

2013

BUDGET WORKSHOP #5



September 04, 2012



Previous Workshop Discussion Items:

- Road & Bridge
- Sheriff Substation
- Cost of Living Adjustment

Workshop #5 Key Discussion Items:

- Budget Financing Options
- Elected Official Salaries
- Sheriff Substation

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HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
General Fund - Budget Issues/Challenges
As of September 04, 2012

2013 Estimated Revenues	\$	161,349,082
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2012 Adopted Budget	166,749,693
2012 Budget Adjustments	4,193,206
2013 Base Budget	<u>\$ 170,942,899</u>

Estimated Shortfall	<u>9,593,817</u>
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FINANCING METHOD:

Excess Revenues	2,600,000
LAPSE Salaries (Sweeps)	3,000,000
LAPSE Expenditures	3,500,000
Total:	<u>\$ 9,100,000</u>

Fund Balance Drawdown:	493,817
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OTHER BUDGET CONSIDERATIONS:

COLA 4.7%	4,359,840
Law Enforcement Step Increase	1,069,672
New County Court at Law No. 8	400,000
Sheriff's Substation Personnel & Operating	1,613,308
Workers Comp	300,000

HIDALGO COUNTY

2013 BUDGET PROCESS

Elected Officials Proposed Salaries

Position	Current Salaries 2012	Current Auto Allow. 2012	Current Other Allow. 2012	Option A	Option B	Option C	Adopted Auto Allow. 2012	Adopted Other Allow. 2012
				4.7 % COLA Excluding Co Judge, Co. Comm, & DC & CC Judges	4.7 COLA & JP Salary Alignment	4.7 COLA & Constable Salary Alignment with JP's		
* County Judge	114,660.00	8,000.00		114,660.00	114,660.00	114,660.00	8,000.00	
* Commissioner, Pct. # 1	98,280.00	8,000.00		98,280.00	98,280.00	98,280.00	8,000.00	
* Commissioner, Pct. # 2	98,280.00	8,000.00		98,280.00	98,280.00	98,280.00	8,000.00	
* Commissioner, Pct. # 3	98,280.00	8,000.00		98,280.00	98,280.00	98,280.00	8,000.00	
* Commissioner, Pct. # 4	98,280.00	8,000.00		98,280.00	98,280.00	98,280.00	8,000.00	
CC#1 Judge	142,915.00	8,000.00		142,915.00	142,915.00	142,915.00	8,000.00	
CC#2 Judge	142,915.00	8,000.00		142,915.00	142,915.00	142,915.00	8,000.00	
CC#3 Judge	142,915.00	8,000.00		142,915.00	142,915.00	142,915.00	8,000.00	
CC#4 Judge	142,915.00	8,000.00		142,915.00	142,915.00	142,915.00	8,000.00	
CC#5 Judge	142,915.00	8,000.00		142,915.00	142,915.00	142,915.00	8,000.00	
CC#6 Judge	142,915.00	8,000.00		142,915.00	142,915.00	142,915.00	8,000.00	
CC#7 Judge	142,915.00	8,000.00		142,915.00	142,915.00	142,915.00	8,000.00	
* Tax Assessor/Collector	87,360.00	8,000.00		91,465.92	91,465.92	91,465.92	8,000.00	
* County Clerk	87,360.00	8,000.00		91,465.92	91,465.92	91,465.92	8,000.00	
* District Clerk	87,360.00	8,000.00		91,465.92	91,465.92	91,465.92	8,000.00	
* Treasurer	87,360.00	8,000.00		91,465.92	91,465.92	91,465.92	8,000.00	
* Sheriff	136,500.00		4,100.00	142,915.50	142,915.50	142,915.50		4,100.00
* J.P. Pct. #1, Pl. #1	80,000.00	10,000.00		83,760.00	83,760.00	83,760.00	10,000.00	
* J.P. Pct. #1, Pl. #2	80,000.00	10,000.00		83,760.00	83,760.00	83,760.00	10,000.00	

HIDALGO COUNTY

2013 BUDGET PROCESS

Elected Officials Proposed Salaries

				Option A	Option B	Option C		
Position	Current Salaries 2012	Current Auto Allow. 2012	Current Other Allow. 2012	4.7 % COLA Excluding Co Judge, Co. Comm, & DC & CC Judges	4.7 COLA & JP Salary Alignment	4.7 COLA & Constable Salary Alignment with JP's	Adopted Auto Allow. 2012	Adopted Other Allow. 2012
* J.P. Pct. #2, Pl. #1	75,000.00	10,000.00		78,525.00	83,760.00	83,760.00	10,000.00	
* J.P. Pct. #2, Pl. #2	80,000.00	10,000.00		83,760.00	83,760.00	83,760.00	10,000.00	
* J.P. Pct. #3, Pl. #1	75,000.00	10,000.00		78,525.00	83,760.00	83,760.00	10,000.00	
* J.P. Pct. #3, Pl. #2	80,000.00	10,000.00		83,760.00	83,760.00	83,760.00	10,000.00	
* J.P. Pct. #4, Pl. #1	80,000.00	10,000.00		83,760.00	83,760.00	83,760.00	10,000.00	
* J.P. Pct. #4, Pl. #2	75,000.00	8,000.00		78,525.00	83,760.00	83,760.00	8,000.00	
* J.P. Pct. #5, Pl. #1	80,000.00	10,000.00		83,760.00	83,760.00	83,760.00	10,000.00	
* Constable Pct. #1	68,190.00	8,000.00	1,200.00	71,394.93	71,394.93	83,760.00	8,000.00	1,200.00
* Constable Pct. #2	68,190.00	8,000.00	1,800.00	71,394.93	71,394.93	83,760.00	8,000.00	2,400.00
* Constable Pct. #3	68,190.00	8,000.00	4,500.00	71,394.93	71,394.93	83,760.00	8,000.00	4,500.00
* Constable Pct. #4	68,190.00	8,000.00	4,500.00	71,394.93	71,394.93	83,760.00	8,000.00	4,500.00
* Constable Pct. #5	68,190.00	8,000.00		-	-	-	-	
92 nd District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	
93 rd District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	
139 th District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	
206 th District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	
275 th District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	
332 nd District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	
370 th District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	

HIDALGO COUNTY

2013 BUDGET PROCESS

Elected Officials Proposed Salaries

Position	Current Salaries 2012	Current Auto Allow. 2012	Current Other Allow. 2012	Option A	Option B	Option C	Adopted Auto Allow. 2012	Adopted Other Allow. 2012
				4.7 % COLA Excluding Co Judge, Co. Comm, & DC & CC Judges	4.7 COLA & JP Salary Alignment	4.7 COLA & Constable Salary Alignment with JP's		
389 th District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	
398 th District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	
430 th District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	
449 th District Court Judge	15,000.00	10,373.00		15,000.00	15,000.00	15,000.00	10,373.00	
District Attorney	48,654.00	8,000.00		50,940.74	50,940.74	50,940.74	8,000.00	
Total:	3,253,729.00	250,103.00	16,100.00	3,256,619.64	3,272,324.64	3,321,784.92	242,103.00	16,700.00
Variance:				2,890.64	18,595.64	68,055.92	(8,000.00)	600.00

Note: The District Attorney and all District Judges receive supplement pay from the County. The County Judge and County Commissioners' auto allowance is reimbursed from the Drainage District #1 in the amount of \$1,200.00. Other allowances for the Sheriff and/or the Constables are for Education and Professional Certifications. If the proposed increases are approved, they will become effective January 1, 2013.

