



COUNTY OF HAYS 0

ON THIS THE 11th DAY OF JUNE A.D., 2002, THE COMMISSIONERS' COURT OF HAYS COUNTY, TEXAS, MET IN REGULAR MEETING. THE FOLLOWING MEMBERS WERE PRESENT, TO-WIT:

DEBBIE GONZALES INGALSBE	COMMISSIONER, PCT. 1
H. S. "SUSIE" CARTER	COMMISSIONER, PCT. 2
WILLIAM "BILL" BURNETT	COMMISSIONER, PCT. 3
RUSS G. MOLENAAR	COMMISSIONER, PCT. 4
LEE CARLISLE	COUNTY CLERK

WITH THE FOLLOWING MEMBER ABSENT: COUNTY JUDGE JAMES L. POWERS, WHEN THE FOLLOWING PROCEEDINGS WERE HAD, THAT IS:

Commissioner Molenaar presided over the meeting, called the meeting to order and gave the invocation. Commissioner Burnett led the Court in the Pledge of Allegiance to the Flags.

20330 APPROVE THE COMMISSIONERS' COURT MINUTES OF JUNE 4, 2002

A motion was made by Commissioner Burnett, seconded by Commissioner Carter to approve the Commissioners' Court Minutes of June 4, 2002 as presented by the County Clerk. All present voting "Aye".

20331 APPROVE PAYMENT OF COUNTY INVOICES

A motion was made by Commissioner Burnett, seconded by Commissioner Carter to approve payment of county invoices in the amount of \$250,273.36 as presented by the County Auditor. All present voting "Aye".

Public Safety Svcs	\$ 317.00	Fines	\$ 150.00	TDHCA Funds passthru	\$ 2,257.40
Auditors Office	\$ 541.15	Treasurers Office	\$ 176.34	Extension Office	\$ 526.83
Grants Admin	\$ 165.43	Juvenile Prob	\$ 2,399.13	Election Admin	\$ 200.48
Indigent Care	\$ 6,498.07	Building Mtc.	\$ 4,065.06	Environ Health	\$ 3,846.80
Countywide Oper	\$ 19,478.12	Tax A/C	\$ 952.62	District Clerk's Office	\$ 485.91
Sheriffs Office	\$ 9,499.06	Jail Operations	\$ 19,302.96	Human Resources	\$ 331.24
Co Court at Law 1	\$ 170.48	District Atty Ofc	\$ 1,128.63	J.P. 1-1	\$ 162.17
J. P. 1-2	\$ 160.52	J.P. 2	\$ 614.15	J.P. 3	\$ 57.09
J. P. 4	\$ 71.00	J.P. 5	\$ 102.77	DPS	\$ 226.00
Constable 1	\$ 878.85	Constable 2	\$ 559.81	Constable 3	\$ 105.84
Constable 4	\$ 243.01	Constable 5	\$ 397.17	District Court Oper	\$ 51,031.71
Co & JP Court Oper	\$ 1,779.50	Precinct 1	\$ 263.16	Precinct 2	\$ 270.95
Precinct 3	\$ 46.19	Precinct 4	\$ 150.00	Veterans Admin	\$ 600.00
Computer Services	\$ 6,929.46	DPS/L & W	\$ 115.35	Fire Marshal/EMC	\$ 144.31
TABC Office	\$ 158.66	District Court Rep	\$ 79.15	Assoc Judge/Family Law	\$ 828.67
Spec Councel Ofc	\$ 179.17	CJD/VOCA Grant	\$ 228.25	CJD/VAWA Grant	\$ 49.85
CJD/Truancy Ofc	\$ 100.00	911 Adrrs Mtc.	\$ 211.88	Solid Waste Chipper Grnt	\$ 499.98
General Fund Credit	<\$ 210.48 >	R&B Operations	\$ 79,423.07	Sheriff Abandon Veh	\$ 61.96
Hays Co Parks Fund	\$ 218.22	Rec Mng/Co Clerk	\$ 1,74.37	Health Svcs Grants	\$ 2,715.38
Law Library Fund	\$ 17.71	Juvenile Center	\$ 8,924.63	Courthouse Security	\$ 66.44
Sheriffs Drug Forf	\$ 456.00	Family Health Svcs	\$ 2,039.20	Tobacco Settlement	\$ 3,737.00
Road Bond S. 2001	\$ 11,342.53				

20332 APPROVE BUDGET AMENDMENT 02-27

A motion was made by Commissioner Burnett, seconded by Commissioner Carter to approve Budget Amendment No. 02-27 as proposed by the County Auditor. All present voting "Aye".

