

State of Texas	§	Court Order
Collin County	§	2022-1027-09-26
Commissioners Court	§	

On Monday, August 15, 2022, Tuesday, August 16, 2022, and Wednesday, August 17, 2022, the Commissioners Court of Collin County, Texas, met in a Special Session Workshop 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

1. Judge Hill called to order the meeting of the **Collin County Commissioners Court Budget Workshop Special Session** at 2:05 p.m. on Monday, August 15, 2022.

FY 2023 BUDGET WORKSHOP:

Public Comments

Joshua Murray, Lavon, would like the public to be able to speak at the beginning of each budget session. Mr. Murray named several departments that are under-funded or under-staffed. He hopes, during this budget session, the court will properly compensate the employees. Ever since Judge Hill has been the Judge, the Sheriff hasn't been given what he has asked for from the Court. There may have been a compromise, but it was not what the Sheriff had asked for. Mr. Murray also said the last speaker of the regular Commissioners Court meeting spoke and wanted to use the remainder of her time to pray in silence. However, Judge Hill began to speak before her time was up. It is that speaker's right to have her full three minutes even if she would like to stand in silence for the entire time.

Collin County has added new buildings and expanded the jail, but it does not have staff to fill these positions or the ones that are currently available. Mr. Murray asked if employees will be compensated based off the labor market in Collin County or from the data from another county that makes Collin County's numbers look good. (Time 2:08 p.m.)

1. AI-52516 FY 2023 Recommended Budget Overview

Monika Arris, Budget, gave the Court an outline of the FY2023 Budget Workshop Agenda for the week. Ms. Arris presented a Base Recommended Budget with three options available for the General Fund. The first option balanced to the NNR (No New Revenue) Tax Rate; the second option included the Juvenile Board additions to the budget; and the third option included the Juvenile Board additions and a \$0.000420 increase to the NNR Tax Rate.

There was a discussion regarding the increase in the Juvenile Board's FY2023 budget that would delay raises for all other county employees including juvenile employees. Bill Bilyeu, County Administrator, said this was explained at the Juvenile Board meeting, but Cynthia Jacobson, Human Resources, was not able to finish her presentation to the Board because of time.

Judge Hill asked Ms. Jacobson to give her presentation on the Juvenile Compensation Information. She gave a PowerPoint presentation on the compensation analysis for Juvenile Supervision Officers and Juvenile Probation Officers. Some of the presentation included slides from the Juvenile Director's PowerPoint presented at the Juvenile Board Meeting. The slides had incorrect information and did not include the full scope of entity information generally used by the county when analyzing compensation data.

For the Juvenile Probation Officer, Collin County's compensation is 3% over the 50th percentile marker goal, and Juvenile Supervision Officers compensation is 14% over. However, the information that was presented to the Juvenile Board from the Juvenile Director's presentation does not match this information. Ms. Jacobson said the Juvenile Department has strong feelings about having degreed personnel, but Collin County does not have a policy stating employees with degrees are compensated higher.

The Juvenile Director requested some position changes and additions which included a Compliance Officer, an Adolescent Counselor, a Talent Acquisition Manager and reclassification of a Secretary to an Administrative Secretary.

Commissioner Hale expressed frustration that there was not more interaction between the Juvenile Board and Human Resources before deciding on this budget. There should have been due diligence into policy and the effects because now there are state employees with a county supplement getting paid market movement ahead of every other employee in the county including other juvenile employees.

Commissioner Williams said the Juvenile Board has made their priorities clear to the detriment of the rest of the County's budget. She will be asking Budget and Human Resources to try to find \$800,000 for the Juvenile Department at the cost of the remaining items listed in the budget.

Commissioner Webb said his expectations for all department heads and elected officials is to communicate with the HR Department because they are the experts. It is disappointing that HR was cutoff during the Juvenile Board meeting when she was trying to make a presentation. Commissioner Fletcher concurred with Commissioner Webb's comment. (Time 2:34 p.m.)

2. AI-52517 FY 2023 Trails of Blue Ridge Recommended Budget Overview

3. Elected Official/Department Head Presentations and Discussions

a. 366th District Court

Judge Tom Nowak, 366th District Court Judge, thanked the Court, and said he was there to speak on behalf of the Judges. Judge Nowak said he was happy to clear up what happened during the Juvenile Board meeting and answer any questions. The District Judges understand the challenges the Court faces, and they are not ignorant of the pressures as it relates to the budget. The decision-making process is difficult, and at times they are made at the last minute.

The District Judges are requesting the Court to join them for the request to their legislators to create two new District Courts. This request is in preparation for needs and demands that will be upon the County over the next few years. The request will affect the County budget only slightly if at all. If the legislation were to create new courts, it would not be until next year. The courts would come online in September 2023, and the County fiscal year begins in October 2023. Therefore, the request would only affect one month of the FY2023 budget. Judge Nowak reviewed Collin County population growth data and explained the need for two new district courts. The next opportunity for Collin County to add more district courts will be in 2025. By that time, Collin County will have added the population equivalent to a city the size of McKinney. The courts Collin County currently has will not be sustainable. Judge Nowak asked for the Court's cooperation with this request. Judge Nowak said he plans to return to discuss with the Court more of the data regarding case rates and disposition rates.

District Judges have other requirements such as being on the Juvenile Board. Judge Nowak said he tells many people and agencies that Collin County is doing better and more with less than any other county in the State of Texas. Collin County has the best judiciary whether it is the Justices of the Peace, the County Courts at Law, or the District Courts. The amount of work for the courts is increasing daily, and it is not sustainable given the population growth.

Data comparing Collin County to similar-sized counties was presented. The number of total district judges in each county is based on population. Travis County is the closest to Collin County in terms of population growth. However, Collin County will surpass Travis County within the next two or three years. Collin

County's disposition rate is much better when compared to any other county. The Supreme Court Chief Justice praised the Collin County courts for maintaining standards and expectations.

Judge Nowak said he was at the Juvenile Board meeting, but he had to leave before the final vote took place. The Court is able to review the court record of the discussion. The members were present and heard the presentation. Nobody was cut off, but there were technical difficulties due to having some members in attendance by Zoom. Those who joined by Zoom would not have been able to see the presentation. The Commissioners Court does have a member as part of the Juvenile Board. If there were any Executive Sessions, the member would have been able to go into the session and participate in the discussions. The Board is happy to make changes to the process to make it easier. Bill Bilyeu, County Administrator, was present at the meeting, and he is allowed to speak on behalf of the Court. There was no member from the Commissioners Court present at the meeting. A Commissioner can be delegated to attend the board meetings as a voting member. Judge Nowak said he is willing to answer any questions and clear up any misconceptions as it relates to the Juvenile budget.

Judge Nowak thanked the Court for their hard work and efforts. Collin County does it better than anyone else does. Everyone wants to work with the Commissioners Court as much as possible to avoid running into issues where there is confusion or distrust. Judge Hill said, as the Constitutional County Judge, he sits on the Juvenile Board. When meeting dates were requested, he informed the team he was not available for that particular date and therefore was not present at the meeting.

