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|---------------------|---|----------------|
| State of Texas      | § | Court Order    |
| Collin County       | § | 2024-774-08-12 |
| Commissioners Court | § |                |

An order of the Commissioners Court approving the filing of the July 8, 2024 minutes.

On Monday, July 8, 2024, the Commissioners Court of Collin County, Texas, met in Regular Session in the Commissioners Courtroom, Jack Hatchell Collin County Administration Building, 4th Floor, 2300 Bloomdale Road, City of McKinney, Texas, with the following members present, and participating, to wit:

Judge Chris Hill  
Commissioner Cheryl Williams  
Commissioner Darrell Hale  
Commissioner Duncan Webb

Absent: Commissioner Susan Fletcher

Commissioner Hale led the Invocation  
Commissioner Webb led the Pledge of Allegiance  
Judge Hill led the Pledge of Allegiance to the Texas Flag

Judge Hill called to order the meeting of the Collin County Commissioners Court at 1:30 p.m. The meeting was adjourned at 3:43 p.m.

President Hill called to order the meeting of the Collin County Health Care Foundation at 3:43 p.m. and adjourned the meeting at 3:43 p.m.

**PRESENTATION/RECOGNITION:**

**1. AI-56099 Allen PD Recognition of Collin County First Responders.**

Steve Dye, Allen Police Chief, expressed gratitude on behalf of the City of Allen for Collin County’s law enforcement support during the May 6, 2023 mass shooting at the Allen Premium Outlets. He said Collin County’s SO (Sheriff’s Office) and Constables were among the first to arrive and assist with clearing over 53 acres after the shooter was taken down. He also said Allen PD (Police Department) prided themselves on their teamwork, collaboration, and partnerships, which Collin County embodied on May 6th and in the days and weeks following the shooting.

Jonathan Boyd, Allen Fire Chief, thanked the officers who responded and expressed gratitude for the countywide support. He said Collin County embodied being there for your neighbors.

Allen Police Chief, Steve Dye, presented the Commissioners Court with a letter of appreciation along with police and fire challenge coins on behalf of the City of Allen.

Judge Hill thanked Chiefs Dye and Boyd and all of the men and women of their departments for recognition of their partnership with Collin County's SO and Constables. (Time: 1:37 p.m.)

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

**1. AI-56209** Personnel Appointments, Human Resources.

**2. AI-56210** Personnel Changes, Human Resources.

**FYI NOTIFICATION:**

**1. AI-56196** Intra-County account transfers transmitted June 20, 2024, Auditor.

**COMMISSIONERS COURT BUSINESS:**

**Public comments related to an item on the Agenda.**

**1. Consent Agenda Items:** Judge Hill pulled item 1d1 and 1d2 for discussion and Commissioner Hale pulled item 1f4 for comment. With no further comments, a motion was made to approve the remainder of the consent agenda. (Time: 1:38 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Darrell Hale

Vote: 4-0: Passed

**a. AI-56177** Disbursements for the period ending July 2, 2024, Auditor.

**COURT ORDER NO. 2024-620-07-08**

**b. AI-56178** Indigent Defense Disbursements, Auditor.

**COURT ORDER NO. 2024-621-07-08**

**c. AI-56197** Tax refunds totaling \$284,388.20, Tax Assessor-Collector.

**COURT ORDER NO. 2024-622-07-08**

d. **Award(s):**

1. **AI-56239** Emergency Temporary Chiller Rental for Administration Building (Contract No. 2024-375) to Johnson Controls, Inc. through Sourcewell Cooperative Contract No. 070121-JHN, authorize the Purchasing Agent to finalize and execute associated documents, and budget amendment in the amount of \$350,000 for same, Facilities.

Judge Hill noted agenda items 1d1 and 1d2 were related to the same budget amendment so both would be considered in the same discussion.

Judge Hill said a physical plant located on the Collin County campus utilized a chilled water line to cool down existing buildings. This same line would be used to cool new buildings which are currently under construction. Judge Hill said it was evident the current chilling system did not have the capacity to serve the entire campus and asked for additional information on the need for the temporary emergency chiller and what has been done to plan for its use.

