payment. When comparing city rates, Collin County's rates are also lower because other cities have a repeating COLA. Even compared to the state, Collin County's pension fund is well funded.

Collin County's unfunded liability has increased to over \$8 million. With the largest factor being the investment losses. There are requirements to report the pension liabilities including repeating COLAs. However, the County has never done a repeating COLA. Last year, the County paid over \$14.5 million to provide a COLA to retirees which is over \$2.8 million more than what was done for all employee contributions. The downside to having a repeating COLA is the reporting obligation. (Time: 3:50 p.m.)

With no further comments, Judge Hill moved the discussion to the Elected Official/Department Head presentations (Time 3:50 p.m.)

5. Elected Official/Department Head Presentations and Discussions

Greg Willis, District Attorney, said his staff is the most dedicated group he has ever worked with. He is requesting positions to assist in prosecuting complex felony cases involving murder, capital murder and domestic violence. This includes requesting a Domestic Violence Felony Prosecutor as well as a Trial Bureau Chief to prosecute murder, capital murder, and overdoses involving fentanyl as murder. He is also requesting an Intake Secretary to enter cases into the system. Lastly, he is asking for competitive pay to hire misdemeanor prosecutors.

Mr. Willis said it is important to address domestic violence because lives are at stake, and 40% of the domestic violence cases end up as murder cases. The situation has deteriorated due to the inability to fill positions to investigate and prosecute cases. The addition of another Domestic Violence Felony Prosecutor would reduce the waiting period for these cases from 12 months to 4 months.

When law enforcement submits misdemeanor cases to the DA's office for prosecution, the information needs to be entered into Odyssey by an intake secretary. A prosecutor cannot touch the file until that is completed. Mr. Willis noted there have been difficulties in keeping the position filled. Although the court approved overtime for other secretaries to assist with catching up on entering cases, it was a temporary solution. The DA's office is behind again due this position being vacant, and there is a continual influx of cases needing to be entered.

Mr. Willis noted the Court previously approved a Chief Felony Prosecutor for each court. The final piece is to have a Trial Bureau Chief to supervise all of them. Since this is a young team with less experience prosecuting murder and capital cases, it is important they receive more training and closer supervision. Additionally, due to the amended statute from the state legislature, certain fentanyl cases are now prosecutable as murder. Mr. Willis wants to ensure these complicated and highly important cases are handled properly.

Due to current compensation, it is difficult to get lateral moves to fill misdemeanor prosecutor positions for Collin County. It is from these positions where staff is promoted to other positions such as felony prosecutors. However, he is unable to do this if he is unable to get misdemeanor positions filled. Money from forfeiture funds was added to increase pay for those positions and make them more competitive. Within a few months, he was able to hire five people. In SB 22 the State provided money for rural sheriffs and prosecutors. The DA is concerned this will make it difficult to remain competitive. Currently, there are many open positions due to being below market pay. He would like to increase pay to be at least average if not more. The forfeiture supplement does help, but he needs the Court to also increase pay to attract candidates to these positions.

Commissioner Fletcher said it is not just getting a body into these positions. It is important to get someone with the right training and skills as well as be able to train and retain them to grow into higher positions within the County. Judge Hill asked to confirm the positions could not be remote. Mr. Willis confirmed the positions need to be in person since they need to be in the courtroom to try a case. After a brief discussion, a motion was made to have all of the DA's items added to the add/delete list. (Time: 4:19 p.m.)

Judge Hill recessed the Budget Workshop Special Session at 4:31 p.m. until 9:00 a.m. on Tuesday, August 15, 2023.

BUDGET WORKSHOP SPECIAL SESSION, TUESDAY, AUGUST 15, 2023.

Judge Hill reconvened the Budget Workshop Special Session at 9:00 a.m. on Tuesday, August 15, 2023.

Judge Barnett Walker, County Court at Law 2, is requesting the Functional Analyst position with a current pay grade of 532 to be moved to a pay grade of 538. Human Resources recommended a pay grade of 535 and said it would be highly recommended the position upgrade if funds are available. This would be used to accommodate legislation which is requiring the functional analyst to track things that have never been tracked before. Currently, Odyssey and Munis are not set up to capture the data that is being requested. An audio/visual upgrade for each of the County Courts will require outside training. Judge Walker said he will also be attending the training and, upon his return, he will train all of the court staff. This is expected to start early September 2023. The previous functional analyst quit due to the extra stress and workload. Commissioner Fletcher added this request to the add/delete list. (Time: 9:12 a.m.)

Stacey Kemp, County Clerk, requested adding a Business Analyst position. This position is imperative for her office to stay in compliance with all of the laws. This position would also be trained in fees and legislation that are associated with the County Clerk's office. Commissioner Hale added this request to the add/delete list. (Time: 9:14 a.m.)

James Skinner, Sheriff, came forward to address the Court. The dedicated members of the Collin County SO (Sheriff's Office) strive to keep Collin County one of the safest places in the United States to live and raise a family. He is astonished daily by the heroics he witnesses by his deputies and detention officers. The Court's consideration of his FY2024 budget proposal will be invaluable in helping shape the public safety apparatus across Collin County. For the past six and a half years as the acting Sheriff, he has always been committed to protecting the people of Collin County, having the most professional and well trained SO, and executing this objective as efficiently as possible for the taxpayers. As the Sheriff of Collin County, he is in the problem solving business and is very aware of the realities that come with protecting the citizens of the second fastest growing county in the United States. While he is responsible for the daily operations of the SO, he also has the duty to look ahead and identify any emergent threats. Along with the fastest growing population comes increasing crime. Sheriff Skinner is asking the Court to make a strategic investment in Collin County's public safety apparatus.

Sheriff Skinner presented a PowerPoint presentation explaining the SO's priorities. The first request was for the addition of two narcotics investigators. Since 2019, Collin County has had an increase of 1280% in fentanyl deaths, 288% increase of overdose related calls, 22% increase in reported deaths under the age of 17, and a 64% increase in total overdose deaths. The two investigators of the SO narcotics team are also members of the five person GHOST (Gang and Habitual Offender Strike Team) which is a unit that was made a few years ago to track down and capture fugitives and has proven to be effective. Adding two

narcotic investigators will add a 100% increase in targeting fentanyl dealers across Collin County and insure the mission of GHOST will go uninterrupted. The cost of this request is \$521,652.

The second request is for a position change to move a Deputy Sheriff to Assistant Chief Deputy. Total cost of this would be \$24,119. The next request is for the addition of two General Crimes Investigators. Since 2006, only two investigators have been added to the SO, and none of those were General Crime Investigators. The cost of this would be \$515,652. Sheriff Skinner is also requesting \$5,746 to move a Corporal to a Sergeant and \$4,925 to move a Deputy Sheriff to Sergeant (Rangemaster).

The next request is to move an A.F.I.S (Automated Fingerprint Identification System) Technician to a Criminalist. This technician performs many rolls within the SO, but their skill set is limited. It would be more efficient to employ a Criminalist who possesses a much broader skill set. The cost of this request would be \$10,001.

Sheriff Skinner said he is requesting three additional SWAT (Special Weapons and Tactics) team members. Currently, the SO is operating with 12 SWAT members. The national minimum standard is 15 members. The total cost for this request is \$100,482. He also requested a sniper rifle and accoutrements. The total cost of this item would be \$26,927.00.

The next request is for the addition of two or more Patrol Lieutenants. The SO currently has two lieutenants who supervise four patrol shifts comprised of 44 deputies and eight subordinate supervisors. He said it is unreasonable to expect two lieutenants to effectively manage this many subordinates especially in a patrol operations environment. He has a very young workforce, and there is value in having veteran law enforcement officers working beside them to keep them safer. The cost for this request would be \$569,224.

Sheriff Skinner said he has complained for some time about the lack of a lateral program within the SO. Under the civil service rules, they currently require any candidate that wants to work for the SO to sit for a civil service exam. This exam should not be required for veteran and experienced officers. When an experienced officer is hired at the SO, they are offered 5% above minimum pay. He would like to have a discussion about offering them more money. Sheriff Skinner said he has such a young staff now that his focus has shifted to bringing in more experienced officers from other agencies.