Judge Hill said, based on the information presented, Collin County's ratio of courts to population is better than several counties listed on the chart. Therefore, Collin County is the best of the four Metroplex counties listed for comparison. Judge Nowak agreed and said the data presented was from 2020. Going forward, the chart indicates the expected population increase will change the population per court ratio.

Commissioner Webb asked Judge Nowak to ensure this information continues to be provided to the Court. Judge Nowak said he keeps track of this information and will continue to do so regularly. Commissioner Hale asked if it would be possible for Judge Nowak to work with Judge Emily Miskel, 470th District Court, to provide the case information similar to how she provided it years ago. Judge Nowak said he will return to the Court with a more in-depth presentation. Commissioner Fletcher thanked Judge Nowak for his professionalism and his presentation. The County's judiciary has done an excellent job, and Collin County is blessed. She thanked all for their efficiencies including their leadership through COVID-19. Judge Hill said the District Judges rank 3rd in the disposition rate compared to other counties, and he applauded them for that. Judge Hill said Collin County has the most district judges per capita, and they are the most productive in the Metroplex. The Judge said he appreciates them for this, and he looks forward to discussing the possibility of adding more district courts during the legislative session. (Time: 3:15 p.m.)

b. AI-52446 Two additional County Courts at Law, County Court at Law 6

Judge Jay Bender, County Court at Law 6, quoted Judge Hill saying “The biggest challenge is to continue to offer high levels of service while maintaining a low tax rate.” The last request made by County Courts was in 2014, and it was for a new court. The Court granted the request. Statewide 254 counties average approximately 1,800 jury trials each week across all counties. Data from OCA (Office of Court Administration) showed that only 29 jury trials were conducted across the state between March 2020 (when the pandemic hit) and September 2020. If the pandemic had occurred in 2014 or 2015, the court’s backlog would have been extreme because there were still paper files, and Zoom was not an option. Judge Bender commended the Court for providing the technology that allowed the courts to continue to work during the pandemic.

Judge Bender said he too is a member of the Juvenile Board, and he voted for what was presented at the meeting. Judge Bender said he takes umbrage to the fact that it was said the Juvenile Board did not listen to presentations. The presentations were not presented, but individuals had the opportunity to speak. Judges do not take their duties lightly and understand the ramifications of their actions. The juveniles and children of Collin County deserve the items approved in the Juvenile budget.

Judge Bender said his request for the FY2023 Budget is for two new County Court at Law Courts. However, he is willing to withdraw his request immediately if that will assist the Commissioners Court in supporting Lynn Hadnot, Juvenile Director, and the juveniles. The decision was not made lightly, and they understood what it meant. But, the members believe the juveniles in Collin County are deserving of it.

Commissioner Hale said he appreciates the sentiment, but the decision is done. The Court now has to abide and provide for the request. Commissioner Williams said, unfortunately, the Court will now have to cut items from the presented FY2023 Collin County Budget.

Judge Hill said the question before the Court is if they would like Judge Bender to proceed with his presentation. Judge Bender said his request for two new courts could be withdrawn in lieu of what was approved during the Juvenile Board meeting. Judge Hill asked if the Court could discuss the addition of new courts with both Court at Law and District Judges as a legislative agenda item at another date. Judge Bender said tabling the matter for the legislative session would be fair. The data will change, and he will update it as needed. In the meantime, if the Court members have any questions, they can send them to him. The Court agreed to table the request for the legislative session. (Time: 3:24 p.m.)

c. 471st District Court

This item was discussed at 9:00 a.m. on Tuesday, August 16, 2022.

1. AI-52466 Court Security, 471st District Court

Judge Hill recessed into Executive Session at 3:25 p.m. under Chapter 551.089, Security, to discuss Courthouse Security

The Budget Workshop Special Session reconvened at 4:22 p.m., and no action was taken.

d. 401st District Court

Judge George Flint, 401st District Court, said his request for a computer was withdrawn because IT (Information Technology) was able to provide one from existing stock. The request for replacement of seven chairs was reduced to four chairs. The chairs requested for replacement are 15 years old and are for court staff who sit on them eight to ten hours a day. Judge Flint understood this request may be an issue given budgetary restrictions, but wanted to bring this to the Court's attention. (Time: 4:24 pm)

e. Sheriff

This item was discussed on Tuesday, August 16, 2022, at 9:59 a.m.

1. AI-52458 Collin County Child Advocacy lease agreement, Sheriff

2. AI-52543 Two additional positions for detention inmate programs, Sheriff

3. AI-52542 Lease vehicle line item increase, Sheriff

f. District Attorney

This item was discussed on Tuesday, August 16, 2022, at 10:39 a.m.

g. District Clerk

Lynne Finley, District Clerk, said she was asking for several positions this year. Ms. Finley realizes there are budget issues, but it is important for the Court to be aware of the issues occurring due to growth. Legislation changes have added additional obligations to clerks. As a result, it has been difficult for them to keep up.

The first position requested was a grand jury clerk. Currently, there are two clerk II grand jury clerks. The Grand Jury meets twice a week resulting in an average of 80 new case filings per day. There have been instances when clerks from other areas have been pulled to help meet the deadlines. Indictment cases must be worked by the time the Grand Jury meets again. Ms. Finley explained the work involved and the importance of working the new case filings in a timely manner in order to keep up with statutory obligations. Her office has no open positions. Every position budgeted is in use, and they still can't keep up.

Ms. Finley said SB6 added new tasks for pending cases which has made the new case filing process longer. Supervisors have been pulled from their core functions to help, but this cannot be done forever. This could be a liability for the County if the District Clerk's Office isn't able to get enough grand jury clerks to keep up. The tasks performed by the grand jury clerk were explained. Ms. Finley said this request is the highest priority because it poses the most liability.

The second request was for a criminal court clerk II. The District Clerk's Office has not requested a new criminal case management clerk since 2015. The clerks are inundated with protective orders and felony case management tasks. A new statute in HB1343 requires the DA (District Attorney) to file protective orders on behalf of the victims. These orders are handled by the criminal court clerks.

Another request was for a clerk to serve the 417th District Court. This court serves civil family cases and juvenile cases. Currently there is one civil family clerk and two juvenile clerks. The juvenile clerks are very busy with their workload, and the clerk for civil family cases is drowning in work. The DA goes to this clerk for all of the protective orders which must be handled in a timely manner. Supervisors have to be taken off their duties to help the clerk because they cannot fall behind.

An expunction clerk was another request. This clerk would handle expunctions and non-disclosures which have very complicated procedures. Having a specialized clerk would be very beneficial since expunctions will continue to increase as the DA continues to do great things with the expunction initiative program.

The last request was for a jury clerk II. Currently, the three jury clerks are inundated with work. It takes two clerks to check in the jury, one clerk to collect cards, and another one to direct the jury. Judge Hill said there are four jury clerk positions approved but one is not being used as a jury clerk. Ms. Finley said that was correct because a jury clerk was moved in 2015 to be an AG clerk. Judge Hill said the request would actually be for an AG Clerk rather than a jury clerk. (Time: 4:51 p.m.)

