

State of Texas	§	Court Order
Collin County	§	2026-925-08-24
Commissioners Court	§	

An order of the Commissioners Court approving the filing of the July 27, 2026 minutes.

On Monday, July 27, 2026, 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 Susan Fletcher, Precinct 1
 Commissioner Darrell Hale, Precinct 3
 Commissioner Duncan Webb, Precinct 4

Absent:
 Commissioner Cheryl Williams, Precinct 2

Commissioner Hale led the Invocation.
 Judge Hill led the Pledge of Allegiance.
 Commissioner Webb 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. and adjourned the meeting at 2:23 p.m.

President Hill called to order the meeting of the Collin County Health Care Foundation at 2:23 p.m. and adjourned the meeting at 2:23 p.m.

DECISIONS MANDATED BY LEGAL ENTITIES OUTSIDE OF COMMISSIONERS COURT AUTHORITY:

1. AI-60470 Personnel Appointments, Human Resources.

FYI NOTIFICATION:

1. AI-60456 Intra-County Account Transfers transmitted on July 10, 2026, Auditor.

COMMISSIONERS COURT BUSINESS:

1. **Consent Agenda Items:** Judge Hill opened the floor for comments or discussion on the consent agenda. Commissioner Hale pulled item 1h4 for comment. Hearing no others, a motion was made to approve the remainder. (Time: 1:31 p.m.)

Motion by: Commissioner Susan Fletcher

Second by: Commissioner Darrell Hale

Vote: 4-0 Passed

a. AI-60446 Disbursements for the period ending July 16, 2026, Auditor.

COURT ORDER NO. 2026-775-07-27

b. AI-60447 Indigent Defense Disbursements, Auditor.

COURT ORDER NO. 2026-776-07-27

c. AI-60448 Tax Refunds totaling \$134,013.15, Tax Assessor-Collector.

COURT ORDER NO. 2026-777-07-27

d. Award(s):

1. AI-60467 OpenGov Transparency Solution (Contract No. 2026-380) to Vertosoft, LLC through Texas Department of Information Resources Contract No. DIR-CPO-5327, Auditor.

COURT ORDER NO. 2026-778-07-27

2. AI-60421 Fujitsu Document Scanners, Lexmark Printers and Accessories (Contract No. 2026-251) to various vendors, Information Technology.

COURT ORDER NO. 2026-779-07-27

e. Agreement(s):

1. AI-60469 Memorandum of Understanding for Wildlife Damage Management Assistance (Contract No. 2026-379) with Texas Wildlife Services Program for the period of October 1, 2026 through and including September 30, 2027, Development Services.

COURT ORDER NO. 2026-780-07-27

2. **AI-60452** Interlocal Agreement with the City of Frisco concerning the construction of Dallas Parkway from Panther Creek to PGA Parkway, New 2007 Bond Project No. RI07117, and budget adjustment in the amount of \$329,523 for same, Engineering.

COURT ORDER NO. 2026-781-07-27

3. Interlocal Agreement for AD Valorem Tax Collection Services, Tax Assessor-Collector.

a. **AI-60454** City of Allen.

COURT ORDER NO. 2026-782-07-27

b. **AI-60450** East Fork Fresh Water Supply District No. 1-A of Collin County.

COURT ORDER NO. 2026-783-07-27

c. **AI-60455** Lovejoy Independent School District.

COURT ORDER NO. 2026-784-07-27

d. **AI-60463** Serenade Municipal Utility District of Collin County.

COURT ORDER NO. 2026-785-07-27

e. **AI-60449** Tickey Creek Municipal Utility District of Collin County.

COURT ORDER NO. 2026-786-07-27

f. **AI-60451** Town of Fairview.

COURT ORDER NO. 2026-787-07-27

f. Contract Renewal(s):

1. **AI-60479** Professional Services, Right of Way Acquisition Services (Contract No. 2023-034A) with WSP USA, Inc. to extend the contract for one (1) year through and including August 6, 2027, Engineering.

COURT ORDER NO. 2026-788-07-27

2. **AI-60461** Disaster Restoration and Emergency Recovery Services (Contract No. 2026-040), through TIPS Coop. Contract No. 25050102, with G2 Restoration, LLC to extend the contract one (1) year through and including July 31, 2027, Facilities.