Judge Hill said the civil service exam is not a legal requirement of Commissioners Court. It is a legal requirement from the Civil Service Board which is a legally binding body appointed by the Sheriff, Commissioners Court, and District Attorney. They have the authority to change the standards, but the Court does not. Judge Hill said the 5% above standard is the policy the Court has set for the HR department. They have the authority to approve 5% more in compensation for a candidate without asking the Court. Anything above that must be brought before the Commissioners for approval. The mechanism

Sheriff Skinner was describing already exists today. Sheriff Skinner said he has not approached the Civil Service Board because he cannot come to an agreement with HR. He believes the Civil Service Board will grant him the waiver. Judge Hill said the Sheriff does not need an agreement with HR before meeting with the Civil Service Board. Sheriff Skinner agreed and will move forward with contacting them.

Sheriff Skinner's next request was for two Patrol Lieutenants. The cost of this request is \$569,244. This will ensure experienced supervisors are available to assist and mentor less experienced deputies during a 12-hour shift. The next request is for a Graykey Digital Extraction Device. This device extracts encrypted or inaccessible data from mobile devices. The total cost is \$14,583. The Sheriff is also requesting a lease vehicle increase. A change in the contract at the start of FY2023 increased the price per truck by \$374 per month to \$1,210 creating an annual deficit of \$13,464 over the approved \$30,096. The cost for this request is \$13,464.

The next request is for a Drone for a total cost of \$6,733. Drones are technology that can change the nature of policing. Common uses include search and rescue operational support, protecting public safety, enhancing a crime scene, accident scene investigations, and providing active pursuit support. Sheriff Skinner confirmed the drone has thermal capabilities.

The next request is for five Deputy Sheriffs and one Sergeant. This is a request that was made last year. The Courthouse has an inordinate number of calls for service and arrests yearly. Currently, only two Patrol Division Deputies are manning the front and back entrance desks with no roving security presence in the Courthouse. Sheriff Skinner said he is now only requesting three. The cost of these two requests is \$691,740.

Sheriff Skinner also requested a Casper recording device. This device records audio and video simultaneously as well as proving GPS location. The cost for this request is \$1,845.

The next request is for two additional Skills Manager software licenses. There are currently three licenses for 14 users. This software is used to manage all training, the issuance of equipment by the Quartermasters, and personnel management. The cost for two additional licenses is \$1,176.

Sheriff Skinner requested a line item adjustment for investigative expenses for a total increase of \$10,000. This adjustment would cover inflation, supply chain issues, shipping costs, tow fees, geolocation and phone data charges.

The next request is for testing and maintenance of AVON protection ST50 SCBA. This is a total respiratory protection system and is statutorily required to be tested and maintained. The total cost is \$3,850.

Sheriff Skinner's next request is a position change from a Deputy to a Sergeant. There would be two each for Mental Health and the Child Exploitation Unit. Advanced training, scheduling, supervision, and daily monitoring of Mental Health deputies and their caseloads are critical to a successful outcome. \$8,940

The next request is to move a Lieutenant to a CEU (Child Exploitation Unit) Sergeant. Since the end of 2016, 850 arrests have been made in Collin County for crimes against children. CEU was created to pose as children online in order to stop predators. This unit has to be led by a supervisor who is experienced and has the proper training.

Sheriff Skinner's final request is to partner with the Wylie Police Department to book inmates for 24 hours until picked up by the Collin County SO. When a deputy makes an arrest, they are to return to the CCSO. It could take up to two hours to download body cam footage, book the inmate, and handle other required duties prior to returning to their post. (Time: 11:13 a.m.)

Commissioner Williams added the Narcotics Investigator, the CID investigator and two Patrol Lieutenants to the add/delete list.

Sammy Knapp, Constable Precinct 3, said he originally requested an additional \$1,000 for in-house training. The training was for unfunded mandated training for rifle-rated ballistic shields. By the time budget was submitted, the legislature mandated more unfunded training which included all TCOLE (Texas Commission on Law Enforcement) licensed officers to receive ALERRT (Advanced Law Enforcement Rapid Response Training). ALERRT training starts September 1st. The training is 16 hours for every officer in the state of Texas every 24 months. The ALERRT training recommends four instructors per 24 students. Constable Knapp is requesting \$3,000 for in house training. This will allow precinct 3 to send four deputies to obtain ALERRT instructor training to provide the remaining 20 deputies the required ALERRT training. (Time: 11:19 p.m.)

Commissioner Webb received a text from HR stating we need to increase the property insurance by \$35,000 because the cost has gone up. This was added to the add/delete list.

Judge Hill recessed the Budget Workshop Special Session at 11:22 a.m. on Tuesday, August 15, 2023. The Budget Workshop was reconvened at 1:00 p.m. and moved to item 4 under Discussion Topics to discuss Collin County Soil & Water Conservation District Request.

7. Items for Court Consideration

a. Recommended if Funding Available

b. Discussion Topics

1. Children's Advocacy Center Budget Increase

Commissioner Webb requested adding CAC (Children's Advocacy Center) to the add delete list. Collin County is currently using the Economic Development Funds to make a contribution of approximately \$50,000 to CAC. The Commissioner would like to increase it to \$100,000. He would also like to look at the library's that also come out of those funds. Collin County is currently down to two libraries which are absorbing all of those funds when there were originally five to seven libraries. He asked the court to consider shifting those funds to the CAC. (Time: 1:20 p.m.)

2. LifePath Mental Health Support Increase

Judge Hill said Life Path requested \$20,000 for contract salary increases. He added this item to the add/delete list. (Time: 1:21 p.m.)

The discussion moved to item 5 of Discussion Topics.

3. Inmate Food Service Management

This item was discussed on Thursday, August 17, 2023 at 2:44 p.m.

4. Collin County Soil & Water Conservation District Request

This item was discussed on Tuesday, August 15, 2023 at 1:00 p.m.

Ben Scholz, Chairman, requested budget support from the Court. There was an agreement made 50 years ago in which the Court still honors flood protection sights that have not exceeded 50 years of life. Mr. Scholz requested assistance with inspections, mowing, annual maintenance, brush control, and riser cleanout totaling \$197,610.

Commissioner Williams said Public Works has a total of 16 flood sights currently being mowed that have not rolled off of the 50-year contract. This totals \$20,000 annually and is already in the Road and Bridge fund with a \$44,000 budget for this line item. The Commissioner would like to include on the add/delete list the remaining dollars for FY2023 which is \$2,500 and \$9,300 for inspections of those sights for a total of \$11,800 for FY2024. The Collin County Soil & Water Conservation District would also take over the contract for mowing. This would be for the 62 sights located within Collin County. (Time: 1:18 p.m.)

The discussion then moved back to item 1 of Discussion Topics.

5. AI-54388 FY 2024 salary increases for the County Administrator, Elections Administrator and County Extension Agents

The Court recessed into executive session at 1:25 p.m. to discuss this item. The Budget Workshop was reconvened at 1:47 p.m. No action was taken.

COURT ORDER NO. 2023-700-08-15

6. AI-54352 Addition of five (5) vehicles to the Sheriff's Office fleet

Judge Hill recommended taking two of the nine fleet vehicles, which we currently have, and immediately use them to fulfill the constable vehicle orders that are 20 months old. He also recommended holding 6 of the 9 remaining vehicles for the SO. Judge Hill said, instead of sending the retired Constable and SO vehicles to auction, we should hold onto them to become part of an emergency fleet for the SO. The vehicles would be placed on a do-not-repair or replace list as well due to their being end-of-life vehicles. Commissioners Fletcher and Hale expressed concerns on the backlog of vehicles as well as only ordering vehicles through Ford.

Jon Kleinheksel, Public Works, said the current vehicles that have been ordered are on backorder and do not have a production date or been assigned a VIN (vehicle identification number). There is no way in telling when they will become available. His team has done their diligence in seeing if there are other options available outside of Ford vehicles but those companies are also having supply chain issues. Sheriff Skinner, supported the idea of using the end-of-life vehicles for the emergency fleet. He said he is not a fan of the Ford Explorers as Police vehicles and neither are his Deputies. He suggested exploring the possibility of using Chevrolets and Dodge for law enforcement vehicles.

The Court asked Mr. Kleinheksel to prepare a presentation for the following Commissioners Court to further discuss this item. (Time: 2:16 p.m.)

c. Compensation & Benefits Discussion and Any Action

1. AI-54385 Uniform Pay Policy

A motion was made to approve this item as presented. (Time: 2:17 p.m.)

Motion by: Judge Hill

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

COURT ORDER NO. 2023-701-08-15

2. Benefit Change Discussion and Any Action

After a brief discussion between the Court and Cynthia Jacobson, Human Resources, the following items were added to the add delete list: dental max increase from \$1,000 to \$1,500; remove “reasonable and customary” for dental cleanings; and remove the step plan from prescription drugs. (Time: 2:27 p.m.)