Rick Monk, Director of Facilities, said in 2020 he was made aware of the plan to include newly constructed buildings on the existing water line for the campus. Since 2020, there has been incremental degradation of the chiller system. This degradation combined with warmer condensing water temperatures and chiller tube scaling has lowered chiller capacity from 3000 tons to between 2500-2700 tons.

Yoon Kim, County Administrator, said engineers sent a letter in 2020 stating our chiller system had the capacity for the new construction unless there was an issue with the chiller system. The 350-ton temporary emergency chiller would be used for the Administration Building to relieve the strain on the current system. Mr. Kim said the current chiller system did not have a redundancy so any further problems would affect the remaining buildings on that system.

Judge Hill asked for clarification on a future redundancy plan for the chiller system. Mr. Monk said the current CUP1 (Central Utility Plant 1) would need to be upgraded to increase capacity by at least 2000 tons. CUP2 is being constructed with the capacity for upgrade with two 2000-ton chillers. Mr. Monk said full redundancy would be reached when both CUPs were upgraded and able to individually carry the capacity to cool the entire campus. Mr. Monk also said scaling in the current chiller lines would be addressed through acid washing to improve system performance.

Commissioner Webb asked if the proposed electrical improvements would be left in place to allow for future use and connection of temporary emergency chillers. Mr. Monk confirmed that would be the case. Judge Hill asked for information on time frames for setting up emergency electrical service and obtaining the temporary chiller.

Mr. Monk said the electrical work could be completed by Sunday if the Court approved it today. He said one chiller was available on a first come, first served basis so he recommended approval for both the electrical services and chiller lease.

Commissioner Williams said she did not want to wait to acquire the chiller and risk employees working in high temperatures.

Michelle Charnoski, Purchasing Agent, said the Purchasing Department received six quotes for four-week increments. She said the temporary chiller could be returned if it was no longer needed and the County would not be invoiced for the remaining months the chiller was not used.

With no further comments, a motion was made to approve this agenda item. (Time: 2:00 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Duncan Webb

Vote: 4-0: Passed

**COURT ORDER NO. 2024-623-07-08**

**2. AI-56241** Emergency Electrical Service for Administration Building (Coop. Contract No. 2024-376) to Today's Electric, Inc. through Collin County Community College District Contract No. 4482, Facilities.

Discussion for this item can be found under agenda item 1d1.

The motion to approve this agenda item also included agenda item 1d1. (Time: 2:00 p.m.)

Motion by: Judge Chris Hill

Second by: Commissioner Duncan Webb

Vote: 4-0: Passed

**COURT ORDER NO. 2024-624-07-08**

**3. AI-56191** Digital Portable X-Ray System and Extended Service Contract (Quote No. 2024-320) to Henry Schein, Inc. through Omnia Partners Cooperative Contract No. 2021002973 and further authorize the Purchasing Agent to finalize and execute same, Medical Examiner.

**COURT ORDER NO. 2024-625-07-08**

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

**1. AI-56203** \$100,000 to re-budget funds received from Possession & Use Agreements with TxDOT (2018 Bond Funds), Engineering.

**COURT ORDER NO. 2024-626-07-08**

**f. Miscellaneous:**

**1. AI-56195** Final Plat for Arbor Trails Phase 2, Engineering.

**COURT ORDER NO. 2024-627-07-08**

**2. AI-56198** Appointment of Dr. Arifa Nishat as a health authority for Collin County, Health Care.

**COURT ORDER NO. 2024-628-07-08**

**3. AI-56211** Personnel Appointments, Human Resources.

**COURT ORDER NO. 2024-629-07-08**

**4. AI-56212** Personnel Changes, Human Resources.

Commissioner Hale congratulated the following County employees for receiving promotions: Eric Meyer, Preston Beaty, Marcus Ramirez, Shelby Wright, and Yordanos Adenew. With no further comments, a motion was made to approve the item. (Time: 2:01 p.m.)

