



Travis County Commissioners Court Agenda Request

Diane Poirot
JB

Meeting Date: 7/3/12

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

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

Commissioners Court Sponsor: Judge Samuel T. Biscoe

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 OR LESS AND SET EFFECTIVE DATE.

BACKGROUND/SUMMARY OF REQUEST AND ATTACHMENTS:

Please see attached back-up memo.

STAFF RECOMMENDATIONS:

HRMD recommends approval of salary levels for Associate Judges and Magistrates for FY 2013 as indicated.

ISSUES AND OPPORTUNITIES:

Please see attached back-up memo.

FISCAL IMPACT AND SOURCE OF FUNDING:

Please see attached back-up memo.

REQUIRED AUTHORIZATIONS:

Diane Poirot, Human Resources Management Department, 854-9170
Leslie Browder, Planning & Budget Office, 854-9106.
County Attorney's Office, 854-9415
County Auditor's Office, 854-9125

AGENDA REQUEST DEADLINE: All agenda requests and supporting materials must be submitted as a 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.



Human Resources Management Department



700 Lavaca, Suite 420

● P.O. Box 1748

● Austin, Texas 78767

● (512) 854-9165 / FAX (512) 854-4203

AGENDA ITEM

BACKUP MEMORANDUM

DATE: June 27, 2012

TO: Members of the Commissioners Court

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

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

SUBJECT: Market Recommendation for Associate & Magistrate Judges

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Diane Poirot

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, none

tie Associate and Magistrate Judges' pay directly to the pay of District Judges; though Tarrant County does cap the pay of Associate Judges at 90% of District Judge pay.

Recommendations

Associate & Magistrate Judges

Staff recommends changing the compensation strategy 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. 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.