



Scott Grigg

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TO: Collin County Commissioners

FROM: Scott Grigg, Collin County Tax Assessor Collector

DATE: January 7, 2026

RE: Supplemental Salary from Tax Assessor Collector SIT Penalty and Interest Fund – FY2026

The Collin County Commissioners have established a county policy that a range of pay will be set for all positions in the county, with a minimum and maximum. On January 12, 2026, the Commissioners are scheduled to vote on what that range will be for FY2026 and had already approved a 2% PFP increase in the FY2026 budget. In order to ensure that my office is in compliance with county policy and that all my staff is paid within the range approved by the Commissioners, a salary supplement was required. A second supplemental check is having to be submitted due to an error made by HR in the previous calculation.

This supplement is a direct result of the Chief Deputy's salary being unjustly cut without proper vetting and without any verification of her qualifications or references. She is responsible for and completes the same job duties of every other Chief Deputy in the county, yet is being forced to do so for a lower salary by the Director of HR. I am requesting that this court require the Director to submit a written plan of action effective no later than the beginning of FY2027 that will fully reinstate the Tax Office Chief Deputy's salary into the salary range that was established and approved by the Commissioner's Court and that is in line with the job that she does. The Chief Deputy has proven without a doubt to be highly qualified and more qualified than the previous person that held the position.

Affidavits and other documents for the supplemental salary from the SIT penalty and Interest Fund for FY 2026 are attached.

End of Memo