

BUDGET WORKSHOP*August 27, 2001*

The Hunt County Commissioners Court met this day at 11:00A.M. for a budget workshop. All Commissioners were present with Judge Bobbitt presiding.

— Sheriffs Department representative-Sergeant Mike Parker was present to address the Court concerning the lack of raises for the Sheriffs Department this year. After much discussion on this issue from the Sheriffs Department and the members of the Commissioners Court, no determination was made-all discussion was taken under advisement by the Court. At this time, no changes are to be made to the Sheriffs Department Budget.

— Judge Bobbitt stated the Court needs to take action on a bid of \$277.50 for transcription of Commissioners Court Minutes of September 11, 2000 prepared over the weekend by Jana Atcheson.

8096 On the motion by Ralph Green, second by Kenneth Thornton, the Court approved payment of this bill. *See Attachment.*

— Also appearing before Court was District Clerk-Ann Prince asking the Court for a pay grade raise on Pat Lattig and Vickie Tunnell both 5-year employees.

8097 On the motion by Judge Bobbitt, second by Green, the Court approved a \$1,000 a year raise for Pat Lattig and Vicki Tunnell, effective 10-1-01. Item to go through Personnel and Payroll at later date.


— The Court also discussed insurance for county employees, stating our old insurance has gone up 21% and is no longer available.

8098 On the motion by Judge Bobbitt, second by Allen Martin, the Court approved the Choice 500 Plan with TAC, which will have a 7% increase in premiums-approved on unanimous vote. *See Attachment.*

_____ Court Adjourned at 12:10P.M. Minutes approved this 10 day of September, 2001.


Hunt County Judge

Attest:


Hunt County Clerk

FILE FOR RECORD
it 4:15 o'clock P M

AUG 27 2001

INDA BROOKS
County Clerk, Hunt County, Tex.

8096

ORIGINAL

1

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1 (Beginning of requested proceedings.)

2 JUDGE BOBBITT: Item No. 10, discuss

3 and possibly take action on negotiations with the

4 Hunt County Sheriff's Association. We've got some

5 representatives with us this morning with the TMPA

6 and, of course, with the sheriff's department.

7 Mike -- would y'all like to come

8 up -- Parker?

9 Commissioners, y'all have a -- a

10 listing with the agreement, with the sign-off sheet

11 of the citizen -- citizens committee or the

12 petitioners on that petition.

13 Of course, just to reiterate a little

14 up, we did have petitions of over 6,000 citizens

15 that indicated that -- through this petition

16 service, that they felt like a change did need to be

17 made concerning the -- the sheriff's department

18 salaries.

19 And the citizens committee and myself

20 and the sheriff's association went into negotiations

21 last week and, I believe, came up with a very

22 comprehensive proposal that has been agreed upon by

23 all the negotiating parties.

24 Mike, would y'all like to have --

25 have a word with the Court on it?

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1 MIKE PARKER: We -- we took the
2 proposal back to the sheriff's office employees
3 association and asked them to vote. It carried by
4 around 85 percent. And so we then contacted Judge
5 Bobbitt back and our board members and again accept
6 the proposal to start the process that we're
7 currently in now.

8 JUDGE BOBBITT: Well, it's -- you
9 know, in my opinion, it's comprehensive from the
10 standpoint that through a scaled time frame you have
11 graduating levels. But this way, the sheriff's
12 department can see exactly -- the employees can see
13 exactly where they start and as they can grow
14 through the years.

15 But I'm -- I'm pleased that we were
16 able to come with an agreement without going to a
17 referendum vote. This is -- from a budgetary
18 standpoint, this is controllable, so I thank you for
19 all your efforts.

20 MIKE PARKER: Well, good luck to you,
21 Judge Bobbitt, and board members, the thousands of
22 citizens who supported this, and each individual
23 member that is represented here in commissioner's
24 court today. We hope that this in the future helps
25 the county move forward, any maybe it will help

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1 things in the future also.

2 JUDGE BOBBITT: Well, I -- I believe
3 this will be a workable plan for -- for many years
4 to come. And as we're able to -- from a salary
5 aspect, as we're able to grow as a county, this, of
6 course, will -- will grow right along with it. So I
7 think it makes a lot of sense, thereby having an
8 established grade-level advancement. And I like
9 that very much about it.

10 Thank you, gentlemen.

11 MIKE PARKER: Thank you, sir.

12 JOHN CULLER: Thank you, Judge
13 Bobbitt.

14 JUDGE BOBBITT: Yes, sir.

15 Commissioners, I've issued to you a
16 breakdown of the actual additional required funds to
17 be able to fund this plan.

18 COMMISSIONER MARTIN: Is this a
19 proposal (inaudible). This proposal (inaudible)
20 calls for 7 percent?

21 JUDGE BOBBITT: That's the --

22 COMMISSIONER MARTIN: -- and this
23 is --

24 JUDGE BOBBITT: That's the difference
25 in the fund, that's correct, with 5 percent.

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1 COMMISSIONER MARTIN: With 5 percent?

2 JUDGE BOBBITT: Yes, sir. And this
3 plan will be -- in this budget year, will be
4 accepted this way including the -- the 5 percent and
5 the 2 percent merit. These will be hard numbers for
6 this year.

7 COMMISSIONER GREEN: Do we not have
8 any deputies in the sheriff's department with over
9 five years' experience?

10 JUDGE BOBBITT: At this time, we do
11 not. But with this plan in effect -- Perry?

12 SHERIFF REP: To respond to
13 Commissioner Green, the only deputies with more than
14 five years' experience were some from the
15 investigative group.

