



# Travis County Commissioners Court Agenda Request

**Meeting Date:** 02-04-2020

**AGENDA LANGUAGE:**

Consider and take appropriate action related to filling vacancies on the Compensation Committee

**Prepared By/Phone Number:** Todd Osburn, HRMD – Compensation, 854-2744

**Elected/Appointed Official/Dept. Head:** Tracey Calloway, HRMD Director, 854-9170

**Commissioners Court Sponsor(s):**

Commissioner Margaret Gomez/Commissioner Jeff Travillion

**Press Inquiries:** Hector Nieto, PIO@traviscountytexas.gov or (512) 854-8740

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

See attached.

**STAFF RECOMMENDATIONS:**

NA

**ISSUES AND OPPORTUNITIES:**

See attached.

**FISCAL IMPACT AND SOURCE OF FUNDING:**

See attached.

**REQUIRED AUTHORIZATIONS:**

Paul Hopingardner, County Executive, Technology and Operations

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



# HRMD

## Human Resources Management

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### Backup Memorandum

**DATE:** January 27, 2020  
**TO:** Members of the Commissioners Court  
**FROM:** Tracey Calloway, Director, Human Resources Management Department  
**SUBJECT:** Replacements to the Compensation Committee Due to Vacancies

#### Background:

On May 15, 2018, Commissioners Court approved a change to the composition of the County's Compensation Committee. The approved composition is shown in Exhibit 1 below. (R/F indicates employees in rank and file roles):

### Exhibit1 Approved Composition of Compensation Committee

#### Voting Members

At-Large Seats (5)	Standing Seats (3)	Functional Group Seats (7)
R/F 1	AFSCME	Courts (1)
R/F 2	County Executive - PBO	Probation (1)
R/F 3	County Executive - Mgt Ops	District/County Attorney (1)
R/F 4		Non-Judicial Electeds (1)
R/F 5		Commissioner Court Depts (2)
		Law Enforcement Agencies (1)

#### Advisory (Non-Voting) Members

County Attorney  
County Auditor  
HRMD Director  
Compensation Manager

Currently there are two vacancies on the Compensation Committee due to transitions from the County for the following individuals

- Donna Holt, former representative for the Commissioner Court Departments
- Ron Morgan, former representative for the Non-Judicial Elected Officials (County Clerk, County Treasurer, District Clerk and Tax Assessor/Collector)

Functional group representatives are selected and recommended to the Court based on the leadership within those functional groups.

Current Functional Group Representatives are listed below in Table 1.

**Table 1  
Functional Group Selections**

<b>Functional Group Representing</b>	<b>Selection</b>	<b>Department</b>	<b>Title</b>
<b>Courts</b>	Peg Liedtke	Civil Courts	Ct Legal Mgmt. Admin Dir
<b>Non-Judicial Elected Officials</b>	VACANT		
<b>Commissioner Ct 1</b>	VACANT		
<b>Commissioner Ct 2</b>	Kimberly Pierce	Justice Planning	Justice Planning Div Dir
<b>District/County Attorney</b>	Victoria Ramirez	District Attorney	Financial Analyst Lead
<b>Probation</b>	Darryl Harrison	Juvenile Probation	Admin Svcs Div. Dir Sr
<b>Law Enforcement</b>	Leslie Carnes	Constable Pct 3	Court Clerk II Sr

Table 2 below shows the At-Large members.

**Table 2  
At-Large Representatives Selected by Commissioners Court**

<b>Name</b>	<b>Labor Group</b>	<b>Department</b>	<b>Title</b>
Lynelle Ramirez	Admin Support	Tax	Tax Spec III
Teresa Edmondson	Court/Social Svcs	Juvenile Probation	Juv Det Offc III
Katharine Hardin	Professional	TNR	Engineer Sr
Monica Reyes	Court/Social Svcs	HHS	Caseworker
Leah McIntosh	Skilled Trades Public Safety	TCSO	Telecomm 911 Spec Sr

### **Requested Action**

Leadership in the the Functional Groups is requesting that the following individuals be named to the Compensation Committee to filled the designated vacancies:

<b>Non-Judicial Elected Officials</b>	Chris Dietche	District Clerk	Deputy Chief
<b>Commissioner Ct 1</b>	Nancy Goodman-Gill	HHS	HR Manager I

### **Next Steps**

After appointment to the Compensation Committee, the new members will receive training in compensation basics from the HRMD Compensation Division. Additional training in Committee protocols, and rules/bylaws will also be presented.

Appointee will complete the remaining term for the incumbents.