Judge Hill recessed the Budget Workshop Special Session at 4:51 p.m. on Monday, August 15, 2022.

BUDGET WORKSHOP SPECIAL SESSION, TUESDAY, AUGUST 16, 2022.

Judge Hill reconvened the Budget Workshop Special Session at 9:00 a.m. on Tuesday, August 16, 2022, and returned to item 3c. 471st District Court.

Judge Andrea K. Bouressa, 471st District Court, said she is presenting on behalf of both the District Courts and County Courts for joint personnel requests. It has been difficult assessing priorities for these requests because they reflect different groups of the courts. All of the requests are considered needs to perform the core functions of the judiciary.

The first request was for two full-time court reporters who will mostly work with the Auxiliary Court and CAC (Crimes Against Children) dockets. Currently, there is an Auxiliary Court that is in session Monday through Friday as well as a CAC docket. Visiting court reporters are hired to sit and hear those cases. It has been difficult to find court reporters to accept the assignments. Since COVID-19, court reporters have many options. Many depositions and court proceedings are being conducted via Zoom which allows the court reporters to work from home.

Some of the visiting court reporters have taken fulltime employment elsewhere. As a result, there is a gap of four weeks for the Auxiliary Court, 11 weeks for the CAC docket, and eight days for the AG Court. Court staff tries to schedule court reporters up to six months in advance but, if one of them gets a full time job, the courts end up with holes in the schedule that have to be filled. Due to the difficulty in finding court reporters, patch work court reporting has been used. This is where several court reporters are used to cover a court. This creates complications for the court and the parties because these type of cases are frequently appealed. This means the parties will need to request transcripts from each of the reporters.

Judge Bouressa said Monika Arris, Budget, indicated it could be possible to include one court reporter in the budget. Ms. Arris said, if the two court reporters requested were to be approved, she would recommend eliminating the entire visiting court reporter budget which could create a hardship for the courts.

The next request was for additional administrative support staff. County Court at Law and District Courts are staffed as a unit. Each court has a judge, a court coordinator, a court reporter, and a bailiff. None of those positions are interchangeable and there is no back up for the positions. The court coordinators review all filings the judge must be aware of. The coordinators also print notices and send them to appropriate parties. They communicate with the parties involved and keep them up to date on case statuses. Another thing they do is manage the court caseloads. Judge Bouressa said cases must be tracked to ensure they don't fall through the cracks.

The Auxiliary Court staff includes the court liaison and two court officers. This staff also manages the proceedings for the CAC docket. The Court Administrator is the only position that provides joint administrative support to all of the County's courts and also serves as the functional analyst for all courts. The Court Administrator prepares monthly and annual statistical reports for case filings and dispositions, attends Commissioners Court meetings to keep staff up to date, manages attorney and mediator applications and appointment wheels in Odyssey, implements content updates to court websites, prepares procedural manuals and trains the staff on applications. This position also provides technical support, updates judges monthly on existing and potential legislative developments affecting the judiciary as well as potential grant opportunities, manages the shared budgets of the courts, serves as the court liaison with the Office of Court Administration and other agencies, and maintains a calendar with critical deadlines.

Judge Bouressa reviewed staff administrative roles for surrounding counties. Based on the staffing reviewed, Collin County is an outlier, and this is why they are requesting additional support. An overview was given of the duties of the court staff.

A new bond system has been implemented and there are judges who have not been trained on it because it is hard for one administrative employee to train 20 different people. Judge Bouressa explained the many tasks county judges have.

The request is for additional support staff to help the Court Administrator perform the core functions of this position. The initial request was for one deputy court administrator who would provide assistance to the Court Administrator. Another proposal is to have two deputy court administrators. This would help with the efficiencies since there are seven County Court at Law Courts and thirteen District Courts. This option could designate a deputy for the District Courts and a deputy for the County Court at Law Courts. Judge Bouressa explained two more options for the support staff request.

Judge Hill said Judge Bouressa mentioned it is impossible for the Court Administrator to determine which request is most important when receiving requests from multiple judges. Judge Hill agreed and said it makes no sense. Perhaps the 20 judges could figure out a better way to work. Have only one supervisor for that employee and the other 19 judges would need to address their issues with the one supervisor and ask if they may delegate a task to the court administrator.

Judge Hill said it was also mentioned some judges have not been trained on the new PSR (Public Safety Report) bond system. The Judge said, instead of making one employee train each judge, there could be a launch meeting so the administrator could train all 20 judges at the same time. Judge Bouressa said there have been joint trainings, but not all judges could attend. With regards to the communication with and supervision of this employee, there are no bosses among the judges. No judge has the ability to tell another judge that they can't have their administrative needs met. There has been increased communication among

the judges, and they are aware of the administrative tasks. However, the problem is there is no other staff member to complete the tasks. Currently, a lot of the administrative work is being put back on the judges' shoulders. For instance, the data in this presentation was gathered by Judge Bouressa, four other judges, and a few of the court coordinators because the court administrator didn't have time to dedicate to this presentation. The court administrator may have offered to help, but when there are previously requested assignments still pending, Judge Bouressa would not be inclined to assign additional tasks. When judges are doing administrative work, it hurts the judicial efficiency. Judge Hill said all five of the Court members make their own presentations, and none are bosses of one another. Judge Bouressa said this County is home to one of the hardest working and efficient judiciaries in the state. The courts run as lean as they can and have done so for as long as they can.

Commissioner Webb said, when the court administrator was authorized, their roll was more of a functional analyst. It seems like the role has morphed into something beyond that. Judge Bouressa said the position was approved before her time, but it has been explained to her that this position's pay grade is due to having functional analyst duties also. There was a discussion regarding the functional analyst portion of the job and the administrative portion.

Judge Bouressa said several options were presented, but a short-term solution would be to add a deputy clerk and have one for County Court at Law Courts and one for District Courts. As the County grows, a long-term solution would be to have a functional analyst for the District Courts and one for the County Court at Law Courts. Having any support at all would make a difference to the current court administrator. There was a brief discussion regarding the specifics of the requested position and the options presented.

Judge Hill asked if guidelines have been set that only the two LAJs (Local Administrative Judge) can give tasks to the court administrator. Judge Bouressa said all judges have administrative needs. Judge Hill suggested all requests go through the LAJ in order to reduce the stress and pressure on this employee. Judge Bouressa said she respectfully doesn't believe the judges would agree to designate a middleman to improve efficiency.

Commissioner Webb asked Cynthia Jacobson, Human Resources, if she knew what the division of labor is between court administrator duties versus functional analyst duties. Ms. Jacobson couldn't answer this because HR hasn't done a job sit with that position. Commissioner Webb said the court administrator is being paid as a functional analyst, but it seems a majority of her duties are not those of a functional analyst. He asked if there is a difference in pay grade/scale between a court administrator and a functional analyst. Ms. Jacobson said the court coordinator is actually paid higher than a functional analyst because originally this position was going to be similar to a court coordinator. The current position is in the highest exempt pay grade. The court coordinator's pay grade is 512. The court administrator's pay grade is 518, and the functional analyst pay grade is 538.