16 JUDGE BOBBITT: Yes, sir. But as far
17 as lined deputies at this time, we do not have.
18 But -- and that's -- that's another -- that's
19 another aspect of this particular salary plan that
20 myself and the committee was very concerned with, is
21 the fact of retention.

22 Now, in the future, when we do have
23 hopefully fifteen five-year deputy sheriffs, it will
24 take a little bit more from the funding aspect, but
25 we don't have to go through the recycling of

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1 training personnel to take these jobs. And I think
2 that's a very important issue also.

3 COMMISSIONER WALKER: I don't seem to
4 be bogged down in paperwork. What exactly are we
5 proposing we vote on today? Are you proposing we
6 vote on this?

7 JUDGE BOBBITT: That's correct.
8 That's correct.

9 COMMISSIONER WALKER: In other words,
10 27 percent increase for the chief deputy, 32 percent
11 for the jail administrator, 32 percent increase for
12 lieutenant, and 32 percent for sergeant?

13 JUDGE BOBBITT: That's correct.

14 COMMISSIONER WALKER: That percentage
15 is --

16 JUDGE BOBBITT: That's correct. And
17 the reason those percentages are in there, they're
18 basically the -- the closest same percentages from
19 a -- a comp. deputy on up. But we had to have some
20 separation between the top deputy and the upper
21 division.

22 COMMISSIONER WALKER: What are these
23 other salary plans here you've given us?

24 JUDGE BOBBITT: That's -- put those
25 away. That has nothing to do with what we're

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1 talking about right now. That will come -- come
2 later. What we're -- what we're discussing right
3 now is the -- the sheets in front of you.

4 COMMISSIONER WALKER: My main concern
5 on this is the rest of the county employees, how
6 their -- they work just as hard, I think, and
7 probably deserve just as much.

8 JUDGE BOBBITT: Well, in a -- I would
9 certainly -- I would certainly accept in part of a
10 motion letting me go out or letting anyone go out
11 for proposals from an outside consulting group to
12 utilize the same or part of the same criteria to
13 evaluate the remainder of the county.

14 I -- I think it would -- would be --
15 would be justifiable. And that would be for
16 proposals only that I could bring back to
17 commissioners court and have them take a look at it.
18 Because I do indeed believe that the remainder of
19 the county employees deserve the same amount of
20 research and effort that has gone into this project.

21 COMMISSIONER MARTIN: Well, I kind of
22 have my doubts because the taxpayers are (inaudible)
23 32 percent increase for themselves. That's --

24 JUDGE BOBBITT: Yes, sir.

25 COMMISSIONER MARTIN: That's a lot of

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1 money.

2 JUDGE BOBBITT: Yes, sir. But what
3 we're -- what we're having to pay for today is, in
4 my opinion, is some inaction from a long, long time
5 ago. I mean, I honestly believe that. If you look
6 at the numbers, I do not believe that it's too much
7 to ask of -- of the taxpayers to pay a deputy
8 sheriff between twenty-six and thirty thousand
9 dollars a year. I just honestly do not believe that
10 that's too much.

11 And in the long run, I do believe
12 that this plan will -- will help from a training
13 aspect to where we're not having to spend dollars to
14 train and retrain people if we can retain the people
15 that we currently have.

16 COMMISSIONER WALKER: I certainly
17 agree. There's going to be elected officials,
18 though, that will not make this kind of money.

19 JUDGE BOBBITT: They're --

20 COMMISSIONER WALKER: JPs.

21 JUDGE BOBBITT: Yeah.

22 COMMISSIONER WALKER: Our JPs, our
23 constables.

24 JUDGE BOBBITT: There's no
25 question -- there's no question that by implementing

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1 a plan such as this, there's going to have a
2 watershed effect on the rest of the county. I know
3 that. I expect that. But that still doesn't mean
4 that this doesn't need to be done.

5 And it's going to require a lot of
6 reevaluation. That's -- that's exactly what I was
7 asking for with an outside consulting group. And I
8 firmly believe that it needs to be from the outside.

9 We've gone through a -- a salary
10 survey, and we tried to keep it in-house. But I
11 believe a lot of effort was put in that, and
12 everyone that worked on that plan worked very hard
13 on it with an open mind. But sometimes it doesn't
14 hurt, especially in the line of salaries and what --
15 you know, I mean, compensation to your employees, it
16 doesn't hurt to have an outside set of eyes take a
17 look at it.

18 COMMISSIONER MARTIN: But law
19 enforcement is no different than the teachers. You
20 know, if they want more money, they can drive over
21 to Rockwall or anywhere else and get it. I've got
22 teachers that live around me that go to Dallas
23 everyday to teach school. And I've got other people
24 go to Commerce --

25 JUDGE BOBBITT: Yes, sir.

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1 COMMISSIONER MARTIN: -- to teach
2 school.

3 JUDGE BOBBITT: Yes, sir. And
4 even --

5 COMMISSIONER MARTIN: You know --

6 JUDGE BOBBITT: Right.

7 COMMISSIONER MARTIN: I think we're
8 always going to be a stepping stone. That's what
9 I'm telling you, Judge.

10 JUDGE BOBBITT: In some -- in some
11 aspects, we always will be. We -- we cannot compete
12 with the DARTs of the world. We can't compete with
13 the Dallas Counties of the world.

14 COMMISSIONER WALKER: Collin
15 Counties.

16 JUDGE BOBBITT: And in some aspects,
17 Collin County, that's true. But Collin County was
18 utilized in this formulation as a comparative
19 number.

20 All these numbers -- I took all of
21 the surrounding counties that actually touched Hunt
22 County and came up with a -- an averaging of
23 those -- those counties. Now, in some cases, they
24 don't have step programs. I believe this is a step
25 ahead of a lot of counties by -- by having a step

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1 program based on timing.