3. Compensation Discussion and Any Action

Cynthia Jacobson, Human Resources, presented a Power Point presentation on FY2024 employee salary recommendations. She recommended a 4% FY2024 PFP (Paid for Performance) increase, wage movement, pay structure maintenance, and target market. (Time: 2:35 p.m.)

A motion was made to approve the wage movement as presented. (Time: 2:35 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

COURT ORDER NO. 2023-702-08-15

A motion was made to approve the PFP increase as presented. (Time: 2:36 p.m.)

Motion by: Commissioner Cheryl Williams
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

COURT ORDER NO. 2023-703-08-15

The Court discussed the pay structure maintenance and target market. The following items were added to the add-delete list: move from 50th percentile to 75th percentile, Misdemeanor Prosecutors grade move, and Detention Officers compensation. (Time: 2:55 p.m.)

4. AI-54386 TCDRS Contribution Rate

Cynthia Jacobson, Human Resources, requested the Courts approval on the employer contribution rate. It is currently budgeted at 9.5% which is the same from the prior year. She asked if they wish to make any payment towards the unfunded liability, and if the Court would like to repeat or participate in a COLA (Cost-Of-Living Adjustment).

Judge Hill added the following items to the add delete list: TCDRS lump sum payment, TCDRS contribution rate increase, and a 40% COLA. (Time: 3:01 p.m.)

5. AI-54389 Proposed Elected Officials Salaries

Cynthia Jacobson, Human Recourses, presented a Power Point presentation for proposed Elected Officials salaries. She asked what amount the court would like to compensate the Elected Officials and if they would like to continue compensating all Elected Officials at the same rate.

Judge Hill made a motion to compensate the Elected Officials at the same rate the Court adopted for employees. This would include just the PFP percentage and not include the market movement and wage adjustment. After a brief discussion, Commissioner Fletcher added Elected Official raises to the add delete list. Judge Hill tabled his motion. (Time: 3:09 p.m.)

The Judge Hill recessed the Budget Workshop at 3:09 p.m. and reconvened at 3:21 p.m.

6. AI-54387 FY 2024 Employee Related Compensation

Judge Hill made a motion to offer the same PFP percentage for the following positions: County Administrator, Elections Administrator, and Extension Agents. (Time: 3:22 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Cheryl Williams

Vote: 5-0: Passed

COURT ORDER NO. 2023-705-08-15

8. Commissioners Court Changes to Recommended Budget

Judge Hill initiated the conversation on PIP (Permanent Improvement Projects) and yielded for any conversation from the Court. Commissioner Webb said, over the past few years, Collin County has added a lot of personnel to our Elected Officials departments but not enough is being focused towards the back office. This includes HR and IT. Commissioner Webb requested the following positions be placed on the add delete list: HR Generalist for employee relations; IT Program Manager; County Clerk Business Analyst; Functional Analysts for Elections, Fire Marshall, Engineering and Developmental Services; and adding personnel under the Construction and Projects department.

Commissioner Hale added the following items to the add delete list: front counter glass for the JP (Justice of Peace) and County Clerk's Office, third window for the District Clerk's Office, one additional engineer, equipment assessment for IT, a Superintendent and Road Inspector to the Road and Bridge department, and \$30,000 for Animal Control to be used for the control of feral hogs.

Commissioner Fletcher added the Animal Shelter Foster Coordinator to the add delete list.

Commissioner Williams added the following items to the add delete list: remodeling of the men's and women's locker rooms in the detention facility; an addition of washer and dryer hookups to be placed in each housing unit; the addition of a barrier in the orientation housing; emergency exit signs to be placed in the Juvenile Detention Office; management trainer; SO liaison; and records and audit coordinator for Elections.

Judge Hill added the following items to the add delete list: \$300 for dues and subscriptions for Constable Precinct 1; portable multimedia projector for the County Clerk's Office at \$725; \$820 for a Wi-Fi hotspot for the District Clerk's Office; Elections Office training funds increase of \$1,000; Generalist for HR department in the amount of \$103,305; confidential item for IT in the amount of \$18,000; \$14,000 for the Medical Examiner to be used towards training and travel; a Right-of-Way Coordinator; and a vehicle for Road and Bridge at \$65,762.

Judge Hill made a motion to take the 494th District Court start-up costs of \$126,752 out of the FY2023 budget. (Time: 4:06 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

COURT ORDER NO. 2023-706-08-15

Judge Hill recessed the Budget Workshop Special Session at 4:08 p.m. on Tuesday, August 15, 2023.

BUDGET WORKSHOP SPECIAL SESSION, WEDNESDAY, AUGUST 16, 2023 AT 9:00 A.M.

Judge Hill called to order the Budget Workshop Special Session at 9:00 a.m. and immediately recessed until all documents were ready for discussion.

Judge Hill reconvened Budget Workshop at 10:12 a.m. and gave a brief description regarding the process for the add/delete list.

Before discussing the add/delete list, Commissioner Fletcher gave a presentation for the Court to consider. She expressed her concern regarding the plethora of items which were added to the add/delete list. Although each of those items have worth, she feels it is her responsibility to separate necessities from niceties and balancing it with responsibility to the taxpayers. For six out of the last seven years, the Court has completely absorbed inflation on behalf of the taxpayers and provided a no-new revenue rate. This was possible due to the new growth in the County. However, this has painted the County into a corner. Collin County employees are the backbone, and she wants to make sure they receive salaries which reflect this. Even though Collin County tax rates have been low, the issue of hyperinflation affecting the country

has impeded the ability to pay for basic needs for the County. Commissioner Fletcher took the 15 top most populated counties in the area to compare with Collin County. The average price for a home in Collin County last year was \$513,136. She used the total tax rate for each of the other counties to determine how much it would cost in each of them. Collin County's average tax on a home of this value is \$782.24. The closest comparison is Denton County with a 43% higher tax. When comparing the rest of the counties, all were significantly higher than Collin County. Therefore, it is important for citizens to understand Collin County's situation when determining what items to include in the budget. She wanted to make sure the County is making the investment into the departments and elected official's offices that will make a difference when providing services such as protecting the public, prosecuting crime, vehicle registration, animal shelter, etc. When comparing the number of citizens served per county employee, Collin County is the highest with 565 citizens served per Collin County employee. This information will also be uploaded to the County's public website.

Commissioner Fletcher also prepared an elected officials worksheet to present to the Court. She took the average reported salaries for elected officials from Ms. Jacobson's presentation. The Commissioner explained her calculations and how she arrived at the 5% variance threshold on either side of the average salary listed on the worksheet. The Sheriff's salary included the car allowance. After reviewing the data with Ms. Jacobson, it was determined the Auditor's salary is the same amount, which makes a difference. Furthermore, there is a statute stipulating the Auditor's salary must be the same as the highest paid elected official and is therefore directly related to the Sheriff's salary. Additionally, the Sheriff has never driven a taxpayer-funded vehicle until most recently. For the most part, he has been utilizing vehicles that were seized from drug deals and crimes. This is why the Sheriff is above 105% when compared to the average salary. Worst case scenario would be to freeze his salary as she is opposed to reducing a salary. However, HR's recommendation was to give the Sheriff and Auditor half of the percentage raise all other elected officials would receive so they are at least receiving something. For the salaries below the average, she applied the same metric to everyone to make sure everything was done fairly. Commissioner Fletcher noted the District Attorney was grossly underpaid as compared to all other officials. No market movement was assumed because that is only for county employees and never for elected officials.

Commissioner Hale said raises are matched with PFP (Pay for Performance) at 3%. However, in the past inflation has been around 2% so that matched up. He recommended looking closer at inflation next year as inflation might be at a point that it would put elected officials behind. With no further comments, Judge Hill moved the discussion to the Add/Delete list (Time 10:41 a.m.)

9. Review of Add/Delete List

A motion was made to increase a half percent for TCDRS. Ms. Jacobson said there won't be a credit, but the reduced liability will show up in next year's calculations. (Time: 10:41 a.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Darrell Hale

Vote: 3-2: Passed

Nay: Commissioner Duncan Webb and Commissioner Cheryl Williams

For the Misdemeanor Prosecutors' move from pay grade 580 to 581, Commissioner Webb would prefer to move to the 75th percentile for these positions. After some discussion, a motion was made to approve the pay grade change to 581. (Time 10:43 a.m.)

