

MINUTES -- NOVEMBER 13, 1997

TRAVIS COUNTY COMMISSIONERS' COURT

On Thursday, the 13th day of November, 1997, the Commissioners' Court convened the Voting Session at 9:18 AM in the Commissioners' Courtroom, 1st Floor of the Travis County Administration Building, 314 West 11th Street, Austin, Texas. Dana DeBeauvoir, County Clerk, was represented by Deputy Anna M. Valdez.

The Commissioners' Court recessed the Voting Session at 12:09 PM and reconvened at 1:48 PM.

The Commissioners' Court adjourned the Voting Session at 4:41 PM.

1. A. ADOPT AMENDMENTS TO CHAPTER 10, TRAVIS COUNTY POLICY AND PROCEDURES MANUAL, PAY AND COMPENSATION POLICIES. (9:22 AM)

Members of the Court heard from: Alicia Perez, Executive Manager, Administrative Operations; Carlotta Valdez, Compensation Manager, Human Resources Management Department (HRMD); Leroy Nellis, Budget Manager, Planning and Budget Office (PBO); Linda Moore Smith, Director, HRMD; and Christian Smith, Executive Manager, PBO.

Motion by Commissioner Sonleitner and **seconded by** Commissioner Bristol to defer the implementation date from December 16, 1997 to January 1, 1998.

Motion carried:	Precinct 1, Commissioner Samuel T. Biscoe	-	no
	Precinct 2, Commissioner Karen Sonleitner	-	yes
	Precinct 3, Commissioner Valarie Scott Bristol	-	yes
	Precinct 4, Commissioner Margaret J. Gómez	-	yes
	County Judge Bill Aleshire	-	no

Motion by Commissioner Judge Aleshire and **seconded by** Commissioner Gómez to indicate that the remainder of this cost will be achieved by a combination of draw downs on the Allocated Reserve. The Court appeals to County departments (during the next month) to identify additional savings that can be achieved from their budgets and transferred to the Compensation Reserve from salary savings and/or other cuts in their original FY '98 budget. The Court also instructs staff to bring to the Court any increases over the 30% that are caused by the Market Salary Grade increases so the Court can specifically review those.

Motion carried:	Precinct 1, Commissioner Samuel T. Biscoe	-	yes
	Precinct 2, Commissioner Karen Sonleitner	-	yes
	Precinct 3, Commissioner Valarie Scott Bristol	-	yes
	Precinct 4, Commissioner Margaret J. Gómez	-	yes
	County Judge Bill Aleshire	-	yes

ITEM 1 CONTINUED

- B. UPDATE AND APPROVE METHODOLOGY FOR COUNTY EMPLOYEE SALARY SURVEY AND GIVE STAFF DIRECTION, AND TAKE APPROPRIATE ACTION.**
(9:22 AM)

Members of the Court heard from: Alicia Perez, Executive Manager, Administrative Operations; Carlotta Valdez, Compensation Manager, HRMD; Frank Wagner, Human Resources Analyst, HRMD; Carol Darby, Senior Human Resources Analyst, HRMD; Leroy Nellis, Budget Manager, PBO; Ron Ledford, Director of Court Administration, Civil Courts; Linda Moore Smith, Director, HRMD; Marilyn A. Hancock, Manager of Employee Relations, HRMD; Lynne Andrus, Senior Human Resources Analyst, HRMD; Dana DeBeauvoir, Travis County Clerk; and Christian Smith, Executive Manager, PBO.

Motion by Commissioner Bristol and **seconded by** Commissioner Sonleitner to approve 80% for the Associate Judges'/Masters'/Referees' salaries to the salary of the Judges (for the Courts) which they serve.

Motion carried:	Precinct 1, Commissioner Samuel T. Biscoe	-	yes
	Precinct 2, Commissioner Karen Sonleitner	-	yes
	Precinct 3, Commissioner Valarie Scott Bristol	-	yes
	Precinct 4, Commissioner Margaret J. Gómez	-	yes
	County Judge Bill Aleshire	-	yes

Motion by Commissioner Biscoe and **seconded by** Commissioner Gómez to approve as recommended by staff.

Motion carried:	Precinct 1, Commissioner Samuel T. Biscoe	-	yes
	Precinct 2, Commissioner Karen Sonleitner	-	yes
	Precinct 3, Commissioner Valarie Scott Bristol	-	yes
	Precinct 4, Commissioner Margaret J. Gómez	-	yes
	County Judge Bill Aleshire	-	yes

ITEM 1 CONTINUED

Motion by Judge Aleshire and **seconded by** Commissioner Gómez that where the relationships in slotted positions changed, and those changes were less than 10%, (everything not listed in the back-up material) the Court will assume that those are correct and will not take further action on those positions. But for all the items on the list (back-up material) constituting changes that were 10% or more, HRMD should notify the departments of those changes with an explanation for the changes. If a department wants to pursue, through the Court, a challenge regarding HRMD's recommendations, that department should be afforded an opportunity through Personnel Amendments between now and December 15, 1997.

A Clarification was made of the previous Motion by Commissioner Sonleitner that if there is a negotiated settlement between the department and HRMD which can be brought to the Court, it should be done through the Personnel Amendments.

