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COMMISSIONERS COURT MEETING JULY 26, 2019

Judge Oakley: [there] were some last minute adjustments that I took the liberty of putting uh in there, uh, on, uh, first of all, the HR Committee met, and looked, ah, at some things and there's some other things that come up subsequent to that, uh, but uh, to raise the sheriff's pay to be commensurate with what is going on within the department on the longevity....

Woman's voice (Auditor Karen Smith?): Want me to pass these out?

JO: Yeah, that's fine. Um, this is the draft of the way the budget sits at this moment, that um, will be in the paper as a required ad, um, and this ad reflects, um, the increase in the sheriff's salary based on what is going on with his staff. It also includes a increase in the constables' pay, um, that is commensurate with, we have tied the constables' pay to the highest paid deputy, Deputy 4, but not the sergeant because the sergeant is in a supervisory position and the deputy is not, and so, um, based on an hourly rate, um, with the constable being a 40-hour week where a deputy is at the shift hours which is more than 2,080, um, the bottom line is, if you were gonna adjust the Deputy 4 up, you need to go over and adjust the constable to be commensurate with that. So that's what this rev, reflects. It also reflects something that, um, kinda hot off the press yesterday, um, that in my looking at it, um, and the way this publishes and whatnot, um, it had the commissioners at a little bit lower level than the justices of the peace, so I took the initiative to put, add it in the budget for consideration, to equalize the commissioners with the justice of the peaces.

Auditor Karin Smith: And I'm sorry, the JPs are going to come down just a little bit because of rounding, they should, the commissioners and the JPs should have been exactly the same in this notice. At the last minute we were, because by the time they applied the hourly rate to it, it...

JO: Yeah.

KS: So it'll come out even, there's just cents difference, and I didn't get the JPs changed down...

JO: Yeah.

KS: But they should be \$73,258.

JO: So, I just, you know, want to state that that's not something that I was lobbied or asked for, I just, in my economy, thought that was the right thing to do. Um, so, I know it's not a comfortable situation to, you know, to ask or condone an increase for yourself, but I think an alignment, that's what it's all about, finding some way to base things off of, and um, I'm comfortable with, with that. And it's a net increase of about, that component of the raising is about a nineteen hundred dollar a year effect.

Commissioner Jim Luther Jr: So, going down through here, normally, in counties, is it customary for the county judge to make more than the sheriff? As far as, it doesn't, it doesn't look right.

JO: And so....

KS: Have you done any research in that area?

Sara Ann Luther, HR Director: You know what, I have not researched every county, but there are counties that go both ways, where the county judge makes more or the sheriff.

JO: Yeah. Well.

SAL: It's not, unlike, honestly, unlike the commissioners, where typically the commissioners make more than the clerks and the JPs, with the sheriff and the judge, what I saw from some looking that I did awhile back, there's no thing that says clearly the judge makes more or clearly the sheriff makes more. From county to county, that varies a lot more. The only place where you see consistency is typically commissioners, unless they are just specific to the administration, if they're not doing Road and Bridge, that's different..

JO: That's the unit system then?

SAL: But the commissioners that are doing the work similar to what y'all are doing typically make...

JO: Yeah.

SAL: Top, above clerks and JPs. So that's the only place where I saw consistency.

JO: Yeah. From Burnet County's perspective, this would be the first time that that would be, ah, that level would surpass, uh, me, uh, that's a tune of about a fourteen hundred dollar delta, but again that's not something that I, by myself, wanted to take any action on. That's kinda, from a comfort level standpoint, that would be something that would be better derived as the result of an initiative from y'all, put it that way.

KS: Would you like to see the positions kept equal?

JLJr: Um, yeah I would.

Commissioner Damon Beierle: Yeah.

JLJr: I think, you know, from a structured standpoint that it needs to be above, so...

KS: Above or equal, what would you like to see? How, what, how much above? What would you like to see, in the budget?

JLJr: Somewhere there needs to be a spread, fourteen hundred.

KS: Approximately.

JO: I mean, I leave it to you guys on that.

DB: I mean, I have this mentality, I had it before I got here, is that, you gotta, if, you never want to skip keeping people equal, 'cause once you get in a hole, getting out of it is gonna....

JLJr: We ran into that issue with the city, and it was a, it just snowballed, after a certain point.

DB: The paramedic thing at the city is what made me sit back and you waited til you couldn't hire anybody to do anything about it, and then it's this crisis, and then you get everything out of whack. Anyway, as far as who's higher or lower, I mean, they certainly both, and the sheriff has the jail and all that, and I don't know the job duties, but, what was the difference before?

KS: They were pretty much....

JO: About three hundred dollars difference before.

DB: So now you're saying it should be more?

KS: The judge was higher, correct?

JLJr: Yeah, I'd plug in, about thirteen, fourteen, fourteen five, whatever, there, available.

JO: I'd say to spread that.

KS: Tell me what you want. You want fourteen or fourteen five?

JLJr: Fourteen hundred.

KS: Fourteen hundred. Is...

DB: And that would put it where, sorry.

JO: Okay.

KS: You're good with that proposal?

JO: Okay. Again, I appreciate that. It's not the most comfortable thing to talk about, so.

DB: No, I get that.

JO: It's all about the position, not the personalities, the way I see it, in anything we do, so.

SAL: And I have that TAC study, that latest salary study, if you want any more specifics about....

JO: Which we've learned, it's better to look online.

SAL: I'm online.

JO: Okay. Cause, yeah, don't trust the public for the published content on that. So, um, alright. Um, now the other part of the budget, um, I want to make sure we're clear on is any of the funding of the non-profits that we do, um, this child safety seat, I want to make sure we're all on the same.....