2 In some of those instances, a -- I
3 had to add some -- some dollars to a position to
4 gain separation. But we'll have the advantage of --
5 of some of our surrounding counties, and I believe
6 in recruitment that -- that will help also to where
7 that a man that comes to work for Hunt County or a
8 woman that comes to work for Hunt County can see --
9 can see that if they -- if they stay with us, they
10 will not be locked into a certain position; they'll
11 be able to grow. And that means a lot from a
12 retention standpoint.

13 COMMISSIONER WALKER: I sort of think
14 the same thing holds true of the district clerk's
15 office, county clerk's office. You start comparing
16 their salaries and maybe the official salaries of
17 Dallas County and Collin County, you'll find great
18 disparity.

19 In the long run, I can see that it
20 would be very expensive to the taxpayers of Hunt
21 County. I had to work all the complaints about
22 taxes over the last ten days than I have anything
23 else, how are we going to pay for it.

24 That bill really hasn't hit people
25 yet. I know 18 percent last year, 18 percent this

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1 coming year. So (inaudible). City of Greenville
2 has proposed, hospital district, all -- school
3 district.

4 JUDGE BOBBITT: Well, the -- the way
5 the system is set up, we can either accept these
6 negotiations that were negotiated in good faith or
7 we can decline them, and they'll go to the voters
8 for a straight up or down vote based on the petition
9 that was issued.

10 There's certain criteria that the
11 issue -- the petition has to -- has to meet. And
12 from a petition standpoint, you can't put a step
13 level program in effect; you can only take selected
14 positions and put a minimum dollar on those -- those
15 positions.

16 This is a better plan. This is a
17 better plan for the future of Hunt County than the
18 petition is in the form that the statutes require it
19 to be. There's -- there's three outcomes that can
20 happen. This is not going to go away. There's
21 three outcomes that can happen.

22 We can accept this -- this plan as
23 negotiated. We can decline this plan and let it go
24 to vote on the November ballot. If it's -- if it's
25 accepted in November by the voters, we will have to

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1 implement it. Whether it's a good plan or not,
2 we'll have to implement it the way it's on the
3 petition. Or if it's voted down, then we're going
4 to stay in the same boat that we're -- we're
5 currently in.

6 And quite frankly, if that happens,
7 we're going to have to fight this battle again. I
8 support this because I believe it's the right thing
9 to do. And that's all I can tell you. I'll accept
10 the vote.

11 COMMISSIONER THORNTON: Now, Judge,
12 is it --

13 JUDGE BOBBITT: Yes, sir.

14 COMMISSIONER THORNTON: -- is this --
15 is this figure not negotiable again if we turn this
16 -- this down today, could we not come in and -- and
17 adjust these figures? I'm looking at a form here
18 that was requested -- a salary request from the 4th
19 and 24th, and these numbers all exceed what the
20 sheriff's department themselves asked for on the 4th
21 and 24th.

22 Can this not be negotiated again
23 and -- and considered for acceptance?

24 JUDGE BOBBITT: There's no time.

25 COMMISSIONER THORNTON: I've got a

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1 little problem supporting this today because, I
2 mean, a lot of these figures I just received today,
3 and I need a little more time to study this.

4 At best, I'm going to suggest that we
5 recess this court and give each of us a little more
6 time to study it, pick this up at a later time. I
7 mean, we've got a lot of figures throwed at us here
8 in the last few minutes that I've not seen.

9 I mean, we're exceeding what
10 they've -- they asked for themselves. And I know
11 that their petition that they're asked for is even
12 greater than that. And I certainly would like to
13 see us negotiating again. But if that's not
14 possible, I -- I certainly would like a little more
15 time to digest these figures and look them over and
16 consider them.

17 JUDGE BOBBITT: Well, how much time
18 do you think you need, Commissioner?

19 COMMISSIONER THORNTON: I think we
20 could reconvene -- how long can we recess court and
21 reconvene? I know we can recess until tomorrow.
22 Can we reconvene Wednesday? How long can you --

23 JUDGE BOBBITT: You can reconvene the
24 next day.

25 COMMISSIONER GREEN: I'm -- Judge,

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1 I'm having a little bit of problem with these
2 figures we've been handed this morning, too, on the
3 total added funds it takes to be required to fund
4 this thing.

5 I -- I can't see -- and I'm having
6 trouble shifting back and forth through papers here,
7 but I -- what's on the petition is not that much
8 more than what's on the negotiating thing on a lot
9 of these provisions. But yet the total figure that
10 we're given here is less than -- where we were
11 talking about \$400,000, now we're talking about
12 83,000. That's 20 percent difference in the cost.

13 JUDGE BOBBITT: Because --

14 COMMISSIONER GREEN: I think -- I
15 think we may be off on that, is what I think.

16 JUDGE BOBBITT: If you'll look at
17 your numbers, Commissioner --

18 COMMISSIONER GREEN: Yeah.

19 JUDGE BOBBITT: -- on the number
20 of -- for example, the number of jailers we have
21 from zero to one year, that's where your differences
22 come in.

23 COMMISSIONER GREEN: But their --
24 their petition only calls for a jailer to make
25 21,616, and your negotiated plan here calls for a

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1 jailer to make 20.4 at the bottom and 22.8 at the
2 top. So that's not that much difference. That's
3 what I'm saying.

4 There's only 15 of them, so that
5 wouldn't be \$15,000 there. Between 21.6 -- and even
6 if you took the bottom number of 20,400, that's only
7 \$1,200 per -- per jailer, and 15 of them, that's not
8 very much money. But yet the total number we've got
9 here is 83,000, and we saw the number we had the
10 other day as 400 -- I mean, 386,000.

