

An order of the Commissioners Court approving the filing of the August 1, 2022 minutes.

On Monday, August 1, 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 Present  
Commissioner Susan Fletcher, Precinct 1 Present  
Commissioner Cheryl Williams, Precinct 2 Present  
Commissioner Darrell Hale, Precinct 3 Present  
Commissioner Duncan Webb, Precinct 4 Present

Commissioner Webb led the Invocation.  
Commissioner Fletcher 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 adjourned at 3:29 p.m.

President Hill called to order the meeting of the Collin County Health Care Foundation at 3:29 p.m. and adjourned the meeting at 3:29 p.m.

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

1. AI-52471 Personnel Appointments, Human Resources.

**FYI NOTIFICATION:**

1. AI-52434 Intra-County account transfers transmitted July 14, 2022, Auditor.
2. AI-52467 Addendum No. 1 to Fencing, Installation & Repairs Including Labor & Materials (IFB No. 2022-249) to make various changes to the Invitation for Bid, Purchasing.
3. AI-52451 Voluntary terminations, Human Resources.

4. AI-52452 Turnover, Human Resources.

5. **Notification of budget adjustment(s)/amendment(s):**

a. AI-52433 \$72,467.60 to establish the budget for the FY022 National Sheriff's Association Grant, Auditor.

b. AI-52435 \$500,000 to establish the budget for the 2022-2023 Veterans Treatment Court Grant, Auditor.

c. AI-52438 \$300,000 to establish the budget for the 2022-2023 VALOR Mental Health Grant, Auditor.

**COMMISSIONERS COURT BUSINESS:**

**Public Comments**

The public comments session began after the General Discussion items at 3:03 p.m.

Joshua Murray, Lavon, thanked the Court for the opportunity to speak. He said it is important that Commissioners Court acknowledges the fact that the County is competing against cities that are within the County when it comes to compensation and benefits. However, when HR (Human Resources) uses cities in the turnover reports and makes a comparison to the County jail as if it's even comparable, it skews the numbers. For example, when the State's compensation is included for District Attorney positions, the overall average pay is decreased by approximately 6% or 7%. The County doesn't compete with the State when it comes to misdemeanor prosecutors. Mr. Murray said he is there to hold the Court accountable. If County wages are going to be compared, they need to be compared to local labor forces. Turnover rates can be compared to Bexar County jail turnover. However, city jail turnover rates cannot be compared to the County rate because it is not a comparison.

Mr. Murray went on to say the County's emergency notification system does not exist. The emergency notifications consist of the County Judge's email account. The emails also work as the County tabloid to demoralize women that have held elected positions for more than a decade. Therefore, if the County constituents don't want to hear the gossip, they unsubscribe for the email and are then not notified about emergencies. If the County website is going to be utilized as the notification for emergencies, it is imperative the site is updated. For example, currently the site states in breaking news that the Public Works department has suspended all asphalt construction due to a significant amount of rain in April. That notification is two years old, and the site also has hyperlinks that don't work. Mr. Murray asked the Court to establish a notification system that isn't an email because they don't want to hear the gossip.

Judge Hill said campaign accounts are not a County emergency notification system.

Jesse Ringness, Frisco, said he has lived in Collin County since 1994. He has requested the Court remove the outdated term “mentally retarded” from the Collin County website. He first noticed this term when he was researching the County website for mental health resources after the Marvin Scott III homicide. Judge Hill mentioned 8 officers were terminated, but for the record, Mr. Ringness wanted to clarify that seven officers were terminated and the eighth officer was allowed to resign. Of the seven officers that were terminated, three were reinstated. This distinction matters when calculating the numbers discussed during the presentations. The outdated and offensive term “mentally retarded” has been updated from the LifePath system on the County website to now say mental health and intellectual and developmental disabilities. However, the term can still be found on dozens of pages in Collin County’s website. It can also be found in the adopted budgets dating back over a decade including the most recent FY2022 Budget. The Global Down Syndrome Foundation says words can hurt for people with Down Syndrome and their families. In 2010, Congress passed Rosa’s Law which changed the references in legal documentations. The Social Security Administration replaced the term with intellectual disability in 2013 across all platforms. The replacement was done because they understood the term has a negative connotation and could lead to misunderstandings. Mr. Ringness hopes the Court, as local leaders, will value the respect and dignity that should be afforded to those in the mental, intellectual and developmental disability community. He asked the Court to take action and thanked them for their time and attention.

