

State of Texas	§	Court Order
Collin County	§	2021-764-08-09
Commissioners Court	§	

An order of the Commissioners Court approving the filing of the July 19, 2021 minutes.

On Monday, July 19, 2021, the Commissioners Court of Collin County, Texas, met in Regular Session in the Commissioners Courtroom, Jack Hatchell Collin County Administration Building, 4th Floor, 2300 Bloomdale Road, City of McKinney, Texas, with the following members present, and participating, to wit:

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

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

Judge Hill called to order the meeting of the Collin County Commissioners Court at 1:30 p.m. The meeting was recessed at 3:35 p.m. and reconvened at 3:40 p.m. Judge Hill recessed the meeting at 5:19 p.m. and reconvened at 5:20 p.m. The meeting was recessed into Executive Session at 5:20 p.m. and reconvened at 6:32 p.m. Judge Hill adjourned the meeting at 6:33 p.m.

President Hill called to order the meeting of the Collin County Health Care Foundation at 5:19 p.m. and adjourned the meeting at 5:19 p.m.

DECISIONS MANDATED BY LEGAL ENTITIES OUTSIDE OF COMMISSIONERS COURT AUTHORITY:

1. AI-50602 Personnel Appointments, Human Resources.

FYI NOTIFICATION

1. AI-50600 Addendum No. 1 to Fujitsu Document Scanners, Lexmark Printers and Accessories (IFB No. 2021-229) to make various changes to the Invitation for Bid, Purchasing.

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

- a. **AI-50561** \$500,000 to establish the budget for the FY2021-2022 Veterans Treatment Court Grant, Auditor.
- b. **AI-50562** \$250,000 to establish the budget for the FY2021-2022 Veterans Mental Health Grant, Auditor.
- c. **AI-50579** \$11,000 for the purchase of 22 Court Bailiff uniforms, patches and badges, utilizing the Sheriff's Office Federal Forfeiture Fund, Sheriff.

1. Public Comments.

2. Presentation/Recognition:

3. Consent agenda to approve: Judge Hill asked for comments on the consent agenda. Judge Hill deleted item 3f1 from the agenda. Commissioner Williams also pulled item 3h5. Hearing no further comments, a motion was made to approve the remainder of the consent agenda. (Time: 1:32 p.m.)

Motion by: Commissioner Susan Fletcher

Second by: Commissioner Cheryl Williams

Vote: 5 – 0 Passed

- a. **AI-50583** Disbursements for the period ending July 13, 2021, Auditor.

COURT ORDER NO. 2021-689-07-19

- b. **AI-50584** Indigent Defense Disbursements, Auditor.

COURT ORDER NO. 2021-690-07-19

c. Award(s):

- 1. **AI-50573** Fujitsu Document Scanners, Lexmark Printers and Accessories (IFB No. 2021-229) to various vendors, Information Technology.

COURT ORDER NO. 2021-691-07-19

d. Agreement(s):

1. AI-50557 Interlocal Agreement/License Agreement with the North Central Texas Council of Governments for the use of digital aerial photography, and budget adjustment for same, Information Technology.

COURT ORDER NO. 2021-692-07-19

2. AI-50569 Interlocal Cooperative Purchasing Agreement with Grayson County per Texas Local Government Code 791, Purchasing.

COURT ORDER NO. 2021-693-07-19

e. Contract Renewal(s):

1. AI-50578 Fuels (IFB No. 2017-128) with Petroleum Traders Corporation to extend the contract for one (1) year through and including September 30, 2022, Public Works.

