

THE STATE OF TEXAS

COMMISSIONERS COURT MINUTES

COUNTY OF COLLIN

JULY 8, 2008

On Tuesday, July 8, 2008, the Commissioners Court of Collin County, Texas, met in regular session with the following members present, and participating to wit:

<b>Keith Self</b>	<b>County Judge, Presiding</b>
<b>Phyllis Cole</b>	<b>Commissioner, Precinct 1</b>
<b>Jerry Hoagland</b>	<b>Commissioner, Precinct 2</b>
<b>Joe Jaynes</b>	<b>Commissioner, Precinct 3</b>
<b>Kathy Ward</b>	<b>Commissioner, Precinct 4</b>

Commissioner Jaynes led the Invocation.

Judge Self led the Pledge of Allegiance.

Commissioner Hoagland led the Pledge to the Texas Flag.

President Self called the Collin County Health Care Foundation meeting to order at 1:34 p.m. and adjourned at 1:37 p.m.

**Item No. 1** Judge Self convened the Collin County Commissioners Court meeting at 1:37 p.m.

### **FYI NOTIFICATION**

1. AI-28519 Addendum No. 1 to Bridge Rehabilitation: CR 331 over the East Fork Trinity River & CR 825 over Pot Rack Creek to make various changes to the bid invitation, Purchasing.
2. AI-28505 Change Order No. 4 to Construction, Building: Collin County Administration Building (IFB No. 05097-07) with Ratcliff Constructors, L.P. to provide various changes to the contract for an increase of \$21,414.80 (previously approved by the County Administrator per Court Order No. 2007-180-02-27) (budgeted), Construction and Projects.
3. AI-28524 Server Consolidation and Virtualization – Pilot/Assessment offered by Sirius Computer Solutions to provide a better understanding of which servers are candidates for virtualization in the existing environment and further authorize the Purchasing Agent to finalize and execute same (no cost to the County), Information Technology.

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4. AI-28441 Non-invasive geophysical survey of the cemetery located on CR 424 to be conducted by Geo-Marine, Inc. at a cost of \$5,795.27 (budgeted), Public Works.

5. AI-28528 Utilization of HGAC cooperative contract to purchase evidence collection vehicle for Homeland Security in the amount of \$133,302, per VTCA LGC 271.102, Public Works.

6. AI-28491 Budget amendment in the amount of \$1,586 to allocate additional funds for the increased cost of the Evidence Collection (Sirchie) vehicle utilizing the 2007 UASI grant funds, Auditor.

7. AI-28537 Budget amendment(s)/adjustment(s) totaling \$313,328 (over \$5,000 per c/o 2005-589-08-01), Budget.

**Item No. 2** Public Comments: Judge Self stated there were several public comment cards.

Renetta Wilson, Executive Committee Representative, McKinney Area Republicans, came before the Court stating the McKinney Area Republicans did not think it was a good idea to have an exercise facility at the new Courthouse complex. Ms. Wilson stated there are walking paths throughout the County that are free. Ms. Wilson further stated the money would be better spent on other County improvements.

David M. Smith, Plano, Texas, stated as election administrator for the Democratic Party he was in favor of the purchase of an additional 410 voting machines for the November 4, 2008, election.

Dan Dodd, McKinney, Texas, Democratic Party Chairman, came before the Court in support of the purchase of an additional 410 voting machines for the November 4, 2008, election due to an anticipated record number of voters in Collin County.

Victor Manuel, McKinney, Texas, stated he was approached by his constituents with concerns about the number of voting machines and number of paper ballots available for the November 4, 2008, election. Therefore, Mr. Manuel requested the Court consider the purchase of more paper ballots as well as additional voting machines. (Time: 1:44:44 p.m.)

**Item No. 3** Presentation of Service Pins to employees with 10, 15, 20 and 25 years of service in the month of July, Human Resources.

**Item No. 4** Consent agenda to approve. Judge Self asked if any member of the Court or any member of the audience would like to have an item pulled off the consent agenda for individual consideration. Commissioner Hoagland requested

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item 4d2, 417 and I10 be pulled for discussion, Commissioner Cole pulled item g2, and Commissioner Jaynes pulled item 4b. (Time: 1:45:59 p.m.)

a. Filing of the July 8, 2008, Regular Agenda.