Motion by: Commissioner Susan Fletcher

Second by: Commissioner Darrell Hale

Vote: 4-1: Passed

Nay: Commissioner Duncan Webb

Judge Hill presented a chart regarding Detention Officer compensation for Collin County compared with other counties. Collin County has two different grades which are 551 and 552 with 75-percentile and 50-percentile listed as well. It was reported on the news that Denton County has over 200 detention officer openings and is employing a new recruiter as well as increasing their pay to be more competitive. This will make recruiting even more difficult for Collin County. Sheriff Skinner has brought so many innovative approaches to improve recruitment for these positions, and the Court has approved all of them in the past. Commissioner Williams said it is critical the County remains competitive. Ms. Arris confirmed the amount for the 552 pay grade change would be a total of \$1,130,791 from the general fund beginning October 1. After some discussion, a motion was made to move to the 552 pay grade. (Time: 10:49 a.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

A motion was made to approve the dental max increase from \$1,000 to \$1,500. (Time: 10:50 a.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Duncan Webb

Vote: 5-0: Passed

A motion was made to remove dental "reasonable and customary" for cleanings (Time: 10:51 a.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

A motion was made to approve the removal of the step plan from prescription drugs. Judge Hill asked Ms. Jacobson to provide details regarding this item. Ms. Jacobson said this is the discussion regarding diabetic drugs where staff are required to take a lower cost drug before they can try any new drugs that are available. This would allow for staff to be able to be prescribed the newer medications such as Ozempic without being required step therapy. Commissioner Williams pointed out the difficulty of the insurance company not allowing the County to design what medical services are covered. After some discussion, it was determined to further discuss this item next year if it doesn't move forward today. The motion failed for lack of a second. (Time: 10:57 a.m.)

A motion was made and seconded to approve the move from the 50-percentile to the 75-percentile. Commissioner Fletcher said she cannot support this item at this time until other items are addressed. Commissioner Hale agreed he would like to see this item discussed toward the end. Commissioner Webb withdrew his motion and requested to bring this item back for discussion. (Time: 10:58 a.m.)

A motion was made to approve a 4% raise for elected officials. A separate motion will be made to address the District Attorney's salary which is much lower than other elected officials. (Time: 11:02 a.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

The TCDRS lump sum payment has zero impact to taxes. However, the amount carried over from FY2023 is \$8,352,824 to pay the deficit balance. A motion was made to approve. (Time: 11:02 a.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

Regarding the COLA at 40%, this would be paid from FY 2023 at \$8,670,640 and have zero impact on the days of fund balance. Ms. Arris confirmed this would use the rest of the savings from FY2023. Judge Hill noted this would be a policy departure for the County because traditionally the County does COLA's every three years in order to avoid an IRS accounting for a paper liability on the financial statements. Commissioner Webb raised the concern of changing the expectation on how often COLA's are done and to ensure we do not use up the rest of the FY 2023 savings which could be used for an emergency. The Court agreed with those concerns and to hold off on this item until next year. (Time: 11:03 a.m.)

Regarding the elected official salary corrections, a motion was made to normalize and bring the District Attorney's salary up to the average. An amendment was proposed to also bring up the Tax Assessor Collector, County Clerk, District Clerk, Constables and Justices of Peace to the average as well.

Judge Hill recessed the Budget Workshop at 11:30 a.m. in order to allow the Budget Department time to make calculations based on the amended motion. Judge Hill reconvened the meeting at 11:50 a.m. Ms. Arris stated the total would be \$51,889 with benefits for these salary increases for the above listed elected officials. (Time: 11:52 a.m.)

Motion by: Commissioner Susan Fletcher

Second by: Commissioner Hale

Vote: 4-1: Passed

Nay: Commissioner Cheryl Williams

Judge Hill recessed the Budget Workshop for lunch at 11:52 a.m. and reconvened at 1:00 p.m.

A motion was made to approve the Felony Prosecutor for the Domestic Violence Unit. (Time: 1:01 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

A motion was made to approve the Intake Secretary with a salary of \$70,000. (Time: 1:02 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

A motion was made to approve the Trial Bureau Chief. (Time: 1:02 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

A motion was made to approve the Felony Appellate Attorney. (Time: 1:02 p.m.)

Motion by: Commissioner Susan Fletcher

Second by: Judge Chris Hill

Vote: 3-2: Passed.

Nay: Commissioner Cheryl Williams and Commissioner Duncan Webb

A motion was made to approve one of the three requested Victim Assistance Coordinator positions. (Time: 1:03 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Susan Fletcher

Vote: 3-2: Passed.

Nay: Commissioner Cheryl Williams and Commissioner Duncan Webb

Judge Hill asked Ms. Arris for clarification regarding the position changes requested from the district courts-shared. Ms. Arris said the district judges requested moving the paygrade for position 532 to either 535 or from 532 to 538. Judge Hill asked if there was a recommendation on this item. Cynthia Jacobson, Human Resources, stated the salary survey indicated the 535 paygrade was appropriate. A motion was made to approve the paygrade shift from 532 to 535. (Time: 1:04 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Cheryl Williams

Vote: 5-0: Passed

A motion was made to approve the PT Magistrates for \$18,549. (Time: 1:05 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

A motion was made to approve the interpreters increase to \$11,385. (Time: 1:05 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

A motion was made to approve the Senior Benefits Representative for HR at \$8,705. (Time: 1:06 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

A motion was made to approve the HR Generalist-Compensation at \$103,305. Commissioner Williams said Ms. Jacobson told her the timeline to hire would be January. (Time: 1:07 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

A motion was made to approve the HR Generalist for Employee Relations at \$102,305. (Time: 1:08 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

A motion was made to approve the Management Trainer at \$109,856. (Time: 1:08 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Cheryl Williams

Vote: 5-0: Passed

A motion was made to approve the HR Generalist – Sheriff's Office Liaison at \$102,205. (Time 1:08 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Susan Fletcher

Vote: 5-08: Passed

A motion was made to approve the HR Generalist position for Risk Management. (Time 1:09 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Darrell Hale

Vote: 2 – 3: Failed

Nay: Commissioners Susan Fletcher, Cheryl Williams and Duncan Webb

A motion was made to add \$40,140 for recruiting advertising. (Time: 1:09 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

A motion was made to add \$4,000 for in-house training. (Time: 1:09 p.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Cheryl Williams

Vote: 5-0: Passed

A motion was made to approve the additional \$10,000 for psych evaluations. (Time: 1:10 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the \$3,000 for additional compensation surveys. (Time: 1:10 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

A motion was made to approve the Cisco equipment assessment at \$178,952 by funding it from the FY2023 funds. Ms. Arris confirmed there is money available to cover this amount since the \$8 million was not used in a previous motion. Judge Hill asked for clarification on what the assessment entailed.

Caren Skipworth, IT, said the assessment would be for the entire Cisco backbone network including the phone system. It will determine if the system is meeting cybersecurity requirements, up-time and availability requirements for supporting all County devices, as well as provide a cost assessment for potentially switching to another comparable system and the potential savings associated with it.

Commissioner Hale said he has brought up his concerns regarding the numerous times phones and other equipment need to be replaced. If there were more comparable options available, it would allow the County to broaden bids for these systems. Ms. Skipworth said, if the Court decides to go with a system other than Cisco, IT would need to implement a new standard throughout the County. This has a direct impact on security, availability, IT staff training and support of the new product. Additionally, many of the other products have propriety built into their systems which might not be compatible with the County's phone system.