Motion carried:	Precinct 1, Commissioner Samuel T. Biscoe	-	yes
	Precinct 2, Commissioner Karen Sonleitner	-	yes
	Precinct 3, Commissioner Valarie Scott Bristol	-	yes
	Precinct 4, Commissioner Margaret J. Gómez	-	yes
	County Judge Bill Aleshire	-	yes

ITEM 1 CONTINUED**C. DISCUSS AND APPROVE RECLASSIFICATIONS FOR FY 1998. (9:22 AM)**

Members of the Court heard from: Alicia Perez, Executive Manager, Administrative Operations; Carlotta Valdez, Compensation Manager, HRMD; Frank Wagner, Human Resources Analyst, HRMD; Cynthia Wise Galvan, Human Resources Analyst, HRMD; Carol Darby, Senior Human Resources Analyst, HRMD; Leroy Nellis, Budget Manager, PBO; Linda Moore Smith, Director, HRMD; and Dana DeBeauvoir, Travis County Clerk.

Motion by Commissioner Gómez **and seconded by** Commissioner Biscoe to approve the reclassifications as recommended by staff.

Motion carried:	Precinct 1, Commissioner Samuel T. Biscoe	-	yes
	Precinct 2, Commissioner Karen Sonleitner	-	yes
	Precinct 3, Commissioner Valarie Scott Bristol	-	yes
	Precinct 4, Commissioner Margaret J. Gómez	-	yes
	County Judge Bill Aleshire	-	yes

Motion by Judge Aleshire **and seconded by** Commissioner Sonleitner to make the reclassifications effective November 1, 1997.

Motion carried:	Precinct 1, Commissioner Samuel T. Biscoe	-	yes
	Precinct 2, Commissioner Karen Sonleitner	-	yes
	Precinct 3, Commissioner Valarie Scott Bristol	-	yes
	Precinct 4, Commissioner Margaret J. Gómez	-	yes
	County Judge Bill Aleshire	-	yes

2. DISCUSS, PROVIDE INPUT AND DIRECTION REGARDING THE PURCHASE OF HEALTH AND HUMAN SERVICES FOR THE 1998 CALENDAR YEAR, AND TAKE APPROPRIATE ACTION. (1:48 PM)

Members of the Court heard from: Stephen Williams, Executive Manager, Austin-Travis County Health and Human Services Department and Veterans Affairs Services; Val Shepperd; Bill McLemore, Director, Veterans Affairs Services; Cheryl Rogers Adams, Executive Director, Ebenezer Child Development Center; Bobbie Clark, Executive Director, Community Advocates for Teens and Parents; Dr. Marilyn Jones, Board Member, Austin Community Nursery Schools; Dee Dee Atkins, Austin Community Nursery Schools; Cecilia Blanford, Executive Director, Austin Community Nursery Schools; Ed Twan, Director, 78702 Rays Collaboration; Larry Jackson, Executive Director, Austin Eastside Story Foundation; Henry Narvise, Board Member, Out Youth Austin; Lila Carl, Executive Director, Any Baby Can *and* Executive Director, Austin Respite Network; Sheila Edwards, Parent, Ebenezer Child Development Center; Roshana Whitman, Parent, Ebenezer Child Development Center; and Sonya Bunton, Parent, Ebenezer Child Development Center.

Motion by Commissioner Biscoe and **seconded by** Commissioner Gómez that the graduates of the Community Justice Center (CJC) be provided in contract language, housing, job training and placement assistance, and substance abuse services, and that the child care training collaborative be funded in some way and probably expanded. The Court has been talking about child care training and income for the child care providers, but the Court definitely feels that the training is very important and should be funded.

A Clarification of the previous Motion was made by Commissioner Sonleitner that the Court will continue review to see if this type of collaboration is being covered by another entity. Although the Court feels that the CJC collaboratives are not being provided but the child care collaboration training may be.

An Additional Clarification was made of the previous Motion by Commissioner Biscoe that the Court is aware of 18 or 19 appeals that have been filed and will wait for the outcome of those appeals.

ITEM 2 CONTINUED

Second accept the Friendly Amendment by Commissioner Biscoe that the Court should indicate, along with the City of Austin (if they will join the Court), that this money is being spent to purchase these services, and gaps that are left should be identified as quickly as possible. The Court urges the partners to help them locate resources, as soon as possible, to assist in covering the gaps which are identified.

Acceptance of the Friendly Amendment was made by Commissioner Gómez.

A Clarification of the previous Friendly Amendment was made by Judge Aleshire that the Court does not just mean Government. The idea is to identify those gaps and have the Community Action Network (CAN) partners see what they can do, and whether they can help fill in where the Court was not able to provide all funding.

Maker and Second accept the Friendly Amendment by Judge Aleshire that as a matter of process, next year the Court wants to see this application and award process more closely supervised by the County Purchasing Office.

Acceptance of the Friendly Amendment was made by Commissioner Biscoe and Commissioner Gómez.

Motion carried:	Precinct 1, Commissioner Samuel T. Biscoe	-	yes
	Precinct 2, Commissioner Karen Sonleitner	-	yes
	Precinct 3, Commissioner Valarie Scott Bristol	-	absent
	Precinct 4, Commissioner Margaret J. Gómez	-	yes
	County Judge Bill Aleshire	-	yes

ADJOURNMENT

Motion by Commissioner Biscoe and **seconded by** Commissioner Sonleitner to adjourn the Voting Session. (4:41 PM)

Motion carried:

Precinct 1, Commissioner Samuel T. Biscoe	-	yes
Precinct 2, Commissioner Karen Sonleitner	-	yes
Precinct 3, Commissioner Valarie Scott Bristol	-	absent
Precinct 4, Commissioner Margaret J. Gómez	-	yes
County Judge Bill Aleshire	-	yes

MINUTES APPROVED BY THE COMMISSIONERS' COURT

Date of Approval

Bill Aleshire, Travis County Judge