**COURT ORDER NO. 2008-466-07-08**

b. AI-28479 Disbursements for the period ending July 2, 2008, Auditor. Commissioner Jaynes questioned Randall Rice, Auditor's Office, about items on the expenditure approval list. Mr. Rice stated those were procurement card transactions. Frank Ybarbo, Purchasing, stated those items are checked very closely. Commissioner Jaynes moved to approve, Commissioner Hoagland seconded, and the motion passed with a 5-0 vote of the Court. (Time: 1:46:07 p.m.)

**COURT ORDER NO. 2008-467-07-08**

c. AI-28481 Tax Refunds totaling \$85,349.35, Tax Assessor Collector.

**COURT ORDER NO. 2008-468-07-08**

d. Advertisement(s):

1. AI-28527 Road Materials: Emulsified Asphalt (IFB 05550-08) (budgeted), Public Works.

**COURT ORDER NO. 2008-469-07-08**

2. AI-28317 Services: Feasibility Study for Collin County Radio System (RFP No. 04502-08) (not budgeted), Sheriff. Commissioner Hoagland stated he would like to hold this item so that he could check into it. Commissioner Jaynes asked if this would have a negative effect on the Sheriff's office. Terry Box, Sheriff, stated no. Judge Self said item d2 would be held. (Time: 1:47:58 p.m.)

**HELD**

e. Award(s):

1. AI-28525 Detention Locks (RFP No. 05548-08) to Corrections Products Corporation (budgeted), Construction & Projects.

**COURT ORDER NO. 2008-470-07-08**

2. AI-28488 Grant exempt from the competitive bidding process per LGC 262.024 (7) as an item that can be obtained only from one source; award to AT&T and enter into an AT&T Multi-Service Agreement for Opt-E-Man Internet Solution and further authorize the Purchasing Agent to finalize and execute same (budgeted), Information Technology.

**COURT ORDER NO. 2008-471-07-08**

f. Agreement(s):

1. AI-28495 Acknowledgement and consent for assignment of Tax Abatement Agreement, Reinvestment Zone No. 14 from Watson & Chalin, Manufacturing, Inc. to Hendrickson Holdings, L.L.C., City of McKinney.

**COURT ORDER NO. 2008-472-07-08**

2. Interlocal agreement with the Independent School District to utilize the ISD's facilities in the event of a public health emergency and further authorize the County Judge to finalize and execute same, Homeland Security:

- a. AI-28499 Plano Independent School District.

**COURT ORDER NO. 2008-473-07-08**

- b. AI-28500 Prosper Independent School District.

**COURT ORDER NO. 2008-474-07-08**

- c. AI-28501 Wylie Independent School District.

**COURT ORDER NO. 2008-475-07-08**

g. Amendment(s):

1. AI-28497 No. 1 to Services: District Clerk Records Preservation Project (RFP No. 01045-06) with Imagetek to add additional civil, family, and criminal files to be imaged (January 2000 through February 2008), budget adjustment in the amount of \$175,000 and further authorize the Purchasing Agent to finalize and execute same, District Clerk.

**COURT ORDER NO. 2008-476-07-08**

2. AI-28506 No. 1 to the Lease Agreement with Paella Industrial Partners, L.P. for property located at 2010 Redbud, Suite 102, McKinney, TX to extend the lease term sixty (60) months through and including October 31, 2013 and further authorize the Purchasing Agent to finalize and execute same, Construction & Projects. Commissioner Cole asked where 2010 Redbud was. Bill Bilyeu, Administrative Services, replied 2010 Redbud was the Elections Office. Commissioner Cole moved to approve, Commissioner Hoagland seconded, and the motion passed with a 5-0 vote of the Court. (Time: 1:48:17 p.m.)

**COURT ORDER NO. 2008-477-07-08**

3. AI-28384 No. 1 to Engineering Services for Roads FM 2551 from FM 544 to FM 2514 with Chiang, Patel & Yerby, Inc. for additional geotechnical work for the bridge retaining wall at Maxwell Creek for an increase of \$7,344.75 and further authorize the Purchasing Agent to finalize and execute same (not budgeted), Engineering.