				AMENDMENT NO. 2002-27 FY 2002 BUDGET 06-11-02
FUND NO. 01 FUND TITLE <u>GENERAL FUND</u>				
	APPROPRIATION BEFORE AMENDMENT	<u>AMENDMENT</u> INCREASES DECREASES		APPROPRIATION AS AMENDED
LINE ITEM – EXPENDITURES				
JUVENILE PROBATION (405):				
01-405-5497 Residential Expense	35,000	57,331		92,331
TJPC ISP GRANT (489):				
01-489-5497 Residential Expense	107,307		(57,331)	49,976
<i>Transfer budgeted juvenile expense to correct line item</i>				
COMPUTER SERVICES (456):				
01-456-5712 Data Proc Equipment	133,462	5,916		139,378
01-456-5101 FICA/RET	39,366	858		40,224
01-456-5021 Staff	195,452		(5,858)	189,594
01-456-5213 Books	500		(370)	130
01-456-5311 Travel	500		(500)	-0-
01-456-5461 Printing	100		(46)	54
		<u>6,774</u>	<u>(6,774)</u>	
<i>Transfer for needed equipment from personnel and other savings</i>				



AMENDMENT NO. 2002-27 FY 2002 BUDGET 06-11-02				
FUND NO. 10				
FUND TITLE HEALTH SERVICES GRANT FUND				
<u>LINE ITEM – EXPENDITURES</u>	<u>APPROPRIATION</u>	<u>AMENDMENT</u>		<u>APPROPRIATION</u>
	<u>BEFORE</u>	<u>INCREASES</u>	<u>DECREASES</u>	<u>AS</u>
<u>AMENDMENT</u>				<u>AMENDED</u>
TDH/CHILD HEALTH/FEE (469):				
10-469-5219 Medical Supplies	15,500	1,700		17,200
10-469-5391 Other	5,000		(1,700)	3,300
<i>Transfer for needed expense</i>				

20333 APPROVE UTILITY PERMIT #01584 ON CR140/POST ROAD

A motion was made by Commissioner Burnett, seconded by Commissioner Carter to approve Utility Permit #01584 on CR140/Post Road as submitted by the Road Department. All present voting "Aye".

20334 APPROVE SPECIFICATIONS FOR "METAL PIPE CULVERT" FOR THE ROAD DEPARTMENT AND AUTHORIZE PURCHASING TO SOLICIT FOR BID AND ADVERTISE

A motion was made by Commissioner Burnett, seconded by Commissioner Carter to approve specifications for "metal pipe culvert" for the Road Department and authorize Purchasing Dept. to solicit for bid and advertise. All present voting "Aye".

20335 APPROVE REQUEST TO RENEW THE CONTRACTS FOR "EQUIPMENT W/OPERATOR", "BRUSH CUTTING & OTHER SERVICES", "REGULATORY WARNING & OTHER ROAD SIGNS", "NEW & USED GUARDRAIL & INSTALLATION", & "MOWING OF RIGHT OF WAY" FOR ONE (1) ADDITIONAL YEAR AS PROVIDED IN THE ORIGINAL CONTRACTS

Annual contracts are being considered for renewal for one (1) additional year – all pricing will remain the same as the current contract. The Road Dept. is satisfied with performance of each vendor and asked that these contracts be considered for renewal. A motion was made by Commissioner Burnett, seconded by Commissioner Carter to approve request to renew the contracts for "equipment with an operator", "brush cutting and other services", "regulatory warning and other road signs", "new and used guardrail and installation", & "mowing of right of way" for one (1) additional year as provided in the original contracts. All present voting "Aye".

