

**COMMISSIONERS' COURT
SPECIAL MEETING
SEPTEMBER 7th, 1993**

BE IT REMEMBERED THAT THE TITUS COUNTY COMMISSIONERS' COURT met in *SPECIAL SESSION* on Tuesday, September 7, 1993 in the Titus County Courtroom with the following members present:

ALFORD L. FLANAGAN	COUNTY JUDGE
MIKE PRICE	COMMISSIONER PRECINCT 1
MIKE FIELDS	COMMISSIONER PRECINCT 2
J. W. TERRELL, JR.	COMMISSIONER PRECINCT 3
THOMAS E. HOCKADAY	COMMISSIONER PRECINCT 4
SHELIA D. PRICE	COUNTY CLERK

ABSENT: NONE

PUBLIC AND COUNTY OFFICIALS ATTENDING THE MEETING:

BOBBY LA PRADE--DISTRICT CLERK
MILDRED McCOLLUM--DEPUTY DISTRICT CLERK
GENE ALEXANDER--JUSTICE OF THE PEACE PRECINCT 2
THOMAS P. GRESHAM--CONSTABLE PRECINCT 2
JOHN MOSS--SHERIFF
SANDY AGAN--TREASURER
JUNE ROACH--TAX-ASSESSOR COLLECTOR
EVA R. LAING--JUSTICE OF THE PEACE PRECINCT 1
CARL JOHNSON--AUDITOR

**IN THE MATTER OF
DISCUSSION
AT WORKSHOP FOR BUDGET**

DISCUSSION ON JUSTICE OF THE PEACE SALARY INCREASE

Justice of the Peace Precinct 2, Gene Alexander presented to the court a request for a 5% pay increase + \$2052.00. Judge Alexander discussed the comparison of other Texas Justice of the Peace salaries. He asked, the Court to please consider his request for a raise.

DISCUSSION ON MERIT RAISES

Tax-Assessor Collector, June Roach felt merit raises should be considered for all county employees. County Clerk, Shelia D. Price felt that merit raises were the fairest way to levy raises. She stated that for all employees to receive the same amount of percentage raises was a "slap in the face" to employees who go the extra mile to do their very best every day and every way, versus employees who "just show up for an eight hour work day and do a so-so job." She further stated that she had heard comments from citizens in the county opposed to the pay raise. She stated that two distinct philosophies are afoot concerning pay raises. Many people in the courthouse don't "feel like they get paid what their worth" , while citizens of the county "feel like county employees aren't worth what they get."

Sheriff, John Moss, was for a step program for county employees. Justice of the Peace, Precinct 1, Eva Laing agreed on merit raises for county employees. District Clerk, Bobby La Prade favored the 5% for all county employees. Constable Precinct 2, Thomas P. Gresham inquired how the merit raises would be based each year. Auditor, Carl Johnson pointed out everyone deserves a 5% raise this year. Carl Johnson stated, "Nobody is really getting a raise, just keeping up with inflation." Commissioners, J. W. Terrell, Jr. and Mike Price expressed each office should set own guidelines. Commissioner, Mike Fields, brought before the court county employees have not received a salary increase for the last three years. Mr. Fields said, "You have to pay for what you get." "We do not deserve a raise" was reported by J. W. Terrell, Jr. as what he has been hearing. County Judge, Alford L. Flanagan had the Commissioners' Court Minutes reviewed to find the last date county employees received a raise. In 1990 all county employees, except elected officials received a raise, in 1989 all county employees, including elected officials received a raise.

DISCUSSION ON SHERIFF'S DEPARTMENT

Sheriff, John Moss said, "He felt the added responsibilities his deputies face daily should net them addition pay over other county workers." He stated \$8.00 per hour for field deputies is not sufficient pay. County Judge, Alford L. Flanagan, reported 3 local counties are within \$500.00 to \$1,000.00 compared to our sheriff's deputies. Mike Fields asked, Sheriff Moss for a breakdown for his salary step

He said comp time taken within the same pay period earned may be a good idea, but is especially difficult for law enforcement personnel to comply with. He also requested a prisoner medical expenses policy be considered.

DISCUSSION ON FULL TIME EMPLOYEE FOR DISTRICT CLERK'S OFFICE

District Clerk, Bobby La Prade requested Mildred McCullum be placed on full time employment in his office. He requested that if Mildred was not placed on full time employment, that she be given the opportunity to pay for her own coverage under the county insurance program.

DISCUSSION OF COUNTY TREASURER'S OFFICE

County Treasurer, Sandy Again thanked the Court for considering her proposed budget and the 5% pay increase.

DISCUSSION FOR CONSTABLES' OFFICES

A request of an increase in pay up to \$23,000.00, plus a car allowance of \$800.00, was made by Constable, Thomas P. Gresham.

DISCUSSION FOR CHILD DEVELOPMENT CENTER

An increase of \$200.00 per month (raising the monthly total to \$800.00) for the Child Development Center was requested.

OTHER DISCUSSION

Justice of the Peace, Eva R. Laing requested the court look at JP salaries and consider a raise for their offices in addition to the county-wide proposal of 5%

County Judge, Alford L. Flanagan, pointed out receipts ran low this year.

Carl Johnson, Auditor, requested the county offices stay within the budget this year.

COURT RECESSED TILL 1:30 P.M.

IN THE MATTER OF
POSTAGE FOR THE COURTHOUSE

Motion was made by Commissioner, J. W. Terrell, Jr. and seconded by Commissioner, Thomas E. Hockaday to approve an additional \$10,000.00 for courthouse postage. When the initial budget was set up, only one portion of the postage funds was provided for. Motion carried unanimously.

IN THE MATTER OF
CHILD DEVELOPMENT CENTER

Motion was made by Commissioner Mike Price and seconded by Commissioner Thomas E. Hockaday to approve Child Development Center to receive \$800.00 per month from the 409 Miscellaneous Funds. Motion carried unanimously.

IN THE MATTER OF
INCREASE IN JUSTICE OF THE PEACE SALARIES

Commissioners expressed they would like to increase the additional amount requested by the Justice Of The Peace officers, but no funds were available.

Motion was made by Commissioner J. W. Terrell, Jr. and seconded by Commissioner Mike Price to leave the Justice Of The Peace salaries as they appeared on the budget. Motion carried unanimously.

IN THE MATTER OF
SALARY INCREASE FOR COUNTY EMPLOYEES

Motion was made by Commissioner J. W. Terrell, Jr. and seconded by Commissioner Mike Price to approve a 5% salary increase for all county employees. Motion carried unanimously.

Commissioner Mike Price recommended a five year planning committee be established to study future salary increases for county employees.

IN THE MATTER OF
REQUEST BY DISTRICT CLERK
FOR ONE ADDITIONAL FULL TIME
EMPLOYEE

Motion was made by Commissioner Mike Price and seconded by Commissioner Mike Fields not to allow the District Clerk to add another full time employee this year. Motion carried unanimously.

The Commissioners' Court tabled the request of part time Deputy District Clerk, Mildred McCollum to secure insurance coverage through the county.

IN THE MATTER OF
SHERIFF'S DEPARTMENT
COMP TIME

At the Sheriff's request the Court granted the Sheriff's Department employees the option to take holiday days off sometime within a 12 month period instead of the pay period in which the holiday falls. This was approved due to the small number of on-duty officers and their responsibility to serve the public. Payroll has been informed of this change.

IN THE MATTER OF
ADJOURNMENT

Motion was made by Commissioner, J. W. Terrell, Jr. and seconded by Commissioner, Mike Price to adjourn. Motion carried unanimously.
