

State of Texas	§	Court Order
Collin County	§	2025-xxx-08-18
Commissioners Court	§	

An order of the Commissioners Court approving the filing of the July 21, 2025 minutes.

On Monday, July 21, 2025, 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:

Commissioner Susan Fletcher, Precinct 1
Commissioner Cheryl Williams, Precinct 2
Commissioner Duncan Webb, Precinct 4

Absent:

Judge Chris Hill
Commissioner Darrell Hale, Precinct 3

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

Commissioner Williams called the Collin County Commissioners Court meeting to order at 1:30 p.m. and adjourned the meeting at 3:32 p.m.

Commissioner Williams called to order the meeting of the Collin County Health Care Foundation at 3:32 p.m. and adjourned the meeting at 3:32 p.m.

Commissioner Williams called to order the meeting of the Collin County Toll Road Authority at 3:32 p.m. and adjourned the meeting at 3:32 p.m.

DECISIONS MANDATED BY LEGAL ENTITIES OUTSIDE OF COMMISSIONERS COURT AUTHORITY:

1. AI-58367 Personnel Appointments, Human Resources.
2. AI-58368 Personnel Changes, Human Resources.

FYI NOTIFICATION:

1. **AI-58331** P-Card Disbursements, Auditor.
2. **AI-58325** Addendum No. 1 and No. 2 to Collin County New Generator Purchase, Generator Replacements and Installations (IFB No. 2025-081) to make various changes to the Invitation for Bid, Purchasing.

COMMISSIONERS COURT BUSINESS:

Public comments related to an item on the Agenda.

1. **Consent Agenda Items:** Commissioner Williams pulled item 1e2 to be held. Commissioner Webb pulled items 1i1, and 1i5. With no additional comments, a motion was made to approve the remaining items. (Time: 1:32 p.m.)

Motion by: Commissioner Duncan Webb

Second by: Commissioner Susan Fletcher

Vote: 3-0 Passed

- a. **AI-58326** Disbursements for the period ending July 15, 2025, Auditor.

COURT ORDER NO. 2025-699-07-21

- b. **AI-58327** Indigent Defense Disbursements, Auditor.

COURT ORDER NO. 2025-700-07-21

- c. **AI-58340** Tax refunds totaling \$152,604.61, Tax Assessor-Collector

COURT ORDER NO. 2025-701-07-21

- d. **Advertisement(s):**

1. **AI-58330** Installation of Emergency Equipment and Supplies (IFB No. 2025-168), Public Works.

COURT ORDER NO. 2025-702-07-21

e. Award(s):

1. AI-58324 Fujitsu Document Scanner FI-8170 (Coop Quote No. 2025-299) to 1st Run Computer Services Inc., through Omnia Contract No. 01-170, Information Technology.

COURT ORDER NO. 2025-703-07-21

2. AI-58305 Collin County Justice Center Cluster IV Chilled Water Pump project (Coop Contract No. 2025-255) to Reliable Plant Maintenance Inc. through TIPS Contract No. 230104, Facilities.

HELD

f. Agreement(s):

1. AI-58342 Tax Collection Services Agreement between the Collin County Tax Assessor-Collector and North Collin County Municipal Utility District No. 1, Tax Assessor-Collector.

COURT ORDER NO. 2025-704-07-21

g. Amendment(s):

1. AI-58302 No. 15 to Software and Implementation Services for ERP Financial System (Contract No. 2015-192) with Tyler Technologies, Inc. to provide various changes to the contract, and further authorize the Purchasing Agent to finalize and execute same, Information Technology.

COURT ORDER NO. 2025-705-07-21

h. Receive and File, Auditor:

1. AI-58332 Monthly Financial Reports for May 2025.

COURT ORDER NO. 2025-706-07-21

i. Miscellaneous:

1. AI-58275 Accept the roads within Hills of Lone Star Phase 8C for county maintenance, Engineering.

Commissioner Webb expressed concern about the County assuming maintenance responsibilities for residential streets in neighborhoods. He stated that maintaining the roads would cost the County more than \$19,000 annually and questioned whether the property taxes from those homes would cover that expense. Commissioner Webb stated that the maintenance costs would likely exceed the revenue generated from property taxes and felt it was not a sustainable direction for the County. He emphasized the importance of citizens understanding the financial implications of accepting more roads in the future and suggested it might be more cost-effective for private developments, like PUDs (Planned Unit Development) or PIDs (Public Improvement District), to manage road maintenance themselves.