Commissioner Fletcher asked Ms. Skipworth if this would be a beneficial assessment for IT. Ms. Skipworth said Cisco is the number one provider of network equipment. Although there are other network systems out there, IT has not experienced any issues with Cisco. It runs solid, protections are solid, and it has everything with IT's cybersecurity. She noted IT did try out Dell systems in the data center. Unfortunately, IT ran into proprietary issues, and Dell had to be removed. Ms. Skipworth said the Cisco system being used right now in the County is running strong and is fully protective. She fully supports the system. Although there might be other programs out there which are less costly, it is uncertain as to how good they are, how well they protect their systems, and how they will interact with products being used by the County. Commissioner Webb agreed with the concern regarding how well other systems can defeat attacks. He wants to ensure the County does not go with an unproven system which could put the County

at risk. Ms. Skipworth said the assessment indicates if this is feasible, the cost, as well as the pros and cons of the other networks. (Time 1:21 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Susan Fletcher
Vote: 4-1: Passed
Nay: Commissioner Duncan Webb

A motion was made to approve the IT Functional Analyst at \$100,681 to replace the person moving to the Elections Office. Commissioner Hale asked Ms. Skipworth what percentage of this position was dedicated to work on elections. Ms. Skipworth said functional work for elections has been 100% involved for the last three years. Additionally, her department has lost other techs to the Elections Office due to the growth in that area. Ms. Skipworth's office supports 4,500 devices for polling locations including printers, laptops, barcode units, card readers, etc. In addition, the functional analyst position also does all the vote tech software, administrative work, builds and codes all elections in the units, prep and clean up for all elections (which is a 3-month process), Microsoft updates, and cyber security requirements. (Time 1:26 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Judge Chris Hill
Vote: 5-0: Passed

Judge Hill requested the DLP and Encryption for IT be included on the add/delete list to ensure it is not overlooked. He asked Ms. Skipworth if this is essential for keeping the County's network secure. A motion was made to approve this item. Since it is confidential in nature, Judge Hill recessed the meeting under the Local Government Code Chapter under Security at 1:28 p.m.

Judge Hill reconvened the Budget Workshop at 1:54 p.m. During the security discussion, the Court addressed both email encryption as well as the front counter glass for the Justice of the Peace and County Clerk's offices since they all pertain to security. (Time: 1:55 p.m.)

Motion by: Judge Chris Hill
Second by: Commissioner Susan Fletcher
Vote: 4-1: Passed
Nay: Commissioner Darrell Hale

Judge Hill was advised Human Resources had an amendment to present to the Court. Ms. Jacobson changed the departments for two positions. The first is the Network Support Specialist changed to Information Technology and the second was the Functional Analyst changed to Elections. She said there

is no change to the dollar amount for these positions. It is only correcting which department they are listed under. A motion was made to approve this amendment. (Time: 1:56 p.m.)

Motion by: Commissioner Susan Fletcher

Second by: Commissioner Duncan Webb

Vote: 5-0: Passed

Regarding the GIS coordinator position, Judge Hill asked if this was recommended for the General Fund or for Road and Bridge. Ms. Arris said it is recommended for the General Fund although it is not included in the budget yet. She said the Budget Department just needs to know if it is approved and which fund the Court would like to apply it towards. A motion was made to approve this position for Road and Bridge.

Commissioner Fletcher asked for further clarification regarding this item. After some discussion, it was determined this is related to the item listed further on the add/delete list on page 11. It was agreed to move to that item for this vote. (1:59 p.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Duncan Webb

Vote: 5-0: Passed

A motion was made to approve the Lead Clerk for the County Clerk's Office. (Time: 1:59 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

A motion was made to approve the increase for printed materials for the County Clerk's Office. Commissioner Fletcher noted this was an issue last year when the County Clerk's Office ran out of money, and they have many materials to print. (Time 2:00 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

A motion was made to approve the Business Analyst position. Commissioner Hale asked HR to clarify the grade for this position. Ms. Jacobson said HR would prefer to have the position title to be Compliance Analyst. However, they are fine with the grade staying at 515. Commissioner Fletcher amended her motion to change the position title to Compliance Analyst. (Time: 2:01 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

A motion was made to approve the projector at \$725 for the County Clerk's Office. Commissioner Fletcher requested to know why this was not listed on the recommended budget. Ms. Arris said IT has a set of loaners available although there are other departments who have their own as well. Commissioner Williams asked if this one-time item could come out of the FY2023 budget. Ms. Arris confirmed it could be applied to the FY2023 budget. Judge Hill amended his motion to approve the one-time purchase of the projector with funds from FY2023. (Time: 2:03 p.m.)

Motion by: Judge Chris Hill
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

A motion was made to approve the upgrade of the RevQ collections database for County Court at Law Clerks. (Time: 2:03 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the increase to education and conference funding for County Clerk Treasury. (Time: 2:04 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

A motion was made to approve the increase to printed materials for the County Clerk Probate/Mental. (Time: 2:04 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

Commissioner Fletcher had an update regarding the Field Agent positions for the Medical Examiner's Office. After speaking with Bill Bilyeu, County Administrator, it was recommended to approve one Field

Agent and an Autopsy Tech. A motion was made to approve the one field agent position for this item. (Time: 2:06 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

Commissioner Fletcher confirmed with Ms. Arris the additional M&O funding for the Medical Examiner was highly recommended. A motion was made to approve this item. (Time: 2:06 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

A motion was made to approve the autopsy tech. (Time: 2:06 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

Commissioner Fletcher spoke with the Budget Department regarding the training increase for the Medical Examiner's office. After the discussion, it was determined it would be better to keep this within the Medical Examiner's category especially for record keeping purposes. Additionally, this training is required in order for the Medical Examiner to keep his license. It includes four conferences he must attend. A motion was made to approve this item at \$14,000.

Commissioner Webb asked why this was not recommended by Budget. Ms. Arris said it was a late submission as well as the change in Medical Examiners.

Suzanne Curtis, Medical Examiner, said this training is for two doctors not just one. For the last two years, these credits were offered online due to COVID-19. However, this year the online option ended. Additionally, one of the doctors is from California, and there are different training requirements for Texas that he will need to complete. One of the Medical Examiners will be taking a training this October and the rest of the training for both doctors will be scheduled next year in FY2024. (Time: 2:09 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Judge Chris Hill
Vote: 5-0: Passed

A motion was made to approve the additional funding for dues/subscriptions for County Court at Law 5. (Time: 2:09 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

A motion was made to approve the new equipment for the incoming judge. Commissioner Hale said he would second the motion only if the money is out of FY2023. The rest of the Court agreed and the motion was amended to stipulate this would be paid from FY2023 funds. (Time: 2:10 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

Commissioner Fletcher noted that Budget recommended only one of the three Clerk 1 Front Counter Civil/Family positions in the District Clerk's Office. A motion was made to approve one of those positions. (Time: 2:10 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

Commissioner Fletcher asked Ms. Arris about the remaining items for the District Clerk's Office and whether they were recommended by Budget. Ms. Arris confirmed all of the positions for the District Clerk's Office are on the recommended if funding available packet.

A motion was made to approve the Lead Clerk for the District Clerk's Office with the one-time cost being taken out of FY2023 and the rest applied to FY2024. With this change, Ms. Arris said the updated amount to be applied for FY2024 budget would be \$73,406 and the remainder of \$16,752 would be applied to FY2023. (Time: 2:12 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Susan Fletcher
Vote: 5-0

A motion was made to approve the Senior Administrator for the District Clerk's Office with the one-time cost of \$16,752 being applied to FY2023. (Time: 2:12 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

A motion was made to approve the Clerk II Criminal Case Management for the District Clerk's Office with the one-time cost of \$14,859 being applied to FY2023. Commissioner Webb asked if Commissioner Hale intended to use up the remaining \$8 million from the FY2023 budget. Commissioner Hale said his intention is to use as much of the FY2023 remaining budget to cover one-time costs. After some discussion, it was agreed by the Court to apply all one-time costs for all new positions, even the ones that were voted on earlier, to the FY2023 budget. Judge Hill requested Ms. Arris have her team calculate the separation of all those costs and present them to the Court at the end of the meeting. (Time: 2:16 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

A motion was made to approve the Clerk II Civil/Family for Case Management. Ms. Arris noted this position does not have any one-time costs associated with it. (Time: 2:16 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the one-time cost of the Mifi tool at \$820 to be applied to the FY2023 budget. Commissioner Fletcher pointed out this is actually a recurring cost. Therefore, the motion was amended to approve the Mifi for the FY2024 budget. (Time: 2:17 p.m.)

Motion by: Judge Chris Hill
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

A motion was made to approve the Westlaw subscription for the Justice of the Peace Precinct 2 in the amount of \$1,320. (Time: 2:18 p.m.)

Motion by: Commissioner Cheryl Williams
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the new Legal Clerk I position. (Time: 2:18 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve education/conference for 366th District Court. (Time: 2:18 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

A motion was made to approve the Title Specialist II in the Frisco tax office. (Time: 2:19 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

A motion was made to approve the Lead Clerk in property tax. (Time: 2:19 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Duncan Webb
Vote: 5-0: Passed

Judge Hill asked Mr. Monk to provide more details regarding the asset management tool requested by Facilities. Rick Monk, Facilities, said this is a software tool to inventory all building assets. It will also put a life-cycle cost for things from exterior to interior, flooring, HVAC, and lifesaving systems. The software will give defined information to know the status of all items in the buildings according to their life-cycles to ensure items are replaced when appropriate.