Lee Moore, Fairview, said she was there to speak about remote access for servers for elections machines. A sales agreement with ESNS (Electronic System and Software) dated May-June 2019 shows that iDRAC (Integrated Dell Remote Access Controller) 8 was included as one of the components. By law, remote access is not allowed. The Dell site states the iDRAC 8 provides comprehensive embedded management across the power edge family of servers, automation that lets an organization grow, and security ensuring peace of mind. From the variety of tools and technologies in the open management portfolio, a management solutions can be built. There are obvious concerns with the remote access controller in the name. The component may allow for remote access to the server. Ms. Moore asked if Collin County is allowing remote access to its servers with iDRAC 8 and why would the County even have a component that allows internet capability. The Court needs to look into this matter as soon as possible. Ms. Moore said she would like to express her concern over the free and fair elections. Any fraudulent vote is of concern because it impacts someone else’s legal vote. Illegal actions cannot continue to be ignored because it was “small” or not “wide spread”. One illegal vote is too many, and everyone should pledge to rid elections of illegal activity. Ms. Moore said perhaps the Court could add this subject as an agenda item for a future meeting.

Cynthia Brugge, Fairview, said she wanted to advocate for the SO (Sheriff’s Office) department budget. Budget discussion doesn’t tend to start with identifying whether or not the County is in a hole. The goal is to keep the tax rate down. But, the County is in peril, and there is an open border. There were 305,000

people who came over the border last month. The SO is responsible for citizen's safety, and there will be an increase in crime. The Court should consider whether or not the SO has adequate funding for them to do their jobs. There are going to be food shortages and inflation will increase. People are having a hard time paying bills which could result in more crime. Considering what Sheriff Skinner has on his plate, Ms. Brugge asked the Court to evaluate what he needs.

Lori Sexty, Allen, said she is an escapee from California and admires and respects the Court. In 2020, her vote was lost in California. Ms. Sexty said she left all of her family and friends. Now that she is in Texas, she still has many concerns regarding her vote. Ms. Sexty asked the Court to consider going back to paper ballot elections. There are only fourteen states in the entire country that use paper ballots. Paper ballots cannot be hacked or rigged and provide physical proof of a voter's intent. Counting paper ballots in public provides 100% oversight and transparency.

Judge Hill said Collin County does use paper ballots.

Mike Grilz, Fairview, said the system of government in America is predicated upon holding free and fair elections at all government levels. The only citizens who are allowed to vote are those who meet the legal definitions per election codes. In the beginning of 2020, Texas became one of 31 states participating in ERIC (Electronic Registration Information Center). ERIC is a non-profit organization with the sole mission of assisting States to improve the accuracy of America's voter rolls and to identify voters who have moved or are deceased. However, ERIC is not fulfilling those goals. Mr. Grilz said he was part of a group effort to perform tracing activities against the number of Collin County registered voters. The goal was to determine if those voters were indeed eligible to vote. The study found that, of the 299 Collin County registered voters, 207 were located in Collin county, another Texas county, or another state. A total of 86 voters were identified as deceased or unable to be located. Of the 213 voters located via their tracing efforts, 21 moved out of state making them ineligible to vote. It is obvious ERIC is not meeting its contractual obligations. If this small sample were to be extrapolated across the entire county and state, ample volume of invalid voter registrations could be found that could alter the results of an election. This disenfranchises America's belief that our elections system is based on one legal voter equals one legal vote. Mr. Grilz asked the County to push for eliminating ERIC and to adopt an internal system of checks and balances to restore faith in elections.