COURT ORDER NO. 2021-694-07-19

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

1. AI-50596 \$31,682 for possible carryover into FY2022, Sheriff.

PULLED

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

1. AI-50581 June 28, 2021.

COURT ORDER NO. 2021-695-07-19

j. Miscellaneous

1. AI-50598 Re-plat of The Hills of Lone Star Phase 2B, Lot 13/14R, Engineering.

COURT ORDER NO. 2021-696-07-19

2. AI-50599 Final plat and sign plan for Colina Creek Estates Phase 6, Engineering.

COURT ORDER NO. 2021-697-07-19

3. AI-50601 Redesignation of County Road 84 as Vest Lane with associated address updates, GIS/Rural Addressing.

COURT ORDER NO. 2021-698-07-19

4. **AI-50409** Interlocal Agreement for Electronic Warrant Payment Services with the North Central Texas Council of Governments (NCTCOG) and contract with AllPaid, Inc. through NCTCOG for same, and further authorize the Purchasing Agent to finalize and execute the engagement letter for services with AllPaid, Inc., Sheriff.

COURT ORDER NO. 2021-699-07-19

5. **AI-50603** Personnel Appointments, Human Resources.

Sheriff Skinner had additional information about the Jail Administrator salary that was to be discussed in Executive Session. A motion was made to approve the remainder of the appointments. (Time: 1:33 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Susan Fletcher

Vote: 5 – 0 Passed

COURT ORDER NO. 2021-700-07-19

After Executive Session was completed, a motion was made by Commissioner Williams to approve the Jail Administrator salary at \$125,000 or 5% over minimum. A second was not received. Commissioner Fletcher made a motion to approve the same candidate for Jail Administrator for the salary as presented by Human Resources. (Time: 6:33 p.m.)

Motion by: Commissioner Susan Fletcher

Second by: Commissioner Duncan Webb

Vote: 4 – 1 Passed

Nay: Commissioner Cheryl Williams

COURT ORDER NO. 2021-701-07-19

6. **AI-50604** Personnel Changes, Human Resources.

COURT ORDER NO. 2021-702-07-19

GENERAL DISCUSSION

4. **AI-50564 Public Hearing** - FY 2022 Preservation, Restoration and Records Archive Five-Year Plan, County Clerk.

Stacey Kemp, County Clerk, said the plan outlines what has currently been restored and preserved for FY2021. The project includes the following: death records dating from 1929-1997; marriage records dating from 1976-1991; records of livestock marks and brands dating from 2001-2011; and the general index

from 1981-1990. This project also includes 23 volumes of historic records books that are in fragile condition. Judge Hill opened the public hearing at 1:35 p.m. Hearing no comments, Judge Hill closed the public hearing at 1:35 p.m. A motion was made to approve the item. (Time: 1:35 p.m.)

Motion by: Commissioner Susan Fletcher

Second by: Commissioner Darrell Hale

Vote: 5 – 0 Passed

COURT ORDER NO. 2021-703-07-19

5. AI-50597 Public Hearing - Re-plat of Lots 2A, 2B and 2C of Rolling Meadows, Engineering.

Clarence Daugherty, Engineering, said Rolling Meadows is asking to sub-divide lot 2 into three lots. Letters were sent out to all landowners in Rolling Meadows. Mr. Daugherty requested a public hearing and recommended approving the item if there were no objections. Judge Hill opened the public hearing for comments at 1:37 p.m.

Jaqueline Waters, Nevada, said she is the owner of the lot and has lived there for 25 years. After deliberation from the Court and Daugherty, it was clarified that Ms. Waters' lot is not the lot in Rolling Meadows mentioned in the public notice. Hearing no other comments, Judge Hill closed the hearing at 1:46 p.m., and a motion was made to approve the re-plat. (Time 1:46 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Susan Fletcher

Vote: 5 – 0 Passed

COURT ORDER NO. 2021-704-07-19

6. AI-50612 LifePath Budget Presentation, Budget.

Tammy Mahan, CEO of LifePath Systems, presented an operations and budget update to the Court. Ms. Mahan said there is a large increase in the number of behavioral health individuals served over the past five years and a steady increase in early childhood intervention and intellectual developmental disabilities. Due to constraints in funding, the last two categories cannot grow as quickly as behavioral/mental health which had more funding in FY2020. This year, behavioral health has seen an expansion of telehealth and an increased need for crisis services and substance abuse services due to COVID-19 and the population growth. The initial funding for planning Dallas State Hospital has been approved which should help ease constraints. Ms. Mahan said September 30, 2021, will be the end of DISRIP (Delivery System Reform Incentive Program) through the Medicaid 1115 Waiver which had given LifePath \$6 million per year in funding. They are working on ways to backfill the lost funds.