11 JUDGE BOBBITT: Correct. And my
12 office --

13 COMMISSIONER GREEN: So I'm wondering
14 if these figures are correct.

15 JUDGE BOBBITT: My office and the
16 auditor's office both went through them. But I
17 would most certainly like to adjourn. I can
18 certainly adjourn the court to let y'all have a
19 chance to -- to run the numbers yourselves.

20 COMMISSIONER GREEN: Of course, I
21 realize that there's a lot of difference up at the
22 top that's come down quite a bit; about the top four
23 positions up there, maybe five. But some of
24 those -- you know, you only got one of each one of
25 those up there, and they're only a \$2,000

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1 difference, most of them.

2 I still have a little bit of problem,
3 too, with a three to five-year deputy on the street
4 making 29,000 and a jailer that's been in the jail
5 down there for five years taking the kind of abuse
6 they take for 23,000. There's \$6,000 difference
7 there between --

8 JUDGE BOBBITT: Well, I'm getting
9 two -- I'm getting mixed signals now, Commissioner.

10 COMMISSIONER GREEN: What's that?

11 JUDGE BOBBITT: I'm being -- I'm
12 being told that I was too -- too liberal, and now
13 I'm being told that I didn't -- didn't go far
14 enough.

15 COMMISSIONER: There's quite a bit of
16 difference --

17 JUDGE BOBBITT: I'm a little
18 confused.

19 COMMISSIONER GREEN: -- for five-year
20 employees. I -- I commend you for what you've done.
21 I think you've got a good plan here for the step
22 plan you're talking about. I think that's really
23 good.

24 And I know you worked hard on this,
25 and I know you and Mr. Neely spent some time, and

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1 everybody has worked on it, and basically it's a
2 good plan. But I'm more concerned about the total
3 cost of it. It just looks to me like it would have
4 to be --

5 JUDGE BOBBITT: All right.

6 COMMISSIONER GREEN: -- what the
7 petition calls for them to receive.

8 JUDGE BOBBITT: This is a very
9 important issue to me. What we're going to do --

10 COMMISSIONER GREEN: I've never had
11 this much trouble trying to make a decision on what
12 to do since I've been on this court for five, maybe
13 six years now.

14 JUDGE BOBBITT: Well, we're certainly
15 not going to blow through this today, if I have
16 anything to do with it. So we're going to adjourn
17 this court. And, Commissioners, I'm going to give
18 y'all a chance to go down and take a look at it.
19 And we're going to reconvene at 1:30. Thank you
20 very much.

21 (Recess taken.)

22 JUDGE BOBBITT: -- and reconvene this
23 session. And all the bad news always falls on the
24 judge. It will look real rosy before we recess.
25 But the sheriff's department submitted the wrong

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1 number of employees.

2 Now, does the sheriff's -- sheriff's
3 department want to live with the 68 employees that
4 they submitted on the petition? You've actually got
5 72. Well, no. The reason I'm saying that, is if we
6 go with 68, then what's going to happen to those
7 four that's not included on here?

8 Well, I've got printouts -- if I can
9 trust anything that I'm getting, it shows -- the
10 numbers show there to be 72 employees down there
11 now. Is that --

12 MIKE PARKER: Total.

13 JUDGE BOBBITT: Total employees. And
14 on the petition that we've been discussing, we've
15 got a total of 68.

16 MIKE PARKER: On the Saturday morning
17 or Friday afternoon, Larry --

18 JUDGE BOBBITT: Right.

19 MIKE PARKER: -- gave us all the --

20 JUDGE BOBBITT: Are those individual
21 names?

22 MIKE PARKER: Yes, they are.

23 JUDGE BOBBITT: Have you counted
24 those? Is there 68?

25 COMMISSIONER GREEN: Well, three of

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1 them, of course, Judge, there's the three deputies
2 that we appropriated for the next budget. I don't
3 know where the other one is. Never did figure out
4 where the other one is.

5 COMMISSIONER MARTIN: Well, I thought
6 we had appropriated (inaudible) --

7 JUDGE BOBBITT: We've got half-a-year
8 jailers, but that's in contingency.

9 COMMISSIONER MARTIN: Okay.

10 MIKE PARKER: Mary told me
11 (inaudible) these are the ones that are on the
12 payroll now. They have nothing to do with the
13 future. Right. This is just what we currently
14 have.

15 JUDGE BOBBITT: Right. Okay. But we
16 still -- we're still missing one. Mike, do we have
17 a deputy that has -- do we have an empty deputy's
18 slot that's not been filled?

19 MIKE PARKER: Not to my knowledge.
20 Not deputy. Now, jail --

21 JUDGE BOBBITT: Yes, sir. I know on
22 the jailers.

23 COMMISSIONER GREEN: That may be
24 where it is. If she's going on current payroll and
25 they've got one other -- one other jailer slot that

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1 they're not paying now.

2 JUDGE BOBBITT: Three of them are the
3 ones for next year that we appropriated for next
4 year's budget. Right. Well, I think what we need
5 to do is assume -- we need to assume this 72 number
6 for next year.

7 JIMMY HAMILTON: We had come up with
8 73. 70 current employees. Three additional
9 employees will -- will be added October 1. That
10 would be 73.

11 MIKE PARKER: That will be 73. So
12 we're looking at 73.

13 JIMMY HAMILTON: What they brought up
14 from the sheriff's department says 72, so I don't
15 know where the difference is.

16 MIKE PARKER: You also figure a half
17 position with the part-time cook. Rather than
18 figuring out the part-time, we made that a full-time
19 position because you can't figure a half person.