* Officials required to be given notice of proposed salary and afforded an opportunity to request a hearing before the Salary Grievance Committee (as per Texas Local Government Code Chapter 152).

HIDALGO COUNTY

Department Of Budget & Management

2013 Budget Process General Fund - Financing Options *As of September 04, 2012*

2012 Adopted Budget	\$ 166,749,693
2012 Budget Adjustments	<u>4,193,206</u>
2012 Adjusted Budget	\$ 170,942,899
 Estimated Revenues	 \$ 161,349,082
 2013 Budget Shortfall	 \$ (9,593,817)

Other Budget Considerations:	Option A		Option B		Option C	
COLA ⁽¹⁾	4,359,840	4.7%	4,359,840	4.7%	4,359,840	4.7%
JP Salary Alignment	18,532		18,532		18,532	
Constable Salary Alignment	58,363		58,363		58,363	
Law Enforcement Step Increase	-		-		-	
New County Court at Law No. 8	400,000		400,000		400,000	
Sheriff's Substation ⁽²⁾	1,613,308	Patrol & Detention	582,344	Patrol Only	280,964	Detention Only
Workers Comp	300,000		300,000		300,000	
Departments Budget Issues	-		-		-	
2013 Budget Increases:	<u>6,750,043</u>		<u>5,719,079</u>		<u>5,417,699</u>	
 Adjusted 2013 Budget Shortfall	 (16,343,860)		 (15,312,896)		 (15,011,516)	
 Estimated Fund Balance December 31, 2012	 35,003,527		 35,003,527		 35,003,527	
Fund Balance Appropriation	(16,343,860)		(15,312,896)		(15,011,516)	
Estimated Fund Balance as of Jan. 1, 2013	18,659,667		19,690,631		19,992,011	
	10.50%		11.15%		11.34%	
 Non-Fund Balance Drawdown ⁽³⁾	 9,100,000		 9,100,000		 9,100,000	
Actual Fund Balance (Reduction)/Increase	(7,243,860)		(6,212,896)		(5,911,516)	
 Projected Fund Balance as of Dec. 31, 2013	 27,759,667		 28,790,631		 29,092,011	
	15.62%		16.30%		16.50%	

(1) Countywide COLA excluding County Judge, County Commissioners, District Court Judges, County Court at Law Judges

(2) Assumptions: Patrol Vehicles paid through Asset Forfeiture Account and FF&E paid in 2012

(3) Noncertified Anticipated Revenues of \$2.6M and Expected Lapse Expenditures of \$3.5M , Salary Sweep \$3.0M

HIDALGO COUNTY

Department Of Budget & Management

2013 BUDGET PROCESS

Cost of Living Adjustment

General Fund Cost Analysis

COLA - FUND 1100	4.70%	<u>Total Employees</u>
Adjusted Salaries	53,501,348	1,464
Increase Amount	2,514,563	Excluding Elected Officials Obj 111 and Law Enforcement Positions
Increase Fringes 18%	<u>452,621</u>	
Estimated Cost:	<u><u>\$2,967,185</u></u>	
COLA - LAW ENFORCEMENT S&G	4.70%	<u>Total Employees</u>
Current Salaries	23,341,004	621
Increase Amount	1,097,027	
Increase Fringes 18%	<u>197,465</u>	
Estimated Cost:	<u><u>\$1,294,492</u></u>	
COLA - ELECTED OFFICIALS	4.70%	<u>Total Employees</u>
Current Salaries	1,769,986	23
Increase Amount	83,189	Excluding Co. Judge, Co Comm., & DC & CC Judges
Increase Fringes 18%	<u>14,974</u>	
Estimated Cost:	<u><u>\$98,163</u></u>	
Estimated Total Cost:	\$4,359,840	2,108

HIDALGO COUNTY

Department Of Budget & Management

2013 BUDGET PROCESS

JP Salary Alignment

	Proposed 2013 Salary Including 4.7 % COLA	Proposed 2013 Salary Alignment	Increase Amount
JP Pct. 1/PL 1	83,760	83,760	-
JP Pct. 1/PL 2	83,760	83,760	-
JP Pct. 2/PL 1	78,525	83,760	5,235
JP Pct. 2/PL 2	83,760	83,760	-
JP Pct. 3/PL 1	78,525	83,760	5,235
JP Pct. 3/PL 2	83,760	83,760	-
JP Pct. 4/PL 1	83,760	83,760	-
JP Pct. 4/PL 2 *	78,525	83,760	5,235
JP Pct. 5/PL 1	83,760	83,760	-
	\$ 738,135	\$ 753,840	\$ 15,705

Increase Amount: 15,705

Increase Fringes 18%: 2,827

Estimated Cost: \$ 18,532

* Note: Temporary JP Pct. 4/PL 2 is being compensated at the same level as the other JP's

HIDALGO COUNTY

Department Of Budget & Management

2013 BUDGET PROCESS

Constable Salary Alignment

	Proposed 2013 Salary Including 4.7 % COLA	Proposed 2013 Salary Alignment *	Increase Amount
Constable Pct. 1	71,395	83,760	12,365
Constable Pct. 2	71,395	83,760	12,365
Constable Pct. 3	71,395	83,760	12,365
Constable Pct. 4	71,395	83,760	12,365
	\$ 285,580	\$ 335,040	\$ 49,460
		Increase Amount:	49,460
		Increase Fringes 18%:	8,903
		Estimated Cost:	\$ 58,363

* Proposed Salary Alignment for Constables to be at the same level of Justice of the Peace Salary

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
Sheriff Substation - Budget Issues/Challenges
As of Septemer 04, 2012

BUDGET REQUEST:

Salaries and Fringes	\$ 2,043,454
Operating	319,854
Total Budget Request:	<u>\$ 2,363,308</u>

FINANCING METHOD:

2013 Base Budget	750,000
Total:	<u>\$ 750,000</u>

2013 Additional Funding Needed: 1,613,308

	No of Positions	Salaries & Fringes	Operating	Total
Patrol	22	1,066,690	265,654	1,332,344
Detention	23	976,764	54,200	1,030,964
	45	2,043,454	319,854	2,363,308



Previous Workshop's Reference Material



2013 BUDGET DEVELOPMENT PROCESS

Budget Discussion Item

Discussion Item: Consumer Price Index (CPI)
Discussion Item No.: 2013-02

Background / Description:

The Consumer Price Index (CPI) is a measure of the average change in prices over time of goods and services purchased by households. The index is based on prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and other goods and services that people buy for day-to-day living.

The county estimates the cost-of-living adjustments (COLA) following the CPI published by the Bureau of Labor Statistics (BLS). The purpose of COLA is to ensure that the purchasing power of Hidalgo County employees is not eroded by inflation.

Impact to County Employee Budget:

Assuming the average cost of groceries in 2009 was \$200; if the employee attempts to purchase the same list of groceries now, the cost will be \$209.40. If the employee's salary remains the same as their 2009 salary, the purchasing power of the employee has been reduced by 4.7% since the price of groceries has increased.

\$200 will no longer enable employees to purchase all the items they purchased back in 2009. Example:

In 2008 you were able to purchase:



Today you are only able to purchase:



Salary adjustments vs. COLA

- Salary adjustments greater than CPI = salary increase (more purchasing power)
- Salary adjustments lower than CPI = salary reduction (less purchasing power)
- Salary adjustments based on salary ranges will disrupt the current Law Enforcement pay plan and Classification and Compensation grade and step table.