Motion by: Commissioner Darrell Hale

Second by: Commissioner Cheryl Williams

Vote: 4-0: Passed

**COURT ORDER NO. 2024-630-07-08**

**2. General Discussion Items:**

**Presentation, discussion and any action regarding:**

**a. AI-56174** Vehicle Policy, Administrative Services.

Commissioner Webb expressed appreciation for the modifications to the proposed vehicle policy related to moving violations. He approved of the reductions from three moving violations in a 12-month period and five over a 24-month period to no more than two in a 12-month period and three in a 24-month period.

Commissioner Williams invited Jim Skinner, Collin County Sheriff, to discuss his concerns on the proposed vehicle policy with the Court.

Sheriff Skinner said he appreciated all of the hard work that went into developing the policy and asked to clarify some items within the policy. He first addressed Section III Ab (1) and (2). He understood these to mean there would be no expectation from the Court for law enforcement officials to seek the Court's permission in order to license any vehicle deemed necessary for covert alias activity. He said the proposed vehicle policy would need to remain in compliance with TTC (Texas Transportation Code) Sec. 721.005 b1B, as there were numerous occasions where the SO would need to utilize unmarked vehicles with non-exempt plates. These occasions included meeting with victims, witnesses or informants or when delivering death notifications. He further noted how these unmarked vehicles often carry weapons, ammunition, and other expensive equipment so non-exempt plates were essential to avoid drawing attention to those vehicles.

Sheriff Skinner requested an exemption to section III A1c, which said all County vehicles shall be white in color. He asked the Court to allow vehicles used by supervisors to be black so they would be easily distinguishable from white patrol cars.

Judge Hill agreed and asked Yoon Kim, County Administrator, to clarify the inscription policy as it related to the TTC. Mr. Kim said TTC Sec. 721.004 stated County vehicles "shall have inscriptions" while TTC Sec. 721.005b allowed Commissioners Court of a county to exempt vehicles from the requirements of 721.004 when a vehicle was used to perform an official duty by a sheriff's office. Judge Hill said III A1(2) of the proposed vehicle policy could be amended to say, "...expressly exempted by the Collin County Commissioners Court pursuant to TTC Sec. 721.005b". He further added section III A1c of the proposed vehicle color policy did authorize the Court to exempt vehicles as requested.

Mr. Kim explained the proposed process for approving an exemption involved reaching out to every department in possession of County vehicles for a list of all vehicles to be exempted from inscription with corresponding justification for the exemption. The documents would be gathered and submitted to the Court for approval. All non-exempt, non-compliant vehicles would be marked when being serviced.

After further discussion, the following changes to the proposed vehicle policy were submitted for approval: Page two, section IA6a: "No more than two moving traffic violations and/or motor vehicle accidents recorded against your driver's license by any licensing agencies within the preceding 12-month period." Page two, section IA6b: "No more than three moving traffic violations and/or motor vehicle accidents recorded against your driver's license by any licensing agencies within the preceding 24-month period." Page four, section IF1: "Receiving citations for more than two moving violations over a 12-month period regardless of disposition, including dismissal pursuant to completion of probation or plea bargain, except when adjudicated 'not guilty'."

Page five, section IK: “The use of all alcohol & tobacco products is prohibited in all county-owned, leased, or rented vehicles. Additionally, no alcohol shall be consumed within eight hours prior to the operation of any county-owned, leased, or rented vehicles”.

Page six, section IIIA 1b (2): “...expressly exempted by the Collin County Commissioners Court, pursuant to Texas Transportation Code section 721.005 (b).”

Page six, section IIIA 1d: Strike this section in its entirety.

With no further comments, a motion was made to approve this agenda item. (Time: 2:44 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Cheryl Williams

Vote: 4-0: Passed

**COURT ORDER NO. 2024-631-07-08**

**b. AI-56200** 2024 Elected Official Compensation Presentation, Human Resources.

Cynthia Jacobson, Director of Human Resources, presented a PowerPoint presentation on Elected Official Compensation. Collin County increased elected official salaries by an average of three percent over the past five years. All elected officials are compensated equally unless there is a request, statute change, or adjustment to the market.