Clarence Daugherty, Director of Engineering, explained that specific figures had not yet been calculated. He noted that the information presented came from the Public Works Department. Although the issue had been raised multiple times during discussions about road acceptance, no updated calculations had been performed recently.

Commissioner Fletcher acknowledged the ongoing issue of the County taking on responsibility for roads in areas that would traditionally be annexed by cities. She agreed with Commissioner Webb's concerns and pointed out that legislative changes limiting forced annexation had shifted the burden of maintaining infrastructure to counties. As a result, counties were left to support growing residential areas where residents did not pay city taxes but still expected city-level services. Commissioner Fletcher stated that the issue had been expanding for years, placing additional strain on county resources as new developments increase wear on roads. Commissioner Fletcher agreed that the long-term problem needed to be addressed but she supports accepting the roads in the short term due to immediate public needs, such as school buses and emergency services. (Time 1:36 p.m.)

Motioned by: Commissioner Susan Fletcher

Second by: Commissioner Cheryl Williams

Vote: 2-1 Passed

Nay: Commissioner Duncan Webb

COURT ORDER NO. 2025-707-07-21

2. AI-58329 Acceptance of a Lowe's rebate in the amount of \$484.71 to be deposited in the Going the Extra Mile Employee Incentive Program line item, and budget amendment for same, Purchasing.

COURT ORDER NO. 2025-708-07-21

3. AI-58369 Personnel Appointments, Human Resources.

COURT ORDER NO. 2025-709-07-21

4. AI-58370 Personnel Changes, Human Resources.

COURT ORDER NO. 2025-710-07-21

2. General Discussion Items:

Presentation, discussion and any action regarding:

a. AI-58311 Update on moving the historical bridge from the Collin County Adventure Camp, Administrative Services.

HELD

b. AI-58306 Construction and Projects FY2025 3rd Quarter Update, Construction & Projects.

Sandeep Kathuria, Director of Building Projects, presented a detailed update on the County's construction projects for the Third Quarter of Fiscal Year 2025. He discussed the ongoing construction at the McKinney campus outlining notable progress on the Medical and Mental Health Phase Two building, including near-completion of concrete work, removal of the crane, and installation of mechanical systems. Additionally, the Healthcare, Medical Examiner and Parking Garage buildings saw fire lane completion, erection of a second crane, and completion of the first floor slab of the parking garage.

Mr. Kathuria reviewed the timeline and costs for each project. He highlighted the Medical and Mental Health Phase Two project has reached 43% completion with \$401,000 in quarterly change orders. Additionally, the Healthcare, Medical Examiner and Parking Garage project was at 40% completion with \$463,000 in change orders. The modular Central Utility Plant remained on track for October completion, with shipment scheduled for late August. Mr. Kathuria noted that the Courthouse expansion, Animal Shelter Adoption Facility, and kitchen relocation at the Adult Detention Facility are in the design and pre-construction phase, with construction starts expected in 2026. The Juvenile Probation renovation began this quarter, with completion targeted for February 2026.

Commissioner Fletcher asked if the projects were on schedule and whether the public could access the information online. Mr. Kathuria responded that while timelines had shifted slightly due to solicitation and CMAR (Construction Manager At Risk) delays, the projects remained on track and design coordination was going well. He added that the information would not be posted online due to frequent updates but were available through the Court presentation updates. (Time 2:23 p.m.)

NO ACTION

c. AI-58253 2025 Elected Official Compensation Presentation, Human Resources.

Cynthia Jacobson, Director of Human Resources, presented the updated Elected Official Compensation Policy for 2025. She explained that the presentation looked different from previous years due to the implementation of a new policy aimed at improving how Elected Officials' salaries are determined. The updated policy focused on using the average of the 5th and 6th ranked comparison counties rather than a general average, which had proven unreliable in past years due to outliers.

Ms. Jacobson outlined salary comparisons, noting that the Sheriff and the County Judge were currently earning above both benchmarks and under the current policy would still receive increases. She recommended amending the policy so that officials above the benchmarks would not receive increases, better aligning with the Court's objective of reaching the 5th/6th average. She also noted that some officials, like the Justices of the Peace, were under the benchmark but would be excluded from raises due to being slightly above the general average.