HIDALGO COUNTY

Department Of Budget & Management

2013 BUDGET PROCESS

Other Salary Compensation Adjustments

General Fund Cost Analysis

Cost of Living Adjustment	4.70%	No. of Employees	Tiered Salary Adjustments		Total Salaries Increase	No. of Employees
Adjusted Salaries	80,285,523	2,131	Salary up to \$30,000	6.75%	1,540,828	751
Increase Amount	3,773,420		\$30,001 - \$40,000	4.50%	\$1,404,819	757
Increase Fringes 18%	679,216		\$40,001 and above	3.00%	\$1,220,749	623
Estimated Cost:	<u>\$4,452,635</u>		Estimated Cost:		<u>\$4,166,396</u>	<u>2,131</u>
COLA Vs Tiered Salary Adj.:	(\$286,239)					

Proposed Merit Pay		Total Employees
Est. Salary Sweeps:	3,000,000.00	
25% Merit Pay Allocation:	750,000.00	
Percentage of eligible merit increase based on average step increase of \$1,100 per step:	32%	682

Ex.: Departments with 30 employees will be eligilbe for 10 merit pay increases.

HIDALGO COUNTY

Department Of Budget & Management

2013 BUDGET PROCESS

Road & Bridge Funding Allocation

As of August 23, 2012

Est. 2012 Revenue-Road & Bridge-County Wide	9,903,000
General Fund Other Revenue - Transfer In	7,747,291
Total available resources	<u>\$17,650,291</u>
Less: County Wide Administration	992,858
Right of Way Department	154,959
Transfer Out - Notes Payable	379,256
BCAP Indirect Cost	232,212
Pct. 3 Drainage Imprv Prj	229,791
	<u>\$1,989,075</u>
Balance (available resources)	15,661,215
Proposed Fund Balance	<u> </u>
Available to Precincts	<u><u>15,661,215</u></u>

PCT	R&B	%	G/F	%	Total
	8,143,715		7,517,500		15,661,215
1	2,197,989	26.99%	1,879,375	25.00%	4,077,364
2	1,873,869	23.01%	1,879,375	25.00%	3,753,244
3	2,197,989	26.99%	1,879,375	25.00%	4,077,364
4	1,873,869	23.01%	1,879,375	25.00%	3,753,244
	<u>\$8,143,715</u>	<u>100%</u>	<u>\$7,517,500</u>	<u>100.00%</u>	<u>\$15,661,215</u>

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
Road and Bridge Revenues
Five Year History

Year	Optional Motor Vehicle Registration Fee	Other Fees	General Fund Transfer In	Total R&B Revenue
2008	4,000,000	7,755,000	4,750,000	\$ 16,505,000
2009	4,200,000	7,622,000	5,860,084	\$ 17,682,084
2010	4,250,000	6,637,000	7,252,958	\$ 18,139,958
2011	4,300,000	6,017,000	7,750,000	\$ 18,067,000
2012	4,500,000	5,403,000	7,747,291	\$ 17,650,291
2013	4,500,000	5,403,000	7,747,291	\$ 17,650,291 *

*DBM Projected

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
General Fund - Budget Issues/Challenges
As of August 23, 2012

2013 Estimated Revenues	\$	159,239,101
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2012 Adopted Budget	166,749,693
2012 Budget Adjustments	4,193,206
2013 Base Budget	<u>\$ 170,942,899</u>

Estimated Shortfall	<u>11,703,798</u>
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FINANCING METHOD:

Excess Revenues	4,000,000
LAPSE Salaries (Sweeps)	3,000,000
LAPSE Expenditures	3,500,000
Total:	<u>\$ 10,500,000</u>

Fund Balance Drawdown:	1,203,798
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OTHER BUDGET CONSIDERATIONS:

COLA 4.7%	4,452,635
Law Enforcement Step Increase	1,069,672
New County Court at Law No. 8	400,000
Sheriff's Substation Personnel & Operating	2,500,000
Workers Comp	300,000

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
General Fund - 2012 Budget Adjustments
As of August 23, 2012

Salaries & Fringes	1,504,328
Room and Board (Jail - Out of County)	850,000
Countywide Fuel/Gasoline	500,000
Unemployment	350,000
Countywide Electricity	250,000
Retirement	568,128
Historical Museum - Jail Renovation	100,000
City of McAllen Interlocal (spay & neuter)	50,000
Mercado Delta Lake Lease	20,750
Total:	\$ 4,193,206



2013 BUDGET DEVELOPMENT PROCESS

Budget Discussion Item

Discussion Item: Sheriff Substation

Background / Description:

Commissioners Court authorized the construction of the new Sheriff's Substation to be located in Weslaco, TX in the Pct. 1 area during the year 2008. The substation will be the first of its kind for Hidalgo County and is expected to be completed in December 2012 with an opening date of January 2013.

The substation will consist of three holding cells with a maximum occupancy of 16 inmates per cell and will be an operational, 24/7 facility. However, transportation of females and juvenile offenders will still be required to be made due to jail regulations. The following are some advantages that have been identified once the substation is completed:

- Reduction of sheriff deputies' response time.
- Increase of patrol time: sheriff deputies as well as area municipal police departments will be able to drop off offenders without driving to the jail, since the substation will have holding cells.
- Reduction of crime rate. By having more law enforcement presence in the area, crime rate is expected to drop.
- Convenience to the public. Area residents will be able to conduct business at the substation, such as filing incident reports.
- Minimal reduction in costs for fuel & vehicle maintenance.
- Provide 24/7 law enforcement services to Pct. 1 residents.

Budgetary Impact:

To begin operations at the Sheriff Substation in 2013 the estimated additional funding needed is \$2,109,846.

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
Sheriff Substation - Budget Issues/Challenges
As of August 23, 2012

BUDGET REQUEST:

Salaries and Fringes	\$	2,043,454
Operating		317,854
Vehicles		456,000
Furniture, Fixtures & Equipment		792,538
Total Budget Request	\$	<u>3,609,846</u>

FINANCING METHOD:

2012 Adopted Budget		750,000
2013 Base Budget		750,000
Total:	\$	<u>1,500,000</u>

2013 Additional Funding Needed: 2,109,846

HIDALGO COUNTY

Department Of Budget & Management

2013 BUDGET PROCESS

Cost of Living Adjustment

Law Enforcement Positions

COLA

LAW ENFORCEMENT S&G	2.00%	3.00%	4.00%	Total Employees
Current Salaries	23,341,004	23,341,004	23,341,004	621
Increase Amount	466,820	700,230	933,640	
Increase Fringes 18%	84,028	126,041	168,055	
Estimated Cost:	\$550,848	\$826,272	\$1,101,695	

Law Enforcement Step & Grade	2012 Current Salaries	Next Step Increase	Fringe Benefits 18%	Total Employees
Sheriff	9,798,957.00	378,016.00	68,042.88	233
Jail	11,375,328.00	440,234.00	79,242.12	336
Constables	2,055,759.00	83,882.00	15,098.76	49
Other	110,960.00	4,370.00	786.60	3
Total	23,341,004	906,502	163,170	621
Estimated Next Step Increase Cost:	\$ 1,069,672.36	Average Increase:	3.79%	

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
General Fund - Financing Options
As of August 23, 2012

