











Williamson County, Texas Adopted Budget Fiscal Year October 1, 2009- September 30, 2010

THE STATE OF TEXAS
WILLIAMSON COUNTY

BUDGET CERTIFICATE

Budget Year from October 1, 2009 ending September 30, 2010

THE STATE OF TEXAS
WILLIAMSON COUNTY, TEXAS

We, Ashlie R. Koenig, Budget Officer, David U. Flores, County Auditor, and Nancy E. Rister, County Clerk of Williamson County, Texas, do hereby certify that the attached budget is a true and correct copy of the Budget of Williamson County, Texas as passed and approved by Commissioner's Court on the 25th day of August, 2009, as the same appears on file in the office of the County Clerk of said County.

Ashlie R. Koenig

Ashlie R. Koenig, Budget Officer

David U. Flores

David U. Flores, County Auditor

Nancy E. Rister

Nancy E. Rister, County Clerk

WILLIAMSON COUNTY
Adopted Budget 2009 – 2010
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To the Honorable Commissioners Court
Williamson County, Texas

BUDGET MESSAGE

INTRODUCTION

For the 2009-2010 fiscal year, Williamson County has adopted a budget of $121,216,315 for our General Fund, $19,428,355 for the Road & Bridge Fund (R&B), $59,610,760 for Debt Service and $194,884,483 in capital projects. This is a 5% increase from the adopted general fund budget of $191,287,878 during the 2008-2009 fiscal year. The total tax rate increased slightly from $0.468324 to $0.489999 but remains 2% below the effective tax rate of $0.501655.

In following the Court's adopted policy of maintaining adequate reserve levels at a minimum of 30% of our general fund budget, cash ending projection for FY '09 was at $49,870,701, roughly 42% of the general fund budget. R&B fund reserves at year end were at $13,604,882, roughly 68% of the R&B fund. Williamson County strives to maintain a healthy fund balance in order to preserve strong financial position. This ultimately enables the County to further strengthen our current bond rating of AA+ assigned by Standard & Poors and an Aa2 rating from Moody's Investors Service. In addition, a conservative reserve fund allows the County to respond to future economic uncertainties as well as growing service demands, stabilization of the tax rate and reduction of debt. A balanced budget is one in which total expenditures equal total revenue. By code, the County is required to file a balanced budget. Should the County's fines/fees, investments, property tax revenue not equal the total expenditure budget, cash reserves are used to supplement or "balance" the budget.

Primary areas having the largest impact on the 2009-2010 adopted budget include the following:

- $1 million to be set aside to supplement the ever increasing health care costs associated with our employee benefits fund
- Employer contribution to the County's benefit fund increased by nearly 27% or just over $1,495 per employee/per year
- 46% or ~ $2 million increase in indigent health care costs
- Employer retirement contribution increased from 10.9% to 11.4%
- Salary adjustments were limited to law enforcement personnel for an overall increase of 1%
- Mobile Outreach Team (previously paid out of the County's Tobacco fund) was shifted into the general fund resulting in one half million dollar increase

ECONOMIC ENVIRONMENT / FORECAST

Williamson County continues to experience strong economic expansion as well as population growth. The County continually addresses significant infrastructure needs, mainly roads, to meet this growth. The County's population has grown from an estimated 373,363 people to 394,193 for an increase of 5.6 percent over the prior year. Despite volatility in the housing market nationally, Williamson County saw only minor changes in the average property tax bill. Central Texas has managed to avoid some of the drastic price declines in the housing industry compared to surrounding regions. In 2009, the average taxable home value was $183, 548, a decline of $1,724 from an average value of $185,272 in 2008. The property tax base has increased by a cumulative 49% since FY '05 to $30.2 billion in FY '09. Williamson County has benefited from the expansion of Dell Computer Corp., Cypress Semiconductors Co., and 3M mirrored by rapid residential growth as well. The County continues to experience growth in the retail and manufacturing sectors in addition to three new healthcare facilities, Seton Williamson, Scott & White and Cedar Park Regional Healthcare. The current unemployment rate in Williamson County is roughly 7.8%.

BUDGET PRIORITIES

PROPANE FUEL

Williamson County Commissioners Court voted unanimously this year to enter into multiple grant programs to not only convert a portion of the County's fleet to run on propane but also purchase new EPA certified propane powered vehicles. Williamson County strives to continuously improve air quality through various early action programs such as tail pipe emissions testing to prevent the County from entering into non-attainment status. Movement to propane powered vehicles creates 60 to 70 percent less smog producing carbon dioxide, about 20 percent less nitrous oxide and as much as 60 percent less carbon monoxide. In addition, propane fuel will maximize engine efficiency as well as reduce overall fuel expenses. Grant funding will provide five propane fuel sites and related infrastructure throughout Williamson County. Included in the 2009-2010 budget recommendations is funding for twenty-four vehicles as well as vehicle retrofits in numerous departments and two ATV propane powered bobcats to be used in the County's parks.

JUVENILE

Williamson County Juvenile Services is one of only a few counties in the state of Texas which offers Justice Court probation supervision. Juvenile Services believes in the need to address truancy as a precursor to delinquency. Program research has indicated that truancy is a likely precursor to serious nonviolent and violent offenses among youth. With additional upcoming openings of new school campuses, an increase of 21% in student population over the last five years and fewer legislative dollars to fund juvenile supervision, the Williamson County Commissioner's court elected to add two new Juvenile Probation Officers in the Juvenile Services Department. State standard is one probation officer for every one hundred referrals. Currently, Williamson

County Juvenile Probation Officers are handling in excess of 142 cases annually. These two additional positions will further address much needed site visits, foster positive relationships with secondary schools as well as high schools and develop crime prevention programs in our elementary schools.

To further address the County's juvenile population considered "chronic" or "at risk", Williamson County added one Juvenile Court Clerk in our Justice of the Peace, Pct. #4, office. Justice of the Peace, Pct. #4, experienced a 47% increase in "failure to attend" caseload as well as having the highest number of truancy cases in any one County precinct during 2008-2009. The recommendation of one FTE will address the additional caseload as well as prevent further backlog in our Court system.

PUBLIC SAFETY / TECHNOLOGY

In 2006-2007 the Commissioners Court authorized certificates of obligation to cover a $20 million public safety facility along with roughly $2 million earmarked for a software solution (Computer Aided Dispatch – CAD) capable of supporting incident intake, resource recommendations, dispatching, unit status and management reporting for law enforcement and fire/EMS. In addition, this software will include a robust Mobile Data Communications System with Automatic Vehicle Location (AVL) technology, a consolidated Fire Records Management System (FRMS) and numerous additional applications such as vehicle mapping, message switch, CAD query and field based reporting. Williamson County has also dedicated support to develop a new facility to house 911 Emergency Communications, the Office of Emergency Management and Emergency Operations Center serving a multitude of jurisdictions and response agencies throughout the County while enhancing interoperability for this region as well as both tactical and strategic incident management capabilities with connectivity to many local, state and federal agencies. Extensive funding has been allocated in the 2009-2010 budget to support these projects to include personnel, site visits and technical support.

In addition to the above mentioned public safety ventures, the Commissioners Court approved one Emergency Planner position for FY '10. This position will provide added support in several areas to include planning, Tier II requests, act as a liaison to the LEPC, maintain and update critical website information, develop and maintain hazard mitigation/operational plans as well as provide public education and assistance in emergency operations.

CHALLENGES

INDIGENCY

Each year, county wide indigency continues to pose a major challenge financially to Williamson County. By statue, the County is required to spend up to 8% of our general revenue tax levy on indigent healthcare before the state will provide reimbursement. While the County experienced a short decline in expenditures during FY 05 and FY 06, indigent healthcare spending steadily increased over the next few years. From FY 07 to FY 09, spending increased more than 54%. A projected budget of $4 million has been recommended for FY '10 and will more than likely be insufficient. With three new hospitals

added to the County just last year, referrals are staggering and ultimately present a huge financial burden to the County. Another area of exorbitant spending is in the same arena but lies within our justice system. All defendants having a court case heard in the County and District Courts may request an indigent hearing in which the Judge determines financial hardship/indigency and may be assigned a court appointed attorney. During FY 08 to FY 09, the County experienced a 16% increase in expenditures in court appointed attorneys. Again, recommended funding in FY 10 will most likely not be sufficient. In both instances, the County has funded resources and research tools available to the courts as well as the Counties and Cities Health District to use as a more thorough investigation to determine financial hardship/indigency. These tools provide pertinent information such as whether or not an individual has gainful employment and assets or credit lines available to them, thus preventing the County from expending funds on behalf of the defendant.

MENTAL HEALTH

Mental health is yet another challenging and costly concern facing Williamson County. Cuts in state funding have caused the County to expend additional tax dollars each year to support and treat the mentally ill and divert them from our county jails where they ultimately do not belong. State hospital beds continue to be limited if not at full capacity and force the County to house the mentally ill in our jails inducing a lengthy trail of expenses including doctor's care, 24-hour supervision and psychotropic meds. Additionally, the County has funded a full-time Mobile Outreach Team (MOT) to directly provide support to the County's Crisis Intervention Team (CIT), yet another resource to handle the mental health calls. The Mobile Outreach Team began in 2004 with a staff of two and has grown to a staff of seven in 2009-2010.

CONCLUSION

In closing, it is prudent that I express my gratitude to all elected officials and department heads who exercised fiscal restraint and forethought throughout the budget process. It was evident in reviewing the budget requests, that all involved parties were sensitive to the economy and demonstrated the utmost discretion when prioritizing departmental needs.

I would also like to express my gratitude to Rebecca Clemons, Research Analyst, who supported the budget process in its entirety. Not only did she make this process seamless but also made this document a reality.

Respectfully,

Ashlie R. Koenig

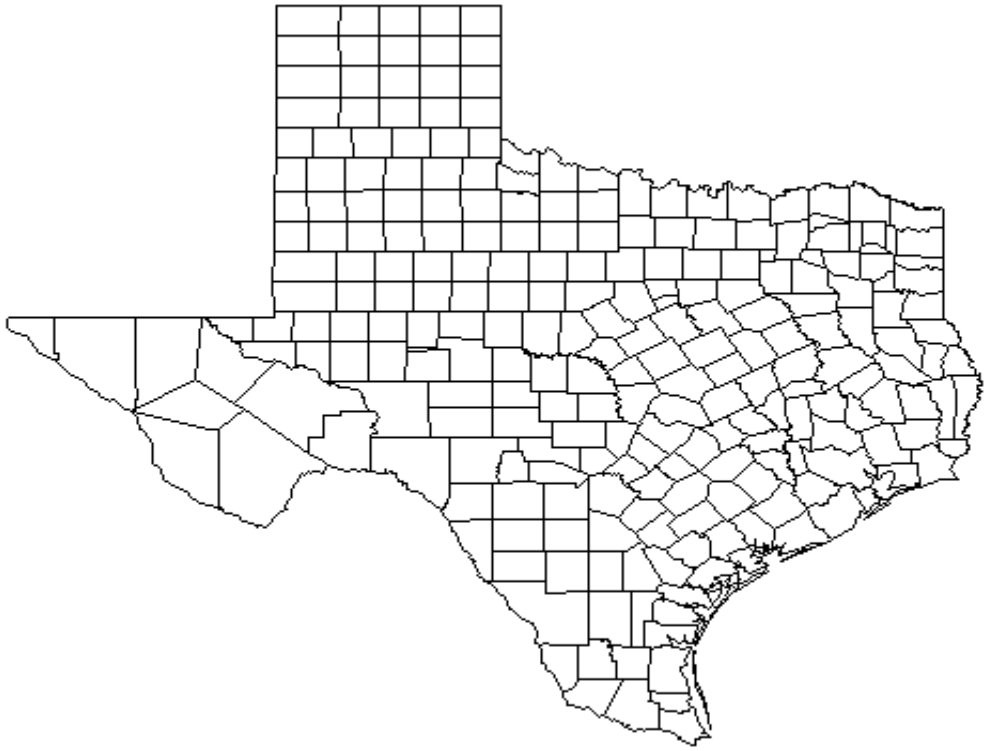
Ashlie R. Koenig
Budget Officer for Williamson County

History of Williamson County

Along the San Gabriel River, there is ample proof that the primitive man inhabited the area as early as 4500 B.C. No Paleo Age skeletons of human beings have been found but the primitive men were few in number and burial rites may not have been practiced. Although chronological and cultural development in Williamson County is vague, fossils of now extinct mammals have frequently been found throughout the area.

During the 1600s, the cattle business was a lucrative enterprise for the Indians, early Spaniards, Mexicans and Anglos later on. With increased business brought the encroachment of white settlers on land that was previously thought of as "free" by the Indians. Sharp attacks by the Indians on the settlers coupled with lack of communication between nations further perpetuated a sharp divide amongst the Anglo Americans and the Indians and it was ultimately disease, war, murder and starvation that led to an unbelievable reduction in the Indian population.

In the late 1600s and early 1700s, Spanish missions were established in Texas, the most well-known mission of which was called the Alamo and was founded in 1718. Spanish missions were the subject of numerous raids causing Indians and Spaniards both to flee only to return and set up camp yet again. In 1751 the missions thrived until a new captain, Don Felipe de Rabago, was assigned to take charge. Captain Rabago was accused of bad conduct causing a rapid deterioration of morale amongst the missions. The spring of 1752 was very dry and illnesses of epidemic proportions followed bringing inhabitants to their last extremes of life.



In 1820 Moses Austin negotiated for an Anglo-American colony in Texas and the next year his son, Stephen F. Austin, arrived with settlers. Immigration was prevalent during this time. During the 1830s, what became Williamson County was a part of a vast area known as the Municipality of District of Viesca,

named for Augustin Viesca, governor of Coahuila and Texas. In November 1835, the name was changed to the Municipality of Milam which evolved into a busy trading post.

In the winter of 1848, a petition from the citizens of the western portion of Milam County was presented to the Honorable Legislature of the State of Texas requesting the following:



Judge Robert McAlpin Williamson
Courtesy Texas Highway Department

"Your Petitioners citizens of the western portion of Milam County would most respectfully ask your Honorable body, as an act of convenience and justice to themselves, to grant unto them a new County to be known as Clear Water"…

It was extremely inconvenient for the petitioners of Milam County to travel nearly 40 to 50 miles to attend the court. And so it was on this 2nd day of February, 1848, a new county was formed. The names suggested for this new establishment were "Clear Water" and "San Gabriel" county. However, double names were frowned upon in some governmental circles, and besides that, the members of the legislature had another name in mind. "Williamson County" named after Judge Robert McAlpin Williamson, a most handsome and likeable man so commonly referred to as "Three-Legged Willie". At the age of 15, Robert Williamson was diagnosed with a serious illness referred to as "White Leg". His right leg was crippled and shriveled. For the rest of his life, he kept it drawn back at the knee, fastening it to a wooden leg, and therefore, acquiring the nickname "Three-Legged Willie". Shortly thereafter, a Commissioner's Court was appointed with each Commissioner "reserving to themselves one dollar per day for each and every day they may be required to serve."

In May of 1848, the five Commissioners were looking at various sites to establish a county seat. As they rested under an old oak tree, George Washington Glasscock, Sr., a member of a land development firm which had extensive land holdings in the area, came riding along on horseback. When Mr. Glasscock ran into the Commissioners, one of which was Washington Anderson, George's cousin, Mr. Anderson promptly spoke up and said, "George, if you will give us all the land, pointing north, between here and the San Gabriel River, we will make this the county seat and name the prospective city after you, calling it Georgetown." And so the county seat came to be located in Georgetown, Texas in 1848 in which it has remained.

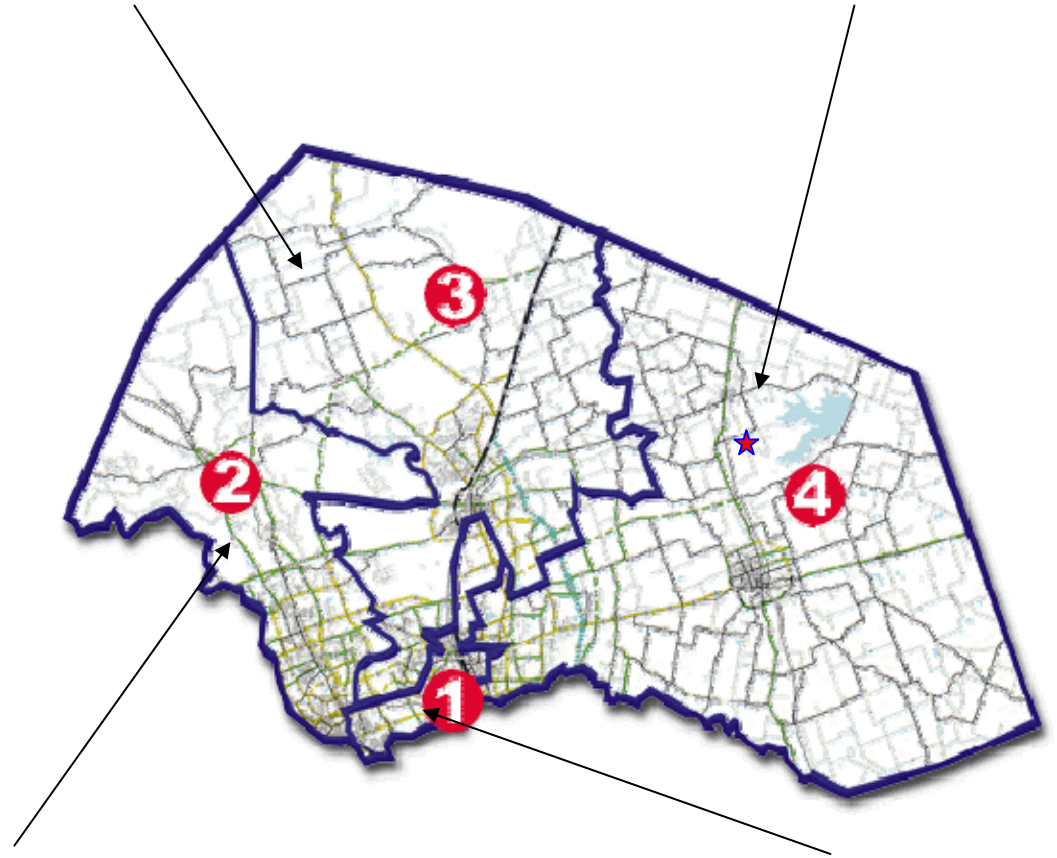
Today Williamson County has a population of more than 390,000 with a land area of 1,124.3 square miles. Williamson County experiences an average of 34 inches of rain per year and boasts of a mild climate offering more than 300 sunny days each year. The County is well-known for a low crime rate, friendly neighborly people and county taxes that are among the lowest in the state. It is home to large corporations such as Dell Computer, Motorola, IBM and Cypress Semiconductor and offers many great

advantages to lure new businesses into the area. Beef and livestock are top revenue sources for agriculture and the leading crops grown are sorghum, cotton, corn and wheat. The County's central location coupled with its proximity to Austin makes Williamson County a fantastic place live.

Williamson County Precincts

Commissioner Valerie Covey Precinct #3

Commissioner Ron Morrison Precinct #4



Commissioner Cynthia Long Precinct #2

Commissioner Lisa Birkman Precinct #1

TEXAS COUNTY GOVERNMENT OVERVIEW

History of County Government

The origin of Texas county government can be found in "municipality" the local unit of government under Spanish and Mexican rule. The municipalities were large areas embracing one or more settlements and the surrounding rural territory. By 1821 there were four major Spanish settlements in Texas (San Antonio, Bahia or Goliad, Nacogdoches, and the Rio Grande Valley) and three areas of light settlement and ranching. Prior to Texas' independence from Mexico, there were no political subdivisions at the county level. In 1835 Texas was divided into three departments (Bexar, Brazos, and Nacogdoches) and 23 municipalities. Under the new Republic established in 1836, the 23 municipalities became counties. When Texas became a state in 1845, there were 36 counties. Under the State constitution in 1845, the only major change was one that made all county offices elective positions. When Texas entered the Confederacy in 1861 and adopted a new state constitution, there were 122 counties. After reconstruction form the Civil War, the constitution of 1876 was adopted, which is still in effect and contains much detail concerning the governmental organization of Texas counties. The number of counties increased steadily until the present number of 254 counties was reached in 1931.

Functions of County Government

Today there are 254 counties serving the needs of Texans. The counties range in size from just under 100 residents to over three million. Major responsibilities include building and maintaining roads, recreational facilities and in some cases, county airports; construction and operating jails; operating the judicial system; maintaining public records; collecting property taxes; issuing vehicle registrations and transfers; and registering voters. Counties also provide law enforcement, conduct elections, and provide health and social services to indigent county residents. County governments are also playing a vital role in local economic development.

Williamson County Government

Williamson County, like other Texas counties, is considered to be an extension of state government. The focus of the county organization is judicial (civil and criminal justice, adult and juvenile probation), health and human services, law enforcement, and jail services. In addition, the County is responsible for the road and bridge maintenance for all unincorporated areas of the County. The County's governing body, Commissioners Court, is made up of the County Judge who is elected at large and four Commissioners' elected from each precinct. The County Judge is the presiding officer over the Commissioners Court. Budgetary responsibilities are a major function of the Commissioners Court. The Commissioners Court of Williamson County has budget authority over all county departments including those headed by elected officials. The responsibilities include setting the tax rate and adopting a budget. Throughout the year the court, as established in the budget policy, must approve adjustments to the budget. In addition the Commissioners Court set policies by Court Order for activities of the County. Other elected officials include the County and District Judges, Sherriff, Tax Assessor, District Attorney, Justices of the Peace, Constables, and the County and District Clerk.

Organizational Goals

Mission Statement
Williamson County exists to provide public services with honesty, integrity and dynamic leadership for the citizens of Williamson County.

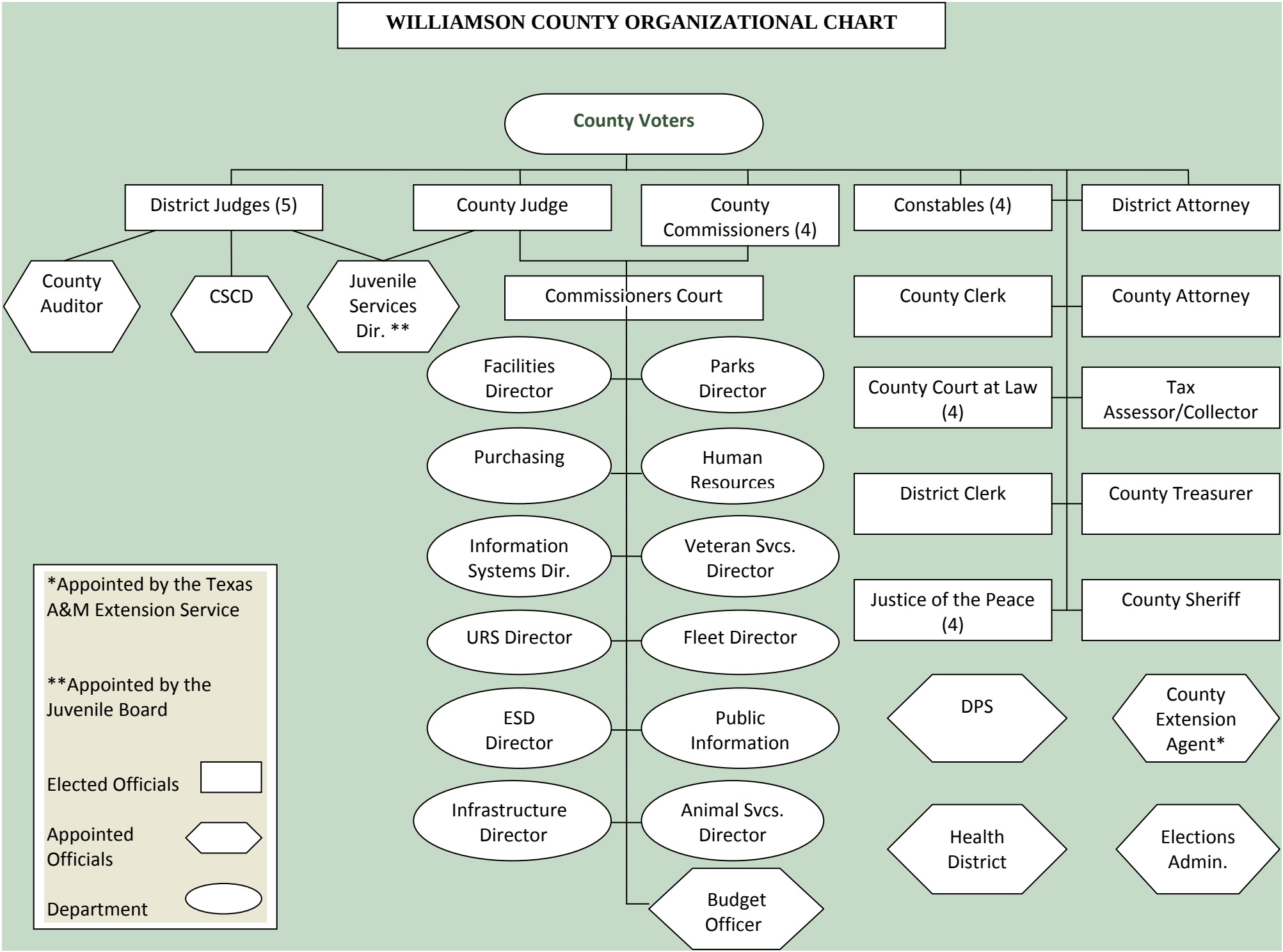
Vision Statement
Williamson County is known for its role in providing a superior quality of life for its citizens. The cohesive county government, committed to effective governance, operates as a team to guarantee continual high quality services to its citizens. The citizens of Williamson County trust their elected officials and participate fully in the governance of the county. The rich heritage and values of the County are the basis of the strong sense of community in which makes Williamson the most desirable county to live in the state of Texas. The county staff and leadership are highly professional and committed to maintaining an integrated sustainable community. There are sufficient physical and human resources to provide the services that the citizens needs. There is maximum effort to determine citizen needs and respond to those needs appropriately, while expending the least amount of public funds in a conservative, responsible and efficient manner.

Strategic Direction
Williamson County will move in these broad directions:

- exert its leadership at the national, state and local level
- ensure safety and justice throughout the county
- enhance the quality of life within the county
- ensure the resources needed to provide quality citizen services
- plan the county's growth in collaboration with the cities
- ensure mobility throughout the county
- diversify our revenue sources
- establish internal and external communications programs



WILLIAMSON COUNTY ORGANIZATIONAL CHART



WILLIAMSON COUNTY PRINCIPAL OFFICIALS
2009-2010

Commissioners Court	***Dan Gattis***	**County Judge**
	Lisa Birkman	**Commissioner, Precinct #1**
	Cynthia Long	**Commissioner, Precinct #2**
	Valerie Covey	**Commissioner, Precinct #3**
	Ron Morrison	**Commissioner, Precinct #4**
Community Supervisions & Corrections (CSCD)*	***Marty Griffith***	**Director, CSCD**
Constables	***Robert Chody***	**Constable, Precinct #1**
	Dale Vannoy	**Constable, Precinct #2**
	Bobby Gutierrez	**Constable, Precinct #3**
	Marty Ruble	**Constable, Precinct #4**
County Attorney	***Jana Duty***	**County Attorney**
County Auditor*	***David Flores***	**County Auditor**
County Clerk	***Nancy Rister***	**County Clerk**
County Court at Law	***Suzanne Brooks***	**Judge, County Court at Law #1**
	Tim Wright	**Judge, County Court at Law #2**
	Don Higginbotham	**Judge, County Court at Law #3**
	John McMaster	**Judge, County Court at Law #4**

WILLIAMSON COUNTY PRINCIPAL OFFICIALS CONTD.

County Extension Office*	***Bob Whitney***	**County Extension Director**
County Sheriff	***James Wilson***	**Sheriff**
County Treasurer	***Vivian Wood***	**Treasurer**
District Attorney	***John Bradley***	**District Attorney**
District Clerk	***Lisa David***	**District Clerk**
District Judges	***Billy Ray Stubblefield***	**Judge, 26th Judicial District**
	Ken Anderson	**Judge, 277th Judicial District**
	Burt Carnes	**Judge, 368th Judicial District**
	Michael Jergins	**Judge, 395th Judicial District**
	Mark Silverstone	**Judge, 425th Judicial District**
Justice of the Peace	***Dain Johnson***	**Justice of the Peace, Precinct #1**
	Edna Staudt	**Justice of the Peace, Precinct #2**
	Steve Benton	**Justice of the Peace, Precinct #3**
	Judy Hobbs	**Justice of the Peace, Precinct #4**
Juvenile Services*	***Charly Skaggs***	**Director, Juvenile Services**
Tax Assessor/Collector	***Deborah Hunt***	**Tax Assessor/Collector**

Notes Appointed Officials

WILLIAMSON COUNTY DEPARTMENT HEADS
2009 - 2010

Animal Services	***Cheryl Schneider***	**Director, Animal Services**
EMS	***Kenny Schnell***	**Director, EMS**
Emergency Services	***Dr. John Sneed***	**Director, ESD**
Facilities Maintenance	***Joe Latteo***	**Director, Facilities Maintenance**
Fleet	***Mike Fox***	**Director, Fleet**
Human Resources	***Lisa Zirkle***	**Director, Human Resources**
Information Systems	***Jay Schade***	**Director, Information Systems**
Parks	***Jim Rodgers***	**Director, Parks Department**
Purchasing	***Bob Space***	**Director, Purchasing Department**
Unified Road Systems	***Greg Bergeron***	**Director, Unified Road Systems**
Veteran Services	***Open***	**Director, Veteran Services**
Unified Road Systems	***Bob Daigh***	**Director, Infrastructure**

Government Office Information by Organizational Unit

The government of Williamson County, Texas is subdivided into several different offices; each with its own legally constituted duties as prescribed by the constitution and/or legislature. Each department is managed by a department head hired by the Commissioners Court, elected official voted into office by the citizens, or an appointed official by the Commissioners Court or the District Judges of Williamson County as provided by law.

Constitutional Offices

Williamson County is a political body. The general governing body of the County is the Commissioners Court, which has none of the functions of a judicial court, but has powers and duties clearly set forth and defined in the constitution and statutes. The Commissioners Court is comprised of four commissioners, each of whom is elected by the qualified voters of one of four precincts in the County, and a County Judge, who is elected Countywide as presiding officer. Commissioners Court was created to carry out a policy common to the whole state, whereas, it was not mainly created to advance the interest of the particular locality in which it is located. The election of the various County officials ensures, in most instances, the application of state laws and regulations, in the light of local conditions and statutes, and to establish a courthouse and jail, appoint numerous officials, fill vacancies in certain County offices, enter into contracts in the name of the County, build roads and bridges, administer the County's public welfare services, perform numerous duties in regard to elections, set the County tax rate, issue bonds and adopt the County budget.

District Courts

There are five District Courts in Williamson County, each of which is a court of general jurisdiction and may try both civil and criminal cases. The judge of each of the respective courts is elected countywide. The District Courts have original jurisdiction in all criminal cases of the grade of felony, all suits on behalf of the state to recover penalties, forfeitures and escheat. The District Courts preside over all cases of divorce, misdemeanors involving official misconduct, suits to recover damages, slander or defamation of character, suits for title of land and for enforcement of liens thereon, suits for the right of property levied upon by virtue of any writ of execution, sequestration, or attachment when the property levied on is valued at an amount of $500 (exclusive of interest) and all suits concerning contested elections.

These courts and the judges thereof have power to issue writs of habeas corpus, mandamus, injunction, certiorari and all writs necessary to enforce their jurisdictions. The District Courts also have appellate jurisdiction and general supervisory control over the County Commissioners' Court. They have general original jurisdiction over all causes of action which a remedy or jurisdiction is not provided by law or the Constitution. The District Court, concurrently with the County Court, has the general jurisdiction of a probate court and may perform all functions associated with the duties of a probate court enumerated under County Court. In addition, the District Courts share concurrent jurisdiction with the County Courts at Law when the matter in controversy exceeds $500, but is less than $10,000. Along with these constitutional and statutory responsibilities, the District Judges have the statutory responsibility of appointing the County Auditor and Court Reporters for each of the respective District Courts. The District Judges, along with the County Court-at-Law Judges, appoint the Community Supervision and Corrections Department Director. The County Juvenile Board comprised of the District Judges and the

County Judge appoints the Chief Juvenile Probation Officer.

Constables

In general, the duties of the Constable are to perform a service or act, execute and return, as provided by law, all civil and criminal processes, writs, citations, subpoenas, summons, warrants, and precepts, directed and delivered by a lawful official, anywhere in the constable's County, or in a County contiguous to the Constable's County, and in other locations as provided by law. The Constable may seize and sell real estate and personal property upon order of the court, take eviction action and attend justice court proceedings. The Constable may enforce all state laws and arrest offenders with or without warrant for felonies or misdemeanor offenses committed against the peace and dignity of the state.

County Attorney

The countywide electorate elects the County Attorney. Duties include representation of the State of Texas in all criminal proceedings under investigation or pending before the County Courts at Law and Justice Courts of the County, examination and prosecution of all cases pending before the Juvenile Courts, and representation of the State in all cases appealed to or from any of these courts. The County Attorney also processes felony and misdemeanor hot checks, obtains protective orders for victims of domestic violence, represents the Department of Protective and Regulatory Services in cases involving abuse or neglect of children or helpless adults, and obtains commitment orders for mental illness and substance abuse. The County Attorney attends Commissioners' Court as the civil lawyer for the County and provides a full range of legal services in that capacity. Also provided by the County Attorney is legal advice to all County officials and employees. Where applicable, the County Attorney oversees the representation of officials and employees who are involved in litigation.

County Clerk

The Countywide electorate elects the County Clerk and the duties and fees of the office are prescribed by the legislature. The County Clerk is the clerk of the County and of Commissioners' Court and is the official recorder of County business. By legislation in Williamson County, the County Clerk functions as the clerk of the court for each of the County Courts at Law. In addition, the County Clerk acts as recorder of deeds and other instruments, records and issues death and birth certificates, issues marriage licenses, registers cattle brands, records and retains all plats, and maintains records of mental health commitments. The County Clerk serves as clerk of the Probate and Civil Court and keeps all records, books, paper, and proceedings of the probate court as well as the County Courts at Law criminal dockets. Additional responsibilities include keeping all records properly indexed, arranged and preserved.

District Attorney

The legislature may create the Office of the District Attorney in any judicial district in the state and prescribe the duties of that office. Such an office in Williamson County has been created and the District Attorney is a constitutional officer. The Countywide electorate elects the District Attorney. The duties of the office in general are to represent the State of Texas on all criminal matters before the District Courts of Williamson County. These matters include

grand jury proceedings along with bond and asset forfeitures. The District Attorney also handles all appeals from any such matters that are taken to the Court of Appeals, Texas Court of Criminal Appeals, the Texas Supreme Court and the United States Supreme Court.

District Clerk

The Countywide electorate elects the District Clerk. In general, the functions of this office are to serve in an administrative capacity for the District Courts, to perform judicial or quasi-judicial duties in connection therewith, to act as custodian of the court records, to receive money in the clerk's official capacity, and to perform general assessed duties as are enjoined by statute or imposed by the lawful authority of the court. The District Clerk of Williamson County also maintains the files for all criminal, civil, family, and tax cases handled by these courts.

Justice of the Peace Courts

There are four Justice of the Peace Courts in Williamson County. Each Justice of the Peace is elected by the voters living within their respective precinct. Justices of the Peace have jurisdiction in all Class C misdemeanor criminal matters where such fines are established by statute. Also, the Justices of the Peace have jurisdiction in civil matters either in Small Claims Court or Justice Court where the amount in controversy is $10,000 or less (exclusive of interest) of which exclusive original jurisdiction is not given to the County or District Courts. Appeals to the County Court shall be allowed in all cases decided in Justice Court, however, in civil cases, only when the judgment is for more than $20 (exclusive of costs). The Small Claims Court exercise concurrent jurisdiction with the Justice Courts in all actions for recovery of money by any person, association of persons, corporations or by any attorney for such parties or other legal entity where the amount involved, exclusive of cost, does not exceed the sum of $10,000. Small Claims courts may only recover money. All decisions of Small Claims Court and Justice Courts, provided that the amount in controversy, exclusive of costs, exceeds the sum of $20 may, upon rendition of final judgment by the Judge of the Court, be appealed to the County Court or County Courts at Law. Other duties of the Justices of the Peace in Williamson County include death inquests, mental probable cause hearings, criminal prisoner admonishments, peace bond hearings, school truancy cases, juvenile magistrate statements, animal cruelty hearings, and other administrative duties per code.

Sheriff

The qualified voters of the County elect the Sheriff to office. The duties of the Sheriff are prescribed by the legislature. The Sheriff may employ corrections officers for the safekeeping of prisoners in the jail and, subject to regulations of Commissioners Court, has charge and control of the courthouse. In addition, the Sheriff shall execute all processes and precepts directed by legal authority and make return thereof to the proper court. The Sheriff is the Chief Law Enforcement Officer for the County and custodian of the County jail. In addition to apprehending criminals and serving writs and other legal papers for the Civil, County, and District Courts, the Sheriff is also charged with keeping order in the courtrooms. The Sheriff also administers proactive programs aimed at crime prevention and substance abuse control such as the Drug Abuse Resistance Education (DARE) program.

Tax Assessor-Collector

The Tax Assessor-Collector is elected by the Countywide electorate and performs all of the duties with respect to assessing property for the purpose of taxation and collection of taxes as prescribed by the legislature. The duties of the office consist of assessing and collecting County property taxes. The officer may serve in a similar capacity for any incorporated city, town, village, school districts--independent or otherwise, drainage district, and water control in the County. The Assessor-Collector of Williamson County, in addition to assessing and collecting for taxable real and personal property within the County, collects the taxes for many independent cities and districts. Other duties include collecting state and County license fees, occupation fees, beer and liquor taxes and state automobile transaction taxes.

County Treasurer

The Countywide electorate elects the County Treasurer. The duties of the County Treasurer are to receive County funds and disburse them, subject to the County Auditor's countersignature. The function of this office is an essential part of internal control in financial matters in that all monies due to the County must be placed in the Treasurer's custody. Monies are forwarded to the County Treasury and can be withdrawn upon the signature of the County Treasurer and countersignature of the County Auditor. Additional responsibilities of the County Treasurer include signatory authority for all payroll related payments with the countersignature of the County Auditor. Also, the County Treasurer is responsible for the reconciliation of all bank accounts upon which the Treasurer acts as signatory. The County Treasurer prepares and submits all required reports and payments to the State of Texas and serves as Treasurer to the Bail Bond Board. In addition, the County Treasurer serves as the Certified Investment Officer for the County relative to all requirements of the Public Funds Investment Act.

OFFICES CREATED BY LEGISLATIVE LAW

County Court-at-Law

There are four County Courts-at-Law in Williamson County, each created by the legislature. The Countywide electorate elects each of the County Court-at-Law judges. These courts have jurisdiction in all misdemeanor cases, probate, and mental illness and chemical dependency matters. The County Courts-at-Law have concurrent jurisdiction with the District Courts in family law cases, including divorces, child custody cases and in civil matters where the amount in controversy does not exceed $100,000 (exclusive of punitive or exemplary damages, costs, and interest). The County Courts-at-Law have appellate jurisdiction in all appeals in criminal and civil cases from Justice Courts and Municipal Courts. Along with these duties, the County Court-at-Law Judges and the District Judges appoint the Community Supervision and Corrections Department Director.

