

**An order of the Commissioners Court approving the filing of the July 11, 2022 minutes.**

On Monday, July 11, 2022, 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 Fletcher led the Invocation.  
Commissioner Hale led the Pledge of Allegiance.  
Commissioner Williams led the Pledge of Allegiance to the Texas Flag.

Judge Hill called to order the meeting of the Collin County Commissioners Court at 1:30 p.m. and recessed the meeting at 3:10 p.m. The meeting was reconvened at 3:10 p.m. and adjourned at 3:10 p.m.

President Hill called to order the meeting of the Collin County Health Care Foundation at 3:10 p.m. and adjourned the meeting at 3:10 p.m.

**DECISIONS MANDATED BY LEGAL ENTITIES OUTSIDE OF COMMISSIONERS COURT AUTHORITY:**

1. AI-52372 Personnel Appointments, Human Resources.
2. AI-52373 Personnel Changes, Human Resources.

**FYI NOTIFICATION:**

1. AI-52284 Intra-County account transfers transmitted on June 13, 2022, Auditor.
2. AI-52350 Intra-County account transfers transmitted on June 16, 2022 and June 21, 2022, Auditor.

3. AI-52345 SB1376 Purchasing Preference of Recycling Products, Purchasing.

4. AI-52368 Voluntary terminations, Human Resources.

5. AI-52369 Turnover, Human Resources.

#### COMMISSIONERS COURT BUSINESS:

##### Public Comments.

The Court heard public comments after General Discussion.

Scott Morrissey, McKinney, was upset because he has seen no action taken against the property with the concrete wall that has been built in the Pecan Creek neighborhood. The structure has caused flooding of neighboring homes and roadways for the last year. There have been previous deadlines set by the Court that the landowners of the property needed to abide by, and they have not followed up. Mr. Morrissey would like the house and the concrete wall torn down and legal action taken against the property owners.

Judge Hill said tearing down a resident's home is not an action the Court can take. Mr. Morrissey said the County approved the house being built in a water flow zone without a proper site plan or necessary permits. Therefore, the structure is built illegally.

Petra Anzualda, McKinney, referenced an email conversation that took place on June 30, 2022, with the Commissioners. The email requested answers to concerns she had about their property being flooded and the concrete wall in Pecan Creek neighborhood not being removed.

Judge Hill asked Mr. Bilyeau to share the Executive Session conversations on the Pecan Creek topic with those residents.

Joseph Cruz, Princeton, had concerns regarding election integrity and the validity of certifications for the election machines. The current certifications were not signed by the EAC (Election Assistance Commission) Chairman. A certificate not signed by the proper person is not valid and should be removed from use or properly certified. Mr. Cruz requested the Court adopt the Collin County Republican Party Precinct 198 resolution to return to hand counting of ballots.

Shannon Ayres, Frisco, addressed the issue with the Pro V&V certifications issued for Collin County's election machines. Certifications were not revoked. However, they did expire and the certifications need to be updated to be valid. The lack of paperwork showing the proper process was followed contributes to a growing distrust in the election process. All election machines are unlawfully certified. Ms. Ayres

requested all machines be recertified or the county uses paper ballots for the upcoming election. She assured the Court that the people of Collin County are willing to help in whatever way needed to reach a solution. (Time: 2:58 p.m.)

1. **Consent Agenda Items:** Judge Hill pulled items 1J3 & 1M3 and then asked for comments on the consent agenda. Commissioner Fletcher pulled item 1J5 for recusal. Hearing no other comments, a motion was made to approve the consent agenda. (Time: 1:33 p.m.)

Motion by: Commissioner Susan Fletcher

Second by: Commissioner Cheryl Williams

Vote: 5 – 0 Passed

a. **AI-52305** Disbursements for the period ending July 5, 2022, Auditor.

COURT ORDER NO. 2022-598-07-11

b. **AI-52306** Indigent Defense Disbursements, Auditor.

COURT ORDER NO. 2022-599-07-11

c. **AI-52361** Tax refunds totaling \$1,658,786.92, Tax Assessor-Collector.

COURT ORDER NO. 2022-600-07-11

d. **Advertisement(s):**

1. **AI-52280** Third Party Claims Administration Insurance (RFP No. 2022-284), Human Resources.

COURT ORDER NO. 2022-601-07-11

2. **AI-52281** Worker's Compensation Insurance Coverage (RFP No. 2022-289), Human Resources.