Anna Wylie, Denison, said she is a member of a recently formed election integrity group. Ms. Wylie said she attended an elections symposium hosted by the journalist Laura Logan. Ms. Logan said, before machines were used for elections, people could understand how the votes were counted and spoke the language of 1, 2, 3, etc. People could watch to ensure the votes were counted properly. Once machines were introduced, the counting of votes was translated into a foreign language. The people could no longer verify the vote count because it was in computer code. As concerns were voiced, new software was introduced. However, the people still couldn't understand the foreign language. One of the concerns was

over the vote count on a machine at the beginning of the day. The vote count should begin with zero. The vote count fixed with new software and the machines were printing with zero vote counts. However, there was a problem with a machine, and the paper was not coming out. The machine was opened to determine the problem, and it was discovered that the roll of paper was already printed with zero votes. In addition, there were several demonstrations that showed how easily the voting machines can be manipulated by those who speak the language. One demonstration used a participant's cell phone to download two applications and, by following directions, the participant easily swapped the votes of two candidates. Ms. Wylie said software will only do what it is programmed to do. Now, with the internet, anyone that knows the foreign language can program any computer from anywhere. At the symposium, it was also mentioned that there had been several recent hacks on major companies. Ms. Wylie asked the Court members to research this issue because voters need the vote count to be in a language they can understand.

Janice Lohmann, Plano, said she is a Collin County resident and has been voting here for thirty years. Ms. Lohmann said she has worked as a recruiter for poll workers and poll watchers. Since she is part of this effort, she received several calls in the spring when there were problems with the machines. Ms. Lohmann said she has heard several stories from people about how the machines have failed them. The main issue was how the staff was unprepared for what to do when the machines failed. In one case, an individual presented a paper ballot that didn't have a mark on it and they were instructed by the poll judge to put the ballot in the tabulator because the machine will read it. Ms. Lohmann said she would prefer if another type of paper ballot were used without a barcode. Ms. Lohmann asked if the Court will work with the Elections Office to come up with more transparency and accountability. She hopes the Court will put this issue on the agenda before it becomes a bigger issue.

Robert Canright, McKinney, said Black's Law Dictionary defines fraud as a false representation of a matter of fact, whether by words or conduct, by falsely misleading allegations or by concealment of what should have been disclosed, which deceives and is intended to deceive another so he shall act upon it to his legal injury. Mr. Canright encouraged the Court to ask themselves if they will accept the FDIC (Federal Deposit Insurance Corporation) issuing fraudulent insurance certifications for their bank. Would they accept their bank using vulnerable uncertified banking systems and software? Would they place their money in a bank with a certification signed by an office worker instead of the FDIC? The voting system testing manual states the accreditation certificate shall not exceed two years. According to Black's Law Dictionary, the word "shall" is generally imperative or mandatory. Therefore, it is mandatory the certificate expires in two years or follows a process for renewal. Certificate renewals require the voting system testing lab make the application for renewal 30 to 60 days before the expiration. Why would the EAC (Election Assistance Commission) have a standard and procedure if there really is no expiration? If their own standards are not followed, how can we know the machines are trustworthy for our community? Did the EAC commit fraud when they failed to notify that the accreditation for both voting system test laboratories had expired in 2017? Is the EAC continuing to commit fraud by continuing to state that there is no expiration? Did the EAC commit fraud by writing a letter stating that the lapse in accreditation was due to COVID-19

when the pandemic did not start until two years after the accreditations lapsed? Mr. Canright said he believes the Courts associates at the state and national level are misleading them and hopes the Court takes everything they tell them with a grain of salt. (Time: 3:29 p.m.)

1. **Consent Agenda Items:** Judge Hill asked for comments on the consent agenda. Hearing none, a motion was made to approve the consent agenda. (Time: 1:32 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5 – 0 passed

a. **AI-52424** Disbursements for the period ending July 26, 2022, Auditor.

COURT ORDER NO. 2022-696-08-01

b. **AI-52425** Indigent Defense Disbursements, Auditor.

COURT ORDER NO. 2022-697-08-01

c. **Advertisement(s):**

1. **AI-52441** Fire Alarm/Fire Sprinkler Inspections, Testing, Maintenance and Repairs (IFB No. 2022-269), Facilities.

COURT ORDER NO. 2022-698-08-01

2. **AI-52448** Road Materials, Aggregate for Surface Treatment & Stone Rip Rap (IFB No. 2022-333), Public Works.

COURT ORDER NO. 2022-699-08-01

d. **Award(s):**

1. **AI-52422** Services: County Depository (RFP No. 2022-083), Auditor.