There was a large increase in services to treat opioid addictions over the past four years in Collin County. For psychiatric beds, the actual cost of beds purchased for FY2021 exceeded the budgeted amount from the State. They are hoping to get more beds in FY2022 as there is an increasing need for them.

Confirmed funds for behavioral health for FY2022 include \$1.8 million in additional contracts from the State and \$1.6 million from Medicaid rate enhancements DDP (Directed Payment Program). Opportunities for behavioral health in FY2022 include a \$2.5 million SAMHSA (Substance Abuse and Mental Health Services Administration) grant application and a \$3 to \$4 million Medicaid 1115 Waiver Charity Care program.

For ECI (Early Childhood Intervention), there is stable funding with an increase of \$200,000 for FY2022. LifePath is expected to service 1,200 individuals per month in ECI. Ms. Mahan noted the increasing number of toddlers diagnosed with autism though they are not sure why the number is increasing.

For IDD (Intellectual and Developmental Disabilities), there has been level funding for the past ten years. LifePath is the local IDD authority, and the waitlist is 15 years. Each year all members on the list have to be called to confirm their address and interest. LifePath also has to keep everyone on the list stable which is taking up most of the funds. LifePath is asking for an additional \$184,000 for FY2022 for this program.

NO ACTION

7. **AI-50438** 2021 Law Enforcement Compensation Presentation, Human Resources.

Cynthia Jacobson, Human Resources, gave a presentation on Law Enforcement Compensation. The annual review of Collin County's Law Enforcement compensation and relative market competitiveness involves analysis of pay ranges, competitiveness of pay ranges, historical responses to market pay changes, turnover and supplemental pay. These areas were compared against the following organizations: Bexar County, Dallas County, Denton County, El Paso County, Fort Bend County, Montgomery County, Tarrant County, Travis County, Williamson County and the cities of Allen, Carrollton, Dallas, Frisco, Garland, McKinney, Murphy, Plano, Prosper, Richardson and Wylie. The Sheriff's organization is very fluid, and there are many changes that occur to its structure. Benchmark positions can be matched to multiple other organizations on at least 75% of the job duties. This allows us to compare ranges and to ensure individuals are paid in the correct range. Ms. Jacobson mentioned the 8 additional Detention Officer positions that were approved last year. As of today, they have not been filled. The turnover percentage for the Collin County Sheriff's Office increased this year from 18.8% in 2020 to a projected 24.8% in 2021. The turnover rate for Detention Officer positions increased from 26.5% in 2020 to a projected 33.6% in 2021 regardless of new incentive programs put in place. There was a brief discussion regarding the reasons for leaving including 32% leaving for other job offers and 24% leaving due to job dissatisfaction. Commissioner Webb said the turnover rate of the Detention Officers has continued to increase regardless of the incentive and recruiting programs put in place. New options need to be

considered especially since Dallas County pays a higher minimum for their Detention Officers and has a lower turnover rate of 10.3%. Commissioner Webb and Judge Hill told Ms. Jacobson they would like to explore all comparisons from the past few years across all contiguous counties for the budget workshop next week.

Comparable entities were reviewed in terms of their percentages for turnover. Cities have a lower turnover percentage, but they are not dealing with detention numbers like the County. The jail turnover in Collin County is 23%, and a review of why they are leaving was conducted. From HR's perspective, these individuals are coming to Collin County but leaving for better job offers to further their careers. Ms. Jacobson said the Retention Pay Program that was implemented last year has paid \$130,000 to Detention Officers, and 20% of those officers are no longer employed by the SO (Sheriff's Office). Judge Hill explored options of terminating this program but keeping their obligations to current officers. The Referral Program only paid out \$1,156 to three employees in the past year. The contracted recruiting agencies received \$3,400 to recruit and only hired two employees. Only one of those two hires remains today. Ms. Jacobson said Sheriff Skinner has since terminated the recruiting program.