20 JIMMY HAMILTON: Right. That's
21 right.

22 JUDGE BOBBITT: Yeah. But in this
23 proposal, it covers -- it covers the cook.

24 But anyway, let me tell the Court
25 where we stand when it comes to real dollars. To

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1 implement this plan as submitted with 72 total
2 employees versus the 68 that's on the sheet, the
3 number would be \$204,817 additional funds
4 necessary --

5 (Changed audio tape.)

6 JUDGE BOBBITT: -- currently and
7 what's on the petition with 68 total employees would
8 be \$83,000. But by adding the three new positions
9 would bring the total difference up to near the
10 \$200,000 mark.

11 So -- and, of course, basing the
12 deliberations -- we can still base the deliberations
13 on this current -- this current year. And that we
14 were going to increase the sheriff's department
15 by -- by three deputies anyway, whether they be
16 based at the current dollars or new dollars.

17 Kenneth, were you able to answer your
18 questions as far as the dollars go on the plan
19 itself?

20 COMMISSIONER THORNTON: Your Honor,
21 I've had enough time to study the figures. I'm more
22 comfortable with them now than I was. I think, you
23 know -- I mean, evidently, I mean, it's a good thing
24 we did this because we're looking at a whole
25 different set of figures now.

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1 COMMISSIONER GREEN: What you just
2 said, though, Joe, is not real -- not that accurate
3 because you're saying --

4 JUDGE BOBBITT: We had the dollars --

5 COMMISSIONER GREEN: With the budget
6 numbers we're working, we already had the three new
7 deputies down here. So that's --

8 JUDGE BOBBITT: We're still looking
9 at a \$200,000 difference.

10 COMMISSIONER THORNTON: Okay.

11 JUDGE BOBBITT: But we've got the --
12 we've got the number of employees corrected. And
13 those additional -- those additional numbers would
14 be the deputies zero to one year.

15 COMMISSIONER WALKER: This that we
16 have here is designated petition. Does that mean
17 the word petition would appear on the ballot?

18 JUDGE BOBBITT: That's correct.
19 Those -- those are the numbers with the employed,
20 But, Commissioners, I'll still maintain that it's
21 a -- it's a good plan. The step program, I think,
22 makes a lot of sense for not only the sheriff's
23 department but also for the county.

24 COMMISSIONER MARTIN: The step
25 program, I think, is probably (inaudible)

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1 county-wide we need it. But I think that this is
2 not actually the rest of our employees. They have
3 no lobby. They can't report (inaudible) like law
4 enforcement. And I just -- I just can't comfortably
5 support this thing. Because I think if the people
6 want to give an 87 percent pay raise to the chief
7 deputy, you know, that's up to the people. But I
8 can't do it. I just -- I can't support it.

9 COMMISSIONER THORNTON: I think the
10 increase --

11 COMMISSIONER MARTIN: Yeah, but if
12 they go through referendum with the 87 percent.

13 COMMISSIONER THORNTON: I would hope
14 that there would be some way this thing could maybe
15 have one more shot at negotiation before it goes to
16 referendum. If it's not, I'm going to have to agree
17 with Mr. Martin.

18 The step program I like. The raises
19 down through here is not -- not that much out of
20 line. I think you see some 15s, some 20, 30. But
21 when you get into top administration at 27 and 32, I
22 think that's -- I think that's too high.

23 COMMISSIONER MARTIN: You've got a
24 chief being paid more than the sheriff.

25 COMMISSIONER THORNTON: Well, that's

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1 not in negotiation. What -- what Judge Bobbitt here
2 has worked up --

3 COMMISSIONER MARTIN: I'm talking
4 about --

5 COMMISSIONER THORNTON: What Judge --
6 what we've worked up here through negotiation I
7 think is probably still too high. I'd like to see
8 it go back and be tried to negotiate it where
9 everybody gets a little more fair raise.

10 JUDGE BOBBITT: Well, if you'll
11 entertain me, Commissioner, I'll tell you -- or I'll
12 go through the steps on how these were established.
13 You have to have -- and in my opinion and I believe
14 was the opinion of the committee -- the citizens
15 committee, that you certainly need some differential
16 between salaries for the additional responsibility
17 of any up-line job.

18 And historically in the sheriff's
19 department, we've had jailers which took on the
20 responsibility as chief jailers for the same dollars
21 because historically we've only paid one amount for
22 jailers. And these -- these individuals have
23 accepted that responsibility, done a good job
24 without any additional dollars.

25 The sheriffs, the investigators have

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1 done the same thing over the past. They've accepted
2 the additional responsibilities for no additional
3 dollars because historically we have had one set
4 dollar fee that we pay all of the deputy sheriffs.

5 And if you're going to have a step
6 program, which this step program stop -- starts, for
7 a deputy sheriff, at twenty-six five, which I
8 believe is a -- is a reasonable salary for the
9 sheriff's department, and it's a reasonable salary
10 to ask the taxpayers to pay.

11 And you start graduating up from
12 that. One to three years, you go to twenty-seven
13 seven. Three to five, you go to twenty-eight nine.
14 And deputies five and over, you go to thirty-five
15 hundred. And what that is is approximately a
16 hundred dollars a month per step.

17 Now, from \$30,500 to a sergeant which
18 is thirty-one six, and an investigator which is
19 thirty-one six, you're looking at \$1,100. And
20 stepping up to lieutenant, thirty-two nine. You --
21 once you add on just a little bit every month for
22 that additional responsibility, this top salary of
23 thirty-one -- thirty-four one for the chief deputy,
24 in my calculations, was more or less an arrived-at
25 number when you started adding differentials between

COMMISSIONERS COURT - SEPTEMBER 11, 2000

1 responsibilities together.