20336 ACCEPT THE RESIGNATION OF HARLEY ROSE FROM THE SOUTH HAYS COUNTY EMERGENCY SERVICE DISTRICT #3

A motion was made by Commissioner Burnett, seconded by Commissioner Carter to accept the resignation of Harley Rose from the South Hays County Emergency Service District #3. All present voting "Aye".

20337 SCHULLE SUBDIVISION REPLAT OF LOT 2 [PCT. 1 #02-1-029] * APPROVE PRELIMINARY PLAT [T1-35]

Environmental Health Director Allen Walther advised that property owner (Richard P. Edwards III) proposes to divide Lot 2 of the Schulle Subdivision into 8 lots - it will be necessary to renumber the lots shown on the preliminary plat. He gave staff recommendation for preliminary approval. A motion was made by Commissioner Ingalsbe, seconded by Commissioner Molenaar to approve preliminary plat of "Schulle Subdivision Replat of Lot 2". All present voting "Aye".

20338 MIRANDA SUBDIVISION RESUBDIVISION OF LOT 1 [PCT. 2 #02-2-044] * APPROVE PRELIMINARY PLAT [T1-48]

Environmental Health Director Allen Walther advised that property owner (Esperanza Gonzalez) proposes to divide a 3.5666 acre lot into 2 lots – access is off a 60 private easement (Moonlit Meadow Path). He gave staff recommendation for preliminary plat approval. A motion was made by Commissioner Carter, seconded by Commissioner Ingalsbe to approve preliminary plat of "Miranda Subdivision Replat of Lot 1". All present voting "Aye".



20339 BELTERRA PHASE 1 SECTION 3A & 8 [PCT. 4 #02-4-006] * APPROVE FINAL PLAT

[T1-66] Environmental Health Director Allen Walther spoke of this being part of a phase development. Developer Mak Foster Ranch, LP proposes to subdivide 67.30 acres into 128 lots for Phase I Sections 3A & 8 – access is off U.S. Hwy. 290. He gave staff recommendation for final approval. A motion was made by Commissioner Molenaar, seconded by Commissioner Burnett to approve final plat of “Belterra Phase I Section 3A & 8”. All present voting “Aye”.

20340 CREEK ROAD RANCH [PCT. 4 #02-4-026] * APPROVE PRELIMINARY PLAT [T1-76]

Environmental Health Director Allen Walther advised that this subdivision will be presented in phases – he gave staff recommendation for preliminary approval. Property owner Creek Road Ranch Inc. proposes to subdivide 123.42 acres into 23 lots – access is off CR190/Creek Road. A motion was made by Commissioner Molenaar, seconded by Commissioner Burnett to approve preliminary plat of “Creek Road Ranch”. All present voting “Aye”.

20341 CALL FOR A PUBLIC HEARING ON JUNE 25, 2002, IN ORDER TO ESTABLISH A TRAFFIC REGULATIONS (STOP SIGN) AT THE INTERSECTION OF KAI VISTA DRIVE AND THE SECOND ENTRANCE OFF OF FM 2001 [T1-90]

Road Supt/Engineer Jerry Borcharding advised that this is a recommendation from the Road Dept. A motion was made by Commissioner Carter, seconded by Commissioner Ingalsbe to call for a public hearing on June 25, 2002 to consider establishing traffic regulations (STOP sign) at the intersection of Kai Vista Drive and the second entrance off of FM2001. All present voting “Aye”.

20342 CALL FOR A PUBLIC HEARING TO ESTABLISH TRAFFIC REGULATIONS ON SIGNAL HILL ROAD (SPEED LIMIT SIGN) [T1-102]

A motion was made by Commissioner Molenaar, seconded by Commissioner Carter to call for a public hearing on June 25, 2002 to consider establishing traffic regulations (Speed Limit) on Signal Hill Road. All present voting “Aye”.

20343 CALL FOR A PUBLIC HEARING TO ESTABLISH TRAFFIC REGULATIONS ON MT. GAINOR (CR 220) AND PURSLEY (CR 198) IN DRIPPING SPRINGS (STOP SIGN)

[T1-109] A motion was made by Commissioner Molenaar, seconded by Commissioner Burnett to call for a public hearing on June 25, 2002 to consider establishing traffic regulations (STOP sign) on Mt. Gainor/CR220 and Pursley Road/CR198 in Dripping Springs. All present voting “Aye”.