COURT ORDER NO. 2022-700-08-01

2. **AI-52309** Liquid Asphalt Application Services (IFB No. 2022-238) to Wopac Construction, Inc., Public Works.

COURT ORDER NO. 2022-701-08-01

3. **AI-52449** Fencing, Installation & Repairs including Labor & Materials (IFB No. 2022-249) to various vendors, Public Works.

COURT ORDER NO. 2022-702-08-01

**e. Agreement(s):**

1. **AI-52442** Letter of engagement for legal services with Brown & Hofmeister, L.L.P. and grant an exemption from the bid process per Texas Local Government Code 262.024(a)(4), Human Resources.

**COURT ORDER NO. 2022-703-08-01**

2. **AI-52443** Letter of engagement for legal services with Ross, Gannaway, Clifton, PLLC and grant an exemption from the bid process per Texas Local Government Code 262.024(a)(4), Human Resources.

**COURT ORDER NO. 2022-704-08-01**

**f. Amendment(s):**

1. **AI-52432** No. 1 to the lease agreement with Children's Advocacy Center of Collin County for property located at 2205 Los Rios, Plano, Texas to extend the lease for one (1) month through and including September 30, 2022, Construction & Projects.

**COURT ORDER NO. 2022-705-08-01**

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

1. **AI-52358** No. 3 for Construction, Road: Collin County Outer Loop from East of SH 289 to FM 2478 (IFB No. 2020-258) with Mario Sinacola & Sons Excavating, Inc. to add proper transitions from the new Outer Loop project to the existing Coit Road, and further authorize the Purchasing Agent to finalize and execute same, Engineering.

**COURT ORDER NO. 2022-706-08-01**

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

1. **AI-52455** Fleet Parts & Supplies (Contract No. 2021-344) with O'Reilly Automotive, Inc. dba O'Reilly Auto Parts to extend the contract for one (1) year through and including August 8, 2023 utilizing the TIPS Cooperative Contract No. 180603, Public Works.

**COURT ORDER NO. 2022-707-08-01**

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

1. **AI-52440** \$8,572 to reallocate funds for the Spay/Neuter Program, Development Services.

**COURT ORDER NO. 2022-708-08-01**

2. **AI-52456** \$600 for the purchase of a replacement public information TV, Justice of the Peace, Precinct

**COURT ORDER NO. 2022-709-08-01**

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

1. AI-52461 June 27, 2022.

COURT ORDER NO. 2022-710-08-01

**k. Miscellaneous:**

1. AI-52436 Acceptance of the FY2022 ASPCA Subaru Grant award in the amount of \$4,000, Development Services.

COURT ORDER NO. 2022-711-08-01

2. AI-52444 Final plat for Legacy Crossing Phase 1, Engineering.

COURT ORDER NO. 2022-712-08-01

3. AI-52472 Personnel Appointments, Human Resources.

COURT ORDER NO. 2022-713-08-01

4. AI-52473 Personnel Changes, Human Resources.

COURT ORDER NO. 2022-714-08-01

**2. General Discussion Items:**

- a. AI-52439 2022 Law Enforcement Compensation Presentation, Human Resources.

Cynthia Jacobson, Human Resources, gave a PowerPoint 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, turnover, and supplemental pay. These areas were compared against the following counties and cities: Bexar, Dallas, Denton, El Paso, Fannin, Fort Bend, Grayson, Hunt, Montgomery, Rockwall, Tarrant, Travis, Williamson, Allen, Carrollton, Frisco, Garland, McKinney, Murphy, Plano, Prosper, Richardson and Wylie. Benchmark positions are matched to multiple organizations on at least 75% of the job duties, and approximately 88% of law enforcement positions are bench marked. The turnover rate increased slightly in FY2021 but is projected to go down in FY2022. Approximately 40% of SO (Sheriff's Office) turnover occurs within the first year of employment. Ms. Jacobson reviewed the turnover rates for specific positions.

The number one reason for leaving was another job offer. Judge Hill asked why Collin County's turnover is higher than other counties. Ms. Jacobson said it is not a compensation issue, and a correlating factor has not been determined. Judge Hill said Collin County does have competitive pay, and yet the turnover is



higher in comparison to other counties. Determining why Collin County has a higher turnover will be very important.