Judge Bouressa said the problem of having one person answering to 20 judges was questioned. This is likely why other counties have chosen to solve this problem by having an assistant for every single one of their court coordinators. That would obviously be a costly option. Judge Hill asked why would the courts need a universal court administrator. Judge Bouressa said there are many tasks that impact all of the courts, and it is more efficient to have one person handling a task rather than 20 different people.

Judge Bouressa said she would echo Judge Novak's comments from the previous day. The judges in Collin County work hard to provide the level of efficiency that result in comments like those made by the Chief Justice to the House Judiciary Committee. Those compliments are earned by hard work and diligence. The courts work very hard, and they don't have extra or excess. It is difficult to hear a member of the Court contemplate the gutting of judicial funding when every single staff the courts have performs a core judicial function. The courts hope that Commissioners Court recognizes the efforts of the judiciary particularly during the pandemic and understand the requests submitted are not perks. They are essential personnel needs. (Time: 9:58 a.m.)

James Skinner, Sheriff, said he is privileged to lead over 500 brave and selfless men and women. The Collin County SO (Sheriff's Office) is considered by its peers to be among the best equipped, best trained, and most professional deputies and detention officers in the United States. The SO enjoys this reputation because of the support from Commissioners Court. Sheriff Skinner said he knows sheriffs all over the country, and some complain about their county judges and commissioners. However, he doesn't complain about his and is grateful for the relationship they have. There were comments made the previous day about whether or not the Court has worked with the Sheriff. Five years ago, the Court approved the SO's request for patrol reorganization. As a result, the response time was cut in half and in half again for priority calls. Last year, the Court approved \$265,000 for equipment needed for child exploitation efforts. As a result, there has been a 219% increase in the number of felony arrests against people who prey on children. A couple of years ago, the Court approved the personnel to start a criminal highway interdiction program. Drug seizure funds from this program are used to buy vehicles and equipment. Lastly, mental health is a big issue, and the Court has approved the overtime which allows the SO to be one of the few in the United States that will have 100% compliance. Sheriff Skinner said he couldn't have done any of this without the Court. Therefore, when people accuse the Court of not working with the SO, he wants to make sure the record is clear.

Sheriff Skinner presented a PowerPoint presentation explaining the SO's requests. The first request was for \$100,000 to replace existing Tasers and \$30,000 for bulletproof vests. Another request is for \$30,000 to purchase Tasers for court holding. Court holding officers guard criminal defendants as they wait for hearings. As a new measure, detention officers are now allowed to carry Tasers as a less lethal option. Making this change has resulted in a dramatic reduction in the number of violent assaults.

The next request is for \$300,000 for the GPS monitoring budget. The growth in the number of pre-trial detainees released on GPS monitoring has increased. The cost for housing an inmate is \$100 a day. In lieu of jail, the courts allow non-violent pretrial detainees to be released under GPS monitoring which saves the County money. Commissioner Fletcher applauded the Sheriff on the Tasers and the GPS monitoring programs. The GPS monitoring program allows people who are not a flight risk to continue working. In return, they avoid becoming indigent because they lost their job.

The Sheriff is also requesting \$22,000 to maintain the CEU (Child Exploitation Unit) software. This request is separate from the personnel request. Even if the Court denies the positions, the SO will still need this item because these deputies need the software to fight the sexual exploitation of children.

The next request is for \$11,000 to purchase automated internal defibrillators. These devices are kept in the patrol cars, and recently a person's life was saved by using one of these. This request is for the long range transport units who travel across the country.

Sheriff Skinner said he is requesting \$366,000 for janitorial and detention supplies. In late 2021, the Court assumed supervision of the SO's commissary funds. Dallas, Tarrant, and Collin County are the only counties in Texas whose commissary funds are controlled by Commissioners Court. Some commissary funds were being used to pay for items that should have been purchased with budget monies under the statute. Specifically, the items were under janitorial supplies. This started during March 2020 as part of the response to COVID-19. This is something that will need to be fixed and will cost \$366,000.

The Sheriff's personnel requests are as follows: four deputies and a sergeant for courthouse security; a clerk, an open records specialist, a lead clerk and two dispatchers for CJIS (Criminal Justice Information Services); two deputies in the Special Services Division for the DWI (Driving While Intoxicated) Enforcement Unit; two deputies and a sergeant for the Traffic Unit; two deputies for the Warrants Unit; a sergeant and research specialist for CEU (Child Exploitation Unit); two investigators for the CID (Criminal Investigation Department) which hasn't had new personnel in 16 years; and an AFIS (Automated Fingerprint ID System) technician for the Crime Scene Division.

Another request for the CID unit is a position change from a corporal to a sergeant. The delta on that change is \$7,371. Sheriff Skinner said he believes he can make the change by using savings, but he would need the Court's permission. He also requested permission to change the SO's budget technician to a financial analyst. A brief explanation was given on the job duties and why the change is necessary. The delta on that change is \$8,144. Sheriff Skinner explained he has monies in the existing base budget that could cover the requested personnel changes.

Sheriff Skinner said his requests are substantial and they are a factor of bandwidth. The SO needs help in order to continue providing the kind of services Collin County citizens expect and deserve. Commissioner Webb asked Monika Arris, Budget, where the Taser request was placed in the budget. Ms. Arris said those were on the FY 2022 list. (Time: 10:38 a.m.)

District Attorney, Greg Willis, came forward to explain the needs of the DA's (District Attorney) Office. He acknowledged the Court has an extremely difficult job hearing, vetting, and balancing the compelling needs across departments while serving as the fiscal responsibility watchdogs for the citizens of Collin County. Judge Willis presented a proposal to both serve the citizens better and simultaneously save the taxpayers \$25,000 annually. It is based upon the tenor that there will be few if any jobs created this budget cycle. It addresses two high-need areas of both keeping experienced expertise and critical relationships within the Child Exploitation and Human Trafficking Unit. The second part of the proposal is converting existing positions into a Chief Felony Prosecutor who would handle the flood of construction fraud complaints, election integrity complaints and public integrity complaints that are currently being handled by existing staff. The only way to do this and save the taxpayers money was to turn two misdemeanor prosecutor positions they have been unable to fill into one Chief Felony Prosecutor position. This will save \$25,000 annually with a net loss of one position. Commissioner Webb asked, if the starting pay for a misdemeanor prosecutor were raised \$10,000, would Judge Willis change his position on this. Judge Willis said that would most likely help him be able to fill the vacant positions, but these other needs would still be there. Judge Hill said they will try to find a way to do both. (Time: 10:47 a.m.)

h. Tax Assessor Collector

Kenneth Maun, Tax Assessor/Collector, said the Tax Office is made up to serve the citizens in two ways. One is the collection of property taxes. Thirty years ago the office collected only for the County but has picked up two to three new entities every year to the point where they collect for everything in the County including the MUDs (Municipal Utility District) and TIFs (Tax Increment Financing.) Most of the staff in the Tax Office are for motor vehicles. Mr. Maun said the State pays Collin County millions of dollars each year for the registrations, titles and transactions done in the Tax Office. Mr. Maun said his staff does the work, and the County gets paid by the State for this work. The Tax Office has lines with a wait time in excess of 45 minutes because the Court will not fund new positions. The County has grown significantly, but the Court will not give him the staff to serve the citizens. Commissioner Fletcher said 90% of the transactions done in the Tax Office can be done online.