**COURT ORDER NO. 2008-478-07-08**

4. AI-28514 No. 5 to the Lease Agreement with Collin County Homeland Security (funded through the City Readiness Initiative Grant) for property located at 1800 N. Graves Street, McKinney to extend the lease through and including July 31, 2009 and further authorize the County Judge to finalize and execute same, Construction & Projects.

**COURT ORDER NO. 2008-479-07-08**

h. Change Order(s):

1. AI-28494 No. 1 to Body Armor, Protective Vests (IFB No. 04087-07) with Armor Express to add the Outer Carrier System (OCS with ID) to the contract and further authorize the Purchasing Agent to finalize and execute same, Sheriff.

**COURT ORDER NO. 2008-480-07-08**

2. AI-28477 No. 1 to Supplies: Jail and Personal Inmate with Bob Barker to add product code no. 2436, Laundry Bag, 24x36 white tie-cord and further authorize the Purchasing Agent to finalize and execute same (budgeted), Sheriff.

**COURT ORDER NO. 2008-481-07-08**

3. AI-28512 No. 3 to Maintenance: Elevators (IFB No. 10007-06) with Kone, Inc. to add one (1) EcoSpace Traction Elevator located at the Adult Detention Center to the maintenance contract (\$315 per month), budget amendment in the amount of \$712 and further authorize the Purchasing Agent to finalize and execute same, Facilities.

**COURT ORDER NO. 2008-482-07-08**

4. AI-28375 No. 4 to Construction, Road: Dallas North Tollway (Phase IV) East Service Road with Rodman Paving to provide various changes to the contract and further authorize the Purchasing Agent to finalize and execute same (budgeted), Engineering.

**COURT ORDER NO. 2008-483-07-08**

5. AI-28507 No. 5 to Supplies: Janitorial (IFB No. 07107-06) with Corporate Express to add a line item for Time Mister

Dispensers and further authorize the Purchasing agent to finalize and execute same (budgeted), Facilities.

**COURT ORDER NO. 2008-484-07-08**

i. Budget adjustment/amendment(s):

1. AI-28529 \$14,650 to upgrade Mentalix Fed Submit fingerprint software and hardware system, Sheriff.

**COURT ORDER NO. 2008-485-07-08**

j. Receive and File, Auditor:

1. AI-28516 Monthly Financial Statement for May 2008.

**COURT ORDER NO. 2008-486-07-08**

2. AI-28508 Final Internal Audit – Countywide Cash Count.

**COURT ORDER NO. 2008-487-07-08**

3. AI-28510 Final Audit Results – Fire Marshall (1st Quarter FY2008).

**COURT ORDER NO. 2008-488-07-08**

4. AI-28509 Payroll Results – District Clerk.

**COURT ORDER NO. 2008-489-07-08**

k. Filing of the Minutes, County Clerk:

1. AI-28517 June 23, 2008.

**COURT ORDER NO. 2008-490-07-08**

l. Miscellaneous

1. AI-28530 Early voting locations, dates and times for the November 4, 2008, General Election, Elections.

**COURT ORDER NO. 2008-491-07-08**

2. AI-28531 Election Day Polling Locations for the November 4, 2008, General Election, Elections.

**COURT ORDER NO. 2008-492-07-08**

3. AI-28535 Appointment of Election Judges/Alternate Judges for the Democratic and Republican parties to serve for a two year period beginning August 1, 2008 and ending July 31, 2010 (per Election Code Section 32.002), Elections.

**COURT ORDER NO. 2008-493-07-08**

4. AI-28496 Re-designation of Private Road 5523 to Henslee Hill (with address updates), GIS/Rural Addressing.  
**COURT ORDER NO. 2008-494-07-08**
  
5. AI-28498 Acceptance of Tandberg Edge 95 Video Teleconferencing system on a permanent loan basis from the North Central Texas Trauma Regional Advisory Committee to connect Emergency Operation Centers (EOC's), hospitals and public health personnel to one another in the event of an emergency (no fiscal impact), Homeland Security.  
**COURT ORDER NO. 2008-495-07-08**
  
6. AI-28490 Purchase of a cell phone and monthly service for the Assistant Emergency Manager (budgeted), Homeland Security.  
**COURT ORDER NO. 2008-496-07-08**
  