County Auditor

The County Auditor is appointed by the District Judges and serves as the Chief Accounting Officer of the County. The County Auditor has general oversight

of all County records and may act as the Budget Officer for the County. The County Auditor must sign all checks written for the County. It is the responsibility of the County Auditor's office to audit each department of the County at least once each quarter. Financial reporting is also performed by the County Auditor's office. The creation of the Comprehensive Annual Financial Report (CAFR) and the Popular Annual Financial Report (PAFR), submitted each year to the Government Finance Officers Association for review, is the responsibility of the County Auditor. The County Auditor also provides revenue estimates to the Budget Officer throughout the budget process. Revenue estimates are performed based on two criteria. Eighty percent of annual revenue comes from property taxes; this estimate is a simple calculation of the adopted tax rate multiplied by the current property valuation. The other 20% is estimated based on a three to five year trend analysis. Historical collections (past three to five years) of the various line items are analyzed, the current economic forecast is reviewed, local employment conditions are evaluated, and estimated population growth projections are all taken into consideration to compute the trend analysis. In addition the County Auditor oversees the payroll function for the entire County. Other responsibilities include managing fixed assets and administering and reporting all grant funds received from the state and federal government and other entities. The County Auditor also serves as the fiscal officer for the Community Services and Corrections Department and Chief Fiscal Officer for Juvenile Services.

Chief Juvenile Probation Officer

The County Juvenile Board, comprised of five District Judges and the County Judge, appoints the Chief Juvenile Probation Officer. The general duties of this office are to properly investigate, process, and handle all cases referred to them by the courts, law enforcement agencies, parents, and other agencies. The Juvenile Probation Department compiles and prepares a detailed social history on all referred offenders and recommends corrective action to the Juvenile Court. The department provides professional casework services and supervision to delinquent children who are placed on probation by the Juvenile Court. Juvenile detention and intensive residential care is also provided by and through the Juvenile Services Department. Each of these units provides care 365 days a year. Several specialized programs are operated through Juvenile Services to include Community Services and Restitution, Gang Intervention, and Juvenile Drug and Delinquency Prevention. One specialized sex offender caseload officer is also provided through Juvenile Services.

Maintenance Supervisor

The County Judge with the advice and consent of the Commissioners' Court appoints the maintenance supervisor of Williamson County. The maintenance supervisor's duty is to ensure the quality and completion of maintenance and repair for all County-owned buildings and grounds. Maintenance includes all major and minor repairs to County facilities, supervision of all cleaning and grounds maintenance contractors, and overseeing payment of all suppliers, contractors, and utilities.

County Emergency Services Executive Director

The County Judge with the advice and consent of Commissioners' Court appoints the Executive Director of Emergency Services of Williamson County. It is the Director's duty to control and direct the areas of Emergency Management, HazMat, MOT (Mobile Outreach Team), Dispatch, Wireless Communications, and EMS (Emergency Medical Services). It is the responsibility of the director to serve as a liaison with other municipal districts, state, County, regional, federal and other emergency management organizations. Emergency Management includes the coordination of disasters local, regional and state and the counties response in such areas. The area of HazMat is responsible for responding to Hazardous Material spills within the county and the

region. MOT responds to mental health crisis calls in the county in coordination with the various law enforcement agencies within the county. Dispatch handles all 911 communications between the general public and County, City and Special District Agencies tasked with rapid response. Wireless Communications manages the radio system between the various Public Safety Agencies within the County. EMS responds to all emergency medical calls and handles transport of patients within the county.

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Information Systems/Telecommunications Director

The County Judge with the advice and consent of the Commissioners' Court appoints the Information Systems/Telecommunications Director of Williamson County. The Director's duty is to control, maintain and direct all information processing functions of the County. More specifically, duties include installing new systems, protecting computer stored records, maintaining control of daily EDP functions, and trouble-shooting within County offices as computer related problems arise. In addition, this position oversees the Countywide telecommunications function.

County Extension Service Agent

The Williamson County Office of the Texas Agricultural Extension Service is a unique partnership between the County Commissioners' Court and the Texas A & M University System. County Extension Agents provide outreach education to the citizens of Williamson County in the areas of Agriculture, Family and Consumer Sciences, 4-H, and Youth Development, and Horticulture. Agents utilize research-based information to conduct workshops, clinics, tours, meetings and programs, as well as preparing news releases and web-based education. The Extension Service values and promotes principles of citizen and community involvement, research-based education, lifelong learning, and volunteerism.

Elections Administrator

The Elections Administrator is the County Elections Official and is appointed by the Williamson County Elections Commission. The duties of the Elections Administrator include all voter registration activities for over 210,000 registered voters in 99 precincts and the conduct of election activities for more than 43 county, city and school governments, as well as 45 municipal and special utility districts. Duties also include the preparation and maintenance of appropriate political jurisdiction maps. The Administrator prepares elections contracts and conducts elections for federal and state elections, and for local elections when requested. Duties include the selection and coordination of poll sites, selection and training of poll workers, and preparation of ballot materials. The Elections Administrator coordinates the use of grant funds from the Help America Vote Act (HAVA) with the County Judge and the Auditor and maintains all electronic voting equipment and peripherals. The Administrator serves as the repository for local officials' campaign and expenditure reports. The Elections Administrator provides information to the public regarding voter registration and elections and serves as a liaison to the Secretary of State regarding elections issues.

Human Resource Director

The Human Resource (HR) Director for Williamson County is appointed by the County Benefits Committee and the Commissioners' Court. The Director must ensure the County is in compliance with state and federal hiring laws, that applicants meet the qualifications of a particular job opening and that the public is notified when a job opening becomes available within the County. The HR Director is responsible for the management of the Self-Funded Benefits Plan and various other medical and

dental benefit plans offered by the County as well as life and long-term disability insurance, workers' compensation insurance, the wellness program and the employee assistance program. The HR Director also monitors the claims disbursement made under the Self-Funded Benefits Plan and must ensure the various benefits plans are administered in compliance with federal laws and regulation. The HR Director must ensure the County complies with the Drug-Free Workplace Policy, the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA).

CSCD Director

The Community Supervision and Corrections Department (also known as Adult Probation Department) Director is appointed by the District and County Court-at-Law Judges with criminal jurisdiction. The department is responsible for supervising misdemeanor and adult offenders placed on community supervision (adult probation), offenders placed under pre-trial supervision, and offenders placed in the department's 90-bed intensive inpatient substance abuse program, the Central Texas Treatment Center. The department's mission is to protect the community and rehabilitate offenders. The department operates a number of rehabilitation programs for the supervision of offenders and specialized caseloads for sex offenders, special needs offenders, offenders required to be monitored on electronic monitoring or surveillance, and offenders required to have ignition interlock devices that monitor alcohol use in their vehicles. The department receives most of its funding from state funds and offender fees. The Texas Department of Criminal Justice-Community Justice Assistance Division provides grant and operational funds, and standards oversight to the department.

Purchasing Agent

The Purchasing Agent is appointed by the Commissioners' Court. The Purchasing Agent is responsible for carrying out the functions prescribed by law for a purchasing agent and administers the procedures prescribed by law for notice and public bidding for county purchases and contracts. The County Purchasing Agent purchases all supplies, materials and equipment required or used by the county and contracts for all repairs to purchased equipment, as needed.

Fleet Services Director

The County Judge appoints the Fleet Services Director under the advisement and consent of the Commissioners' Court. The Fleet Services Director oversees the operation of an internal service fund that manages and maintains Williamson County's Fleet of vehicles and equipment. Funding is acquired through the sale of fuel, parts, and labor to its different departments. A software system is utilized to track all vehicles and equipment through their life cycles. The Fleet Services Director makes recommendations during the budget process of equipment replacement needs for county departments as well as assisting in defining what types of equipment should be purchased.

Addressing Coordinator

The County Judge appoints the Addressing Coordinator under the advisement and consent of the Commissioners' Court. Williamson County Addressing handles all of the addressing for the rural areas of the county including the small towns, maintains the 9-1-1 system for the entire county, reviews and

addresses all of the subdivision plats in the county. In order for anyone to obtain an address for telephone service, utility hook ups etc., they are required to contact the Addressing Department.

Unified Road System Superintendent

The County Judge appoints the Unified Road System Superintendent under the advisement and consent of the Commissioners' Court. The Unified Road System Department of Williamson County has the responsibility for the engineering, planning, construction, maintenance and repair of all County roads, bridges, drainage structures and ditches pertaining to the road system in Williamson County. Duties include planning, engineering and performing work as needed for the safe, economical and productive operation of the County's transportation system.

The Superintendent of the Unified Road System has the responsibility of the administration of the budget approved annually by the Commissioners' Court. As superintendent, he is in charge of, with the help of staff, overseeing the activities of all Road System personnel, the prompt response to all work orders and the distribution of resources in the most effective manner.

Parks & Recreation Director

The County Judge appoints the Parks & Recreation Director with the advice and consent of the Commissioners Court. The Director is responsible for the development, operation, and maintenance of County parks, trails and preserves. The Director also provides for safe and secure facilities and coordinates park related development and activities within cities in the County.

Veterans Services

Veterans Services staff provides veterans and their families with information on programs and services that are available for individuals who have served in the armed forces. They also help them file for and receive entitled benefits from the Department of Veterans Affairs. Programs and services available include educational benefits, vocational benefits, disability retirement, obtaining lost military records and more.

Animal Shelter Director

The mission of the animal shelter is to provide humane care to unwanted or abandoned pets, to assist the participating entities in enforcing state law and local ordinances, and to otherwise serve the citizens in a cost-effective manner. The Shelter Director is responsible for animal shelter operations and staff through development and enforcement of policy and procedures ensuring compliance with local, state and federal law. Priorities include development and maintenance of budgetary and financial goals, communication and relationships with regulatory agencies, Commissioners' Court, Shelter Board and officials from all city/county entities. The director also monitors and reports trends which may be used to facilitate planning of programs consistent with the success of overall shelter goals. The Shelter Director is hired by the County utilizing input from the Regional Animal Shelter's Board of Directors.

Budget Planning Overview

The budget process begins in early February kicking off meetings with the Court as well as respective department heads and elected officials. The goals, philosophies and priorities are determined and direction is given to the budget office to proceed. February marks the month of preparing our budget center (application used to make budget requests and recommendations) i.e. making updates and/or enhancements. Beginning in March budget instructions are disbursed to all department heads specifically outlining a timeline/calendar along with the process for submitting budget requests. During this time pre-budget meetings are offered to all department heads/elected officials should he/she choose to discuss budget requests in depth. The budget center is typically opened in mid to late April for a period of two weeks to allow departments to enter their requests. The months of May and June are primarily set aside to work on budget recommendations. At the same time, the Court adopts the salaries for elected officials and publishes all required documentation. The Court along with the County Judge has two weeks during the month of July to review budget recommendations. Subsequently budget recommendations are released to the departments and post budget recommendation hearings take place. Adoption of the budget is finalized late August and the budget is filed in the County Clerk's office no later than September 30th each year.

Budget Calendar 2009-2010

2009-2010	FEBRUARY				MARCH					APRIL					MAY					JUNE					JULY					AUGUST					SEPTEMBER				
TASK	2/1	2/8	2/15	2/22	3/1	3/8	3/15	3/22	3/29	4/1	4/5	4/12	4/19	4/26	5/1	5/8	5/15	5/22	5/29	6/1	6/7	6/14	6/21	6/28	7/1	7/5	7/12	7/19	7/26	8/1	8/9	8/16	8/23	8/30	9/1	9/6	9/13	9/20	9/27
FINANCIAL CENTER PREP WORK																																							
SELECTION OF GRIEVANCE COMMITTEE MEMBERS																																							
INITIAL BUDGET MEETING; PHILOSOPHY, GOALS & OBJECTIVES																																							
BUDGET INSTRUCTIONS DISBURSED																																							
PRE-BUDGET MEETINGS (OPTIONAL)																																							
UODATE DOCUMENTS IN BUDGET CENTER																																							
FINANCIAL CENTER OPEN FOR INPUT																																							
FINANCIAL CENTER CLOSED																																							
IT TO POST REQUESTED BUDGET ON WEB																																							
POST BUDGET MEETINGS (RECOMMENDED)																																							
BUDGET RECOMMENDATION INPUT																																							
FOLLOW-UP BUDGET MEETINGS (OPTIONAL)																																							
BUDGET EDITS																																							
ADOPT SALARIES AND COMPENSATION FOR ELECTED OFFICALS																																							
DEADLINE FOR ELECTED OFFICIALS TO PROTEST SALARIES																																							
RECOMMENDATIONS TO COUNTY JUDGE FOR REVIEW																																							
FINAL BUDGET CHANGES FROM COUNTY JUDGE																																							
FIN. CENTER OPEN FOR VIEWING RECOMMENDATIONS																																							
WRAP UP																																							
BUDGET HEARINGS WITH COMMISSIONER'S COURT																																							
ADOPTION OF 2009-2010 BUDGET																																							
FINAL REPORTS																																							
BUDGET FILED IN COUNTY CLERK'S OFFICE																																							

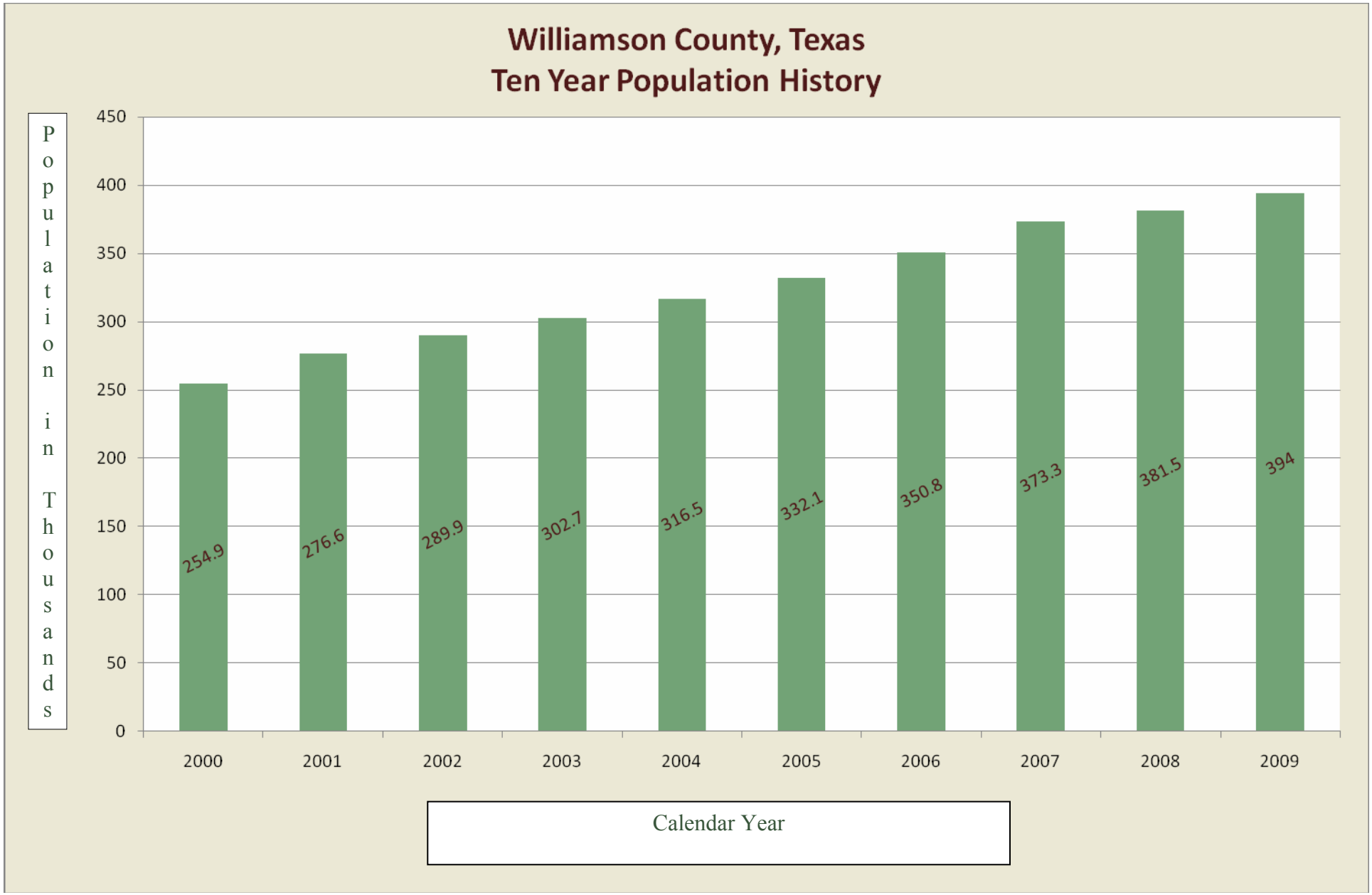
Williamson County Facilities

Precinct One
Round Rock Annex
Round Rock Office Building

Precinct Two
Office Building
Vehicle Storage Building
Storage Building
EMS Double Wide in Cedar Park
Cedar Park Annex
Maintenance Building at Southwest Regional Park

Precinct Three
County Annex
Lott Juvenile Detention Center
Show Barn
Williamson County Jail
Office Building
Justice Center Jail
Central Maintenance Facility
Juvenile Facility
Courthouse Annex
Schwertner Community Center
311 Main Street Building
Inner Loop Annex
Skinner Property Building
508 Holly Street Building
Health District Environmental Building
3010 Williams Drive, Suite 19
ITS Server Room at Inner Loop
EMS Headquarters Building
Criminal Justice Center
Parking Garage
Williamson County Courthouse
Animal Shelter
Tax Assessor-Collector Building
Pavilion at Berry Springs Park
Berry Spring Park-House

Precinct Four
Granger Precinct Three Storage Building
Machinery Repair Building, Taylor
Office Building
Employee and Storage Room
Oil and Hardware Storage
Equipment and Vehicle Storage
Office Building, Granger
Taylor Annex Office Building
EMS, Taylor
Taylor Annex
Constable Four Building
Granger CTTC Facility
JP Four Taylor
EMS Station Medic 41 Taylor
Eastside Special Events Center
Morgan Building- Gun Range
Recycling Center Building
Mobile Classroom near Gun Range
Building- Hutto Annex


Williamson County, Texas
Ten Year Population History
Population in Thousands
450
400
350
300
250
200
150
100
50
0
254.9
276.6
289.9
302.7
316.5
332.1
350.8
373.3
381.5
394
2000
2001
2002
2003
2004
2005
2006
2007
2008
2009
Calendar Year

Miscellaneous Statistics

Form of Government: Political subdivision of the state of Texas, a Public corporation, with a County Judge and four Commissioners as the governing body. The Commisssioners Court has only three powers as authorized by the Constitution of Texas other State legislature or implied therefrom.

County Elected Officials:	29
County Employees Including those on Grant Programs:	1,785
Organized School Districts in the County:	15
Incorporated Municipalities in the County:	16
Area in Square Miles:	1,136
1950 Census:	38,853
1990 Census:	139,551
2000 Census:	249,967
2009 COG Estimate:	394,193

Recreation: Water activities at Lake Georgetown and Granger Lake, eight U.S. Corp of Engineers' parks, Round Rock Express (AAA Minor League Baseball Team), cycling and pedestrian

trails, Southwestern University cultural and athletic events, Inner Space Caverns, museums, five county owned and maintained parks, annual community events (including Georgetown Red Poppy Festival, Williamson County Sheriff Posse Rodeo, Round Rock Daffodil Days, Taylor International Barbecue Cook-off) ,and other local activites.

Minerals: Output of dolomite, limestone, sand, gravel, oil, and gas

Vegetation: The County is divided into two regions by the Balcones Escarpment, which runs through the center form north to south along a line from Jarell to Georgetown to Round Rock. The western half of the County is hilly brushland with an average elevation of 850 feet while the eastern half of the County is flat to gently rolling with an average elevation of 600 feet. Soils in the eastern half of the county are mostly dark loamey and clayey “blackland” soils and are extensively used for agriculture purposes and maintan some wooded vegetation along streams with mesquite, oak, pecan, and elm trees. About 30 percent of the land is prime farmland. Soils west of the Balcones fault are light to dark and loamy with limey subsoils. Vegetation is charachterized by tall and mid grasses, post and live oak, mesquite, and junipers.

Agriculture: Principal crops are cotton, hay, corn, sorghum, and wheat. Livestock raised includes cattle, hogs, poultry, sheep, and goats.

Business: Varied industries (food products, apparel, high tech, automotive, retail, utilities, construction, limestone quarries, and other products), universities and edcucational facilities, healthcare facilities, and tourism. Primary employers include Dell, Round Rock, Leander, and Georgetown I.S.D., H.E.B., Wal-Mart, Williamson County, Sears Teleserv, State Farm Mutual Auto Insurance Co., Round Rock Hospital, and City of Round Rock.

FY 2009-2010

BUDGET POLICY

WILLIAMSON COUNTY
BUDGET POLICY

The stewardship of public funds is one of the greatest responsibilities the Commissioner's Court is tasked with. Therefore, the establishment and maintenance of budget policy is critical to ensure County officials protect public interests and promote citizens' confidence in County government…

I. General Policies

1. Williamson County will operate on a fiscal year which begins on October 1st and ends on September 30th.

2. Williamson County will continuously identify areas within the County for evaluation in order to improve efficiency and manage costs.

3. Cost/Benefit studies will be conducted, where appropriate and applicable, on non-recurring and recurring expenditures as well as capital projects.

4. Approved annual budgets, with amendments as approved by the Commissioner's Court, are the management control device utilized by the County. Annual appropriated budgets are adopted for the General, Road and Bridge and Debt Services Funds and lapse at fiscal year end.

5. Each department should make every effort to manage expenditures in a fiscally prudent manner. All programs should be monitored on a regular basis to ensure viability, necessity and efficiency.

6. Proposed expenditure recommendations shall include the following:

    a. General Fund operating and maintenance expenditures
    b. Road and Bridge Fund operating and maintenance expenditures
    c. Debt Service Fund expenditures
    d. Any additional information as request by the Court

7. Technology requests should increase the efficiency of County government by improving the delivery of service, reducing duplication of data, increasing the accuracy of data, consolidating data entry efforts, reduce the necessity to add staff in future years or be required because of a new statutory requirement.

8. In order to maintain efficient and cost effective services to the citizens of Williamson County, all budget requests are recommended to be prepared from the modified zero-based budgeting process justifying the proposed expenditures as well as utilizing the most current information and trend analysis.

9. Williamson County seeks to advance economic development within the County. The Court will continuously support efforts to advance economic prosperity of the County when it finds that such efforts are in the best interest of the County and its citizens.

10. The Court at all times will attempt to maintain or lower the present tax rate.

II. Revenue and Transfer Policies

1. Williamson County will establish user charges and fees as permitted by law at a level related to the cost of providing that service to include direct and indirect costs.

2. When necessary, Williamson County will permit increases or decreases in user charges and fees. These charges and fees should be monitored and re-evaluated annually by each department head and/or elected official.

3. The County shall continuously seek public and private grants as well as other outside funding sources.

4. Williamson County allows a department head, appointed/elected official or his/her designee to request line item transfers throughout the fiscal year. Pursuant to Local Government Code Section 111.070, the Commissioner's Court may spend County funds only in strict compliance with the budget. The Commissioner's Court by order may amend the budget to transfer an amount budgeted for one item to another budgeted item without authorizing an emergency expenditure.

III. Reserve Policies

1. Williamson County will maintain adequate levels of fund balance to mitigate current and future risks, maintain an exceptional bond rating, and for long-term planning.

2. It is imperative that all department heads as well as elected officials continuously review expenditures to ensure fiscal responsibility.

IV. Budget Amendment Policies

1. Pursuant to Local Government Code, Section 111.070 (b), the Commissioner's Court may authorize an emergency expenditure as an amendment to the original budget only in case of a grave public necessity to meet an unusual and unforeseen condition that could not have been included in the original budget through the use of reasonably diligent thought and attention.

2. All budget amendments must be placed on the regular agenda for consideration by the Commissioner's court and any amendments creating an increase in budgetary commitment for the next fiscal year shall be specifically noted.

3. The re-appropriation at the beginning of a fiscal year of funds committed under valid purchase orders of the County but unspent by September 30th of the prior fiscal year require a budget amendment from fund balance. These budget amendments have no net effect on spending but simply change the accounting year for expenditures.

V. Capital Improvement Policies

1. Capital improvement projects include major equipment, software purchases as well as construction and remodeling requiring extensive funding.

2. Each department is encouraged to update their capital projects plan for the next five years so the Budget Officer may consolidate these into a five-year Capital Improvement Plan. Departments in a common functional area (i.e. the Courts of Law Enforcement) should cooperate in planning for capital projects affecting the entire function area. Budgeting and allocation of funds for capital projects will be made on the basis of long term planning.

3. Capital improvement projects may be paid from current revenues or bonds. Bonds or other forms of debt will normally be used for capital projects when appropriate.

VI. Personnel Policies

1. It is the priority of the Court to provide adequate and qualified staffing for offices and departments while ensuring efficiency. Requests for staff should be made only for new programs and/or upon demonstrated increases in service requirements that cannot be met with improved technology or changes in procedures.

2. Positions will only be recommended and approved when a verifiable need is demonstrated. Complete documentation to include any applicable and verifiable statistics, metrics, compliance requirements, job description, etc. should be provided at the time of the request.

3. The Court encourages and supports allocating funding to ensure the County's work force is properly trained. It is recommended that all department heads as well as elected officials additionally support reasonable continuing education requests.

4. The Court strives to ensure, where possible and practical, that employee compensation will be competitive with other similarly situated counties and/or local municipalities

VII. Fleet Policies

1. Vehicle replacement funding will be allocated to each department when necessary. Vehicle replacement recommendations will include the following criteria:

    a. Miles
    b. Maintenance
    c. Type of Vehicle Requested
    d. Fuel Efficiency

FY 2009-2010

DEBT MANAGEMENT POLICY

Debt Management Policy

Goal

To provide a debt management policy which recognizes the capital improvement needs of a growing County balanced by the taxpayer's ability to pay. The County will, at all times, manage its debt and financial position in order to maintain the highest credit ratings possible.

Purpose

The basic purpose of this policy is to provide a conceptual framework for the issuance and management of debt.

Factors Important to the Issuance of Debt

- Legal constraints on debt capacity and various financing alternatives.
- The urgency of the proposed capital improvement.
- Cost of delayed construction.
- Willingness and financial ability of the taxpayers to pay for the capital improvements.
- Proper balance between internal (pay as you go basis) and external (debt) financing based on prevailing interest rates, cash on hand and other market considerations.
- Reimbursement Resolutions should be utilized in order to limit the number of issues sold and frequency of sales in a 12 – 18 month period, minimizing costs. However, use of Reimbursement Resolutions should be based on General Fund balance goals and policy objectives.
- The financial condition of the County.
- The types, availability and stability of revenues to be pledged for repayment of the debt.
- Type of debt to be issued.
- The nature and asset life of the projects to be financed.

Debt Management Policies

1. Capital improvements may be financed by debt to be repaid from available revenue sources pledgeable for same.
2. Cash surpluses, to the extent available and eligible for the purpose, should be used to finance scheduled capital improvements as outlined in the fund balance policy.
3. The County may issue debt for the purposes of constructing or acquiring capital improvements and for making major renovations to existing capital improvements.

4. All capital improvements financed through the issuance of debt will be financed for the lesser of useful life of the improvements or 30 years.
5. Operating expenses will not be incurred from dollars being paid by a debt issuance.
6. The County will not construct or acquire a public facility without including the operation and maintenance costs of the facility in the annual budget.
7. The County will ensure that an adequate system of internal control exists so as to provide reasonable assurance of compliance with appropriate laws, rules, regulations, and covenants associated with outstanding debt.
8. Revenue sources will only be pledged for debt when legally available. In situations where those revenues have previously been used for operation and maintenance expenses (general operating expenditures), they will only be pledged for debt when other sufficient revenue sources are available to replace those sources to meet operation and maintenance expenses (general operating expenditures).
9. The County will market its debt through the use of competitive bid whenever feasible, cost effective and advantageous to do so. However, it is recognized that, in some situations, certain debt issues or market conditions dictate marketing the debt via negotiated sale.
10. The County will continually monitor its outstanding debt in relation to existing conditions in the debt market and will payoff or refund any outstanding debt when sufficient cost savings can be realized.
11. Credit enhancements will be used only where the anticipated present value savings of reduced interest expense exceeds the cost of the credit enhancement.
12. The County will attempt to issue debt that carries a fixed interest rate. However, certain circumstances may warrant the issuances of variable rate debt. In those instances, the County should attempt to stabilize the debt service payments through the use of an appropriate stabilization arrangement.
13. The debt rate will not exceed 50% of the total tax rate.
14. The County Auditor's office shall establish a system of record keeping and reporting to meet the arbitrage rebate compliance requirements of the federal tax code. This process may be outsourced as needed. Additionally, general financial reporting and certification requirements embodied in bond covenants shall be monitored to ensure compliance with all debt covenants.
15. The Investment Committee will oversee the investments related to debt management.

Policy Review

This policy should be jointly reviewed by the Commissioners Court and the County Auditor's Office every three years, notwithstanding the fact that more frequent reviews may be performed as deemed necessary.

FY 2009-2010

TAX RATE SUMMARIES

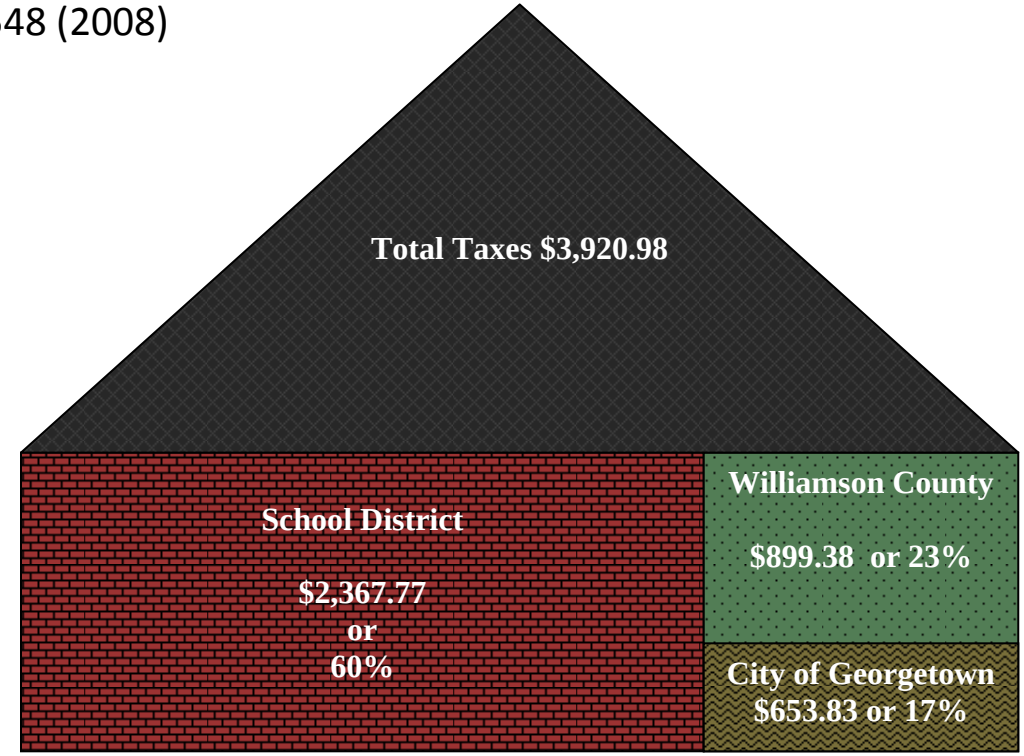
Summary of Tax Levies and Projected Fund Balances

FUND	ESTIMATED BEGINNING FUND BALANCE	TOTAL NON-TAX REVENUE	ESTIMATED EXPENDITURES	TAX LEVY AT 98.5% COLLECTION	FUNDING END BALANCE
GENERAL FUND	$49,870,701.00	$24,142,340.00	$121,216,314.77	$ 94,078,574.36	$46,875,300.59
ROAD AND BRIDGE FUND	$13,604,881.00	$5,590,000.00	$19,428,355.00	$ 12,261,075.12	$12,027,601.12
TOBACCO FUND	$4,486,102	$398,000.00	$654,590.00	$ -	$4,229,512.00
MEDICAID UPL PROGRAM	-$694,262	$1,000,000.00	$1,000,000.00	$ -	-$694,262.00
LAW LIBRARY FUND	$612,095.00	$159,000.00	$175,000.00	$ -	$596,095.00
COURT REPORTER SERVICE FUND	$764,625.00	$82,000.00	$60,100.00	$ -	$786,525.00
COURTHOUSE SECURITY FUND	$172,333.00	$103,258.53	$214,728.60	$ -	$60,862.93
ALTERNATIVE DISPUTE RESOLUTION FUND	$190,631.00	$17,000.00	$6,992.00	$ -	$200,639.00
JUSTICE COURT TECHNOLOGY FUND	$501,810.00	$0.00	$137,000.00	$ -	$364,810.00
TRUANCY PROGRAM FUND	$0.00	$0.00	$13,911.00	$ -	-$13,911.00
ELECTION SERVICES CONTRACT FUND	$185,991.00	$0.00	$312,173.00	$ -	-$126,182.00
ELECTION DISCRETIONARY FUND	$101,756.00	$0.00	$16,500.00	$ -	$85,256.00
ELECTION CHAPTER 19 FUND	-$5,778.00	$0.00	$19,916.00	$ -	-$25,694.00
ELECTION HAVA - TITLE II	$0.00	$0.00	$80,000.00	$ -	-$80,000.00
PROBATE COURT FUND	$32,510.00	$3,100.00	$900.00	$ -	$34,710.00
DRUG COURT	$31,630.00	$31,300.00	$20,000.00	$ -	$42,930.00
RECORDS ARCHIVE FUND - COUNTY CLERK	$1,636,813.00	$450,000.00	$230,914.00	$ -	$1,855,899.00
RECORDS MGMT/PRSRV FUND- COUNTY CLERK	$1,042,265.00	$431,400.00	$614,104.88	$ -	$859,560.12
RECORDS MGMT/PRSRV FUND- DISTRICT CLERK	$117,839.00	$21,000.00	$125.00	$ -	$138,714.00
RECORDS MGMT/PRSRV FUND- COUNTY WIDE	$871,094	$108,000.00	$206,100.20	$ -	$772,993.80
DISTRICT CLERK TECHNOLOGY FUND	$0.00	$48,700.00	$0.00	$ -	$48,700.00
COUNTY ATTORNEY HOT CHECK FUND	$30,978.00	$110,000.00	$114,748.40	$ -	$26,229.60
WELFARE FRAUD FUND	$6,017.00	$0.00	$3,000.00	$ -	$3,017.00
DA DRUG ENFORCEMENT FUND	$182,461.00	$0.00	$105,073.00	$ -	$77,388.00
SHERFIFF DRUG ENFORCEMENT FUND	$393,773.00	$0.00	$354,383.68	$ -	$39,389.32
TEXAS YOUTH COMMISSION FUND	$0.00	$0.00	$0.00	$ -	$0.00

FUND	ESTIMATED BEGINNING FUND BALANCE	TOTAL NON-TAX REVENUE	ESTIMATED EXPENDITURES	TAX LEVY AT 98.5% COLLECTION	FUNDING END BALANCE
WC RCS	-$38,324	$962,524.49	$938,347.20	$ -	-$14,146.71
WILLIAMSON COUNTY CONSERVATION FUND	$952,881	$0.00	$285,305.20	$ -	$667,575.80
REGIONAL ANIMAL SHELTER	$309,670.00	$1,215,782.00	$1,035,782.00	$ -	$489,670.00
SUMMER SCHOOL - JVS	$200,071	$0.00	$25,000.00	$ -	$175,071.00
DEBT SERVICE - COUNTY WIDE	$24,290,745.00	$440,082.00	$59,610,760.00	$ 54,632,327.62	$19,752,394.62
FLEET MAINTENANCE	$98,505.00	$3,131,917.60	$3,131,917.60	$ -	$98,505.00
WILLIAMSON COUNTY BENEFITS FUND	$1,746,865	$16,796,900.00	$17,816,671.00	$ -	$727,094.00
INDIRECT PROJECTS/GRANTS FUND	$0	$0.00	$0.00	$ -	$0.00
TOTAL ALL FUNDS	**$101,696,678.00**	**$55,242,304.62**	**$227,828,712.53**	**$ 160,971,977.10**	**$90,082,247.19**
		TOTAL REVENUE REQUIRED AT 98.5% COLLECTIONS……			**$163,423,327.00**
		EFFECTIVE TAX RATE/TAX YEAR 2010……			**$0.501655**
		TAX RATE REQUIRED TO FUND ADOPTED BUDGET……..			**$0.489999**
		% BELOW EFFECTIVE TAX RATE……..			**1.165600%**

Property Tax Analysis for Average Homeowner

For the average $183,548 (2008)



- County taxes for FY 2008-2009 on a $185,272 home, which was the county average, were $867.67 based on the adopted tax rate of 48.63 cents per $100 valuation.
- Evaluations for the average home for 2009 decreased by an average of 3.52%. A home valued at $185,272 would have, on average, a current value of $183,548.
- County taxes for FY 2009-2010 on the same house would be $899.38 based on the property tax rate of

.489999 cents per $100 valuation.

- Changes in an individual taxpayer's county taxes are dependent on the specific change in property evaluation. The above diagram is presented for comparison purposes. Taxes listed above are not all inclusive, as taxable entities vary based on the location of the home within the County.

