



STATE OF TEXAS \*  
COUNTY OF HAYS \*

ON THIS THE 1<sup>ST</sup> DAY OF AUGUST A.D., 2008, THE COMMISSIONERS' COURT OF HAYS COUNTY, TEXAS, MET IN SPECIAL MEETING. THE FOLLOWING MEMBERS WERE PRESENT, TO-WIT:

ELIZABETH "LIZ" SUMTER	COUNTY JUDGE
DEBBIE GONZALES INGALSE	COMMISSIONER, PCT. 1
JEFFERSON W. BARTON	COMMISSIONER, PCT. 2
WILL CONLEY	COMMISSIONER, PCT. 3
KAREN FORD	COMMISSIONER, PCT. 4
LINDA C. FRITSCHÉ	COUNTY CLERK

AND THE FOLLOWING PROCEEDINGS WERE HAD, THAT IS:

**25425 ACTION TO IMMEDIATELY IMPLEMENT WAGE AND SALARY MODIFICATIONS BASED ON THE WAGE AND SALARY MARKET ADOPTED BY COMMISSIONERS COURT ON OR ABOUT JULY 29, 2008; AND TO IMPLEMENT OTHER WAGE AND SALARY MODIFICATIONS AS DECIDED BY THE COMMISSIONERS COURT [T1-11]**

Human Resources Director Dee Dee Baen gave a recap of current salaries, cost to implement combination of same percentage and Department Head feedback, initial implementation, and balance implemented with FY2009 salary savings. This does not include deputies that are in a proposed step program, elected officials, or fringe benefits. She recommended that the court adopt this recap to go with the Wage Salary Program adopted by the Court. Chief Juvenile Probation Officer Ed Cooper and Jerry Pinnix spoke in favor of October 1<sup>st</sup> funding instead of Aug 2008 & April 2009. County Treasurer Michele Tuttle thanked the court. **A motion was made by Judge Sumter, seconded by Commissioner Ford to approve \$1.4 million to fund the Wage Salary Program adopted by the Court on Tuesday July 29, 2008 using the entire wage and study moving individuals to their recommended department head locations to begin October 1, 2008** Includes all employees not in the step system. All voting "Aye". MOTION PASSED.

**EXECUTIVE SESSION PURSUANT TO SECTION 551.074, TEXAS GOVERNMENT CODE TO DISCUSS THE EMPLOYMENT, EVALUTATION AND/OR DUTIES OF ALL INDIVIDUAL DEPARTMENT HEADS**

Court convened into closed executive session at 1:50 p.m. and reconvened into open meeting at 2:35 p.m.  
No action taken.

**25426 FY09 BUDGET WORKSHOP - DISCUSSION AND ACTION ON PARTICULAR BUDGET LINE ITEMS**

**Retiree Benefits**

[T1-456] Brittany Richey, Treasurer's Office Accountant, spoke of Retirement Committee meetings and recommendation of the committee. She spoke of current retirement program – committee recommends no changes to those benefits. Cost of living recommendation is for a 3% cost of living allocation. The committee would like to continue the current requirements for County contributions to insurance: \$150 per month for employees retiring who have at least 15 years continuous full time service under the "rule of 75" and \$100 per month for employees retiring who have 20 years of service and meet the "rule of 75". The recommended options for those on their own (those not qualifying for reduced amounts) were provided – no county contributions. Brittany spoke of plans that are available to retirees paying the \$150/100 that would be cheaper to the county and the retiree would not have to pay a premium. She spoke of county Choice Plan available through the Texas Association of Counties. Scott Corner Humana Insurance Representative explained the Humana Group Medicare RPPO Plan. Scott Yarborough (Benchmark Insurance), spoke of other plans available for retirees. [T1-111] **A motion was made by Commissioner Barton, seconded by Commissioner Ingalsbe to provide retirees with the same benefits currently being provide, approve a 3% Cost-of-Living increase this year and authorize and request the Treasurer's Office and the Retiree Committee to present a seminar to employees about the potential benefits/alternative plans; and furthermore authorize the Humana and Silver Choice supplemental care provisions based on assumption that we are within our standard purchasing and auditor's guidelines; if not we would go out for cost proposals on the Medicaid patients All voting "Aye". MOTION PASSED.**



**Constable Pct. 2** [T1-1172]

Constable James Kohler spoke of need for a replacement vehicle = \$23,060 (includes equipment).

**Records Preservation** [T1-1307]

Tax Assessor-Collector Luanne Caraway spoke of need to digitize her records – she has received a proposal and is requesting approximately \$92,428 for this project. District Clerk Cecelia Adair spoke of her ongoing project that will require \$142,748. A Records Coordinator has been included in the budget for a Records Preservation Department.

**Tax Assessor-Collector** [T1-1670]

Tax Assessor-Collector Luanne Caraway requested a Tax Accountant I position & and Tax Accountant II position. Sheri Miller (Human Resources) spoke of change in position will require a change in grade. Judge Sumter requested that Luanne Caraway, Sheri Miller and Bill Herzog look at the job descriptions and compare them to equivalent positions in the county.

**Personnel Requests** [T1-1820]

Judge Sumter spoke of additional personnel in the budget. Commissioner Barton spoke of need to determine job duties for Commissioners' Assistants and possible part-time interns/assistants to answer phone, etc.

**Social Services** [T1-2260]

Judge Sumter spoke of committee looking at social services regarding money (reserves) in bank accounts, duplication of services, etc. The committee met with various social services.

**Human Resources Dept.** [T1-2430]

Commissioner Conley spoke of Public Information Officer that was placed in the budget. Discussion was had regarding need for a PIO to inform the public of county programs, actions by the court, and general information.

**Court was adjourned this the 1<sup>ST</sup> day of AUGUST, 2008.**

**I, LINDA C. FRITSCHÉ, 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 1, 2008.**



**LINDA C. FRITSCHÉ, COUNTY CLERK AND EXOFFICIO  
CLERK OF THE COMMISSIONERS' COURT OF  
HAYS COUNTY, TEXAS**