COURT ORDER NO. 2026-789-07-27

3. **AI-60462** Disaster Recovery and Water Extraction (Contract No. 2025-407), through Buyboard Coop. Contract No. 780-25, with Carpet Tech, LTD to extend the contract one (1) year through and including September 30, 2027, Facilities.

COURT ORDER NO. 2026-790-07-27

4. **AI-60457** Security Gate Repair Services (Contract No. 2024-225) with D.H. Pace Company, Inc., to extend the contract one (1) year through and including June 30, 2027, Facilities.

COURT ORDER NO. 2026-791-07-27

5. **AI-60459** Security Gate Repair Services (Contract No. 2024-225) with Orion Access Control, Inc. DBA Royal Access Control to extend the contract one (1) year through and including June 30, 2027, Facilities.

COURT ORDER NO. 2026-792-07-27

6. **AI-60458** Security Gate Repair Services (Contract No. 2024-225) with Dallas Automatic Gate, Inc., to extend the contract one (1) year through and including June 30, 2027, Facilities.

COURT ORDER NO. 2026-793-07-27

g. Filing of the Minute(s), County Clerk:

1. **AI-60476** June 8, 2026.

COURT ORDER NO. 2026-794-07-27

2. **AI-60441** June 22, 2026.

COURT ORDER NO. 2026-795-07-27

3. **AI-60443** June 29, 2026.

COURT ORDER NO. 2026-796-07-27

h. Miscellaneous:

1. **AI-60468** Grant application for the FY2027 Texas Wildlife Services Feral Hog Grant through the Texas Department of Agriculture, Budget.

COURT ORDER NO. 2026-797-07-27

2. **AI-60508** Collin County Asset Loss Report for June 2026, Human Resources.

NO ACTION

3. **AI-60474** Personnel Appointments, Human Resources.

COURT ORDER NO. 2026-798-07-27

4. AI-60475 Personnel Changes, Human Resources.

Commissioner Hale congratulated Kimberly Roberson for receiving a promotion. With no further comments, a motion was made to approve the item as presented. (Time: 1:32 p.m.)

Motion By: Commissioner Darrell Hale

Second By: Commissioner Susan Fletcher

Vote: 4-0 Passed

COURT ORDER NO. 2026-799-07-27

2. **General Discussion Items:**

Presentation, discussion and any action regarding:

a. AI-60453 Budget amendment in the amount of \$1,100,000 for year to date and expected county-wide repairs, Budget.

Luis Palma, Director of Facilities, requested a budget amendment of \$1,187,925.76 to cover Facilities operations through the remainder of the fiscal year. He reported that the department had expended \$789,625.76 on major repairs and advised that approximately \$398,300 in additional projects remained. Commissioner Fletcher thanked Mr. Palma and the Facilities Department for their hard work and consistent communication throughout the unexpected repairs. She stated that his updates on completed work and anticipated needs helped the Court understand and evaluate the requested budget amendment, adding that maintaining County facilities was an important responsibility.

Monika Arris, Director of Budget, advised that Budget had required Facilities to first exhaust its existing operating budget before requesting additional funding. She explained that the proposed \$1.1 million budget amendment would transfer funds from the Non-Departmental fund to replenish the Facilities budget for the remainder of the fiscal year after extraordinary repair costs had depleted funds normally used for routine maintenance and utilities. She noted that the exhibit included in Mr. Palma's presentation illustrated the unusual expenditures that prompted the request. Commissioner Webb summarized his understanding that the amendment would restore the funds expended on the unexpected repairs, allowing the department to continue meeting its routine monthly operating expenses. Ms. Arris confirmed that his understanding was correct.

Judge Hill asked why the Budget Office preferred to appropriate funds in this manner. Ms. Arris responded that formerly funds would be approved as repairs occurred. This resulted in unused departmental funds at the end of the fiscal year. Budget would now only supplement departments after existing appropriations had been exhausted. Judge Hill expressed agreement with the Budget Office's approach and asked whether the \$1.1 million had previously been set aside in contingency specifically for Facilities improvements. Ms. Arris clarified that the contingency funds had not been designated for any specific purpose. Judge Hill asked whether the remaining contingency balance would be adequate to meet the County's needs through the remainder of the fiscal year if the amendment were approved. Ms. Arris confirmed that Budget believed the remaining balance was adequate. Judge Hill remarked that the requested budget amendment was appropriate given the Facilities Department's ongoing operational and maintenance needs.