Tax Rates by Fund

FUNDS	TAX RATE 2004	TAX RATE 2005	TAX RATE 2006	TAX RATE 2007	TAX RATE 2008	TAX RATE 2009	TAX RATE 2010
GENERAL FUND	0.301130	0.300545	0.300500	0.283355	0.275000	0.271291	0.289900
ROAD AND BRIDGE FUND	0.033581	0.033365	0.033500	0.032165	0.030000	0.028899	0.030000
DEBT SERVICE FUND	0.147099	0.178307	0.165657	0.184137	0.184100	0.168134	0.170000
TOTAL	0.481810	0.512217	0.499657	0.499657	0.489100	0.468324	0.489900

Analysis of Revenue Derived by Tax Rate
Adopted Budget 2009-2010

	2005 FISCAL YEAR	2006 FISCAL YEAR	2007 FISCAL YEAR	2008 FISCAL YEAR	2009 FISCAL YEAR
TOTAL TAXABLE VALUE					
General and Debt Service	$22,394,863,842	$25,208,667,389	$29,331,601,004	$29,094,283,218	$28,954,687,097
Tax rate per $100 valuation	0.466157	0.467492	0.459100	0.439425	0.459900
Estimated Tax Levy	$10,439,522,544	$11,784,850,335	$13,466,138,021	$12,784,755,403	$13,316,260,596
Road and Bridge	$22,516,979,230	$25,355,023,196	$29,501,793,993	$28,829,120,946	$28,710,689,733
Tax rate per $100 valuation	0.033500	0.032165	0.030000	0.028999	0.030000
Estimated Tax Levy	$754,318,804	$815,544,321	$885,053,820	$836,015,678	$861,320,692
TOTAL ESTIMATED TAX LEVY	$11,193,841,348	$12,600,394,656	$14,351,191,841	$13,620,771,081	$14,177,581,288
ESTIMATED COLLECTION RATE	98.5%	98.5%	98.5%	98.5%	98.5%
TOTAL COLLECTION	$11,025,933,728	$12,411,388,736	$14,135,923,963	$13,416,459,515	$13,964,917,569

Tax Distribution by Fund
Adopted Budget 2009-2010

FUNDS	TAX RATE	TOTAL GROSS TAXES	TOTAL NET TAXES	TAX DISTRIBUTION
GENERAL FUND	0.289999	$83,968,303	$82,708,778	59.2%
ROAD AND BRIDGE FUND	0.030000	$8,613,207	$8,484,009	6.1%
DEBT SERVICE FUND	0.170000	$49,222,968	$48,484,623	34.7%
TOTAL TAX RATE/TAX LEVY	0.489999	$141,804,478	$139,677,411	100.0%

Ad Valorem Tax Collection History

General and Debt Service

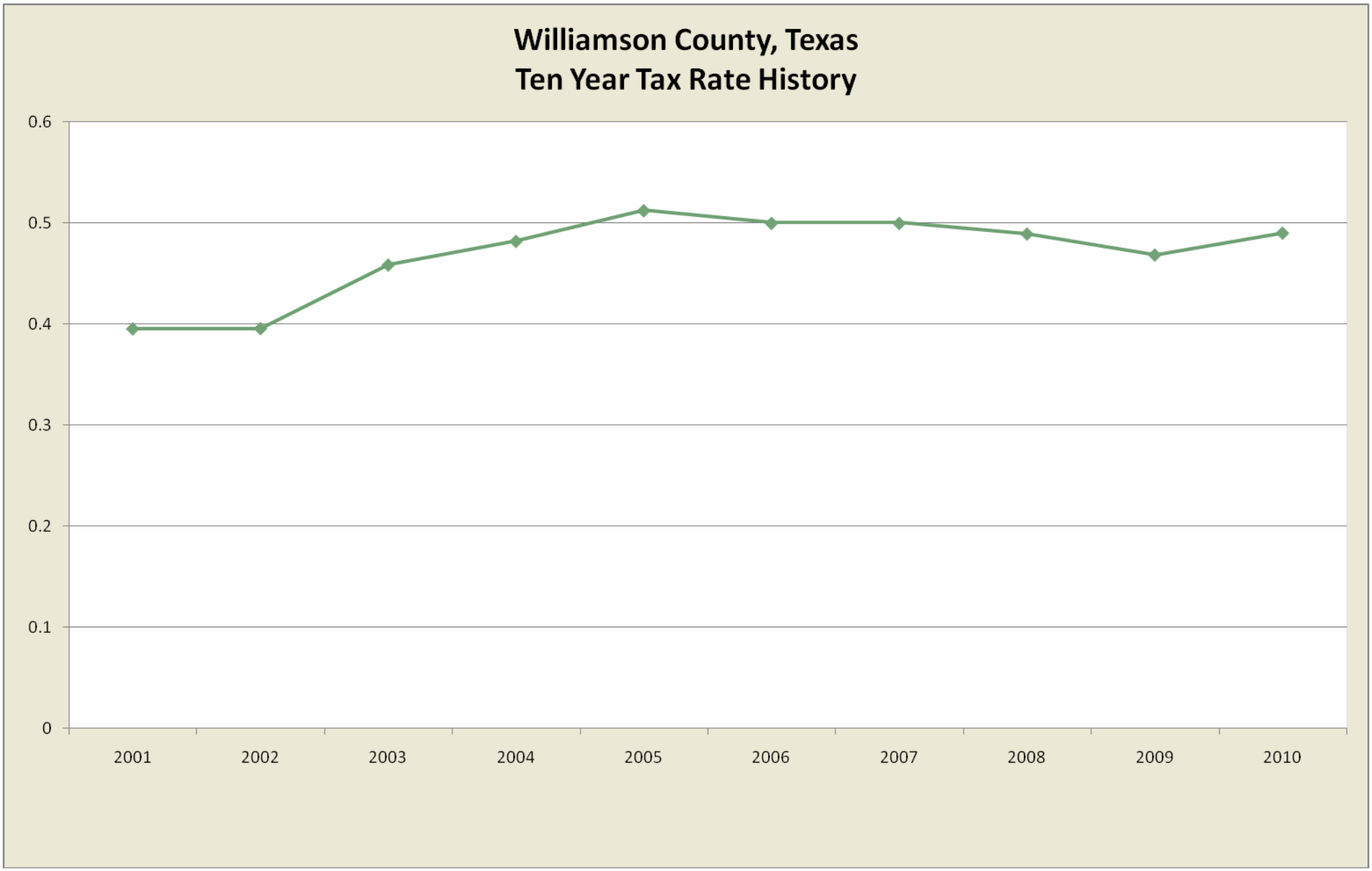
FISCAL YEAR	TOTAL TAX LEVY	ADJUSTMENTS	ADJUSTED TAX LEVY	CURRENT TAX COLLECTIONS	PERCENT OF LEVY COLLECTED	COLLECTIONS IN SUBSEQUENT YEARS	TOTAL TAX COLLECTIONS	TOTAL TAX COLLECTIONS TO TAX LEVY
1999	$30,418,842	$0	$30,418,842	$29,903,010	98.3%	$530,208	$30,433,218	100.0%
2000	$34,451,180	$0	$34,451,180	$34,071,276	98.9%	$522,556	$34,593,832	100.4%
2001	$47,749,943	$0	$47,749,943	$47,213,026	98.9%	$452,410	$47,665,436	99.8%
2002	$59,243,394	($108,618)	$59,134,776	$58,452,760	98.8%	$607,586	$59,060,346	99.9%
2003	$87,242,304	$780,902	$88,023,206	$86,705,850	98.5%	$819,775	$87,525,626	99.4%
2004	$99,112,577	$645,611	$99,758,187	$98,529,088	98.8%	$983,051	$99,512,138	99.8%
2005	$103,602,188	$724,561	$104,326,749	$103,249,802	99.0%	$1,114,948	$104,364,750	100.0%
2006	$112,397,238	$5,015,911	$117,413,150	$116,525,433	99.2%	$875,631	$117,401,064	100.0%
2007	$132,990,923	$820,017	$133,810,940	$132,873,850	99.3%	$787,278	$133,661,128	99.9%
2008	$144,683,340	($371,356)	$144,311,984	$142,889,755	99.0%	$537,205	$143,426,960	99.4%

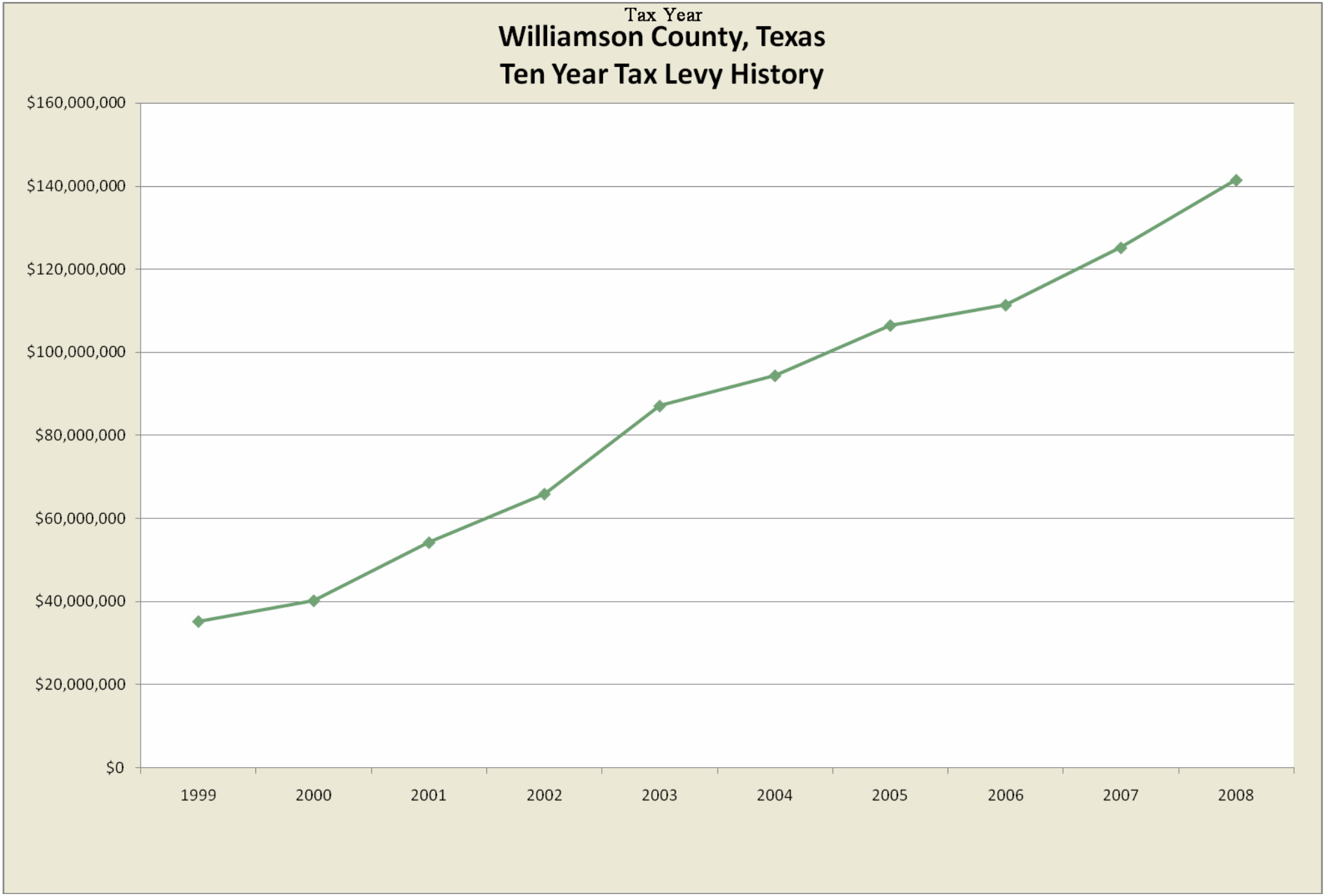
Road and Bridge

FISCAL YEAR	TOTAL TAX LEVY	ADJUSTMENTS	ADJUSTED TAX LEVY	CURRENT TAX COLLECTIONS	PERCENT OF LEVY COLLECTED	COLLECTIONS IN SUBSEQUENT YEARS	TOTAL TAX COLLECTIONS	TOTAL TAX COLLECTIONS TO TAX LEVY
1999	$4,773,907	$0	$4,773,907	$4,694,682	98.3%	$91,180	$4,785,862	100.3%
2000	$5,526,656	$0	$5,526,656	$5,465,187	98.9%	$91,018	$5,556,205	100.5%
2001	$6,485,113	$0	$6,485,113	$6,411,858	98.9%	$75,557	$6,487,415	100.0%
2002	$6,845,932	($12,754)	$6,833,178	$6,754,837	98.9%	$69,448	$6,824,285	99.9%
2003	$6,561,557	$61,326	$6,622,884	$6,523,751	98.5%	$42,383	$6,566,133	99.1%
2004	$6,934,609	$48,487	$6,983,096	$6,898,263	98.5%	$44,202	$6,942,466	99.4%
2005	$7,472,444	$57,786	$7,530,230	$7,451,851	99.0%	$77,612	$7,532,463	100%
2006	$7,783,836	$349,906	$8,133,742	$8,070,304	99.2%	$63,051	$8,133,354	100.0%
2007	$8,770,714	$59,485	$8,830,199	$8,766,835	99.3%	$57,588	$8,824,423	99.9%
2008	$9,554,090	($20,890)	$9,533,201	$9,437,828	99.0%	$36,272	$9,474,100	99.4%

* does not include rollbacks

*1999-2001 levy adjustments were not available due to a software change

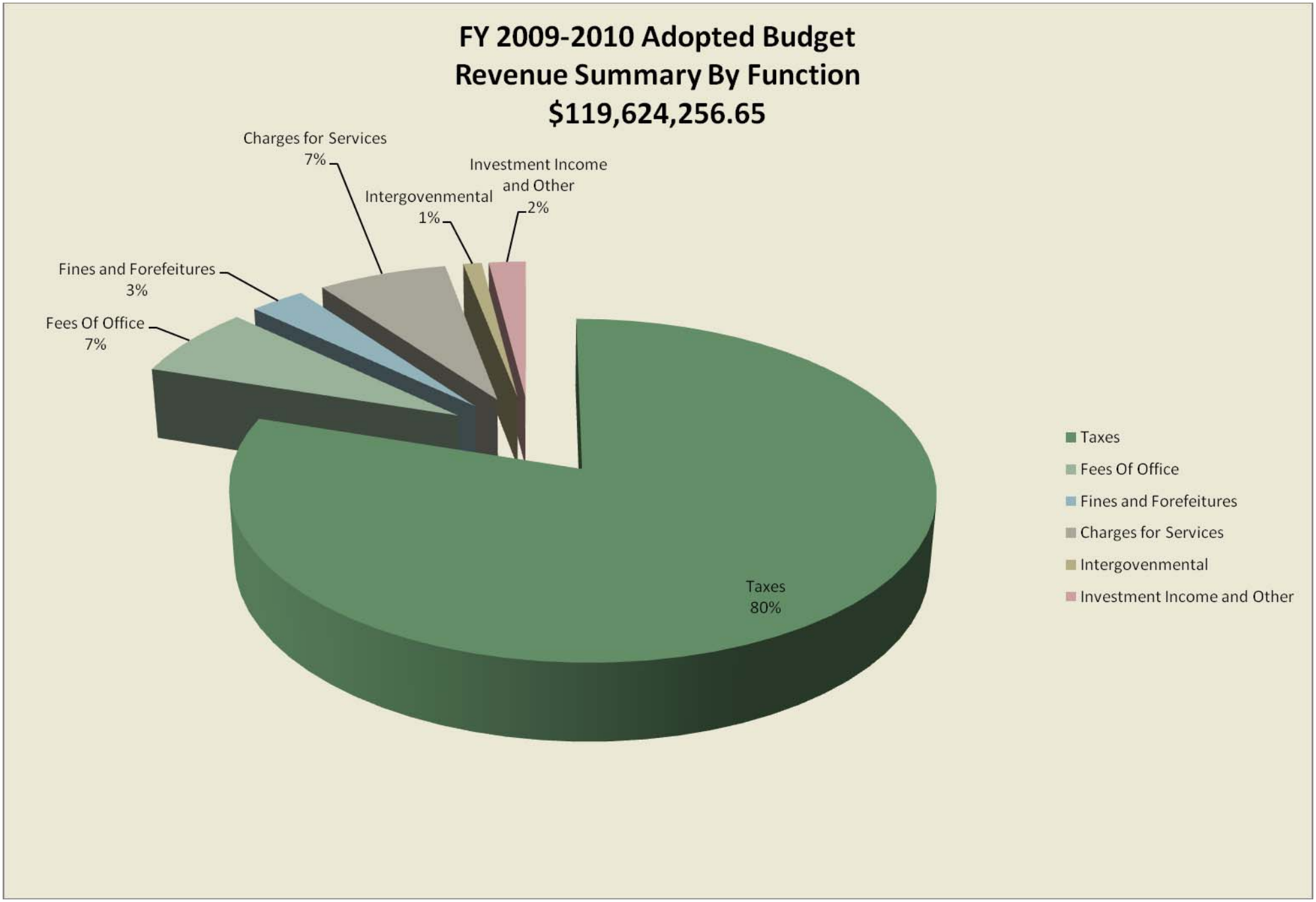

Williamson County, Texas
Ten Year Tax Rate History
0.6
0.5
0.4
0.3
0.2
0.1
0
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010


Tax Year
Williamson County, Texas
Ten Year Tax Levy History
$160,000,000
$140,000,000
$120,000,000
$100,000,000
$80,000,000
$60,000,000
$40,000,000
$20,000,000
$0
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008

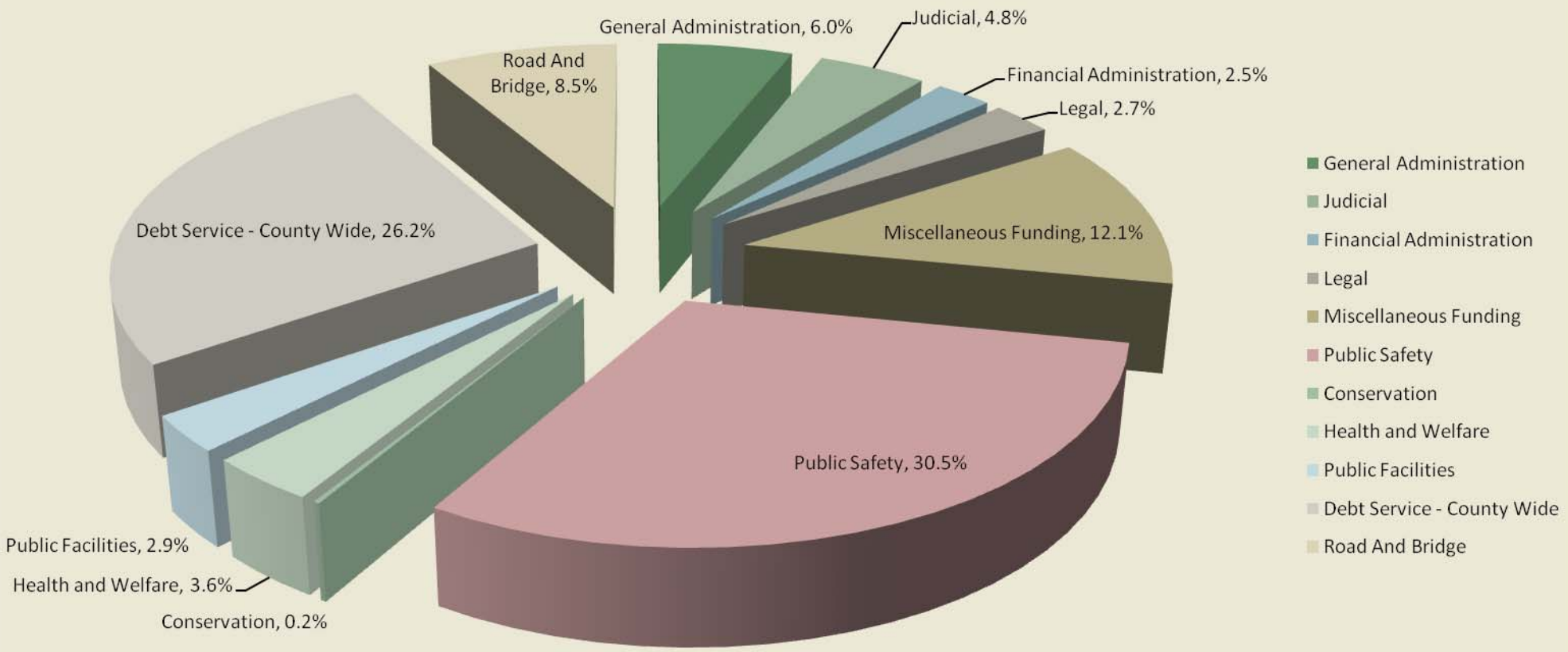
FY 2009-2010

REVENUE AND EXPENSE

SUMMARIES


FY 2009-2010 Adopted Budget
Revenue Summary By Function
$119,624,256.65
Charges for Services
7%
Investment Income
and Other
2%
Intergovenmental
1%
Fines and Forefeitures
3%
Fees Of Office
7%
Taxes
80%
Taxes
Fees Of Office
Fines and Forefeitures
Charges for Services
Intergovenmental
Investment Income and Other

FY 2009-2010 Adopted Budget
Expenditure Summary by Function
$227,859,712



WILLIAMSON COUNTY, TEXAS
FY 2009-2010 ADOPTED BUDGET
Breakdown of Expenditure Summary by Function

General Administration

Commissioner Pct. #1
Commissioner Pct. #2
Commissioner Pct. #3
Commissioner Pct. #4
County Judge
Museum
County Clerk
Human Resources Department
Purchasing Department
Headquarters
Non-Departmental
Information Technology
Veterans Service Office
Elections Department

Judicial

Judiciary and Court Support
District Courts
26th District Court
277th District Court
368th District Court
395th District Court
425th District Court
County Courts

Legal

District Attorney
Personal Bond Office
County Attorney

Miscellaneous Funding

Tobacco Fund
Medicaid UPL Program
Courthouse Security Fund
Court Reporter Service Fund
Law Library Fund
Alternative Dispute Resolution Fund
Justice Court Technology Fund
Truancy Program Fund
Election Services Contract Fund
Election Discretionary Fund
Election Chapter 19 Fund
Election HAVA Title II
Probate Court Fund
Drug Court
County Clerk Records Archive Fund
County Clerk Records Mngmt/Preservation Fund
District Clerk Records Mngmt/Preservation Fund
County Wide Records Mngmt/Preservation Fund
County Attorney Hot Check Fund

Public Safety

County Jail
County Sheriff
East-Sheriff's Office
West-Sheriff's Office
Juvenile Services
Adult Probation
Mobile Outreach
911 Communications
Constable, Pct. #1
Constable, Pct. #2
Constable, Pct. #3
Constable, Pct. #4
EMS
Emergency Management
Emergency Services Department
Haz Mat
Animal Services
DPS-ABC Georgetown
DPS- Georgetown West-NW

Conservation

County Extension Office

County Court at Law #1
County Court at Law #2
County Court at Law #3
County Court at Law #4
County Clerk-Judicial
District Clerk
Justice of the Peace, Pct. #1
Justice of the Peace, Pct. #2
Justice of the Peace, Pct. #3
Justice of the Peace, Pct. #4

Financial Administration

County Auditor
County Treasurer
Tax Assessor-Collector
Budget Office

District Attorney Hot Check Fund
District Attorney Drug Enforcement Fund
Sheriff Drug Enforcement Fund
Texas Youth Commission Fund
WC RCS
Williamson County Conservation Fund
Regional Animal Shelter
Summer School - JVS
Fleet Maintenance
Williamson County Benefits Fund
Indirect Projects/Grants Fund

Health and Welfare

Public Assistance
Child Welfare
Health District

Public Facilities

Williamson County Buildings
Parks Department
Recycling

Road And Bridge

Debt Service - County Wide

Williamson County, Texas
Adopted Budget FY 09/10
Budget Sum By Fund

Funds	Budget 2005-2006	Budget 2006-2007	Budget 2007-2008	Budget 2008-2009	Budget 2009-2010	Budget 2009 vs 2010	% Increase or Decrease
GENERAL FUND	$94,624,658.00	$106,106,442.00	$107,088,199.00	$118,390,632.58	$121,216,314.77	$2,825,682.19	2.39%
ROAD AND BRIDGE FUND	$15,204,322.00	$17,030,956.00	$16,360,717.00	$20,140,061.00	$19,428,355.00	-$711,706.00	-3.53%
TOBACCO FUND	$775,110.00	$667,413.00	$691,777.96	$761,480.58	$654,590.00	-$106,890.58	-14.04%
MEDICAID UPL PROGRAM	$0.00	$0.00	$0.00	$600,000.00	$1,000,000.00	$400,000.00	66.67%
LAW LIBRARY FUND	$117,787.00	$97,500.00	$114,700.00	$175,000.00	$175,000.00	$0.00	0.00%
COURT REPORTER SERVICE FUND	$58,849.00	$64,200.00	$60,986.00	$55,300.00	$60,100.00	$4,800.00	8.68%
COURTHOUSE SECURITY FUND	$289,205.00	$307,998.00	$323,680.00	$210,107.38	$214,728.60	$4,621.22	2.20%
ALTERNATIVE DISPUTE RESOLUTION FUND	$9,383.00	$4,692.00	$4,892.00	$4,892.00	$6,992.00	$2,100.00	42.93%
JUSTICE COURT TECHNOLOGY FUND	$0.00	$0.00	$0.00	$0.00	$137,000.00	$137,000.00	100.00%
TRUANCY PROGRAM FUND	$0.00	$0.00	$0.00	$0.00	$13,911.00	$13,911.00	100.00%
ELECTION SERVICES CONTRACT FUND	$360,845.00	$141,793.00	$322,033.00	$231,930.00	$312,173.00	$80,243.00	34.60%
ELECTION DISCRETIONARY FUND	$46,855.00	$36,500.00	$47,100.00	$53,500.00	$16,500.00	-$37,000.00	-69.16%

ELECTION CHAPTER 19 FUND	$0.00	$0.00	$73,789.94	$80,762.22	$19,916.00	-$60,846.22	-75.34%
ELECTION HAVA - TITLE II	$0.00	$0.00	$0.00	$0.00	$80,000.00	$80,000.00	100.00%
PROBATE COURT CONTRIBUTIONS FUND	$2,800.00	$2,800.00	$2,800.00	$900.00	$900.00	$0.00	0.00%
Funds	**Budget 2005-2006**	**Budget 2006-2007**	**Budget 2007-2008**	**Budget 2008-2009**	**Budget 2009-2010**	**Budget 2009 vs 2010**	**% Increase or Decrease**
DRUG COURT FUND	$0.00	$0.00	$0.00	$20,000.00	$20,000.00	$0.00	0.00%
COUNTY CLERK RECORDS ARCHIVE FUND	$333,881.00	$346,915.00	$426,056.00	$414,042.00	$230,914.00	-$183,128.00	-44.23%
COUNTY CLERK RECORDS MNGMT/PRESERVATION FUND	$508,127.00	$648,402.00	$585,616.00	$654,387.97	$615,104.88	-$39,283.09	-6.00%
DISTRICT CLERK RECORDS MNGMT/PRESERVATION FUND	$0.00	$0.00	$0.00	$20,000.00	$30,125.00	$10,125.00	50.63%
COUNTY WIDE RECORDS MNGMT/PRESERVATION FUND	$107,875.00	$111,243.00	$144,447.80	$194,311.00	$206,100.20	$11,789.20	6.07%
COUNTY ATTORNEY HOT CHECK FUND	$135,421.00	$154,201.00	$140,267.00	$109,386.00	$114,748.40	$5,362.40	4.90%
DISTRICT ATTORNEY HOT CHECK FUND	$682.00	$3,000.00	$3,000.00	$4,000.00	$3,000.00	-$1,000.00	-25.00%
DISTRICT ATTORNEY DRUG ENFORCEMENT FUND	$62,850.00	$50,000.00	$52,983.00	$86,569.55	$105,073.00	$18,503.45	21.37%
DISTRICT ATTORNEY ASSETS-FOREFEITURE FUND	$77,134.00	$75,673.00	$0.00	$0.00	$0.00	$0.00	0.00%
SHERIFF DRUG ENFORCEMENT FUND	$96,770.00	$195,916.00	$165,635.62	$260,397.09	$354,383.68	$93,986.59	36.09%
TEXAS YOUTH COMISSION FUND	$53,383.00	$46,093.00	$47,144.00	$48,365.00	$0.00	-$48,365.00	-100.00%
CWICS	$338,680.00	$415,634.00	$0.00	$0.00	$0.00	$0.00	0.00%
WC RCS	$252,928.00	$404,036.04	$574,287.70	$911,885.00	$938,347.20	$26,462.20	2.90%
WILLIAMSON COUNTY CONSERVATION FUND	$1,366,109.00	$486,986.00	$234,500.00	$288,520.00	$285,305.20	-$3,214.80	-1.11%

REGIONAL ANIMAL SHELTER	$0.00	$0.00	$1,001,845.00	$1,007,859.32	$1,035,782.00	$27,922.68	2.77%
SUMMER SCHOOL-JVS	$88,263.00	$49,000.00	$31,000.00	$31,186.20	$25,000.00	-$6,186.20	-19.84%
DEBT SERVICE- COUNTY WIDE	$136,701,318.00	$159,614,631.00	$52,085,542.00	$53,091,664.54	$59,610,760.00	$6,519,095.46	12.28%
FLEET MAINTENANCE	$2,574,075.00	$2,561,535.00	$2,625,856.94	$3,544,874.17	$3,131,917.60	-$412,956.57	-11.65%
Funds	**Budget 2005-2006**	**Budget 2006-2007**	**Budget 2007-2008**	**Budget 2008-2009**	**Budget 2009-2010**	**Budget 2009 vs 2010**	**% Increase or Decrease**
WILLIAMSON COUNTY BENEFITS FUND	$13,615,699.00	$14,452,918.00	$15,435,700.00	$16,898,046.00	$17,816,671.00	$918,625.00	5.44%
INDIRECT PROJECTS /GRANTS FUND	$0.00	$0.00	$0.00	$0.00		$0.00	0.00%
GRAND TOTAL	$267,803,009.00	$304,076,477.04	$198,644,555.96	$218,290,059.60	$227,859,712.53	$9,569,652.93	4.38%

Williamson County, Texas
Adopted Budget 2009-2010
Departmental Budget Summary

DEPARTMENTAL BUDGET SUMMARY	ADOPTED BUDGET 2007-2008	ACTUAL EXPENSES 2007-2008	ADOPTED BUDGET 2008-2009	AMENDED BUDGET 2008-2009	ADOPTED BUDGET 2009-2010	ADOPTED 2009 VS ADOPTED 2008 % INCREASE	ACTUAL INCREASE (DECREASE)
GENERAL FUND							
GENERAL ADMINISTRATION							
Commissioner Pct. #1	$263,459.00	$249,180.85	$278,997.00	$281,042.00	$278,884.60	-0.04%	($112.40)
Commissioner Pct. #2	$243,336.00	$186,639.85	$252,003.00	$252,408.50	$251,029.60	-0.39%	($973.40)
Commissioner Pct. #3	$260,143.00	$244,923.35	$262,840.00	$262,840.00	$261,323.88	-0.58%	($1,516.12)
Commissioner Pct. #4	$246,925.00	$222,851.14	$252,345.00	$252,345.00	$249,765.60	-1.02%	($2,579.40)
County Judge	$440,772.00	$381,613.28	$725,706.18	$743,452.29	$462,895.07	-36.21%	($262,811.11)
Commissioners Court	$560,013.00	$436,410.87	$0.00	$0.00	$0.00	0.00%	$0.00
Museum	$204,834.00	$204,834.00	$204,834.00	$204,834.00	$204,834.00	0.00%	$0.00
County Clerk	$606,864.50	$576,885.16	$635,451.00	$637,096.00	$654,495.00	3.00%	$19,044.00
Human Resources Department	$592,345.00	$531,599.31	$573,822.00	$574,598.31	$591,095.64	3.01%	$17,273.64
Purchasing Department	$540,126.00	$493,426.30	$569,591.00	$569,658.50	$582,930.40	2.34%	$13,339.40
Headquarters	$0.00	$0.00	$0.00	$0.00	$0.00	0.00%	$0.00
Non-Departmental	$4,163,852.00	$3,420,321.57	$6,214,860.71	$5,797,658.36	$4,870,291.70	-21.63%	($1,344,569.01)
Information Technology	$288,214.00	$2,858,962.23	$3,996,944.00	$4,011,786.00	$3,800,085.80	-4.93%	($196,858.20)
Veterans Service Office	$154,003.00	$158,754.31	$230,645.00	$230,765.00	$232,958.80	1.00%	$2,313.80

Elections Department	$1,239,098.50	$1,158,642.99	$1,494,763.00	$1,498,735.36	$1,338,379.00	-10.46%	($156,384.00)
TOTAL GENERAL ADMINISTRATION	$9,803,985.00	$11,125,045.21	$15,692,801.89	$15,317,219.32	$13,778,969.09	-12.20%	($1,913,832.80)

JUDICIAL

DEPARTMENTAL BUDGET SUMMARY	ADOPTED BUDGET 2007-2008	ACTUAL EXPENSES 2007-2008	ADOPTED BUDGET 2008-2009	AMENDED BUDGET 2008-2009	ADOPTED BUDGET 2009-2010	ADOPTED 2009 VS ADOPTED 2008 % INCREASE	ACTUAL INCREASE (DECREASE)
District Courts	$1,626,535.00	$1,648,804.37	$1,747,412.00	$1,817,412.00	$1,750,999.20	0.21%	$3,587.20
26th District Court	$236,018.00	$236,685.62	$214,613.00	$214,613.00	$219,668.60	2.36%	$5,055.60
277th District Court	$200,988.00	$196,282.11	$209,895.00	$209,895.00	$216,969.60	3.37%	$7,074.60
368th District Court	$204,681.00	$203,370.39	$215,788.00	$215,788.00	$221,732.60	2.75%	$5,944.60
395th District Court	$200,452.00	$198,857.79	$211,380.00	$211,380.00	$247,957.60	17.30%	$36,577.60
425th District Court	$190,541.00	$187,253.87	$198,311.00	$198,311.00	$203,750.60	2.74%	$5,439.60
County Courts	$449,279.00	$604,547.44	$599,289.00	$827,127.85	$724,273.20	20.86%	$124,984.20
County Court at Law #1	$401,370.00	$394,089.15	$407,657.00	$407,657.00	$411,971.80	1.06%	$4,314.80
County Court at Law #2	$404,304.00	$392,632.39	$412,912.00	$412,912.00	$420,785.80	1.91%	$7,873.80
County Court at Law #3	$407,088.00	$397,223.51	$417,573.00	$417,623.00	$430,881.80	3.19%	$13,308.80
County Court at Law #4	$408,294.00	$392,297.05	$420,905.00	$420,905.00	$430,680.80	2.32%	$9,775.80
County Clerk-Judicial	$794,375.50	$778,024.36	$918,245.00	$918,255.00	$951,997.80	3.68%	$33,752.80
District Clerk	$1,344,308.00	$1,247,716.13	$1,379,502.00	$1,381,948.00	$1,531,172.08	10.99%	$151,670.08
Justice of the Peace, Pct. #1	$677,674.00	$660,069.11	$690,636.00	$736,236.00	$728,342.44	5.46%	$37,706.44
Justice of the Peace, Pct. #2	$688,998.00	$695,300.72	$709,897.00	$740,631.00	$741,970.20	4.52%	$32,073.20
Justice of the Peace, Pct. #3	$868,573.00	$851,337.36	$901,066.00	$955,196.00	$948,084.00	5.22%	$47,018.00
Justice of the Peace, Pct. #4	$726,939.00	$740,827.70	$753,216.59	$803,016.59	$829,404.42	10.11%	$76,187.83
TOTAL JUDICIAL	$9,830,417.50	$9,825,319.07	$10,408,297.59	$10,888,906.44	$11,010,642.54	5.79%	$602,344.95

LEGAL

District Attorney	$2,322,021.00	$2,299,177.13	$2,534,927.00	$2,556,206.55	$2,580,202.40	1.79%	$45,275.40
Personal Bond Office	$88,625.00	$88,696.71	$91,578.00	$91,623.00	$97,668.40	6.65%	$6,090.40
County Attorney	$3,061,089.97	$3,083,275.03	$3,277,851.25	$3,343,973.02	$3,373,898.63	2.93%	$96,047.38
TOTAL LEGAL	$5,471,735.97	$5,471,148.87	$5,904,356.25	$5,991,802.57	$6,051,769.43	2.50%	$147,413.18

DEPARTMENTAL BUDGET SUMMARY	ADOPTED BUDGET 2007-2008	ACTUAL EXPENSES 2007-2008	ADOPTED BUDGET 2008-2009	AMENDED BUDGET 2008-2009	ADOPTED BUDGET 2009-2010	ADOPTED 2009 VS ADOPTED 2008 % INCREASE	ACTUAL INCREASE (DECREASE)
FINANCIAL ADMINISTRATION							
County Auditor	$1,732,433.79	$1,711,138.07	$1,877,898.84	$1,877,898.84	$1,995,084.04	6.24%	$117,185.20
County Treasurer	$395,130.00	$383,958.98	$413,366.00	$413,366.00	$571,665.00	38.30%	$158,299.00
Tax Assessor-Collector	$2,667,201.00	$2,622,823.82	$2,961,362.00	$2,961,607.00	$2,999,546.10	1.29%	$38,184.10
Budget Office	$0.00	$0.00	$0.00	$0.00	$179,725.40	100.00%	$179,725.40
TOTAL FINANCIAL ADMINISTRATION	$4,794,764.79	$4,717,920.87	$5,252,626.84	$5,252,871.84	$5,746,020.54	9.39%	$493,393.70
PUBLIC FACILITIES							
Williamson County Buildings	$4,587,142.00	$2,096,730.90	$5,246,072.00	$5,474,129.76	$5,364,816.00	2.26%	$118,744.00
Parks Department	$994,963.00	$954,991.77	$1,095,601.00	$1,111,206.98	$1,100,322.60	0.43%	$4,721.60
Recycling	$64,705.00	$46,571.53	$151,044.00	$151,944.00	$109,605.00	-27.44%	($41,439.00)
TOTAL PUBLIC FACILITIES	$5,646,810.00	$3,098,294.20	$6,492,717.00	$6,737,280.74	$6,574,743.60	1.26%	$82,026.60
PUBLIC SAFETY							
County Jail	$17,822,620.43	$16,310,065.05	$18,582,999.00	$18,986,755.94	$19,327,335.98	4.01%	$744,336.98
County Sheriff	$16,530,232.15	$12,997,113.49	$17,782,181.88	$18,742,453.28	$17,116,257.38	-3.74%	($665,924.50)
East-Sheriff's Office	$0.00	$0.00	$0.00	$0.00	$0.00	0.00%	$0.00
West-Sheriff's Office	$0.00	$0.00	$0.00	$0.00	$0.00	0.00%	$0.00
Juvenile Services	$8,185,887.16	$7,552,148.52	$8,686,238.86	$8,717,114.35	$8,774,137.68	1.01%	$87,898.82
Adult Probation	$93,379.00	$92,838.11	$230,700.00	$233,025.16	$187,952.00	-18.53%	($42,748.00)
Mobile Outreach	$306,298.96	$261,073.74	$334,480.58	$379,375.24	$521,590.08	55.94%	$187,109.50
911 Communications	$0.00	$0.00	$3,447,119.00	$3,469,302.50	$3,871,023.00	12.30%	$423,904.00
Constable, Pct. #1	$520,199.00	$496,463.94	$649,705.00	$682,737.54	$933,741.76	43.72%	$284,036.76
Constable, Pct. #2	$923,605.13	$862,939.38	$1,025,481.15	$1,032,751.16	$1,035,250.93	0.95%	$9,769.78
Constable, Pct. #3	$1,171,779.00	$1,136,481.17	$1,361,041.00	$1,361,465.84	$1,305,383.20	-4.09%	($55,657.80)
Constable, Pct. #4	$825,030.00	$810,118.92	$981,992.41	$987,879.65	$984,634.65	0.27%	$2,642.24
EMS	$11,547,645.43	$11,336,698.73	$12,683,315.00	$13,229,338.86	$13,302,206.18	4.88%	$618,891.18
Emergency Management	$0.00	$0.00	$120,798.00	$135,866.50	$234,850.40	94.42%	$114,052.40

Emergency Services Department	$3,661,481.00	$3,302,370.14	$935,624.49	$936,424.49	$759,977.09	-18.77%	($175,647.40)
Haz Mat	$0.00	$0.00	$352,091.00	$360,091.00	$361,387.40	2.64%	$9,296.40
Animal Services	$500,923.00	$368,757.43	$442,501.40	$442,501.40	$537,571.00	21.48%	$95,069.60
DPS-ABC Georgetown	$151,187.00	$110,415.50	$170,075.04	$170,075.04	$160,398.64	-5.69%	($9,676.40)
DPS- Georgetown West-NW	$64,270.00	$60,003.61	$66,445.00	$69,045.00	$72,874.20	9.68%	$6,429.20

DEPARTMENTAL BUDGET SUMMARY	ADOPTED BUDGET 2007-2008	ACTUAL EXPENSES 2007-2008	ADOPTED BUDGET 2008-2009	AMENDED BUDGET 2008-2009	ADOPTED BUDGET 2009-2010	ADOPTED 2009 VS ADOPTED 2008 % INCREASE	ACTUAL INCREASE (DECREASE)
TOTAL PUBLIC SAFETY	$61,998,238.30	$55,681,418.52	$67,852,788.81	$69,936,202.95	$69,486,571.57	2.41%	$1,633,782.76
HEALTH AND WELFARE							
Public Assistance	$986,600.00	$910,165.00	$956,916.00	$1,011,916.00	$847,916.00	-11.39%	($109,000.00)
Child Welfare	$220,800.00	$179,141.60	$223,166.00	$223,166.00	$216,201.00	-3.12%	($6,965.00)
Health District	$5,407,332.00	$5,248,893.70	$5,228,619.00	$7,936,619.00	$7,138,460.00	36.53%	$1,909,841.00
TOTAL HEALTH AND WELFARE	$6,614,732.00	$6,338,200.30	$6,408,701.00	$9,171,701.00	$8,202,577.00	27.99%	$1,793,876.00
CONSERVATION							
County Extension Office	$325,067.00	$303,767.91	$378,343.20	$378,343.20	$365,021.00	-3.52%	($13,322.20)
TOTAL CONSERVATION	$325,067.00	$303,767.91	$378,343.20	$378,343.20	$365,021.00	-3.52%	($13,322.20)
TOTAL- GENERAL FUND	$104,485,750.56	$96,561,114.95	$118,390,632.58	$123,674,328.06	$121,216,314.77	2.39%	$2,825,682.19
ROAD AND BRIDGE FUND	$16,360,717.00	$13,342,658.70	$20,140,061.00	$20,168,061.00	$19,428,355.00	-3.53%	($711,706.00)