Commissioner Webb asked Ms. Arris if this was on the recommended list. Ms. Arris said it was not included as they only received information on the request yesterday. Commissioner Fletcher asked if this was truly a one-time cost since most software requires ongoing maintenance which is an added cost. Ms. Arris said Budget has not had a chance to look into this item and what kinds of recurring costs would be associated with it for maintenance.

On a recent call regarding the software, Mr. Monk was told it was highly recommended, and the State of Texas utilizes the software for their inventory. For the initial assessment, it is between 15 and 20 cents per square foot for the vendor to scan all assets within the building and populate the database with the inventory. It is a very good reporting tool that is easy to understand. The ongoing cost would be between \$10,000 and \$15,000 per year. Mr. Monk says he requested the software two years ago, and it was denied.

Judge Hill said he is concerned with making sure the County invests properly for Facilities. He advised the Facilities Department to not wait two years between asking for this tool. If they bring it up each year for budget, it will send a signal to the Court of how important the request is. Commissioner Fletcher asked to have more information on the manual inventory process versus the tool. After a brief discussion, the Court decided to discuss this in the future. (Time: 2:26 p.m.)

A motion was made to approve the tough book computer for \$12,311. (Time: 2:27 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

A motion was made to approve the GPS and PTO units. (Time: 2:27 p.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

A motion was made to approve two CID – Criminal Investigators (narcotics). Commissioner Webb said he would support one but not two. (Time: 2:28 p.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Cheryl Williams

Vote: 4-1: Passed

Nay: Commissioner Duncan Webb

A motion was made to approve the Deputy Sheriff to Assistant Chief at \$24,119. Commissioner Hale does not agree with this item because it is elevating a deputy sheriff up to assistant chief. In other organizations, this kind of an elevation was not well received by the rest of the rank and file. Although the deputy for this position has an excellent reputation, Commissioner Hale says he would more support if he was being promoted to a lieutenant or captain position instead. Commissioner Williams said it is up to Sheriff Skinner to determine who should be promoted into the assistant chief position as he knows his team better than the Court does. Sheriff Skinner was invited to provide his comments to the Court regarding this position.

James Skinner, Sheriff, first stated he understands the concerns raised regarding rank as he formerly served in the military just like Commissioner Hale and doesn't take these kinds of promotions lightly. He provided additional background regarding the need to have someone permanently in the position to assist him and his Chief Deputy so they are not overwhelmed with responsibilities. Sheriff Skinner noted the

deputy has currently been in the position as acting assistant chief and has earned the respect and support throughout the Sheriff's Office. He has demonstrated his leadership skills in this role. Sheriff Skinner has full faith and confidence in this person. (Time: 2:33 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Duncan Webb

Vote: 4-1: Passed

Nay: Commissioner Darrell Hale

A motion was made to approve two CID – Criminal Investigators (general crimes). Commissioner Webb said he would support one but not two. (Time: 2:33 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Darrell Hale

Vote: 4-1: Passed

Nay: Commissioner Duncan Webb

A motion was made to approve the Corporal to Sergeant for \$4,925. (Time: 2:33 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Cheryl Williams

Vote: 5-0: Passed

A motion was made to approve additional SWAT members at \$100,482. (Time: 2:34 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Cheryl Williams

Vote: 5-0: Passed

A motion was made regarding the additional SWAT members to include their equipment in the FY2023 budget. (Time: 2:34 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

A motion was made to approve the additional equipment for the 2nd sniper and have it come out of the FY2023 budget. (Time: 2:34 p.m.)

Motion by: Commissioner Cheryl Williams
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

A motion was made to approve the GrayKey out of the FY2023 budget. (Time: 2:35 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the lease vehicle increase. (Time: 2:35 p.m.)

Motion by: Commissioner Cheryl Williams
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the drone using FY2023 funds. (Time: 2:36 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

A motion was made to approve the additional SMGR licenses. Commissioner Williams asked Ms. Arris if they are an annual licenses. Ms. Arris confirmed they are recurring licenses. (Time: 2:36 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

A motion was made to approve the WatchGuard to the Cloud. It was confirmed with Ms. Arris this is a recurring item. (Time: 2:36 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

Commissioner Williams asked Sheriff Skinner if he discussed with Ms. Jacobson using a stipend for the Deputy Sheriff to Rangemaster position. Sheriff Skinner confirmed he discussed this with Ms. Jacobson.

He agreed it is a good idea in order to keep the rank with the Rangemaster position to maintain the authority with the position.

A motion was made to approve the Deputy Sheriff to Rangemaster at \$5,000 stipend. Ms. Arris stated the stipend plus benefits would bring the total amount up to \$5,387. (Time: 2:38 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

A motion was made to approve the AFIS Tech to Criminalist at \$9,978. Judge Hill asked Ms. Arris for clarification regarding the notes on this position. Ms. Arris confirmed the documentation is regarding the \$9,978 which is \$23 different from the amount requested by the Sheriff's Office. (Time: 2:39 p.m.)

Motion by: Commissioner Cheryl Williams
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the two Lieutenants for patrol. (Time: 2:39 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

A motion was made to approve the three Deputy Sheriffs for the courthouse. Commissioner Hale said he could support one but not three. The original request was for five deputies. However, after reviewing the request, Sheriff Skinner updated his request to three instead. Commissioner Hale requested additional background information regarding this request. Sheriff Skinner stated the original number of deputies was 28 Transfer Deputies. Later, he asked the Court to re-class these deputies back to detention to provide savings. The following year, Sheriff Skinner asked the Court for four deputies, two for patrol and two for the courthouse. Those two deputies are still working at the courthouse since they have so much experience working there. The original 28 deputies have been moved to other areas as needs have arisen.

Motion by: Commissioner Cheryl Williams
Second by: Commissioner Susan Fletcher
Vote: 3-2: Passed
Nay: Commissioners Darrell Hale and Duncan Webb

A motion was made to approve the Courthouse Sergeant at \$124, 510. (Time: 2:43 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

A motion was made to approve the investigative expense. Commissioner Williams said this item as well as the hydrostatic testing annual for air packs and quarterly service for air packs were not recommended by the Budget Department. This was because of the reduction in food costs and the Sheriff having to put a freeze on all his spending. She asked Sheriff Skinner if his office would be able to absorb these items. Sheriff Skinner said the acceptance of the food contract would put his office in a better financial position. He withdrew the three item requests. With that comment, Commissioner Hale withdrew his motion to approve the investigative expense. (Time: 2:44 p.m.)

Commissioner Williams asked Ms. Jacobson regarding the change in starting pay for a CEU sergeant. Ms. Jacobson said, after discussions with the Sheriff, they are comfortable with the range. (Time: 2:45 p.m.)

A motion was made to approve the key system panel. Commissioner Williams asked if it was a one-time purchase item. Ms. Arris confirmed it was. The motion was amended to approve this as a one-time purchase under FY2023. (Time 2:45 p.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Cheryl Williams

Vote: 5-0: Passed

Commissioner Williams requested to go back to discuss the CEU sergeant position and have the Sheriff provide information on the item. Sheriff Skinner said it is important to offer a pay range for this position in order to attract candidates with enough technical experience required. Ms. Arris said the position is in the recommended budget. However, the Sheriff asked the starting pay be at \$85,000, but Budget recommended \$76,429. The amount for approval by the Court is the difference between those amounts which is \$10,083. Sheriff Skinner said he wants to ensure he has the position available and will work the rest out with Human Resources to accomplish what is needed. (Time: 2:47 p.m.)

Regarding the jail expansion, Judge Hill wanted to discuss the possibility of adding these positions in the FY2024 budget instead of waiting until FY2025. This would allow for the Sheriff to begin recruiting early in preparation for the opening of the new jail. Commissioner Webb asked Bill Burke, Construction and Projects, when the new facility would be completed. Mr. Burke said current expectations are the contractor will complete construction around March 2024. Then the facility will go through testing before it opens in August 2024. Sheriff Skinner said, when the facility is ready, it will take a minimum of sixty days to train and transition staff. Although there are currently 10 posts in admissions and release for this facility, it will

take 19 posts to properly staff admissions and release in one POD. It could be done with 16 if necessary. Sheriff Skinner said this would require further discussions in May on how to approach staffing as well as how to tackle it in next year's budget.