COURT ORDER NO. 2022-602-07-11

e. **Award(s):**

1. **AI-52338** Construction, Exterior Repairs to Second Floor Walkway & First Floor Soffit, 900 E. Park Blvd., Plano (IFB No. 2022-198) to Acumen Enterprises, Inc., and further authorize the Purchasing Agent to finalize and execute the Construction Agreement, Construction Projects.

COURT ORDER NO. 2022-603-07-11

2. **AI-52355** Medical Supplies for Healthcare Department (Coop Quote 2022-329) to Henry Schein, Inc., utilizing the Omnia Partners Contract No. 2021002973, Health Care.

COURT ORDER NO. 2022-604-07-11

3. AI-52357 Liquid Asphalt (IFB No. 2022-239) to various vendors, Public Works.

COURT ORDER NO. 2022-605-07-11

f. **Agreement(s):**

1. AI-52328 Personal Services Agreement with Muta Zalukto Wells (Contract No. 2022-174) for mental health services for VALOR participants, grant exemption from the competitive bid process per Texas Local Government code 262.024(a)(4), and further authorize the Purchasing Agent to finalize and execute same, 296th District Court.

COURT ORDER NO. 2022-606-07-11

2. AI-52339 Agreement for Arbitrage Rebate Compliance Services (Agreement No. 2022-312) with Hilltop Securities Asset Management, LLC and grant an exemption to the competitive bidding process for professional services per Local Government Code 262.024(a)(4), Auditor.

COURT ORDER NO. 2022-607-07-11

3. AI-52347 Interlocal Agreement for Animal Control and Animal Shelter Services (Agreement No. 2022-327) with North Collin County Municipal Utility District No. 1, Development Services.

COURT ORDER NO. 2022-608-07-11

4. **Interlocal Cooperation Agreement for Road and Bridge Improvements, Public Works:**

a. AI-52292 City of Lavon (Agreement No. 2022-301).

COURT ORDER NO. 2022-609-07-11

b. AI-52293 City of Lowry Crossing (Agreement No. 2022-302).

COURT ORDER NO. 2022-610-07-11

c. AI-52294 City of Lucas (Agreement No. 2022-303).

COURT ORDER NO. 2022-611-07-11

d. AI-52295 Town of New Hope (Agreement No. 2022-304).

COURT ORDER NO. 2022-612-07-11

e. AI-52296 City of Sachse (Agreement No. 2022-305).

COURT ORDER NO. 2022-613-07-11

f. AI-52297 City of Weston (Agreement No. 2022-306).

COURT ORDER NO. 2022-614-07-11

5. AI-52311 Dealer Deputy Agreement between the Collin County Tax Assessor-Collector and McDavid Plano - Acra, LLC d/b/a David McDavid Acura to perform motor vehicle titling and registration services, Tax Assessor-Collector.

COURT ORDER NO. 2022-615-07-11

g. **Amendment(s):**

1. AI-52344 Addendum to Dealer Deputy Agreement between the Collin County Tax Assessor-Collector and NFVT Motors, LLC d/b/a Crest Nissan to increase inventory and bond amount, Tax Assessor-Collector.

COURT ORDER NO. 2022-616-07-11

2. AI-52301 No. 2 to Professional Services, Architectural, Adult Detention Center Expansion, Phase 2 & 3 (RFQ No. 2021-353) with Brinkley Sargent Wiginton Architects, Inc. to add topographical site surveying for the area of the new Modular Central Utility Plant, and further authorize the Purchasing Agent to finalize and execute same, Construction & Projects.

COURT ORDER NO. 2022-617-07-11

3. AI-52315 No. 2 to Personal Services Agreement for the Veterans Court Program (Contract No. 2021-300) with Brennan Jones to extend the contract for eleven (11) months through and including June 30, 2023, make various changes to the contract, and further authorize the Purchasing Agent to finalize and execute same, 296th District Court.

COURT ORDER NO. 2022-618-07-11

4. AI-52317 No. 2 to Personal Services Agreement for the VALOR Program (Contract No. 2021-301) with Brennan Jones to extend the contract for eleven (11) months through and including June 30, 2023, make various changes to the contract, and further authorize the Purchasing Agent to finalize and execute same, 296th District Court.

COURT ORDER NO. 2022-619-07-11

5. AI-52320 No. 2 to Personal Services Agreement for the Veterans Court Program (Contract No. 2021-302) with Misty Ely to extend the contract for eleven (11) months through and including June 30, 2023, make various changes to the contract, and further authorize the Purchasing Agent to finalize and execute same, 296th District Court.