20344 DEERFIELD ESTATES, SECTION 1 [PCT. 4 #98-4-055] * RELEASE ROAD MAINTENANCE FISCAL SECURITY, APPROVE COMPLETION OF MAINTENANCE PERIOD AND ACCEPT THE ROADS IN “DEERFIELD ESTATES, SECTION 1” INTO THE COUNTY MAINTENANCE SYSTEM [T1-120]

Environmental Health Director Allen Walther advised that the Road Dept has made inspections and staff recommends release of maintenance security and acceptance of roads for county maintenance. A motion was made by Commissioner Molenaar, seconded by Commissioner Ingalsbe to release road maintenance fiscal security, approve completion of maintenance period, and accept the roads in “Deerfield Estates Section 1” into the County maintenance system. All present voting “Aye”. [ROADS: Hannah Drive & Bowlin Cove]

20345 SAWYER RANCH, SECTION 5 [PCT. 4 #01-4-007] * RELEASE ROAD CONSTRUCTION FISCAL SECURITY, APPROVE COMPLETION OF CONSTRUCTION OF ROADS AND DRAINAGE AND ACCEPT ROAD MAINTENANCE FISCAL SECURITY FOR A PERIOD OF TWO YEARS [T1-135]

Environmental Health Director Allen Walther advised that Road Dept. has completed inspections and staff recommends release of construction fiscal security and acceptance of maintenance fiscal security for a period of 2 years. A motion was made by Commissioner Molenaar, seconded by Commissioner Burnett to release road construction fiscal security, approve completion of construction of roads and drainage and accept road maintenance fiscal security for a period of two years. All present voting “Aye”.

20346 NORTHRIDGE, SECTION 1 [PCT. 4 #00-4-045] * RELEASE ROAD CONSTRUCTION FISCAL SECURITY, APPROVE COMPLETION OF CONSTRUCTION OF ROADS AND DRAINAGE AND ACCEPT ROAD MAINTENANCE FISCAL SECURITY FOR A PERIOD OF TWO YEARS [T1-147]

Environmental Health Director Allen Walther advised that Road Dept. has completed inspections and staff recommends release of road construction security and acceptance of road maintenance security. A motion was made by Commissioner Molenaar, seconded by Commissioner Ingalsbe to release road construction fiscal security, approve completion of construction of roads and drainage and accept road maintenance fiscal security for a period of two years. All present voting “Aye”.

HAYS COUNTY COMMISSIONERS' COURT MINUTES



20347 ADOPT A PROCLAMATION TO MAKE CHIEF BOB JESEN AN HONORARY CITIZEN OF HAYS COUNTY, TEXAS [T1-160]

Commissioner Molenaar spoke of Bob Jesen (a resident of California) working with the Former Texas Rangers Association to erect a monument honoring Captain Jack C. Hays in Oakland California. He read the proposed Proclamation. A motion was made by Commissioner Molenaar, seconded by Commissioner Carter to adopt a Proclamation to make Chief Bob Jesen an Honorary Citizen of Hays County, Texas. All present voting "Aye".

**A PROCLAMATION OF HAYS COUNTY COMMISSIONERS COURT
NAMING CHIEF BOB JESEN HONORARY HAYS COUNTY CITIZEN**

WHEREAS, Hays county was named for Texas ranger Jack C. Hays, a true hero and exceptional leader who played a critical roll in bringing law and order to frontier Texas, and

WHEREAS, after his illustrious career in Texas, Captain Hays went on to help found the City of Oakland California, and

WHEREAS, Chief Bob Jesen dedicated his life to service and protection of the citizens of California, and is now retired from the California Criminal Justice Bureau after 34 years of service, and

WHEREAS, through the dedicated efforts of Chief Bob Jesen, working with the former Texas Rangers Association, a monument honoring Captain Jack C. Hays has been erected in Oakland California, his last home.