Mr. Maun then addressed the space limitations in both the McKinney and Plano offices. Customers are in the lobby, lined up in the halls and out the doors even in 100 degree weather. There is no more room for additional employees, so they will be using hot seats. This means, when one clerk goes on a break or to lunch, another clerk will fill that seat. He had requested an office in Frisco for six years before that requested

was approved. For the past three or four years, Mr. Maun has been requesting an office southeast and southwest corners of the county. If Mr. Maun can get the positions he is requesting, he should be able to get the lines back down to 15 to 20 minutes.

Commissioner Fletcher asked Cynthia Jacobson, Human Resources, to elaborate on the salary and how long it takes to get the positions Mr. Maun has been requesting. Ms. Jacobson said, while the positions are entry level within the terms of the County's pay scale, you would have to look at the total compensation packet associated with it. (Time: 11:02 a.m.)

4. AI-52523 FY2023 Budget for Outside Agencies

Tammy Mahan, LifePath Systems, said they are requesting \$2,747,781 for LifePath Systems which is \$100,000 more than last year. The increase would go towards the Early Childhood Program for intellectual and developmental delays in infants and toddlers. There has been significant growth in that program over the past couple years, and they are overserving the numbers LifePath is contracted to serve with the State. It costs approximately \$4,200 per child served, and they are expecting a 10% to 15% increase over the next year. The pandemic has not been kind to the children, and many of the delays that would have been noted earlier are taking longer to note. The additional \$100,000 requested will serve an additional 23 children. (Time: 11:04 a.m.)

Judge Hill recessed into Executive Session at 11:04 a.m. under Chapter 551.089, Security, to discuss Courthouse Security.

Judge Hill reconvened the Budget Workshop Special Session at 1:04 p.m. and started with item 5a.

5. Items for Court Consideration

a. AI-52522 Items to be paid from FY2022 savings

The Court discussed document 9 which included recommended one-time items utilizing FY2022 savings totaling \$1,881,887. Commissioner Hale said he is supportive of the first four items on the list. The Commissioner has had discussions with Caren Skipworth, Information Technology, about considering all products and not only using the ones used to price these items. The County primarily uses Cisco products for routers and switches. However, there are many strong enterprise carrier level gear that can be used. Commissioner Hale said he wants to ensure the County is getting the best value for their dollars. Through their previous, Ms. Skipworth did confirm IT does consider other products.

Commissioners Webb and Fletcher said they are supportive of all of the items listed on document 9. Commissioner Webb made a motion to approve this item including the items listed under confidential.

Judge Hill said the end-of-life phone replacement item are phones that out of warranty and are connected to CJIS (Criminal Justice Information Services Division). Ms. Skipworth said the phones are physically connected to the network. There are several integrations between the phone system and other software systems that require the County to stay compliant to ensure security. Judge Hill asked how many phones would be replaced. Ms. Skipworth said she was not sure because the amount changes each year based on the manufacture's suggested end of life. Judge Hill asked if just the cabling can be replaced. Ms. Skipworth said no because the phones will still need to be compliant with integrated software systems that are on the County's network. There was a brief discussion regarding the phones.

Judge Hill asked for any additional comments. Hearing none, a vote was taken on the motion made by Commissioner Webb. (Time 1:15 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 5 - 0 Passed

COURT ORDER NO. 2022-765-08-16

b. Discussion Topics

Bill Bilyeu, County Administrator, said Dr. William Rohr, Medical Examiner, is retiring from the ME (Medical Examiner) position next spring. His departure will involve a lot of handover and training for the new ME. There is a limited number of forensic pathologists in the market. A motion was made to approve the funding for the Medical Examiner's Office. (Time 1:16 p.m.)

Motion: Commissioner Susan Fletcher

Second: Commissioner Duncan Webb

Vote: 5 - 0 Passed

Judge Hill said the next item for discussion is the Bullet Proof Vest Policy. Monika Arris, Budget, asked for a mimic to the budget control policy where she has authority to do a non-court budget amendment if the department budget ever goes to \$0 in their uniform line item to purchase vests for new employees. Judge Hill clarified this is a policy change with no budget impact. With no further comments, a motion was made to approve this item. (Time 1:18 p.m.)

Motion: Commissioner Cheryl Williams

Second: Commissioner Susan Fletcher

Vote: 5 - 0 Passed

The next item was consideration of a change in policy for grant positions. Monika Arris, Budget, said this is the first year Budget has scrubbed the budget to save money by only including salaries for grant positions the County is obligated to match. The Budget team is asking for direction from the Court for when the grant ends the position ends if the County hasn't received in writing from the grantor stating the grant will be extended. Currently, the budget doesn't have any available funds to cover costs when grants end. Commissioner Webb asked how much was in the budget for the float costs. Ms. Arris said the County used to fully fund the costs, but they cut \$1.5 million out of the budget. Ms. Arris said the grant positions tended to stay and no one would be notified that those positions needed to leave. Human Resources, the Auditor's Office and Budget are working together internally to work on getting it together. If the Court decides to continue handling grant positions as they have in the past, then they must come up with \$1.5 million to add to the budget. Judge Hill said, if the Court chooses to make it clear that grant positions are dependent on the grant funding, they need to give Budget that direction so that language can be provided for the policy. Mr. Arris said that was correct.

Commissioner Williams said the Court has often been clear on their stance for grant positions and the funding. She has no problem with this policy. Commissioner Fletcher was supportive of the suggestion presented. Commissioner Webb also agreed and said they have made it clear that when the grant ends so does the position. Judge Hill asked Ms. Arris to take into account, as she drafts this policy, that the Court will have an opportunity to consider grant positions as necessary.

The next item was regarding the County's Internship Policy. Ms. Arris said there are various departments who have interns. Recently, there has been a request to pay for internships. After a brief discussion, the Court agreed that, since the County does not bill for an intern's work, they were not willing to have paid internships.

The next item for discussion was fees charged to other entities. The County charges an indirect rate for several ILAs (Interlocal Agreement) to cover the cost of purchasing, human resources, budget, and any staff that interacts as part of the agreement. At the moment, a majority of those funds remain with the

payment received. Ms. Arris is requesting the Court's approval to move those monies charged back over to the general fund. Commissioner Webb asked how much money is involved. Ms. Arris said the animal shelter has approximately \$1 million from indirect fees. The Court agreed on this concept and gave staff direction to draft a policy for the Court to adopt.