COURT ORDER NO. 2022-620-07-11

6. AI-52321 No. 2 to Personal Services Agreement for the VALOR Program (Contract No. 2021-303) with Misty Ely to extend the contract for eleven (11) months through and including June 30, 2023, make various changes to the contract, and further authorize the Purchasing Agent to finalize and execute same, 296th District Court.

COURT ORDER NO. 2022-621-07-11

7. AI-52327 No. 2 to Personal Services Agreement for the Veterans Court Program (Contract No. 2022-175) with Muta Zalukto Wells to extend the contract for eleven (11) months through and including June 30, 2023, make various changes to the contract, and further authorize the Purchasing Agent to finalize and execute same, 296th District Court.

COURT ORDER NO. 2022-622-07-11

8. AI-52329 No. 2 to Personal Services Agreement for the Veterans Court Program (Contract No. 2021-305) with Matthew Zalewski to extend the contract for eleven (11) months through and including June 30, 2023, make various changes to the contract, and further authorize the Purchasing Agent to finalize and execute same, 296th District Court.

COURT ORDER NO. 2022-623-07-11

9. AI-52330 No. 2 to Personal Services Agreement for the Veterans Court Program (Contract No. 2022-067) with Justin Ewing to extend the contract for eleven (11) months through and including June 30, 2023, make various changes to the contract, and further authorize the Purchasing Agent to finalize and execute same, 296th District Court.

COURT ORDER NO. 2022-624-07-11

10. AI-52331 No. 2 to Personal Services Agreement for the VALOR Program (Contract No. 2022-068) with Travis James to extend the contract for eleven (11) months through and including June 30, 2023, make various changes to the contract, and further authorize the Purchasing Agent to finalize and execute same, 296th District Court.

COURT ORDER NO. 2022-625-07-11

11. AI-52332 No. 2 to Personal Services Agreement for the VALOR Program (Contract No. 2021-306) with Tess Lipscomb to extend the contract for eleven (11) months through and including June 30, 2023, make various changes to the contract, and further authorize the Purchasing Agent to finalize and execute same, 296th District Court.

COURT ORDER NO. 2022-626-07-11

12. **AI-52386** Amendment to Letter of Engagement for Legal Services with Matthews, Shiels, Knott, Eden, Davis & Beanland, L.L.P. and grant exemption from the bid process per V.T.C.A. Local Government Code 262.024, Purchasing.

**COURT ORDER NO. 2022-627-07-11**

**h. Change Order(s):**

1. **AI-52275** No. 4 to Construction, Road: Frontier Parkway (CR 5) Paving and Drainage Improvement (Contract No. 2020-303) with Mario Sinacola & Sons Excavating, Inc. to add six (6) new driveway connections, median openings, left turn bays, and right turn deceleration lanes, and further allow the Purchasing Agent to finalize and execute same; Budget amendment in the amount of \$380,138.11 upon receipt of funds from the City of Celina and Town of Prosper, Engineering.

**COURT ORDER NO. 2022-628-07-11**

**i. Contract Renewal(s):**

1. **AI-52307** Transportation of Election Equipment (RFP No. 2019-208) with Lord's Relocation Services, Inc. d/b/a All Points Pioneer to extend the contract for one (1) year through and including September 30, 2023, Elections.

**COURT ORDER NO. 2022-629-07-11**

2. **AI-52290** Services, Detention Security Controls, Integration and Maintenance (RFP No. 2019-160) with CML Security, LLC to extend the contract for one (1) year through and including October 20, 2023, Facilities.

**COURT ORDER NO. 2022-630-07-11**

3. **AI-52337** Roads, Joint & Crack Sealing Services (IFB No. 2021-232) with Wopac Construction, Inc. to extend the contract for one (1) year through and including September 30, 2023, Public Works.

**COURT ORDER NO. 2022-631-07-11**

4. **AI-52360** Correction to contract renewal for Odyssey Case and Jail Management Software Integrations (Contract No. 01318-09) with Tyler Technologies, Inc. for corrections to dates and cost on previous proforma, Purchasing.

**COURT ORDER NO. 2022-632-07-11**

**j. Budget adjustment(s)/amendment(s):**

1. **AI-52283** \$7,979 from completed Open Space Projects into contingency, Budget.