2 And also if you'll notice on the --
3 the differences between, let's say, the office
4 manager and the chief dispatcher and the chief
5 jailer, there is some differential between the
6 office manager and chief dispatcher versus the chief
7 jailer because of the number of people that they
8 supervise.

9 That's -- that's where that
10 differential came in. I -- I felt like and the
11 committee felt like that the number of individuals
12 that they supervise needed to dictate the
13 differential. And I -- I agree with that. But if
14 you start with reasonable numbers on both sides --
15 because that's -- that's where we stand.

16 We have to be in such a position to
17 be able to come up with a reasonable number for the
18 people doing the work and a reasonable number for
19 the people that pay the taxes to pay.

20 And by starting with those numbers,
21 the top end rather dictated itself, and that's --
22 that's how we arrived at the numbers. But \$50 --
23 you know, \$50 a year is not enough differential for
24 anyone to take on added responsibilities.

25 Now, that's my opinion. I believe

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1 added responsibilities deserves pay to back it up.
2 And if we don't resolve this, I'll reiterate what I
3 said this morning, that it will either be resolved
4 up or down in the November election.

5 If it's resolved up, it will open up
6 a whole new, for lack of a better term, can of
7 worms. And if it's turned down in November, we
8 still have the problem, and it's not going to go
9 away.

10 And with that, I'll get off of my
11 soapbox.

12 COMMISSIONER WALKER: Judge, before
13 lunch, I would have probably voted against this
14 proposed budgets for Hunt County as y'all
15 negotiated. But I guess it's time Hunt County came
16 out of the dark ages. And it will mean higher pay
17 for the rest of Hunt County employees eventually,
18 elected officials, and it's going to mean higher
19 taxes to people because (inaudible). So I'll
20 probably support this.

21 JUDGE BOBBITT: Well, I'll accept a
22 motion. Might as well break the tension with
23 something. And I'm going to sit here all day
24 waiting for a motion either to accept this proposal
25 or to deny it. We're not going to leave it

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1 without -- without a motion of some type.

2 COMMISSIONER GREEN: Well, I liked
3 the numbers a whole lot better this morning than I
4 like the numbers this afternoon. We've had 120,000
5 added on to it. But I tend to agree with you, Joe,
6 that it's a move in the right direction.

7 As I said this morning, I'd like to
8 see a few thousand on this come off the top and be
9 put down for jailers' pay. I think those guys down
10 there -- and I know that we have more problems, the
11 potential, in the jail than we do with the deputy
12 force.

13 But everybody gets a raise out of
14 this. If I had been doing the negotiating, I would
15 probably have negotiated a little bit differently.
16 And it is going to mean that we're going to have to
17 do a lot of soul-searching next year for everybody
18 else that works for the county, because we're going
19 to have one department way overpaid according to all
20 other departments.

21 JUDGE BOBBITT: Let -- well, I would
22 argue with the phrase way overpaid.

23 COMMISSIONER GREEN: I said in
24 comparison to some other departments.

25 JUDGE BOBBITT: I would say

COMMISSIONERS COURT - SEPTEMBER 11, 2000

1 significantly different in that department than
2 other departments.

3 COMMISSIONER GREEN: I'm not saying
4 the sheriff's department would be overpaid. I'm
5 saying they would be over according to the way some
6 other departments are, some other division in the
7 county.

8 I know you've got -- in this
9 proposal, you've got office managers, you've got
10 records clerks, and so forth that will be making a
11 lot more money than just about anybody in this
12 courthouse that we pay salaries to as far as doing
13 the same kind of work.

14 Whatever passes, you know and I know
15 and everybody else knows that we're going to have to
16 take a long look at everything else.

17 JUDGE BOBBITT: That's not in
18 question. I -- I believe that's very obvious. But
19 it's whether or not we pass this or whether or not
20 it's voted in affirmative in November.

21 COMMISSIONER GREEN: Well, I kind of
22 agree with Al on that. I have my doubts as to
23 whether it would pass in the affirmative in November
24 because of the top salaries being what a lot of
25 people consider excessive. I've had a lot of input

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1 as far as that part. Nobody is opposed to the
2 sheriff's department getting raises that I've talked
3 to.

4 COMMISSIONER MARTIN: I'm not against
5 the sheriff's department getting a raise. I just
6 think it's unfair to the rest of the people. You've
7 brought across the board a raise this time, and next
8 year we bring it up again, bring them all together.
9 But I -- it's just -- it's just too big a leap for
10 one department to get that much money and the rest
11 of them not. That's the way I see it.

12 COMMISSIONER WALKER: Well, it
13 tends -- it tends to negate the blistering process
14 we have to go through. We're already taxed
15 (inaudible) by limit. Can't go any higher. It's
16 going to have to come out of ending cash -- that's
17 for sure -- ending cash for next year. I hate to
18 say our beginning cash fall below a point where
19 we're going to paying (inaudible) borrow money. As
20 I said, I've already stated my position on it.

21 COMMISSIONER MARTIN: Well, we know
22 that the health insurance causes -- I've got
23 (inaudible) percent more this year.

24 JUDGE BOBBITT: 330.

25 COMMISSIONER MARTIN: And it's going

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1 to be more than \$5,000 per individual working for
2 the county. This is a lot of money. It's just one
3 of those things that we just got X number of
4 dollars. We've got to make it work. I've got some
5 constituents -- I've never had calls because -- they
6 say that higher the taxes (inaudible). I've never
7 had people to call up and (inaudible). So they put
8 me to thinking --

9 JUDGE BOBBITT: Well, that's one
10 thing that we can all agree on, is that -- is that
11 we're tired of taxes. There's no question.

