



Travis County Commissioners Court Agenda Request

Meeting Date: 7/10/12

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

2/20 for D.P.

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

JB

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.



HRMD 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 15, 2012

TO: Members of the Commissioners Court

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

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 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, 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 unanimous agreement with this proposal.

Per the Planning & Budget Office (PBO), the cost of the proposed increases for the remainder of FY 2012 is \$18,044 for all funds, with \$14,839 coming from the General Fund. The annualized cost for FY 2013 is \$72,112, with \$59,302 coming from the General Fund. These figures include salaries and benefits.



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BACKUP MEMORANDUM

DATE: July 2, 2012

TO: Members of the Commissioners Court

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

FROM: Diane Poirot, Director, Human Resources Management Dept. *5:20 pm DP*

SUBJECT: Supplemental Information Related to Associate & Magistrate Judges Pay

On June 26, 2012, the Commissioners Court discussed setting the salaries for Associate and Magistrate Judges. During this discussion, Court members asked a number of questions that required further research. HRMD is providing this memo to answer those questions.

Question:

How many employees received an increase of \$7,000 or more during the recent MSS?

Answer:

Fifteen (15) employees received an increase of \$7,000 or more.

Question:

How many employees received an increase of 7% or more during the recent MSS?

Answer:

During the most recent MSS, 513 out of 3,659 employees (14%) received an increase of 7% or more.

Question:

Can we get pay information from El Paso County for Associate Judges?

Answer:

HRMD received pay information from El Paso County for Associate Judges. According to the Human Resources Department in El Paso County, they have five Associate Judges whose average pay is \$120,320.06.

Question:

Can we get information concerning the linkage of Associate Judges' pay in other counties with elected judges?

Answer:

HRMD received this information from the following counties: Bexar, Dallas, El Paso, Harris, and Tarrant. It is shown in the table below.

County	Established Relationships
Bexar	No established relationships for Associate Judges
Dallas	Associate Judges paid the same as Justices of the Peace
El Paso	No established relationships for Associate Judges
Harris	No established relationships for Associate Judges
Tarrant	Associate Judges cannot earn more than 90% of combined District Judge pay