**COURT ORDER NO. 2022-633-07-11**

2. **AI-52308** \$9,727 to reallocate funds for the Spay/Neuter Program, Development Services.

**COURT ORDER NO. 2022-634-07-11**

3. **AI-52303** \$20,000 for the purchase of A/V equipment for elections training purposes, Elections.

Joshua Murray, Lavon, asked the Court to elaborate on the training that will be taking place for the upcoming election. Mr. Murray also proposed using the funds that are set aside for potential employment positions on current employee's health care or child care reimbursements.

Judge Hill asked to have Bruce Sherbet, Elections, speak on the concerns about the election training equipment. The Judge asked Bill Bilyeu, County Administrator, which employment positions with the County are available for immediate hire as well as what happens to the funds for the positions that are not filled. Mr. Bilyeu stated every vacant position is available for immediate hire and funds that are not used will roll over into the next year's budget.

Bruce Sherbet, Elections, said an additional room is necessary to adequately train the staff needed for the upcoming election. More staff needs to be trained because of the increase in polling locations. The Court asked what the number of locations increased to and why this wasn't accounted for in budget last year. Mr. Sherbet said the locations increased from 75 to 105. This includes the voting stations that have been in place in Collin County since 2009. Mr. Sherbet said, in hindsight, this should have been requested during budgeting. However, they were unaware the polling locations would increase so drastically. The desired outcome is to minimize congestion on Election Day. A motion was made to approve this item. (Time 1:46 p.m.)

Motion by: Commissioner Susan Fletcher

Second by: Commissioner Cheryl Williams

Vote: 5-0 Passed

**COURT ORDER NO. 2022-635-07-11**

4. **AI-52336** \$763,125.73 to budget a refund received for unused funds related to right of way contributions for US 75 from Melissa Rd to South of FM 455 Interchange, Engineering.

**COURT ORDER NO. 2022-636-07-11**



5. AI-52299 \$3,200 for the purchase of one (1) computer for courtroom, Justice of the Peace, Precinct 2.

A motion was made to approve this item. (Time 1:37 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Darrell Hale

Vote: 4-0

Abstained: Commissioner Susan Fletcher

COURT ORDER NO. 2022-637-07-11

**k. Receive and File, Auditor:**

1. AI-52341 Tax Assessor-Collector (FY2019).

COURT ORDER NO. 2022-638-07-11

2. AI-52342 Justice of the Peace, Precinct 2 (3rd & 4th Quarter FY2020).

COURT ORDER NO. 2022-639-07-11

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

1. AI-52285 June 13, 2022.

COURT ORDER NO. 2022-640-07-11

2. AI-52365 June 20, 2022.

COURT ORDER NO. 2022-641-07-11

**m. Miscellaneous:**

1. AI-52313 Acceptance of the FY2022-2023 North Texas Regional Veterans Court Grant award in the amount of \$500,000 through the Texas Veterans Commission, 296th District Court.

COURT ORDER NO. 2022-642-07-11

2. AI-52314 Acceptance of the FY2022-2023 Veterans Mental Health (VALOR) Grant award in the amount of \$300,000 through the Texas Veterans Commission, 296th District Court.

COURT ORDER NO. 2022-643-07-11

3. AI-52302 Creation of East Collin County Municipal Utility District No. 1, Administrative Services.

Judge Hill presented an amendment for this court order. The original stated the Commissioners Court was approving contracts for the East Collin County MUD (Municipal Utility District), but this is incorrect. It is the Court's job to validate the MUD has met its requirements to become a district. (Time 1:37 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Duncan Webb

Vote: 5-0 Passed

COURT ORDER NO. 2022-644-07-11

4. AI-52359 Final plat for Montgomery Farms Phase 1, Engineering.

COURT ORDER NO. 2022-645-07-11

5. AI-52395 Adoption of an Order Prohibiting Outdoor Burning in the unincorporated areas of Collin County, Fire Marshal.

COURT ORDER NO. 2022-646-07-11

6. AI-52349 Redesignation of Private Road 5827 as Blessed Circle with associated address updates, GIS/Rural Addressing.

COURT ORDER NO. 2022-647-07-11

7. AI-52291 Assignment and Assumption to Land & Vitals Record Management System (Contract No. 2019-321) to change the name from Kofile Technologies, Inc. to GovOS, Inc., and further authorize the Purchasing Agent to finalize and execute same, Purchasing.