Quartile rankings are based on pay ranges for each position. Entry level positions will have more individuals in the first two quartiles. The number of employees in the beginning half of the pay range is 59%. Collin County is extremely unique because the pay doesn't stop at the end of the pay range. A one-time payment is provided to employees who have reached the maximum amount in their pay range. The payment is based on their PFP (Pay for Performance) evaluation. The SO employees are all rated as a two during the evaluations. Ms. Jacobson is not aware of any surrounding entities that provide a supplemental check to employees who have reached the maximum pay in their pay grade. Commissioner Hale asked if the potential 3% additional pay is included in the data comparing Collin County pay to other entities. Ms. Jacobson said that data only includes the pay ranges and doesn't include the additional pay for those who have reached their maximums. During the last PFP evaluations, all of the SO employees were rated the same and received a 3% pay increase. The individuals who were at the maximum pay received a one-time payment check.

Judge Hill said the competitive pay program was designed to give each employee an annual evaluation and compensation based on that performance. The SO doesn't give each employee a competitive score, but instead all SO employees get a score of 2. The Judge asked if there are other departments that do this. Ms. Jacobson said there is one other department that rates all employees with a score of 2. Judge Hill said, in previous years, there were more departments who were not giving competitive scores. He is concerned with departments that are not using performance rating because it is defeating the purpose of the system. Judge Hill requested this issue be put on the Budget Workshop agenda for Court discussion.

Supplemental pay categories include: longevity pay, educational pay, special teams pay, TCOLE certification pay, shift differential pay, training officer pay, equipment allowance pay, retention pay, and referral program pay. Retention pay was not retaining employees so it was eliminated. Supplemental pay for special teams include DRT (Detention Response Team), Honor Guard, TAC (Tactical) Team, and TAC Dispatch. Commissioner Webb asked why Dallas and Tarrant County were not included. Ms. Jacobson said information that cannot be verified is not included in their presentations. Commissioner Fletcher asked if education pay is only for university education or if it includes other certifications. Ms. Jacobson said Denton County requires individuals to have a degree for supplemental educational pay, but she is unsure what the requirements are for the other counties.

Turnover and incentives were discussed. In 2022, a recruiter was contracted specifically for the SO. Commissioner Hale asked if supplemental pay is arbitrary. Ms. Jacobson said supplemental pay is typically a request made by the SO for areas that need it.

Salary rankings were reviewed. None of the positions dropped by more than 1 place in the rankings for maximum and minimum pay ranges. Each year the pay range movement is reviewed and it is competitive and moving towards the 50<sup>th</sup> percentile model. Salary adjustments increased the law enforcement compensation by \$2 million. The year prior the salary adjustment cost was approximately \$750,000. The Court did make a substantial compensation investment for the law enforcement positions.

Detention Officers pay grade is 551 and there are 249 incumbents with an average length of service of five years. The minimum pay is higher than the targeted 50<sup>th</sup> percentile in comparison to other entities. Judge Hill asked if those who are at the maximum pay range get a supplemental check for the 3% pay increase. Ms. Jacobson said that was correct. Judge Hill said Collin County is the only entity that does this. Therefore, the maximum is not really the maximum because a supplemental check is provided. Ms. Jacobson said the supplemental check is not included in the maximum pay range amount because the pay increase is not known for each year.

Charts were presented comparing the minimum and maximum salary ranges to surrounding counties. Grayson County had a vacancy rate of 10%. Fannin County outsources their jail staff and their minimum salary was available but not their maximum. Judge Hill said the Sheriff made a point that Collin County had a higher turnover number for FY2021 because he chose to terminate 8 employees in one incident. This caused a higher than normal turnover. Hunt County was unusual because they have a flat rate and all individuals get the same pay.