12 COMMISSIONER GREEN: There's one
13 thing for sure. If we vote this down and it goes to
14 the voters, they would be making that decision.

15 COMMISSIONER MARTIN: That's correct.

16 JUDGE BOBBITT: That's correct. But
17 I still have to find the dollars in this year's
18 budget, whether those dollars be in November or
19 whether those dollars be October 1st, without the
20 advantage of increasing taxes any -- any higher or
21 any more than what they've already been said.

22 COMMISSIONER GREEN: The fact of the
23 matter is, we're talking about spending \$204,000 in
24 taxpayers' money if we vote affirmatively for this.

25 JUDGE BOBBITT: That's correct.

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1 COMMISSIONER GREEN: If we vote
2 against it and the voters vote for it, we're only
3 talking about another \$85,000. So that's the cost
4 doing business in this particular issue. We're
5 looking at 205,000 as opposed to the 300,000 total
6 cost if it goes to the voters and they pass it.

7 JUDGE BOBBITT: But you also have to
8 look at the petition and the plan that's submitted
9 to you today and make a decision as to whether or
10 not what you're voting on today is a better plan
11 than what the petition has laid out. And I frankly
12 think that what you're looking at today is a much
13 better plan than what that petition is.

14 COMMISSIONER GREEN: I agree with
15 that.

16 COMMISSIONER MARTIN: No question
17 there.

18 JUDGE BOBBITT: So you're going to be
19 deciding whether or not to fund a good, reasonable
20 plan that in my opinion will assure retention in the
21 sheriff's department and it will actually be a
22 recruitment aid, or as to whether or not to make a
23 decision today and wait for November, which granted,
24 there's nothing that guarantees it's going to pass.
25 But if it does, in six months' time

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1 we will be right back in the same position that
2 we're in today by paying a deputy sheriff the same
3 amount if he's got five years' experience as what
4 we're paying one that we just recruit with six
5 months' experience.

6 Now, gentlemen, that does not make
7 any sense. It's not a good plan.

8 COMMISSIONER MARTIN: But we're
9 always going to be a stepping stone, Judge. We're
10 too close to the big money. And it's the same with
11 the school teachers, same with construction workers.

12 JUDGE BOBBITT: To some extent. But
13 even -- even school teachers, they're based on
14 experience. They make a little bit more than a
15 school teacher that comes right out of college.
16 There's -- there's some differential in there.

17 COMMISSIONER MARTIN: But those
18 places that have the money are paying the big
19 bonuses --

20 JUDGE BOBBITT: I understand that.

21 COMMISSIONER MARTIN: -- to bring
22 those on board, and it would just get (inaudible).

23 JUDGE BOBBITT: I understand that.
24 But you're -- you're still going to have the problem
25 within rank. For example, if you're a five-year

COMMISSIONERS COURT - SEPTEMBER 11, 2000

1 deputy sheriff and you cleared up a spot and someone
2 just comes out of the academy and he makes the same
3 dollars that you make, number one, that doesn't make
4 sense; and number two, it causes a problem; and
5 number three, it just causes that man with five
6 years' experience that's making the same thing as
7 that six-month man is making to go looking for
8 another job.

9 I mean, that's the way I see it. I
10 may be all wrong, but I don't think I am.

11 COMMISSIONER WALKER: I'm going to go
12 back to the suggestion that an outside proposal --
13 proposal for an outside study of all the rest of the
14 county employees and elected officials, because --

15 JUDGE BOBBITT: I would be more
16 than --

17 COMMISSIONER WALKER: The district
18 attorney is sitting back here. He's going to lose
19 all of his -- all of his help at the end of the
20 year, one way or the other. They're going to be --
21 they may be -- they may decide to go to work for the
22 sheriff's department. I don't know.

23 JUDGE BOBBITT: Just like I said this
24 morning, I think if any action is taken on this, the
25 rest of the employees in the -- in the county

COMMISSIONERS COURT - SEPTEMBER 11, 2000

1 deserve that look.

2 COMMISSIONER WALKER: That's my only
3 concern.

4 COMMISSIONER GREEN: Well, the fact
5 of the matter is this proposal as submitted today is
6 not going to guarantee that deputy sheriffs still
7 won't be leaving Hunt County going to DART.

8 JUDGE BOBBITT: No, sir. But we're
9 never -- we're never going to be in a position --

10 COMMISSIONER GREEN: We can't compete
11 with DART.

12 JUDGE BOBBITT: -- not in the near
13 future of being a viable contender against someone
14 like DART or Dallas County for that matter. But it
15 certainly makes it -- it certainly puts us in a
16 better position to retain the people that we've got
17 and possibly recruit some.

18 COMMISSIONER WALKER: Well, I've
19 heard all I'm going to hear. I'm going to make a
20 motion that we accept this negotiated amount between
21 the Hunt County Judge and the committee of
22 petitioners formed under Texas Local Government Code
23 Section 152.072.

24 JUDGE BOBBITT: We've got a motion to
25 accept the negotiated petition.

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1 Well, Commissioner, I'm going to
2 second it, because I'm going to vote for it. We've
3 got a second on that. Any further discussion? All
4 in favor.