Exit interview responses from law enforcement has gone up from 30% in 2019 to 50% in 2020. There were 79% of respondents who either agreed or strongly agreed that compensation was adequate for their position. Ms. Jacobson gave a review of supplemental pay other groups offer versus what Collin County offers. The salary rankings were reviewed for the minimum and maximum compensation. Wage movement adjustments totaled approximately \$755,454.

Ms. Jacobson said Detention Officer benchmark matches may not always have a match if there is no jail in that particular city. There are 273 full-time Detention Officer positions with 237 incumbents and 16 part-time positions. The average length of service is six years. Currently, 58 full-time Detention Officer positions are not filled which is higher than last year. The current pay range for this position is \$41,193 to \$57,996. Collin County ranks 4th out of 14 for both minimum and maximum pay behind Dallas, El Paso, and Tarrant Counties.

There are 25 Dispatcher positions with an average length of service of six and a half years. Collin County is ranked three out of nine for minimum salary and is 5% above the city/county average minimum. Collin County is ranked five out of nine for the maximum salary and is 2% over the city/county average minimum.

There are 85 licensed Deputy Sheriff positions with an average length of service of 10 years. Collin County is 4% above the city/county minimum and 4% above the maximum. Collin County is the highest paying county out of all the counties for the Deputy Sheriff positions. Four of the Deputy Sheriff positions have been temporarily reclassified to Deputy Sheriff Recruit until the incumbents earn their license.

There are 9 Sergeant positions with an average length of service of 14 years. Collin County is 1% percent below the city/county average for maximum salary. There are 21 Lieutenant positions all in different areas. Collin County ranks five out of twelve for maximum pay and is 3% above the city/county maximum salary. There are 8 Captain positions and they are 1% below the city/county average salary for maximum pay.

There are 23 Deputy Constable positions with an average of 10 years of service. They are 15% above average for minimum pay and 10% above average for maximum pay. Normally, when a position is at 10% for both the minimum and maximum, they would look at position reclassification which was discussed last year. Ms. Jacobson said she is still not recommending the reclassification because of the difference of opinion as to where they should be matched.

There are 22 Court Officers with an average length of service of 18 years. They are 5% above the average city/county minimum pay and 1% above the maximum pay. There are 2 Deputy Fire Marshal positions, and their average length of service is five years. Collin County is 13% above the city/county average minimum pay and 7% above the maximum pay. (Time 2:57 p.m.)

NO ACTION

8. **AI-50536** 2021 Ancillary Benefits Presentation, Human Resources.

Erica Johnson, Human Resources, said ancillary benefits are optional benefits that employees may select and can be county paid, employee paid, or both. The PTO (Paid Time Off) benefit is based on an employee's years of service. Ms. Johnson reviewed PTO in comparison with Dallas County, Denton County, Tarrant County, and the cities of Allen, Richardson, Frisco, McKinney, Plano and Garland. Collin County is within the guidelines. Ms. Johnson said a one-time PTO buyout program was offered to employees in April and May of 2020. A total of 604 employees participated and sold 38,240 PTO hours for a total of \$1,271,538. Of those participants, 35% were from the Sheriff's Office. CTO (Catastrophic Time Off) was terminated on August 22, 2011. As of the end of 2020, 330 employees still carried a CTO balance which is down 10% from last year.

Ms. Johnson said something new implemented this year was COVID-19 emergency paid leave which was required under the Families First Coronavirus Response Act. Collin County paid a total of 22,830 hours to 377 employees for a total of \$506,579. Effective June 15, 2021, HB2073 requires local governments to provide paid quarantine leave for fire fighters, peace officers, detention officers, and emergency medical technicians.