(Time: 1:39 p.m.)

A motion was made to approve the item as presented.

Motion By: Commissioner Susan Fletcher

Second By: Commissioner Darrell Hale

Vote: 4-0 Passed

COURT ORDER NO. 2026-800-07-27

b. **AI-60432** 2026 Elected Official Compensation Presentation, Human Resources.

Cynthia Jacobson, Director of Human Resources, presented information in advance of the upcoming budget workshop regarding elected official compensation. She explained that the County adopted a formal compensation policy in 2025 to establish a consistent process for determining elected official salaries rather than addressing compensation on a case-by-case basis during each budget cycle. The policy was refined in 2026 and remained in effect for the Fiscal Year 2027 budget discussion. Ms. Jacobson noted that no salary increases had been provided to elected officials during the previous fiscal year, resulting in several positions falling further below the policy benchmark than would otherwise have been expected.

According to Ms. Jacobson, the policy establishes a benchmark by averaging the compensation of the fifth and sixth ranked comparable counties, excluding Collin County, before applying any Court-approved increase. She reviewed the current compensation of elected officials and compared it with the policy benchmark, explaining that positions below the benchmark would first be brought to that level before any approved increase would be applied. County Court at Law Judges were not included in the comparison because their compensation is established by statute. She also explained that the State pays the base compensation for District Judges and the District Attorney, while the County provides a salary supplement.

Ms. Jacobson reviewed five-year historical data reflecting annual salary increases, actual compensation levels, and cumulative increases for elected officials. She reported that Commissioners, Constables, and the Tax Assessor ranked within the bottom 20% of comparable counties for compensation. She further noted that Williamson and Denton Counties had provided the largest cumulative increases during the previous five years, while Tarrant County generally applied flat salary increases rather than following a formal compensation methodology. Ms. Jacobson stated that, excluding statutorily compensated judges and salary supplements, Collin County had provided the third-lowest cumulative salary increases for elected officials during the five-year period.

Individual comparisons to the policy benchmark showed that the County Judge, Commissioners, Constables, County Clerk, District Clerk, Justices of the Peace, and Tax Assessor were below the benchmark prior to any Fiscal Year 2027 adjustments, while the District Attorney and Sheriff were above the benchmark. Ms. Jacobson reported that Justices of the Peace had the largest compensation gap below the benchmark. She also explained that County Court at Law Judges and Probate Judges are compensated according to statutory formulas based on tenure and that County Court at Law Judge compensation is tied to District Judge compensation. Because the District Judge supplement had reached the fifth- and sixth-ranked comparable county benchmark under the policy, staff recommended increasing the County's District Judge supplement to \$25,000, noting that only Collin and Tarrant Counties remained below that level. Ms. Jacobson concluded that the presentation was intended to prepare the Court for the upcoming budget workshop. (Time: 1:48 p.m.)

NO ACTION

c. **AI-60433** 2026 Legal Compensation Presentation, Human Resources.

Erica Johnson, Assistant Director of Human Resources, presented an overview of the County's attorney salary ranges in preparation for the upcoming budget workshop. She reported that the comparable counties used for the analysis remained unchanged from the previous year. Ms. Johnson stated that the District Attorney's Office had maintained relatively stable turnover over the previous five years and that projected turnover for the current fiscal year was consistent with prior years. She explained that entry-level attorney positions generally fell within the first quartile of the County's compensation structure. She noted that the Misdemeanor Prosecutor and Chief Misdemeanor Prosecutor positions remained in the lower quartiles because attorneys typically advanced to felony prosecutor positions within an average of 1.2 years. Overall, 7 of the 10 attorney classifications maintained the same minimum salary ranking as the previous year, while 5 of the 10 classifications maintained or improved their maximum salary ranking. Ms. Johnson reviewed the Misdemeanor Prosecutor classification, noting that the County budgeted 10 positions. Because attorneys generally advanced quickly from those positions, she stated that the minimum salary was the primary point of comparison. She reported that Collin County ranked fifth among its 10 comparable counties, unchanged from the previous year, and remained approximately 3% below the 75th percentile benchmark.