7. AI-28474 2008 Merit Pay for employees not currently participating in pay for performance, Human Resources. Cynthia Jacobson, Human Resources, stated this merit pay request was for the last group of employees not on Pay for Performance, and this would be the last year this would come before the Court. Commissioner Hoagland asked how the judges have handled merit pay in the past. Ms. Jacobson stated it was at the discretion of the elected official. Commissioner Cole moved to approve, Commissioner Hoagland seconded, and the motion passed with a 5-0 vote of the Court. (Time: 1:51:54 p.m.)  
**COURT ORDER NO. 2008-497-07-08**
  
8. AI-28483 Reimbursement of fencing materials in the amount of \$21,700 to Mr. Jim Bray for property along CR 132 (budgeted), Public Works.  
**COURT ORDER NO. 2008-498-07-08**
  
9. AI-28482 Reimbursement of fencing materials in the amount of \$1,799.30 to Mrs. Mary Hughes for property along CR 643 (budgeted), Public Works.  
**COURT ORDER NO. 2008-499-07-08**
  
10. AI-28536 Meyers Park and Event Center authorization to submit an Open Space Project Funding Assistance Program Application for improvements to Myers Park, Special Projects. Commissioner Hoagland felt this was self-serving; the bond money was to be allocated to cities on a merit basis. Jeff Durham, Parks and Projects Manager, stated the request was for landscaping. Commissioner Jaynes wanted to see the

County participate in Open Space Funding. Judge Self asked Bill Bilyeu, Administrative Services, if the language on the bond precluded the County from participating. Mr. Bilyeu replied it did not. Mr. Durham added that money was left over from the last bond. Commissioner Jaynes moved to approve, Commissioner Cole seconded, and the motion passed with a 4-1 vote of the Court. Commissioner Hoagland voted no. (Time: 1:55:07 p.m.)

**COURT ORDER NO. 2008-500-07-08**

**GENERAL DISCUSSION**

**Item No. 5** AI-28534 Consideration, discussion and any action regarding the approval of an additional 410 voting machines in preparation for the November 4, 2008, General Election and budget amendment for same, Elections. Sharon Rowe, Elections, stated voting machines were last purchased in 2003. Ms. Rowe continued, stating due to anticipated growth and voter turn out additional voting machines are necessary, as well as computers for voter registration validation. Ms. Rowe would also like to have additional spare units. Judge Self asked about funding. Ms. Rowe said funding comes from the Equipment Replacement Fund and from rental fees to local jurisdictions. Ms. Rowe added that early voting machines must be held separately; they cannot be used again. Commissioner Jaynes stated the bottleneck begins with getting people registered. Commissioner Hoagland asked about barcode readers. Ms. Rowe stated they are available, but they require printers, computers and storage cabinets. Commissioner Hoagland requested facts and figures for barcode readers. Commissioner Jaynes moved to approve, Commissioner Cole seconded, and the motion passed with a 5-0 vote of the Court. (Time: 2:07:08 p.m.)

**COURT ORDER NO. 2008-501-07-08**

**Item No. 6** AI-28520 Discussion regarding the acceptance of a Mobile Medical Unit, supporting equipment, supplies and 2 generators on a permanent loan basis from the Department of State Health Services (Health Resources and Services Administration grant funds) at no cost to Collin County, Homeland Security. Kelley Stone, Homeland Security, came before the Court with a Power Point presentation entitled "Mobile Medical Surge Unit". Mr. Stone stated Homeland Security was approached by the North Central Texas Trauma Regional Advisory Committee (NCTTRAC) about receiving two 20 bed mobile surge units. Homeland Security's obligation would be to store these units, with NCTTRAC maintaining all medical supplies and equipment in another site. This equipment is worth over \$500,000; however, the cost to Collin County would be for fuel and use of a vehicle to pull the equipment. Mr. Stone said he spoke with Jon Kleinheksel, Public Works, about a temporary storage facility as well as having a vehicle available. Commissioner Jaynes stated this would be like a mobile army surgical hospital. Commissioner Cole commended Mr. Stone for bringing this to the citizens of Collin County. Commissioner Ward asked if this unit could be used for other things, such as blood drives. Mr. Stone said yes, but there is a limit to the number of times the unit can



be put up and taken down. Commissioner Cole moved to approve, Commissioner Jaynes seconded, and the motion passed with a 5-0 vote of the Court. (Time: 2:15:11 p.m.)