Judge Hill discussed with the court the PFP (Pay for Performance) evaluations and funds currently in place. He added this agenda item after HR (Human Resources) gave a presentation to the court revealing there are departments who don't participate in the PFP evaluations. There are 23 departments who don't evaluate their employees annually and don't turn in employees' PFP scores. Cynthia Jacobson, HR, mentioned the SO (Sheriff's Office) in her presentation as a department who gives the same PFP score to all employees. The Judge said there are two foundation principles he is looking for with PFPs. The first is that employee's performance is evaluated annually with feedback. The second is that employees are compensated according to their performance. Judge Hill said he discussed PFPs with Sheriff Skinner. Sheriff Skinner said the reason scores are not turned in is because the SO finds it hard to operate their law enforcement employees according to the PFP program. Judge Hill said the Sheriff is willing to work with HR to have a PFP program that may look different.

Judge Hill said there 23 departments that are not turning in their PFPs but are getting paid as if they were. The Judge said he would like for the Court to adopt a policy making employees ineligible for PFP compensation if their department head doesn't turn in their scores. The Judge proposed requiring every department to turn in evaluations. Commissioner Fletcher felt this was heavy-handed and not in line with the role of the Commissioners Court to make these decisions for each department. By not allowing departments to access the PFP, you are punishing the employees under the elected officials. Even though the supervisors are not putting their evaluations in writing, that is not to say they are not rewarding their employees by other means.

Commissioner Webb agreed with the Judge that, once an elected official takes their position, this is part of their duties in that job. By submitting evaluations and putting in writing how the employee is performing, you are providing evidence to justify the employee's raise or promotion in the future. Similar to the discount that employees receive with health insurance, if the required tasks are completed, the discount is rewarded. This should be the standard for the PFP policy as well.

One department that Human Resources said was not giving evaluations was the Sheriff's Office. The Judge had a previous discussion with Sheriff Jim Skinner out of court to gain more insight. The Sheriff was performing evaluations however was submitting the same scores to all his deputies. Judge Hill asked the Sheriff to comment on his thoughts and actions as it pertains to the PFP evaluation tool.

Jim Skinner, Sheriff, said it is a dangerous practice to incentivize officers with money. He wants his deputies to perform their job because they have a passion and willingness to protect their citizens, not for a pay increase. The job responsibilities for a deputy consist of a wide variety of tasks. Depending on where you are at the time you get a call, will determine who responds to that call. However, the Sheriff feels that all his deputies would react with a high level of service regardless of who responds. The Sheriff has honored the deputies that have distinguished themselves with ribbons or metals when they have outshined their peers. He has only ever used money as a motivator to discipline when standards are not met. The Sheriff agrees that evaluations are important. However, the current PFP tool is not conducive with how the Sheriff's Office evaluates their deputies. He will submit evaluations for his deputies if Human Resources is willing to come up with a different evaluation tool for them to use.

Judge Hill made a motion that in order to access the PFP funds, the elected officials must complete and submit evaluations for their employees. This policy has a grace period of 1 year due to the PFP timeline already being expired for this fiscal year's budget. (Time 2:09 p.m.)

Motion: Judge Chris Hill
Second: Commissioner Cheryl Williams
Vote: 4 - 1 Passed
Nay: Commissioner Susan Fletcher

The meeting moved onto item 5c2.

c. Compensation & Benefits - Discussion & Any Action

1. AI-52518 Uniform Pay Policy

This item was discussed at 3:24 p.m. on Tuesday, August 16, 2022.

2. Benefit Change Discussion and Any Action

Cynthia Jacobson, HR, said a vote was needed for the COLA (Cost of Living Adjustment), the TCDRS (Texas County & District Retirement System) rate, and funded liability payment. A motion was made to approve a 9.5% contribution rate to TCDRS. (Time 2:12 p.m.)

Motion: Commissioner Duncan Webb
Second: Commissioner Susan Fletcher
Vote: 5 - 0 Passed

COURT ORDER NO. 2021-767-08-16

Judge Hill asked what the other item was on the agenda. Monika Arris, Budget, said the FY2023 Budget included an extra \$100 per month per employee to cover increased costs both on the medical and administrative side. Ms. Arris said a vote was not needed because, when the Court approves the budget, it will be included. Commissioner Fletcher clarified this cost is going to be covered by the County and not the employees. (Time: 2:13 p.m.)

3. Compensation - Discussion & Any Action

Commissioner Hale said, if the County continues to wait on making a lump sum payment to COLA (Cost of Living Adjustment), the cost will become larger. The Court had a discussion regarding the lump sum payment needed. The payment was placed on the Add/Delete List.

Cynthia Jacobson, Human Resources, presented a compensation summary to the Court. Human Resources recommended a 3% increase for FY2023 PFP (Pay for Performance), a wage movement adjustment, and moving the target market point to 75% to remain competitive. Commissioner Webb said he was supportive of moving the target market point to 75%. However, he is unsure how the County would find funding for it this year. There was a brief discussion regarding the target market point.

Judge Hill made a motion to approve a 3% PFP increase and nine months of market wage movement if the County is able to find the funding for it. (Time 2:26 p.m.)

Motion: Judge Chris Hill

Second: Commissioner Cheryl Williams

Vote: 5 - 0 Passed

COURT ORDER NO. 2021-769-08-16

Commissioner Webb said he would like to the County to work toward moving the target market pay point from 50% to 75%. There was a brief discussion regarding how this would be implemented. Ms. Jacobson said she could do this by groups. For example, law-enforcement non-exempt would be a group, or non-exempt would be group. The target market movement cannot be done by individual positions. Commissioner Webb said the movement can be done gradually. The 75% target market pay point was added to the Add/Delete List. Ms. Jacobson said the Court also needs to vote on compensation for personnel who are not on PFP. The Judge said this would be discussed in a closed session. (Time: 2:30 p.m.)

4. AI-52519 Elected Officials Salaries Proposal

Judge Hill made a motion to pay elected officials accordingly with County staff. Commissioner Williams said she is unable to make a decision on this item until after the Juvenile Court meets on Friday, August 19,

2022. Commissioner Webb agreed and said he would like to consider the Add/Delete List first to see how it will all play out. This item was kept on the Add/Delete List. (Time: 2:35 p.m.)

6. Commissioners Court Changes to Recommended Budget

Commissioner Hale said he sent a list to Budget with a variety cost savings totaling \$216,420. Commissioner Williams also had a list with items that overlapped Commissioner Hale's. Between the two combined lists there could be an approximate savings of \$350,000. Commissioner Hale reviewed each item on his list.

Commissioner Fletcher asked for the budget for the Court representative who attends the conference in Austin for CUC (Conference of Urban Counties) to be placed in a separate pool because Zoom options are not available for these meeting. Commissioner Webb said he will have more travel this year because he is the chair of the Regional Transportation Council. HR has several new employees who are training and \$5,200 for 20 employees is not a lot of money. Commissioner Webb said he is concerned about reducing their budget to \$3,000. Commissioner Hale explained there were multiple line items within the HR education and conference budget. The one he listed is only inclusive of the administration portion.