TOBACCO FUND	$691,777.96	$643,311.99	$761,480.58	$427,000.00	$654,590.00	-14.04%	($106,890.58)
MEDICAID UPL PROGRAM	$0.00	$544,047.34	$600,000.00	$1,181,702.70	$1,000,000.00	66.67%	$400,000.00

DEPARTMENTAL BUDGET SUMMARY	ADOPTED BUDGET 2007-2008	ACTUAL EXPENSES 2007-2008	ADOPTED BUDGET 2008-2009	AMENDED BUDGET 2008-2009	ADOPTED BUDGET 2009-2010	ADOPTED 2009 VS ADOPTED 2008 % INCREASE	ACTUAL INCREASE (DECREASE)
COURTHOUSE SECURITY FUND	$323,679.98	$292,898.67	$210,107.38	$210,107.38	$214,728.60	2.20%	$4,621.22
COURT REPORTER SERVICE FUND	$60,986.00	$45,676.55	$55,300.00	$55,300.00	$60,100.00	8.68%	$4,800.00
LAW LIBRARY FUND	$114,700.00	$135,347.64	$175,000.00	$175,000.00	$175,000.00	0.00%	$0.00
ALTERNATIVE DISPUTE RESOLUTION FUND	$4,892.00	$3,381.11	$4,892.00	$5,292.00	$6,992.00	42.93%	$2,100.00
JUSTICE COURT TECHNOLOGY FUND	$0.00	$0.00	$0.00	$47,444.23	$137,000.00	100.00%	$137,000.00
TRUANCY PROGRAM FUND	$0.00	$0.00	$0.00	$0.00	$13,911.00	100.00%	$13,911.00
ELECTION SERVICES CONTRACT FUND	$322,033.00	$260,547.52	$231,930.00	$503,774.57	$312,173.00	34.60%	$80,243.00

ELECTION DISCRETIONARY FUND	$47,100.00	$19,703.55	$53,500.00	$60,056.15	$16,500.00	-69.16%	($37,000.00)

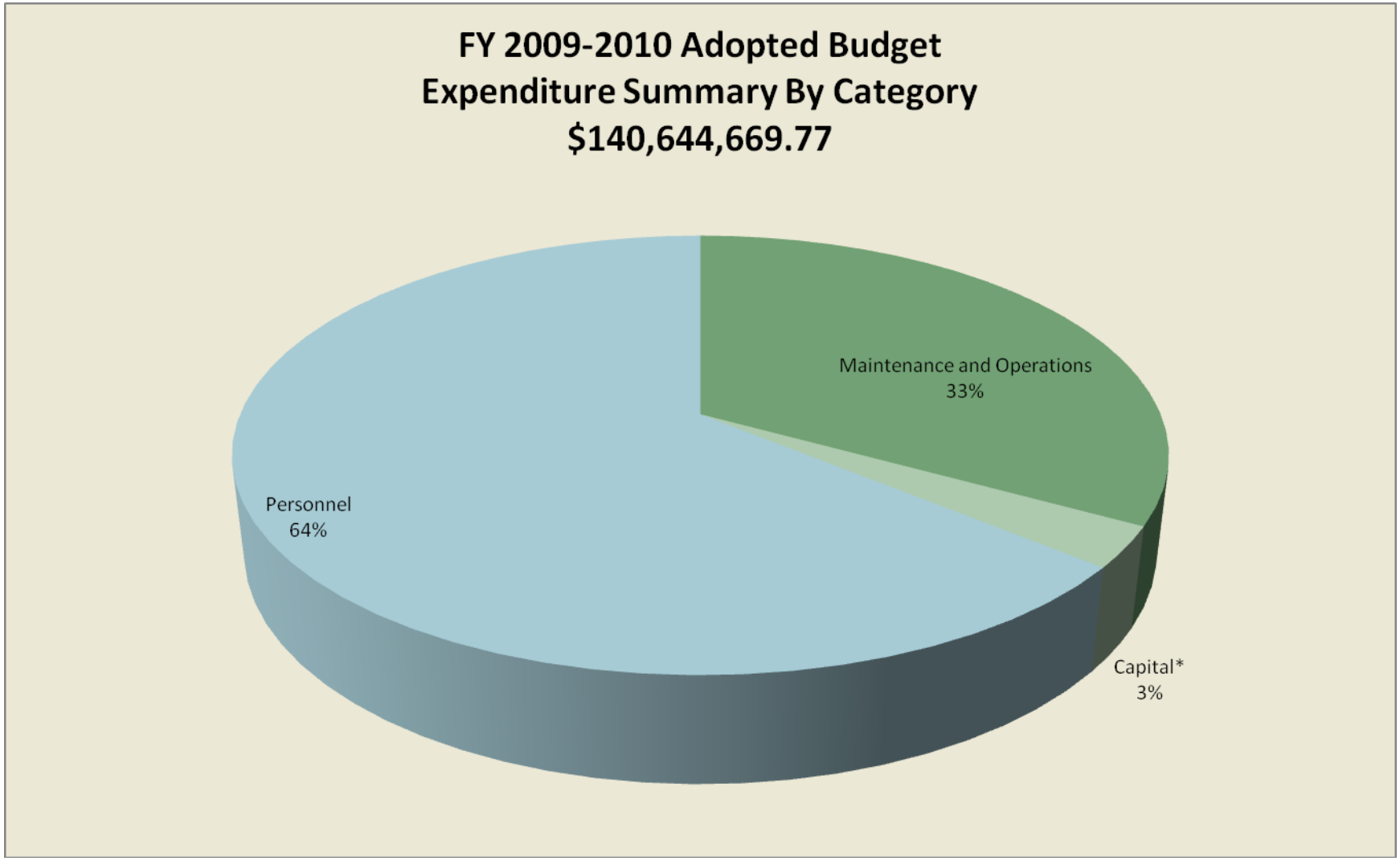
DEPARTMENTAL BUDGET SUMMARY	ADOPTED BUDGET 2007-2008	ACTUAL EXPENSES 2007-2008	ADOPTED BUDGET 2008-2009	AMENDED BUDGET 2008-2009	ADOPTED BUDGET 2009-2010	ADOPTED 2009 VS ADOPTED 2008 % INCREASE	ACTUAL INCREASE (DECREASE)
ELECTION CHAPTER 19 FUND	$73,798.94	$80,439.12	$80,762.22	$80,762.22	$19,916.00	-75.34%	($60,846.22)
ELECTION HAVA - TITLE II	$0.00	$0.00	$0.00	$113,752.77	$80,000.00	100.00%	$80,000.00
PROBATE COURT FUND	$2,800.00	$0.00	$900.00	$900.00	$900.00	0.00%	$0.00
DRUG COURT	$0.00	$7,955.03	$20,000.00	$20,000.00	$20,000.00	0.00%	$0.00
COUNTY CLERK RECORDS ARCHIVE FUND	$426,056.00	$339,103.86	$414,042.00	$415,830.00	$230,914.00	-44.23%	($183,128.00)
COUNTY CLERK RECORDS MNGMT/PRESERVATION FUND	$585,616.00	$582,343.68	$654,387.97	$654,387.97	$615,104.88	-6.00%	($39,283.09)
DISTRICT CLERK RECORDS MNGMT/PRESERVATION FUND	$0.00	$0.00	$20,000.00	$26,621.00	$30,125.00	50.63%	$10,125.00

COUNTY WIDE RECORDS MNGMT/PRESERVATION FUND	$144,447.80	$119,191.93	$194,311.00	$194,311.00	$206,100.20	6.07%	$11,789.20
COUNTY ATTORNEY HOT CHECK FUND	$140,267.00	$107,917.52	$109,386.00	$113,562.80	$114,748.40	4.90%	$5,362.40

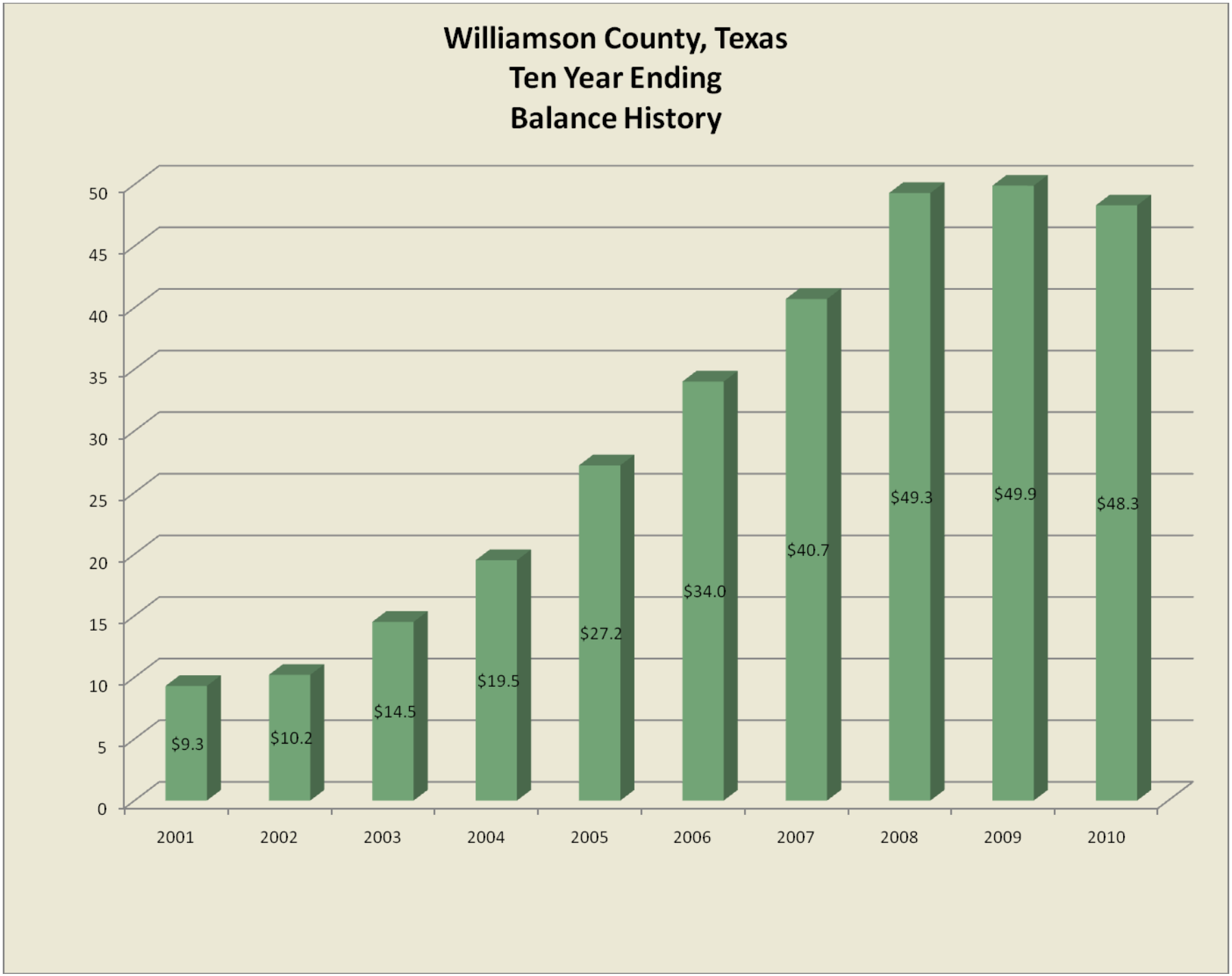
DEPARTMENTAL BUDGET SUMMARY	ADOPTED BUDGET 2007-2008	ACTUAL EXPENSES 2007-2008	ADOPTED BUDGET 2008-2009	AMENDED BUDGET 2008-2009	ADOPTED BUDGET 2009-2010	ADOPTED 2009 VS ADOPTED 2008 % INCREASE	ACTUAL INCREASE (DECREASE)
DISTRICT ATTORNEY HOT CHECK FUND	$3,000.00	$758.99	$4,000.00	$4,000.00	$3,000.00	-25.00%	($1,000.00)
DISTRICT ATTORNEY DRUG ENFORCEMENT FUND	$52,983.00	$54,493.90	$86,569.55	$89,528.55	$105,073.00	21.37%	$18,503.45
SHERIFF DRUG ENFORCEMENT FUND	$165,635.62	$117,880.07	$260,397.09	$314,297.09	$354,383.68	36.09%	$93,986.59
TEXAS YOUTH COMMISSION FUND	$47,144.00	$41,103.45	$48,365.00	$48,365.00	$0.00	-100.00%	($48,365.00)
WC RCS	$574,287.70	$608,441.54	$911,885.00	$911,885.00	$938,347.20	2.90%	$26,462.20
WILLIAMSON COUNTY CONSERVATION FUND	$234,500.00	$143,442.35	$288,520.00	$388,520.00	$285,305.20	-1.11%	($3,214.80)
REGIONAL ANIMAL SHELTER	$1,001,845.00	$975,443.66	$1,007,859.32	$1,030,261.99	$1,035,782.00	2.77%	$27,922.68

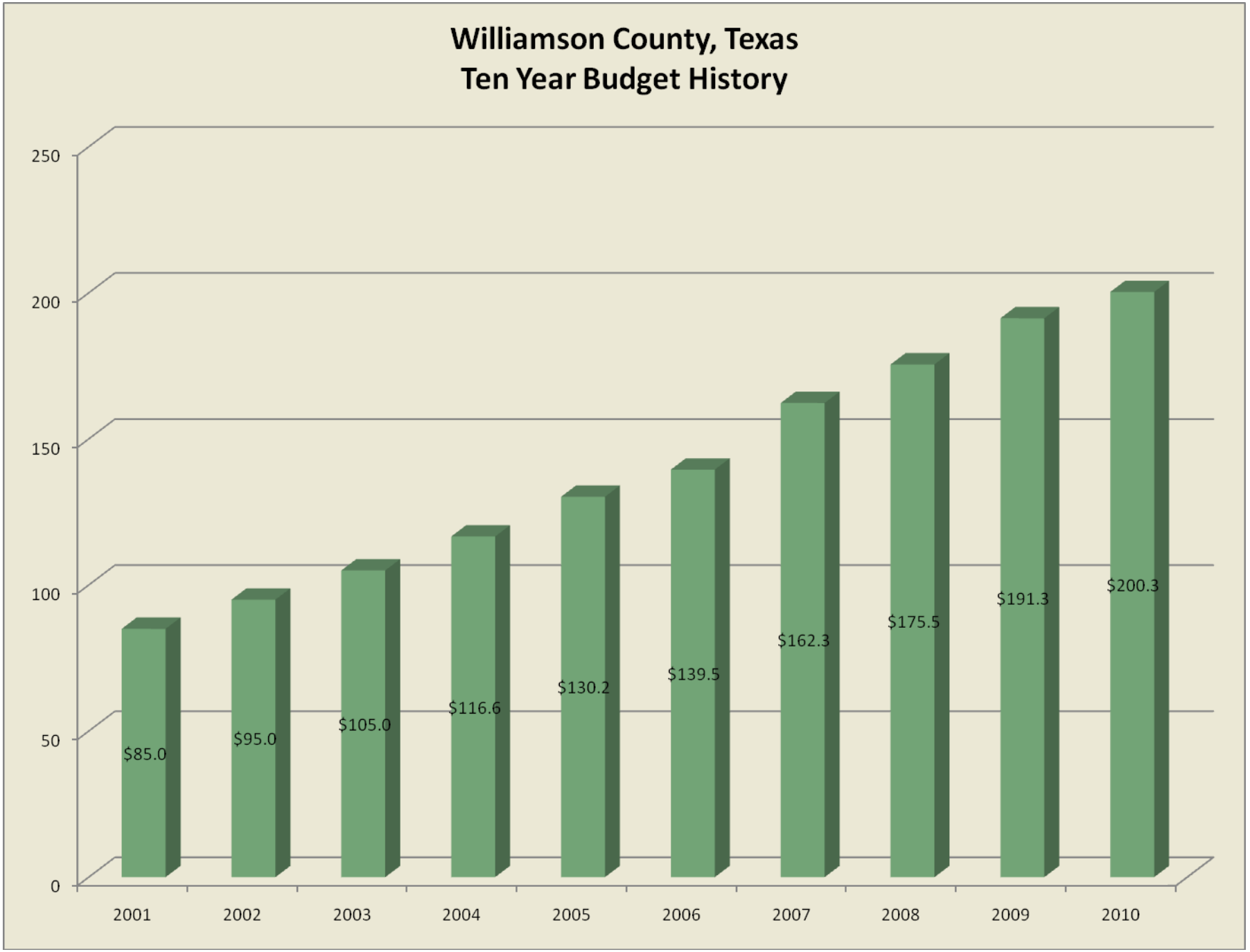
SUMMER SCHOOL-JVS	$31,000.00	$13,841.18	$31,186.20	$67,841.05	$25,000.00	-19.84%	($6,186.20)

DEPARTMENTAL BUDGET SUMMARY	ADOPTED BUDGET 2007-2008	ACTUAL EXPENSES 2007-2008	ADOPTED BUDGET 2008-2009	AMENDED BUDGET 2008-2009	ADOPTED BUDGET 2009-2010	ADOPTED 2009 VS ADOPTED 2008 % INCREASE	ACTUAL INCREASE (DECREASE)
DEBT SERVICE- COUNTY WIDE	$52,085,541.56	$51,550,795.62	$53,091,664.54	$53,091,664.54	$59,610,760.00	12.28%	$6,519,095.46
FLEET MAINTENANCE	$2,625,856.94	$3,200,261.40	$3,544,874.17	$3,544,874.17	$3,131,917.60	-11.65%	($412,956.57)
WILLIAMSON COUNTY BENEFITS FUND	$15,435,700.00	$12,988,767.22	$16,898,046.00	$16,914,346.00	$17,816,671.00	5.44%	$918,625.00
INDIRECT PROJECTS/GRANTS FUND	$0.00	$0.00	$0.00	$0.00	$0.00	0.00%	$0.00
TOTAL- MISCELLANEOUS FUNDS	$75,195,648.50	$72,877,094.89	$79,759,366.02	$80,691,388.18	$87,215,042.76	9.35%	$7,455,676.74
TOTAL -ALL FUNDS	$196,042,116.06	$182,780,868.54	$218,290,059.60	$224,533,777.24	$227,859,712.53	4.38%	$9,569,652.93



*An expense is considered to be a capital expenditure when the asset is a newly purchased capital asset or an investment that improves the useful life of an existing capital asset. Williamson County has what is considered "routine" and "non-routine" capital expenditures. Capital expenditures considered "routine" such as vehicles or equipment, typically having less than a seven year life span, are funded in the maintenance and operations budget. Capital expenditures having a life span greater than seven years such as new facilities, major software purchases, etc, are typically paid for out by debt issuances such as bonds or certificates of obligation. This FY09/10 adopted budget had 3% budgeted for routine capital expenditures, or $4,219,340.09.


Williamson County, Texas
Ten Year Ending
Balance History
50
45
40
35
30
25
20
15
10
5
0
$9.3
$10.2
$14.5
$19.5
$27.2
$34.0
$40.7
$49.3
$49.9
$48.3
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010


Williamson County, Texas
Ten Year Budget History
250
200
150
100
50
0
$85.0
$95.0
$105.0
$116.6
$130.2
$139.5
$162.3
$175.5
$191.3
$200.3
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010

FY 2009-2010

PERSONNEL SUMMARIES

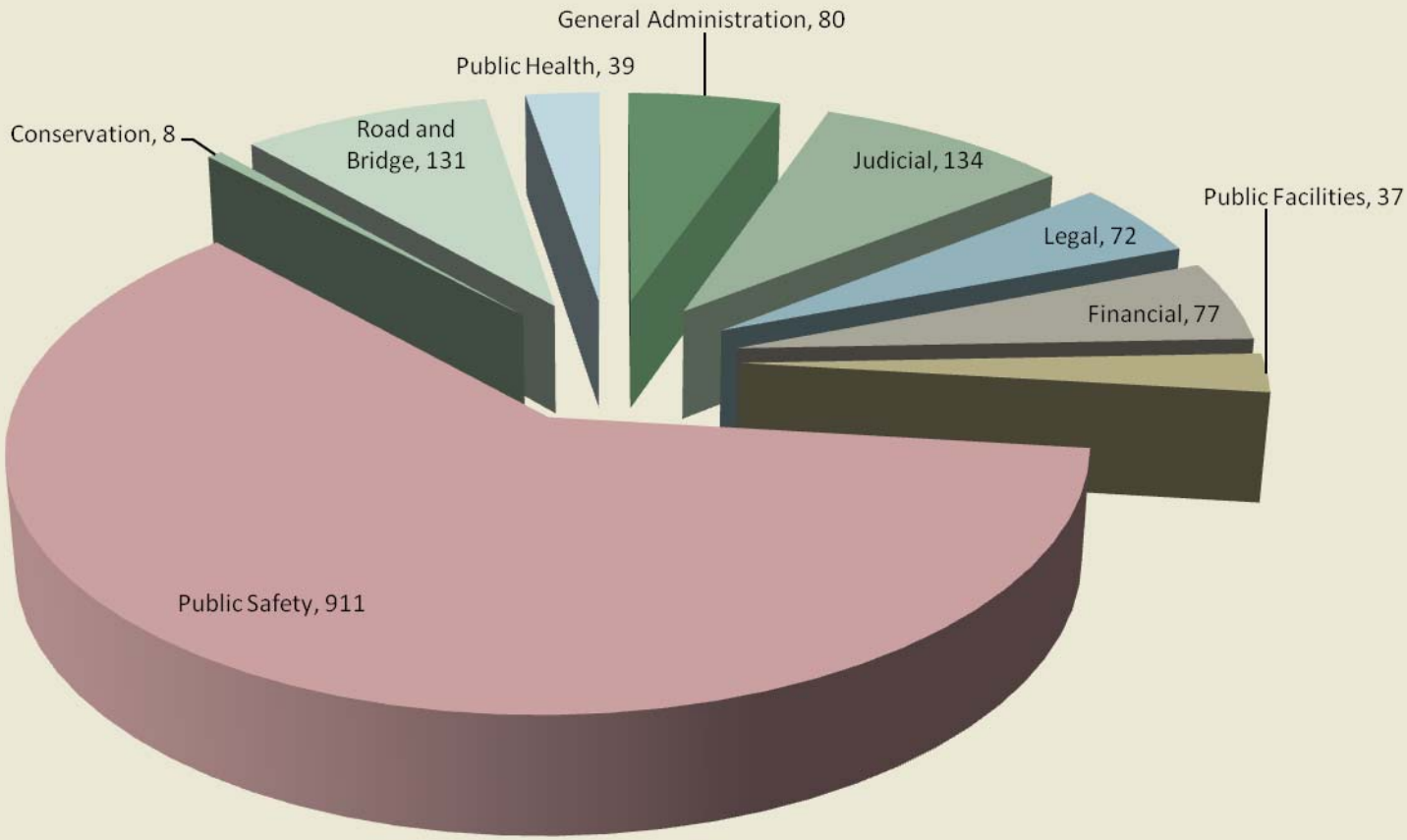
Comparative Summary of Employees by Function

Function	2004	2005	2006	2007	2008	2009	2010
General Administration	61	64.5	65.5	71.7	76.7	80.2	80
Judicial	98	107	115	122	128	130	134
Legal	55	61	64	68	70	72	72
Financial	51	68	66	68	72	76	77
Public Facilities	23	30	31	35	36.4	38	37
Public Safety	661.5	720	769	853	878	906	911
Conservation	8	8	8	7	8	8	8
Road and Bridge	117	120	123	127.8	129.8	131	131
Other Funds	13	24	24	40.5	38.1	39.5	39
Grand Total of Employees	1087.5	1202.5	1265.5	1393	1437	1480.7	1489
*State Funded/ County Supplement***							

* All years are based on the fiscal year starting October 1st through September 30th of the year started

**Included in Totals by Function

FY 2009-2010 Adopted Budget
Employee Summary by Function
1489 Employees



Number of Positions by Department
Comparative Summary

Department	2004	2005	2006	2007	2008	2009	Adopted 2010
County Budgeted Positions							
Commissioners Court	9	5	5	6	6	0	0
Commissioner, Precinct #1	3	3	3	3	3	3	3
Commissioner, Precinct #2	2	3	3	3	3	3	3
Commissioner, Precinct #3	2	3	3	3	3	3	3
Commissioner, Precinct #4	2	3	3	3	3	3	3
County Judge	3	4	4	5	5	8	8
County Clerk	10	10	10	10	10	11	11
Human Resources	6.5	5.5	5.5	5.7	5.7	5.2	5
Purchasing	3	3	3	5	7	7	7
Non Departmental	0	0	0	0	0	0	0
County Museum	0	2	3	3	3	3	3
Veterans Services	2	2	2	2	2	3	3
Elections	5.5	6	6	7	8	10	10
Information Technology	13	15	15	16	18	21	21
Total General Administration	61	64.5	65.5	71.7	76.7	80.2	80
District Courts	3	3	3	4	4	5	5
26th District Court	3	3	3	3	3	3	3
277th District Court	3	3	3	3	3	3	3
368th District Court	3	3	3	3	3	3	3
395th District Court	3	3	3	3	3	3	3
425th District Court	0	0	0	3	3	3	3
County Court at Law #1	4	4	4	4	4	4	4
County Court at Law #2	4	4	4	4	4	4	4
County Court at Law #3	4	4	4	4	4	4	4
County Court at Law #4	0	0	4	4	4	4	4
County Clerk - Judicial	18	18	18	18	18	19	19

Department	2004	2005	2006	2007	2008	2009	Adopted 2010
District Clerk	20	23	25	25	25	25	27
All County Courts	0	0	0	0	1	1	1
Justice of the Peace, Pct. #1	8	9	9	9	10	10	11
Justice of the Peace, Pct. #2	7	9	10	10	11	11	11
Justice of the Peace, Pct. #3	10	13	13	14	15	15	15
Justice of the Peace, Pct. #4	8	8	9	10	11	11	12
PR Bond Office	0	0	0	1	2	2	2
Total Judicial	98	107	115	122	128	130	134
District Attorney	20	23	24	26	26	27	27
County Attorney	35	38	40	42	44	45	45
Total Legal	55	61	64	68	70	72	72
County Auditor	14	25	23	24	24	25	26
County Treasurer	4	4	4	5	5	5	5
Tax Assessor-Collector	33	39	39	39	43	46	46
Total Financial	51	68	66	68	72	76	77
Parks Department	2	9	9	10	10	11	11
Williamson County Buildings	21	21	22	24	25.4	26	26
Recycling Center	0	0	0	1	1	1	0
Total Public Facilities/Buildings	23	30	31	35	36.4	38	37
County Jail	268	276	289	300	305	307	307
County Sheriff	154	162	181	192	197	204	204
Constable, Pct. #1	11	12	12	7	7	8	10
Constable, Pct. #2	8	10	11	12	13	13	13
Constable, Pct. #3	10	15	15	15	16	16	16
Constable, Pct. #4	8	9	10	11	11	12	12
DPS Northwest	1	1	1	1	1	1	1
DPS and ABC Georgetown	3	3	3	3	3	3	3
Juvenile Services	109	127	127	141	143	143	145

Department	2004	2005	2006	2007	2008	2009	Adopted 2010
EOC	0	0	3	48	52	55	55
Animal Services	0	0	1	7	14	15	15
911 Addressing	1	2	2	2	2	2	2
Emergency Services Department	0	0	0	0	0	5	5
Haz-Mat	0	0	0	0	1	2	2
Emergency Management	0	0	0	0	0	1	2
EMS	88.5	103	114	114	114	119	119
Total Public Safety	661.5	720	769	853	879	906	911
Extension Service	8	8	8	7	8	8	8
Total Conservation	8	8	8	7	8	8	8
Unified Road System	117	120	123	127.8	129.8	131	131
TOTAL ROAD AND BRIDGE	117	120	123	127.8	129.8	131	131
Mobile Outreach	0	0	0	4	4	5	5
Courthouse Security	0	4	4	5	5	3	3
Records Archive- County Clerk	0	0	0	7	5	5	5
County Wide Records Management	0	1	1	1	0.6	1	1
County Attorney Hot Check	0	3	3	3	3	2	2
TYC	0	2	1	1	1	1	0
Fleet	13	14	15	15	15	17	17
Benefits	0	0	0	3.5	3.5	4.5	5
HUD Grant	0	0	0	1	1	1	1
Total Other Funds	13	24	24	40.5	38.1	39.5	39
Total County Budgeted Positions	1087.5	1202.5	1265.5	1393	1438	1480.7	1489

*All years are based on the fiscal year starting October 1st through September 30th of the year stated.
The number of positions include deferred hiring dates.

Summary of New Employees

Department Name	PT FT* or FT	Hours	Requested Position	Initial Requested # of Positions	Adopted # of Positions		Pay Grade	Step #	Adopted Salary	Total Benefits	Sal./Ben. Subtotal	M&O Costs	Capital Costs	Grand Total
District Clerk														
	FT	40	Deputy District Clerk/Scanning Clerk- Criminal	1	1		16	1	$28,840.00	$7,033.20	$35,873.20	$0.00	$0.00	$35,873.20
	FT	40	Deputy District Clerk/Scanning Clerk- Civil	1	1		16	1	$28,840.00	$7,033.20	$35,873.20	$0.00	$0.00	$35,873.20
Department Subtotals				**2**	**2**									
Purchasing														
	FT	40	Purchaser	2	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Property Coordinator	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Quality Assurance Coordinator	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department Subtotals				**4**	**0**									
County Auditor														
	FT*	40	Accountant I	1	1		26	1	$44,991.30	$7,033.20	$52,024.50	$0.00	$0.00	$52,024.50
Department Subtotals				**1**	**1**									
Justice of the Peace, Pct. #1														
	PT	20	Collection/Warrant Clerk 1	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department Subtotals				**1**	**0**									
Justice of the Peace, Pct. #4														
	FT	40	Assistant Bookkeeper	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Court Clerk II Data Entry	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Court Clerk II Criminal	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Court Clerk II Warrants	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Court Clerk II Juvenile	1	1		16	1	$27,442.97	$7,033.20	$34,476.17	$0.00	$0.00	$34,476.17
Department Subtotals				**5**	**1**									

Department Name	PT FT* or FT	Hours	Requested Position	Initial Requested # of Positions	Adopted # of Positions		Pay Grade	Step #	Adopted Salary	Total Benefits	Sal./Ben. Subtotal	M&O Costs	Capital Costs	Grand Total
District Attorney														
	FT	40	Administrative Specialist- Discovery Clerk	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department Subtotals				**1**	**0**									
Constable, Pct. #1														
	FT	40	Deputy Constable	2	2		L1	6	$94,206.42	$14,066.40	$108,272.82	$0.00	$78,559.96	$186,832.78
Department Subtotals				**2**	**2**									
Constable, Pct. #3														
	FT	40	Constable Sergeant	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Deputy Constable	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department Subtotals				**2**	**0**									
Emergency Services														
	FT	40	Medical Warehouse Associate	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Captain- Clinical Practice	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Quality Assurance/Improvement Paramedic	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Field Operations Lieutenant	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Field Operations Paramedic	2	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department Subtotals				**6**	**0**									
Emergency Communications														
	FT	40	Quality Assurance Specialist	2	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department Subtotals				**2**	**0**									
Office of Emergency Management														
	FT	40	Deputy Emergency Management Coordinator	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Emergency Management Specialist	1	1		N/A	N/A	$54,885.89	$7,033.20	$61,919.09	$0.00	$0.00	$61,919.09

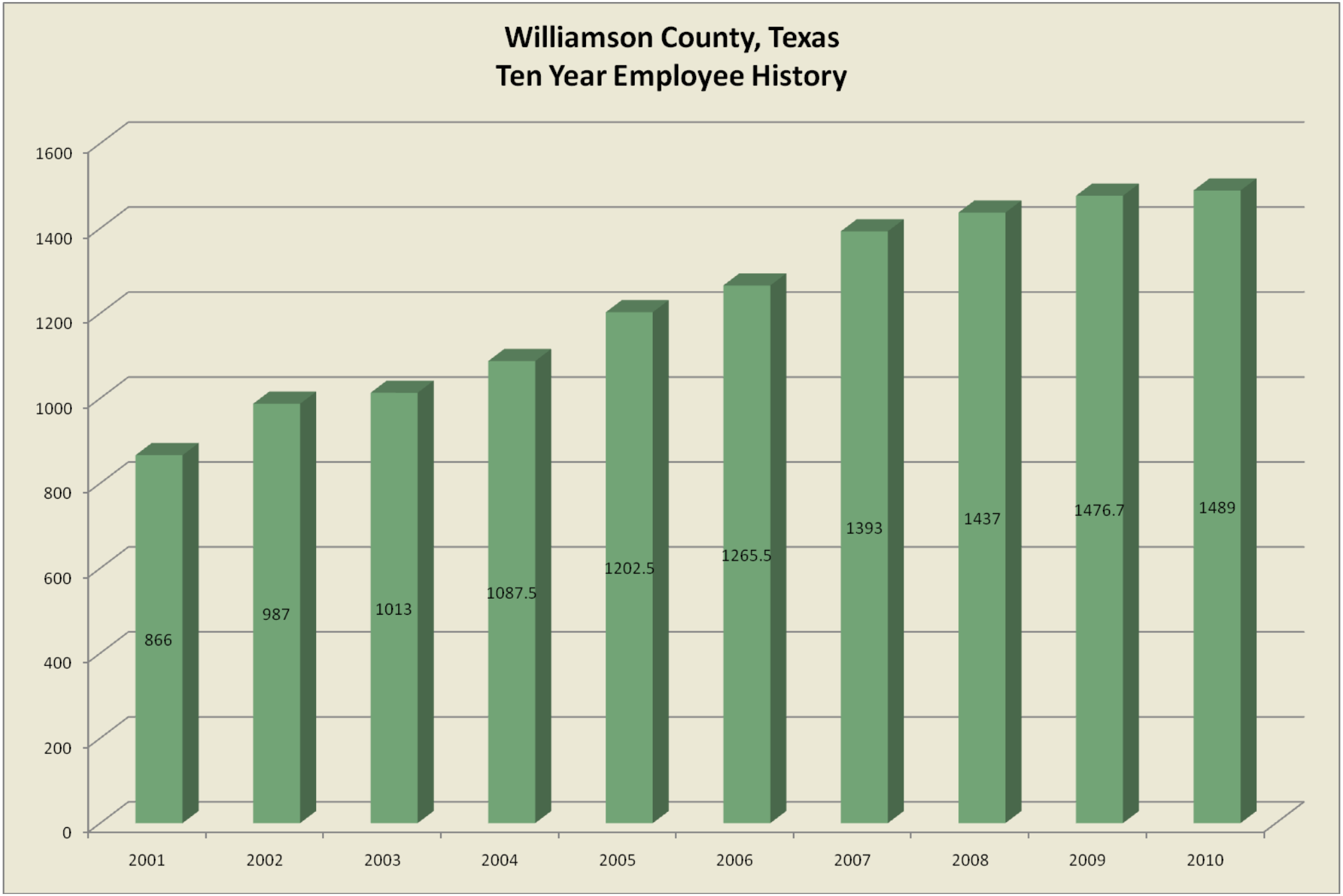
Department Name	PT FT* or FT	Hours	Requested Position	Initial Requested # of Positions	Adopted # of Positions		Pay Grade	Step #	Adopted Salary	Total Benefits	Sal./Ben. Subtotal	M&O Costs	Capital Costs	Grand Total
Department Subtotals				**2**	**1**									
Juvenile Probation														
	FT	40	Juvenile Probation Officer I- Detention Intake	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Nurse	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Juvenile Probation Officer I- Placement	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Juvenile Probation Officer I- Round Rock	1	1		21	1	$35,125.79	$7,033.20	$42,158.99	$0.00	$0.00	$42,158.99
	FT	40	Justice Court Juvenile Probation Officer	2	1		21	1	$35,125.79	$7,033.20	$42,158.99	$0.00	$0.00	$42,158.99
	FT	40	Juvenile Probation Officer- Diversion Program Coordinator	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT	40	Mentor, Volunteer and Intern Coordinator	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	FT*	40	Administrative Business Clerk I	1	1		15	5	$28,839.84	$7,033.20	$35,873.04	$0.00	$0.00	$35,873.04
Department Subtotals				**9**	**3**									
Williamson County & Cities Health District														
	FT	40	Human Services Specialist I	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department Subtotals				**1**	**0**									
County Extension														
	FT	40	4-H & Youth Development Program Assistant	1	0		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department Subtotals				**1**	**0**									
Grand Total														$527,189.96

Effective date for all positions adopted is October 1, 2009

Summary:

Full-Time Positions Requested (FT)	36	Full-time Positions Recommended	7
Part-Time to Full-Time Positions Requested (FT*)	2	Part-Time to Full-Time Positions Recommended	2

Part-Time Positions Requested (PT)	1	Part-time Position Recommended	0
Total Positions Requested	39	**Total Positions Recommended**	9
		Full-time Positions Adopted	7
		Part-Time to Full-Time Positions Adopted	2
		Part-time Position Adopted	0
		Total Positions Adopted	9


Williamson County, Texas
Ten Year Employee History
1600
1400
1200
1000
800
600
400
200
0
866
987
1013
1087.5
1202.5
1265.5
1393
1437
1476.7
1489
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010

FY 2009-2010

PUBLIC FACILITIES

Williamson County Facilities

#	Facility name	Address	City
1000	Courthouse	710 Main St	Georgetown
1001	Historical Society (Farmer's Bank Bldg)	716 Austin Ave	Georgetown
1002	Georgetown Health Dept	102 W 3rd St	Georgetown
1003	Taylor Health Dept	115 W 6th St	Taylor
1005	Round Rock Annex Bldg A	211 Commerce Cove	Round Rock
1006	Round Rock Annex Bldg B	211 Commerce Cove	Round Rock
1007	DPS Driver's License	516 Pine St	Georgetown
1008	Sheriff Administration/Jail	508 S Rock St	Georgetown
1009	Criminal Justice Center	405 MLK	Georgetown
1010	Liberty Hill Annex	3407 RR 1869	Liberty Hill
1011	Lott Building	107 S Holly	Georgetown
1012	Health Dept Education	300 N Main St	Georgetown
1013	Health Dept Environmental	303 N Main St	Georgetown
1015	EMS Station Medic 42	1427 N Main St	Taylor
1017	ABC/Game Warden	517 Pine St	Georgetown
1018	Sheriff Trustee Shop	508 Holly Bldg 2	Georgetown
1019	EMS Headquarters	305 MLK	Georgetown
1020	EMS Administration/911 Addressing	303 MLK	Georgetown
1022	Old Jail Bldg-Health Dept Administration	312 N Main St	Georgetown
1023	EMS Station Medic 21 (in fire station)	1311 Highland Dr	Cedar Park
1024	Drug/Alcohol Abuse Council (Red House)	311 N Main St	Georgetown
1026	Central Maintenance Facility	3151 SE Inner loop	Georgetown
1029	Facilities Maintenance Office	508 Holly Bldg 1	Georgetown
1030	Sheriff Sub Station	12300 Millwright Pkwy	Anderson Mill
1031	800 MHz Radio Tower	2910 SE Inner loop	Georgetown
1032	Cedar Park Annex	350 Discovery Blvd	Cedar Park
1033	Taylor Annex	412 Vance St	Taylor
1034	EMS Station Medic 41	2604 Northlawn	Taylor
1035	EMS Station Medic 22	12502 Mellow Meadow	Anderson Mill
1037	EMS Station Medic 23	209 W Willis/200 Bagdad Rd	Leander
1039	Radio Tower - Cedar Park	1900 Cougar Country Drive	Cedar Park

#	Facility name	Address	City
1040	Radio Tower - Liberty Hill	5251 County Road 200	Liberty Hill
1041	Radio Tower - Thrall	7800 County Road 424	Thrall
1042	Granger CTTC Facility	601 N Alligator Road	Granger
1043	Inner loop Annex	301 SE Inner loop	Georgetown
1044	Precinct 4 Constable Building	2501 Mallard Lane	Taylor
1045	Juvenile Justice Center	1821 SE Inner loop	Georgetown
1046	Parking Garage CJC/Jail	305 W 4th Street	Georgetown
1047	East Side Special Events Center	210 Carlos Parker Blvd	Taylor
1048	JP Pct 4 - Judy Hobbs	211 W 6th	Taylor
1049	Showbarn	425 E Morrow	Georgetown
1050	Sheriff Gun Range	3901 County Rd 130	Hutto
1051	Tax Office (Old Development Svcs Bldg)	904 S. Main	Georgetown
1052	Warehouse Only - Inner loop Annex	301 SE Inner loop	Georgetown
1053	EMS Medic 51 - Sam Bass Fire Dept	16248 Great Oaks Drive	Round Rock
1054	Emergency Services Facility	321 W. 8th Street	Georgetown
1055	Mental Health Building	323 W. 8th Street	Georgetown
1056	Blue Storage Warehouse	401 W. 8th Street	Georgetown
1057	Brown Storage Warehouse	402 W. 7th Street	Georgetown
1058	Skinner Buildings (horseshoe buildings)	308 & 310 W. 7th Street	Georgetown
1059	Commissioner Pct 3 (leased)	3010 Williams Drive, Suite 19	Georgetown
1060	Hutto Recycling Center	600 Landfill Road	Hutto
1061	Commissioner Pct 1 (leased)	400 W. Main. Suite 216	Round Rock
1062	Hutto Annex	350 Exchange Blvd	Hutto
1063	Facilities Services Center	3101 SE Inner Loop	Georgetown
1064	Child Advocacy Center	1811 SE Inner Loop	Georgetown
1065	EMS Medic 11 (leased)	2801 Oakmont Dr, Suite 900A	Round Rock

FY 2009-2010

DEBT SERVICE SUMMARY

Legal Debt Margin Information
Last Five Fiscal Years

	2004	2005	2006	2007	2008
Total taxable value	$18,973,239,162	$20,842,969,564	$22,394,863,843	$25,208,667,389	$29,331,601,004
Assessed real value of property	$17,021,637,047	$18,868,898,434	$20,375,701,358	$23,084,213,265	$26,940,158,584
Debt limit rate	25%	25%	25%	25%	25%
Debt limit	$4,255,409,262	$4,717,224,609	$5,093,925,340	$5,771,053,316	$6,735,039,646
Debt applicable to limit:					
General obligation bonds	$450,670,000	$442,930,000	$553,825,000	$703,842,813	$693,722,136
Less: amount set aside for repayment of general obligation debt	$4,255,339	$4,888,930	$6,166,044	$8,652,890	$12,143,357
Total net debt applicable to limit	$446,414,661	$438,041,070	$547,658,956	$695,189,923	$681,578,779
Legal debt margin	$3,808,994,601	$4,279,183,539	$4,546,266,384	$5,075,863,393	$6,053,460,867
Total net debt applicable to the limit as a percentage of debt limit	10.49%	9.29%	10.75%	12.05%	10.12%

Notes:

Texas Constitution Art. 3 Section 52(B)

Under Legislature provision, any county, any political subdivision of a county, any number of adjoining counties, or any political subdivision of the state, or any defined district now or hereafter to be described and defined within the State of Texas, and which may or may not include towns, villages, or municipal corporations, upon a vote of two–thirds majority of the resident property taxpayers voting thereon who are qualified electors of such district or territory to be affected thereby, in addition to all other debts, any issue bonds or otherwise lend its credit in any amount not to exceed one–fourth of the assessed valuation of the real property of such a district or territory, except that the total bonded indebtedness of any city or town shall never exceed the limits proposed by other provisions of this Constitution, and levy and collect taxes to pay the interest thereon and provide a sinking fund for the redemption thereof.

