



STATE OF TEXAS *
 COUNTY OF HAYS *

ON THIS THE 29th DAY OF AUGUST A.D., 2005, THE COMMISSIONERS' COURT OF HAYS COUNTY, TEXAS, MET IN A BUDGET WORKSHOP MEETING. THE FOLLOWING MEMBERS WERE PRESENT, TO-WIT:

JAMES L. POWERS	COUNTY JUDGE
DEBBIE GONZALES INGALSBE	COMMISSIONER, PCT. 1
H. S. "SUSIE" CARTER	COMMISSIONER, PCT. 2
WILL CONLEY	COMMISSIONER, PCT. 3
RUSS G. MOLENAAR	COMMISSIONER, PCT. 4
LEE CARLISLE	COUNTY CLERK

WHEN THE FOLLOWING PROCEEDINGS WERE HAD, THAT IS:

22826 BUDGET WORKSHOP WITH ACTION ON PARTICULAR BUDGET LINE ITEMS AND ADOPT THE PROPOSED FY2006 HAYS COUNTY BUDGET WITH CHANGES

Wimberley Senior Center

M.F. Johnson spoke of need for previous funding support from Hays County. \$2400 was funded in the budget. Jimmie Robinson, Vice-President of Wimberley Community Center, spoke of challenge in financing all the programs – they fund all their activities by proceeds from their Thrift Shop - she asked for consideration from the Commissioners' Court. She spoke of grants funds. Commissioner Conley spoke of additional \$7600 needed to bring them back up to \$10,000 in funding for the Wimberley Community Center. The court will consider all requests at a later date.

Salary Regrades and Upgrades [T1-190]

Judge Powers spoke of memo/email he sent out on Friday to suspend all upgrades/re-grades and merit until the Compensation Specialist meets with every Elected Official and Department Head to determine if additional positions should be identified as mis-graded or needing a re-grade due to responsibilities. Within 5 months of adoption of the budget, the Compensation Specialist shall inform the Court of the completion of the assigned task, the Court will appoint a temporary salary review committee – each member of the Court will appoint one member. The Committee, over a 1 month period, will review the recommendations of the Compensation Specialist and determine 2 things: Has every request by an elected official or department head been identified and reviewed (not necessarily upgraded) and has the Compensation Specialist used or been given correct information for the potential re-grades/upgrades. The committee WILL NOT reject, remove, or disqualify any position from the list created by the Compensation Specialist. Ultimately, every employee deserves an up or down vote by the Commissioners' Court. Finally, the Court will review the recommendation of the Compensation Specialist and make (or consider) necessary adjustments. At the same time, the Court will determine how much money will be left for Merit Pay, or depending on the extent of any proposed re-grades/upgrades, if we will have merit pay this year. Judge Powers stated that he would support a 2% across the board COLA, and not a merit, if it is activated the same time as the other positions (April 1, 2006) – not immediately. County Auditor Bill Herzog advised that the 2% was budgeted to begin October 1, 2005. County Clerk Lee Carlisle, spoke of Waters Study that could have been and should have been used by Human Resources. Judge Powers spoke of temporary Evaluation Committee that will be reviewing job positions for at least one month to come back to Commissioners' Court. County Clerk spoke of re-evaluations that should be taken care of next year. County Treasurer Michele Tuttle spoke of evaluation which should have taken place months ago and were started late. Jeff McGill, IT Director, spoke of recommendations that were made last week and how he might not have any employees in 6 months to a year. [T1-708] Commissioner Conley spoke of 10% increase in health cost that is also being given to the employees and should be considered as an added benefit. **A motion was made by Commissioner Judge, seconded by Commissioner Carter to approve a 2% increase for all employees effective October 1, 2005 and to temporarily suspend the upgrades and regrades for five months to allow Human Resources time to meet with Elected Officials and Department Heads to review positions and furthermore, the Court will appoint a Temporary Salary Review Committee – each member of the court will appoint one member – which will review the recommendations of Human Resources and make sure that every request has been identified and reviewed and correct information was provided for the potential regrades/upgrades and bring those recommendations to the court for consideration. Commissioner Ingalsbe, Commissioner Carter, Commissioner Molenaar and Judge Powers voting "Aye". Commissioner Conley voting "No"**