Dispatcher pay grade is 551, and 88% of the positions are staffed. Both the minimum and maximum pay ranges are on target with all markers. Jail Sergeant pay grade is 556, and it is the first level supervision at the jail. The County is \$6,000 over the average marker for the minimum pay range and \$3,000 above the maximum average marker. Commissioner Webb said, given the way the SO does PFPs, 3% could be added to these pay ranges assuming they work through the end of the year. The Sheriff strongly believes step is common in law enforcement and wants to continue to give everyone the same ratings. Judge Hill said the SO spends the time to evaluate each employee, so they know which employees are the stronger performers and which are the weaker performers. The Judge said he would like to notate that the SO does do the work by performing the PFPs, however, the stronger performing employees are not getting the compensation intended, and the weaker performing employees are getting equal compensation. If the SO could take the final step and assign scores, it would bring the department into compliance. This will also allow the County to provide more awards for those who are outstanding employees. Judge Hill said he would like for the Court to discuss this and determine if the County should continue to provide the funds if the SO isn't doing the last step for PFPs.

Judge Hill asked if the other department that gives all their employees a rating of 2 was also performing evaluations. Ms. Jacobson said the other department does perform the PFP evaluations. In total, there are two departments that do all the work but give all of their employees the same rating. Commissioner Hale

asked if there are other SOs in the State that have a pay for performance program like the County. Ms. Jacobson said she is unaware of any other.

Judge Hill said the Court has always funded increases for the PFP program. Otherwise, why would the departments be asked to do all the PFP work if it wasn't going to be funded? The opposite would also be true. Why would the Court fund the program if the departments aren't going to do the work? The key difference between the PFP program and the step system is the PFP program pay increase is based on individual performance and the step system pay increase is determined during budget and is the same for all employees. The Court briefly discussed the step system used by other law enforcement agencies.

Deputy Sheriff positions are grade 556, and their average length of service is 11 years. Collin County is the highest paying county on both the minimum and maximum pay scale compared to surrounding counties. Ms. Jacobson said it is difficult to obtain information from both the City of Dallas and Dallas County. Commissioner Hale asked if Dallas contacts Collin County for information. Ms. Jacobson said they do, and we are legally required to provide information.

Sergeant positions are pay grade 558, and the average length of service is 15 years. Collin County is above average in the maximum pay range. Lieutenant position's pay grade is 570, and the average length of service is 16 years. Captain's pay grade is 572, and their average length of service is 17 years. The maximum pay range ranking is almost at the average level compared to surrounding entities.

Deputy Constable's pay grade is 555, and it is a law enforcement position outside of the SO office. All 23 positions are filled, and the average length of service is 10 years. This position is over the maximum and minimum pay markers when compared to surrounding entities. Court Officer's pay grade is 554, and the average length of service is 18 years. Both minimum and maximum pay rankings were slightly below the marker. Deputy Fire Marshall's pay grade is 557, and the average length of service is 4 years. This position is over the maximum and minimum pay markers when compared to surrounding entities.

Ms. Jacobson said the data didn't reflect the range movement, and they are still working on the calculations. Many of the positions discussed were above the markers and may affect the regression. This will have an impact when wage movement is calculated. (Time: 2:33 p.m.)

**NO ACTION**

b. **AI-52437** 2022 Ancillary Benefits Presentation, Human Resources.

Erica Johnson, Human Resources, gave a PowerPoint presentation on the 2022 Ancillary Benefits. There are employee paid benefits and county paid benefits. Employee paid benefits include pre-paid legal, long term care, health and dependent care flex spending accounts, life insurance, deferred compensation retirement, supplemental life insurance, and dependent life insurance. County paid ancillary benefits

include PTO (Paid Time Off), overtime, paid holidays, county longevity pay, shift differential, call-in pay, tuition assistance, court reporter compensatory time, stipend pay, jury duty pay, SO supplemental pay, SO retention pay, short-term disability, long-term disability, basic life insurance, long-term care, workers' compensation, and elected official motivation pay.

PTO amounts are based on an employee's years of services. The percentage of employees within 40 hours of the PTO maximum remained nearly the same as the prior year. Catastrophic Time Off is no longer awarded but approximately 291 employees still have balances. Effective June 15, 2021, House Bill 2073 required local governments to provide paid quarantine leave for fire fighters, peace officers, detention officers, and emergency medical technicians who are ordered to quarantine due to a possible or known exposure to a communicable disease, such as COVID-19, while on duty. In 2021, Collin County paid 455 hours under HB2073 for a total cost of \$12,517.