Williamson County

Debt Service Maturity Schedule

Debt Service Funds

Fiscal Years	Principal	Interest	Total
2010	$21,870,000.00	$37,652,755.17	$59,522,755.17
2011	$23,465,000.00	$34,232,228.30	$57,697,228.30
2012	$27,075,000.00	$33,044,547.80	$60,119,547.80
2013	$32,375,000.00	$31,655,706.05	$64,030,706.05
2014	$33,320,000.00	$30,170,454.30	$63,490,454.30
2015	$34,875,000.00	$28,602,405.05	$63,477,405.05
2016	$34,950,000.00	$26,907,154.43	$61,857,154.43
2017	$36,670,000.00	$25,178,961.93	$61,848,961.93
2018	$38,485,000.00	$23,364,031.30	$61,849,031.30
2019	$40,415,000.00	$21,435,981.91	$61,850,981.91
2020	$35,079,985.55	$26,772,151.97	$61,852,137.52
2021	$33,499,956.00	$20,696,924.64	$54,196,880.64
2022	$38,035,000.00	$16,170,161.89	$54,205,161.89
2023	$39,570,000.00	$14,308,056.89	$53,878,056.89
2024	$41,500,000.00	$12,383,467.52	$53,883,467.52
2025	$43,530,000.00	$10,361,036.28	$53,891,036.28
2026	$45,645,000.00	$8,248,452.52	$53,893,452.52
2027	$31,910,000.00	$6,412,158.76	$38,322,158.76
2028	$23,740,000.00	$5,079,721.26	$28,819,721.26
2029	$24,905,000.00	$3,915,527.51	$28,820,527.51
2030	$20,275,000.00	$2,826,625.01	$23,101,625.01
2031	$17,075,000.00	$1,922,370.01	$18,997,370.01
2032	$17,925,000.00	$1,078,297.51	$19,003,297.51
2033	$6,140,000.00	$488,668.76	$6,628,668.76
Total	$742,329,941.55	$422,907,846.77	$1,165,237,788.32

FY 2009-2010

BUDGET ORDER

STATE OF TEXAS
COUNTY OF WILLIAMSON

AN ORDER ADOPTING THE 2009/2010 COUNTY BUDGET

WHEREAS, the Williamson County Commissioners Court is authorized and required to adopt an annual budget for all Williamson County officials and their departments after due consideration;
WHEREAS, the Williamson County Commissioners Court did invite and encourage public participation from county officers, precinct officers, department heads, and the general public, as to the various needs of the citizens of Williamson County for the fiscal year 2009/2010;
WHEREAS, the Williamson County Commissioners Court, after a full discussion of the needs, did make changes in the proposed budget filed by the County Judge in accordance with law; NOW
THEREFORE, BE IT ORDERED BY THE WILLIAMSON COUNTY COMMISSIONERS COURT that the proposed budget filed by the County Judge and amended by the Commissioners Court be adopted with the following provisions:

POLICIES RELATED TO COMPENSATION AND BENEFITS

SALARIES

1. Salaries for County and Precinct Officials are set as follows:

a) Judge of the County Court 102,616.81 per year

b) Judge of the County Court at Law #1 139,000.00 per year

c) Judge of the County Court at Law #2 139,000.00 per year

d) Judge of the County Court at Law #3 139,000.00 per year

e) Judge of the County Court at Law #4 139,000.00 per year

f) County Attorney 128,960.00 per year

g) County Sheriff 103,668.93 per year

h) County Clerk 84,184.27 per year

i) County Tax Assessor/Collector 87,542.64 per year

j) District Clerk 84,184.27 per year

k) County Treasurer 81,783.26 per year

l) Each County Commissioner 83,558.62 per year

m) Each Justice of the Peace 72,969.14 per year

n) Each Constable 69,693.96 per year

2. The number of employee positions established and authorized for each official and/or department, and the maximum allowable salary for each position is reflected in the annual approved county budget filed with the County Clerk. See Addendum - NEW HIRE AND PROMOTION POLICIES (as updated September 15, 2009)

HOLIDAYS

The established holiday schedule for paid holidays for the 2009/2010 budget year is as follows:
Veterans Day Wednesday November 11, 2009
Thanksgiving Holiday Thursday November 26, 2009
Friday November 27, 2009
Christmas Holiday Wednesday December 23, 2009
Thursday December 24, 2009
Friday December 25, 2009
New Year's Holiday Friday January 1, 2010
Martin Luther King Day Monday January 18, 2010
President's Day Monday February 15, 2010
Good Friday Friday April 2, 2010
Memorial Day Monday May 31, 2010
Independence Holiday Monday July 5, 2010
Labor Day Monday September 6, 2010

1. In departments with regular assigned shifts that take no account of a holiday, so that some employees are normally scheduled for that day and others are not, all employees shall equally be given one shift of paid leave with the exception of EMS who shall be granted Holiday in 12 hour shifts.

[*Example:* If some deputies are scheduled for Monday, Wednesday, and Friday during the week of Memorial Day, while others are scheduled for Tuesday, Thursday, and Saturday, all of them receive the same amount of paid leave, even though only half of them worked on the holiday itself, Monday.] This leave should normally be scheduled and taken within the pay period when the regular holiday occurs (and preferably on the holiday itself). If the department is unable to schedule the employee for a shift of holiday leave within that pay period, the time shall be added to another form of authorized paid leave as provided in the Overtime Policy.

2. Other employees scheduled to work on a paid holiday will be allowed alternative leave as provided in the Overtime Policy. Employees not subject to the "Plan" (see below) on shift work must take holidays at a rate commensurate with their assigned shift; they make take one shift at a time instead of taking multiple shifts consecutively, with the approval of their department head.

3. Only full time, 40 hour per week employees, are entitled to full holiday pay. Those employees defined as being PT>=20 hours and PT>=30 hours are entitled to holiday pay at half the rate of a full time employee. Those employees defined as PT<20, or Temporary are not entitled to holiday pay.

4. Unused holiday time will be banked to a maximum of 200 hours. All accrued/banked holiday balances below the maximum will be paid out upon termination/resignation of employment.

5. To receive pay for a holiday an employee (1) must have worked the day or shift immediately before and immediately after the holiday, or (2) must have been on some form of paid leave on the day or shift immediately before and immediately after the holiday

III. PAYROLL

Direct Deposit shall be mandatory for all employees effective January 1, 2009
The following Payroll Definitions apply to this budget order.

Authorized paid leave includes holiday, sick leave, vacation, compensatory time taken, emergency leave, floating holiday, military leave, jury duty, essential personnel leave, and all similar forms of compensation allowed by this budget order.

Unpaid leave The Texas Constitution absolutely forbids counties from making a gift. Therefore, Williamson County cannot pay an employee any compensation that is not authorized in its budget. The allowances for authorized paid leave in the budget order are the exclusive forms of paid leave provided by the county to its employees. The county cannot legally pay someone for unworked hours that do not fall under one of these categories, or that exceed the maximum amount allowed. The department head may grant employees unpaid leave if they have exhausted their paid leave, but may not agree to make any payments not authorized by the Commissioners Court. Except as otherwise provided in this Budget Order, the Payroll Department and Auditor shall reject any departmental request to pay a full-time employee who has not actually worked 40 hours during a 7-day work period and is not entitled to authorize paid leave. Unpaid leave is bad policy and not recommended unless the employee is on unpaid leave in conjunction with FMLA or Worker's Compensation.

"Employees not subject to the plan" includes all employees who are not subject to the guaranteed fluctuating hours plan ('the plan")

"Employees subject to the plan" includes all employees who are subject to the plan, as defined above. These employees include shift paramedics and supervisors working in the Emergency Medical Services Department.

"Exempt employees" include all county and precinct officials, department heads, and employees who are not subject to the overtime regulations of the Federal Fair Labor Standards Act, or whose working hours are not restricted by that Act. Exempt employees will be defined as such by the Williamson County Human Resources Department after consultation with the elected official or other department head.

"Nonexempt employees" include all county and precinct employees who have not been identified as such exempt employees by the Williamson County Human Resources Department.

"Officials" include district, county and precinct officials and any other officials for which the Commissioner's Court has the authority to adopt a budget, and any official, employee, or agency that receives county funds. The provisions of this Order relating to authorized paid leave do not apply to elected officials, the County Auditor or the Chief Juvenile Probation Officer.

"Part-time employees,>=20" includes all employees who are regularly scheduled to work greater than 20 hours per week but less than 30 hours per week calendar year. The elected official or other department head must identify all such employees to the Human Resources Department to assure that their compensation and benefits will be properly calculated and paid.

"Part-time employees,>=30" includes all employees who are regularly scheduled to work greater than 30 hours per week but less than 40 hours per week but may work for more than 130 days in a calendar year. The elected official or department head must identify all such employees to the Human Resources Department to assure that their compensation and benefits will be properly calculated and paid.

"Part-time employees, <20" includes all employees who are regularly scheduled to work less than 20 hours per week but may work for more than 130 days in a calendar year. (This definition includes seasonal staff). The elected official or department head must identify all such employees to the Human Resources Department to assure that their compensation and benefits will be properly calculated and paid.

"Temporary employees" include (1) a person hired to work for a period of no more than 130 *days in a calendar year*, regardless of the hours worked per day or week; and (2) a person whom the hiring authority does not intend to employ as a regular full-time or part-time employee. The elected official or department head must identify all such employees to the Human Resources Department to assure that their compensation and benefits will be properly calculated and paid.

"Full-time employees", include all employees whose positions have been established and authorized by the annual approved county budget filed with the County Clerk.

"TCDRS employees" include those who have retired from a TCDRS-participating subdivision, including Williamson County, and have then been rehired by Williamson County.

TCDRS Procedures - Effective January 1, 2007

1. The County will not rehire a person with a TCDRS service retirement annuity from the County or another TCDRS-participating subdivision into a non-temporary position unless the person has a bona fide termination from the County or other participating subdivision and a break in service of at least 60 days.

2. Williamson County elected officials, department heads, or other agents of the County shall not make any prior commitments, agreements, or arrangements to rehire a Williamson County TCDRS retiree into a non-temporary position in anticipation of his or her retirement.

3. After a bona fide termination and a 60-day break in service, a Williamson County TCDRS retiree cannot be rehired into a non-temporary position unless the retiree and the hiring authority sign a statement affirming that there were no prior commitments, agreements, or arrangements to rehire the retiree.

4. A TCDRS retiree rehired into a non-temporary position will establish an account separate from the account from which the employee is receiving a service retirement annuity.

5. In emergency situations, or when it is in the best interest of the County, a TCDRS retiree may be rehired, without a waiting period, as a temporary employee for a period not to exceed 130 calendar days. A retiree working as a temporary employee cannot be moved to a non-temporary position unless (a) the retiree and the hiring authority sign a statement affirming that there were no commitments, agreements, or arrangements to rehire the retiree into a non-temporary position prior to the retiree's original termination, and (2) the retiree had at least a 60 day break in service before being hired as a temporary employee

Payroll Procedures

1. All officials, department heads and their employees shall be paid every other Friday for the two-week pay period ending on the Thursday 8 days prior to the payday. If that Friday falls on a holiday, payday shall be the last working day prior to the holiday. All annual re-classes, merits and COLA's, or "across the board" increases approved by the court during budget preparation will go into effect the first day of the first full pay period after October 1st.

2. At the end of each pay period, all employees (including non-elected department heads) must report to their supervisor any authorized paid leave they have taken during the pay period. In addition, all nonexempt employees are to report their actual working hours. These reports shall be in a form acceptable to both the Human Resources Department and the Auditor. The reports are to be reviewed by the department head and, if approved, forwarded to the Payroll Department

which must receive them no later than 9:00am on the 7th day prior to payday. Any corrections or additions to Payroll resulting in less than or equal to 16 hours will not be processed until the following pay period.

3. In the event that one of these payroll reports is omitted or incorrect, a corrected report should be submitted not later than the end of the following pay period. Except in extraordinary cases, it will not be possible to correct the payroll records at a later date. The burden is equally on the department head and the individual employee to avoid falsification of the government records reflecting hours worked and leave taken.

4. Longevity Pay

a) All employees of officials or employees in any other department, including any department head appointed by the Commissioners Court, shall be paid longevity pay above their regular salary set by the employing official or department head. Longevity pay is related solely to length of total service with the county.

b) Longevity pay shall begin with the pay period following the completion of five years employment and shall increase with the pay period following each additional five years of employment, to a maximum of twenty-five (25) years. However, all temporary, along with part-time employees who are regularly scheduled for less than 20 hours per week shall not earn any longevity credit. Longevity pay will accrue bi-weekly beginning with the first pay check in December thru November for a 12 month period. It will then be paid out annually on the first paycheck in December. This applies to anyone who begins receiving longevity in Fiscal Year 2008-2009. Any employee who terminates employment and has been accruing longevity pay toward an annual December payout will receive their prorated longevity payment on their last paycheck. Each November those employees still receiving longevity on a biweekly basis will be given the opportunity to elect an annual payment.

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c) Longevity pay shall be accrued twenty-six (26) times per year and paid as explained in 4.b., as follows for full-time staff who began receiving longevity pay prior to Fiscal Year 2008-2009 and who have elected to continue receiving longevity pay on a per pay period basis:

$24.00 per pay period after completing five years of employment;
$48.00 per pay period after completing ten years of employment;
$72.00 per pay period after completing fifteen years of employment;
$96.00 per pay period after completing twenty years of employment;
$120.00 per pay period after completing twenty-five years of employment
Shall be the maximum allowable longevity.

d) Longevity pay shall be accrued twenty-six (26) times per year and paid as explained in 4.b., as follows for current part-time employees who began receiving longevity pay prior to Fiscal Year 2008-2009 and who have elected to continue receiving longevity pay on a per pay period basis:

$12.00 per pay period after completing five years of employment;
$24.00 per pay period after completing ten years of employment;
$36.00 per pay period after completing fifteen years of employment;

$48.00 per pay period after completing twenty years of employment;
$60.00 per pay period after completing twenty-five years of employment
shall be the maximum allowable longevity.

e) An individual who terminates employment with Williamson County and is rehired within one year of termination will be reinstated with longevity at the rate they were receiving upon termination. **However, they will only be able to accrue longevity on the annual payout basis as described in 4.b. above.** An employee is reinstated with everything earned to the new date of hire just as though they never left employment with the county (break in service does not apply). Longevity is reinstated and vacation accrual is reinstated and longevity keeps accruing from original date of employment less the break in service. This applies only if employee returns within one year.

f) The longevity rule as it applies to breaks in service is applicable to all current employees, and those being hired/rehired, after May 23, 2003. If there is a break in service of more than one year the employee will lose all accrued longevity and must start earning longevity from the new date of hire.

5. The employee termination date for an employee who is terminating employment with Williamson County will be their last date of active duty in person at his/her usual and customary place of work unless they are on paid administrative leave pending an investigation. If they are on paid administrative leave pending an investigation, their last date of active duty will be the date upon which a final determination decision was made following the investigation. Any accrued vacation or comp time balances remaining for the employee as of their last date of active duty will be paid in a lump sum to the employee on their final pay check. A terminated employee's final paycheck is processed in the pay period which includes their termination date. No direct deposit will be processed for a terminating employee. Instead a paper check will be issued for their last paycheck.

6. Employees transferring from one county office or department to another should give at least two weeks' notice to their current official/department head. The current official/department head may waive the two week period.

7. A maximum of 18 approved positions within the Law Enforcement Bureau of the Williamson County Sheriff's office will be designated as Field Training Officers. To receive Field Training Officer incentive pay, a Deputy must be TCLEOSE certified as a Field Training Officer and be assigned by the Sheriff as one of the approved 18 officers. The Officers also must follow the Field Training Officer's Standard Operating Procedures in place with the Williamson County Sheriff's Office.

8. A maximum of 8 approved positions within the Corrections Bureau of the Williamson County Sheriff's Office will be designated as Corrections Training Officers. The officers must have appropriate certification and follow established operating procedures.

9. A maximum of 6 positions in the 911 Communications division may receive up to $100.00 per month incentive pay as a designated Field Training Officer. This will be paid for a maximum of 8 months. To receive FTO pay the employee must be TCLEOSE certified as a Telecommunications Training Officer or must be certified as a Communications Training Officer by the Association of Public Safety Communications Officials. The FTO may only receive incentive pay when assigned new personnel during a training period. The trainer will be selected based on the position and duties of the newly hired personnel according to the type of training required such as Law Enforcement, Fire, Call Taker and EMS. The selection of the FTO will be on a rotation basis according to the training criteria required.

10. An employee in the Maintenance department may receive up to $50.00 per week for On Call duty work. The employee must be able to respond to an event within 1 hour of being notified while on call. A total of two employees may be requested to be on call each week. The week for on call duty will be from Wednesday to Wednesday. Only non-exempt staff will be selected for additional on call duty pay on a rotating basis. If the employee does not follow the departmental procedures provided in the Maintenance SOP then the employee will not receive additional pay.

11. A maximum of 15 positions within the Emergency Medical Services Division of may be designated as Field Training Officers. A maximum of $100.00 per month may be paid as FTO incentive pay per employee. The employee must be certified or licensed by the Texas Department of State Health Services as a Paramedic (with no state sanctions or disciplinary restrictions) in order to receive the incentive pay. Also required: a) a completed course of instruction at the Paramedic level (National Registry preferred) b) a Williamson County EMS FTO training course c) valid Texas Drivers License d) thorough knowledge of current principles and practices of emergency care at the basic and advanced levels e) responsible for the training and development of new Williamson County Emergency Medical Services personnel, First Responder Advanced Providers, senior paramedic students and instructor duties as assigned at EMS educational shift tracks.

12. An Assistant District Attorney may receive supplemental pay for on call duties. The duties require the employee to carry a cell phone for a week at a time on a rotating basis. The week runs from Friday at 5:00 PM through the weekend until the following Friday at 5:00 PM. The assigned on call prosecutor will receive calls for charging advice and warrant assistance and may need to contact the assigned judge for review and approval of any warrant. The amount of the supplement will be $200.00 per week per employee. The funding for this supplemental pay will be as follows: $75.00 from the General Fund and $125.00 from the District Attorney's Asset Forfeiture Fund.

13. In Fiscal Years when Commissioners Court approves merit pay for each department, any merit pay shall be awarded to an employee on or before March 31st. No merit pay awards will be processed after that date.

INCENTIVE PAY

The Williamson County Commissioners Court has adopted the following employee incentive plan to reward outstanding employee performance during the current (Oct. 1, 2009 to Sept. 30, 2010) fiscal year:

1. During the course of the current year, elected officials and other department heads shall conduct an objective evaluation (including customer service among other factors) of all their employees, to determine the degree to which each of them merits incentive compensation for their work during the year. The Commissioners Court, Juvenile Board, Elections Board, and District Judges shall conduct a similar evaluation of the department heads appointed by them. Any compensation paid under this plan represents a deferred portion of the compensation earned for the current fiscal year and is not a gratuitous bonus or gift.

2. Elected officials, temporary employees, and employees under the law enforcement tenure plan (who are scheduled for regular salary increases under other principles) will not be eligible for additional compensation under this plan. Eligibility is further restricted to persons who are Williamson County employees during the current year, and who are still employed by the county on the date that the incentive payments determined by the department head are reported to the Payroll Department.

3. While considering the County Budget for the following (Oct. 1, 2010 to Sept. 30, 2011) fiscal year, the Commissioners Court shall have the discretion to appropriate funds, in an amount to be determined by the Court, in order to make incentive payments under this plan. These funds shall be equitably allocated to all county departments in proportion to their total salary expenditures paid during the current fiscal year (not including the salaries of employees who are not eligible for an incentive payment or the salary of the department head). The Court will appropriate additional funds for incentive payments earned by department heads.

4. If funds are appropriated for the purpose, then following the conclusion of the current fiscal year, each department head shall within 30 days allocate the incentive funds among departmental employees in strict accordance with the objective evaluations previously conducted. The amount of payment shall in each case represent a percentage of the total compensation received by the employee from the county for work performed during the current year, including any overtime pay. Any employee receiving an incentive payment must have worked as a full-time employee on a continual basis for at least the final 90 days of the current year. Employees who have not been continually employed on a full-time basis for the entirety of the current year may be eligible for a prorated incentive payment. The department head may reward all meritorious employees with the same percentage, or may give the most meritorious a higher percentage, up to a cap set by the Court on the highest percentage to be awarded to any individual employee. The department head shall then report the names of all employees who are to receive incentive payments and the amount of their payment to the Payroll Department.

5. Similarly, the authority responsible for setting the regular salary of each department head who is not an elected official shall determine the amount of any incentive payments earned by the department head (not to exceed the amount appropriated for this by Commissioners Court) and report it to the Payroll Department.

6. The Human Resources Department will confirm that the total of incentive payments set for each department does not exceed the funds appropriated to the department for this purpose by Commissioners Court. Following any necessary adjustments, payments will be distributed to the employees who have earned them in a lump sum by direct deposit or check. The Commissioners Court may, however, direct that payment will be made in January 2011, if it determines that this will have less of an impact on employee taxes or for some other reason.

7. Since this is earned pay, not a gift, the normal deductions for benefits and employee taxes will be taken from the payment. The employee is responsible for income taxes. The county will pay the employer's share of taxes and benefits as with other forms of compensation.

8. Note that the Williamson County Employee Incentive Plan is provided at the discretion of the Commissioners Court, which reserves the right to administer, modify, or terminate the plan with or without notice. Payments from next year's budget are subject to the appropriation process required by law at that time and to the funds then available. This Plan does not constitute a contract, or create any contractual obligations or implications of continued employment, between the County and its employees.

V. OVERTIME POLICY

1. General Provisions on Overtime

a) Statement of Intent

i) The following rules regarding overtime represent an effort to go over and beyond the minimum requirements imposed by federal law in the interest of fairness. The examples are designed as general illustrations of the principles involved, as well as of the sort of situations that the policy is intended to address.

b) Work Period

Except as provided below, the "work period" for purposes of calculations under the Fair Labor Standards Act shall be a 7-day week. Generally, nonexempt employees may only work 40.00 hours during a week without incurring an overtime obligation for the county.

Employees who are trained peace or corrections officers primarily involved in law enforcement or corrections activities shall have a 14-day "work period" for purposes of calculations under the Fair Labor Standards Act. Non exempt employees in these categories may work 85.00 hours during a work period without incurring an overtime obligation. Only hours actually worked count toward the overtime limit for non-exempt employees. Holiday, vacation, sick leave, emergency leave, floating holidays, compensatory time taken and any other forms of paid leave do not contribute to the total number of hours worked in a work period. Although employees who are exempt or not subject to the Fair Labor Standards Act never have any federally-guaranteed right to overtime compensation, a department head may allow such employees flexible hours, even if this occasionally results in full pay for a week in which the employee works less than 40 hours, so long as the average work week of the employee exceeds 40 hours (including authorized paid leave).

Example: a felony prosecutor puts in 60 hours during a jury trial week, and the DA lets her take 2 days off a few weeks later; she gets no extra compensation for the long week, but (at the discretion of the DA) the short week is not charged against her accrued paid leave.

c) Controls on Overtime

Nonexempt employees may only work on a county holiday or outside normal working hours at the express direction of their supervisor or with the express permission of their department head or designee. Additional hours worked without such authorization will not be compensated, except to the limited extent required by federal law, and may result in discipline or termination. **It is the responsibility of the department head to enforce this policy and to prevent the filing of claims for unauthorized compensation.**

Example: An employee is sick on Monday, then gets permission to work 8 extra hours later in the week; under the policies described below, the employee will not be charged with any expenditure of sick leave.

*Example: Another employee is sick the same day, then works 8 extra hours **without** permission; the employee is charged with 8 hours sick leave an accrues no compensatory time.*

Department heads are responsible for controlling overtime so as to avoid creating an excess liability for the county. The Commissioners' Court is not required to amend the budget or approve line-item transfers to allow for the payment of unnecessary overtime compensation, or for hiring any additional employees required to keep an office open while the regular employees are taking their compensatory time. Employees are encouraged to take any accrued compensatory time as soon as they possibly can, rather than allowing it to accumulate.

Example: five employees, each with 80 hours of accrued compensatory time, quit a department at once; the department head may have to do without any replacements for 10 employee-weeks or risk running out of salary money before the end of the fiscal year.

d) Adjustments to Working Hours

Sick leave, holiday time, vacation, compensatory time and other authorized paid leave shall be charged against an employee only to the extent that the employee actually works less than 40 hours during a 7-day work period (or 85 hours in a 14-day work period, if applicable). This policy shall be administered so as to preserve accrued sick leave as the highest priority, with the other categories following in the order set out above.

Example: an employee takes vacation leave all day Monday, but works 6 extra hours (with permission) before Thursday; the employee is only charged for 2 hours leave, not 8.
Example: an employee takes a Friday vacation day, is called out on an ice storm emergency for 10 hours on Sunday, and has the flu on Tuesday; the employee is charged with no sick leave and only 6 hours of vacation leave.

ii) Whenever possible, an employee who works on a holiday with permission is to be given another day off within the same 14-day pay period. County holiday hours that the department head determines cannot be taken off during the current pay period shall be banked and used at a later date as provided below.

2. Provisions only applicable to employees not subject to the plan.
a) Except as required by federal law or allowed by this policy, employees not subject to the plan shall receive only compensatory time in lieu of overtime payments. The maximum accrual for compensatory time is 240 hours. Any compensatory time accrued over 240 will be paid at time-and-a-half.

b) In the event that a nonexempt employee not subject to the plan is required or requested to work outside his or her normal working hours or on a county holiday, the employee shall be entitled to compensatory time at the rate of time-and-a-half, but only to the extent that hours actually worked exceed 40 in a week or 85 (as the case may be) during the work period.

c) County holiday hours worked by an employee not subject to the plan that the department head determines cannot be taken off during that pay period shall be converted hour-for-hour to flat-rate holiday time by the Payroll Department's payroll processes and the employee's holiday time will be reflected in their holiday bank for use at a later time.

d) Nonexempt law enforcement officers and corrections officers employed by the Sheriff's Department and Constable's Offices who work the 85-hour work period may be paid their regular salary for the first 80 hours worked plus their regular hourly rate "straight" for additional hours up to 85 hours worked; after 85 hours these employees may be paid at a rate of 1.5 their regular hourly rate, although the County Judge and Commissioner's Court may at their discretion limit or

suspend paid overtime compensation and provide compensatory time at the rate of 1.5 times the overtime hours worked in excess of 85 hours in a work period, or provide some combination of paid overtime and compensatory time. The County Judge and the Commissioner's Court may also, at their discretion limit or suspend the "straight time" compensation for additional hours worked between 80 and 85 hours in a work period.

e) *OUTSIDE EMPLOYMENT FOR OFF-DUTY PEACE OFFICERS See Addendum* - OUTSIDE EMPLOYMENT FOR OFF-DUTY PEACE OFFICERS *(as updated September 15, 2009)*

f) All nonexempt Road & Bridge employees will earn the equivalent of 1.5 hours of compensatory time for every hour worked over forty in a work period with the exception of crew members, truck drivers, inspectors and operators who will earn overtime pay at the rate of 1.5 times their hourly rate for every hour worked over 40 hours in a work period.

g) All nonexempt employees working as Juvenile Detention or Academy officers or as dispatchers and shift supervisors in the Department of 911 Communications will be paid at the rate of 1.5 times their hourly rate for every hour worked over 40 hours in a work period.

h) Employees in the Elections Department who are eligible for payment under elections services contracts will be paid at 1.5 their hourly rate for every hour worked over 40 hours in a work period, if such hours were for services performed under contract on behalf of another political subdivision.

3. Provisions only applicable to employees subject to the plan.

a) Nonexempt employees who are subject to the plan are not eligible to earn compensatory time or "bonus time" in place of overtime pay. They must be paid additional cash compensation for their overtime as each pay period occurs. Because their salary is not subject to reduction if they work fewer hours, however, these employees are not paid time-and-a-half for their overtime hours.

b) Nonexempt EMS employees subject to the plan shall be compensated for overtime at the same hourly rate as for their first 40 hours per week (*i.e.,* their guaranteed weekly salary divided by 40).

c) The salary provided for a nonexempt employee subject to the plan is not subject to reduction because the employee worked fewer than 40 hours during the work period or fewer than 85, as the case may be. Salary may not be "docked" for absences, although an employee who willfully misses work is subject to disciplinary action. This might include unpaid disciplinary suspension or termination.

d) Payment of a salary to an employee subject to the plan is **not** guaranteed if the employee does not work at all during the work period. An employee under the plan who performs no work during a given period will not be paid, except to the extent of any accrued leave that the employee has previously earned. Unpaid leave under the Family and Medical Leave Act (FMLA) or otherwise, is regulated by the same rules that apply to employees who are not subject to the plan. Under federal law, employees subject to the plan and all exempt employees may be placed on disciplinary leave without pay in full-day increments, but only for violations of a major workplace safety rule or a written workplace policy. They may not have their pay reduced for such other infractions such as disregarding an oral

instruction, poor work performance, or nonattendance. Pay can be deducted only if the Payroll Department is provided documentation showing that pay was docked for one of the permissible reasons.

e) Employees subject to the plan accrue vacation, sick leave, and other authorized paid leave so long as they are working or being compensated as a result of using accrued leave. They are also entitled to leave under the FMLA, on the same basis as any other employee. Similarly, when the employee is absent from work, the absence is charged against accrued leave on the same basis as any other employee. The only difference is that the salary of an employee subject to the plan may not be reduced for absences–even if the employee has no accrued leave–in any work period during which the employee performed any work. Like any other employee, an employee subject to the plan may be disciplined or terminated for excessive tardiness or absences.

f) County holiday hours earned by an EMS employee subject to the plan that the department head determines cannot be taken off during that pay period shall be converted hour-for-hour (based on 12 hours per shift) to flat-rate holiday time by the Payroll Department's payroll processes and the employee's holiday time will be reflected in their holiday bank for use at a later time.

VACATION

Any elected official's employees, and non-elected departments heads and employees, shall accrue vacation hours as follows:

1. With the exception of EMS employees, employees with less than five (5) years of employment will accrue 3.08 vacation hours per pay period. After completing five (5) years of employment, 4.62 hours vacation will be accrued per pay period, and after ten (10) years employment, 6.16 hours vacation will be accrued per pay period. EMS employees with less than ten (10) years of employment will accrue 5.538 hours vacation per pay period. After completing ten (10) years of employment, 6.46 hours will be accrued per pay period.

2. Part-time>=20 hour employees may accrue vacation equivalent to HALF the accrual for full-time employees. For example, anyone working greater that 20 hours but less than 30 hours per week will accrue vacation at 1.54 hours per pay period, no more and no less.

3. Part-time>=30 hour employees may accrue vacation equivalent to THREE-FOURTHS accrual for full-time employees. For example, anyone working greater that 30 hours but less than 40 hours per week will accrue vacation at 2.31 hours per pay period, no more and no less.

4. Part-time employees who are regularly scheduled for less than 20 hours per week (including seasonal staff) shall not accrue any vacation hours.

5. Temporary employees shall not accrue any vacation hours.

6. Vacation will be accrued on the payroll system. Employees may carry-over their accrued vacation balances as follows:

Employees with less than 5 years of employment–80 hours
Employees with 5-10 years of employment–120 hours
Employees with 10 or more years of employment–160 hours
EMS employees with less than 10 years of employment–144 hours
EMS employees with 10 or more years of employment–168 hours
If an employee reaches maximum accrual, no further vacation will be accrued until the employee has taken vacation hours.

7. No vacation may be "sold" or "bought." However, to encourage employees to give advance notice of their separation, employees who leave county employment will be paid for their accrued untaken vacation as of the date of termination.

8. All vacation accruals will be pro-rated based on an employee's hire date and an employee's termination date. For example, if a new employee only works one week during the normal two week pay period, they will accrue ½ or 3.08/2 or 1.54 hours of vacation the last pay period worked.

9. An individual who terminates employment with Williamson County and is rehired within one year of termination will have their vacation accrual rate reinstated at the rate they were receiving upon termination. This excludes any individual being paid under the tenure plan upon termination. Vacation balances at time of termination for those individuals will not be reinstated.

10. Exempt employees may be required to use accrued leave for vacation leave, even if the leave is for less than one day. Leave will not be charged or pay reduced if the employee has worked at least eighty hours in the current pay period.

11. EMS employees taking one shift off for vacation and requiring the use of vacation time will be guaranteed the following pay: those employees on a 48 hour shift, taking one shift off for vacation, will be guaranteed 48 hours of pay. Employees on a 56 hour shift, taking off one shift for vacation, will be guaranteed 56 hours of pay. Employees on a 64 hour shift, taking one shift off for vacation, will be guaranteed 56 hours of pay.

12. Employees on shift work must take vacation leave at a rate commensurate with their assigned shift; they may take one shift at a time instead of taking multiple shifts consecutively, with the approval of their department head.

13. The Texas Constitution prohibits gifts to public employees for hours not worked, or not covered by earned leave, and the Fair Labor Standards Act, in 29 CFR 541.710, allows public employers to make deductions from the pay of exempt employees for partial-day absences, when such employees can no longer be compensated like other employees from approved leave banks. Therefore, payments to exempt employees who no longer have accrued leave would be a "gift" and in the interest of public accountability, Williamson County will reduce the pay of an exempt employee for partial-day and other absences when an exempt employee has no accrued leave from which to be compensated.

SICK LEAVE

Any elected official's employees, and non-elected department heads and employees, shall accrue thirteen (13) days of sick leave per fiscal year.

1. Sick leave will accrue at the rate of 4 hours per pay period. Sick leave hours will be accrued on the payroll system.

2. Paid sick leave is cumulative up to sixty days (480 hours).

3. Part-time >=20 hour employees may accrue sick leave equivalent to HALF the accrual for full time employees. For example, those employees working greater than 20 hours but less than 30 hours per week are entitled to an accrual of 2.0 hours per pay period of sick leave, no more and no less.

4. Part-time>=30 hour employees may accrue sick leave equivalent to THREE-FOURTHS the accrual for full time employees. For example, those employees working greater than 30 hours but less than 40 hours per week are entitled to an accrual of 3.0 hours per pay period of sick leave, no more and no less.

5. Part-time employees who are regularly scheduled for less than 20 hours per week (including seasonal staff) shall not accrue any sick leave.

6. Temporary employees shall not accrue any sick leave.

7. No sick leave may be "sold" or "bought." Employees who leave county employment will not be paid for unused accrued sick leave.

8. Sick leave may only be used for sickness and medical and dental appointments of the employee, or for the employee's immediate family (family members as defined in the Family and Medical Leave Act policy adopted by Commissioners Court); or for paid leave under the Family and Medical Leave Act. It is not an alternative form of vacation leave. Sick leave may not be converted to another form of leave to avoid entering unpaid leave status.

9. All sick accruals will be pro-rated based on an employee's hire date. For example, if a new employee only works one week during the normal two week pay period, they will accrue ½ or 4.00/2 or 2.00 hours of sick time their last pay period worked.

10. Exempt employees may be required to use accrued leave for sick leave, even if the absence is for less than one day. Leave will not be charged or pay reduced if the employee has worked at least eighty hours in the current pay period.

11. EMS employees taking one shift off due to illness and requiring the use of sick time will be guaranteed the following pay: those employees on a 48 hour shift, taking one shift off for sick, will be guaranteed 48 hours of pay. Employees on a 56 hour shift, taking off one shift for sick, will be guaranteed 56 hours of pay. Employees on a 64 hour shift, taking one shift off for sick, will be guaranteed 56 hours of pay.

