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PLANNING AND BUDGET OFFICE
TRAVIS COUNTY, TEXAS

VS 7-13-10 Item 2

314 W. 11th Street
P.O. Box 1748
Austin, Texas 78767

TO: Members of the Commissioners Court

FROM: Jessica Rio, Assistant Budget Director

DATE: July 6, 2010

RE: Setting Elected Officials' Salaries

2010 JUL -9 PM 1:34
COUNTY CLERK
TRAVIS COUNTY, TEXAS

On Tuesday, June 15, 2010, the Commissioners Court approved salaries and allowances for Travis County elected officials for Fiscal Year 2011. The Commissioners Court is hopeful that the budget for Fiscal Year 2011 will include an allotment for compensation increases for employees of approximately 2.5%. Therefore, the attached advertisement indicates a 2.5% increase for elected officials not on the judiciary pay scale.

The ad appeared in the July 2, 2010 issue of the Austin Chronicle and announced a public hearing scheduled for July 13, 2010. PBO has attached a calendar that shows key dates in the salary setting process and recommends that in keeping with this calendar, the Commissioners Court set elected officials' salaries on July 13, 2010. This will trigger the statutorily mandated timeframes for filing and considering a salary grievance, if an elected official chooses to file one.

Cc: Rodney Rhoades, Leroy Nellis, PBO
CONSIDERING A SALARY GRIEVANCE, IF AN ELECTED OFFICIAL CHOOSES TO FILE ONE.

Cc: Rodney Rhoades, Leroy Nellis, PBO
Tracey Calloway, Carlotta Valdez Leavy, HRMD
Barbara Wilson, John Hille, County Attorney's Office
Cheryl Aker, Melissa Velasquez, Josie Zavala, County Judge's Office
Dana DeBeauvoir, Gillian Porter, Brenda Torrez, County Clerk's Office
Elected Officials

TRAVIS COUNTY, TEXAS

This notice of maximum proposed salaries and allowances for Travis County elected officials during Fiscal Year 2011 is pursuant to section 152.013 of the Texas Local Government Code. A Public Hearing on the FY 2011 elected officials' salaries and allowances will be held on July 13, 2010, at 9:00 a.m. in the Travis County Commissioners Courtroom, 314 West 11th Street, Austin Texas. This ad 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 elected officials' salaries and allowances.

Elected Official ¹	FY 10 Budgeted Salary	Proposed % Change	Proposed \$ Change	Proposed FY 11 Salary
District Judge (State Salary) ^{2,3}	\$125,000.00	0.00%	\$0.00	\$125,000.00
District Judge (County)	<u>15,000.00</u>	<u>0.00%</u>	<u>0.00</u>	<u>15,000.00</u>
District Judge	\$140,000.00	0.00%	\$0.00	\$140,000.00
Court-at-Law Judge (County Salary) ⁴	\$140,026.86	0.00%	\$0.00	\$140,026.86
Probate Judge (County Salary) ⁴	\$141,026.86	0.00%	\$0.00	\$141,026.86
Probate Judge (Administrative) ⁵	<u>33,000.00</u>	<u>0.0%</u>	<u>0.00</u>	<u>33,000.00</u>
Probate Judge	\$174,026.86	0.00%	\$0.00	\$174,026.86
Justice of the Peace 1-5 (County Salary) ⁶	\$105,000.00	0.0%	\$0.00	\$105,000.00
District Attorney (State Salary) ²	\$125,000.00	0.0%	\$0.00	\$125,000.00
District Attorney (County)	<u>33,272.00</u>	<u>2.5%</u>	<u>832.00</u>	<u>34,104.00</u>
District Attorney	\$158,272.00	0.5%	\$832.00	\$159,104.00
County Attorney	\$150,757.00	2.5%	\$3,769.00	\$154,526.00
County Judge ⁷	\$108,329.00	2.5%	\$2,709.00	\$111,038.00
County Commissioner 1,2 ⁸ ,3 ⁹ ,4	\$90,109.00	2.5%	\$2,253.00	\$92,362.00
Constable 1-4	\$84,478.00	2.5%	\$2,112.00	\$86,590.00
Constable 5	\$87,938.00	2.5%	\$2,199.00	\$90,137.00
Sheriff	\$124,372.00	2.5%	\$3,110.00	\$127,482.00
District Clerk	\$109,581.00	2.5%	\$2,740.00	\$112,321.00
County Clerk	\$109,581.00	2.5%	\$2,740.00	\$112,321.00
Tax Assessor-Collector	\$109,581.00	2.5%	\$2,740.00	\$112,321.00
County Treasurer	\$87,165.00	2.5%	\$2,180.00	\$89,345.00

1. Travis County pays for health insurance 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 FY 11 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 an additional \$184.86 per month. This amount may, at that person's option, be added to their total annual FY 11 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.
3. Effective September 1, 2007, if these officials 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 \$3,874.00 as "judicial longevity pay." The Legislature specifically said that this pay 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.
4. The County Salary is the least compensation received by any of these officials. A supplement of \$3,874.00 based on judicial longevity is added to and part of the salary of an official if the official has been an active county court or probate judge and held an elected judicial position in Travis County for at least 16 years.
5. As of January 1, 2010, the Probate Judge was elected Presiding Judge of the Statutory Probate Judges of Texas for four years. For the additional duties as Presiding Judge he is paid \$33,000 per year.
6. The County Salary is the least compensation received by any of these officials. A supplement of \$2,906.00 is added to the salary of an official if the official has been an active Justice of the Peace and held an elected judicial position in Travis County for at least 16 years.
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 Commissioner Precinct 2 has requested that her compensation for FY 2011 be the annualized amount for FY 2010, plus the 2.5% recommended increase \$88,812.
9. Pursuant to Texas Local Gov't Code § 152.052, the Commissioner Precinct 3 has requested that her compensation for FY 2011 remain the same as