Ms. Jacobson compared Collin County salaries to surrounding counties, which included Bexar, Dallas, Denton, Fort Bend, Montgomery, Rockwall, Tarrant, Travis and Williamson Counties. Last year, the Court adjusted salaries of several elected officials to the average. However, the Collin County Commissioners are still nine percent below average compared to comparison counties. The District Attorney’s current salary is seven percent below average and ranked seven out of ten when compared to like counties. (Time: 2:55 p.m.)

**NO ACTION**

**c. AI-56201** 2024 Ancillary Benefits Presentation, Human Resources.

Erica Johnson, Assistant Director of Human Resources, presented a PowerPoint presentation on Ancillary Benefits. She said there are two different types of ancillary benefits which are employee-paid and county-paid. County-paid benefits include paid leave, paid holidays, call-in pay, tuition assistance, jury duty pay, short and long-term disability, and two different employee assistance programs through United Healthcare and BlueCross BlueShield. Paid leave is awarded based on years of service, which is the same when compared with other entities. Catastrophic time off is no longer awarded, although there are still 215 employees who have this benefit. This is a 12% decrease from FY2022.

Effective June 15, 2021, HB2073 (House Bill) required paid quarantine leave for officers due to exposure to communicable diseases, such as COVID-19. In 2023, one employee used the benefit versus 37 who used it in 2022. The bill does not expire.

The two different types of compensatory time offered are straight and premium. Straight compensatory time is earned by exempt employees and when employees work during an office closure. Non-exempt employees with a maximum accrual of 200 hours earn premium compensatory time in lieu of overtime. In 2023, payment for both straight and premium compensatory time increased. Currently there are 82 employees who have exceeded 200 hours of premium compensatory time; this is a 37% increase over 2022. In an effort to reduce non-exempt compensatory balances, the County required employees with over 100 hours as of January 1<sup>st</sup> to reduce their balances by using comp time before using PTO (paid time off). There are 122 employees with over 200 hours of comp time, which is a 49% increase from 2022. The majority of them are from the Sheriff's Office. There was a total of 102,000 hours of overtime paid at a cost of roughly \$4.2 million. This was an 18% increase in total number of hours and a 25% increase in cost to the County.

Additionally, there were increases in call-in pay, tuition assistance, court reporter compensatory time, stipend pay, jury duty pay, short-term and long-term disability, medical payments for workers' compensation, and motivation pay. Ms. Johnson listed some of the employee paid voluntary benefits offered by Collin County. The list included long-term pay for employees with less than eight years of service, health care and dependent care flexible spending accounts, dreaded disease, accident and universal life insurance, 457(b) deferred compensation retirement, supplemental employee life insurance, dependent life insurance, and pre-paid legal services.

Lastly, Ms. Johnson presented some of the ancillary benefits offered by other entities but not provided by Collin County. These benefits include education pay, language pay, auto allowance, and retiree health insurance. (Time: 3:12 p.m.)

**NO ACTION**

**d. AI-56202** 2024 Legal Compensation Presentation, Human Resources.

Cynthia Jacobson, Human Resources, presented a PowerPoint presentation on Legal Compensation. She discussed current turnover rates for the DA's (District Attorney) Office compared to prior years. The turnover rate for 2024 is projected to be 16% overall and 23% for DA attorney positions only. Ms. Jacobson also discussed compensation, pay range quartiles, legal salary rankings and how these compared to the comparison counties. She said positions with average compensation differences nearing 10% would be monitored for gradual increases to avoid drastic differences between pay grades for those positions. (Time: 3:30 p.m.)

**NO ACTION**



### 3. Executive Session Items:

The Court did not recess into Executive Session.

#### **Public Comments not related to an item on the Agenda.**

Debbie Lindstrom, Citizens Defending Freedom, said there were nearly 40 citizens who attended Commissioners Court in August of 2023. They spoke about election integrity prompted by the CDF's (Citizens Defending Freedom) white paper outlining 17 priority improvements to elections. One of the improvements suggested was the addition of consecutively numbered ballots. Ms. Lindstrom said Judge Hill indicated he was open to this suggestion. In March of 2024, CDF met with Judge Hill to present a revised list of five reforms which could be implemented by the November primary election. One of the five reforms listed was consecutively numbered ballots. She said she welcomed the recent change made by the SOS (Secretary of State) advisory which banned machine generated numbering for ES&S (Election Systems & Software) systems. She said ballot numbering did not fully solve the secrecy issue; the real solution was to move to precinct voting. She said she recognized some of the challenges in doing so, such as having enough locations to service all of Collin County, public confusion on where to vote, and voter disenfranchisement. Ms. Lindstrom offered to provide solutions to these challenges and said she would continue to appeal on opting out of countywide polling place program as it was the root of the ballot secrecy and auditing problems. (Time: 3:33 p.m.)