2012 Adopted Budget	\$ 166,749,693
2012 Budget Adjustments	<u>4,193,206</u>
2012 Proposed Budget	\$ 170,942,899
Estimated Revenues	\$ 159,239,101
2013 Budget Shortfall	\$ (11,703,798)

OTHER BUDGET CONSIDERATIONS:	Option 1		Option 2		Option 3		Option 4		Option 5
COLA	4,452,635	4.7%	3,789,477	4.0%	2,842,108	3.0%	2,226,318	2.0%	-
Law Enforcement Step Increase	1,069,672		1,069,672		1,069,672		1,069,672		1,069,672
New County Court at Law No. 8	400,000		400,000		400,000		325,000		325,000
Sheriff's Substation	2,500,000	100%	1,875,000	75%	1,250,000	50%	625,000	25%	-
Workers Comp	300,000		300,000		300,000		300,000		300,000
Departments Budget Issues	-		-		-		-		-
2013 Budget Increases:	<u>8,722,307</u>		<u>7,434,149</u>		<u>5,861,780</u>		<u>4,545,990</u>		<u>1,694,672</u>
Adjusted 2013 Budget Shortfall	(20,426,105)		(19,137,947)		(17,565,578)		(16,249,787.86)		(13,398,470)
Estimated Fund Balance December 31, 2012	35,717,637		35,717,637		35,717,637		35,717,637		35,717,637
Fund Balance Appropriation	(20,426,105)		(19,137,947)		(17,565,578)		(16,249,788)		(13,398,470)
Estimated Fund Balance as of Jan. 1, 2013	15,291,532		16,579,690		18,152,059		19,467,849		22,319,167
	8.51%		9.29%		10.27%		11.09%		12.93%
Non-Fund Balance Drawdown ⁽²⁾	10,500,000		10,500,000		10,500,000		10,500,000		10,500,000
Actual Fund Balance (Reduction)/Increase	(9,926,105)		(8,637,947)		(7,065,578)		(5,749,788)		(2,898,470)
Projected Fund Balance as of Dec. 31, 2013	25,791,532		27,079,690		28,652,059		29,967,849		32,819,167
	14.36%		15.18%		16.21%		17.08%		19.01%

(2) Noncertified Anticipated Revenues of \$4M and Expected Lapse Expenditures of \$3.5M , Salary Sweep \$3M

HIDALGO COUNTY

Department Of Budget & Management

2013 BUDGET PROCESS

Self Funded Program Analysis

	<u>Health Insurance</u>	<u>Workers Compensation</u>
Unreserved Fund Balance as of December 31, 2011	\$ 2,728,513	\$ 6,005,039
 <u>FISCAL YEAR 2012</u>		
2012 Estimated Revenues	\$ 18,522,969	\$ -
2012 Estimated Expenditures	\$ (18,544,924)	\$ (1,945,629)
Net Increase/(Decrease) in Fund Balance	\$ (21,955)	\$ (1,945,629)
 Estimated Unreserved Fund Balance as of December 31, 2012	 \$ 2,706,558	 \$ 4,059,410
 <u>FISCAL YEAR 2013</u>		
2013 Projected Revenues	\$ 19,449,117	\$ 300,000
2013 Projected Expenditures	\$ (19,472,170)	\$ (2,042,910)
Net Increase/(Decrease) in Fund Balance	\$ (23,053)	\$ (1,742,910)
 Estimated Unreserved Fund Balance as of December 31, 2013	 \$ 2,683,505	 \$ 2,316,499
 Required Actuarial Reserve	 \$ 1,097,600	 \$ 1,935,000
 Estimated Total Fund Balance as of December 31, 2013	 \$ 3,781,105	 \$ 4,251,499

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS

Revenue Analysis

Five Year History

Year	Original Estimated Revenues	Actual Revenue	Variance
2007	131,000,628	141,312,844	10,312,216
2008	148,152,171	155,580,914	7,428,743
2009	161,950,320	167,766,906	5,816,587
2010	157,479,936	164,224,290	6,744,354
2011	156,363,270	163,651,293	7,288,023 *
2012	158,239,101	162,239,101	4,000,000 **

*** 2011 Actual Revenue Excludes**

FEMA reimbursements in the amount of \$41,938.19

Indigent Defense Grant Equalization Disbursement \$879,445.00

Landmark Settlement received for bad construction on Jail in the amount of \$1,111,500.00

Landmark Settlement Attorney Fees \$598,500.00

Transfers In \$176,433.36

Other Financing Sources-Capital \$460,322.98

****DBM Estimated**

HIDALGO **C**OUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
GENERAL FUND
Salary Sweep History

Year	Amount
2007	3,311,688
2008	3,217,961
2009	1,715,471
2010	2,968,707
2011	4,011,199

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
GENERAL FUND
Adjusted Budget vs Actual Expenditures
Five Year History

Year	Adjusted Budget	Actual Expenditures	Variance
2007	142,090,092	135,663,252	(6,426,841)
2008	174,589,892	165,955,449	(8,634,443)
2009	169,542,761	162,979,487	(6,563,275)
2010	170,032,560	165,504,172	(4,528,388)
2011	166,991,685	162,786,718	(4,204,967)

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
Projected General Fund - Fund Balance
For Fiscal Year Ending December 31, 2012

UNRESERVED FUND BALANCE AS OF DECEMBER 31, 2011	\$	36,728,229
2012 Revenues and Other Financing Sources (Original Budget)		158,239,101
2012 Appropriations and Other Financing Uses (Original Budget) (Fund Balance Appropriation of \$4,305,625)		(166,749,693)
Estimated Unreserved Fund Balance as of December 31, 2012	<u>\$</u>	<u>28,217,637</u>
2012 Adjusted Budget	\$	172,771,472
Fund Balance as Percentage of 2012 Budget		16.3%

YEAR END ADJUSTMENTS

Excess Revenues		4,000,000
Lapse Expenditures		3,500,000
Estimated Unreserved Fund Balance as of December 31, 2012	<u>\$</u>	<u>35,717,637</u>
Fund Balance as Percentage of 2012 Budget		20.7%

* 2012 Adjusted Budget as of 7/31/2012

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
GENERAL FUND
Estimated Fund Balance vs. Actual Fund Balance
Five Year History

Year	Estimated Fund Balance	Actual Fund Balance	Variance
2007	14,837,994	21,627,835	6,789,841
2008	25,666,375	11,036,241	(14,630,134) *
2009	11,865,335	21,594,909	9,729,574
2010	24,460,157	31,456,770	6,996,613
2011	35,480,782	36,728,229	1,247,447