There are two types of CTO (Compensatory Time Off). Straight CTO is earned at a rate of one-hour for an hour worked and is earned by exempt employees. Premium CTO is earned at a rate of 1.5 hours for each hour worked and can be earned by both exempt and non-exempt employees. Premium CTO liability increased 23% in 2021. There was a large increase in Straight CTO liability due to the winter storm in February 2021. The County had 54 non-exempt employees who had over 200 hours of Premium CTO. In efforts to reduce non-exempt CTO balances, employees with over 100 hours as of January of each year must reduce CTO to 100 or use 30% before they can use their PTO. At the end of 2021, 219 non-exempt employees had balances over 100 hours which is a 72% increase from 2020. The majority of employees who are over 200 hours are law enforcement employees. Currently, 50% of employees with over 200 hours have reduced their CTO balances.

There were decreases in both CTO and PTO for 2021. However, there were increases in Straight CTO and Premium CTO liability. Collin County paid 37,852 hours for Overtime at a cost of \$1,457,775. Overtime pay did decrease 39% from the amount paid the prior year. The County's overtime pay ranking is lower when compared to surrounding entities.

Collin County paid \$3,942,589 in holiday pay in 2021 to regular full-time employees. The County pays a total of 10 holidays. Denton County is the only entity that added a new paid holiday by adding Juneteenth.

County Longevity Pay ended in 2007 and the balances continue to decrease each year. State-mandated longevity pay is funded by the state and only applies to assistant prosecutors and commissioned deputies. Shift differential pay is for employees who work second and third shifts for the SO, the Juvenile Detention Office, and Facilities. Collin County is one of three entities who pay shift differential. The total paid in shift differential for 2021 decreased by 10%.

Call-in pay provides a guaranteed minimum of two hours pay for non-exempt employees when work is necessitated because of an unforeseen emergency situation. Call-in pay decreased by 38%, and \$4,166 was paid in 2021. Court Reporter Compensatory time is mandated by Texas Government Code statute 52.042. Each year 240 hours are awarded to court reports. CSCD (Community Supervision and Corrections Department) pays stipends for specialized caseloads and language. Collin County pays employees for their time off when they are summoned to serve a jury.

Collin County pays the entire cost for short-term and long-term disability. There was an increase of 23% for short-term disability claims and an increase of 1% for long-term disability claims. Collin County pays 67% of an employee's salary when they are on short-term disability. Collin County has the best long-term disability pay when compared to surrounding entities.

Basic life insurance is paid by the County and it covers 1.5 times an employee's annual base pay plus \$50,000 up to \$300,000. Employees can purchase supplemental life insurance for 1 or 2 times their base pay and up to \$400,000. There is also optional dependent supplemental life insurance paid by the employee.

Collin County offers three options for 457 (B) Deferred Compensation. One option is AIG (American International Group) and there are 130 participants. Empower is another option and has 35 participants. Lastly, Nationwide is an option, and there are 79 participants. Employees are able to contribute up to \$19,500 annually. Collin County and Tarrant County are the only two surveyed entities that provide 3 457(B) plan options.

Long-term care coverage is offered to employees prior to their 8 years of services, but employees are responsible for the full premium cost. At 8 years of service, employees receive the basic plan which includes \$108,000 of coverage. At 15 years of service, employees receive the enhanced plan which includes \$216,000 of coverage. There was a slight increase in premium costs in 2021 and there will likely be an increase for 2022.

Tuition assistance is offered to encourage employees to enhance their job related skills. Collin County pays 100% tuition if it is job-related education. In 2020, there were no employees participating in the program. There were 5 employees who used tuition assistance in 2021. Workers' Compensation is a fluid benefit that has varying costs each year. In 2021, there was a decrease in indemnity payments but an increase in medical bills. Effective June 14, 2021, through September 1, 2023, Senate Bill 22 creates a presumption for peace officers, firefighters, EMTs, detention officers, and custodial officers that any COVID-19 diagnosis occurred in the course and scope of employment.

Elected official motivation pay had a decrease of 87% in 2021. Safety pay had a decrease of 83% in 2021. Motivational and safety pay is given to staff by elected officials. Ms. Johnson reviewed additional benefits provided by other entities that Collin County does not provide. (Time: 2:50 p.m.)