COURT ORDER NO. 2022-648-07-11

8. AI-52335 Acceptance of the FY2020 State Criminal Alien Assistance Program (SCAAP) grant award in the amount of \$253,121 through the US Department of Justice, Sheriff.

COURT ORDER NO. 2022-649-07-11

9. AI-52374 Personnel Appointments, Human Resources.

COURT ORDER NO. 2022-650-07-11

10. AI-52375 Personnel Changes, Human Resources.

COURT ORDER NO. 2022-651-07-11

## 2. GENERAL DISCUSSION

### a. AI-52352 2022 Legal Compensation Presentation, Human Resources.

Cynthia Jacobson, Human Resources, gave a PowerPoint presentation on Legal Compensation. The annual review of Collin County's legal compensation and relative market competitiveness involves analysis of pay ranges, competitiveness of pay ranges, turnover history/projections and employment openings. These areas were compared against the following counties: Bexar, Dallas, Denton, El Paso, Fort Bend, Montgomery, Tarrant, Travis, Williamson and the State of Texas. Unemployment is at a 50 year low, and there are two jobs open for every one person looking. The District Attorney has made it known he is struggling to fill positions. Collin County is trying to make sure their pay structure is in the top 50<sup>th</sup> percentile to remain competitive in this struggling market.

The turnover rate for the District Attorney's office has been stable over the last five years. However, it is projected to be higher for 2022. In 2021, the turnover was at 12.5% and is projected to be between 22-25% in 2022. The top two reasons for turnover in the last five years included relocation and other job offers. Attorneys leaving for other job offers is up from 64% to 74%.

Misdemeanor Prosecutors and Chief Misdemeanor Prosecutors usually do not move out of the 1<sup>st</sup> quartile of pay range because they move into a different job usually within two years. Ms. Jacobson provided Collin County's rankings among other counties for each legal position. Human Resources uses a 10% comparison variance to decide if they need to move any positions to a different pay scale. None of the positions reviewed exceeded the 10% variance from average.

There are 12 Misdemeanor Prosecutor positions available with the average length of service being less than a year. The minimum salary is 1% above the county comparison average. Maximum pay comparison is not included as these attorneys will move to a different job title before reaching that range.

There are 8 Chief Misdemeanor Prosecutor positions available with the average length of service being less than two years. The minimum salary is 4% above the county comparison average, and maximum salary is average in the comparison.

There are 36 Felony Prosecutor positions available with the average length of service being seven years. The minimum salary is 8% above the county comparison average, and the maximum pay is 1% below comparison county average. Felony Prosecutor positions make up nearly 50% of Collin County's budgeted attorneys. Turnover rate for this position has previously been between 12-15%. However, it is projected to be 32% in 2022.

There are 3 Felony Appellate Attorney positions available with the average length of service being eight years. The minimum salary is 3% above the county comparison average, and the maximum pay is 4% below the county comparison average. There has been zero turnover in the last 5 years.

There are 15 Chief Felony Prosecutor positions available with the average length of service being eight years. The maximum salary for this position is 2% below the county comparison average. There is no minimum salary comparison due to candidates already being above the range minimum. There is no projected turnover rate for these attorneys. However, previous years have averaged a 14-19% turnover rate.

There is 1 Chief Appellate Attorney position within the county with the average length of service being five years. The maximum salary is 2% below the county comparison average. There has been no turnover for this position in the last 5 years. There is 1 Second Assistant District Attorney with the average length of service being fifteen years. The maximum salary is 8% below the county comparison average. There is 1 First Assistant District Attorney with the average length of service being seven years. The maximum salary is 3% below the county comparison.

There are several positions not in the District Attorney's office that are legal in nature and in the same pay scale. These positions include Legal Advisor, Chief Mental Health/ Managed Counsel Attorney and Magistrate Judge.

There is 1 Legal Advisor position with an average length of service of four years. The minimum pay is 2% above the county comparison average and 3% below the average for maximum pay. This position has had zero turnover since being created and reports directly to the Sheriff's Office.

There is 1 Chief Mental Health/Managed Counsel position that did not have enough matches from other counties to provide a direct county comparison regarding market pay. This position was created in 2017 and has had zero turnover with an average length of service of five years.

There is 1 Magistrate Judge with the average length of service being two years. The minimum salary for this position is 5% below the county comparison and 9% below the maximum county comparison. Collin County is the only county to pay their Magistrate Judge a salary versus a set fee. Ms. Jacobson also made note that the overall average maximum pay for this position moved up 10% solely due to Williamson County moving their pay scale up 30%.