* Hurricane Dolly

HIDALGO COUNTY

Department Of Budget & Management

2013 BUDGET PROCESS

Cost of Living Adjustment

General Fund Cost Analysis

COLA - FUND 1100	<u>2.00%</u>	<u>3.00%</u>	<u>4.00%</u>	<u>4.70%</u>	<u>Total Employees</u>
Adjusted Salaries	53,501,348	53,501,348	53,501,348	53,501,348	1,464
Increase Amount	1,070,027	1,605,040	2,140,054	2,514,563	Excluding Elected Officials Obj 111 and Law Enforcement Positions
Increase Fringes 18%	192,605	288,907	385,210	452,621	
Estimated Cost:	<u>\$1,262,632</u>	<u>\$1,893,948</u>	<u>\$2,525,264</u>	<u>\$2,967,185</u>	
COLA - LAW ENFORCEMENT S&G	<u>2.00%</u>	<u>3.00%</u>	<u>4.00%</u>	<u>4.70%</u>	<u>Total Employees</u>
Current Salaries	23,341,004	23,341,004	23,341,004	23,341,004	621
Increase Amount	466,820	700,230	933,640	1,097,027	
Increase Fringes 18%	84,028	126,041	168,055	197,465	
Estimated Cost:	<u>\$550,848</u>	<u>\$826,272</u>	<u>\$1,101,695</u>	<u>\$1,294,492</u>	
COLA - ELECTED OFFICIALS	<u>2.00%</u>	<u>3.00%</u>	<u>4.00%</u>	<u>4.70%</u>	<u>Total Employees</u>
Current Salaries	3,443,171	3,443,171	3,443,171	3,443,171	45
Increase Amount	68,863	103,295	137,727	161,829	
Increase Fringes 18%	12,395	18,593	24,791	29,129	
Estimated Cost:	<u>\$81,259</u>	<u>\$121,888</u>	<u>\$162,518</u>	<u>\$190,958</u>	
Estimated Total Cost:	\$1,894,738	\$2,842,108	\$3,789,477	\$4,452,635	2,130

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS
Cost of Living Adjustment
Road and Bridge Cost Analysis

COLA - FUND 1200	2.00%	3.00%	4.00%	4.70%	Total Employees
Adjusted Salaries	12,334,097	12,334,097	12,334,097	12,334,097	347
Increase Amount	246,682	370,023	493,364	579,703	
Increase Fringes 18%	44,403	66,604	88,805	104,346	
Estimated Cost:	\$291,085	\$436,627	\$582,169	\$684,049	

HIDALGO COUNTY

Department Of Budget & Management

2013 BUDGET PROCESS COLA Adjustment History

YEAR	CPI - W ⁽¹⁾	CRITERIA	COUNTY COLA	OTHER INCREASE / (DECREASE)
2008	2.3%	Salary up to \$25,000 (Minimum \$1,000 Increase)	4% - 5%	1.70% - 2.70%
2008	2.3%	Salary over \$25,000	4.0%	1.70%
2009	5.8%	Salary up to \$30,000 (Minimum \$2,000 Increase)	5% -11%	(0.80%) - 5.31%
2009	5.8%	Salary over \$30,000	5.0%	(0.80%)
2010	0.0%	County Wide	0.0%	0.00%
2011	0.0%	County Wide	0.0%	0.00%
2012	2.8% ⁽²⁾	County Wide	0.0%	(2.8%)
2013	1.9% ⁽³⁾	County Wide	0.0%	(1.90%)

(1) CPI based on US Department of Labor Bureau of Labor Statistics.

(2) 2.8% is the average of 2011 2nd Qtr to July 2008 Index

(3) 1.9% is the average of 2012 2nd Qtr to 2011 2nd Qtr

NOTE: Cumulative CPI change since last cost of living is 4.7%

HIDALGO COUNTY
 Department of Budget & Management
 2013 BUDGET PROCESS
 COUNTY COURT AT LAW NO.8
 SUMMARY OF 2013 ESTIMATED EXPENDITURES

COUNTY COURT AT LAW #8

Personnel/Operating Budget	498,505.00
	County Court At Law #8 Total: \$ 498,505.00

DISTRICT CLERK

	Salary	Health Ins. 4,164.00/yr	Life Ins. 27.00/yr	FICA 7.65%	Retirement 9.95%	Unemploy. Comp. 0.50%	Total
Deputy District Clerk I (<i>Grade 05</i>)	25,256.00	4,164.00	27.00	1,932.08	2,512.97	126.28	34,018.34
	District Clerk's Total: \$ 34,018.34						

COUNTY CLERK

	Salary	Health Ins. 4,164.00/yr	Life Ins. 27.00/yr	FICA 7.65%	Retirement 9.95%	Unemploy. Comp. 0.50%	Total
Deputy County Clerk I (<i>Grade 05</i>)	25,256.00	4,164.00	27.00	1,932.08	2,512.97	126.28	34,018.34
	County Clerk's Total: \$ 34,018.34						

DISTRICT ATTORNEY

	Salary	Health Ins. 4,164.00/yr	Life Ins. 27.00/yr	FICA 7.65%	Retirement 9.95%	Unemploy. Comp. 0.50%	Total
Admin. Asst. II (<i>Grade 06</i>)	27,276.00	4,164.00	27.00	2,086.61	2,713.96	136.38	36,403.96
Asst. D.A. II (<i>Grade 14</i>)	50,487.00	4,164.00	27.00	3,862.26	5,023.46	252.44	63,816.15
Asst. D.A. II - Auto Allowance	900.00	-	-	68.85	89.55	4.50	1,062.90
	District Attorney's Total: \$ 101,283.00						

PUBLIC DEFENDERS

	Salary	Health Ins. 4,164.00/yr	Life Ins. 27.00/yr	FICA 7.65%	Retirement 9.95%	Unemploy. Comp. 0.50%	Total
Public Defender I (<i>Grade 12</i>)	43,284.00	4,164.00	27.00	3,311.23	4,306.76	216.42	55,309.40
	Public Defender's Total: \$ 55,309.40						

TOTAL BUDGETARY IMPACT: \$723,134.08



APPENDIX

HIDALGO COUNTY

Department of Budget & Management

Sheriff Substation Personnel Request

Patrol		
Position Title	No of Positions	Salaries & Fringes
Lieutenant	1	66,014
Sergeant	9	543,542
Deputy	3	154,647
Administrative Assistant IV	1	48,017
Administrative Assistant I	8	254,469
Total:	22	1,066,690

Detention		
Position Title	No of Positions	Salaries & Fringes
Detention Sergeant	5	254,019
Detention Officer	18	722,744
Total:	23	976,764

Total Budget Request: **\$ 2,043,454**

HIDALGO COUNTY

Department Of Budget & Management

2013 BUDGET PROCESS

2011 Estimated vs Actual Revenues

	<u>2011 Estimated Revenues</u>	<u>2011 Actual Revenues</u>	<u>Variance</u>
Tax Revenues:			
General Property Taxes - Current/Delinquent	133,462,300	136,031,376	2,569,076
Penalties and Interest - Current/Delinquent	4,337,440	5,203,230	865,790
Total Tax Revenues:	<u>\$ 137,799,740</u>	<u>\$ 141,234,606</u>	<u>\$ 3,434,866</u>
Other Revenues:			
Business Licenses and Permits	90,000	114,860	24,860
Federal Government Grants	330,000	330,188	188
State Government Tax	855,000	1,205,335	350,335
State Government Shared Revenues	3,635,000	4,223,241	588,241
Local Government Unit Grants	55,000	-	(55,000)
General Government	10,119,030	10,814,725	695,695
Public Safety	1,548,000	1,679,753	131,753
Health	200,000	316,980	116,980
Culture - Recreation	43,500	19,001	(24,499)
Fines	256,000	490,702	234,702
Forfeits	-	-	-
Miscellaneous			
Other	300,000	1,002,663	702,663
Pay Phone Commissions	300,000	337,733	37,733
Payroll Administration Fees	2,500	2,916	416
Insurance Claims	50,000	142,216	92,216
Jury Script	-	10,427	10,427
Investment Earnings	624,500	541,603	(82,897)
Rents and Royalties	155,000	80,292	(74,708)
Escheats	-	110,490	110,490
Transfers In	-	-	-
Sale of Capital Asset	-	993,563	993,563
Other Financing Sources - Capital Leases	-	-	-
Total Other Revenues:	<u>\$ 18,563,530</u>	<u>\$ 22,416,688</u>	<u>\$ 3,853,158</u>
 Total:	 <u>\$ 156,363,270</u>	 <u>\$ 163,651,293</u>	 <u>\$ 7,288,023</u>