**COURT ORDER NO. 2008-502-07-08**

**Item No. 7**    **AI-28511**    Consideration, discussion and any action regarding the Tax Abatement Agreement with Diodes Incorporated, Reinvestment Zone No. 114, City of Plano. Judge Self stated this request came from the City of Plano, but does not meet the County's policy on tax abatement. Commissioner Jaynes stated Plano should have had a representative present in Court. (Time: 2:17:37 p.m.)

**NO ACTION TAKEN**

**Item No. 8**    **AI-28504**    Consideration, discussion and any action regarding the approval to move forward with the IT Enterprise Solution for the upgrade of Peoplesoft, CIJS Odyssey, VMare, MS Exchange hardware and software environments, Information Technology. Caren Skipworth, Information Technology, came before the Court with an update for information purposes on the Architecture Enterprise Solution Plan in both hardware and software areas. Ms. Skipworth stated she wanted to propose an Enterprise Solution so that whatever equipment is brought into Collin County will be standard; it will grow with the County, the architecture can be added to, and a standard process can be put into place to control costs and efficiency. Ms. Skipworth directed the Court's attention to a Power Point showing new technology and addressed each slide. Ms. Skipworth concluded by saying she would like to send this scope of work out to get back better pricing and then bring that back to the Court for further discussion. Judge Self asked Ms. Skipworth to let the Court know what the impact on the user will be and what the cost benefit ratio will be. Judge Self felt this would help productivity. (Time: 2:26:52 p.m.)

**NO ACTION TAKEN**

**Item No. 9**    **AI-28489**    Consideration, discussion and any action regarding the issuance of the Crawford Education Facilities Corporation Adjustable Rate Demand Revenue Bonds, Series 2008 for the McKinney Christian Academy Project and adoption of a resolution for same, Administrative Services. Bill Bilyeu, Administrative Services, stated this is before the Court as an FYI notifying the Court of debt being issued elsewhere, but before the money can be expended in Collin County, the Court has to be notified. Mr. Bilyeu stated this bond was being used for McKinney Christian Academy, where a public hearing was held this morning. No negative or positive comments were received. Commissioner Hoagland asked if this was for tax free bond status. Cliff Blount, Naman Howell Smith & Lee, stated this is a federal tax requirement under the Internal Revenue code for the bonds that are issued to be tax exempt. Commissioner Hoagland felt this was a law that does not make sense. Judge Self stated this is transparent government. Mr. Blount stated Crawford Education is a corporation established under state statute that gives that entity the authority to issue bonds anywhere in the state. Commissioner Hoagland stated the government wants County officials to approve this, which removes them from the process. Discussion followed

between Mr. Bilyeu, Mr. Blount and the Court. Commissioner Jaynes moved to approve, Commissioner Hoagland seconded, and the motion passed with a 5-0 vote of the Court. (Time: 2:36:19 p.m.)

**COURT ORDER NO. 2008-503-07-08**

**Item No. 10** **AI-28448** Consideration, discussion and any action regarding the inclusion of an Employee only Fitness Center in the Courthouse Addition Bond Program (not budgeted), Construction & Projects. Commissioner Jaynes stated he put this item on the agenda due to numerous requests from employees. The fitness center would be set up in unused space using donated equipment. Bill Burke, Building Projects Manager, approached the Court and stated he had one clarification to the memo which outlined several thousand square feet as an outside limit. Commissioner Hoagland asked Cynthia Jacobson, Human Resources, if the County had a reimbursement plan for employees who want to work out. Ms. Jacobson stated it has been discussed, but there is currently no such plan. Tracking becomes an issue. Commissioner Cole stated this would involve a minimal investment. Judge Self stated he asked a number of people for input and received responses from 60 people who did not support the fitness center. Commissioner Ward stated just because you build it does not mean they will come. She suggested building relationships with places that have family friendly activities. Commissioner Jaynes asked Ms. Jacobson for an overview on what has been done in the past, what the County currently offers, and what the County can offer. Commissioner Ward suggested challenging a comparably sized county to see who has healthier employees. (Time: 2:47:54 p.m.)

