

THE STATE OF TEXAS :

COUNTY OF HIDALGO :

BE IT REMEMBERED that on the 10TH day of JANUARY, 1991, after due notice having been given, there was begun and holden a meeting of the Grievance Committee in the Commissioners' Courtroom of the Hidalgo County Courthouse in the City of Edinburg, Hidalgo County, Texas with the following members of said Court present and participating:

Hon. J. Edgar Ruiz  
County Judge

Lavinia Montalvo

Mary Ann Rios

Esther Trevino

Jose Raul Ramirez

Leonel Lozano

June Robinson

Natividad Sanchez

Oralia Hernandez

Richard A. Garcia

Rolando Reyna - Alternate

WHEREUPON, the following proceedings

were had, to-wit:

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GRIEVANCE COMMITTEE MEETING - JANUARY 10, 1991

COMMITTEE MET TO HEAR THE GRIEVANCE OF JUSTICE OF THE PEACE, JUAN ROSEL.

COMMITTEE PRESENT WERE:

LAVINIA MONTALVO  
MARY ANN RIOS  
ESTHER TREVINO  
JOSE RAUL RAMIREZ  
LEONEL LOZANO  
JUNE ROBINSON  
NATIVIDAD SANCHEZ  
ORALIA HERNANDEZ  
RICHARD A. GARZA  
ROLANDO REYNA - ALTERNATE

Jose Raul Ramirez, Member, came into the meeting late and replaced Rolando Reyna who is an Alternate.

The Honorable Judge J. Edgar Ruiz commenced the meeting by calling roll and explaining to those members present that although the Commissioners' Court sets the budget, county employees may come before the Court and grieve that their salary is unjust, however, in the case of the elected officials, since the Commissioners' Court sets their salary, they must go directly to the Grievance Committee. A recommendation can be made by a positive vote of at least seven members, but the Commissioners' Court can override that recommendation. If nine members vote in favor of a salary change then the Committee has the authority to mandate that it be changed and commissioners' Court has no authority over that mandate.

Judge Ruiz went on to explain that since there was a quorum of nine members present, his role was to serve as Chairman of the Committee, with no power to vote; he could participate in any discussions and voice his opinion, but he could not vote. He stated further that since Judge Rosel had sent the appropriate request and had posted a notice, twice, of this meeting according to the law, this meeting was taking place.

The Judge then went on by giving the Committee some background information on how the Justice of the Peace office's were handled. He said that two years ago the J.P.'s were making \$18,000.00, with a personal expense account of \$7,200.00, and Commissioners' Court increased it by 5%. The following year a 5% raise was again given, but the Grievance Committee then mandated that the salary be increased to \$25,000.00, with a personal expense account of \$7,200.00. This year the salary was kept as it was without a 5% increase. The Judge further explained to the Committee what the personal expense account was used for.

Mr. Richard A. Garza asked about the operating staff of the J.P.'s, and the Judge went on to say that the size of the staff depended on whether or not the J.P. was a Local REGISTRAR or not. A regular J.P. had a staff of 1 1/2 and a J.P. who was a local registrar got a staff of 2. Natividad then went on to ask about the duties and other income and to whom they reported it and the Judge mentioned the duties and said that income brought in through the performance of wedding ceremonies was not reported to the county but to the I.R.S.

Judge Ruiz then let Judge Juan Rosel address the Committee. Judge Rosel gave some history of his employment with the county as a J.P. and also mentioned the areas that he represented. He also stated that his reason for his grievance was mainly due to the fact of not only higher family expenses, but also higher insurance, phone, auto and miscellaneous expenses that were required to run his office. He went further by stating that he was only asking for \$250.00 more per month to be added to his personal expense account, an amount that only totalled up to \$3,000.00 per year. He went on by answering a question posed by Natividad Sanchez about whether or not he owned the building where his office was located and he replied that he did not.

A discussion then followed about whether this grievance included all the other J.P. offices, and if the use of a copier, supplies and mileage was also

included in the expense account. Mr. Lozano also asked if the Committee could deviate on the amount that was being asked for and June Robinson asked about why the increase was on the personal expense account and not in the salary.

Judge Ruiz then spoke on behalf of the Commissioners' Court about setting the salaries of the offices of Justice of the Peace and how the Court could not gauge the salary based on performance.

Judge Ruiz then went on to say that Judge Rosel was requesting an increase of \$250.00 per month in personal expenses and that the Committee has the power to vote on that amount, or either raise or lower it.

Mary Ann Rios then asked if it was out of order to address other issues and the Judge explained that it was. June Robinson then inquired about the jurisdictional area and Judge Ruiz, along with the help of Judge Ruiz explained the sizes in both population and area of the various commissioner precincts.

Natividad Sanchez then made a motion, seconded by both Oralia Hernandez and Jose Raul Ramirez, that the Committee approve the request of Judge Juan Rosel, for an increase of \$3,000.00 per year (\$250.00 per month) to be added to his personal expense account.

Mary Ann Rios then made an comment that she thought the increase was too low, and June Robinson said that, in her opinion, the increase should be made to his salary instead of to his expense account.

An amended motion was then in order and Oralia Hernandez moved that it be accepted, seconded by Jose Raul Ramirez, that the salary for Judge Juan Rosel be raised by \$3,000.00, from \$25,000.00 to \$28,000.00 with a personal expense account of \$7,200.00.

The Committee then voted, by voiced vote, with all the Committee members voting for the increase with the exception of Lavinia Montalvo, who voted against the request.

Judge Ruiz then explained that since only eight members voted in favor, the request would be presented to the Commissioners' Court as a recommendation. The proceeding would be discussed on the following day and would be brought the Commissioners' Court on Monday, January 14, 1991.

The meeting of the Grievance Committee was then adjourned by Judge Ruiz.

THERE BEING NO FURTHER BUSINESS TO COME  
BEFORE SAID COURT, the meeting of the Grievance Committee was  
adjourned.

J. Edgar Ruiz \_\_\_\_\_  
County Judge

Lavinia Montalvo \_\_\_\_\_

Mary Ann Rios \_\_\_\_\_

Esther Trevino \_\_\_\_\_

Jose Raul Ramirez \_\_\_\_\_

Leonel Lozano \_\_\_\_\_

June Robinson \_\_\_\_\_

Natividad Sanchez \_\_\_\_\_

Oralia Hernandez \_\_\_\_\_

Richard A. Garcia \_\_\_\_\_

Rolando Reyna - Alternate \_\_\_\_\_

Dated this 10TH day of JANUARY, 1991.

ATTEST:

WILLIAM R. LEO, COUNTY CLERK

By:  \_\_\_\_\_  
Jennifer Castillo, Deputy