12. Employees on shift work must take sick leave at a rate commensurate with their assigned shift; they make take one shift at a time instead of taking multiple shifts consecutively, with the approval of their department head.

13. The Texas Constitution prohibits gifts to public employees for hours not worked, or not covered by earned leave, and the Fair Labor Standards Act, in 29 CFR 541.710, allows public employers to make deductions from the pay of exempt employees for partial-day absences, when such employees can no longer be compensated like other employees from approved leave banks. Therefore, payments to exempt employees who no longer have accrued leave would be a "gift" an in the interest of public accountability, Williamson County will reduce the pay of an exempt employee for partial-day and other absences when an exempt employee has no accrued leave from which to be compensated.

14. See Addendum – SICK LEAVE POOL POLICY (as updated September 15, 2009)

VIII. <u>OTHER LEAVE</u>

1. Any official or department head may grant paid emergency leave up to 2 days per fiscal year in addition to vacation or paid sick leave for all full time 40 hour per week employees. Emergency leave may be granted only for one of the following: funeral of relatives or close friend, auto accidents, or emergency repairs of home or autos. Emergency leave is non-cumulative and may not be "sold" or "bought." Emergency leave is not paid out upon termination or resignation from Williamson County.

2. Any official or department head may grant 2 floating holidays per fiscal year for exemplary performance to full time, 40 hour per week employees for personal or business reasons. The floating holiday is non-cumulative and may not be "sold" or "bought." Floating holidays are not paid out upon termination or resignation from Williamson County.

3. Each official or department head shall grant paid jury duty leave to any employee.

4. Extra holidays, bad weather days, public disasters, official funerals, and similar occasions that involve the suspension of all routine county business may only be declared by the County Judge or his designated representative.

a) So long as an office is open, its employees are expected to be there unless there are special circumstances, distinct from those affecting other employees that make their travel or attendance unsafe. Whether an individual will be paid under these circumstances, or must use some form of authorized paid leave is left to the sound discretion of the official or department head.

b) If an emergency situation is prolonged beyond 7 days, the Commissioners Court or official/department head may, at their discretion, place employees whose services are not required, on unpaid leave (in which case the employee may use any accrued paid leave).

c) Upon activation of the EOC or declaration of local, state or federal disaster Essential Personnel as defined by the Williamson County Workplace Safety and Security Manual Page 15, shall be paid or accrue leave as follows:

All Essential Personnel may receive time and one-half in lieu of comp time once they have exceeded 40 hours worked in a pay week. Essential personnel who are exempt will be given EP leave, to be used at the discretion of the official or department head, as departmental budgets allow. EP leave will be paid in the same amounts as holiday leave but will not carry over to the next fiscal year. In order to provide this EP leave all hours must be tracked and documented for exempt staff and forwarded to the payroll department.

5. Military Leave – The first 15 days of military leave in each fiscal year will be paid without "loss of time, vacation time or salary." All military leave after the first 15 days is considered "unpaid leave." Those individuals on military leave may choose to use vacation time accrued, compensatory time accrued, or holiday time accrued to compensate for a portion of this unpaid leave. Those individuals on guaranteed salary will be entitled to a full two weeks pay if they have worked any time during that particular pay period and are put on military leave simultaneously. The Uniformed Services Employment and Re-employment Rights Act (USERRA) grants up to five years of military leave. The Act requires an employer to reinstate a person to his/her previous position if military service has been satisfactory according to the guidelines listed below.

a) Service of 90 days or less–veteran must be reemployed in the position he would have held if he had continued in employment without interruption for military service.

b) Service of 91 days or more –the veteran must be re-employed in the same position or in a position of like seniority, status and pay.

c) For service up to 30 days, veteran must report back to work on the next regularly scheduled day after completion of duty.

d) For service of 31-180 days, veteran must apply for re-employment within 14 days following release from active duty.

e) For service of more than 180 days, veteran must apply for re-employment within 90 days of release from active duty.

6. Administrative Leave–For disciplinary or other reasons, an employee may be placed on paid or unpaid administrative leave.

IX. FAMILY AND MEDICAL LEAVE

1. Under the Family and Medical Leave Act (FMLA) policy all employees will be required to use all accrued sick leave, vacation leave, essential pay, compensatory time and holiday time to have paid leave under FMLA. Emergency leave or floating holiday leave cannot be used while on FMLA. When employees have exhausted all forms of allowable paid leave, they shall be place on unpaid leave as provided in the FMLA policy. However, if employees on leave are receiving workers' compensation income benefits, they will receive that as their sole compensation and will neither receive county pay (unless law enforcement or guaranteed salary) nor expend previously accrued leave. FMLA leave can run concurrently with an employee's lost work time under workers' compensation and may provide for medical insurance continuation if the employee is receiving workers' compensation income benefits.

2. As long as an employee is on FMLA leave allowable paid leave or FMLA leave without pay, the employing official or department head may not hire another regular, full-time employee to fill that position, unless expressly authorized to do so by the Commissioners Court. Requests for intermittent leave will be strictly scrutinized to assure both compliance with FMLA and minimum disruption to the workplace.

3. While on unpaid FMLA leave, or any other form of unpaid leave, the employee shall not accrue any vacation or sick leave hours or receive pay for scheduled county holidays.

4. Any employee is eligible for FMLA after completing 12 months of employment with the county and working at least 1,250 hours for the county during the 12 month period immediately preceding FMLA leave.

5. Employees on FMLA leave who have "exempt" pay status under FLSA regulations will be required to use paid accrued leave to cover the hours they are not at work. When paid accrued leave is exhausted and employee is placed on unpaid FMLA leave status, exempt employees will not receive pay.

6. The County will provide benefits as part of the compensation for an employee who is on authorized unpaid FMLA leave only, and will collect from the employee during or after the unpaid FMLA leave any premium payments that are due. Such payments must be made according to the Human Resources Department's defined repayment schedule within a maximum of six months from the date when the employee's return to paid status.

7. See Addendum – FMLA POLICY (as updated September 15, 2009)

X. <u>HEALTH BENEFITS</u>

1. All eligible county and precinct officials, employees and retirees will have the opportunity to enroll in one of the health benefit plans under the Self-Funded Williamson County Benefits Program.

2. A Benefits Committee composed of the County Judge, one County Commissioner and three other persons selected from department heads and employees will serve as trustees of the Williamson County Benefits Program. The committee will act in compliance with the Texas Local Government Code, Chapter 172, sec. 172.001-172.015, Texas Political Subdivisions Uniform Group Benefits Program.

3. All employee health premium rates will be paid on a pretax basis through payroll deduction. The employee health premium rates will be determined each year by the Williamson County Benefits Committee and approved by the Commissioners Court. The county will fund the balance of the total health premium that is over and above the portion paid by the employee.

4. County and precinct officials, employees and retirees may also cover their eligible dependents under the same health benefit plan that they elect. The appropriate additional premium for dependent coverage will also be deducted through payroll on a pretax basis. (Except for retirees)

5. The eligible retiree will be provided health benefits for a specified premium rate, with the county funding the balance of the total health premium. The retiree may also cover their eligible dependents for an additional specified premium rate. A retiree is defined as someone who retires directly from active duty with Williamson County and is receiving lifetime monthly Texas County and District Retirement System (TCDRS) pension benefit payments. The county will stop insurance coverage on the retiree when: a) the retiree becomes eligible for Medicare or b) the retiree fails to submit the required set premium. The County will stop insurance coverage on the retiree dependent when the retiree dependent becomes eligible for Medicare. Anyone that retired before April 1, 1994, will have health insurance coverage until age seventy (70). All other retirees and retiree's eligible dependents will have health insurance coverage until age sixty-five (65) at which time coverage will cease.

6. The County's funding for the health plan will be calculated and paid based on the total budgeted full-time positions (whether vacant or filled) for the fiscal year multiplied by the Court's approved employer health plan contribution rate.

Payment from all funds that are budgeted for staff will be processed and paid to the Self-Funded Williamson County Benefits Program. This does not apply to any staff positions fully funded from federal, state or local grants. The County's health plan funding for staff positions fully funded from federal, state or local grants will be processed as part of semi-monthly payroll processes. The monthly payment amount would remain constant barring any mid-year staff additions or reductions.

XI. RETIREMENT

1. Currently all officials, their employees and employees of other departments are required to participate in the Texas County and District Retirement System. Effective January 1, 2007, all part-time employees (as distinct from "Temporary" as defined in Section III, Payroll), will be required to participate in the Texas County and District Retirement System, regardless of the number of hours worked per week or year. The Payroll Department shall deduct the required amount from the employee's salary and the county shall make the required county contribution. The Commissioners Court has appointed the Interim Director of Human Resources as custodian of the County Retirement System. Temporary workers may be exempted from participation as provided by Retirement System regulations.

XII. WORKERS' COMPENSATION

1. In compliance with the Texas Workers' Compensation Insurance Act, all Williamson County employees are provided workers' compensation coverage. Newly hired employees may elect to "opt out" of our workers compensation coverage if they provide written notice to the Human Resources Department within 5 days of their hire date.

2. The Williamson County Human Resources Department will report all injuries to the county's workers compensation provider as they are reported. Claims for lost time are forwarded to the Texas Department of Insurance - Division of Workers' Compensation (TDI-DWC). More information about workers compensation rights may be obtained from TDI-DWC, by calling (512) 804-4000.

XIII. ADDITIONAL PROVISIONS

1. In compliance with the Texas Department of Transportation's regulations for drug and alcohol testing, Williamson County employees or potential employees who possess commercial drivers licenses (CDL) and operate county owned equipment or vehicles are subject to pre-employment, random, and post-accident testing. Certain employees of the Williamson County Sheriff's Department, Emergency Medical Service, Juvenile Services, Unified Road System, Fleet Dept and certain Constables are subject to pre-employment testing. Certain employees, as shown on their job description, of the Emergency Medical Services, Unified Road System and Fleet Dept are subject to random drug testing. All employees are subject to being tested if there is probable cause to suspect they are intoxicated while on duty.

2. An Employee Assistance Program (EAP) is available to Williamson County employees and their eligible dependents. The EAP may be used for individual, confidential counseling for work-related problems or personal problems. It may also be utilized at the supervisor's discretion, as treatment for various work-related personnel problems.

3. Williamson County will comply with all Fair Labor Standards Act rules and regulations. Employee records will be maintained for a minimum of 4 years as mandated by the Act. The County is an Equal Opportunity Employer and will also comply with the Americans with Disabilities Act and the Family and Medical Leave Act. Williamson County has adopted a firm policy on sexual harassment and will not tolerate such behavior.

4. Employee Termination

a) The employee termination date for an employee who is terminating employment with Williamson County will be their last date of active duty in person at his/her usual and customary place of work, unless they are on paid administrative leave pending an investigation. If they are on paid administrative leave pending an investigation, their last date of active duty will be the date upon which a final termination decision was made following the investigation. Any accrued vacation or comp time balances remaining for the employee as of their last date of active duty will be paid in a lump sum to the employee on their final pay check. A terminated employee's final paycheck is processed in the pay period which includes their termination date.

b) All assets assigned to the terminated employee must be returned. Failure to return any asset will result in deduction of the assets value from the terminated employee's final paycheck. All assets assigned to employees must be listed on an inventory sheet which shall be the responsibility of the departments and must include a value assigned to each item assigned to the employee. The Inventory Sheet shall be signed and dated by the employee and Department Head. Each employee who is issued county-owned equipment that may be used or taken outside the daily workplace must sign an agreement each year acknowledging receipt of the equipment, including an acknowledgment of its current replacement value, and agreeing that the equipment will be returned on request of the department head or on leaving departmental employment, whichever comes first. The agreement will further provide that if the equipment is not returned when required, the replacement value will be deducted from the employee's next (or final) paycheck.

XIV. FINANCIAL POLICIES

1. **Fund Balance Policy:** Williamson County recognizes the financial importance of maintaining an appropriate level of Unreserved Fund Balance. A formalized Fund Balance Policy demonstrates to the taxpayer fiscal prudence and the ability to meet its obligations in a timely manner. Independent financial analysts rate the county's financial stability. The county's credit strength and strong management control reported by these analysts is, in part, a result of this Fund Balance Policy.

2. **General Fund:** Unreserved Fund Balance represents the difference between assets and liabilities that is available for appropriation. Williamson County will maintain an appropriate level of Unreserved Fund Balance in the General Fund to protect against a reduction of services due to temporary revenue shortfalls or unexpected one-time expenditures. It also helps to ensure stable tax rates.

The level of Unreserved Fund Balance for the General Fund shall not be less than 30% of total General Fund budgeted expenditures. The goal of each year's budget process will be to adopt a budget that maintains compliance with the General Fund Unreserved Fund Balance Policy.
If it is determined there is a surplus (an amount exceeding the target limit), the funds may be designated or appropriated for the following, including but not limited to:

- Tax rate stabilization
- Only one-time, non-recurring expenditures, such as capital improvement needs
- Address any shortfall in related funds, i.e. Road and Bridge Fund
- Reduction of debt; to include capital leases

If it is determined there is a deficit (an amount below the lower limit), the County must develop a plan to rebuild the Unreserved Fund Balance to 30%.

3. **Tobacco Fund:** The initial distribution of Williamson County's share of the settlement established the fund in 1999. Revenues to the fund consist of interest income and the annual distribution by the state of the state trust earnings. To ensure continuation of the fund, the Williamson County Commissioner's Court has designated the portion of fund balance representing the amount of the original settlement ($2.5M). Designation means that this amount, or "principal" balance, cannot be expended. In addition to the original settlement amount, each year, 20% of the revenues from both interest income and the annual distribution from the state will be added to the designated fund balance in order to allow the fund to grow over time. Only 80% of revenues earned from interest and the earnings distributed annually by the state will be budgeted and expended. This available balance will be tracked annually by the County Auditor's office.

Use and Distribution of Specific Special Revenue Funds

4. **Child Safety Fund:** Child Safety fees collected by justice, county and district courts in accordance with the Texas Education Code are accumulated in the Child Safety Fund. These funds are to be distributed to Williamson County school districts based on the number of students who reside in Williamson County for the purposes of providing school crossing guard services. This distribution will occur annually at the close of each fiscal year.

5. **School Fund:** Williamson County maintains a working interest ownership in two natural gas producing properties located on what was formerly county-owned property. The mineral rights that have been retained are designated to be distributed to school districts within the county based on the number of students who reside in the county. This distribution will occur annually at the close of each fiscal year and will coincide with the distribution of the Child Safety Fund proceeds.

6. **Medicaid Fund:** The Medicaid Fund was established as a result of the Williamson County Indigent Care Affiliation Agreement entered into between Williamson County, St. David's Georgetown Hospital and Round Rock Medical Center in June 2008. As part of the collaboration established between the hospitals and the County, the County has chosen to use a portion of its annual ad valorem tax revenues to fund Medicaid services provided to Williamson County residents by these hospitals. Revenues to this fund will be spent to pay for Medicaid services provided by St. David's Georgetown Hospital and Round Rock Medical Center, either through direct Medicaid payments to the hospitals or by funding Medicaid supplemental payments to the hospitals through intergovernmental transfers of funding to the State, for purposes of the private hospital Medicaid upper payment limit program authorized by Section 355.8063(t)(4) of the Texas Administrative Code, Title 1.

7. **Employee Fund**
The Employee fund is proceeds collected from Williamson County's vending machine contract. Use of these funds must be **pre-approved** by the County Judge. These funds may be used for the following purposes:

a) To offset the cost of the County Christmas Party
b) To offset the cost of the County Employee Appreciation lunch
c) Flowers for the death of an employee only
d) An award or plaque upon retirement for employee recognition
(Purchasing guidelines must be adhered to)
The employee must be vested
$40.00 allowed for employees with up to 15 years of service
$80.00 allowed for employees with over 15 years of service

No reimbursement of sales tax will be allowed.
The amount allowed for use may never exceed the actual balance in the fund.

XV. <u>PURCHASING – GENERAL PROCEDURES</u>

1. Effective January 1, 2009, all P.O.'s must be submitted electronically.
The following definitions apply to the Purchasing section of this order.
The purpose of this section is to facilitate the judicious expenditure of county dollars. This policy will provide consistent procedures for the acquisition of materials, supplies, and services required by Williamson County. The responsibility to adhere to these guidelines rests with the employee, supervisor or department head who certifies conformance to them. Any questions related to conformance should be directed to the Purchasing Department prior to making a purchase.

2. The guidelines outlined in the Williamson County Purchasing Manual are expected to be followed for all purchases. The most current version of the purchasing manual is maintained on the county's website at www.wilco.org/procurement. Guidelines related to purchase orders can be found in the County's purchasing manual. All purchases for materials and supplies require a purchase order **prior to** placing the order. The Auditor's office will not process payment for an invoice submitted for these items without the required purchase order attached or referenced. Approval for payment of invoices that do not have a purchase order must be obtained from the County Judge for his waiver of the requisition requirement. Requests for a purchase order **after** the order is placed will not be processed. Guidelines for emergency purchases and purchases that do not require a purchase order prior to placing an order may be found in the purchasing manual or you can contact the purchasing department if you have any questions.

3. **PROCUREMENT CARDS: Every procurement card issued is linked under one account by the P-Card vendor. A delay in getting the proper documentation from one cardholder could result in the suspension of card privileges for the entire County**.

The procurement card memo statement and all receipts must be submitted to Accounts Payable within 10 days of receipt of statement.
All receipts must be detailed to show items purchased.
Cardholders are responsible to resolve discrepancies with the P-Card vendor
Cardholder is responsible for reimbursing the County for sales tax charged
Cardholder is responsible to verify budget funds are available before purchase is made
Backup documentation is required for travel/training charges
If a receipt is lost then a signed affidavit attesting to the items purchased must be received in lieu of the receipt.

Suspension of card privileges may be recommended for any cardholder who repeatedly does not follow proper procedures regarding documentation and timeliness for their P-card purchases.

XVI. ACCOUNTS PAYABLE - GENERAL PROCEDURES

1. The following definitions apply to the Accounts Payable section of this order.

a) Authorized travel -any travel by a county official or employee for the purpose of official county business.

b) Day travel -travel **outside** the county that does not include an overnight stay.

c) Overnight travel -travel **outside** the county that **exceeds** a 50-mile radius and does include an overnight stay.

d) Emergency -the occurrence of an unforeseen circumstance, which may result in harm to the public good.

e) Official county business -business that relates directly to a person's work function and directly benefits the county.

f) Training reimbursement -shall include all expenses relating to training including travel to the destination, meals, lodging and training aids. (workshops, seminars, conferences)

g) Travel reimbursement -shall include all expenses relating to travel including travel to the destination, meals and lodging. (Delivering documents, transporting a prisoner, attending county business meetings.)

2. The purpose of the Accounts Payable procedures is to promote the prudent exercise of judgment when spending county dollars. This policy will provide accountability and consistent Accounts Payable procedures in the issuance of checks for Williamson County obligations. The responsibility to observe these guidelines rests with the employee, supervisor or department head who certifies conformance to these guidelines by approving the expenditure.

a) Any bill or invoice must be submitted to the County Auditor for payment within fourteen (14) days of receiving it, and all expense reimbursements must be submitted to the County Auditor for payment within sixty (60) days of the expenditure.

b) Checks for payment of county obligations will be issued not later than 30 days after the date the invoice is received in the Accounts Payable department, pursuant to Texas Govt. Code Sec. 2251.021.

c) Checks will be issued every Tuesday. When an issuance date falls on a holiday, checks will be issued on either the first working day before or after the holiday.

d) The cutoff day for receiving invoices for each check run will be Wednesday. The Accounts Payable department will endeavor to process invoices that are received from Thursday to the following Wednesday approximately 13-20 days after the invoice is received in our department.

e) Any invoice or expense reimbursement requiring additional review or signatures may cause delays in processing.

f) Manual checks will be issued in emergency situations only.

g) Purchase orders are required for ALL purchases of materials and supplies, pursuant with the Texas Local Government Code, Chapter 113, Section 901 and the County Purchasing Manual. The Auditor's office will not process payment for an invoice without the required purchase order. Any expense incurred without the required Purchase Order must be submitted to the County Judge for his waiver of the Requisition requirement prior to submitting the expense to Accounts Payable for payment.

h) Discrepancies between invoices & purchase orders should be brought to the attention of the Purchasing department before submitting to Accounts Payable.

i) A copy of the PO should be submitted with the invoice to properly release encumbered funds.

j) Payments will be made from an original invoice or a fax copy so long as an original approval signature appears on the invoice. Original invoices are preferred.

k) All authorizations and account coding should be made on the invoice.

l) Approval signatures and account coding should not be made on the remittance portion of the invoice. If necessary, attach an additional sheet with approval authorization.

m) Some suppliers require payment at the time an order is placed. Please complete a purchase requisition and send the relevant backup documentation to the Purchasing department, who will then forward the request to Accounts Payable.

n) If a PO is not required, (Consult Purchasing Guide) please submit a check requisition request with appropriate documentation directly to Accounts Payable. Please note, in either circumstance there is a 13-20 day processing time from the date Accounts Payable receives the request.

o) Any questions or extenuating circumstances should be directed to the Accounts Payable department.

p) If you paid for an expense on-line (e.g., e-tickets or hotel deposit) a printout of the on-line/e-mail receipt should be attached to your expense report.

q) Cell phone use will be reimbursed/paid according to the county cell phone policy attached hereto as Addendum A.

r) Any mailings sent by a county department or official using county funds must be in furtherance of legitimate county business and must comply with all state ethics rules and other laws and regulations.

s) All county meetings should be held in county facilities whenever feasible and such facilities are available. If county meeting space is not available, other publicly owned facilities, such as those owned by cities and school districts, should be utilized as the rental of these facilities is often at little or no cost.

t) Transfer of funds out of the following line items will not be allowed:

i) Salaries

ii) Fringe Benefits

iii) Training

iv) Vehicle Deductible

v) Gasoline

vi) Cell Phones

u) Transfer of funds into the above line items may be allowed, except that funds will not be transferred into a salary line item to cover an avoidable overtime obligation that was, in the judgment of the Commissioner's Court, unnecessary.

XVII. <u>TRAVEL POLICY</u>

1. The employee shall be responsible for all excess costs and additional travel expense resulting from taking an indirect route or a delayed return trip for personal preference or convenience.

2. No advance travel expenditure will be paid directly to the employee. If an employee pays for an expense in advance, reimbursement will **not** be made until after the trip is taken.

3. Reimbursement for transportation costs will be at the most reasonable means of transport. (i.e.: airline cost will be reimbursed at coach rate)

4. The County will not be responsible for, nor reimburse for additional changes due to personal preference or personal convenience of the individual traveling.

5. The County will not reimburse airfare prices if higher than the cost of mileage reimbursement. County employees may use Lovoi Travel or Accent Travel and charge airfare purchases on the County's air travel account.

6. Additional expenses associated with travel that is extended to save costs (i.e.: a Saturday night stay) may be reimbursed when the cost of airfare would be less than the cost of additional expenses (lodging, meals) if the trip had not been extended. Documentation will be required to justify the expense.

7. Per Code of Federal Regulations, Title 26, Subtitle A, Chapter 1, Subchapter B, Part IX, Section 274(d) all expense reimbursement requests must include the following:
a) Date
b) Destination
c) Purpose
d) Name of traveler(s)
e) conference/seminar agenda, or any correspondence that verifies the business purpose of the expense.

8. Each expense reimbursement must have an original signature of the person requesting the reimbursement & the department head approval. The person approving an expense reimbursement should verify the correct budget line item is being charged.

9. A secondary authorization signature on a reimbursement is required if the individual is not an elected official.

10. All expense reimbursements must be **received in the Auditor's office** no more than 60 days after the incurrence of the expense. Any items over the 60 days will be denied reimbursement. The County Judge has the authority to approve requests over 60 days old.

11. The County will not reimburse travel expenses incurred by a spouse or other individual accompanying an employee on business.

12. All expenses except mileage and meals must have a paid receipt. If a receipt cannot be obtained a written statement of the expense from the employee may be substituted for the receipt.

13. The Supreme Court has ruled that the Internal Revenue's ruling that "traveling expenses" incurred "while away from home" which are deductible under Section 162 (a) (2) of the Internal Revenue Code include the cost of meals only if the trip requires sleep or rest. Therefore, all meals not associated with an overnight stay are taxable to employees.

14. All credit card bills paid through Accounts Payable (i.e.: American Express; JP Morgan) must have detailed receipts attached, excluding meal receipts. Meals for day travel should NOT be charged on a county credit card. (See item 13 above) County credit card statements must be approved by someone other than the card holder unless the cardholder is an elected official.

15. Sales tax on goods purchased will not be reimbursed. Sales tax for meals and hotel stays are the only sales taxes that will be reimbursed. The sales tax exemption form is available in the Financial Center.

16. An employee who loses a required receipt should seek a duplicate. When an acceptable duplicate is unobtainable, the employee should submit a signed affidavit itemizing the expenditure with the expense report.

17. The County will not pay for any late charges incurred on County credit cards. It is the cardholder's obligation to make sure the bill is submitted in a timely manner.

18. The County will hold the individual(s) who made the charges responsible for finance charges and/or late payments due on invoices or credit card payments that are turned in to Accounts Payable late or because the department budget did not have enough funds to process the payment in a timely manner.

19. Employees shall be responsible for repayment of inappropriately reimbursed expenses whenever an audit or subsequent review of the travel expense reimbursement documentation finds that such expenses were reimbursed contrary to these guidelines.

20. Any personal expense incurred by employees should be reimbursed to the county. Please attach your check made payable to Williamson County for these charges with your expense reimbursement.

21. Expenses incurred due to an employee or elected official serving on a board or committee of an association related to their county employment will only be reimbursed to the extent that the association does not reimburse the employee. The employee needs to provide documentation of their request for reimbursement from the association and the association's denial of the request.

XVIII. SEMINARS/CONFERENCES

1. A copy of a check in lieu of a paid receipt may be used as the receipt for registration fee/reimbursements.

2. The check must be made payable to the seminar/conference and a copy of the check is required. In addition, a brochure or similar document of the conference indicating the amount of registration fee and the conference agenda must accompany the copy of the check supporting the reimbursement claim.

3. You can request payment directly to the seminar/conference by submitting a check requisition form to the Accounts Payable Department with proper backup documentation. Please note that a check request will take 13-20 days to process once it is received in the Accounts Payable Department.

4. Registration fees, if paid by the employee will not be reimbursed until after the conference or training date.

XIX. TUITION REIMBURSMENT

1. The County may pay for training, including class work, related to obtaining certification directly relevant to County business, as defined by the office or department involved and **pre-approved** by the County Auditor for full time employees. The training/class work must provide the employee with skills and/or knowledge that is specifically applicable to the employee's job description. A copy of the employee's job description and the course description should be submitted with the approval request. The funds for these courses must be available in the appropriate departments training budget. The County will reimburse only the actual number of credits per each course up to a total of 6 credit hours per fiscal year. After completing the course(s) and achieving minimum established grades (C for undergraduate and B for graduate), employees may apply for reimbursement of 100% tuition not to exceed that which would be payable at a state supported college or university located within a 50 mile radius of Williamson County.

. **OFF SITE STAFF DEVELOPMENT**

Off site staff development is a period away from normal activities for study and instruction under a **professional trainer**. These periods away from the office provide a forum to discuss issues and ideas that will aid in running your department.

1. Off site staff development is limited to once a year per department

2. The total cost for offsite staff development should not exceed (per employee) the normal and/or customary cost for an individual employee training expense.

3. Any expense incurred due to attendance at an offsite staff development must follow the guidelines outlined in the Budget Order (ie: meals, lodging, mileage, etc)

4. A list of attendees must be submitted for documentation as required by IRS Publication 463.

XXI. MEALS

1. Reimbursement for meal costs in travel of less than one day is provided solely to offset actual expenses where restaurant meal costs are incurred.

2. Each employee is on their honor to request reimbursement for actual expenses incurred.

3. Meals are reimbursable only for county business trips that are **outside** the county. Exception may be made for Commissioners Court meetings that extend beyond 1:00 p.m.

4. Meal reimbursements are limited to a maximum of $40.00 per day. An employee may claim up to $20.00 for meals when traveling outside the county for day trips. An employee may claim up to $40.00 for meals when traveling outside the county and an overnight stay is necessary or when the employee's work hours extends at least three hours beyond their normal scheduled workday. You will be required to provide documentation of extended work hours.

5. If an overnight stay is **required**, but the stay does not exceed a 50-mile radius outside the county, you may claim an amount up to the $40.00 overnight allowance for your meals, but lodging will not be reimbursed.

6. Meal receipts are not required unless requested by your supervisor or department head or the meal is charged on a county credit card. Meal receipts that are turned in to Accounts Payable will be reimbursed for the actual meal costs.

7. No reimbursement will be made for alcoholic beverages.

8. The IRS has ruled that certain amounts paid to employees for meal expense may be taxable income to the employee. Meals associated with **day travel** are taxable to the employee. These reimbursements will be forwarded to the payroll department to process the expense. Do not charge day travel meals on your county procurement card. You will be required to reimburse the county for these expenses and submit an expense reimbursement request.

9. Employees should only request reimbursement for their own expenses. Any employee who requests reimbursement for a day travel meal for another employee will be charged taxes on the amount requested for both employees.

10. Tips should be reasonable and should be included in the $20.00 or $40.00 meal allowance.

11. Employees whose duties take them to alternate work locations within the county are not reimbursed the lunch meal. It is the employee's own responsibility to make provisions for lunches that are incurred within the county.

12. No meals purchased for entertainment/business purposes will be allowed.

13. Meal reimbursements will be paid for county employees only.

14. Meal reimbursement for an overnight stay must be substantiated with a hotel receipt or a written statement from the employee if non-commercial lodging was obtained.

XXII. LODGING

1. Lodging expenses will be reimbursed only if traveling **beyond** a 50-mile radius of Williamson County. (This means 50 miles beyond the county line. Lodging in Austin will not be reimbursed.)

2. Hotel accommodations require an original itemized hotel folio as a receipt. The lodging receipt should include the name of the motel/hotel, number of occupants and the goods or services for each individual charge such as room rental, food, tax, etc. Credit card receipts by themselves are not acceptable.

3. Individuals will only be reimbursed for a single room rate charge + any applicable tax. If a single room is not available you must provide documentation to justify the expense. You may also be required to provide additional documentation if the room rate appears to be excessive.

4. When lodging is shared by two or more employees the names of the authorized travelers should be noted on the receipt.

5. Each employee should review the room invoice carefully for accuracy upon checking out.

6. Personal telephone charges whether local or long distance are not reimbursed. If you incur telephone charges that are county related, please identify them on your hotel receipt.

7. Government rates, when available should be requested at all times.

XXIII. AIRFARE

1. The county will only incur up to a coach price fare for air travel when required.

2. The county will not be responsible for, nor reimburse for additional changes due to the personal preference or personal convenience of the individual traveling.

3. Airfare may be charged to the County's air travel account that has been established with Lovoi Travel and Accent Travel.

4. Airfare reimbursement will be paid directly to the travel agency, airlines or your county travel card. (i.e.: JP Morgan)

5. Employees who pay for their own airfare tickets will be reimbursed **upon return** from their business trip.

6. Air travel expenses must be supported with the receipt copy of your airline ticket or an itinerary. If tickets are purchased through a web site, please submit a copy of the web page showing the ticket price if no paper ticket is issued.

7. Cancellation penalties may be levied by airlines when a ticket cannot be used. The county could reimburse the employee this cost if the change in travel plan was due to a business related change or a personal emergency. Documentation for the change must be submitted to the County Judge for consideration of payment and is subject to review by the County Auditor per Local Govt. Code 113.064.

8. Should an airline delay necessitate an overnight stay, the employee must first attempt to secure complimentary lodging from the airline. If unsuccessful, the employee should obtain lodging at the most reasonable available rates and the county will reimburse this expense. Documentation for the delay must be submitted.

9. The county will not reimburse employees for tickets purchased with frequent flyer miles.

XXIV. CAR RENTAL

1. Travelers may rent a car at their destination when:

a) It is less expensive than other transportation modes such as taxis, airport shuttles or public transportation such as buses or subways.

b) Cars rented should be economy or mid size. Luxury vehicle rentals will not be reimbursed.

2. Rental cars will not be allowed for travel within the county.

3. Employees may rent a car to travel to their business destination outside the county only if the total cost of the rental is less than the mileage reimbursement cost. (Check with Accounts Payable for current rates) Documentation showing the cost comparison between the rental cost and mileage may be required.

4. Many car rental companies charge an exorbitant cost for gasoline if the car is not returned with a full tank. Employees should avoid such unnecessary charges by returning the car with a full tank.

5. The rental agreement and the charge card receipt (if applicable) must be turned in with the expense request.

6. Insurance purchased when renting a vehicle may also be reimbursed.

XXV. PERSONAL CAR USAGE

1. Any county official or employee who is authorized to use their personal vehicle when required to travel on official county business may be entitled to receive a reimbursement equal to the standard mileage rate allowed by the IRS. Check with the Accounts Payable department for current rates.

2. Mileage will be reimbursed on the basis of the commonly used route.

3. Reimbursement for mileage shall not exceed the cost of a round trip coach airfare. You may be required to provide a cost comparison between mileage and airfare.

4. Reimbursement for mileage shall be prohibited between place of residence and usual place of work.

5. Mileage should be calculated from the employee's regular place of work or their residence, whichever is the **shorter** distance when traveling to a meeting, conference or seminar.

6. When more than one employee travels in the same vehicle, only one person may claim mileage reimbursement.

7. To be reimbursed for the use of a personal vehicle, travelers must provide the following information on their expense report; Per IRS Guidelines.

a) The purpose of the trip
b) Date
c) Location traveled to and from
d) Number of miles traveled

8. Tolls and parking fees, if reasonable, are reimbursable. Receipts are required for reimbursement. If a receipt is not obtainable, then written documentation of the expense must be submitted for reimbursement.

9. Toll Tags will be purchased for County vehicles as approved by the County Judge. Some examples of this are for the haul trucks in Road and Bridge and transportation vehicles in Juvenile Services. Contact the County Auditor's Office to assist in setting up these accounts and getting approval of the County Judge. County vehicles with toll tags and those that are exempt may access the toll roads for county business only and not for personal commuting.

10. It is the responsibility of employees to keep track of their own mileage.

11. The officials and employees who are listed in the section entitled "County Vehicles" below, are to be provided with a county vehicle in lieu of mileage.

12. Operating and maintenance expenses as well as other personal expenses, such as parking tickets, traffic violations, car repairs and collision damage are not reimbursable.

13. Officials using personal vehicles on county business will be subject to a Vehicle Use Policy adopted by the Commissioners' Court.

14. See Addendum – VEHICLE USE POLICY (as updated September 15, 2009)

XXVI. OTHER EXPENSES

1. Taxi fare, bus tickets, conference registrations, parking, etc. must have a proper original receipt. If a receipt is unobtainable or is lost, a written statement must be submitted for the expense.

2. Expenses other than meals or mileage require a receipt for reimbursement.

3. Only paid receipts will be reimbursed.

4. A department may purchase small appliances (i.e.; microwaves, refrigerators) for the convenience of their employees.

5. The County will pay for uniforms, per IRS Guidelines, only if the below policy is adhered to:

UNIFORM POLICY

Uniforms for law enforcement and corrections personnel shall be issued subject to policies issued by the relevant elected official.
Uniforms for all other county personnel shall be subject to the following countywide policy:

a. No uniforms shall be issued to any county employee unless the department head has determined that the wearing of a uniform by that employee is a reasonable job requirement. In the case of a department head, the County Judge must make this determination.
b. All uniforms shall be so distinctive as not to be readily adaptable for personal use.
c. The uniform must be worn while on duty at all times required by management as a condition of employment. The uniform may also be worn while traveling directly to or from a location where the uniform is required, or while on an authorized meal or other break during a work period when the uniform is required. The uniform may not be worn at any other time.
d. All uniforms and other county property shall be promptly returned if the person leaves county employment.
e. No uniform shall be issued to an employee unless they have acknowledged this policy in writing.
f. No funds from the current county budget may be expended for uniforms except in compliance with this policy.
For any official, their employee, or the employees or reserve deputies of other departments to received expenses allowances for the above referenced expenses, the funds to be used to pay the reimbursement must have been appropriated by the Commissioner's Court prior to the expenses being incurred.

XXVII. EMPLOYEE RECOGNITION EXPENSES

1. Employee Recognition Expenses should be nominal in nature. These items can be taxable to the employee. In order to avoid an item being taxable, the following purchases will be allowable for Employee Recognition. Plaques or Certificates of recognition for service, etc. Plaques or Certificates of recognition for Retirement. The purchase of gift cards or meals are not allowable as they are taxable items. Please refer any questions to the Auditor's Office for clarification of your purchases in this area prior to incurring expense.

XXVIII. NON- REIMBURSABLE EXPENSES

1. The county does not reimburse expenses related to County Government Week or holiday decorations.
2. Coffee, tea and other related items used by employees are not reimbursable expenses.
3. Mileage to and from county functions such as the Christmas party or Employee Appreciation luncheon is not reimbursable.
4. Other non-reimbursable expenses:
a) alcoholic beverages/tobacco products
b) personal phone calls
c) laundry service
d) valet service
e) movie rentals
f) damage to personal clothing
g) flowers/plants
h) greeting cards
i) fines and /or penalties
j) entertainment, personal clothing, personal sundries and services
k) transportation to places of entertainment or similar personal activities
l) up-grades, air, hotel or car rental
m) auto repairs
n) baby-sitter fees, kennel costs, pet or house-sitting fees
o) saunas, massages or exercise facilities
p) credit card delinquency fees
q) doctor bills, prescriptions and other medical services
r) lifetime memberships to any association for any employee or elected official

XXIX. COUNTY VEHICLES

1. The use of county equipment or vehicles for personal use is prohibited by law, but because of the need for specific officials and specific employees to respond to emergencies at night or on weekends, the following officials and employees (with the concurrence of their department head) are required to take a county vehicle to their home at night within Williamson County, even though this involves the use of a county vehicle for travel to and from their residence each day:

a) The Sheriff and paid law enforcement as follows: Sheriff's Patrol Deputies, Sheriff's Detectives, on call Crime Scene Technician, on call Animal Control Officers, Sergeants, Lieutenants, Captains and Chiefs.
b) One Chief and three Captains in the Corrections Division of the Sheriff's Office.
c) Each Constable and Deputy Constables
d) Prosecutors' investigators in the District Attorney and County Attorneys offices.
e) One on call maintenance employee designated by the Maintenance Director and approved by the Commissioner's Court
f) The EMS Director and each EMS Commander
g) The Hazardous Materials Chief and Assistant Haz-Mat Chief who may take home the vehicle when on duty in absence of the Hazardous Materials Chief.
h) The Unified Road County Engineer, (7) Unified Road Foremen, Unified Road East & West Side Supervisor(s), (4) Unified Road County Inspectors
i) The Director of 911 Communications and Deputy Director who may take home the vehicle when on duty in absence of the Director of 911 Communications.
j) The MOT Director and all on call MOT counselors

The following list has been grandfathered in by the previous court, will not be expanded and shall show significant decreases in each budget year until phased out.

Sheriff's Office

S. Zion
G. Marek
S. Shanks
J. Burks
D. Garrett
J. Hicks
J. Lafosse
J. Foster

Constable Office Pct. 2

R. Doyer

County vehicles assigned to departments or individuals that are not take home vehicles, shall be returned and parked at the end of each work day at the facility where the primary office is located.
It is expressly forbidden under this order for any county vehicle to be used for personal use at any time.