**NO ACTION**

c. **AI-52450** 2022 TCDRS Presentation, Human Resources.

Cynthia Jacobson, Human Resources, gave a PowerPoint presentation on the 2022 TCDRS (Texas County and District Retirement System) benefits. Collin County matches 7% of employees deposit rate, there is a 200% matching rate, an 8-year vesting period, and a guaranteed 7% interest rate. Surrounding surveyed counties have the 7% employee contribution percentage except for Montgomery County. Half of the compared counties have the 200% county match while the other half has a higher match percentage.

The portfolio rate of return for 2021 was 22%. The 10-Year rate of return data was presented illustrating the required account value and the actual ending balance. A portfolio rate of return comparison chart between TCDRS and TMRS (Texas Municipal Retirement System) was presented. TMRS has a different investment philosophy resulting in lower return percentages. The County cost for contribution percentage changed to 9.5 % because of the lump sum payment of \$14,500,000 made in October 2021. The new rate for FY2023 changed to 7.98%, and is significantly less than the surrounding counties because the Court funds any unfunded liabilities. Tarrant County funds their unfunded liability by having a significantly higher percentage rate than the required rate. City rates are higher because they don't pay into their unfunded liabilities. Commissioner Hale asked what happens when an entity goes below the required rate. Ms. Jacobson said they have to pay the required rate because TCDRS doesn't give them an option. Judge Hill said they may pay a lump sum to bring the required rate down to what they desire.

Supplemental payments average approximately \$6,800 each year per employee. As of December 2021, the unfunded liability is \$6,319,320. Liability history data reflects that the County has always responsibly funded its retirement plans. The actual unfunded liability as of December 2020 started over \$20 million, and the County made a lump sum payment of \$14.5 million to reduce the liability. Those were the main factors impacting the required rate.

GASB (Governmental Accounting Standards Board) Statement 68 requires Collin County to report TCDRS pension liability assets on the Comprehensive Annual Financial Report. Collin County doesn't do repeating COLAs (Cost of Living Adjustment). Each year the Court has to make a decision on funding a COLA. Without a COLA, the retiree payments don't cover any increases in the cost of living and inflation. There is a flat rate COLA consisting of a flat percentage increase applied to all retiree benefits. A CPI-based COLA is based on how much inflation has occurred since each employee retired. The Court also has the option to elect no COLA for the year.

Collin County has only done pre-funded COLAs because unfunded COLAs impact the rates for 15 years. Each year a COLA is not elected the cost becomes more expensive. The current rate is 7.98% which is lower than the budgeted rate. To pay the full unfunded liability will cost \$6,319,320.

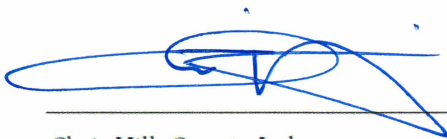
Court determinations during budget include employer contribution rates, payment of any lump sum for unfunded liability, and a determination of a retiree COLA. Commissioner Williams asked what the restrictions are for COLAs and how often they can be used. Ms. Jacobson said a COLA can be used every three years. (Time: 3:03 p.m.)

**NO ACTION**

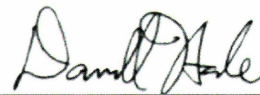
The Court began the public comments session at 3:03 p.m.

**EXECUTIVE SESSION**

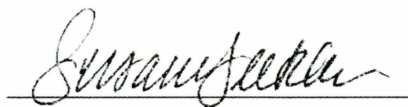
The Court did not recess into Executive Session. There being no further business of the Court, Judge Hill adjourned the meeting at 3:29 p.m.



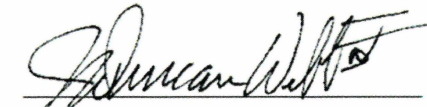
Chris Hill, County Judge



Darrell Hale, Commissioner, Pct 3



Susan Fletcher, Commissioner, Pct 1



Duncan Webb, Commissioner, Pct 4



Cheryl Williams, Commissioner, Pct 2



ATTEST: Stacey Kemp, County Clerk