Commissioner Hale reviewed IT savings suggestions. Caren Skipworth, IT, said many of the costs for education and conference reimbursements are related to the certifications of engineers. During COVID-19, much of the education and conferences stopped therefore, the past budgets reflect lower usage of funds. However, IT's traveling is picking back up this year and they will do what they can online. Commissioner Webb said he would be uncomfortable cutting the budgets more than 10% without hearing from each official first.

Commissioner Hale said there are other line items that can be reduced because their total allocated funds aren't being fully utilized. Commissioner Williams said there are several items that were over budgeted. Commissioner Hale asked the Budget team to combine his list and Commissioner Williams' list with a guidance of a 10% reduction and consideration of Commissioner Webb and Commissioner Fletcher's exceptions. Commissioner Hale said to also consider significantly over budgeted or duplicated line items like the interpreter line items.

Commissioner Hale had proposed the concept of moving the bailiffs over to the SO (Sheriff's Office). This would be more secure because there would be a unified command. If additional courts are implemented, having a pooled resource for bailiffs would be more efficient instead of having to add bailiffs. Commissioner Williams said she has been in favor of that concept and has always thought bailiffs should reside with the Sheriff. Commissioner Webb said he sees the reasoning for the proposal but will need more time to review it. This would be a major change, and he is not ready to make a decision on this. Commissioner Fletcher

agreed and said it would be helpful to have a roundtable with the judiciary to discuss the issues. Judge Hill asked if Commissioner Webb wants this added to the Add/Delete List or does he intend to have this discussion during the legislative session later on in the year. Commissioner Webb said he would rather discuss this during the legislative session along with the addition of new courts.

Commissioner Webb spoke about changes he would make to the budget with the objective in mind of getting to the 75th percentile for target pay. He is in support of funding everything on Item 3D with the exception of three line items. He would like to take Non-Departmental Administration, Juvenile Court Appointed Attorney Line Restoration and Court Appointed Attorney Line Restoration and cut that funding in half. With this savings of \$800,000, Commissioner Webb would like to make an effort to increase pay to the 75th percentile. However, he does feel the Sheriff made some valid points as to why he requested additional positions. That funding can go to those changes as well. Commissioner Fletcher agreed with Commissioner Webb's comments and changes. Commissioner Williams also agreed. However, she would remove Deputy Court Administrator. The court agreed to add the entire list of Item 3D to the Add/Delete List for further modifications and review.

Judge Hill spoke about the line items on document 3D under Equipment Services. The three lines total \$782,350. Thirty-nine out of the fifty-two items listed could be funded with \$50,000. He is not sure how to find funding for the entire list. However, the Judge feels they could find \$50,000 to take care of a majority of the items listed. Commissioner Webb said the items listed on the Recommended if Funding Available document are must-fund items with the exception of SO positions the Sheriff presented earlier that day.

Commissioner Fletcher spoke about CPS (Child Protective Services) receiving funding from the County for Travel and Education expenditures. These are State employees. She feels, if the state is unwilling to pay for their employees to travel for their continuing education, this is not something the County should pay for. Commissioner Fletcher would like to see these funds moved into contingency and be used for other expenses that directly impact the children. This item was added to the Add/Delete List. She also spoke about the support she had for the software maintenance line item already being included in the Recommended Budget for FY 2023.

Commissioner Williams added the Sheriff's requested positions of Courthouse Deputies, Sergeant, CID Investigator and Traffic Sergeant to the Add/Delete List. She asked the Sheriff about the other positions he requested that he would be able to fund from his existing budget. Judge Hill said this request is similar to the one the District Attorney made earlier about removing positions to create others.

Judge Hill said Constable Precinct 3 has a Chief Deputy position and is the only precinct with this position. The Chief Deputy used to support all of the constable offices but now only supports one. The Judge recommended either adding a Chief Deputy to the other precincts or changing this to a Deputy Constable

II position. This is the right time to do this, because the individual who is currently in that position, has just been elected to be the next Constable.

Constable Sammy Knapp, Precinct 3, came forward to address the Court regarding removing the Chief Deputy from his precinct. He requested two Deputy Constable II positions to replace the Chief Deputy. The normal supervisor to deputy ratio is 5:1 up to 7:1 within the precinct. However, within Precinct 3, there are sixteen deputies reporting to one constable.

The Court discussed with Ms. Jacobson the pay difference between Deputy Constable, Deputy Constable II and Chief Deputy Constable. Constable Knapp said even with a change in title, unless another position was added, the flow of supervision would remain the same. His goal is to change the ratio of deputies to supervisor. Commissioner Fletcher requested a report on how many papers are served per constable per precinct to help justify adding a position. Ms. Arris, Budget, needed additional time to compile this report. This item was added to the Add/Delete list for further review.

The recommended Uniform Pay Policy was distributed to the Court. A motion was made to adopt the Uniform Pay Policy as presented. (Time: 3:24 p.m.)

Motion by: Commissioner Cheryl Williams

Second by: Commissioner Duncan Webb

Vote: 5 – 0 Passed

COURT ORDER NO. 2021-766-08-16

Judge Hill recessed Budget Workshop Special Session at 3:24 p.m. and reconvened at 3:40 p.m.

Judge Hill asked the court if they wanted to take any action on Commissioner Hale's confidential item or if there would need to be more discussion done in Executive Session. Commissioner Webb and Commissioner Fletcher cannot support the item at this time due to unanswered concerns. There was discussion about adding this item to next year's budget or re-addressing this item later in the year. No motion was made on this item. (Time 3:45 p.m.)

Commissioner Williams asked to remove the CEU Sergeant position which was on the Add/Delete list and replace it with a DWI Deputy and the corporal to sergeant promotional item from the Sheriff's requests. Commissioner Fletcher asked the Sheriff if the reclassification of the corporal to sergeant position would have that employee performing sergeant level duties more so than corporal. Sheriff Skinner confirmed that this reclassification is justified.

Judge Hill said, due to the Juvenile Department's items, the county is unable to give raises to their employees for the full year. With everything that is on the Add/Delete list, the Court is either going to raise taxes or they would need to remove the employee raises all together. Commissioner Williams mentioned that the Juvenile Board is going to meet again on August 19, 2022, and that could change the amount on their current budget. Judge Hill is a voting member of the Juvenile Board but is unable to attend the meeting. Since it is a public meeting, the Commissioners are able to attend if they would like to know the outcome of that meeting. The outcome of the meeting is binding to the county budget, and it may change the funds available for the FY2023 Budget.

Commissioner Fletcher said she would like to discuss the option from the Budget department that does not raise taxes on the homeowners with homestead exemption. Judge Hill said that this option would raise taxes for other homeowners and give the county more money. Commissioner Webb would like to discuss the different options provided by the Budget department. If the majority of the Court would like to use the option with the No New Tax Rate, then the Add/Delete list is irrelevant because they wouldn't have the funds for it. Commissioner Hale said the item that is an absolute priority for him is to fund a full 9 months of wage movement to take care of the current employees.