Judge Hill asked Ms. Jacobson if she knew what sector the employees being offered other positions were in. Ms. Jacobson said she has struggled with receiving exit interviews from attorneys so she did not have enough data to provide an accurate answer. However, her belief is they are leaving to go into private practice versus a position with a different county. If that is the case, the Judge does not find the 74% turnover rate alarming as it seems to be a natural progression of a legal career to advance from the public sector into the private sector once the attorney has reached Felony Prosecutor level.

Greg Willis, District Attorney, thanked the court for being able to speak unscheduled on this topic. Mr. Willis said the county needs higher starting salaries for the beginning Misdemeanor Prosecutor positions. The District Attorney's office has 12 Misdemeanor Prosecutor positions, and 7 of those are open. Tarrant County is listed as having their starting salary at \$61,451. However, it has been common practice for over five years that they start those employees with a 10% increase to that salary. This would put Tarrant County

above us in the rankings and make Collin County below average on the salary comparable. Other counties not included in the comparison, specifically Harris County, offer starting salaries closer to \$87,000 for Misdemeanor Prosecutors. The Attorney General's Office is included on the comparison though they have never been a competing factor. For this reason Mr. Willis does not see the value in having the State of Texas on the comparison for average pay. Mr. Willis then referenced several instances of people wanting to come work for Collin County but declining due to the pay deficit.

After a lengthy discussion, the Court asked Ms. Jacobson to follow up on several items after the meeting. The items were as follows: get more information on Tarrant County's practice of starting Misdemeanor Prosecutors at a 10% pay increase; have the Human Resources recruiter spend more time recruiting specifically for Misdemeanor Prosecutor positions; and acquire more data on how many open positions other counties have for Misdemeanor Prosecutors. (Time 2:08 p.m.)

**NO ACTION**

b. **AI-52353** 2022 Elected Official Compensation Presentation, Human Resources.

Cynthia Jacobson, Director of Human Resources, gave a PowerPoint presentation on Elected Officials' Compensation. The salaries were compared with the following counties: Harris, Dallas, Tarrant, Bexar, Travis, Hidalgo, El Paso, Fort Bend and Denton. Collin County has increased their Elected Official's salaries by an average of 3% over each of the last 5 years.

In the comparison with Dallas, Tarrant and Denton counties, most of the Elected Official positions were ranked 3 out of 4. This is consistent with Collin County also being ranked 3 out of 4 with regard to the population of these surrounding counties.

In the comparison with counties similar in population, Collin County was compared to Tarrant, Fort Bend, Montgomery, Denton and Williamson Counties. The Probate Judge was a position that was only compared in four counties due to Williamson and Fort Bend counties not having a Probate Judge. The Elected Official salaries were above or average for each position in this comparison.

In the comparison with the top ten counties by population, Collin County was ranked 6 out of 10. District Judges are 1 out of 10, Probate Judge is 1 out of 9, and County Court at Law Judges are ranked 2 out of 10. The Sheriff is ranked 3 out of 10, and the County Judge is 5 out of 10. Commissioners, Constables and Justices of the Peace are ranked 6 out of 10. County Clerk, District Attorney, District Clerk and the Tax Assessor are ranked 7 out of 10. The County Clerk, District Attorney, District Clerk and Tax Assessor all dropped from 5 out of 10 last year to 7 out of 10 this year mainly due to Bexar and Fort Bend counties salary adjustments.

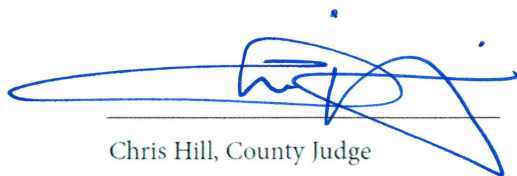
This presentation did not provide ranges of compensation information because Human Resources does not have the data to provide those calculations. (Time 2:58 p.m.)

**NO ACTION**

The Court heard public comments at 2:58 p.m.

**Executive Session**

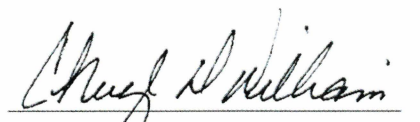
The Court did not recess into Executive Session. There being no further business of the Court, Judge Hill adjourned the meeting at 3:10 p.m.



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