



Travis County Commissioners Court Voting Session Agenda Request

Meeting Date: July 30, 2019

Agenda Language:

Receive comments regarding setting the salaries of elected officials for Fiscal Year (FY) 2020.

Prepared By/Phone Number: Tracey Calloway, HRMD Director, 4-9170

Elected/Appointed Official or Department Head: Tracey Calloway, HRMD Director

Commissioners Court Sponsor(s): County Judge Sarah Eckhardt

Background/Summary of Request and Attachments:

On July 9, 2019, Commissioners Court approved placement of an advertisement in the *Austin Chronicle* proposing the maximum Fiscal Year 2020 salaries for elected officials. The advertisement appeared in the July 19 edition of the *Austin Chronicle*. A copy of the advertisement as it appeared is attached. The advertisement also announced the public hearing to accept public comment on the proposed salaries for July 30, 2019 at 9:00 AM as set by Commissioners Court on July 9, 2019.

After the public hearing, Commissioners Court will be asked to set the salaries of elected officials by approving the Commissioners Court Order Setting Salaries for Elected Officials for Fiscal Year Ending September 30, 2020. The order is attached. After the vote, the County Judge's Office will notify elected officials of their FY 2020 salaries. This notice will start the statutorily mandated timeline for filing and considering salary grievances. The deadline for an elected official to file a grievance with the County Judge's Office is Tuesday, August 6, 2019 at 5:00 PM.

Staff Recommendations:

HRMD recommends that Commissioners Court consider public comment and set the salaries of elected officials.

Issues and Opportunities:

HRMD notes that the proposed salaries advertised in the *Austin Chronicle* and requested to be set July 30 represent the maximum salaries for each office. Any elected official may request that his or her salary be set at a level below this maximum authorization.

AGENDA REQUEST & BACKUP MATERIALS DEADLINE: Agenda requests and backup materials must be submitted in PDF format via email to agenda@traviscountytx.gov by **12 noon on Tuesday** in order to be considered for inclusion in the following week's voting session.

Fiscal Impact and Source of Funding:

The ongoing fiscal impact of the proposed increase will be \$655,202 including benefits. Funding for the proposed increases will be included in PBO's planning figures being used to develop the FY 2020 Budget.

Required Authorizations:

Planning and Budget Office
County Judge's Office
County Attorney's Office

Jessica Rio
Joe Hon
Barbara Wilson

TRAVIS COUNTY, TEXAS
PROPOSED FY 2020 ELECTED OFFICIAL SALARIES

This notice of maximum proposed salaries and allowances for Travis County elected officials during Fiscal Year 2020 is pursuant to section 152.013 of the Texas Local Government Code. A Public Hearing on the Fiscal Year 2020 salaries and allowances of elected officials will be held on July 30, 2019 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 Official¹	Budgeted FY 2019 Salary	Proposed Change	Proposed FY 2020 Salary
District Judge (County Supplement) ²	\$18,000	\$0	\$18,000
Court at Law Judge			
0-4 Years	\$157,000	\$0	\$157,000
4-8 Years	\$157,000	\$14,000	\$171,000
8-12 Years	\$157,000	\$28,000	\$185,000
12+ Years ³	\$157,000	\$36,400	\$193,400
District Attorney (State Salary)	\$140,000	\$0	\$140,000
District Attorney (County Supplement)	<u>\$38,771</u>	<u>\$25,349</u>	<u>\$64,120</u>
District Attorney	\$178,771	\$25,349	\$204,120
Probate Judge (County Salary) ^{3,4}	\$173,548	\$19,852	\$193,400
Justice of the Peace 1-5 ⁵	\$123,869	\$0	\$123,869
County Attorney	\$180,944	\$22,176	\$203,120
County Judge ⁶	\$140,945	\$31,371	\$172,316
County Commissioner 1-4	\$119,508	\$32,309	\$151,817
Constable 1-4	\$113,149	\$0	\$113,149
Constable 5	\$106,605	\$6,544	\$113,149
Sheriff	\$155,238	\$19,427	\$174,665
District Clerk	\$135,083	\$13,170	\$148,253
County Clerk	\$135,083	\$13,170	\$148,253
Tax Assessor-Collector	\$134,997	\$12,973	\$147,970
County Treasurer	\$113,980	\$26,771	\$140,751