Ms. Johnson reported a temporary increase in turnover for the Chief Misdemeanor Prosecutor classification during Fiscal Year 2025, although only one turnover had occurred during the current fiscal year. She explained that Fort Bend County was no longer a comparable position for that classification, reducing the comparison group to nine counties. She explained that Human Resources annually compares job descriptions among the peer counties and only includes positions that meet at least a 70% match in duties. Ms. Johnson stated that despite that change, Collin County remained ranked third among its comparable counties, with compensation approximately 6% above the 75th percentile benchmark. Ms. Johnson also reviewed the Felony Prosecutor classification, noting that the County budgeted 39 positions, ranked second among comparable counties for minimum salary at approximately 5% above the 75th percentile benchmark, and remained second for maximum salary after Williamson County moved ahead, with the maximum salary approximately 2% above the benchmark.

Judge Hill sought clarification regarding the presentation's statement that the County's maximum salary for the Felony Prosecutor position was 2% above the 75th percentile benchmark. He noted that the County's maximum salary of approximately \$160,900 was only about \$1,700 below the highest comparable salary of approximately \$162,600 and questioned whether the County's actual ranking among comparable salaries was closer to the upper 90th percentile. Ms. Johnson acknowledged the question, and Cynthia Jacobson, Director of Human Resources, clarified that the 2% figure referred to the salary being 2% above the 75th percentile benchmark rather than the County's percentile ranking among comparable counties. Judge Hill stated that the distinction would be important during the upcoming budget workshop because attorney positions described as being a percentage above the 75th percentile benchmark could nevertheless rank near the top of the comparable counties.

Ms. Johnson continued her review of the remaining attorney classifications. She reported that the Felony Appellate Attorney classification consisted of four budgeted positions, had experienced no turnover, ranked second among comparable counties for minimum salary at approximately 3% above the 75th percentile benchmark, and remained less than one-half percent below the benchmark for maximum salary after Williamson and Dallas Counties moved ahead.

Turning to the Chief Felony Prosecutor classification, Ms. Johnson reported that the County budgeted 16 positions, experienced no turnover during Fiscal Year 2025 and limited turnover during the current fiscal year, and generally filled the positions through internal promotions, making maximum salary the primary point of comparison. She noted that the position improved from fourth to third in the maximum salary rankings among comparable counties and remained above the 75th percentile benchmark.

Ms. Johnson explained that the Special Unit Prosecutor position remained too new to support a valid comparison because an insufficient number of comparable counties maintained similar positions. She also reported that the Chief Appellate Attorney classification had experienced virtually no turnover and ranked third among comparable counties. Montgomery County was removed from the comparison because its corresponding position no longer met the County's 70% job match criteria. Ms. Johnson noted that the Chief Appellate Attorney position remained approximately 6% below the 75th percentile benchmark.

Turning to the Trial Bureau Chief classification, Ms. Johnson stated that the position had been established during Fiscal Year 2024 and had experienced no turnover. She reported that the position remained approximately 11% below the 75th percentile benchmark and had been identified for further evaluation during the budget process. She added that Collin County ranked fourth for maximum salary among the limited number of comparable counties because Tarrant County was the only local comparable, while Denton and Rockwall Counties did not maintain comparable positions and Dallas County did not establish a salary range. Ms. Johnson reported that the Second Assistant District Attorney position had declined from second to third among comparable counties and remained approximately 1% below the 75th percentile benchmark. She also reported that the First Assistant District Attorney position had experienced no turnover since 2017, remained fourth among comparable counties, and was approximately 2% below the benchmark. She noted that Tarrant County was excluded from that comparison because it did not maintain a salary range.

The presentation shifted to attorney positions outside the District Attorney's Office. Ms. Johnson reported that the Sheriff's Office Legal Advisor had experienced no turnover since the position was created but could not be compared because only Denton County maintained a substantially similar position after Montgomery County eliminated its comparable position, leaving fewer than the four comparable positions required under the County's methodology.