Judge Hill said that he already knows the county will be raising taxes next year due to the jail coming online and the new positions related to it. He does not like raising taxes on the citizens two years in a row. Judge Hill showed the Court a graph he put together showing the county's budget has grown in direct relation to population and inflation.

Judge Hill made a motion to delete the Precinct 3 Chief Deputy Constable position and create a position for a Deputy Constable II. Commissioner Williams seconded the motion. Commissioner Fletcher said she would prefer for this motion to be held to gather more information about the actual data. Commissioner Williams said this change was already in the recommended budget and it could be left in until a vote is taken for approval of the entire budget.

Commissioner Fletcher said they could take a vote on the CPS (Child Protective Services) issue mentioned earlier. The County has been asked to take over the travel and conference costs for state CPS employees. Commissioner Fletcher said she is not comfortable with taking over those costs. If the County has a choice, Commissioner Fletcher said she doesn't understand why they would pay for state employee's travel and conference costs. She would rather take the \$11,500 and move it over to contingency for the CPS Board and for the children. Judge Hill asked which budget these funds would be put in. Ms. Arris said this line item is its own separate fund and it's not in the general fund for transfers. Commissioner Fletcher said, if the funds must be in a specific budget, she would split the amount into the emergency shelter budget, the special needs budget, and the clothing budget. Judge Hill said that would be approximately \$3,830 for each line item. Commissioner Fletcher said she would allocate the majority into the special needs and clothing

budgets. For the emergency shelter budget she would allocate \$1,000. A motion was made to approve the CPS budget but to remove the \$11,500 allocated towards travel and education. The money will be reallocated with \$1,000 going into the emergency shelter budget and splitting the remainder between the special needs budget and clothing budget. Commissioner Fletcher made a motion to approve the changes as proposed. (Time: 4:43 p.m.)

Motion by: Commissioner Susan Fletcher

Second by: Judge Chris Hill

Vote: 5 – 0 Passed

The Court briefly discussed the proposed personnel adjustments the DA (District Attorney) had requested. Commissioner Fletcher made a motion to approve the changes as proposed by the DA. Two Misdemeanor Prosecutor positions would be given up for one Chief Felony Prosecutor position and adjusting one Felony Prosecutor position to create a new Prosecutor position at pay grade 587. (Time: 4:55 p.m.)

Motion by: Commissioner Susan Fletcher

Second by: Commissioner Cheryl Williams

Vote: 5 – 0 Passed

Ms. Arris presented a summary of the Constables' stats to the Court.

Judge Hill recessed the Budget Workshop Special Session at 5:00 p.m. to review the data. The Budget Workshop Special Session was reconvened at 5:13 p.m.

Judge Hill said they will pick up on the motion regarding Precinct 3 Chief Deputy position. Commissioner Fletcher thanked the team for gathering the information because she will now be able to make an educated vote. Judge Hill said the motion was to delete the Precinct 3 Chief Deputy Constable position and create a Deputy Constable II position. However, the County will need to fund compensation for the Chief Deputy position for a month and a half and only 10 and half months will need to be funded for the Deputy Constable II position. (Time: 5:16 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Cheryl Williams

Vote: 3 – 2 Passed

Nay: Commissioner Susan Fletcher and Commissioner Duncan Webb

Judge Hill recessed the Budget Workshop Special Session at 5:16 p.m. on Tuesday, August 16, 2022.

BUDGET WORKSHOP SPECIAL SESSION, WEDNESDAY, AUGUST 17, 2022

Judge Hill reconvened the Budget Workshop Special Session at 9:08 a.m. on Wednesday, August 17, 2022.

Judge Hill said Budget had provided the projected impact to the fund balance if the County were to do a 40% COLA (Cost of Living Adjustment). Commissioner Hale said 40% CPI (Consumer Price Index) has been a standard and would leave 217 days of fund balance. Commissioner Williams said there are no additional items coming out of the fund balance and would be in favor of the 40% COLA especially with the cost of living increases everyone is experiencing. Commissioner Fletcher asked Budget if there are any one-time expense items in the current budget that could be paid through the general fund balance. Ms. Arris said there are no items of significant value. With no further discussion, a motion was made to approve the 40% COLA. (Time: 9:11 a.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Cheryl Williams

Vote: 5 – 0 Passed

COURT ORDER NO. 2022-768-08-17

Commissioner Williams said there is still an outstanding budget item that is out of the Court's control, and it won't come back to the Court until Friday, August 19, 2022. There are many items in the FY2023 budget that the Commissioner said she cannot make a determination on until she sees that budget. Commissioner Williams asked the Court to adjourn the workshop and reconvene on Monday, August 22, 2022. Judge Hill agreed but said he would like to address one item before adjourning.

Judge Hill said the Court had voted affirmatively on the PFP (Pay for Performance) participation policy. However, a deadline was not given on when elected officials need to provide a response. Commissioner Webb asked how long it would take HR to reach out and get feedback. Mr. Jacobson said they could easily do it in two weeks. Commissioner Williams suggested the deadline date of September 7, 2022. The Court agreed. A motion was made to adjourn the Budget Workshop and reconvene on Monday, August 22, 2022, at 9:00 a.m. (Time: 9:15 a.m.)

Motion by: Commissioner Cheryl Williams

Second by: Judge Chris Hill

Vote: 5 – 0 Passed

7. Review of Add/Delete List

8. Court Recommended Budget Review

9. AI-52520 Discussion of Proposed FY 2023 Tax Rate

10. Propose Tax Rate

11. AI-52521 Schedule Public Hearings

a. Tax Rate Public Hearing (Tax Code 26.05 & 26.06)

b. Budget Public Hearing (LGC 111.067 & 111.068)

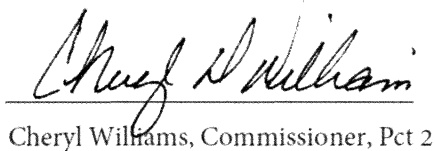
EXECUTIVE SESSION

Judge Hill adjourned the Budget Workshop Special Session at 9:15 a.m. on Wednesday, August 17, 2022.

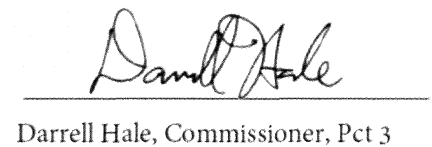

Chris Hill, County Judge

Not Present

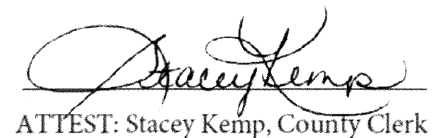
Susan Fletcher, Commissioner, Pct 1


Cheryl Williams, Commissioner, Pct 2




Darrell Hale, Commissioner, Pct 3


Duncan Webb, Commissioner, Pct 4


ATTEST: Stacey Kemp, County Clerk