County Clerk Records Management/Archive [T1-840]

Auditor, Bill Herzog, advised the Court that we need to add \$150,000 back into the County Clerk's Records Management Archive budget line item # 08-475-5448 contract services. **A motion was made by Commissioner Judge, seconded by Commissioner Carter to increase the County Clerk's Records Management Archive contract services line item #08-475-5448 \$150,000.00. All voting "Aye".**

Constable Pct. 3 [T1-869]

County Auditor Bill Herzog advised that Constable Pct. 3 is requesting that \$400 be taken out of the budget for vehicle computer mount and add \$150 to law enforcement supplies – a savings of \$250. **A motion was made by Commissioner Judge, seconded by Commissioner Carter to reduce Constable Pct. 3 Law Enforcement Equipment by \$400.00 and increase Law Enforcement Supplies by \$150.00. All voting "Aye".**

**JP4 & JP1-2** [T1-884]

Commissioner Ingalsbe spoke of new Deputy for the District Clerk's Office & JP4 office. Commissioner Molenaar spoke of available funding – he suggested taking a position from JP1-2 and add it to JP4 because JP1-2 revenues are down and JP4 revenues are up. All new employees to start on April 1, 2006. **A motion was made by Commissioner Molenaar, seconded by Judge Powers to take one position from JP1-2 and add it to JP4 office. All voting "Aye".**

New Positions, Social Services, Etc. [T1-1030]

A motion was made by Commissioner Molenaar, seconded by Commissioner Conley to add the following new employees effective April 1, 2006: Deputy District Clerk @ \$15,970, Jail Corrections Officer @ \$20,095, two Sheriff Sgts. @ \$74,833, Environmental Health Technician @ \$15,970, and Environmental Health Code Enforcement Officer @ \$28,290, to be funded out of salary grade changes and liability/workers comp insurance funds and, furthermore, fund Environmental Health equipment in the amount of \$25,200, \$9,680 for GIS computer software; and add \$5,000 for Fire Marshal vehicle, \$5,250 for CASA, \$10,000 for CARTS, \$12,500 for Libraries (\$2,500 for Kyle, Wimberley, & Drippings Springs & \$5,000 for San Marcos), \$5,000 for Crime Stoppers, and \$7,600 for the Wimberley Senior Center. Commissioner Ingalsbe, Commissioner Conley, Commissioner Molenaar, and Judge Powers voting "Aye". Commissioner Carter voting "No".

Contingency Funds [T1-1261]

A motion was made by Commissioner Molenaar, seconded by Commissioner Conley to put \$7,292 into contingencies to be used in the future as needed. Commissioner Ingalsbe and Commissioner Molenaar voting "Aye". Commissioner Carter, Commissioner Conley and Judge Powers voting "No". **MOTION FAILED**

[T1-1239] **Hays Trinity Ground Water Conservation District**

A motion was made by Judge Powers, seconded by Commissioner Carter to fund \$5,000 for the Hays Trinity Ground Water Conservation District. Commissioner Ingalsbe, Commissioner Carter, Commissioner Conley and Judge Powers voting "Aye". Commissioner Molenaar voting "No".

ADOPT THE PROPOSED HAYS COUNTY BUDGET [T1-1267]

A motion was made by Commissioner Molenaar, seconded by Commissioner Conley to adopt the proposed Budget for Hays County with changes made. Commissioner Ingalsbe, Commissioner Conley, Commissioner Molenaar, and Judge Powers voting "Aye". Commissioner Carter voting "No".

Meeting was adjourned.

I, LEE CARLISLE, COUNTY CLERK and EXOFFICIO CLERK OF THE COMMISSIONERS' COURT, do hereby certify that the foregoing contains a true and accurate record of the proceedings had by the Hays County Commissioners' Court on AUGUST 29, 2005.



LEE CARLISLE, COUNTY CLERK AND EXOFFICIO
CLERK OF THE COMMISSIONERS' COURT OF
HAYS COUNTY, TEXAS