Commissioner Hale asked why comparable positions could not be identified in other large counties and whether the legal responsibilities performed by the Sheriff's Office Legal Advisor were assigned elsewhere in those jurisdictions. Ms. Johnson stated that she would research how those duties were handled in other counties. Judge Hill recalled previous budget discussions indicating that most large counties maintained a similar position and requested that staff verify the information before the budget workshop. Commissioner Hale also recalled discussing the issue during the previous year's budget process. Ms. Johnson agreed to gather additional information and verify her findings before budget deliberations.

Ms. Johnson then reviewed the Chief MHMC (Mental Health Managed Counsel) Attorney position, reporting that it had experienced no turnover during the previous two fiscal years. She stated that the position ranked first among comparable counties for minimum salary at approximately 4% above the 75th percentile benchmark and second for maximum salary at approximately 2% below the benchmark.

Erica Johnson reported that the Magistrate Judge position had experienced no turnover since its creation but could not be compared because most comparable counties compensated the position using fixed rates rather than salary ranges. She identified Bexar, Dallas, Denton, Fort Bend, Tarrant, Travis, and Williamson Counties as using fixed-rate compensation. Commissioner Webb asked whether those jurisdictions compensated magistrates on a per-hearing basis. Ms. Johnson stated that she believed they did but would verify that information. Judge Hill suggested that some counties might instead establish fixed annual salaries without salary ranges. Russell Schaffner, Deputy County Administrator, explained that many statutorily created magistrate positions were compensated according to statutory formulas, often as a percentage of a District Judge's salary, eliminating the need for a salary range.

Ms. Johnson concluded by reporting that the Probate Guardianship Attorney position had been created during the Fiscal Year 2025 budget and remained too new for market comparisons because only Bexar and Montgomery Counties maintained comparable positions. She then asked whether the Court had any additional questions or topics it wished staff to research before the upcoming budget workshop.

(Time: 2:05 p.m.)

NO ACTION

d. **AI-60434** 2026 Ancillary Benefits Presentation, Human Resources.

Erica Johnson, Assistant Director of Human Resources, presented the annual ancillary benefits review in preparation for the upcoming budget workshop. She explained that the County offered two categories of ancillary benefits: County-paid and employee-paid. The information presented reflected benefit utilization and costs as of the end of Fiscal Year 2025.

Ms. Johnson reviewed utilization trends and program costs for County-paid benefits, including paid leave, catastrophic leave, compensatory time, overtime, shift differential, tuition assistance, disability and life insurance, workers' compensation, and other employee benefits. She reported that catastrophic leave balances declined by 11% from the previous year and the associated liability decreased by 5%. She also noted that no employees utilized paid quarantine leave during 2025.

Erica Johnson highlighted the impact of the County's revised compensatory time policy, which required employees to use accrued compensatory time before paid time off. During the first six months of implementation, compensatory time balances declined by 51% and the associated liability decreased by 49%. The number of employees with compensatory time balances exceeding 200 hours also declined from 150 at the end of 2025 to 77 as of July 1, 2026.

Continuing her review, Ms. Johnson reported that overtime hours decreased by 20% and overtime costs declined by 18% during 2025. She also noted reductions in several other County-paid benefits, including a 13% decrease in shift differential pay, an 88% decline in tuition assistance participation, a 14% decrease in court reporter compensatory time payments, a 29% reduction in jury duty pay, and a 58% decrease in workers' compensation costs compared with the previous year. She further reported a slight decrease in short-term disability claims, a 9% increase in long-term disability premiums, a 6% increase in County-paid basic life insurance premiums, and increased employee participation in supplemental life insurance.

Commissioner Darrell Hale asked about the year-over-year decrease in elected official motivation pay and safety pay. Ms. Johnson responded that the reduction appeared to be attributable to the absence of significant weather events or other circumstances that would have prompted elected officials to close their offices during 2025.

Ms. Johnson concluded by reviewing employee-paid ancillary benefits, including supplemental life insurance, flexible spending accounts, prepaid legal services, cancer and specified disease insurance, and deferred compensation plans. She reported that employee participation in the County's 457(b) deferred compensation program increased by 5% during 2025. She then asked whether the Court had any additional questions or topics staff should research before the upcoming budget workshop.

(Time: 2:16 p.m.)

NO ACTION

e. **AI-60437** Conference of Urban Counties Update, Commissioner, Precinct 1.

