



## Travis County Commissioners Court Agenda Request

**Meeting Date:** August 6, 2013

**Prepared By/Phone Number:** Diana Ramirez, (512)854-9694

**Elected/Appointed Official/Dept. Head:** Leslie Browder, County Executive, Planning and Budget *LB*

**Commissioners Court Sponsor:** Judge Samuel T. Biscoe

**AGENDA LANGUAGE:** CONSIDER AND TAKE APPROPRIATE ACTION TO SET THE FISCAL YEAR 2014 SALARIES OF ELECTED OFFICIALS.

### **BACKGROUND/SUMMARY OF REQUEST AND ATTACHMENTS:**

On July 9, 2013, the Commissioners Court approved the calendar for setting the salaries of elected officials, as well as the composition of a grievance committee. In addition, the Commissioners Court reviewed the draft advertisement proposing the Fiscal Year 2014 salaries for elected officials.

On July 16, 2013, Commissioners Court approved placing an advertisement in the Austin Chronicle proposing the Fiscal Year 2014 salaries for elected officials. The advertisement appeared in the Thursday, July 25<sup>th</sup> edition of the Austin Chronicle. A copy of the advertisement as it appeared is attached. The advertisement also set the public hearing to accept public comment on the proposed salaries for August 6<sup>th</sup> at 9:00am.

After the public hearing, Commissioners Court will set the salaries of elected officials by approving the Commissioners Court Order Setting Salaries for Elected Officials for Fiscal Year Ending September 30, 2014. The Order is being finalized and will be presented to Commissioners Court on Tuesday, August 6 at the latest. After the vote, the County Judge's Office will notify elected officials of their Fiscal Year 2014 salaries. This notice will start the statutorily mandated timeframes for filing and considering a potential salary grievance.

### **STAFF RECOMMENDATIONS:**

The Planning and Budget Office recommends that Commissioners Court consider the public comment and set the salaries of elected officials.

### **ISSUES AND OPPORTUNITIES:**

N/A

**AGENDA REQUEST DEADLINE:** All agenda requests and supporting materials should be submitted as a pdf to the County Judge's office, [agenda@co.travis.tx.us](mailto:agenda@co.travis.tx.us) by **Tuesdays at 5:00 p.m.** for the next week's meeting.

## **FISCAL IMPACT AND SOURCE OF FUNDING:**

The Planning and Budget Office has set aside \$286,000 in the Fiscal Year 2014 Preliminary Budget for the proposed increases. With the exception of the District Judges, County Court-at-Law Judges, the Probate Judge and the District Attorney, elected officials in Travis County would receive a 3% salary increase in Fiscal Year 2014 if approved by the Commissioners Court. This is consistent with efforts underway to also fund a 3% increase in pay for the County's classified workforce in the Preliminary Budget. The last pay increase that applied to all classified employees became effective in October 2010.

The District Judges, County Court-at-Law Judges and Probate Judge salaries are increasing in compliance with state law and the District Attorney has requested no increase to her County salary for Fiscal Year 2014.

## **REQUIRED AUTHORIZATIONS:**

**Leslie Browder – Planning and Budget Office, (512)854-9106**

**Jessica Rio – Planning and Budget Office, (512)854-9106**

**County Attorney's Office (512)854-9513**

**County Judge's Office, (512)854-9555**

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## TRAVIS COUNTY, TEXAS

This notice of maximum proposed salaries and allowances for Travis County elected officials during Fiscal Year 2014 is pursuant to section 152.013 of the Texas Local Government Code. A Public Hearing on the Fiscal Year 2014 salaries and allowances of elected officials will be held on August 6, 2013, at 9:00 a.m. in the Travis County Commissioners Courtroom, 700 Lavaca Street, Austin, Texas. This advertisement reflects the budgeted salaries for the elected officials. All elected officials have the right to decline the salaries set for their office. All persons are invited and may participate in the hearing. Commissioners Court will then set the salaries and allowances of elected officials.