NOW, THEREFORE, THE HAYS COUNTY COMMISSIONERS COURT EXPRESSES ITS APPRECIATION FOR THE HONOR BOB JESEN BRINGS ON OUR COUNTY AND THE MEMORY OF JACK C. HAYS BY PROCLAIMING HIM AN HONORARY CITIZEN OF HAYS COUNTY, TEXAS.

THIS THE 11TH DAY OF JUNE, 2002.

PUBLIC COMMENT

[T1-231] Roy Petersen (Roland Lane resident) advised that his appearance here today was because of a notice he read that there was to be a public hearing on traffic regulations for Roland Lane today. Commissioner Ingalsbe apologized to Mr. Petersen for that item not being posted on the agenda. Another public hearing will be posted and held at a later date. Mr. Petersen spoke of large trucks speeding down this road and he spoke of the 90 degree (S) turns – there have been STOP signs and speed limit signs that have been destroyed or ignored on this roadway. He spoke in support of STOP signs and enforcement of the traffic regulations.

NO ACTION TAKEN TO CALL FOR LOCAL OPTION ELECTION IN JUSTICE PRECINCT 2

[T1-319]

Glenn Evans spoke in support of holding an election in Justice Precinct 2 – he feels like it is important for the Kyle area. Melvin Curtice (Mt. City resident) stated that he worked on the drive to get petitions signed. He feels like the people are in favor of this proposition. He spoke of law being so strict regarding these petitions and he asked the court to consider the will of the people. Keith Thornsberry spoke of previous issue passed in the Buda area that has increased their sales tax revenue. Hutch White (Buda City Council, resident of Buda, and worked on petition drive) spoke of this being an important issue with the people of the area – he asked the court to consider the will of the people. Elections Administrator Joyce Cowan certified that a total of 2,169 qualified signatures were on the Local Option Petition for Justice of the Peace Precinct 2 which was filed with her office on March 25, 2002. A total of 2,428 signatures were necessary for a Local Option Election to be called. She spoke of adjustments that have been made to the voter registration rolls and she spoke of strict requirements of the law that had to be followed. Commissioner Carter spoke of hard work that was done by all parties involved and she commended them. No action was taken to call for the election because there were not sufficient qualified signatures on the petitions submitted.

20348 CALL FOR LOCAL OPTION ELECTION TO BE HELD ON SEPTEMBER 14, 2002, IN JUSTICE PRECINCT 5

Hays County Elections Administrator Joyce A. Cowan certified that a total of 2,079 qualified signature were on the Local Option Petition for Justice of the Peace Precinct 5 filed with her office on March 25, 2002. A total of 2,061 signatures were necessary for the Local Option Election to be called. A motion was made by Commissioner Carter, seconded by Commissioner Burnett to call for local option election to be held on September 14, 2002 in Justice Precinct 5 to consider **"THE LEGAL SALE OF MIXED BEVERAGES IN RESTAURANTS BY FOOD AND BEVERAGE CERTIFICATE HOLDERS ONLY."** All present voting "Aye".

20349 APPROVE THE APPOINTMENT OF DOYLE KRUMREY TO THE SOUTH HAYS COUNTY EMERGENCY SERVICE DISTRICT #3 [T1-526]

A motion was made by Commissioner Ingalsbe, seconded by Commissioner Molenaar to approve the appointment of Doyle Krumrey to the South Hays County Emergency Service District #3. All voting "Aye".

HAYS COUNTY COMMISSIONERS' COURT MINUTES



JUNE 11, 2002

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20350 AUTHORIZE THE COUNTY JUDGE TO SUBMIT A GRANT APPLICATION TO THE USDA/NRCS EMERGENCY WATERSHED PROTECTION PROGRAM FOR UP TO \$675,000 TO REMOVE FLOOD DEBRIS FROM 6.8 MILES OF THE BLANCO RIVER, AND TO EXECUTE CONTRACT [T1-536]