Commissioner Fletcher reported on the recent Conference of Urban Counties meeting in Austin, where members discussed the outlook for the upcoming legislative session and issues affecting county government. She advised that the annual Conference of Urban Counties conference would be held March 24–26, 2027, in Austin during the legislative session.

Commissioner Fletcher reported on transportation funding and that the UTP (Unified Transportation Program) had been reduced from \$4 billion to \$1 billion. She explained that the reduction would significantly affect counties expected to maintain FM (Farm-to-Market) roads without corresponding State funding.

Commissioner Fletcher also reviewed anticipated legislation affecting large-scale developments, including data centers. She explained that the handout distributed to the Court was largely based on the Governor's recent comments regarding data center development and outlined potential policy considerations for counties. She reported that the PUC (Public Utility Commission) was expected to release information identifying the latest project approvals and stated that legislation was anticipated to establish self-sustainability requirements before the next round of data center applications, expected in mid-2027.

In closing, Commissioner Fletcher reported that the Conference of Urban Counties would hold its final bi-monthly meeting in November before transitioning to monthly meetings beginning in January for the duration of the legislative session. (Time: 2:19 p.m.)

NO ACTION

3. Executive Session Items:

The Court did not recess into Executive Session.

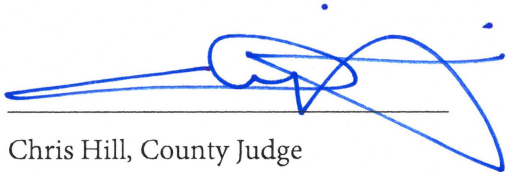
Public Comments not related to an item on the Agenda.

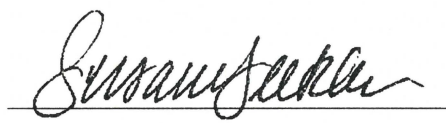
Samuel Hall, Founder and President of United Patriots for America, addressed the Court regarding human trafficking and child exploitation. He described his organization's efforts to combat child trafficking through cyber investigations, partnerships with law enforcement agencies, and educational outreach in schools. Mr. Hall stated that the organization had worked with the Collin County Sheriff's Office and other law enforcement agencies in Texas and several other states for approximately eight years.

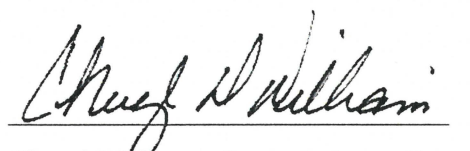
Mr. Hall reported that his organization had observed a significant increase in human trafficking, particularly involving children. He explained that its cyber patrol initiative worked with the ICAC (Internet Crimes Against Children) unit to identify individuals who allegedly attempted to lure and exploit children online, while a separate school outreach initiative was designed to educate students on recognizing and preventing online exploitation.

Acknowledging the difficult budget decisions facing the Court, Mr. Hall expressed support for increasing compensation for County officials and urged the Court to consider additional funding for the Sheriff's Office. He stated that limited law enforcement resources had affected the ability to respond to child trafficking investigations and emphasized the need for additional personnel to address what he characterized as the growing problem of child trafficking in Collin County and throughout Texas. (Time: 2:23 p.m.)

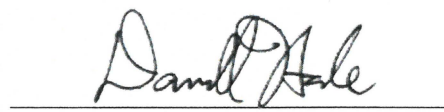
There being no further business of the Court, Judge Hill adjourned the meeting at 2:23 p.m.

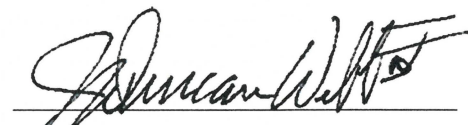

Chris Hill, County Judge

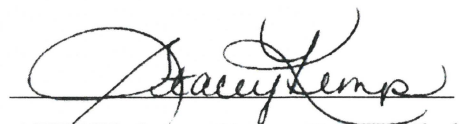

Susan Fletcher, Commissioner, Pct 1


Cheryl Williams, Commissioner, Pct 2




Darrell Hale, Commissioner, Pct 3


Duncan Webb, Commissioner, Pct 4


ATTEST: Stacey Kemp, County Clerk