The two types of compensatory time off are straight and premium. Straight is awarded at a rate of one hour for each hour worked in excess of 40 hours. Premium is awarded at a rate of one and a half hours for each hour worked in excess of 40 hours. Liability for straight compensatory time is \$112,736 which is an

8% increase from last year. Liability for premium compensatory time is \$1,267,720 which is a 12% decrease from last year.

The County does allow some compensatory time off for exempt employees of up to 80 hours. This is an option for department heads or elected officials to put in hours and utilize them. Non-exempt employees may earn both premium and straight compensatory time. Premium compensatory time is earned in lieu of paying overtime. Non-exempt employees should not accrue more than 200 hours of premium compensatory time. Straight compensatory time is earned by non-exempt employees who work when there is an office closure. Unused premium compensatory time is paid to non-exempt employees upon termination. In April and May of 2020, there was a one-time Compensatory Time Buyout program. A total of 205 employees participated in the program and sold 10,080 hours for a total of \$416,295. Of those who participated, 69% were SO (Sheriff's Office) employees.

There are a limited number of departments that pay overtime. The largest group is the SO, and last year they were 5% of the County's total payroll. In addition to employee overtime, Collin County paid \$779,105 to election workers for overtime. This year through the CARES Act, \$1.4 million of overtime was reimbursed. A comparison with other entities was conducted to determine the average overtime pay per employee. Collin County paid an average of \$2,340 per employee of overtime pay. The compensatory time paid number is higher than normal when compared to other entities because it included the one-time buyout. Commissioner Fletcher pointed out Denton County's lower average paid per employee overtime amount and asked if that correlates to being fully staffed. Ms. Johnson said that could be the case and will look into it.

Regular full-time eligible employees receive ten paid holidays per year. County longevity is paid to full-time employees who were approved for hire by Commissioners Court on or prior to December 18, 2007. The County still has 603 employees who are eligible for longevity pay which is a 7% decrease from last year. Many entities do have longevity pay and, for the most part, it is a flat amount. Shift differential paid \$82,762 for the second shift and \$310,214 for the third shift last year. Auto allowances are done as a pay supplement, and they are paid for jobs that require driving. Call-in pay provides a guaranteed minimum of two hours pay for non-exempt employees. The County paid \$6,672 of straight call-in pay to 40 employees last year.

Court Reporters receive 240 court reporter compensatory time hours per calendar year. Hours are to be used when the court reporter is unable to perform their duties due to other official work. The County paid \$111,338 in court reporter compensatory time last year which is a 28% decrease from last year. Three employees in juvenile probation and one in juvenile detention receive a stipend as ordered by the Collin County Juvenile Board. The money for these stipends comes from the Juvenile Probation's out-of-county sex offender revenues. CSCD (Community Supervision and Corrections Department) stipend pay is paid by State funds. The two different categories of stipends provided to qualified CSCD employees are for

specialized caseload and language. SO employees receive supplemental pay for equipment allowance, special unit pay, certification pay, referral pay, retention pay and training officer pay.

Ms. Johnson explained the costs for short-term and long-term disability benefits. The salary replacement for short-term disability is 67%. Long-term care provides nursing and custodial care benefits for assistance with daily life activities. Basic long-term care insurance coverage is provided at no cost for regular full-time employees who have at least eight years of eligible service. The County paid \$241,649 in long-term care premiums last year. Tuition assistance is offered to encourage the enhancement of job-related skills. The County pays 100% of tuition costs. An employee must remain employed with Collin County for a defined number of years based on the amount of assistance received each calendar year. The County paid \$0 in tuition assistance last year.

Some additional ancillary benefits provided by other cities and counties that Collin County does not provide are education pay which is awarded to an employee for having a higher education degree and language pay which is awarded to an employee for fluency in a secondary language. Collin County did decide, if an education or language fluency is part of the job, additional pay is not necessary. Collin County is comparable to the private sector in terms of benefits. Ms. Johnson said none of the supplemental benefits should have a budget impact. (Time 3:35 p.m.)