**NO ACTION TAKEN**

Judge Self called a ten-minute recess. The Court recessed at 2:47 p.m. and reconvened at 2:59 p.m., with all members present and participating.

**Item No. 11** **AI-28406** Consideration, discussion and any action regarding the Financial Transparency Project, Commissioners Court. Judge Self stated he requested this informational briefing be on the Court due to the increasing number of government entities putting their checkbooks online in Texas. Judge Self would like this to be the next step for Collin County to give transparency to citizens. Caren Skipworth, Information Technology, outlined a Power Point presentation highlighting Arlington ISD. Judge Self stated citizens would be able to go online and see how their tax dollars were being spent. (Time: 3:03:45 p.m.)

**NO ACTION TAKEN**

**Item No. 12** **AI-28478** Update, discussion and any action regarding a Tunnel Intersection at US 380 & 75 by the Texas Department of Transportation (TxDOT), Commissioners Court. Ron Johnston, Collin County Area Engineer, TxDOT, stated that TxDOT is looking into future plans for getting traffic through the US 380 and 75 intersection. The best solution would be a tunnel because a bridge over 75 would not be feasible. Mr. Johnston cited a concept and model which could be seen at 75 and Spring Valley in Richardson. Mr. Johnston presented a Power Point slide show and talked about the project and the process. Commissioner

Jaynes asked Mr. Johnston if he visited with the City of McKinney. Mr. Johnston replied that he had and he will be making a similar presentation to the McKinney City Council. Mr. Johnson stated approximately 100,000 cars go through that intersection daily. Commissioner Jaynes said he would like Mr. Johnston to proceed with the study and meet with the City of McKinney. Mr. Johnston stated either the City of McKinney or Collin County would need to do a feasibility study. Commissioner Jaynes stated he would like to attend a work session or council meeting with TxDOT and the City of McKinney. Commissioner Hoagland asked Bill Bilyeu, Administrative Services, whether there was money in the budget. Mr. Bilyeu replied bond money could be used. Judge Self thanked Mr. Johnston for a great presentation and asked him to let the Court know when he meets with the City. (Time: 3:23:56 p.m.)

**NO ACTION TAKEN**

**Item No. 13** Consideration, discussion and any action to waive physical requirements before hiring a Voter Registration Coordinator, Elections:

**AI-28533** Hire a Voter Registration Coordinator contingent on the candidate passing the new hire physical. Sharon Rowe, Elections, requested that the Court approve the hiring of a Voter Registration Coordinator on the contingency that she passes the physical exam before beginning work in Collin County. Since the candidate was coming from the Office of Secretary of State in Washington, she had to wait until she arrived in Collin County to receive her physical. Ms. Rowe stated a starting salary needed to be discussed and agreed upon as well. Commissioner Cole wanted to know why she could not take her physical in Washington. Cynthia Jacobson, Human Resources, stated it was a coordination effort. Commissioner Cole moved to allow Ms. Rowe to hire the person she wanted and Commissioner Ward seconded. Before the final vote, discussion continued, with Ms. Rowe requesting that the new hire's information be presented today. Discussion followed regarding salaries in comparable counties. The motion passed with a 5-0 vote of the Court. (Time: 3:32:36 p.m.)

**COURT ORDER NO. 2008-504-07-08**

**AI-28558** Starting salary for the Voter Registration Coordinator. As a result of the above discussion, Commissioner Hoagland moved to approve, Commissioner Cole seconded, and the motion passed with a 4-1 vote of the Court. Judge Self voted no. (Time: 3:34:24 p.m.)

