



Travis County Commissioners Court Agenda Request

Meeting Date: June 26, 2012

Prepared By/Phone Number: Diane Poirot, 854-9170

Elected/Appointed Official/Dept. Head: Leslie Browder, 854-9106

Commissioners Court Sponsor: Samuel T. Biscoe, County Judge

Diane Poirot

AGENDA LANGUAGE:

Consider and take appropriate action regarding the compensation for Associate and Magistrate Judges as follows:

- a. Adopt a new compensation methodology for Associate and Magistrate Judges.
- b. Increase the base compensation rate for Associate and Magistrate Judges to \$112,000 effective July 1, 2012.

BACKGROUND/SUMMARY OF REQUEST AND ATTACHMENTS:

Please see attached back-up memo.

STAFF RECOMMENDATIONS:

Staff recommends changing the base compensation rate for Associate and Magistrate Judges from 75% of District Court Judges' base compensation rate to a market-based strategy that is not to exceed 85% of the District Court Judges' base compensation rate. Staff further recommends that the base compensation rate for a full-time Associate and/or Magistrate judges be raised to \$112,000 effective July 1, 2012.

ISSUES AND OPPORTUNITIES:

FISCAL IMPACT AND SOURCE OF FUNDING:

Funding is available for the remainder of FY2012. Funding for the annualized costs will be included in the FY2013 Preliminary Budget.

REQUIRED AUTHORIZATIONS:

Diane Poirot, Human Resources Management Department, 854-9170

Leslie Browder, Planning and Budget Office, 854-9106

County Auditor's Office, 854-9125

County Attorney's Office, 854-9415

AGENDA REQUEST DEADLINE: All agenda requests and supporting materials must be submitted as a single pdf to Cheryl Aker in the County Judge's office, Cheryl.Aker@co.travis.tx.us by **Tuesdays at 5:00 p.m.** for the next week's meeting.



HRMD

Human Resources Management Department

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AGENDA ITEM

BACKUP MEMORANDUM

DATE: June 19, 2012

TO: Members of the Commissioners Court

VIA: Leslie Browder, County Executive, Planning & Budget Office

FROM: Diane Poirot, Director, Human Resources Management Dept. *DP*

SUBJECT: Market Recommendation for Associate & Magistrate Judges

Summary

In 2006, the Commissioners Court set the Associate and Magistrate Judges' salaries and the JP's salaries at 75% of District Judges' salaries. The State Legislature capped District Judges' salaries at \$140,000 in 2007. Since this time, the Associate Judges, Magistrate Judges, and Justices of the Peace have remained at an annual base pay of \$105,000.

In March of 2012, the Commissioners Court asked the Compensation Division of the Human Resources Management Department to complete a market study for the Associate and Magistrate Judges, at the request of the District Judges.

Market Data

HRMD compiled the salary data for Associate & Magistrate Judges for Harris, Dallas, Tarrant, and Bexar counties. The data is shown in **Table 1**.

Table 1
Associate & Magistrate Judges
Market Data 2012

County	Salary	% of District Judge
Bexar	\$108,480	77
Dallas	\$105,917	76
Tarrant	\$123,461	88
Harris	\$126,489	90
Average	\$116,086.75	83

At a base salary of \$105,000, Travis County Associate & Magistrate Judges are below the composite market by \$11,086.75, or roughly 10.56%. Of the four urban counties surveyed, only

Tarrant County has a direct tie between their Associate Judges' compensation and their District Judges' compensation.

Recommendations

Associate & Magistrate Judges

Staff recommends changing the compensation methodology for Associate and Magistrate Judges to ***market-based compensation that is not to exceed 85% of District Judges' salary***. Staff further recommends an increase in the Associate and Magistrate Judges' salary to \$112,000, with an effective date of July 1, 2012. In addition, Staff recommends that Associate and Magistrate Judges' salaries should be reviewed for market competitiveness during the Market Salary Survey for Classified employees on a go-forward basis.

HRMD has reviewed this recommendation with the District Judges, who have expressed agreement with this proposal.