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS

Collection Rate Analysis

Five Year History

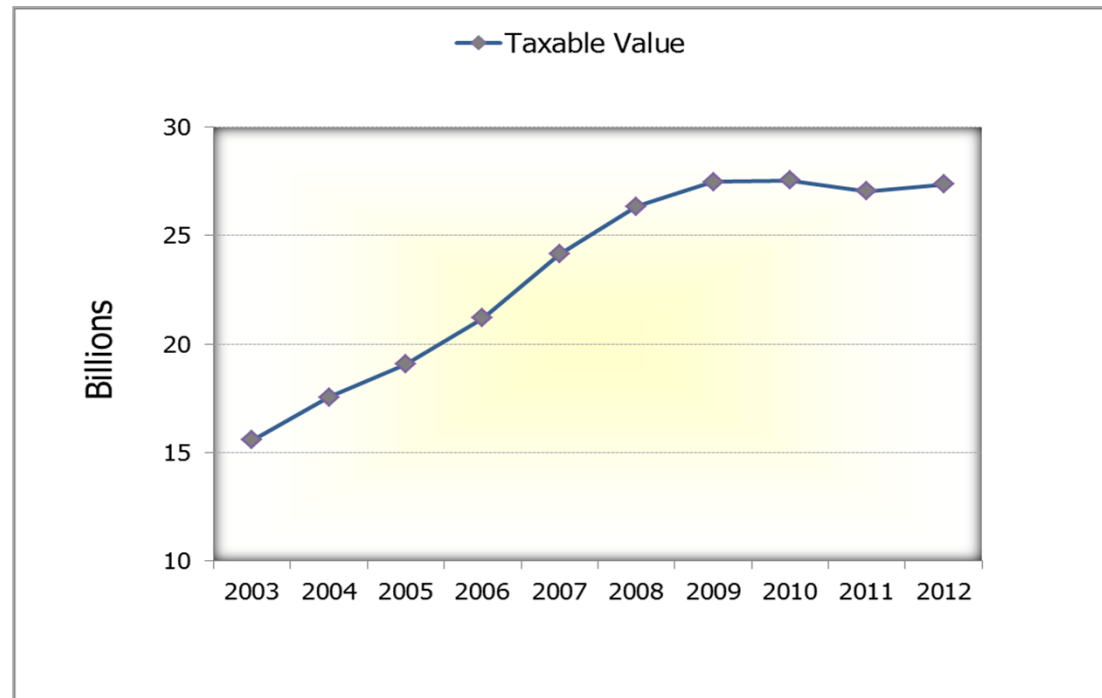
Year	Estimated Collection Rate	Actual Collection Rate	Estimated Tax Collection	Actual Tax Collection
2007	92.4%	93.5%	102,804,034	103,973,292
2008	93%	94.3%	116,482,431	118,076,368
2009	93%	93.5%	129,445,542	130,160,707
2010	92.5%	93.2%	129,588,618	130,616,228
2011	92.5%	93.8%	127,319,300	129,173,501

HIDALGO **C**OUNTY
Department of Budget & Management
2013 BUDGET PROCESS
Indigent Defense Expenditure Analysis

	2011 Actual Expenditures	2012 Estimated Expenditures	2013 Proposed Budget
Public Defense	6,010,817.54	4,111,270.98	4,758,958.00
Other Public Defense	445,388.25	479,555.00	411,597.76
Child Welfare Defense	1,967,122.64	2,427,278.00	1,810,496.65
Total:	\$ 8,423,328.43	\$ 7,018,103.98	\$ 6,981,052.41

HIDALGO COUNTY
Department of Budget & Management
2013 BUDGET PROCESS
Taxable Value History

Year	Taxable Value
2003	15.59
2004	17.56
2005	19.07
2006	21.19
2007	24.15
2008	26.34
2009	27.49
2010	27.54
2011	27.04
2012	27.36



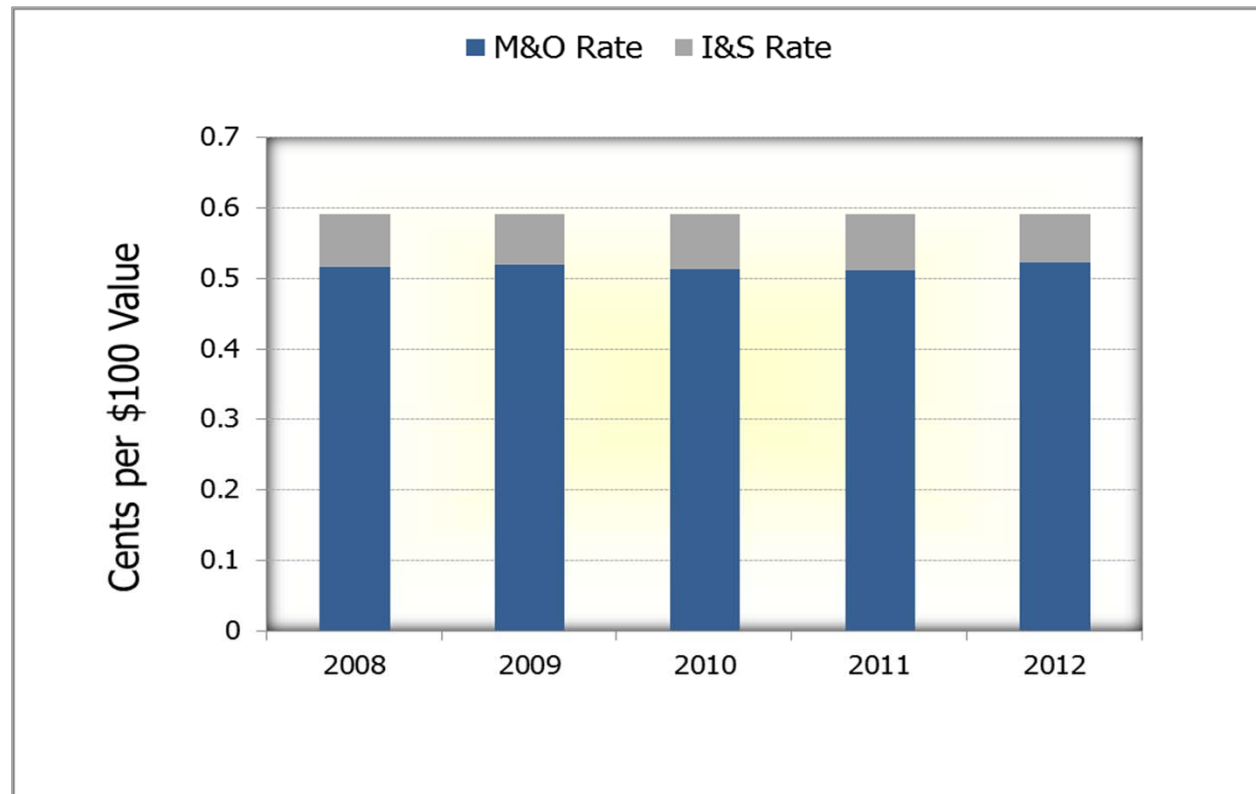
HIDALGO COUNTY

Department of Budget & Management

2013 BUDGET PROCESS

M&O & Interest Debt Rate History

Year	Maintenance & Operation Rate	Interest & Sinking Fund Rate
2008	0.5155	0.0745
2009	0.5191	0.0709
2010	0.5127	0.0773
2011	0.5107	0.0793
2012	0.5225	0.0675