2. A County Fleet Committee will review fleet policies and purchases and make recommendations for budgeting purposes. This committee will consist of one Commissioner's Court member, the Fleet Director, Safety Coordinator, Risk Coordinator and the Budget Officer. The Purchasing Director will also be a non-voting member of the committee.

3. All accidents involving County vehicles and equipment will be reported to the Risk Coordinator in the Human Resources Department on a timely basis, but never more than three days after an accident. The Risk Coordinator will provide a report to Commissioner's Court on a monthly basis of the status of the entire county fleet. This report will consist of, but not be limited to, a listing of vehicles involved in accidents and vehicles that need to be taken out of service for any reason. It will include information in regards to the disposal of any county vehicles.

4. All county departments will be required to follow the Vehicle Use Policy which is a separate document.
WHEREUPON MOTION MADE AND SECONDED, the ORDER ADOPTING THE 2009/2010 WILLIAMSON COUNTY BUDGET was passed on a vote of 4 for, and 1 against. This ORDER being adopted, the County Judge is authorized to sign the ORDER and the County Clerk is instructed to record the ORDER and the Budget in the official minutes of the Commissioner's Court.

Approved and signed this 15th day of September, 2009.
Attested by:
Dan A. Gattis, County Judge and Nancy E. Rister, County Clerk

ADDENDUM A

Williamson County Cell Phone Policy

Background

Williamson County Commissioner's court is initiating a new cell phone policy in order for the County to comply with IRS rules regarding the taxability of cell phones and devices.

Under IRS Code Section 274(d), the IRS considers cell phones to be "listed property" and as such requires detailed record keeping including (a) the amount of the expense; (b) the time and place of each call; and (c) the business purpose for each call and to whom it was made. Any undocumented use can be classified by the IRS as personal use and would be required to be taxed as wages for the employee.

The degree of effort required for each department to comply with these regulations is burdensome; therefore Williamson County is converting to a program where a taxable cell phone stipend may be allowed for a department head or an employee as determined by each department head or elected official. This change eliminates the detailed IRS documentation requirement.

Policy

Williamson County will no longer purchase cell phones or provide cell phone service for individual use except for those required for security reasons. Documentation must be provided to the Auditor's Office for any cell phone account maintained by the County.

Documentation verifying the business use must be substantiated with each billing and the department head or elected official must attest that all calls were business related. Failure to keep current with this documentation requirement may result in the cancellation of the cell phone service.

Procedures for the Stipend Policy

I. Each department head or elected official will identify who they require to maintain a cell phone account in order to conduct official county business. Only regular full time employees and department heads will be allowed a stipend. The funds for cell phone stipends must be submitted and approved as part of each department's annual budget process.

II. Three levels of cell phone stipends will be established:

$30.00 Per Month - For 300 or less minutes per month (15.00 per pmt)

$50.00 Per Month – For 800 or less minutes per month (25.00 per pmt)

$80.00 Per Month – For 800 minutes and/or data and text (40.00 per pmt)

III. Stipends will be paid semi-monthly for each approved employee or department head (will not be included on the third paycheck that is received twice each year)

IV. Employees who are currently assigned a County owned cell phone will be allowed to keep the phone if approved for a stipend and may use the phone to obtain individual phone service. Any current county owned cell phone must be returned to the Auditor's Office if the employee terminates, changes positions, elects to obtain a different phone or is denied a County stipend. Any employee allowed to keep a currently issued County owned cell phone will keep the phone in good working condition. Replacement cost and/or maintenance will be the employee's responsibility.

V. All current County maintained cell phone accounts will be terminated as soon as possible when the current contract ends. No additional termination fees will be approved for payment unless approved by the County Judge.

VI. The cell phone stipend is considered supplemental income subject to IRS taxes and reporting requirements and will be processed through Payroll and will be included in the employee's gross income. Retirement contributions will also be deducted and matched in accordance with TCDRS.
VII. Expenditures over the allowed stipend will not be reimbursed.
VIII. An approved cell phone stipend will not follow an employee if the employee changes positions.
IX. Each department head or elected official is responsible for verifying and monitoring their employees receiving a cell phone stipend has obtained the required service. Disciplinary action up to and including termination may result in an employee who receives a stipend and does not provide their department head or elected official with the proper documentation of cell phone service. Each department will maintain a list of cell phone numbers for those individuals with stipends for audit purposes.

FY 2009-2010

GENERAL FUND

Adopted Budget
Williamson County, Texas
General Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$40,663,713	$47,756,679	$47,756,679	$49,870,701
Revenues	$109,816,597	$115,691,483	$114,521,234	$119,684,285
Total Funds Available	$150,480,310	$163,448,162	$162,277,913	$169,554,986
Expenditures	$100,460,117	$123,674,328	$112,407,212	$121,216,315
Transfers In	$6,534	$0	$0	$0
Transfers Out	$1,657,385	$0	$0	$0
Reserved	$1,580,512	$0	$0	$0
Other	$967,849	$0	$0	$0
Ending Balance	$47,756,679	$39,773,834	$49,870,701	$48,338,671

Revenue Analysis

Current Ad Valorem Taxes	$80,619,709	$87,780,000	$88,675,274	$94,105,243
Delinquent Ad Valorem Taxes	$1,367,189	$1,350,000	$1,271,032	$1,295,000
Other Taxes	$497,637	$485,000	$404,834	$551,000

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Fees Of Office	$8,417,399	$8,805,030	$8,126,905	$8,300,335
Fines and Forfeitures	$4,655,996	$4,474,300	$4,260,997	$4,040,000
Charges for Services	$8,759,115	$8,802,352	$9,000,405	$7,999,429
Intergovernmental	$2,506,063	$1,380,877	$1,336,521	$1,092,000
Investment income/other	$2,993,489	$2,613,924	$1,445,267	$2,301,278
Total Revenues	$109,816,597	$115,691,483	$114,521,234	$119,684,285

FY 2009-2010

ROAD AND BRIDGE FUND

Adopted Budget
Williamson County, Texas
Road and Bridge Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$11,988,376	$14,492,350	$14,492,350	$13,604,881
Revenues	$15,827,875	$15,314,000	$15,338,035	$18,037,792
Total Funds Available	$27,816,251	$29,806,350	$29,830,385	$31,642,673
Expenditures	$11,735,695	$14,478,482	$13,580,052	$14,408,435
Capital Outlay	$1,258,827	$1,447,104	$1,447,104	$988,000
Transfers Out	$329,379	$4,242,475	$1,198,348	$4,031,920
Ending Balance	$14,492,350	$9,638,289	$13,604,881	$12,214,318

Revenue Analysis

Current Ad Valorem Taxes	$8,894,652	$8,840,000	$9,534,326	$12,376,792
Delinquent Ad Valorem Taxes	$118,883	$81,000	$56,417	$71,000
Intergovernmental	$269,778	$143,000	$143,282	$143,000
Motor Vehicle Registration	$5,613,275	$5,590,000	$5,261,026	$5,190,000
Investment Income	$518,238	$375,000	$172,175	$100,000
Proceeds from sales of capital assets	$222,162	$250,000	$124,748	$125,000

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Charges for Services	$77,198	$0	$0	$0
Other	$103,789	$35,000	$46,063	$32,000
Transfers In	$9,900	$0	$0	$0
Total Revenues	$15,827,875	$15,314,000	$15,338,035	$18,037,792

FY 2009-2010

DEBT SERVICE FUND

Adopted Budget
Williamson County, Texas
Debt Service Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$8,652,892	$12,143,357	$12,143,357	$24,290,745
Revenues	$55,041,260	$52,051,726	$65,237,861	$55,904,374
Total Funds Available	$63,694,152	$64,195,083	$77,381,218	$80,195,119
Expenditures	$51,550,796	$53,091,665	$53,090,473	$59,610,760
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$12,143,357	$11,103,418	$24,290,745	$20,584,359

Revenue Analysis

Current Ad Valorem Taxes	$53,896,246	$51,000,000	$54,937,131	$55,174,292
Delinquent Ad Valorem Taxes	$304,885	$350,000	$224,783	$290,000
Investment Income and Other	$720,404	$582,000	$343,305	$120,082
Other	$119,726	$119,726	$9,732,642	$320,000
Total Revenues	$55,041,260	$52,051,726	$65,237,861	$55,904,374

FY 2009-2010

FLEET MAINTENANCE FUND

Adopted Budget
Williamson County,
Texas
Fleet Maintenance Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$110,477	$153,554	$153,554	$98,505
Revenues	$3,243,338	$3,354,807	$2,629,459	$3,131,918
Total Funds Available	$3,353,815	$3,508,361	$2,783,013	$3,230,423
Expenditures	$3,200,261	$3,544,874	$2,684,508	$3,131,918
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$153,554	($36,514)	$98,505	$98,505

Revenue Analysis

Fleet Maint Fees	$3,241,182	$3,354,807	$2,627,552	$3,131,918
Miscellaneous Revenue	$2,156	$0	$1,907	$0
Total Revenues	$3,243,338	$3,354,807	$2,629,459	$3,131,918

FY 2009-2010

ALTERNATIVE DISPUTE RESOLUTION FUND

Adopted Budget
Williamson County, Texas
Alternative Dispute Resolution Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$149,332	$175,613	$175,613	$190,631
Revenues	$29,662	$30,600	$18,758	$17,000
Total Funds Available	$178,994	$206,213	$194,371	$207,631
Expenditures	$3,381	$5,292	$3,740	$6,992
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$175,613	$200,921	$190,631	$200,639

Revenue Analysis

Alternative Dispute Resolution Fees	$25,030	$27,000	$17,364	$16,000
Interest, Investments	$4,632	$3,600	$1,394	$1,000
Total Revenues	$29,662	$30,600	$18,758	$17,000

FY 2009-2010

COUNTY ATTORNEY
HOT CHECK FUND

Adopted Budget
Williamson County, Texas
C.A. Hot Check Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$18,702	$31,704	$31,704	$30,978
Revenues	$120,920	$115,000	$112,213	$110,000
Total Funds Available	$139,622	$146,704	$143,917	$140,978
Expenditures	$107,918	$113,563	$112,940	$114,748
Transfers In	$0	$0	$0	
Transfers Out	$0	$0	$0	
Ending Balance	$31,704	$33,141	$30,978	$26,230

Revenue Analysis

Hot Check Fees	$120,920	$115,000	$112,213	$110,000
Total Revenues	$120,920	$115,000	$112,213	$110,000

FY 2009-2010

COURT REPORTER FUND

Adopted Budget
Williamson County,
Texas
Court Reporter Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$639,846	$700,320	$700,320	$764,625
Revenues	$106,150	$102,000	$91,556	$82,000
Total Funds Available	$745,996	$802,320	$791,876	$846,625
Expenditures	$45,677	$55,300	$27,251	$60,100
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$700,320	$747,020	$764,625	$786,525

Revenue Analysis

Court Reporter Fees	$87,710	$90,000	$86,593	$77,000
Interest, Investments	$18,440	$12,000	$4,963	$5,000
Total Revenues	$106,150	$102,000	$91,556	$82,000

FY 2009-2010

COURTHOUSE SECURITY FUND

Adopted Budget
Williamson County, Texas
Courthouse Security Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$134,496	$93,327	$93,327	$172,333
Revenues	$241,332	$241,500	$223,834	$201,000
Total Funds Available	$375,828	$334,827	$317,161	$373,333
Expenditures	$292,899	$210,107	$144,828	$214,729
Transfers In	$10,397	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$93,327	$124,720	$172,333	$158,604

Revenue Analysis

Courthouse Security Fee	$237,870	$240,000	$223,207	$201,000
Interest, Investments	$3,462	$1,500	$627	$0
Total Revenues	$241,332	$241,500	$223,834	$201,000

FY 2009-2010

DISTRICT ATTORNEY
ASSETS/FORFEITURE FUND

Adopted Budget
Williamson County, Texas
D.A. Assets/Forfeiture Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$101,782	$174,040	$174,040	$182,461
Revenues	$126,751	$0	$80,730	$0
Total Funds Available	$228,533	$174,040	$254,770	$182,461
Expenditures	$54,494	$89,529	$72,308	$105,073
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$174,040	$84,511	$182,461	$77,388

Revenue Analysis

Forfeiture and Seizures Fund	$124,413	$0	$79,739	$0
Interest, Investments	$2,338	$0	$991	$0
Total Revenues	$126,751	$0	$80,730	$0

FY 2009-2010

DISTRICT ATTORNEY WELFARE FRAUD FUND

Adopted Budget
Williamson County,
Texas
D.A. Welfare Fraud Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$6,095	$6,176	$6,176	$6,017
Revenues	$840	$0	$840	$0
Total Funds Available	$6,935	$6,176	$7,016	$6,017
Expenditures	$759	$4,000	$999	$3,000
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$6,176	$2,176	$6,017	$3,017

Revenue Analysis

Miscellaneous Revenue	$840	$0	$840	$0
Total Revenues	$840	$0	$840	$0

FY 2009-2010

SHERIFF'S OFFICE
DRUG ENFORCEMENT FUND

Adopted Budget
Williamson County, Texas
Sheriff Drug Enforcement fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$181,187	$285,725	$285,725	$393,773
Revenues	$214,626	$0	$262,290	$0
Total Funds Available	$395,813	$285,725	$548,015	$393,773
Expenditures	$110,089	$314,297	$154,242	$354,384
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$285,725	($28,572)	$393,773	$39,389

Revenue Analysis

Seizures/Confis Justice	$195,359	$0	$112,586	$0
Seizures/Confis Treasury	$0	$0	$4,480	$0
Seizures/Confis St/Local	$15,923	$0	$143,231	$0
Interest, Investments	$3,345	$0	$1,992	$0
Total Revenues	$214,626	$0	$262,290	$0

FY 2009-2010

DRUG COURT FUND

Adopted Budget
Williamson County, Texas
Drug Court Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	0 start	$7,955	$7,955	$31,630
Revenues	$0	$10,000	$33,966	$31,300
Total Funds Available	$0	$17,955	$41,921	$62,930
Expenditures	$7,955	$20,000	$10,291	$20,000
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$7,955	($2,045)	$31,630	$42,930

Revenue Analysis

Drug Ct Pmt- Co Clk	$0	$9,100	$29,086	$27,000
Drug Ct Pmt- Dist Clk	$0	$900	$4,880	$4,300
Total Revenues	$0	$10,000	$33,966	$31,300

FY 2009-2010

REGIONAL ANIMAL SHELTER FUND

Adopted Budget
Williamson County, Texas
Regional Animal Shelter

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$50,000	($96,772)	($96,772)	$309,670
Revenues	$459,914	$570,358	$578,857	$678,211
Total Funds Available	$509,914	$473,586	$482,085	$987,881
Expenditures	$975,444	$503,775	$470,031	$1,035,782
Transfers In	$368,757	$442,501	$297,616	$537,571
Transfers Out	$0	$0	$0	$0
Ending Balance	($96,772)	$412,312	$309,670	$489,670

Revenue Analysis

Payments From Other Entities	$254,583	$385,358	$373,892	$498,211
Animal Shelter Adoption Fees	$128,585	$127,355	$115,214	$119,000
Animal Shelter License Fees	$26,286	$26,800	$30,650	$30,000
Animal Shelter Trainings	$0	$100	$130	$100
Animal Shelter Owner Surrender	$16,810	$15,170	$15,000	$15,000
Animal Shelter Quarantine	$3,175	$2,800	$4,600	$4,000
Animal Shelter Owner Requested	$815	$500	$375	$400

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Animal Shelter Fundraisers	$0	$400	$436	$500
Animal Shelter Boarding Fees	$11,680	$11,875	$10,763	$11,000
Animal Shelter Donations	$17,981	$0	$27,425	$0
Misc Rev.	$0	$0	$372	$0
Total Revenues	$459,914	$570,358	$578,857	$678,211

FY 2009-2010

ELECTION SERVICES FUND

Adopted Budget
Williamson County, Texas
Election Services Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$2,286	$132,178	$132,178	$185,991
Revenues	$390,439	$27,592	$523,844	$0
Total Funds Available	$392,725	$159,770	$656,022	$185,991
Expenditures	$260,548	$503,775	$470,031	$312,173
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$132,178	($344,005)	$185,991	($126,182)

Revenue Analysis

Election Contract Svcs Fees	$276,687	$27,592	$416,362	$0
Election Equipment Rental	$113,753	$0	$107,482	$0
Total Revenues	$390,439	$27,592	$523,844	$0

FY 2009-2010

ELECTION DISCRETIONARY FUND

Adopted Budget
Williamson County, Texas
Election Discretionary Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$60,975	$41,271	$41,271	$101,756
Revenues	$0	$0	$0	$0
Total Funds Available	$60,975	$41,271	$41,271	$101,756
Expenditures	$19,704	$60,056	$53,268	$16,500
Transfers In	$0	$0	$113,753	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$41,271	($18,785)	$101,756	$85,256

Revenue Analysis

Miscellaneous Revenue	$0	$0	$0	$0
Total Revenues	$0	$0	$0	$0

FY 2009-2010

ELECTION CHAPTER 19 FUND

Adopted Budget
Williamson County, Texas
Election Chapter 19 Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$0	-$14,692	-$14,692	-$5,778
Revenues	$65,748	$80,762	$76,790	$0
Total Funds Available	$65,748	$66,070	$62,098	-$5,778
Expenditures	$80,439	$80,762	$67,876	$0
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	-$14,692	-$14,692	-$5,778	-$5,778

Revenue Analysis

Payments from State	$65,748	$80,762	$76,790	$0
Total Revenues	$65,748	$80,762	$76,790	$0

FY 2009-2010

ELECTION HAVA – TITLE II FUND

Adopted Budget
Williamson County, Texas
Election HAVA - Title II

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$0	$0	$0	$0
Revenues	$0	$0	$0	$0
Total Funds Available	$0	$0	$0	$0
Expenditures	$0	$113,753	$74,704	$80,000
Transfers In	$0	$113,753	$74,704	$80,000
Transfers Out	$0	$0	$0	$0
Ending Balance	$0	$0	$0	$0

Revenue Analysis

Payments from State	$0	$0	$0	$0
Total Revenues	$0	$0	$0	$0

FY 2009-2010

JUSTICE COURT
TECHNOLOGY FUND

Adopted Budget
Williamson County, Texas
Justice Court Technology Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$388,744	$388,744	$388,744	$501,810
Revenues	$0	$0	$116,743	$0
Total Funds Available	$388,744	$388,744	$505,487	$501,810
Expenditures	$0	$47,444	$3,677	$137,000
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$388,744	$341,300	$501,810	$364,810

Revenue Analysis

J.P. #1 Technology Fees	$0	$0	$21,800	$0
J.P. #2 Technology Fees	$0	$0	$29,883	$0
J.P. #4 Technology Fees	$0	$0	$40,448	$0
J.P. #3 Technology Fees	$0	$0	$20,781	$0
Interest, Investments	$0	$0	$3,832	$0
Total Revenues	$0	$0	$116,743	$0

FY 2009-2010

LAW LIBRARY FUND

Adopted Budget
Williamson County, Texas
Law Library Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$537,450	$593,297	$593,297	$612,095
Revenues	$191,195	$185,600	$178,201	$159,000
Total Funds Available	$728,645	$778,897	$771,498	$771,095
Expenditures	$135,348	$175,000	$159,402	$175,000
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$593,297	$603,897	$612,095	$596,095

Revenue Analysis

Library Fees, Co. Clerk	$72,060	$70,000	$68,040	$62,000
Library Fees, Dist. Clerk	$103,403	$100,000	$105,448	$93,000
Interest, Investments	$15,732	$15,600	$4,712	$4,000
Total Revenues	$191,195	$185,600	$178,201	$159,000

FY 2009-2010

PROBATE COURT FUND

Adopted Budget
Williamson County, Texas
Probate Court Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$25,935	$29,100	$29,100	$32,510
Revenues	$3,165	$3,000	$3,410	$3,100
Total Funds Available	$29,100	$32,100	$32,510	$35,610
Expenditures	$0	$900	$0	$900
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$29,100	$31,200	$32,510	$34,710

Revenue Analysis

Probate Court Fees	$3,165	$3,000	$3,410	$3,100
Total Revenues	$3,165	$3,000	$3,410	$3,100

FY 2009-2010

COUNTY CLERK RECORDS ARCHIVE FUND

Adopted Budget
Williamson County, Texas
County Clerk Records Archive Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$1,368,861	$1,560,193	$1,560,193	$1,636,813
Revenues	$530,436	$555,900	$463,289	$450,000
Total Funds Available	$1,899,297	$2,116,093	$2,023,482	$2,086,813
Expenditures	$339,104	$415,830	$386,669	$230,914
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$1,560,193	$1,700,263	$1,636,813	$1,855,899

Revenue Analysis

Records Archive Fees	$485,530	$534,300	$439,228	$450,000
Interest, Investments	$44,906	$21,600	$24,061	$0
Total Revenues	$530,436	$555,900	$463,289	$450,000

FY 2009-2010

DISTRICT CLERK RECORDS MANAGEMENT AND PRESERVATION FUND

Adopted Budget
Williamson County, Texas
District Clerk Records Management
and Preservation Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$77,486	$100,096	$100,096	$117,839
Revenues	$22,610	$24,000	$23,828	$21,000
Total Funds Available	$100,096	$124,096	$123,924	$138,839
Expenditures	$0	$26,621	$6,085	$30,125
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$100,096	$97,475	$117,839	$108,714

Revenue Analysis

Records Management Fees	$22,610	$24,000	$23,828	$21,000
Total Revenues	$22,610	$24,000	$23,828	$21,000

FY 2009-2010

COUNTY CLERK RECORDS MANAGEMENT AND PRESERVATION FUND

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Adopted Budget
Williamson County, Texas
County Clerk Records Management
and Preservation Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$1,192,442	$1,167,177	$1,167,177	$1,042,265
Revenues	$557,079	$546,000	$479,572	$431,400
Total Funds Available	$1,749,521	$1,713,177	$1,646,749	$1,473,665
Expenditures	$582,344	$654,388	$604,483	$615,105
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$1,167,177	$1,058,789	$1,042,265	$858,560

Revenue Analysis

Records Management Fees	$506,732	$510,000	$458,653	$412,000
Vital Statistics Fee	$12,216	$12,000	$11,762	$10,600
Interest, Investments	$38,131	$24,000	$9,157	$8,800
Total Revenues	$557,079	$546,000	$479,572	$431,400

FY 2009-2010

COUNTY WIDE RECORDS MANAGEMENT AND PRESERVATION FUND

Adopted Budget
Williamson County, Texas
County Wide Records Management
and Preservation Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$829,679	$865,659	$865,659	$871,094
Revenues	$155,172	$148,000	$120,484	$108,000
Total Funds Available	$984,851	$1,013,659	$986,143	$979,094
Expenditures	$119,192	$194,311	$115,049	$206,100
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$865,659	$819,348	$871,094	$772,994

Revenue Analysis

Records Mgmt Fees	$130,132	$130,000	$113,638	$101,500
Interest, Investments	$25,040	$18,000	$6,846	$6,500
Total Revenues	$155,172	$148,000	$120,484	$108,000

FY 2009-2010

DISTRICT CLERK RECORDS TECHNOLOGY FUND

Adopted Budget
Williamson County, Texas
District Clerk Records
Technology Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$0	$0	$0	$0
Revenues	$0	$0	$0	$48,700
Total Funds Available	$0	$0	$0	$48,700
Expenditures	$0	$0	$0	$0
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$0	$0	$0	$48,700

Revenue Analysis

Records Archive Fee	$0	$0	$0	$48,700
Total Revenues	$0	$0	$0	$48,700

FY 2009-2010

TEXAS YOUTH COMMISSION

Adopted Budget
Williamson County, Texas
Texas Youth Commission

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$37,219	$34,477	$34,477	$0
Revenues	$38,361	$24,000	$7,562	$0
Total Funds Available	$75,580	$58,477	$42,039	$0
Expenditures	$41,103	$48,365	$42,039	$0
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$34,477	$10,112	$0	$0

Revenue Analysis

Payments from State	$38,361	$24,000	$7,562	$0
Total Revenues	$38,361	$24,000	$7,562	$0

FY 2009-2010

SUMMER SCHOOL- JVS

Adopted Budget
Williamson County, Texas
Summer School- JVS

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$108,082	$160,624	$160,624	$200,071
Revenues	$66,383	$0	$87,489	$0
Total Funds Available	$174,465	$160,624	$248,113	$200,071
Expenditures	$13,841	$67,841	$48,042	$25,000
Transfers In	$0	$0	$0	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$160,624	$92,783	$200,071	$175,071

Revenue Analysis

Payments from State	$66,371	$0	$87,489	$0
Miscellaneous Revenue	$12	$0	$0	$0
Total Revenues	$66,383	$0	$87,489	$0

FY 2009-2010

TOBACCO FUND

Adopted Budget
Williamson County, Texas
Tobacco Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$3,823,311	$4,055,646	$4,055,646	$4,486,102
Revenues	$875,647	$862,454	$809,862	$398,000
Total Funds Available	$4,698,958	$4,918,100	$4,865,508	$4,884,102
Expenditures	$643,312	$427,000	$424,300	$654,590
Transfers In	$0	$44,895	$44,895	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$4,055,646	$4,535,995	$4,486,102	$4,229,512

Revenue Analysis

Payments from State	$681,096	$681,096	$657,335	$328,000
Payments from Others	$71,808	$58,358	$61,643	$0
Interest	$119,611	$123,000	$90,853	$70,000
Miscellaneous Revenue	$3,132	$0	$31	$0
Total Revenues	$875,647	$862,454	$809,862	$398,000

FY 2009-2010

WILLIAMSON COUNTY
BENEFITS FUND

Adopted Budget
Williamson County, Texas
Benefits Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$4,276,325	$4,092,645	$4,092,645	$1,746,865
Revenues	$12,264,871	$12,532,500	$12,675,954	$15,796,900
Total Funds Available	$16,541,196	$16,625,145	$16,768,599	$17,543,765
Expenditures	$12,448,551	$16,914,346	$15,021,733	$17,816,671
Transfers In	$0	$1,000,000	$0	$1,000,000
Transfers Out	$0	$0	$0	
Ending Balance	$4,092,645	$710,799	$1,746,865	$727,094

Revenue Analysis

Interest, Bank Deposits	$428	$400	$123	$200
Interest, Investments	$140,672	$118,600	$23,451	$27,100
Net Inc/Dec FMV, Investments	-$14,575	$0	$2,188	$0
Employer Contributions	$8,567,840	$8,492,900	$8,818,342	$11,580,400
Employer Deductions/Medical	$2,184,238	$2,410,200	$2,326,022	$2,556,500

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Employer Deductions/Dental	$864,143	$899,000	$902,605	$935,000
Employer Deductions/Vision	$129,448	$202,700	$194,421	$310,600
Cobra/Retiree Dep Prem	$389,771	$408,700	$379,519	$387,100
Miscellaneous Revenue	$2,906	$0	$29,283	$0
Total Revenues	$12,264,871	$12,532,500	$12,675,954	$15,796,900

FY 2009-2010

WILLIAMSON COUNTY
CONSERVATION FUND

Adopted Budget
Williamson County, Texas
Conservation Fund

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	$881,381	$763,525	$762,525	$952,881
Revenues	$25,586	$17,400	$42,285	$0
Total Funds Available	$906,967	$780,925	$804,810	$952,881
Expenditures	$143,442	$388,520	$187,913	$285,305
Transfers In	$0	$0	$335,985	$0
Transfers Out	$0	$0	$0	$0
Ending Balance	$763,525	$392,405	$952,881	$667,576

Revenue Analysis

Mitigation Credits	$0	$0	$36,937	$0
Interest, Investments	$25,586	$17,400	$5,347	$0
Total Revenues	$25,586	$17,400	$42,285	$0

FY 2009-2010

WILLIAMSON COUNTY RADIO COMMUNICATIONS FUND

Adopted Budget
Williamson County, Texas
WC Radio Communications System

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	-$56,107	-$20,213	-$20,213	-$38,324
Revenues	$408,268	$373,590	$403,305	$411,000
Total Funds Available	$352,161	$353,377	$383,092	$372,676
Expenditures	$608,442	$911,885	$618,606	$938,347
Transfers In	$236,068	$197,190	$197,190	$551,524
Transfers Out	$0	$0	$0	$0
Ending Balance	-$20,213	-$361,318	-$38,324	-$14,147

Revenue Analysis

Payments from Other Entities	$408,268	$373,590	$403,305	$411,000
Total Revenues	$408,268	$373,590	$403,305	$411,000

FY 2009-2010

MEDICAID UPL PROGRAM

Adopted Budget
Williamson County, Texas
Medicaid UPL Program

Fund Analysis

	Actual Expenses 2007-2008	Amended Budget 2008-2009	Estimated Expenses 2008-2009	Adopted Budget 2009-2010
Beginning Balance	0 start	-$544,047	-$544,047	-$394,262
Revenues	$0	$45,000	$1,487	$0
Total Funds Available	$0	-$499,047	-$542,560	-$394,262
Expenditures	$544,047	$181,703	$1,181,703	$1,000,000
Transfers In	$0	$1,181,703	$1,030,000	$1,000,000
Transfers Out	$0	$0	$0	$0
Ending Balance	-$544,047	$500,953	-$694,262	-$394,262

Revenue Analysis

Interest, Investments	$0	$45,000	$1,487	$0
Total Revenues	$0	$45,000	$1,487	$0

FY 2009-2010

COMPENSATION BUDGET

Position Title	Department	G/S	Salary
Co Com Pct 1	Commissioner 1 - admin	AN.01	$83,558.62
Exec Asst Com 1	Commissioner 1 - admin	27.04	$50,957.14
Office Spec Sr Pct 1	Commissioner 1 - admin	18.07	$35,125.79
Office Spec Sr Pct 2	Commissioner 2 - admin	18.02	$31,051.53
Exec Asst II Com 2	Commissioner 2 - admin	28.08	$59,105.64
Co Com Pct 2	Commissioner 2 - admin	AN.01	$83,558.62
Exec Asst Com 3	Commissioner 3 - admin	27.04	$50,957.14
Co Com Pct 3	Commissioner 3 - admin	AN.01	$83,558.62
Office Spec Sr Pct 3	Commissioner 3 - admin	18.07	$35,125.79
Exec Asst Com 4	Commissioner 4 - admin	27.04	$50,957.14
Co Com Pct 4	Commissioner 4 - admin	AN.01	$83,558.62
Office Spec Sr Pct 4	Commissioner 4 - admin	18.08	$35,998.85
Office Spec Sr Co Judge	County Judge	18.08	$35,998.85
County Judge	County Judge	AN.01	$102,617.54
Exec Asst Co Judge	County Judge	29.09	$63,645.50
Public Affairs Mgr	County Judge	30.08	$65,246.09
Ch Dep Co Clk Cr	County Clerk	30.04	$59,105.64
Ct Clk 3 Co Clk	County Clerk	17.02	$29,567.36
Ct Clk 3 Co Clk	County Clerk	17.02	$29,567.36
Office Coord II Co Clk	County Clerk	20.13	$44,982.56
Asst Chief Dep Clk	County Clerk	26.04	$48,483.50
Ct Clk 3 Co Clk	County Clerk	17.02	$29,567.36
County Clerk.	County Clerk	AN.01	$84,184.27
Adm Spec Co Clk	County Clerk	16.02	$28,141.38

Position Title	Department	G/S	Salary
Adm Spec Co Clk	County Clerk	16.11	$35,125.79
Ct Clk 3 Co Clk	County Clerk	17.02	$29,567.36
Safety Coordinator	Human Resources	26.11	$57,650.55
Risk Coordinator HR	Human Resources	26.05	$49,705.78
HR Staff Acct	Human Resources	27.03	$49,705.78
Human Resources Analyst	Human Resources	25.04	$46,126.25
HR Director	Human Resources	D6.3	$109,888.42
Adm Spec HR	Human Resources	16.02	$28,141.38
Assoc Dir HR	Human Resources	33.14	$87,719.72
Deputy Purchasing Agent	Purchasing	31.07	$66,875.81
Purchasing Splst	Purchasing	26.03	$47,290.34
Asst Purchasing Agent	Purchasing	28.04	$53,547.20
Purchasing Agent	Purchasing	D4.4	$99,563.96
Purchasing Asst I	Purchasing	19.04	$34,281.86
Purchasing Splst	Purchasing	26.02	$46,126.25
Purchasing Asst I	Purchasing	19.01	$31,837.30
Asst Veterans Serv Ofcr	Veteran Services	22.04	$39,752.96
Counselor Vets	Veteran Services	19.04	$34,281.86
Veterans Ofcr	Veteran Services	D1.2	$62,847.05
Clk 1 Vets	Veteran Services	12.03	$23,688.82
Elections Administrator	Elections	D5.1	$83,810.89
Deputy EA	Elections	28.04	$53,547.20
Adm Tech Elec	Elections	15.01	$26,133.37
Office Spec Elections	Elections	17.1	$35,998.85
Office Spec Elections	Elections	17.01	$28,839.84
Data Coord Elections	Elections	22.02	$37,832.27

Position Title	Department	G/S	Salary
VR Coordinator	Elections	23.03	$40,742.44
Train Coord Elections	Elections	23.01	$38,792.64
Adm Tech Elec	Elections	15.04	$28,141.38
Elec GIS Analyst	Elections	25.04	$46,126.25
Sr Application Programmer	Information Systems	34.02	$68,534.59
Telecom Mgr	Information Systems	31.13	$77,526.32
Tech Trainer	Information Systems	27.12	$62,103.12
Asst IT Director	Information Systems	33.13	$85,580.22
Sys Supt Sp 2	Information Systems	25.01	$42,808.64
Applications Admin	Information Systems	27.06	$53,547.20
Office Spec Sr IT	Information Systems	18.01	$30,294.93
Application Developer	Information Systems	32.03	$63,645.50
Office Adm Sr IT	Information Systems	25.08	$50,957.14
Sys Supt Sp 2	Information Systems	25.01	$42,808.64
Sys Supt Sp 2	Information Systems	25.08	$50,957.14
Information Architect	Information Systems	25.01	$42,808.64
IT Director	Information Systems	D7.3	$121,299.59
Admin Clk Mail IT	Information Systems	14.08	$29,567.36
GIS/911 Addressing Mgr	Information Systems	34.04	$71,997.70
Application Developer	Information Systems	32.01	$60,589.81
Operations/Security Mgr	Information Systems	37.07	$89,924.38
Sr GIS Analyst	Information Systems	26.05	$49,705.78
Sys Supt Sp 2	Information Systems	25.1	$53,547.20
Applications Admin	Information Systems	27.04	$50,957.14
GIS Analyst	Information Systems	24.04	$43,885.43
Switchboard Oper IT	Information Systems	14.01	$24,882.00
Sys Supt Sp 1	Information Systems	23.01	$38,792.64
IT Project Manager	Information Systems	35.08	$83,492.89

Position Title	Department	G/S	Salary
Office Spec Magist	All District Courts	17.1	$35,998.85
Adm Spec Magist	All District Courts	16.02	$28,141.38
Adm Spec Dist Cts	All District Courts	16.04	$29,567.36
Adm Spec Magist	All District Courts	16.03	$28,839.84
Dist Ct Rept 26	26th District	AN.01	$83,571.92
Dist Judge 26	26th District	AN.01	$0.00
Ct Adm 3 Dist 26	26th District	26.11	$57,650.55
Dist Judge 277	277th District	AN.01	$0.00
Ct Adm 3 Dist 277	277th District	26.1	$56,253.67
Dist Ct Rept 277	277th District	AN.01	$83,571.92
Dist Judge 368	368th District	AN.01	$0.00
Ct Adm 3 Dist 368	368th District	26.13	$60,583.29
Dist Ct Rept 368	368th District	AN.01	$83,571.92
Dist Judge 395	395th District	AN.01	$0.00
Ct Adm 3 Dist 395	395th District	26.1	$56,253.67
Dist Ct Rept 395	395th District	AN.01	$83,571.92
Ct Adm 3 Dist 425	425th District Court	26.05	$49,705.78
Dist Ct Rept 425	425th District Court	AN.01	$83,571.92
Dist Judge 425	425th District Court	AN.01	$0.00
County Ct 1 Jud	County Court at Law 1	AN.01	$139,000.00
Ct Reptr Co Ct 1	County Court at Law 1	AN.01	$83,571.92
Ct Adm 3 Co Ct 1	County Court at Law 1	26.04	$48,483.50
Office Spec Co Ct 1	County Court at Law 1	17.06	$32,623.07

Position Title	Department	G/S	Salary
Ct Adm 3 Co Ct 2	County Court at Law 2	26.11	$57,650.55
Ct Reptr Co Ct 2	County Court at Law 2	AN.01	$83,571.92
Office Spec Co Ct 2	County Court at Law 2	17.04	$31,051.53
County Ct 2 Jud	County Court at Law 2	AN.01	$139,000.00
County Ct 3 Jud	County Court at Law 3	AN.01	$139,000.00
Ct Reptr Co Ct 3	County Court at Law 3	AN.01	$83,571.92
Office Spec Co Ct 3	County Court at Law 3	17.15	$40,741.20
Ct Adm 3 Co Ct 3	County Court at Law 3	26.07	$52,237.62
County Ct 4 Jud	County Court at Law 4	AN.01	$139,000.00
Ct Reptr Co Ct 4	County Court at Law 4	AN.01	$83,571.92
Ct Adm 3 Co Ct 4	County Court at Law 4	26.05	$49,705.78
Probate Auditor	County Court at Law 4	27.03	$49,705.78
Ct Clk 3 Jud	County Clerk Judicial	17.01	$28,839.84
Asst Ch Dep Jud	County Clerk Judicial	26.04	$48,483.50
Ct Clk 3 Jud	County Clerk Judicial	17.07	$33,437.89
Ct Clk 2 Jud	County Clerk Judicial	16.14	$37,821.29
Ct Clk 3 Jud	County Clerk Judicial	17.02	$29,567.36
Ct Clk 3 Jud	County Clerk Judicial	17.04	$31,051.53
Ct Clk 3 Jud	County Clerk Judicial	17.04	$31,051.53
Ct Clk 3 Jud	County Clerk Judicial	17.01	$28,839.84
Ct Clk 3 Jud	County Clerk Judicial	17.04	$31,051.53
Office Spec Sr Judicial	County Clerk Judicial	18.05	$33,437.89
Ct Clk 3 Jud	County Clerk Judicial	17.04	$31,051.53
Ct Clk 3 Jud	County Clerk Judicial	17.03	$30,294.93
Ct Clk 3 Jud	County Clerk Judicial	17.03	$30,294.93
Ct Clk 3 Jud	County Clerk Judicial	17.03	$30,294.93
Ct Clk 3 Jud	County Clerk Judicial	17.02	$29,567.36

Position Title	Department	G/S	Salary
Ct Clk 3 Jud	County Clerk Judicial	17.15	$40,741.20
Asst Ch Dep Jud	County Clerk Judicial	26.05	$49,705.78
Office Spec Sr Judicial	County Clerk Judicial	18.04	$32,623.07
Ct Clk 3 Jud	County Clerk Judicial	17.02	$29,567.36
Dep District Clk I	District Clerk	16.12	$35,998.85
Ct Spec Dist Clk	District Clerk	18.11	$38,792.64
Asst Ch Dep D C	District Clerk	26.04	$48,483.50
Ct Spec Dist Clk	District Clerk	18.03	$31,837.30
Dep District Clk II	District Clerk	17.02	$29,567.36
District Clerk	District Clerk	AN.01	$84,184.27
Dep District Clk II	District Clerk	17.03	$30,294.93
Dep District Clk II	District Clerk	17.09	$35,125.79
Appeals Spec	District Clerk	20.01	$33,437.89
Asst Ch Dep D C	District Clerk	26.04	$48,483.50
Ch Dep Dist Clk	District Clerk	30.03	$57,650.55
Ct Spec Dist Clk	District Clerk	18.04	$32,623.07
Dep District Clk II	District Clerk	17.01	$28,839.84
Ct Spec Dist Clk	District Clerk	18.02	$31,051.53
Dep District Clk I	District Clerk	16.12	$35,998.85
Ct Spec Dist Clk	District Clerk	18.02	$31,051.53
Dep District Clk II	District Clerk	17.01	$28,839.84
Ct Spec Dist Clk	District Clerk	18.03	$31,837.30
Ct Spec Dist Clk	District Clerk	18.08	$35,998.85
Ct Spec Dist Clk	District Clerk	18.02	$31,051.53
Dep District Clk II	District Clerk	17.01	$28,839.84
Dep District Clk I	District Clerk	16.01	$27,442.97
Dep District Clk I	District Clerk	16.01	$27,442.97
Dep District Clk I	District Clerk	16.03	$28,839.84
Ct Spec Sr Dist Clk	District Clerk	20.06	$37,832.27

