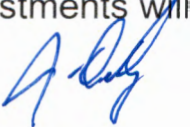


Consistent with other local governments, schools and state agencies, Burnet County is in immediate need to adjust pay scales for employees. These salary modifications are necessary to attract and retain quality professional personnel. Several posted positions are not producing applications and we are losing valued employees to higher paying jobs within and outside of the government sector. Law Enforcement and Corrections officers are at the heart of the need. We have several deputy positions and 20 at the Jail that have been vacant for over six months. Staffs from all departments are facing the combined effects of strong competition in the labor market, elevated housing costs and increased retail prices across the commodity spectrum.

As County Judge and Chief Budget Officer, I have collaborated with our County Auditor, Human Resources Director as well as the Sheriff to develop mid-budget year salary adjustments to all positions for implementation in May. That period represents the last five months of the current fiscal year. The adjustments are a 7% salary increase for all licensed law enforcement officers in Burnet County. Correction officers at the Jail will receive varied adjustments to mimic the scale of the Texas Department of Corrections. All other employees and vacant positions will increase by 5%.

This mid-year plan does not, and cannot by statute, include elected officials. The majority of the funds required for this adjustment are from utilizing attrition funds. Those being, budgeted funds for positions that were not expended due to vacancies. The remainder of the funds are derived from line item transfers from categories wherein conservative extrapolation of usage trends justifies reassignment.

Burnet County must be competitive and contemporary to best serve our citizens, these adjustments will take a necessary step in that direction.

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#7

Increase of 5% to all positions unless noted below:

		Current Rate	New Rate	Increase
Sheriff	111 Field Deputy I	24.55	26.27	7%
	112 Field Deputy II	25.81	27.62	7%
	113 Field Deputy III	27.10	29.00	7%
	114 Field Deputy IV	28.36	30.35	7%
	116 Investigator/Sgt	30.86	33.02	7%
	118 Lieutenant	33.45	35.79	7%
	120 Captain	35.94	38.46	7%
	123 Chief Deputy	39.75	42.53	7%
Jail	156 CO-Temp	18.40	21.81	19%
	157 CO-I	20.31	22.44	10%
	158 CO-II	20.73	23.11	11%
	159 CO-III	22.00	23.79	8%