Grants Administrator Richard Salmon advised that this project would be similar to the Wimberley Mitigation Project, but instead of homes that have been flooded, we will be removing debris from the Blanco River to reduce future flooding and property damages. These large debris piles are a fire hazard and will increase flooding unless they are removed. The NRCS will provide 75% (\$675,000) of the total from their Emergency Watershed Protection Program and they will bid the project and supervise the cleanup. The State will provide the matching funds (\$350,000) through the Texas Dept. of Housing & Community Affairs – Emergency Program. A separate grant application has to be submitted to them at the same time. The probability of receiving both grants is very high. The project covers approximately 6.8 miles of the Blanco River, from just south of the county's new parkland to the confluence on the San Marcos and Blanco Rivers. Since some of the area is in the city limits of the City of San Marcos, an Interlocal Agreement will have to be executed with them. The City of San Marcos and GBRA are both supportive of the project and have been helping to gather information. Hays County has to be the applicant because most of the area is in the county. A motion was made by Commissioner Ingalsbe, seconded by Commissioner Burnett to authorize the County Judge to submit a Grant Application to the USDA/NRCS Emergency Watershed Protection Program for up to \$675,000 to remove flood debris from 6.8 miles of the Blanco River and to execute contract. All present voting "Aye".

20351 AUTHORIZE THE COUNTY JUDGE TO SUBMIT A GRANT APPLICATION TO THE TEXAS DEPARTMENT OF HOUSING & COMMUNITY AFFAIRS-EMERGENCY PROGRAM FOR UP TO \$350,000 TO REMOVE FLOOD DEBRIS FROM 6.8 MILES OF THE BLANCO RIVER, AND TO EXECUTE CONTRACT

A motion was made by Commissioner Ingalsbe, seconded by Commissioner Burnett to authorize the County Judge to submit a grant application to the Texas Department of Housing & Community Affairs-Emergency Program for up to \$350,000 to remove flood debris from 6.8 miles of the Blanco River and to execute a contract. All present voting "Aye".

20352 AUTHORIZE THE COUNTY JUDGE TO SUBMIT A GRANT APPLICATION TO THE U.S. DEPARTMENT OF JUSTICE – COPS IN SCHOOL GRANT PROGRAM FOR UP TO \$250,000 AND TO EXECUTE CONTRACT [T1-639]

Grants Administrator Richard Salmon advised that a request has been made to the County by the Dripping Springs and Wimberley School Districts to secure two (2) School Resource Officers – one Officer for each school district. The maximum allowable grant is \$125,000 per officer for a 3-year period, therefore, the 1st and 2nd year it will be a 100% grant. In the 3rd year Hays County would provide \$3,270 in matching funds and each of the school districts would provide \$4,905. At the end of the 3-year grant period, the school district would pay 75% of the salaries and benefits of the 2 Officers and Hays County would pay the remaining 25%. Cost to the County thereafter will be \$11,587 per year (25%). The grant does not provide any administrative, operating or equipment; only salaries and benefits. A motion was made by Commissioner Molenaar, seconded by Commissioner Burnett to authorize the County Judge to submit a grant application to the U.S. Department of Justice – Cops in School Grant Program for up to \$250,000 and to execute a contract. All present voting "Aye".

20353 ACCEPT THE ANNUAL FINANCIAL REPORT FOR NORTHWEST HAYS COUNTY EMERGENCY SERVICES DISTRICT #5

A motion was made by Commissioner Molenaar, seconded by Commissioner Burnett to accept the annual financial report for the Northwest Hays County Emergency Services District #5. All present voting "Aye".

20354 APPOINT COMMISSIONER INGALSBE, BILL HERZOG, CINDY MAIORKA & ALLEN WALTHER TO THE HAYS COUNTY OFFICE COMPLEX EXECUTIVE PLANNING COMMITTEE [T1-713]

Environmental Health Director Allen Walther spoke of interviews with Architectural firms which indicated that an Executive Planning Committee is needed – it is recommended that the committee that has been assisting with the relocation of the Justice Center staff continue to serve and correlate space needs for all offices to be located in the proposed County Office Complex. This group will meet with all elected officials and department heads affected by this project and liaison with the court and the project architects. A motion was made by Commissioner Molenaar, seconded by Commissioner Ingalsbe to appoint Commissioner Debbie Ingalsbe, County Auditor Bill Herzog, Purchasing Agent Cindy Maiorka, and Environmental Health Director Allen Walthers to the Hays County Office Complex Executive Planning Committee. All present voting "Aye".

