



2012 Elected Official Compensation Presentation

June 25, 2012
Commissioners' Court

Elected Official Salary History

| Position | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 |
|--|----------------|----------------|----------------|----------------|----------------|
| County Judge | \$136,074 | \$136,073 | \$136,073 | \$131,991 | \$131,991 |
| Commissioner Pct 1 | \$107,387 | \$107,387 | \$107,387 | \$104,165 | \$104,165 |
| Commissioners Pct 2, 3, 4 | \$107,387 | \$111,146 | \$111,146 | \$107,812 | \$107,812 |
| Constable | \$86,726 | \$89,762 | \$89,762 | \$89,762 | \$89,762 |
| County Clerk | \$107,234 | \$110,988 | \$110,988 | \$110,988 | \$110,988 |
| County Court at Law Judges 1,4,5,6 | \$138,196 | \$138,693 | \$138,693 | \$138,693 | \$138,693 |
| County Court at Law Judges 2, 3 | \$138,196 | \$138,693 | \$138,693 | \$138,693 | \$138,693 |
| Salary Supplement | \$4,866 | \$4,866 | \$4,866 | - | - |
| District Attorney | \$20,835 | \$21,565 | \$21,565 | \$21,565 | \$21,565 |
| District Clerk | \$107,234 | \$110,988 | \$110,988 | \$110,988 | \$110,988 |
| District Judge | \$14,196 | \$14,693 | \$14,693 | \$14,693 | \$14,693 |
| Justice of the Peace Pct 1, Pct 3-2 | \$86,716 | \$89,752 | \$89,752 | \$89,752 | \$89,752 |
| Arraignment Pay | \$5,000 | \$5,000 | \$5,000 | \$5,000 | \$6,000 |
| Justice of the Peace Pct 3-1 | \$86,716 | \$89,752 | \$89,752 | \$89,752 | \$89,752 |
| Arraignment Pay | \$5,000 | \$5,000 | \$5,000 | \$5,000 | - |
| Justice of the Peace Pct 2, 4 | \$86,716 | \$89,752 | \$89,752 | \$89,752 | \$89,752 |
| Probate Judge | \$138,196 | \$138,693 | \$139,693 | \$139,693 | \$139,693 |
| Salary Supplement | \$4,866 | \$4,866 | \$4,866 | \$4,866 | \$4,866 |
| Sheriff | \$134,098 | \$138,792 | \$138,792 | \$138,792 | \$138,792 |
| Car Allowance | \$9,100 | \$9,100 | \$9,100 | \$9,100 | \$9,100 |
| Tax Assessor | \$106,033 | \$109,745 | \$109,745 | \$109,745 | \$109,745 |

Elected Official Salary History by Percentage

| Position | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | Total 5 Years | Avg/Year 5 Years |
|---------------------------|-------------------|---------|----------------------|---------|---------|---------------|------------------|
| County Judge | 0% | 0% | 0% | -3% | 0% | -3.00% | -0.60% |
| Commissioner Pct 1 | 5% | 0% | 0% | -3% | 0% | 2.00% | 0.40% |
| Commissioners Pct 2, 3, 4 | 5% | 3.5% | 0% | -3% | 0% | 5.50% | 1.10% |
| Constable | 5% | 3.5% | 0% | 0% | 0% | 8.50% | 1.70% |
| County Clerk | 9% ⁽¹⁾ | 3.5% | 0% | 0% | 0% | 12.50% | 2.50% |
| County Court at Law Judge | 0.5% | 0.35% | 0% | 0% | 0% | 0.85% | 0.17% |
| District Attorney | 5% | 3.5% | 0% | 0% | 0% | 8.50% | 1.70% |
| District Clerk | 5% | 3.5% | 0% | 0% | 0% | 8.50% | 1.70% |
| District Judge | 5% | 3.5% | 0% | 0% | 0% | 8.50% | 1.70% |
| Justice of the Peace | 5% | 3.5% | 0% | 0% | 0% | 8.50% | 1.70% |
| Probate Judge | 0.5% | 0.35% | 0.72% ⁽²⁾ | 0% | 0% | 1.57% | 0.31% |
| Sheriff | 5% | 3.5% | 0% | 0% | 0% | 8.50% | 1.70% |
| Tax Assessor | 5% | 3.5% | 0% | 0% | 0% | 8.50% | 1.70% |

⁽¹⁾ Equalized County Clerk salary with that of District Clerk.

⁽²⁾ To comply with statutory pay requirement.

Elected Official Salary Ranking

Comparison Counties: Dallas, Denton, Tarrant

| Job Title | Ranking* |
|---------------------------|----------|
| County Judge | 3 of 4 |
| Commissioner Pct 1 | 3 of 4 |
| Commissioners Pct 2, 3, 4 | 3 of 4 |
| Constable | 2 of 4 |
| County Clerk | 3 of 4 |
| County Court at Law Judge | 2 of 4 |
| District Attorney | 4 of 4 |
| District Clerk | 3 of 4 |
| District Judge | 3 of 4 |
| Justice of the Peace | 2 of 4 |
| Probate Judge | 2 of 4 |
| Sheriff | 3 of 4 |
| Tax Assessor | 3 of 4 |

*Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid.

Elected Official Salary Ranking

Comparison Counties: Denton, Fort Bend, Montgomery, Tarrant, Williamson

| Job Title | Ranking* |
|---------------------------|----------|
| County Judge | 3 of 6 |
| Commissioner Pct 1 | 3 of 6 |
| Commissioners Pct 2, 3, 4 | 3 of 6 |
| Constable | 2 of 6 |
| County Clerk | 2 of 6 |
| County Court at Law Judge | 4 of 6 |
| District Attorney | 3 of 6 |
| District Clerk | 2 of 6 |
| District Judge | 4 of 6 |
| Justice of the Peace | 2 of 6 |
| Probate Judge | 2 of 3** |
| Sheriff | 3 of 6 |
| Tax Assessor | 3 of 6 |

*Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid.

**Fort Bend, Montgomery, and Williamson do not have Probate Judges.

Elected Official Salary Ranking Top Ten Counties by Population

Comparison Counties: Harris, Dallas, Tarrant, Bexar, Travis, El Paso, Hidalgo, Denton, Fort Bend

| Job Title | Ranking* |
|---------------------------|----------|
| County Judge | 4 of 10 |
| Commissioner Pct 1 | 4 of 10 |
| Commissioners Pct 2, 3, 4 | 4 of 10 |
| Constable | 3 of 10 |
| County Clerk | 5 of 10 |
| County Court at Law Judge | 7 of 10 |
| District Attorney | 9 of 10 |
| District Clerk | 5 of 10 |
| District Judge | 8 of 10 |
| Justice of the Peace | 4 of 10 |
| Probate Judge | 6 of 8** |
| Sheriff | 5 of 10 |
| Tax Assessor | 5 of 10 |

*Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid.

**Fort Bend and Hidalgo do not have Probate Judges.