**COURT ORDER NO. 2008-507-07-08**

**Item No. 14** **AI-28532** Consideration, discussion and any action regarding law enforcement pay increases for fiscal year 2009, Human Resources. Cynthia Jacobson, Human Resources, again came before the Court with a Power Point presentation outlining law enforcement salaries. Ms. Jacobson offered comparisons of salaries in comparable counties as well as salaries in cities in Collin County such as McKinney, Frisco, Plano and Allen. The average salary for County law enforcement officers is \$50,000, with approximately 60% of law enforcement officers being within 10% of the maximum pay range. Ms. Jacobson noted deputy sheriffs have a 2% turnover rate. Discussion continued with Ms. Jacobson listing each position's salary range. Commissioner Jaynes asked about city/county comparisons. Ms. Jacobson did not have a defined comparison. Judge Self noted that Collin County is a leader in pay ranges when compared with comparable counties. Terry Box, Sheriff, stated his office loses law enforcement officers to many of the cities in Collin County due to higher salary opportunities. Judge Self asked how the County can balance an 8.5% pay increase for law enforcement against tax revenues. Discussion followed on positions, salaries and percentage increases, as well as pay for performance. Commissioner Ward stated a decision does not need to be made today as this is the first time this information has been presented to the Court. Commissioner Jaynes agreed with Commissioner Ward. Commissioner Hoagland asked for a presentation on the basis of Pay for Performance. Commissioner Ward asked for a real life scenario of how this would effect employees. Judge Self thanked Ms. Jacobson for her presentation. (Time: 4:21:52 p.m.)

**NO ACTION TAKEN**

**Item No. 15** **AI-28486** Consideration, discussion and any action regarding Personnel Appointments, Human Resources. Cynthia Jacobson, Human Resources, again appeared before the Court with two personnel appointments: Javier Arreola, Juvenile Detention, step 2 as bilingual, and Joann Lauden, rehire, District Attorney's office. Ms. Jacobson added that bilingual employees are paid 3% more. Ms. Jacobson added all other hires meet standard criteria. Commissioner Hoagland stated Spanish speaking individuals need to bring translators with them. Commissioner Jaynes noted that due to security reasons that could not be done for someone who is incarcerated. Commissioner Ward requested a review of the 3% policy. Commissioner Jaynes moved to approve, Commissioner Cole seconded, and the motion passed with a 4-1 vote of the Court. Commissioner Hoagland voted no. (Time: 4:26:31 p.m.)

**COURT ORDER NO. 2008-505-07-08**

**Item No. 16** **AI-28485** Consideration, discussion and any action regarding Personnel Changes, Human Resources. Cynthia Jacobson, Human Resources, stated all changes follow standard criteria. Commissioner Cole moved to approve, Commissioner Hoagland seconded, and the motion passed with a 5-0 vote of the Court. (Time: 4:27:01 p.m.)

**COURT ORDER NO. 2008-506-07-08**

**Item No. 17** Consideration, discussion and any action regarding 2007 RTR funding, Commissioners Court. Commissioner Jaynes presented an update of his meeting with Michael Morris. Bill Bilyeu, Administrative Services, stated Michael Morris would attend the next Court meeting. (Time: 4:30:33 p.m.)

**NO ACTION TAKEN**

**Item No. 18** Possible future agenda items by Commissioners Court without discussion. Judge Self asked that a discussion of the 3% bilingual clause be put on the next Court agenda. Mr. Bilyeu asked Commissioner Ward if a 1:30 p.m. start time for Court was okay with her. Commissioner Ward stated 1:30 was fine. Mr. Bilyeu stated the August 26<sup>th</sup>, 2008, Court needed to be changed to August 25<sup>th</sup>, 2008. (Time: 4:33:42 p.m.)

**EXECUTIVE SESSION**

Judge Self stated there was no reason to adjourn into Executive Session.

Board/Committee Appointments (551.0745)


AI-28473 Board/Committee Appointments.


**NO ACTION TAKEN**

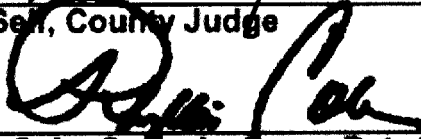
There being no further business of the Court, Judge Self adjourned the meeting at 4:33 p.m.





**ATTEST:**


  
Stacey Kemp, Ex-Officio Clerk  
Commissioners' Court  
Collin County, T E X A S

  
\_\_\_\_\_  
Keith Self, County Judge

  
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Phyllis Cole, Commissioner, Pct. 1

  
\_\_\_\_\_  
Jerry Hoagland, Commissioner, Pct. 2

  
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Joe Jaynes, Commissioner, Pct. 3

  
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Kathy Ward, Commissioner, Pct. 4