Ms. Jacobson also presented statutory salary increases mandated by the State, particularly for District Judges and County Court Judges, leading to nearly \$300,000 in required increases. She highlighted that additional costs could arise if the County chooses to supplement salaries further to align with state increases.

Commissioner Webb asked if immediate action was needed. Ms. Jacobson clarified that no action was needed immediately but wanted the Court to be prepared ahead of budget discussions. Commissioner Fletcher requested clarification on the 5th/6th term, which Ms. Jacobson confirmed refers to compensation ranking, not population.

Ms. Jacobson proposed revisions to clarify that only Elected Officials below both benchmarks should receive raises. Under the new framework, the Sheriff and County Judge would receive no increase, and the County Clerk and District Clerk would receive reduced increases. The Justices of the Peace and District Attorney, being below the benchmarks, would receive adjustments. Commissioner Fletcher asked for clarification on whether the District Attorney was still under the benchmark. Ms. Jacobson confirmed he was, explaining that his salary is calculated like other Elected Officials, including supplements, though his situation is unique due to state funding factors. Ms. Jacobson concluded by reiterating her intent to align compensation with the Court's stated goals. She acknowledged the adoption of the new policy as a positive step and recommended further review and refinement ahead of the next budget cycle. (Time 2:48 p.m.)

NO ACTION

d. AI-58251 2025 Ancillary Benefits Presentation, Human Resources.

Erica Johnson, Assistant Director Human Resources, presented an overview of Collin County's Ancillary Benefits for 2025, noting overall increases across many benefit areas. She highlighted that the County provides both county-paid and employee-paid benefits, with most funded by the County. These benefits include paid leave, holidays, tuition assistance, short and long-term disability insurance, and two employee assistance programs. Ms. Johnson stated that paid leave usage remained stable compared to 2023, while catastrophic leave usage and liability continued to decline. Compensatory time balances increased by 27% from 2023, with 131 employees exceeding the 200-hour cap for premium comp. Overtime costs remained steady at \$4.2 million despite a slight reduction in hours worked. Holiday benefits were consistent with other counties, with the only notable change being the City of Garland adding Juneteenth in 2024.

Ms. Johnson further stated that longevity benefits continued to decline, and shift differentials rose by 8%. Court Reporter comp time increased by 16%, totaling \$164,000. Tuition assistance saw decreased usage, with only seven employees participating. Additionally, both the CSCD and Juvenile Departments provided stipends to qualifying employees, with the State funding some additional bonuses for Juvenile employees through House Bill 1 and Senate Bill 1. Jury duty pay rose by 80%. Disability coverage saw a rise in both short-term claims and long-term premiums. Life insurance benefits were enhanced, and long-term care benefits, unique to Collin County, remained a standout offering.

Ms. Johnson highlighted that workers' compensation costs increased 78%, and Elected Official motivation and safety pay grew nearly fivefold from 2023. For employee-paid benefits, participation in 457(b) retirement plans rose by 5%. Ms. Johnson concluded that while Collin County offers a wide range of benefits, some entities offer additional perks like education and language pay, vehicle allowances, and retiree medical contributions, which Collin County does not currently provide. (Time 3:02 p.m.)

NO ACTION

e. AI-58250 2025 Law Enforcement Compensation Presentation, Human Resources.

Cynthia Jacobson, Director of Human Resources, presented the 2025 Law Enforcement Compensation update as part of the County's budget preparation process. She noted the data, effective as of January 2025, included organizational changes within the Sheriff's Office, which added 67 positions since Fiscal Year 2024, including 55 Detention Officers and 7 Deputy Sheriffs, while eliminating food service roles due to outsourcing. Additionally, Montgomery County was included in this year's survey after being excluded in 2024 due to data concerns. Ms. Jacobson detailed that law enforcement turnover improved in 2024 across all categories, with the largest drop among Detention Officers, although early 2025 data showed an upward trend likely due to the influx of new hires. Of those who left, 75% did so within their first two years of employment.

Ms. Jacobson compared the County's staffing, turnover, and compensation to peer counties and cities, noting that while County turnover traditionally exceeds city rates, in 2024 they were similar. She confirmed that the County participated in most supplemental pays offered by peer counties, including rangemaster and special teams pay, though it did not offer education pay. She also noted that retention pay, once tested by several cities, had been phased out. Pay comparisons revealed Collin County ranked high in many areas including the second-highest payer for Dispatchers and the highest among counties for Deputy Sheriffs' minimum and maximum salaries, though still 9% below the benchmark marker when cities were included.