NO ACTION

Judge Hill recessed the Court at 3:35 p.m. and reconvened at 3:40 p.m.

9. **AI-50455** 2021 Benefits Presentation, Human Resources.

Cynthia Jacobson, Human Resources, presented a PowerPoint presentation on Benefits which is one of the largest expenses for the County. In 2020, there were fewer claims overall even though more employees were insured this year. Ms. Jacobson said we want people to receive care and regular checkups now that most COVID-19 restrictions have lifted because it will keep costs down in the long run. The County pays 88% of the insurance costs, and the employee pays the additional 12%. In FY2020, the claims per employee, including dependents, paid approximately \$15,794 in actual claims. The expected claims for FY2021 is \$17,565. There was a brief conversation regarding costs, projected costs for FY2022, and stop loss coverage.

In FY2020, utilization of medical benefits was 97%. Insured members averaged 3,611. For every insured employee, the County also covered an average of 1.42 dependents. Catastrophic cases are those that exceed \$50,000, and 42% of the claims cost were due to high cost claimants. This is the same as last year. Of those catastrophic cases, 38 claims were between \$50,000 and \$100,000, 27 claims were over \$100,000, and 7 claims were over \$200,000.

Ms. Jacobson reviewed the top diagnosis categories by cost and the major cost drivers. One of the major cost drivers is ER (Emergency Room) visits which increased 6% and is 61% higher than the norm. Ms. Jacobson said 22% of the ER visits should have been redirected to urgent care clinics.

Total pharmacy costs were \$7,869,091 which was an increase of 31%. The top 15 drugs cost Collin County \$3,359,811 and comprise 47% of the County's pharmacy costs. Specialty drug costs increased 115%. There are two new prescription drugs used to treat blood disorders that are driving the numbers up. The patent expired for both drugs in 2019, and there is hope of a generic drug being released soon to ease the cost. Employees contributed 1% of specialty drug costs in FY2020.

Collin County's dental plan deductible of \$50 is consistent with our counterparts. However, the plan maximum of \$1,000 is lower than the majority of our counterparts. Only 5% of the employees used the maximum level of benefits.

Ms. Jacobson reviewed the medical and dental benefit comparisons with other counties and cities. The County's employee-only contribution is below average. Employee/spouse and employee/family premiums are in the lowest quartile, and employee/children premiums are in the second lowest quartile.

Collin County's Advantage plan meets affordability and coverage requirements and must be re-evaluated annually. A plan is considered affordable if employee costs are less than \$101.79 a month. The County's Advantage Plan is currently \$90 a month. Minimum coverage requires a plan to cover 60% of health care costs, and the Advantage plan covers 80% of health care costs.

The County is constrained by GASB (Government Accounting Standards Board) rules which requires the county to have separate costs for retiree insurance. The retiree insurance and regular employee insurance cannot be combined. Retiree costs decreased from FY2019 to FY2020. There was a brief discussion about retiree insurance for people under 65 and the variable rates. Judge Hill asked Ms. Jacobson to look at other possibilities for these insurance plans.

Ms. Jacobson explained the medical plan design considerations for 2022. There was a brief discussion regarding increasing the ER (Emergency Room) copay from \$500 to \$600. (Time: 4:56 p.m.)

NO ACTION

10. **AI-50535** 2021 TCDRS Presentation, Human Resources.

Cynthia Jacobson, Human Resources, gave the annual presentation on the TCDRS (Texas County & District Retirement System) plan. Collin County requires a deposit rate of 7% and the matching rate is 200% with an eight-year vesting period. It is a statutory requirement to provide an interest rate of 7%. This information was compared to Bexar, Dallas, Denton, El Paso, Fort Bend, Harris, Hidalgo, Montgomery,

Tarrant, Travis, and Williamson Counties and the Cities of Allen, Frisco, McKinney, Plano, Richardson, and Wylie. There are five other counties that have the 200% matching rate while the others have 225% and 250%. The cities all have the 200% matching rate and a 7% contribution rate. The County competes with the cities, therefore, their retirement plan is of interest to the County. The cities have TMRS (Texas Municipal Retirement System), and when compared to TCDRS, their rates of return are slightly lower. The guaranteed rate of return for TMRS accounts is 5%. The costs associated are calculated with the normal rate, the unfunded liability rate, the COLA (Cost of Living Adjustments) rate and lump sum payments. COLAs are now fully funded by the County and no longer affect the county contribution percentage. For the FY2022 budget, the rate is 9.86%.