HAYS COUNTY COMMISSIONERS' COURT MINUTES



20355 AUTHORIZE NEGOTIATION OF A CONTRACT WITH WATERS CONSULTING FIRM TO CONDUCT A MARKET STUDY AND A CLASSIFICATION COMPONENT TO EVALUATE OUR CURRENT GRADE SYSTEM IN RELATION TO OTHER LOCAL PAY SYSTEMS [T1-740]

Commissioner Burnett spoke of budget requests coming in - we are losing employees to the City of San Marcos. He suggested that we hire a firm to work specifically towards the grading, reviewing, and matching of job descriptions between the City of San Marcos and Hays County. The firm would revise our points system for this process as well as grading positions that have no match locally with similar positions counties of like size and demographic makeup. The City of San Marcos has a Firm that evaluates their plan on a regular basis (every 2 years). Human Resources Director Luis Gonzales spoke of options available from Waters Consulting - he spoke of marketing study option (\$11,700) which would include costs to the county and a salary survey which will give you raw data with numbers (\$6,500) - there is a classification component for \$8,000 (he does not feel like this is necessary). Commissioner Carter asked about TAC salary survey which is available at a very low cost. Britney Richey spoke of TAC survey cost being \$450 per year, however, she feels like we need a more in-depth comparison. Commissioner Burnett spoke of need to maintain our current system - we are a high growth area and the City of San Marcos re-evaluates their plan every two years. Luis Gonzales spoke of re-grades being requested this budget year. Commissioner Ingalsbe spoke of her concern that we are manipulating the system - why do we continue to have so many grade changes requested? Luis Gonzales spoke of change in grade is due to increase in work - departments want to give their employees pay raises by increasing their grade - it is an ongoing event. Commissioner Molenaar feels like our system is not working - suggested a permanent merit system - he spoke of duties changing every 2 years by legislation. He feels like a market study is needed for our area. Lorraine Cheeseman spoke of the county not giving merit increases for the past 2 years, therefore, employees were not receiving step increases. Commissioner Burnett spoke of the City of San Marcos budgeting enough merit increases for all employees and leaving it up to department heads to determine who gets the merit and how much is given. Commissioner Carter asked about gaining the expertise to maintain the system from human resources. Luiz Gonzales spoke of need to maintain the pay plan through merit. Luis Gonzales spoke of another firm that has done the same job for Bexar County and Comal County and they will sell the county a program that would provide numbers for consideration. Commissioner Burnett felt like it is more appropriate to go with Waters Consulting. Britney Richey spoke of classification component (a fair and equal system) and the ability to revise what we have. Allen Walther spoke of need for the court to consider additional staff for the Human Resources Department so that they can keep up with our system. Bill Herzog spoke of county having a compressed pay scale which does not allow employees to move up properly. Commissioner Carter suggested that Human Resources use their expertise to fix the pay plan according to the previous study. Commissioner Ingalsbe stated that she feels uneasy using only San Marcos as a comparison and asked if we are we going to look at other counties. Britney Richey advised that they will do a market study looking at our competitors. District Clerk Cecelia Adair spoke of losing employees in her department to other Hays County departments. [T1-1291] A motion was made by Commissioner Burnett, seconded by Commissioner Molenaar to authorize the County Judge and Legal Counsel to negotiate a contract with Waters Consulting to conduct a Market Study and a Classification Component not-to-exceed \$20,000, to be paid out Professional Services Consulting line item. Commissioner Ingalsbe, Commissioner Burnett, and Commissioner Molenaar voting "Aye". Commissioner Carter voting "No".

Court was adjourned.

MINUTES APPROVED IN OPEN COURT ON THE 18TH DAY OF JUNE, 2002.

**JAMES L. POWERS, COUNTY JUDGE
H A Y S COUNTY, TEXAS**

**LEE CARLISLE, COUNTY CLERK
H A Y S COUNTY, TEXAS**