Shannon Ayers, McKinney, said in March of 2024, members of the CDF met with Judge Hill and presented a list of five election reforms which could be implemented by the November primary election. The reforms discussed were addressing the voter rolls, precinct voting on Election Day, pre-printed consecutively numbered ballots, hand-marked ballots with limited BMDs (Ballot Marking Device) issued only for those who medically need them, and rigorous auditing after the election. She also expressed her excitement towards Collin County's compliance with the SOS advisory requiring the use of pre-printed consecutively numbered ballots. Ms. Ayers said the CDF understands the challenges on transitioning from countywide to precinct voting when everyone is used to the convenience of countywide voting. She said Collin County could enhance the integrity of its elections while ensuring all eligible voters can cast their ballots by changing to precinct voting on Election Day. Ms. Ayers discussed the recent discovery that some ballots are not secret and the proposed fix by the SOS. (Time: 3:36 p.m.)

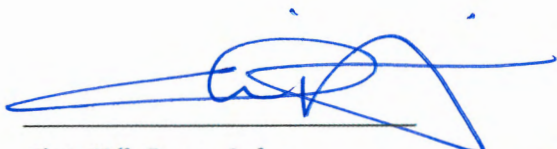

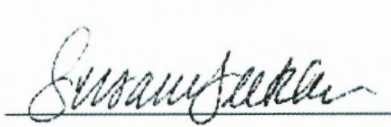
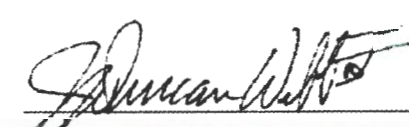
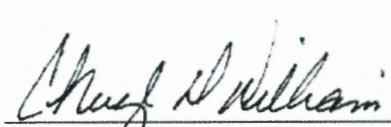

Chuck Reynolds, McKinney, thanked the Court for the many good things they do for Collin County. He said he has learned that election electronics simply do not have the security controls in place to defend against foreign or domestic adversaries. Collin County is currently using an electronic BMD process which cannot guarantee the preservation of the voter's original intent. Fortunately, the Collin County Commissioners Court has a lawful option to use BMD or hand-marked ballots. He said changing to hand-marked ballots would guarantee 100% preservation of the voter's original intent.

Mr. Reynolds said he believes elections are the Court's most important role and protecting the voter's original intent should be the highest priority. (Time: 3:39 p.m.)

Judge Hill said in the March 2023 primary elections he observed a neighboring county which allowed voters to choose whether they would like to use a hand-marked paper ballot or a BMD. Once the voter completed their selections, both ballots were fed into a tabulator. He asked Yoon Kim, County Administrator, if Collin County has the option to offer both ballots. Mr. Yoon said he would look into it and report his findings to the Court. (Time: 3:41 p.m.)

Barbra Lyke, Wylie, spoke in support of the FY2024 budget workshop. She said during the budget workshop Sheriff Jim Skinner would be requesting the financial support from the Commissioners Court. She asked the Court to support the financial needs of Sheriff Skinner's requests. She thanked the Court for allowing the time for individuals to speak during the Commissioners Court meetings. (Time: 3:42 p.m.)

There being no further business of the Court, Judge Hill adjourned the meeting at 3:43 p.m.

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| <br>Chris Hill, County Judge             |  | Not Present<br>_____<br>Darrell Hale, Commissioner, Pct 3   |
| <br>Susan Fletcher, Commissioner, Pct 1  |   | <br>Duncan Webb, Commissioner, Pct 4  |
| <br>Cheryl Williams, Commissioner, Pct 2 |   | <br>ATTEST: Stacey Kemp, County Clerk |