5 COMMISSIONER WALKER: Aye.

6 COMMISSIONER GREEN: Aye.

7 JUDGE BOBBITT: Aye.

8 Opposed?

9 COMMISSIONER THORNTON: Aye.

10 COMMISSIONER MARTIN: Aye.

11 JUDGE BOBBITT: Democracy at work.

12 Petition passes. These numbers will go into effect
13 October 1 of this year.

14 (End of requested proceedings.)
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COMMISSIONERS COURT - SEPTEMBER 11, 2000

1 COUNTY OF HUNT)

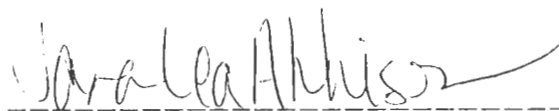
2 STATE OF TEXAS)

3 I, Jana Lea Atchison, Certified Shorthand
4 Reporter in and for the State of Texas, hereby
5 certify to the following:

6 That the foregoing transcription is a true and
7 accurate transcription of audio tapes furnished to
8 me by the Hunt County Judge to the best of my
9 ability;

10 I further certify that I am neither counsel
11 for, related to, nor employed by any of the parties
12 or attorneys in the action in which this proceeding
13 was taken, and further that I am not financially or
14 otherwise interested in the outcome of the action.

15 Certified to by me this 27th day of August,
16 2001.



JANA LEA ATCHISON, Texas CSR 4156
Expiration Date: 12/31/01
6313 Stonewall Street
Greenville, Texas 75402
Metro 903/450-8015
Fax 903/454-4841

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JANA L. ATCHISON, CSR

METRO 903/450-8015

AUG-08-2001 WED 04:38 PM TX ASSN OF COUNTIES

FAX NO. 512 481 8481

A 8098

P. 02
FILED FOR RECORD
4 o'clock M

AUG 27 2001

CountyChoice™ Final Plan Selection FormLINDA BROOKS
County Clerk, Hunt County, Tex.
By *Brenda***Please complete this form and return it to TAC as soon as possible.****Step 1:** Please provide us with your contact information:

Date: _____ County/Entity: HUNT COUNTY

Group #: 039985 Anniversary date: 10-01-01

Phone: 903-408-4179 Email: hcpayroll@koyote.com

Fax: 903-408-4285 Completed by: Brenda Cook, Payroll/Benefits

Step 2: Please mark the standard medical & prescription plan your Court has chosen. All groups must select a standard plan this year.

Our final selection is (choose 1):

Medical Plans

- | | |
|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> Choice 100 | <input type="checkbox"/> Choice 800 |
| <input type="checkbox"/> Choice 200 | <input type="checkbox"/> Choice 900 |
| <input type="checkbox"/> Choice 300 | <input type="checkbox"/> Choice 1000 |
| <input type="checkbox"/> Choice 400 | <input type="checkbox"/> Choice 1100 |
| <input type="checkbox"/> Choice 500 | <input type="checkbox"/> Choice 1200 |
| <input type="checkbox"/> Choice 600 | <input type="checkbox"/> Choice 1300 |
| <input type="checkbox"/> Choice 700 | <input type="checkbox"/> Choice 1400 |

Prescription Drug Plans

- ☐ \$5/15/30
- ☐ \$5/20/35
- ☐ \$10/20/35
- ☐ \$10/25/40
- ☐ \$100 drug deductible
(optional for all copay plans)

Voluntary Life

(no cost to county)

☐ Yes ☐ No**Step 3:** Initial the rates for plan chosen.**Step 4:** Fax this form and initialed rate page to (512) 481-8481.**Questions?** Call your Employee Benefits Specialist at 1-800-456-5974.**THANK YOU!**

Page 1 of 2

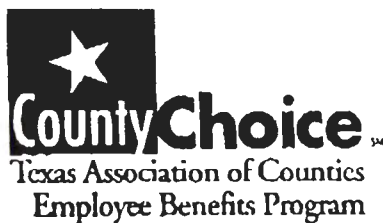
Approved by Commissioners

on 27 day of 2001.*Joe Bobbitt*
Joe Bobbitt, County Judge*Linda Brooks*
Linda Brooks, County Clerk

AUG-08-2001 WED 04:36 PM TX ASSN OF COUNTIES

FAX NO. 512 481 8481

P. 02



**CountyChoice
Hunt County
2001 Plan Options**

	Renewal Rates-- current plan (not available)	Plan 500-- 5/20/35 Rx	Plan 500-- 5/20/35 RX w/ \$100 Rx deduc	Plan 700-- 5/20/35 Rx	Plan 700-- 5/20/35 Rx w/ \$100 deduc.	Plan 1100-- 5/20/35 w/ \$100 deduc.	Plan 1100-- 5/20/35 Rx
Employee Only	\$ 511.93	\$ 453.83	\$ 446.75	\$ 443.20	\$- 436.12	\$ 421.95	\$ 414.86
Employee Child	\$ 654.17	\$ 578.89	\$ 569.71	\$ 565.11	\$ 555.93	\$ 537.57	\$ 528.39
Employee Children	\$ 796.33	\$ 703.87	\$ 692.59	\$ 686.96	\$ 675.68	\$ 653.13	\$ 641.85
Employee Spouse	\$ 1,086.94	\$ 959.37	\$ 943.81	\$ 936.03	\$ 920.47	\$ 889.36	\$ 873.80
Employee Family	\$ 1,179.02	\$ 1,040.32	\$ 1,023.41	\$ 1,014.95	\$ 998.03	\$ 964.21	\$ 947.29

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\$453.83 \$453.83/\$125.06 \$453.83/\$250.04 \$453.83/\$505.54 \$453.83/\$586.49	7%
Benefits	
\$25.00 \$250.00/\$500.00 90/70 \$1500/\$3500 \$75.00	
Drug Card	
\$0.00 \$5.00 \$20.00 \$35.00 \$10.00 \$40.00 \$70.00	

FILED FOR RECORD
at 4 o'clock P M

AUG 27 2001

LINDA BROOKS
County Clerk, Hunt County, Tex.
By *L. Brooks*