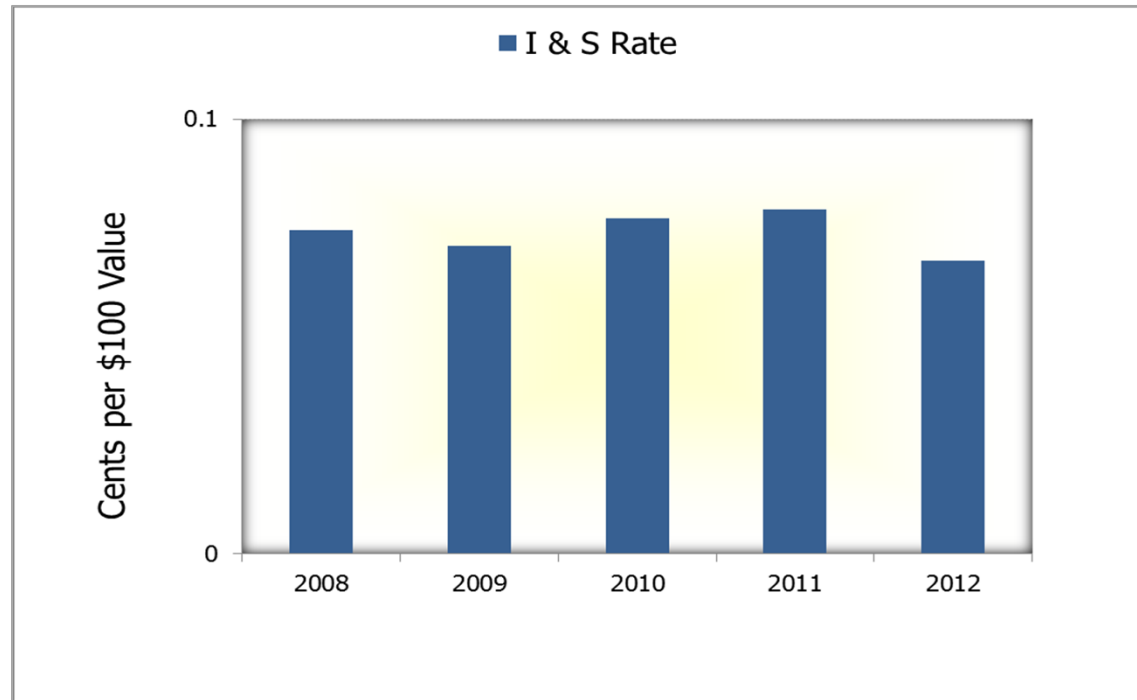
HIDALGO COUNTY

Department of Budget & Management

2013 BUDGET PROCESS

INTEREST & SINKING FUND RATE HISTORY

Year	I & S Rate
2008	0.0745
2009	0.0709
2010	0.0773
2011	0.0793
2012	0.0675



Hidalgo **C**ounty
Department Of Budget & Management

2013 BUDGET PROCESS
GENERAL FUND
Program Administration Detail

Program	2012 Budgeted Amount
APPRAISING FEES	1,600,000
AUTOPSIES/PAUPER BURIAL	756,700
CHILD ADVOCACY CTR	48,500
CITIES FIRE CONTRACTS	1,508,700
CO WIDE COMMUNICATIONS SYSTEM	335,000
COUNTY LIBRARY SYS	237,140
DISPOSAL - SANITATION /OTHER	491,298
DONNA MUSEUM	40,000
FOOD - ADULT & JUVENILE DET	1,625,000
HISTORICAL MUSEUM	360,000
HUMANE SOCIETY	500,000
INDEPENDENT AUDIT	145,000
INDIGENT DEFENSE	6,981,052
INDIGENT HEALTH UPL	8,250,000

Program	2012 Budgeted Amount
INSURANCE	1,685,000
JURORS/JURY FEES	998,604
LITIGATION/JUDGMENTS	1,746,077
MEDICAL EXP. - ADULT & JUVENILE DET	1,016,385
OTHER CONTRACTED SERVICES	265,579
ROOM AND BOARD - ADULT & JUVENILE DET	3,362,250
SHERIFF SUBSTATION	751,000
TRF OUT- GRANTS	292,053
TRF OUT- R&B	7,747,291
TRF OUT-OTHER PROGRAMS	545,921
TRF OUT-PAJ BOOT CAMP	727,500
TROPICAL TX CENTER MHMR	702,338
VIDA	250,000
Total:	\$ 42,968,388

HIDALGO COUNTY
Department Of Budget & Management

2013 BUDGET PROCESS

Aid to Non- Governmental and Governmental Agencies Analysis

		Recommended Budget Reductions		
Agency Name	2012 Adopted Budget	-25 %	-50 %	-75 %
VIDA	250,000	(62,500.00)	(125,000.00)	(187,500.00)
HISTORICAL MUSEUM	360,000	(90,000.00)	(180,000.00)	(270,000.00)
DONNA MUSEUM	40,000	(10,000.00)	(20,000.00)	(30,000.00)
TOTAL: \$ 650,000		\$ (162,500)	\$ (325,000)	\$ (487,500)

HIDALGO COUNTY SHERIFF'S OFFICE: [Effective May 26, 2008]

LAW ENFORCEMENT

POSITION	Probationary	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Years of Service		1	2	3	4	5	6	8	12	16	20
Trainee	\$ 34,000										
Deputy	\$ 36,480	\$ 38,000	\$ 39,330								
Senior Deputy		\$ 41,800	\$ 43,263	\$ 44,777	\$ 46,344	\$ 47,966	\$ 49,645	\$ 52,128	\$ 57,340	\$ 63,074	\$ 69,382
Sergeant		\$ 45,980	\$ 47,589	\$ 49,255	\$ 50,979	\$ 52,763	\$ 54,610	\$ 57,340	\$ 63,074	\$ 69,382	\$ 76,320
Lieutenant		\$ 50,578	\$ 52,348	\$ 54,180	\$ 56,077	\$ 58,039	\$ 60,071	\$ 63,074	\$ 69,382	\$ 76,320	\$ 83,952

Supplemental Pay Program:

Education Program:	Annual	Monthly	Bi-weekly	Certification Program:	Assignment Pay Program **
Associates Degree	\$ 1,200.00	\$ 100.00	\$ 46.15	Intermediate	Level 1
Bachelor's Degree	\$ 1,500.00	\$ 125.00	\$ 57.69	Annual \$ 600.00	Annual \$ 1,800
Master's Degree	\$ 1,800.00	\$ 150.00	\$ 69.23	Monthly \$50.00	Monthly \$ 150
PHD	\$ 2,100.00	\$ 175.00	\$ 80.77	Bi-Weekly \$23.07	Bi-Weekly \$69.23
				Advance	Level 2
				Annual \$1,200.00	Annual \$2,100.00
				Monthly \$100.00	Monthly \$175.00
				Bi-Weekly \$46.15	Bi-Weekly \$80.76
				Masters	
				Annual \$1,800.00	
				Monthly \$150.00	
				Bi-Weekly \$69.23	