Employer contributions were calculated over ten years, and the average amount is about \$8,000 per employee. If an immediate asset recognition method were used instead of a delayed asset recognition, the unfunded liability would be \$24,080,153. Ms. Jacobson reviewed the unfunded liability totals. The actual unfunded liability as of December 2020 is \$21,536,178. GASB (Governmental Accounting Standards Board) Statement 68 requires Collin County to report TCDRS pension liability and assets on the CAFR (Comprehensive Annual Financial Reports). Reporting requirements do not change how TCDRS plan funding is calculated. Any significant volatility experienced in pension liability will be reflected on the CAFR.

The TCDRS retirement benefit is a fixed benefit payment, and the only way it gets an adjustment is if the Court approves a COLA. Flat rate COLAs have a flat percentage increase which is applied to all retiree benefits. CPI (Consumer Price Index) based COLAs are based on how much inflation has occurred since each employee retired. Adjustments for one retiree could differ from that of another retiree if they retired at different times. Employees are eligible for a COLA this year. If the COLA is not funded and CPI is used, the cost of living would continue to increase each year and the CPI would be higher. The last COLA adopted was 40% of CPI which was approved in 2018. Ms. Jacobson said, for each year there is not a COLA added, the higher the cost will be to catch up. (Time 5:12 p.m.)

NO ACTION

11. **AI-33858** Regional Transportation Council monthly update, Commissioner, Precinct 4.

Commissioner Webb said the most interesting thing from last week's meeting was the approval of the 2022 Unified Transportation Program. There was also an update to the 10-Year Regional Plan which has a decrease in State funds from \$7.34 billion this year to a projected \$4.27 billion in 2022. Commissioner Webb said it dropped so dramatically because of the Texas Transportation Commission's decision to fund the widening and rebuilding of Interstate 35 through Austin. This will continue to use up funds for the next few years if nothing is changed.

Commissioner Webb said the RTC (Regional Transportation Council) also approved Phase 1 of the High Speed Rail Project between Dallas and Fort Worth. The recommendation for this is either high speed rail or Hyperloop. This project should start between now and the end of the year.

Commissioner Fletcher asked Commissioner Webb if there is anything the Court can do about the funding being diverted to Interstate 35. Commissioner Webb said the RTC has written many letters to the Transportation Commission and the Governor, but it is a wait-and-see situation (Time: 5:19 p.m.)

NO ACTION

Judge Hill recessed Commissioners Court and called to order the Health Care Foundation at 5:19 p.m. Commissioners Court was reconvened at 5:19 p.m.

EXECUTIVE SESSION

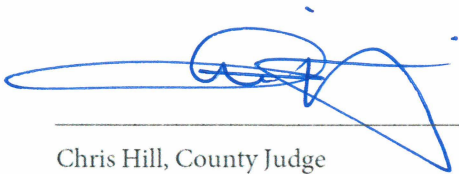
The Court recessed into Executive Session at 5:20 p.m. under Section 551.076 (Security) of the government code and reconvened at 6:32 p.m. The court returned to item 3h5 for a vote.

Security (551.076)

AI-50591 Justice Center fence, Sheriff.

NO ACTION

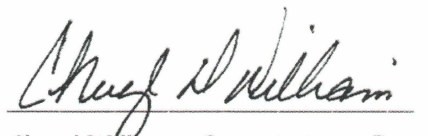
There being no further business of the Court, Judge Hill adjourned the meeting at 6:33 p.m.



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