1. Travis County offers 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 2020 salary or placed in an IRS approved flexible spending account for the reimbursement of health care or dependent care expenses.
2. Effective October 1, 2010, the District Judge elected as Administrative Judge for Criminal Courts can be and has been compensated \$5,000 for the additional administrative duties involved.
3. This includes \$8,400 of longevity pay based on 12 of more years of service as a County Court at Law Judge or Probate Judge as of January 1, 2019.
4. Since January 1, 2015, 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 receives \$42,000 each year. The amount listed reflects that the incumbent has served 12+ years.
5. The County Salary is the least compensation received by any of these officials. An annual supplement of \$6,300 based on judicial longevity is added to and part of the salary of these officials if the official has been an active justice of the peace in Travis County for at least 12 years.
6. This includes \$4,800 paid for service on the Travis County Juvenile Board.

COMMISSIONERS COURT ORDER
SETTING SALARIES FOR ELECTED OFFICIALS
FOR FISCAL YEAR ENDING SEPTEMBER 30, 2020

TRAVIS COUNTY, TEXAS

RECITALS

In accordance with the TEX. LOC. GOV'T CODE ANN., §152.013, the Commissioners Court is adopting an order setting the salaries of the elected officials.

ORDER

The Commissioners Court of Travis County, Texas, makes the following orders for the fiscal year beginning October 1, 2019 and ending September 30, 2020:

1. The salaries of the elected officials are set at the amounts shown in Attachment A.
2. The allowances described in the End Notes to Attachment A are authorized for each elected official named in the End Notes for the fiscal year beginning October 1, 2019 and ending September 30, 2020.

This order is adopted at an open meeting of Commissioners Court of Travis County, Texas, held on July 30, 2019,

on motion made by _____,

and seconded by _____.

Those voting in favor of the motion have signed their names below.

Sarah Eckhardt, County Judge

Jeffrey W. Travillion, Sr.
Commissioner, Precinct 1

Brigid Shea
Commissioner, Precinct 2

Gerald Daugherty
Commissioner, Precinct 3

Margaret Gómez
Commissioner, Precinct 4

ATTACHMENT A

Elected Official ¹	Total FY 2019 Annual Salary
District Judge ² (County Portion)	\$ 18,000.00
Probate Judge ^{3,4}	\$193,400.00
County Court at Law Judge	
0-4 Years	\$157,000.00
4-8 Years	\$171,000.00
8-12 Years	\$185,000.00
12+ Years	\$193,400.00
Justice of the Peace 1-5 ⁵	\$123,869.00
District Attorney (County Portion)	\$ 64,120.00
County Attorney	\$203,120.00
County Judge ⁶	\$172,316.00
County Commissioner 1-4	\$151,817.00
Constable 1-4	\$113,149.00
Constable 5	\$113,149.00
Sheriff	\$174,665.00
District Clerk	\$148,253.00
County Clerk	\$148,253.00
Tax Assessor-Collector	\$147,970.00
County Treasurer	\$140,751.00

END NOTES TO ATTACHMENT A

1. Travis County offers 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 2020 salary or placed in an IRS approved flexible spending account for the reimbursement of health care or dependent care expenses.
2. Effective October 1, 2010, the District Judge elected as Administrative Judge for Criminal Courts can be and has been compensated \$5,000 for the additional administrative duties involved.
3. This includes \$8,400 of longevity pay based on 12 or more years of service as a County Court at Law Judge or Probate Judge as of January 1, 2019.
4. Since January 1, 2015, 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 receives \$42,000 each year.
5. The County Salary is the least compensation received by any of these officials. An annual supplement of \$6,300 based on judicial longevity is added to and part of the salary of these officials if the official has been an active justice of the peace in Travis County for at least 12 years.
6. This includes \$4,800 paid for service on the Travis County Juvenile Board.