A motion was made to approve fourteen detention officers at four months. After the facility is open, he would like to have another workshop with the Court to do a more in-depth discussion regarding positions and relief factors for the facility due to the many different details which go into staffing. Commissioner Hale agreed a workshop later next year to plan fully staffing the facility is a good idea. (Time: 3:01 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the Constable Precinct 1 education/conference budget addition of \$1,500. (Time: 3:07 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the uniform budget addition of \$1,000 as it was under recommended if funding available. Commissioner Fletcher asked Ms. Arris if any funding from FY2023 could be used for this item. This is a recurring cost and therefore could not be used with FY2023 funds. (Time: 3:08 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

A motion was made to approve \$300 for dues and subscriptions. Commissioner Williams pointed out this was not on the recommended list, and Commissioner Webb asked Budget why it was not included. Ms. Arris said there was no category to absorb this cost. (Time: 3:08 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Judge Chris Hill
Vote: 3-2: Passed
Nay: Commissioners Cheryl Williams and Duncan Webb

A motion was made to approve a \$2,000 increase of educational supplies for Myers Park Farm Museum. (Time: 3:09 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the Inspector for Development Services at \$92,810. (Time: 3:09 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve adding one Tech II for Development Services. (Time: 3:09 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve \$3,000 in education/conference for Constable Precinct 3. Commissioner Williams stated Sheriff Skinner told her he would be able to provide this training to the Constable's staff at no cost.

Sammy Knapp, Constable Precinct 3, expressed concerns regarding conflicting schedules between the Sheriff's Office and the Constable's Office. Constable Knapp said he would still like to request a \$3,000 one-time expense to have all of his constables trained. The Court asked Sheriff Skinner for his input regarding his availability in providing training.

Sheriff Skinner said his training division would work with the Constable's Office to determine a training schedule for their staff. Commissioner Fletcher asked if there is a capacity limit on how many can be trained at one time. Sheriff Skinner said his division has various options for class sizes as well as various dates for getting staff trained. However, he does not want to get in the way of anyone planning training for their own staff. Sheriff Skinner said his team is able to assist with training if asked.

Constable Knapp said he would prefer to handle getting his staff trained on their own schedule and not depend on the Sheriff's availability. He restated his request for the \$3,000 for this training. (3:14 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Duncan Webb
Vote: 4-1: Passed
Nay: Commissioner Cheryl Williams

Commissioner Webb added the Building Projects Coordinator item to the add/delete list due to this department being at capacity for handling projects. For the projects recommended in the budget, another coordinator is required. A motion was made to approve the item. (Time: 3:16 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5-0: Passed

A motion was made to approve the increase for Mental Health Support for LifePath. (Time: 3:16 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Cheryl Williams

Vote: 5-0: Passed

A motion was made to approve the Records & Audit Coordinator position for Elections. (Time: 3:16 pm.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

Judge Hill withdrew the technology improvement he had originally added to the list. The Juvenile Board ordered the Commissioners Court to pay for this item. Although the Juvenile Board does have the authority to order the Court to pay for operational costs, they do not have authority to order the Court to pay for facility improvements and facility investments such as capital expenditures. Therefore, Judge Hill wants to be certain a line is not being crossed by getting clarification as to whether this is an operational cost or a facility improvement.

Caren Skipworth, IT, said the fibers are already in place. Therefore, this cost is only related to network equipment for setting up a classroom. Ms. Skipworth defined this as operational equipment. Commissioner Hale asked if the equipment could be purchased out of the FY2023 budget. Ms. Arris confirmed this would be possible. A motion was made to approve the purchase of the equipment with FY2023 funds. (Time: 3:20 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

Judge Hill recessed the Budget Workshop at 3:20 p.m. and reconvened at 3:30 p.m.

Judge Hill noted the request for funding for soil conservation was withdrawn.

A motion was made to approve the Senior Civil Engineer position at \$149,423 out of the Road and Bridge Fund. Judge Hill asked Ms. Arris to confirm what fund this position is associated with since it is not indicated on the worksheet. She confirmed the position is with Engineering but would be under the Road and Bridge Fund. (Time: 3:33 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

A motion was made to approve the Functional Analyst at \$107,553 to be shared by the Fire Marshal and Engineering/Development Services. Judge Hill asked Ms. Arris to confirm what fund this position would be associated with since it is listed under general funds. Ms. Arris said it would be under Engineering with the Road and Bridge Fund. (Time: 3:34 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

A motion was made to approve the Superintendent for Road and Bridge. (Time: 3:34 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

A motion was made to approve the second Inspector for Road and Bridge. (Time: 3:34 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the ROW Coordinator pickup. (Time: 3:34 p.m.)

Motion by: Judge Chris Hill
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

A motion was made to remodel the women & men's locker rooms. (Time: 3:35 p.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Cheryl Williams

Vote: 4-1: Passed

Nay: Commissioner Duncan Webb

A motion was made to approve the washer & dryer hookups in housing units. (Time: 3:36 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Susan Fletcher

Vote: 4-1: Passed

Nay: Judge Chris Hill

It was determined the secure barrier for new orientation housing could be covered under the current budget with a change order. Commissioner Williams withdrew this item from the list. (3:36 p.m.)

Commissioner Williams said she brought up the emergency exits due to it being a safety issue. The estimated cost is \$35,000 per opening. Bill Burke, Construction and Projects, said the original request was for at least one opening, but the Court can choose to add more. A motion was made to approve one exit. Judge Hill confirmed with Ms. Arris there is capacity for this project since a new Project Coordinator position has been approved. However, it will depend on how long it takes to fill that position to get started on the project. (Time: 3:38 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

The courthouse security confidential #4 request was discussed in closed session. Commissioner Hale said this item needs to be modified to \$30,000 and come out of the Security Fund. A motion was made to approve the modified \$30,000 for the security glass for the Justice of the Peace. (Time: 3:40 p.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Duncan Webb

Vote: 4-1: Passed

Nay: Judge Chris Hill

Commissioner Hale withdrew the remove carpet replacement item due to the limited capacity of the Construction and Projects Department. (Time: 3:41 p.m.)

A motion was made to approve the District Clerk jury window. There was some confusion as to whether this would result in the loss of an office space. Ms. Arris said the office with this window will also have a platform in there as well. Commissioner Hale asked the District Clerk to provide additional detail.

Michael Gould, District Clerk, said the office will have a third window added which will allow another clerk to be able to assist jurors with their summons and expedite processing of jurors in and to the courtroom. Mr. Gould said it will be a functioning office with one desk to the back and one to the side along with a platform to scan in jurors and provide handouts. Therefore, the office will become a dual function office. The window will be along the same hallway as the other two windows. When staff are done assisting jurors, they can turn around at the desk to complete other tasks. (Time: 3:45 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Susan Fletcher
Vote: 4-1: Passed
Nay: Judge Chris Hill

A motion was made to approve the front counter glass for the County Clerk at \$78,000. (Time: 3:45 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Darrell Hale
Vote: 4-1: Passed
Nay: Judge Chris Hill

A motion was made to approve the intercoms and microphones for the glass as well as the cameras for the front counters. (Time: 3:46 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Darrell Hale
Vote: 4-1: Passed
Nay: Judge Chris Hill

Commissioner Webb said the additional funding for Children's Advocacy is associated with the 1031 Enterprise fund. Currently they have \$45,000 in funding, and they are requesting \$100,000. Commissioner Webb proposed removal of the library funding which has gone down from seven to two libraries even though the amount has remained the same and is now being split between two libraries. A motion was made to remove the library funding out of 1031 Enterprise fund. Commissioner Hale asked if, instead of removing funding completely, could they reduce the amount for those two libraries to be proportional to what it used to be. Commissioner Fletcher expressed concern as libraries are critically important. After some discussion, it was agreed the money could be better spent for Children's Advocacy. (Time: 3:48 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Cheryl Williams
Vote: 4-1: Passed
Nay: Commissioner Darrell Hale

A motion was made to use 1031 funds for the Children's Advocating additional funding. (Time: 3:49 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Judge Chris Hill
Vote: 5-0: Passed

A motion was made to approve the property insurance increase. (Time: 3:49 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

A motion was made to approve the Contract Elections training increase. (Time: 3:49 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

A motion was made to approve \$30,000 for AgriLife assistance with feral hog control utilizing fund 15990 (Animal Shelter Control). Judge Hill asked, if this is adopted, will the cities collaborating with Collin County have to pay for it. Ms. Arris confirmed it gets added to the bill. It would allow the County to work with the City of McKinney. (Time: 3:51 p.m.)