Elected Official <sup>1</sup>	Budgeted FY 2013 Salary	Proposed Change	Proposed FY 2014 Salary
District Judge (State Salary) <sup>2,3</sup>	\$125,000.00	\$15,000.00	\$140,000.00
District Judge (County Salary) <sup>4</sup>	<u>\$15,000.00</u>	<u>\$3,000.00</u>	<u>\$18,000.00</u>
District Judge	\$140,000.00	\$18,000.00	\$158,000.00
Court-at-Law Judge (County Salary) <sup>5</sup>	\$140,026.86	\$16,973.14	\$157,000.00
District Attorney (State Salary) <sup>2</sup>	\$125,000.00	\$15,000.00	\$140,000.00
District Attorney (County Salary) <sup>4</sup>	<u>\$35,298.00</u>	<u>\$0.00</u>	<u>\$35,298.00</u>
District Attorney	\$160,298.00	\$15,000.00	\$175,298.00
Probate Judge (County Salary) <sup>6</sup>	\$144,936.00	\$13,064.00	\$158,000.00
Justice of the Peace 1-5	\$108,675.00	\$3,261.00	\$111,936.00
County Attorney	\$159,935.00	\$4,799.00	\$164,734.00
County Judge <sup>7</sup>	\$114,925.00	\$3,448.00	\$118,373.00
County Commissioner 1,2,3 <sup>8</sup> ,4	\$95,595.00	\$2,868.00	\$98,463.00
Constable 1-4	\$89,621.00	\$2,689.00	\$92,310.00
Constable 5	\$93,292.00	\$2,799.00	\$96,091.00
Sheriff	\$131,944.00	\$3,959.00	\$135,903.00
District Clerk	\$116,253.00	\$3,488.00	\$119,741.00
County Clerk	\$116,253.00	\$3,488.00	\$119,741.00
Tax Assessor-Collector	\$116,253.00	\$3,488.00	\$119,741.00
County Treasurer	\$92,473.00	\$2,775.00	\$95,248.00

1. Travis County pays for health care coverage for every county employee and elected official. If a county employee or elected official had and continues to have other health coverage and has continuously declined this county coverage since September 30, 2003, that person may receive an additional \$184.86 per month. This amount may, at that person's option, be added to their total annual Fiscal Year 2014 salary or placed in an IRS approved flexible spending account for the reimbursement of health care or dependent care expenses.

2. The State Salary is the least state compensation received by any of these officials. If these officials have been employed by the state continuously since August 31, 1995, they also receive \$1,026.86 as a "benefit replacement pay" supplement. The Legislature specifically said that this supplement is not "salary," but it is included in the total amount received by these officials for purposes of comparing the salaries of other elected officials. The state salary was last increased for these officials in Fiscal Year 2007.

3. Effective September 1, 2007, if these officials who have been an active judge and a member of the Judicial Retirement System of Texas Plan One or Two for at least 16 years, they also receive \$4,340.00 as "judicial longevity pay" from the state. Effective September 1, 2009, if these officials have been active as a County Court at Law or District Judge for a combined total of at least 16 years but are not eligible for state judicial longevity pay, they receive \$4,340.00 as "judicial longevity pay" from the county.

4. Effective October 1, 2010, the District Judge elected as Administrative Judge for Criminal Courts can be and has been compensated up to \$5,000 for the additional administrative duties involved.

5. The County Salary is the least compensation received by any of these officials. If these officials have been an active County Court-at-Law Judge in Travis County continuously since August 31, 1995, they also receive \$1,026.86 as a "benefit replacement pay" supplement. If these officials have been an active County Court-at-Law Judge in Travis County for at least 16 years, a supplement of \$4,340.00 based on judicial longevity is added to and part of the salary of these officials.

6. In addition to County Salary, Government Code § 25.023 says the Commissioners Court must pay the Probate Judge \$1,026.86 as a "benefit replacement pay" supplement because he has continuously served as a Probate Judge since August 31, 1995 and \$4,340.00 as judicial longevity because he has been an active Probate Judge in Travis County for at least 16 years. Since January 1, 2006, the Probate Judge has been elected and serving as the Presiding Judge of the Statutory Probate Judges of Texas. For the additional duties as Presiding Judge, he has received \$33,000 each year (\$2,750 per month). This monthly amount is added to his salary for each month in which he is serving as the elected Presiding Judge.

7. This includes \$4,800 paid for service on the Travis County Juvenile Board.

8. Pursuant to Texas Local Gov't Code § 152.052, the District Attorney has requested no increase in county compensation for Fiscal Year 2014. Pursuant to Texas Local Gov't Code § 152.052, the Commissioner of Precinct 3 has requested that his compensation for Fiscal Year 2014 remain the same as the Fiscal Year 2010 salary of \$90,109.