Ms. Jacobson detailed a job-by-job compensation analysis noting that Detention Officers saw significant hiring, and while Denton County still led in Detention salaries, their turnover remained nearly double that of Collin County. Commissioner Fletcher questioned the validity of comparing counties to cities due to differences in jail size, and Ms. Jacobson responded that the job duties were comparable.

Ms. Jacobson concluded with a review of staffing and pay for supervisory roles including Sergeants, Lieutenants, and Deputy Sheriffs, highlighting tenure, internal promotions, and pay differences from market. Jail Sergeants and Lieutenants were mostly promoted from within and showed high tenure and placement in upper pay quartiles. Deputy Sheriffs had an average tenure of over 10 years, and 56% were assigned to patrol. Their pay was competitive, especially among counties. Court Officers and Deputy Constables also demonstrated long-term service, with most earning within or above their pay range markers. The Fire Marshal position faced unique staffing challenges despite being paid above market rate, largely due to competition with city fire departments. A new recruit position was created to support staffing in that role. (Time 3:20 p.m.)

NO ACTION

f. AI-58252 Legal Compensation Presentation, Human Resources.

Erica Johnson, Assistant Director Human Resources, presented the 2025 Legal Compensation overview, focusing on attorney salaries within and outside the District Attorney's Office. Montgomery County was reintroduced to the comparison group after being excluded in 2024 due to data issues. She reported stable five-year turnover within the District Attorney's Office, dropping from 18 attorney separations in 2024 to just 6 in 2025. Entry-level roles like Misdemeanor Prosecutor and Chief Misdemeanor Prosecutor showed low tenure due to quick internal promotions, typically within 18 months. Ms. Johnson stated that despite more comparison entities, most attorney rankings remained steady or improved. While Collin County ranked fifth out of ten for Misdemeanor Prosecutors at 1% below the 75th percentile, it ranked third for Chief Misdemeanor Prosecutors and exceeded the 75th percentile for both minimum and maximum salaries.

Ms. Johnson noted that Felony Prosecutors made up nearly half of the attorney positions, with two added in Fiscal Year 2025 for a total of 39. Collin County ranked second in minimum salary and first in maximum pay for this group, exceeding the 75th percentile. The Felony Appellate Attorney positions remained stable, with no turnover and also exceeded the 75th percentile. The Chief Felony Prosecutor role saw increased turnover in 2024, though none in 2025, and moved from sixth to fourth in maximum pay, just below the 75th percentile. Newer roles like the Special Unit Prosecutor lacked sufficient comparables for evaluation. Ms. Johnson stated the Chief Appellate Attorney had virtually no turnover and ranked fourth in maximum pay, 1% below the 75th percentile. The Trial Bureau Chief, a newer role, had no turnover and ranked fifth of seven, 10% below the 75th percentile, an improvement over the prior year.

She noted the Second Assistant District Attorney, in place since 2022, ranked second in maximum salary, 2% above the 75th percentile. The First Assistant District Attorney had no turnover since 2017 and was 1% below the 75th in maximum pay. Outside the District Attorney's Office, roles like the Sheriff's Lead Advisor, Chief MHMC Attorney, Magistrate Judge, and the newly created Probate Guardianship Attorney were also discussed. The Lead Advisor and Probate Guardianship Attorney lacked enough market data for comparison. The Chief MHMC Attorney ranked first in minimum salary and second in maximum, while the Magistrate Judge role remained difficult to benchmark due to fee-based compensation in other counties. Ms. Johnson concluded that Collin County remained competitive across most attorney roles, with minor adjustments needed in select positions. (Time 3:28 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.

Judy Dishong, Plano, expressed her support of the Commissioners and stated she would speak positively about local officials in her public comments. She recalled that she has regularly attended Commissioners Court meetings at the request of a friend, with the exception of election years. Ms. Dishong expressed support for Sheriff Skinner and praised his tough but compassionate approach to mental health, recognizing his dedication to both inmate welfare and public safety. She also noted she was motivated to speak by a recent article on paper ballots, noting that the Commissioners now supported a measure they had previously opposed, seemingly due to a directive from the President. She concluded by saying she would return the following week and had prepared copies of documents to share with the Commissioners. (Time 3:32 p.m.)

There being no further business of the Court, Commissioner Williams adjourned the meeting at 3:32 p.m.