Motion by: Commissioner Darrell Hale
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

A motion was made to approve the Foster/Rescue/Adoption Coordinator. (Time: 3:51 p.m.)

Motion by: Commissioner Cheryl Williams
Second by: Commissioner Susan Fletcher
Vote: 4-1: Passed
Nay: Commissioner Duncan Webb

A motion was made to approve the Animal Services Manager. (Time: 3:51 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Darrell Hale

Vote: 5-0: Passed

This concluded the items listed on the add/delete list. Judge Hill opened the discussion to bring up new items or to revisit items already discussed today.

Commissioner Fletcher brought up Healthcare Services electronic medical record system item which was on the not recommended list. After reviewing documentation regarding this item, Healthcare Services states the current electronic system is no longer able to meet their needs. The vendor frequently has significant issues and bugs in their system. There is concern the department does not have a tool to properly do their job. The Court asked to hear from the Health Care Services Administrative Manager to provide additional details.

Candy Blair, Health Care Services, said they are looking to update their electronic medical records system since the current system is antiquated. Both IT and Purchasing have expressed their frustrations with the system. Additionally, they are unable to get the vendor to work with them to address issues. The vendor promises interfaces they cannot deliver. When requesting refunds for undelivered work, the vendor takes over a year to refund the money. The vendor also continues to raise costs for the system. However, Health Care Services is unable to interface with such things as laboratories, other providers, specialists, hospitals, etc. Due to the inability to customize forms, there is a whole department which still manually enters information. If there was ever a fire or flood, they could lose all those records. The system was a good start in moving Health Care Services from paper charts to electronic medical records. However, it cannot take them to the next level. Health Care Services needs a cloud-based system in order to be able to upgrade more efficiently. Health Care Services is asking for the implementation cost as well as the monthly service cost. Additionally, Health Care Services would like to look at telehealth interfaces to be able to provide those services as well.

Judge Hill asked Ms. Arris why an upgrade to the system was not recommended. Ms. Arris said an upgrade was approved with the current vendor for FY2023 with the hope things would progress. However, as presented by Ms. Blair, things did not improve with the vendor. After some discussion, Ms. Arris confirmed her recommendation is to cut ties with the current vendor and do an RFI for a new vendor. Commissioner Fletcher asked if there is any residual savings from switching vendors. Ms. Arris said Budget has determined the differential at \$181,858. However, Ms. Blair will need to provide Budget with the actual amount from the new vendor.

A motion was made to approve Health Care Services request for a new electronic medical record system. Judge Hill confirmed with Ms. Arris that this would come out of the Health Care Fund. However, money from the general fund would need to be transferred over to assist with covering this cost. (Time: 3:59 p.m.)

Motion by: Commissioner Susan Fletcher
Second by: Commissioner Cheryl Williams
Vote: 5-0: Passed

The Court discussed if they were ready to review moving to the 75th percentage of the midpoint. It is important to prioritize current staff in rewarding them for all the hard work they do. This should include not only PFP (Pay for Performance) and market movement, but also paying them what they deserve. A motion was made to move the midpoint from 50 percent to 75 percent which is estimated to be \$4 million. Commissioner Fletcher expressed concern with making this decision before having all the figures available. Judge Hill said this data would be given to the Budget Department to work on overnight and be brought back to the Court in the morning. The Court can then review and discuss any necessary refinements. An amended motion was made to move to the 75th percentile and include the other funds with the \$4 million. (Time: 4:04 p.m.)

Motion by: Commissioner Duncan Webb
Second by: Judge Chris Hill
Vote: 5-0: Passed

Judge Hill recessed the Budget Workshop Special Session at 4:05 p.m. on Wednesday, August 16, 2023.

BUDGET WORKSHOP SPECIAL SESSION, THURSDAY, AUGUST 17, 2023.

Judge Hill reconvened Budget Workshop Special Session on Thursday, August 17, 2023 at 10:00 a.m.

Judge Hill brought up an item from Wednesday's workshop regarding shifting some costs to FY2023 where possible. The Budget Department said the total amount to shift to FY2023 would be \$1,982,983. A motion was made to include this in the FY2023 budget. (Time: 10:01 a.m.)

Motion by: Judge Chris Hill
Second by: Commissioner Darrell Hale
Vote: 5-0: Passed

Commissioner Webb moved the discussion to item 11 - FY2024 Proposed Tax Rate (Time: 10:01 a.m.)

10. Court Recommended Budget Review

11. AI-54390 FY 2024 Proposed Tax Rate

Commissioner Webb was pleasantly surprised with the spreadsheet which included giving everything that was requested for law enforcement and the Constables' Office. Although there are a few positions he does not support, Commissioner Webb proposed to adopt the tax rate of \$0.149343.

Commissioner Hale said the proposed budget and tax rate would achieve a lot though he does not like raising the tax rate. However, many other factors have affected our economy including inflation, the pandemic, the border crisis, fentanyl deaths, etc. The proposed budget achieves what is needed to continue to make Collin County a great place to live, work and raise a family. Personnel are being added to various areas throughout the County to provide services to a growing population.

Judge Hill said he will be voting no because the proposed tax rate is above both the no-new revenue tax rate as well as the voter approved rate. The only reason the voters will not get to vote on this is because taxes were not increased in previous years and per legislation. This tax rate will not be able to be approved by voters. When he ran for office, he said he stood for low taxes and limited government. This is a significant tax increase, and it puts the bond election at risk.

Commissioner Fletcher agreed with Commissioners Webb and Hale. She wants to make sure critical infrastructure needs are addressed. She committed to redoing the charts and calculations regarding tax rates to include the FY2024 tax rate and comparing it with other counties. Even at the proposed tax rate, Collin County will be the lowest when it comes to average home costs. (Time: 10:10 a.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Cheryl Williams

Vote: 4-1: Passed

Nay: Judge Chris Hill

COURT ORDER NO. 2023-707-08-17

12. AI-54391 Schedule Public Hearings

a. Tax Rate Public Hearing (Tax Code 26.05 & 26.06)

On Thursday, August 17, 2023 at 10:10 a.m. Judge Hill said the Court would like to schedule a public hearing to allow feedback from citizens regarding the tax rate.

A motion was made to hold the tax rate public hearing on Monday, September 11 at 1:30 p.m. in the Commissioners Courtroom. (Time 10:11 a.m.)

Motion by: Commissioner Duncan Webb
Second by: Commissioner Susan Fletcher
Vote: 5-0: Passed

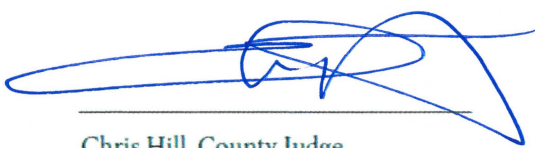
COURT ORDER NO. 2023-708-08-17

Commissioner Fletcher clarified there will be two Commissioners Court meetings between now and the scheduled public hearings. There is an opportunity to have public hearings during those dates if the Court chooses. With no further comments, Judge Hill concluded and adjourned the Budget Workshop Special Session. (Time: 10:12 a.m.)

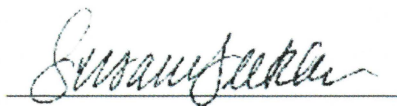
b. Budget Public Hearing (LGC 111.067 & 111.068)

13. AI-54492 Proposed bond election and order calling a bond election to be held on November 7, 2023 within the County, making provisions for the conduct of the election and other provisions relating thereto

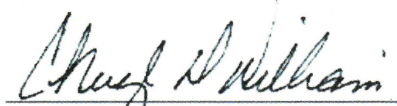
Judge Hill adjourned the Budget Workshop Special Session at 10:12 a.m. on Thursday, August 17, 2023.



Chris Hill, County Judge



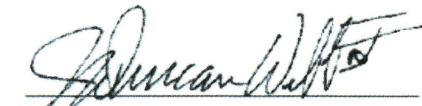
Susan Fletcher, Commissioner, Pct 1



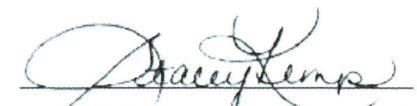
Cheryl Williams, Commissioner, Pct 2



Darrell Hale, Commissioner, Pct 3



Duncan Webb, Commissioner, Pct 4



ATTEST: Stacey Kemp, County Clerk