** Available only to Senior Deputies

HIDALGO COUNTY SHERIFF'S OFFICE: [Effective January 5, 2009]

JAIL

POSITION	Probationary	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Years of Service		1	2	3	4	5	6	8	12	16	20
Detention Officer	\$ 29,232.00	\$30,450.00	\$31,515.75								
Senior Detention Officer		\$33,495.00	\$34,667.33	\$35,880.68	\$37,136.51	\$38,436.28	\$39,781.55	\$41,770.63	\$45,947.69	\$50,542.46	\$55,596.71
D O Sergeant		\$36,844.50	\$38,134.06	\$39,468.75	\$40,850.16	\$42,279.91	\$43,759.71	\$45,947.69	\$50,542.46	\$55,596.71	\$61,156.38
D O Lieutenant		\$40,528.95	\$41,947.46	\$43,415.62	\$44,935.17	\$46,507.90	\$48,135.68	\$50,542.46	\$55,596.71	\$61,156.38	\$67,272.02

Supplemental Pay Program:

Education Program:	Annual	Monthly	Bi-weekly	Certification Program:	Assignment Pay Program **
Associates Degree	\$ 1,200.00	\$ 100.00	\$ 46.15	Intermediate	Level 1
				Annual	\$ 1,800
Bachelor's Degree	\$ 1,500.00	\$ 125.00	\$ 57.69	Monthly	\$ 150
				Bi-Weekly	\$69.23
Master's Degree	\$ 1,800.00	\$ 150.00	\$ 69.23	Advance	Level 2
				Annual	\$2,100.00
PHD	\$ 2,100.00	\$ 175.00	\$ 80.77	Monthly	\$175.00
				Bi-Weekly	\$80.76
				Masters	
				Annual	\$1,800.00
				Monthly	\$150.00
				Bi-Weekly	\$69.23

** Available only to Senior Detention Officers

HIDALGO COUNTY CONSTABLE PRECINCTS: [PROPOSED PLAN Effective January 25, 2011]

CONSTABLES

POSITION	Probationary	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Years of Service		1	2	3	4	5	6	8	12	16	20
Deputy Constable	\$ 36,480	\$ 38,000	\$ 39,330								
Senior Deputy Constable		\$ 41,800	\$ 43,263	\$ 44,777	\$ 46,344	\$ 47,966	\$ 49,645	\$ 52,128	\$ 57,340	\$ 63,074	\$ 69,382
* Sergeant		\$ 45,980	\$ 47,589	\$ 49,255	\$ 50,979	\$ 52,763	\$ 54,610	\$ 57,340	\$ 63,074	\$ 69,382	\$ 76,320
Chief Deputy Constable I		\$ 48,279	\$ 49,969	\$ 51,718	\$ 53,528	\$ 55,401	\$ 57,340	\$ 60,207	\$ 66,228	\$ 72,851	\$ 80,136
** Chief Deputy Constable II		\$ 50,578	\$ 52,348	\$ 54,180	\$ 56,077	\$ 58,039	\$ 60,071	\$ 63,074	\$ 69,382	\$ 76,320	\$ 83,952

SUPPLEMENTAL PAY PROGRAM:

Education:

	Annual	Monthly	Bi-weekly
Associates Degree	\$ 1,200.00	\$ 100.00	\$ 46.15
Bachelor's Degree	\$ 1,500.00	\$ 125.00	\$ 57.69
Master's Degree	\$ 1,800.00	\$ 150.00	\$ 69.23

TCLEOSE Certification:

	Annual	Monthly	Bi-weekly
Intermediate	\$ 600.00	\$ 50.00	\$ 23.08
Advance	\$ 1,200.00	\$ 100.00	\$ 46.15
Masters	\$ 1,800.00	\$ 150.00	\$ 69.23

CIVIL PROCESS Certification:

Annual	\$ 1,200.00	\$ 100.00	\$ 46.15
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*Constable Precincts with 8 - 12 Deputies are authorized one (1) Sergeant Position.

Constable Precincts with 12 or more Deputies are authorized two (2) Sergeant Positions. Maximum 2 Sergeant Positions per precinct.

** Only Constable Precincts with 12 or more Deputies.

**HIDALGO COUNTY
2010 GRADE AND STEP SALARY SCHEDULE**

\$8.93	Step 0 ⁽¹⁾	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Grade 1	17,636	18,564	19,214	19,864	20,514	21,164	21,814	22,464	23,114	23,764	24,414	25,064
Grade 2	19,047	20,049	20,751	21,453	22,155	22,857	23,559	24,261	24,963	25,665	26,367	27,069
Grade 3	20,570	21,653	22,411	23,169	23,927	24,685	25,443	26,201	26,959	27,717	28,475	29,233
Grade 4	22,216	23,385	24,203	25,021	25,839	26,657	27,475	28,293	29,111	29,929	30,747	31,565
Grade 5	23,993	25,256	26,140	27,024	27,908	28,792	29,676	30,560	31,444	32,328	33,212	34,096
Grade 6	25,912	27,276	28,231	29,186	30,141	31,096	32,051	33,006	33,961	34,916	35,871	36,826
Grade 7	27,985	29,458	30,489	31,520	32,551	33,582	34,613	35,644	36,675	37,706	38,737	39,768
Grade 8	30,224	31,815	32,929	34,043	35,157	36,271	37,385	38,499	39,613	40,727	41,841	42,955
Grade 9	32,642	34,360	35,563	36,766	37,969	39,172	40,375	41,578	42,781	43,984	45,187	46,390
Grade 10	35,254	37,109	38,408	39,707	41,006	42,305	43,604	44,903	46,202	47,501	48,800	50,099
Grade 11	38,074	40,078	41,481	42,884	44,287	45,690	47,093	48,496	49,899	51,302	52,705	54,108
Grade 12	41,120	43,284	44,799	46,314	47,829	49,344	50,859	52,374	53,889	55,404	56,919	58,434
Grade 13	44,410	46,747	48,383	50,019	51,655	53,291	54,927	56,563	58,199	59,835	61,471	63,107
Grade 14	47,963	50,487	52,254	54,021	55,788	57,555	59,322	61,089	62,856	64,623	66,390	68,157
Grade 15	51,800	54,526	56,434	58,342	60,250	62,158	64,066	65,974	67,882	69,790	71,698	73,606
Grade 16	55,944	58,888	60,949	63,010	65,071	67,132	69,193	71,254	73,315	75,376	77,437	79,498
Grade 17	60,419	63,599	65,825	68,051	70,277	72,503	74,729	76,955	79,181	81,407	83,633	85,859
Grade 18	65,253	68,687	71,091	73,495	75,899	78,303	80,707	83,111	85,515	87,919	90,323	92,727
Grade 19	70,473	74,182	76,778	79,374	81,970	84,566	87,162	89,758	92,354	94,950	97,546	100,142
Grade 20	76,111	80,117	82,921	85,725	88,529	91,333	94,137	96,941	99,745	102,549	105,353	108,157
Grade 21	82,200	86,526	89,554	92,582	95,610	98,638	101,666	104,694	107,722	110,750	113,778	116,806

(1) All new County Employees must start at Step 0 during their Probationary Period

Effective: February 15, 2010