

From: [Hernandez,Noemi \(HHSC\)](#)
To: [Candy Blair](#)
Cc: [Taylor Burton](#)
Subject: RE: Merit Payout Approval for LA 071
Date: Thursday, July 17, 2025 11:26:36 AM
Attachments: [image001.png](#)
[image002.png](#)

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Hi Candy,

Per the state memo 20-036, special pay is normally based on merit and the WIC program allows for merit pay. How it is defined by your agency is based your Parent Agency's policies and guidelines.

Special pay and stipends would not be considered an annual raise. Whether it's a raise or special payout both are WIC allowable expenses. Surplus funds can be used to pay for both.

With regards,

Noemi Hernandez, MBA, RD, LD, IBCLC, CTCM
WIC Grant Contracts Project Manager
Work Mobile: 512-517-6134
Noemi.Hernandez2@hhs.texas.gov



From: Candy Blair <cblair@co.collin.tx.us>
Sent: Thursday, July 17, 2025 10:01 AM
To: Hernandez,Noemi (HHSC) <Noemi.Hernandez2@hhs.texas.gov>
Cc: Taylor Burton <tburton@co.collin.tx.us>
Subject: RE: Merit Payout Approval for LA 071

Ms. Hernandez,

Is merit or special pay not considered the same thing as an annual raise or merit increase? I need to make sure they are separate and will be reimbursed. I think last year we called them stipends. Should we use the word stipend or special pay?

I need to ensure that I word the memo correctly in court so that the state will reimburse the local.

Warmest Regards,

Candy Blair, Public Health Director
Collin County Health Care Services
Collin County Government
825 N. McDonald St. #130
McKinney, TX 75069
Ph: 972-548-5504

*"To accomplish great things, we must not only act, but also dream; not only plan, but also believe."
Author Anatole France*

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Our Mission is to Protect and Promote the Health of the People of Collin County-

From: Hernandez,Noemi (HHSC) <Noemi.Hernandez2@hhs.texas.gov>
Sent: Thursday, July 17, 2025 8:54 AM
To: Candy Blair <cblair@co.collin.tx.us>
Cc: Taylor Burton <tburton@co.collin.tx.us>
Subject: RE: Merit Payout Approval for LA 071

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Hi Candy,

One-time merits are an allowable expense. The document you referenced is a memo (attached) that we provided Jannette.

With regards,

Noemi Hernandez, MBA, RD, LD, IBCLC, CTCM
WIC Grant Contracts Project Manager
Work Mobile: 512-517-6134
Noemi.Hernandez2@hhs.texas.gov



From: Candy Blair <cblair@co.collin.tx.us>
Sent: Thursday, July 17, 2025 8:42 AM
To: Hernandez,Noemi (HHSC) <Noemi.Hernandez2@hhs.texas.gov>
Cc: Taylor Burton <tburton@co.collin.tx.us>
Subject: RE: Merit Payout Approval for LA 071

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Ms. Hernandez,

I hope you are doing well. Given our limited time, could you please confirm if the expense mentioned is allowable using the surplus funds we have available?

Warm regards,

Candy Blair
Public Health Director
Collin County Health Care Services
Collin County Government
825 N. McDonald St. #130
McKinney, TX 75069
Phone: 972-548-5504

“To accomplish great things, we must not only act, but also dream; not only plan, but also believe.”
— Anatole France

From: Candy Blair
Sent: Wednesday, July 16, 2025 11:24 AM
To: 'noemi.hernandez2@hhs.texas.gov' <noemi.hernandez2@hhs.texas.gov>
Cc: Taylor Burton <tburton@co.collin.tx.us>
Subject: Merit Payout Approval for LA 071

Ms. Hernandez,

Jannette Sepeda, our WIC Director, has requested to use some of her surplus funds for a one-time merit payout to her employees. The proposed amount is \$5,000 for each of the 17 employees, totaling \$85,000. I am uncertain about the last document you sent to her and whether this expense is permissible.

I need clarification on this before I seek approval from the Commissioner's Court for this request.

Warmest regards,

Candy Blair
Public Health Director
Collin County Health Care Services
Collin County Government
825 N. McDonald St. #130
McKinney, TX 75069

Ph: 972-548-5504

“To accomplish great things, we must not only act, but also dream; not only plan, but also believe.”
— Anatole France

Please note that messages may be sent from a portable device to expedite communication, and I apologize for any typos that may occur.

Our mission is to protect and promote the health of the people of Collin County.

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