Position Title	Department	G/S	Salary
Dep District Clk II	District Clerk	17.04	$31,051.53
Dep District Clk II	District Clerk	17.03	$30,294.93
Indigent Defense Coord	County Courts At Law	23.05	$42,808.64
Ct Clk 2 JP 1	Justice of the Peace 1	16.06	$31,051.53
Ct Clk 2 JP 1	Justice of the Peace 1	16.01	$27,442.97
Ct Clk 2 JP 1	Justice of the Peace 1	16.01	$27,442.97
Ct Clk 3 JP 1	Justice of the Peace 1	17.09	$35,125.79
JP Precinct 1	Justice of the Peace 1	AN.01	$72,969.14
Asst Adm JP 1	Justice of the Peace 1	19.09	$38,792.64
Ct Clk 3 JP 1	Justice of the Peace 1	17.11	$36,901.01
Ct Adm 3 JP 1	Justice of the Peace 1	26.09	$54,885.89
Asst Adm JP 1	Justice of the Peace 1	19.1	$39,752.96
Ct Clk 2 JP 1	Justice of the Peace 1	16.01	$27,442.97
Ct Adm 3 JP 2	Justice of the Peace 2	26.07	$52,237.62
Asst Adm JP 2	Justice of the Peace 2	19.06	$35,998.85
Collections Coord Pct 2	Justice of the Peace 2	18.05	$33,437.89
Ct Clk 2 JP 2	Justice of the Peace 2	16.02	$28,141.38
Ct Clk 2 JP 2	Justice of the Peace 2	16.01	$27,442.97
Asst Adm JP 2	Justice of the Peace 2	19.15	$44,972.02
Ct Clk 2 JP 2	Justice of the Peace 2	16.03	$28,839.84
Ct Clk 2 JP 2	Justice of the Peace 2	16.03	$28,839.84
Ct Clk 3 JP 2	Justice of the Peace 2	17.01	$28,839.84
JP Precinct 2	Justice of the Peace 2	AN.01	$72,969.14
Ct Clk 3 JP 2	Justice of the Peace 2	17.02	$29,567.36
Asst Adm JP 3	Justice of the Peace 3	19.13	$42,805.03
Ct Clk 2 JP 3	Justice of the Peace 3	16.03	$28,839.84

Position Title	Department	G/S	Salary
JP Precinct 3	Justice of the Peace 3	AN.01	$72,969.14
Ct Clk 2 JP 3	Justice of the Peace 3	16.01	$27,442.97
Collections Coord JOP 3	Justice of the Peace 3	18.06	$34,281.86
Asst Adm JP 3	Justice of the Peace 3	19.13	$42,805.03
Ct Adm 3 JP 3	Justice of the Peace 3	26.11	$57,650.55
Ct Clk 2 JP 3	Justice of the Peace 3	16.12	$35,998.85
Ct Clk 2 JP 3	Justice of the Peace 3	16.03	$28,839.84
Ct Clk 2 JP 3	Justice of the Peace 3	16.03	$28,839.84
Ct Clk 3 JP 3	Justice of the Peace 3	17.05	$31,837.30
Adm Tech JP 3	Justice of the Peace 3	15.02	$26,773.61
Ct Clk 2 JP 3	Justice of the Peace 3	16.1	$34,281.86
Ct Clk 3 JP 3	Justice of the Peace 3	17.12	$37,832.27
Ct Clk 2 JP 3	Justice of the Peace 3	16.03	$28,839.84
Ct Clk 3 JP 4	Justice of the Peace 4	17.05	$31,837.30
Ct Clk 2 JP 4	Justice of the Peace 4	16.02	$28,141.38
Asst Adm JP 4	Justice of the Peace 4	19.15	$44,972.02
JP Precinct 4	Justice of the Peace 4	AN.01	$72,969.14
Ct Clk 3 JP 4	Justice of the Peace 4	17.12	$37,832.27
Asst Adm JP 4	Justice of the Peace 4	19.1	$39,752.96
Collections Coord Pct 4	Justice of the Peace 4	18.04	$32,623.07
Ct Clk 2 JP 4	Justice of the Peace 4	16.04	$29,567.36
Ct Adm 3 JP 4	Justice of the Peace 4	26.06	$50,957.14
Ct Clk 2 JP 4	Justice of the Peace 4	16.02	$28,141.38
Ct Clk 2 JP 4	Justice of the Peace 4	16.01	$27,442.97
Ct Clk 2 JP 4	Justice of the Peace 4	16.01	$27,442.97
PR Bond Officer	Personal Bond Office	20.02	$34,281.86
Adm Tech PR Bond	Personal Bond Office	15.05	$28,839.84

Position Title	Department	G/S	Salary
Investigator 3	District Attorney	L3.08	$57,698.40
Office Adm Sr DA	District Attorney	26.07	$52,237.62
Senior Attorney	District Attorney	39.08	$101,710.58
Intake Specialist DA	District Attorney	21.04	$37,832.27
Dist Attorney	District Attorney	AN.01	$0.00
Leg Sec III DA	District Attorney	18.15	$42,809.59
Civil Attorney	District Attorney	35.02	$71,997.70
Prosec Fel 2	District Attorney	38.04	$87,741.76
Leg Sec III DA	District Attorney	18.16	$43,879.84
Prosec Fel 1	District Attorney	35.01	$70,251.61
Investigator 3	District Attorney	L3.11	$61,681.33
Adm Clk DA	District Attorney	14.05	$27,442.97
Prosec Fel 1	District Attorney	35.07	$81,455.78
Forensic Comms Asst	District Attorney	28.01	$49,705.78
Investigator 3	District Attorney	L3.10	$60,324.04
Leg Sec III DA	District Attorney	18.02	$31,051.53
Prosec Fel 2	District Attorney	38.03	$85,588.20
Pros 1st Asst	District Attorney	D6.4	$117,822.60
Prosec Fel 2	District Attorney	38.06	$92,165.20
Victim Couns DA	District Attorney	21.07	$40,742.44
Legal Sec Sup DA	District Attorney	21.01	$35,125.79
Prosec Fel 1	District Attorney	35.01	$70,251.61
Prosec Fel 1	District Attorney	35.05	$77,527.04
Prosec Fel 2	District Attorney	38.04	$87,741.76
Prosec Fel 2	District Attorney	38.05	$89,924.38
Investigator 3	District Attorney	L3.16	$68,939.85
Investigator 3	District Attorney	L3.16	$68,939.85
Leg Sec I Co Att	County Attorney	17.13	$38,778.07
Investigator 3 Co Atty	County Attorney	L3.14	$65,939.20

Position Title	Department	G/S	Salary
Attorney I	County Attorney	28.03	$52,237.62
Adm Spec Co Atty	County Attorney	16.02	$28,141.38
Office Spec Co Atty	County Attorney	17.07	$33,437.89
Adm Spec Co Atty	County Attorney	16.02	$28,141.38
Attorney II	County Attorney	29.05	$57,650.55
Office Spec Co Atty	County Attorney	17.13	$38,778.07
Office Spec Co Atty	County Attorney	17.09	$35,125.79
Fel Juvenile Prosecutor	County Attorney	35.02	$71,997.70
Attorney IV	County Attorney	33.02	$65,246.09
Adm Spec Co Atty	County Attorney	16.08	$32,623.07
Attorney IV	County Attorney	33.05	$70,251.61
Attorney I	County Attorney	28.01	$49,705.78
Adm Spec Co Atty	County Attorney	16.05	$30,294.93
Attorney I	County Attorney	28.02	$50,957.14
Attorney III	County Attorney	32.03	$63,645.50
Investigator 2	County Attorney	L2.06	$51,129.18
Attorney I	County Attorney	28.03	$52,237.62
Investigator 2	County Attorney	L2.06	$51,129.18
Attorney V	County Attorney	35.06	$79,476.84
Attorney I	County Attorney	28.01	$49,705.78
Investigator 3 Co Atty	County Attorney	L3.12	$63,069.16
Attorney VI	County Attorney	37.03	$81,455.78
County Atty	County Attorney	AN.01	$128,960.00
Victim Couns CA	County Attorney	19.03	$33,437.89
Legal Sec Sup CA	County Attorney	22.08	$43,885.43
Adm Spec Co Atty	County Attorney	16.03	$28,839.84
Leg Sec I Co Att	County Attorney	17.16	$41,759.72
Adm Spec Co Atty	County Attorney	16.01	$27,442.97
Ch Inv Co Atty	County Attorney	L4.16	$75,636.14
Leg Sec I Co Att	County Attorney	17.03	$30,294.93

Position Title	Department	G/S	Salary
Attorney II	County Attorney	29.04	$56,253.67
Chief, Civil Litigation	County Attorney	39.05	$94,464.25
Attorney I	County Attorney	28.02	$50,957.14
Adm Spec Co Atty	County Attorney	16.15	$38,766.82
Of Counsel	County Attorney	39.1	$106,861.57
Office Spec Co Atty	County Attorney	17.05	$31,837.30
Attorney II	County Attorney	29.05	$57,650.55
Adm Spec Co Atty	County Attorney	16.05	$30,294.93
Adm Spec Co Atty	County Attorney	16.03	$28,839.84
Attorney I	County Attorney	28.02	$50,957.14
Victim Asst Coord	County Attorney	21.04	$37,832.27
Office Adm Sr CA	County Attorney	26.08	$53,547.20
Attorney IV	County Attorney	33.03	$66,875.81
Accts Payable Aud	County Auditor	18.01	$30,294.93
AP/Payroll Lead	County Auditor	25.03	$44,991.30
Accts Payable Mgr	County Auditor	28.07	$57,650.55
Office Spec Aud	County Auditor	17.04	$31,051.53
Financial Manager	County Auditor	33.06	$71,997.70
Accountant Sr	County Auditor	29.05	$57,650.55
County Auditor	County Auditor	D6.4	$121,034.18
Accts Payable Aud	County Auditor	18.07	$35,125.79
Accts Payable Aud	County Auditor	18.06	$34,281.86
Contracts Aud	County Auditor	29.03	$54,885.89
Internal Aud I	County Auditor	26.01	$44,991.30
Internal Aud I	County Auditor	26.01	$44,991.30
First Assistant Auditor	County Auditor	36.12	$96,821.49
Accountant II	County Auditor	28.01	$49,705.78
Accountant	County Auditor	26.02	$46,126.25
Accounting Specialist	County Auditor	20.04	$35,998.85

Position Title	Department	G/S	Salary
Internal Aud II	County Auditor	28.04	$53,547.20
Cost Accountant	County Auditor	28.02	$50,957.14
Internal Aud II	County Auditor	28.01	$49,705.78
Internal Aud III	County Auditor	29.03	$54,885.89
Financial Analyst	County Auditor	29.12	$68,534.59
Payroll Spec	County Auditor	23.08	$46,126.25
Payroll Tech	County Auditor	18.05	$33,437.89
Accountant	County Auditor	26.01	$44,991.30
Auditing Mgr	County Auditor	33.11	$81,455.78
Accts Payable Aud	County Auditor	18.01	$30,294.93
Reporting Mgr Treas	County Treasurer	26.06	$50,957.14
Adm Spec Treas	County Treasurer	16.02	$28,141.38
Office Spec Sr Treas	County Treasurer	18.05	$33,437.89
Finance Mgmt Splst	County Treasurer	21.02	$35,998.85
Co Treasurer	County Treasurer	AN.01	$81,783.26
Admin Spec Tax Call Ctr	Tax Assessor/Collector	16.02	$28,141.38
Acctg Spec Tax	Tax Assessor/Collector	24.07	$47,290.34
Adm Spec Tax	Tax Assessor/Collector	16.02	$28,141.38
Office Spec Sr Aut	Tax Assessor/Collector	18.04	$32,623.07
Motor Veh Clk I	Tax Assessor/Collector	16.05	$30,294.93
Motor Veh Clk I	Tax Assessor/Collector	16.01	$27,442.97
Motor Veh Clk I	Tax Assessor/Collector	16.01	$27,442.97
Office Mgr TaxSub	Tax Assessor/Collector	22.07	$42,808.64
Tax Call Ctr Coord	Tax Assessor/Collector	20.02	$34,281.86
Motor Veh Clk II	Tax Assessor/Collector	17.05	$31,837.30
Motor Veh Clk I	Tax Assessor/Collector	16.07	$31,837.30
Motor Veh Clk I	Tax Assessor/Collector	16.01	$27,442.97
Motor Veh Clk I	Tax Assessor/Collector	16.05	$30,294.93

Position Title	Department	G/S	Salary
Office Spec Tax	Tax Assessor/Collector	17.1	$35,998.85
Office Spec Tax	Tax Assessor/Collector	17.01	$28,839.84
Motor Veh Clk I	Tax Assessor/Collector	16.07	$31,837.30
Tax Assessor	Tax Assessor/Collector	AN.01	$87,542.64
Motor Veh Clk I	Tax Assessor/Collector	16.01	$27,442.97
Admin Spec Tax Call Ctr	Tax Assessor/Collector	16.03	$28,839.84
Adm Spec Tax	Tax Assessor/Collector	16.02	$28,141.38
Office Spec Sr Tax	Tax Assessor/Collector	18.03	$31,837.30
Ad Valorum Manager	Tax Assessor/Collector	28.07	$57,650.55
Motor Veh Clk II	Tax Assessor/Collector	17.09	$35,125.79
Motor Veh Clk I	Tax Assessor/Collector	16.01	$27,442.97
Office Spec Sr Tax	Tax Assessor/Collector	18.01	$30,294.93
Motor Veh Clk II	Tax Assessor/Collector	17.05	$31,837.30
Motor Veh Clk I	Tax Assessor/Collector	16.02	$28,141.38
Adm Spec Tax	Tax Assessor/Collector	16.02	$28,141.38
Motor Veh Clk I	Tax Assessor/Collector	16.01	$27,442.97
Motor Veh Clk I	Tax Assessor/Collector	16.03	$28,839.84
Office Adm Tax	Tax Assessor/Collector	22.03	$38,792.64
Motor Veh Clk II	Tax Assessor/Collector	17.06	$32,623.07
Motor Veh Clk II	Tax Assessor/Collector	17.08	$34,281.86
Motor Veh Clk I	Tax Assessor/Collector	16.05	$30,294.93
Ch Dep Tax	Tax Assessor/Collector	31.12	$75,635.43
Asst Ch Dep Tax	Tax Assessor/Collector	26.11	$57,650.55
Office Mgr TaxSub	Tax Assessor/Collector	22.03	$38,792.64
Motor Veh Clk I	Tax Assessor/Collector	16.03	$28,839.84
Computer Manager	Tax Assessor/Collector	28.08	$59,105.64
Office Spec Tax	Tax Assessor/Collector	17.06	$32,623.07
Road Spec	Tax Assessor/Collector	18.05	$33,437.89
Motor Veh Clk I	Tax Assessor/Collector	16.01	$27,442.97
Office Mgr TaxSub	Tax Assessor/Collector	22.08	$43,885.43

Position Title	Department	G/S	Salary
Motor Veh Clk I	Tax Assessor/Collector	16.08	$32,623.07
Adm Spec Tax	Tax Assessor/Collector	16.04	$29,567.36
Adm Spec Tax	Tax Assessor/Collector	16.03	$28,839.84
Research Analyst Budget	Budget Office	28.02	$50,957.14
Budget Ofcr	Budget Office	34.08	$79,476.84
Insp/CSR Superv	Parks	18.03	$31,837.30
Project Specialist Parks	Parks	23.01	$38,792.64
Insp/CSR Superv	Parks	18.02	$31,051.53
Office Spec Parks	Parks	17.03	$30,294.93
Parks Maintenance Tech	Parks	12.02	$23,106.79
Parks Maintenance Tech	Parks	12.01	$22,553.86
Parks Supt	Parks	27.08	$56,253.67
Parks Director	Parks	D3.4	$85,857.83
Irrigation Tech	Parks	16.01	$27,442.97
Parks Asst Dir	Parks	30.06	$62,103.12
Insp/CSR Superv	Parks	18.02	$31,051.53
Bldg Maint Tech	Building Maintenance	16.01	$27,442.97
Bldg Maint Spec	Building Maintenance	18.06	$34,281.86
Bldg Maint Tech	Building Maintenance	16.05	$30,294.93
Bldg Maint HVAC Spec	Building Maintenance	23.06	$43,885.43
Bldg Maint Tech	Building Maintenance	16.06	$31,051.53
Bldg Maint Tech Sr	Building Maintenance	17.08	$34,281.86
Bldg Maint Tech	Building Maintenance	16.02	$28,141.38
Bldg Maint Spec Sr	Building Maintenance	20.09	$40,742.44
Bldg Maint HVAC Tech	Building Maintenance	20.02	$34,281.86
Bldg Maint Jail Sup	Building Maintenance	22.02	$37,832.27
Bldg Maint Tech	Building Maintenance	16.05	$30,294.93

Position Title	Department	G/S	Salary
Bldg Maint Project Coord	Building Maintenance	26.04	$48,483.50
Bldg Maint Spec Sr	Building Maintenance	20.12	$43,885.43
Bldg Maint Tech	Building Maintenance	16.03	$28,839.84
Bldg Maint Dir	Building Maintenance	D4.4	$99,775.79
Bldg Maint Tech	Building Maintenance	16.03	$28,839.84
Bldg Maint Tech	Building Maintenance	16.05	$30,294.93
Bldg Maint Tech Sr	Building Maintenance	17.02	$29,567.36
Bldg Maint HVAC Tech	Building Maintenance	20.04	$35,998.85
Bldg Maint Spec Sr	Building Maintenance	20.07	$38,792.64
Bldg Maint Tech	Building Maintenance	16.06	$31,051.53
Landscape Specialist	Building Maintenance	18.12	$39,752.96
Office Adm Bldg	Building Maintenance	22.08	$43,885.43
Bldg Maint Asst Dir	Building Maintenance	30.05	$60,589.81
Bldg Projects Manager	Building Maintenance	33.06	$71,997.70
Adm Tech Jail	Jail	15.04	$28,141.38
Adm Tech Jail	Jail	15.02	$26,773.61
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr Com	Jail	C2.08	$43,288.67
Adm Tech Jail	Jail	15.02	$26,773.61
Office Spec Sr Jail	Jail	18.02	$31,051.53
Corr Ofcr Com	Jail	C2.07	$42,336.11
Corr Ofcr	Jail	C1.06	$36,811.44
Corr Ofcr	Jail	C1.06	$36,811.44
Corr Ofcr Com	Jail	C2.14	$50,564.45
Control Oper SO	Jail	17.02	$29,567.36
Adm Tech Jail	Jail	15.01	$26,133.37
Corr Ofcr	Jail	C1.04	$35,209.20
Corr Ofcr	Jail	C1.01	$32,775.18
Office Spec Sr Jail	Jail	18.02	$31,051.53

Position Title	Department	G/S	Salary
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr Com	Jail	C2.07	$42,336.11
Adm Tech Jail	Jail	15.03	$27,442.97
Corr Ofcr	Jail	C1.07	$37,639.69
Corr Ofcr	Jail	C1.09	$39,352.53
Control Oper SO	Jail	17.03	$30,294.93
Captain, Jail Support	Jail	C7.10	$67,771.93
Corr Ofcr	Jail	C1.03	$34,350.44
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.04	$35,209.20
Corr Ofcr	Jail	C1.07	$37,639.69
Corr Ofcr	Jail	C1.01	$32,775.18
Control Oper SO	Jail	17.03	$30,294.93
Paramedic Jail	Jail	C4.01	$39,171.40
Medical Sergeant	Jail	C5.02	$44,711.56
Control Oper SO	Jail	17.01	$28,839.84
Corr Ofcr	Jail	C1.01	$32,775.18
Adm Tech Jail	Jail	15.02	$26,773.61
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.07	$37,639.69
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.02	$33,512.62
Control Oper SO	Jail	17.03	$30,294.93
Bailiff Com Jail	Jail	C2.11	$46,390.04
Corr Ofcr	Jail	C1.01	$32,775.18
Adm Tech Jail	Jail	15.1	$32,623.07

Position Title	Department	G/S	Salary
Corr Ofcr	Jail	C1.06	$36,811.44
Corr Ofcr	Jail	C1.03	$34,350.44
Control Oper SO	Jail	17.01	$28,839.84
Adm Tech Jail	Jail	15.04	$28,141.38
Corr Ofcr	Jail	C1.01	$32,775.18
Adm Tech Jail	Jail	15.07	$30,294.93
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.03	$34,350.44
Corr Ofcr Com	Jail	C2.14	$50,564.45
Adm Tech Jail	Jail	15.02	$26,773.61
Corr Ofcr	Jail	C1.06	$36,811.44
Corr Ofcr Com	Jail	C2.14	$50,564.45
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr	Jail	C1.09	$39,352.53
Control Oper SO	Jail	17.01	$28,839.84
Corr Ofcr Com	Jail	C2.02	$37,878.64
Lieutenant Jail	Jail	C5.08	$51,851.71
Corr Ofcr	Jail	C1.09	$39,352.53
Office Spec Sr Jail	Jail	18.02	$31,051.53
Corr Ofcr	Jail	C1.14	$45,176.66
Adm Tech Jail	Jail	15.01	$26,133.37
Sergeant Jail	Jail	C3.07	$46,473.16
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr	Jail	C1.07	$37,639.69
Corr Ofcr Com	Jail	C2.06	$41,404.51
Sergeant Jail	Jail	C3.14	$56,460.52
Adm Tech Jail	Jail	15.02	$26,773.61
Asst Ch Dep 570	Jail	36.1	$92,165.20
Corr Ofcr	Jail	C1.04	$35,209.20
Paramedic Jail	Jail	C4.03	$40,953.94

Position Title	Department	G/S	Salary
Corr Ofcr	Jail	C1.03	$34,350.44
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr Com	Jail	C2.12	$47,549.79
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr Com	Jail	C2.04	$39,602.35
Corr Ofcr	Jail	C1.04	$35,209.20
Corr Ofcr	Jail	C1.03	$34,350.44
Corr Ofcr	Jail	C1.09	$39,352.53
Office Coord I Jail	Jail	19.02	$32,623.07
Corr Ofcr	Jail	C1.01	$32,775.18
Lieutenant Jail	Jail	C5.13	$63,371.33
Corr Ofcr Com	Jail	C2.14	$50,564.45
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.14	$45,176.66
Sergeant Jail	Jail	C3.06	$45,339.67
Adm Tech Jail	Jail	15.02	$26,773.61
Corr Ofcr	Jail	C1.02	$33,512.62
Adm Tech Jail	Jail	15.03	$27,442.97
Corr Ofcr	Jail	C1.08	$38,486.59
Office Coord I Jail	Jail	19.03	$33,437.89
Corr Ofcr	Jail	C1.10	$40,237.97
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.01	$32,775.18
Sergeant Jail	Jail	C3.06	$45,339.67
Control Oper SO	Jail	17.02	$29,567.36
Corr Ofcr Com	Jail	C2.07	$42,336.11
Adm Tech Jail	Jail	15.02	$26,773.61
Corr Ofcr	Jail	C1.02	$33,512.62

Position Title	Department	G/S	Salary
Corr Ofcr	Jail	C1.03	$34,350.44
Control Oper SO	Jail	17.03	$30,294.93
Paramedic Jail	Jail	C4.04	$41,875.40
Control Oper SO	Jail	17.03	$30,294.93
Corr Ofcr	Jail	C1.02	$33,512.62
Lieutenant Jail	Jail	C5.14	$64,797.18
Corr Ofcr	Jail	C1.07	$37,639.69
Sergeant Jail	Jail	C3.06	$45,339.67
Corr Ofcr	Jail	C1.04	$35,209.20
Adm Tech Jail	Jail	15.02	$26,773.61
Paramedic Jail	Jail	C4.03	$40,953.94
Corr Ofcr	Jail	C1.03	$34,350.44
Bailiff Com Jail	Jail	C2.05	$40,493.41
Corr Ofcr	Jail	C1.02	$33,512.62
Paramedic Jail	Jail	C4.02	$40,052.75
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.07	$37,639.69
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.04	$35,209.20
Corr Ofcr Com	Jail	C2.14	$50,564.45
Corr Ofcr	Jail	C1.04	$35,209.20
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.06	$36,811.44
Control Oper SO	Jail	17.03	$30,294.93
Adm Tech Jail	Jail	15.05	$28,839.84
Control Oper SO	Jail	17.02	$29,567.36
Corr Ofcr	Jail	C1.10	$40,237.97
Control Oper SO	Jail	17.02	$29,567.36
Bailiff Com Jail	Jail	C2.11	$46,390.04
Control Oper SO	Jail	17.02	$29,567.36

Position Title	Department	G/S	Salary
Medical Sergeant	Jail	C5.03	$45,829.35
Corr Ofcr	Jail	C1.01	$32,775.18
Paramedic Jail	Jail	C4.01	$39,171.40
Control Oper SO	Jail	17.02	$29,567.36
Corr Ofcr	Jail	C1.07	$37,639.69
Corr Ofcr	Jail	C1.01	$32,775.18
Office Coord I Jail	Jail	19.11	$40,742.44
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.02	$33,512.62
Adm Tech Jail	Jail	15.09	$31,837.30
Adm Tech Jail	Jail	15.01	$26,133.37
Office Admin Jail	Jail	22.09	$44,991.30
Corr Ofcr	Jail	C1.06	$36,811.44
Corr Ofcr Com	Jail	C2.09	$44,262.67
Corr Ofcr	Jail	C1.03	$34,350.44
Paramedic Jail	Jail	C4.03	$40,953.94
Corr Ofcr	Jail	C1.02	$33,512.62
Sergeant Jail	Jail	C3.14	$56,460.52
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr Com	Jail	C2.04	$39,602.35
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.09	$39,352.53
Lieutenant Jail	Jail	C5.14	$64,797.18
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.06	$36,811.44
Bailiff Com Jail	Jail	C2.14	$50,564.45
Corr Ofcr	Jail	C1.03	$34,350.44
Adm Tech Jail	Jail	15.03	$27,442.97

Position Title	Department	G/S	Salary
Corr Ofcr	Jail	C1.14	$45,176.66
Control Oper SO	Jail	17.03	$30,294.93
Office Coord I Jail	Jail	19.04	$34,281.86
Corr Ofcr Com	Jail	C2.01	$37,045.12
Adm Spec Jail	Jail	16.16	$39,735.99
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr	Jail	C1.04	$35,209.20
Paramedic Jail	Jail	C4.08	$45,773.31
Corr Ofcr	Jail	C1.08	$38,486.59
Control Oper SO	Jail	17.01	$28,839.84
Corr Ofcr	Jail	C1.04	$35,209.20
Control Oper SO	Jail	17.04	$31,051.53
Bailiff Com Jail	Jail	C2.08	$43,288.67
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr	Jail	C1.06	$36,811.44
Corr Ofcr	Jail	C1.07	$37,639.69
Captain, Jail Operations	Jail	C7.14	$74,986.00
Corr Ofcr Com	Jail	C2.03	$38,730.91
Lieutenant Jail	Jail	C5.14	$64,797.18
Corr Ofcr	Jail	C1.06	$36,811.44
Corr Ofcr	Jail	C1.07	$37,639.69
Adm Tech Jail	Jail	15.01	$26,133.37
Paramedic Jail	Jail	C4.03	$40,953.94
Corr Ofcr	Jail	C1.01	$32,775.18
Adm Tech Jail	Jail	15.03	$27,442.97
Corr Ofcr	Jail	C1.02	$33,512.62
Captain, Jail Support	Jail	C7.14	$74,986.00

Position Title	Department	G/S	Salary
Sergeant Jail	Jail	C3.04	$43,154.95
Med Super Cor	Jail	C6.08	$55,800.16
Corr Ofcr	Jail	C1.13	$44,182.55
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.01	$32,775.18
Bailiff Com Jail	Jail	C2.14	$50,564.45
Corr Ofcr	Jail	C1.07	$37,639.69
Corr Ofcr	Jail	C1.01	$32,775.18
Control Oper SO	Jail	17.01	$28,839.84
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.01	$32,775.18
Control Oper SO	Jail	17.01	$28,839.84
Control Oper SO	Jail	17.03	$30,294.93
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.14	$45,176.66
Corr Ofcr	Jail	C1.06	$36,811.44
Corr Ofcr	Jail	C1.13	$44,182.55
Corr Ofcr	Jail	C1.02	$33,512.62
Bailiff Com Jail	Jail	C2.08	$43,288.67
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr Com	Jail	C2.03	$38,730.91
Sergeant Jail	Jail	C3.11	$51,547.90
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr	Jail	C1.03	$34,350.44
Corr Ofcr	Jail	C1.13	$44,182.55
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr Com	Jail	C2.11	$46,390.04
Corr Ofcr	Jail	C1.03	$34,350.44
Corr Ofcr	Jail	C1.02	$33,512.62
Paramedic Jail	Jail	C4.02	$40,052.75

Position Title	Department	G/S	Salary
Corr Ofcr	Jail	C1.06	$36,811.44
Control Oper SO	Jail	17.03	$30,294.93
Paramedic Jail	Jail	C4.05	$42,817.60
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr Com	Jail	C2.03	$38,730.91
Corr Ofcr	Jail	C1.12	$42,688.46
Corr Ofcr Com	Jail	C2.01	$37,045.12
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr Com	Jail	C2.11	$46,390.04
Adm Tech Jail	Jail	15.02	$26,773.61
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.01	$32,775.18
Bailiff Com Jail	Jail	C2.14	$50,564.45
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr Com	Jail	C2.14	$50,564.45
Corr Ofcr	Jail	C1.07	$37,639.69
Corr Ofcr Com	Jail	C2.09	$44,262.67
Control Oper SO	Jail	17.03	$30,294.93
Adm Tech Jail	Jail	15.16	$37,840.75
Corr Ofcr	Jail	C1.04	$35,209.20
Corr Ofcr	Jail	C1.09	$39,352.53
Bailiff Com Jail	Jail	C2.03	$38,730.91
Control Oper SO	Jail	17.05	$31,837.30
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr	Jail	C1.06	$36,811.44
Control Oper SO	Jail	17.02	$29,567.36
Corr Ofcr	Jail	C1.10	$40,237.97
Control Oper SO	Jail	17.03	$30,294.93
Corr Ofcr Com	Jail	C2.03	$38,730.91

Position Title	Department	G/S	Salary
Adm Tech Jail	Jail	15.03	$27,442.97
Corr Ofcr Com	Jail	C2.01	$37,045.12
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.02	$33,512.62
Paramedic Jail	Jail	C4.01	$39,171.40
Corr Ofcr Com	Jail	C2.01	$37,045.12
Corr Ofcr Com	Jail	C2.01	$37,045.12
Corr Ofcr Com	Jail	C2.01	$37,045.12
Adm Tech Jail	Jail	15.03	$27,442.97
Corr Ofcr	Jail	C1.02	$33,512.62
Adm Tech Jail	Jail	15.03	$27,442.97
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.04	$35,209.20
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.03	$34,350.44
Corr Ofcr	Jail	C1.03	$34,350.44
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr Com	Jail	C2.08	$43,288.67
Corr Ofcr	Jail	C1.02	$33,512.62
Corr Ofcr	Jail	C1.01	$32,775.18
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr	Jail	C1.07	$37,639.69
Corr Ofcr	Jail	C1.06	$36,811.44
Sergeant Jail	Jail	C3.06	$45,339.67
Corr Ofcr	Jail	C1.09	$39,352.53
Corr Ofcr	Jail	C1.09	$39,352.53
Bailiff Com Jail	Jail	C2.08	$43,288.67
Adm Tech Jail	Jail	15.03	$27,442.97
Corr Ofcr	Jail	C1.02	$33,512.62

Position Title	Department	G/S	Salary
Corr Ofcr	Jail	C1.02	$33,512.62
Lieutenant Jail	Jail	C5.14	$64,797.18
Corr Ofcr Com	Jail	C2.14	$50,564.45
Corr Ofcr	Jail	C1.02	$33,512.62
Crisis Counselor Jail	Jail	C4.02	$40,052.75
Medical Sergeant	Jail	C5.04	$46,975.09
Control Oper SO	Jail	17.01	$28,839.84
Corr Ofcr	Jail	C1.04	$35,209.20
Lieutenant Jail	Jail	C5.14	$64,797.18
Adm Tech Jail	Jail	15.02	$26,773.61
Corr Ofcr Com	Jail	C2.11	$46,390.04
Paramedic Jail	Jail	C4.02	$40,052.75
Lieutenant Jail	Jail	C5.09	$53,148.00
Lieutenant Jail	Jail	C5.07	$50,587.03
Corr Ofcr Com	Jail	C2.01	$37,045.12
Sergeant Jail	Jail	C3.08	$47,634.99
Bailiff Com Jail	Jail	C2.08	$43,288.67
Sergeant Jail	Jail	C3.12	$53,094.34
Bailiff Com Jail	Jail	C2.13	$49,451.78
Paramedic Jail	Jail	C4.05	$42,817.60
Bailiff Com Jail	Jail	C2.11	$46,390.04
Sergeant Jail	Jail	C3.09	$48,825.86
Deputy Sheriff	Sheriffs Office	L1.06	$47,103.21
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Deputy Sheriff SRO	Sheriffs Office	L1.06	$47,103.21
Adm Tech SO	Sheriffs Office	15.02	$26,773.61
Deputy Sheriff	Sheriffs Office	L1.04	$44,877.46
Deputy Sheriff	Sheriffs Office	L1.09	$50,600.99
Deputy Sheriff	Sheriffs Office	L1.04	$44,877.46

Position Title	Department	G/S	Salary
Deputy Sheriff	Sheriffs Office	L1.03	$43,889.93
Office Spec Sr SO	Sheriffs Office	18.01	$30,294.93
Sergeant CID	Sheriffs Office	L3.16	$68,939.85
Sergeant Patrol	Sheriffs Office	L3.16	$68,939.85
Deputy Sheriff	Sheriffs Office	L1.13	$56,400.93
Adm Tech SO	Sheriffs Office	15.02	$26,773.61
Captain CID	Sheriffs Office	L5.12	$77,770.70
Detective SO	Sheriffs Office	L2.06	$51,129.18
Deputy Sheriff	Sheriffs Office	L1.10	$51,992.51
Sergeant Patrol	Sheriffs Office	L3.08	$57,698.40
Evidence Tech SR	Sheriffs Office	23.03	$40,742.44
Deputy Sheriff	Sheriffs Office	L1.06	$47,103.21
Deputy Sheriff	Sheriffs Office	L1.10	$51,992.51
Office Spec Sr SO	Sheriffs Office	18.05	$33,437.89
Detective SO	Sheriffs Office	L2.12	$58,431.72
Office Spec Sr SO	Sheriffs Office	18.05	$33,437.89
Deputy Sheriff	Sheriffs Office	L1.04	$44,877.46
Lieutenant Patrol	Sheriffs Office	L4.15	$73,971.78
Sergeant CID	Sheriffs Office	L3.13	$64,488.22
Detective SO	Sheriffs Office	L2.11	$57,145.94
Detective SO	Sheriffs Office	L2.16	$63,870.74
Deputy Sheriff	Sheriffs Office	L1.06	$47,103.21
Cr Scene Spec	Sheriffs Office	25.05	$47,290.34
Sex Offender Registrar	Sheriffs Office	19.03	$33,437.89
Lieutenant Trn	Sheriffs Office	L4.16	$75,636.14
Asst Ch Dep 560	Sheriffs Office	36.1	$92,165.20
Adm Tech SO	Sheriffs Office	15.03	$27,442.97
Deputy Sheriff SRO	Sheriffs Office	L1.16	$60,294.30
Deputy Sheriff	Sheriffs Office	L1.03	$43,889.93
Deputy Sheriff	Sheriffs Office	L1.03	$43,889.93

Position Title	Department	G/S	Salary
Adm Tech SO	Sheriffs Office	15.06	$29,567.36
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Lieutenant Support	Sheriffs Office	L4.07	$61,909.82
Deputy Sheriff	Sheriffs Office	L1.05	$45,887.20
Deputy Sheriff	Sheriffs Office	L1.09	$50,600.99
Crisis Intervention Deputy	Sheriffs Office	L1.06	$47,103.21
Deputy Sheriff	Sheriffs Office	L1.10	$51,992.51
Deputy Sheriff SRO	Sheriffs Office	L1.04	$44,877.46
Deputy Sheriff	Sheriffs Office	L1.04	$44,877.46
Lieutenant Patrol	Sheriffs Office	L4.16	$75,636.14
Deputy Sheriff	Sheriffs Office	L1.06	$47,103.21
Detective SO	Sheriffs Office	L2.10	$55,888.45
Sergeant Patrol	Sheriffs Office	L3.14	$65,939.20
Deputy Sheriff	Sheriffs Office	L1.16	$60,294.30
Deputy Sheriff	Sheriffs Office	L1.04	$44,877.46
Office Spec Sr SO	Sheriffs Office	18.02	$31,051.53
Deputy Sheriff	Sheriffs Office	L1.16	$60,294.30
Sergeant Supt	Sheriffs Office	L3.14	$65,939.20
Lieutenant Patrol	Sheriffs Office	L4.12	$69,195.22
Adm Tech SO	Sheriffs Office	15.05	$28,839.84
Deputy Sheriff	Sheriffs Office	L1.02	$42,924.14
Deputy Sheriff	Sheriffs Office	L1.13	$56,400.93
Sergeant Supt	Sheriffs Office	L3.09	$58,996.62
Sergeant CID	Sheriffs Office	L3.13	$64,488.22
Adm Tech SO	Sheriffs Office	15.01	$26,133.37
Office Adm SO	Sheriffs Office	23.04	$41,761.00
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
DARE Officer	Sheriffs Office	L1.16	$60,294.30
Deputy Sheriff SRO	Sheriffs Office	L1.10	$51,992.51
Deputy Sheriff	Sheriffs Office	L1.03	$43,889.93

Position Title	Department	G/S	Salary
Lieutenant Patrol	Sheriffs Office	L4.16	$75,636.14
Deputy Sheriff	Sheriffs Office	L1.06	$47,103.21
Detective SO	Sheriffs Office	L2.10	$55,888.45
Lieutenant Patrol	Sheriffs Office	L4.12	$69,195.22
Sergeant Patrol	Sheriffs Office	L3.15	$67,422.83
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Detective SO	Sheriffs Office	L2.13	$59,746.44
Deputy Sheriff	Sheriffs Office	L1.16	$60,294.30
Deputy Sheriff	Sheriffs Office	L1.06	$47,103.21
Detective SO	Sheriffs Office	L2.07	$52,279.58
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Deputy Sheriff	Sheriffs Office	L1.04	$44,877.46
Sergeant Supt	Sheriffs Office	L3.13	$64,488.22
Detective SO	Sheriffs Office	L2.11	$57,145.94
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Detective SO	Sheriffs Office	L2.16	$63,870.74
Victim Assist Caseworker	Sheriffs Office	21.02	$35,998.85
Victim Assist Vol Coord	Sheriffs Office	23.01	$38,792.64
Animal Control Spec	Sheriffs Office	17.03	$30,294.93
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Lieutenant CID	Sheriffs Office	L4.16	$75,636.14
Detective SO	Sheriffs Office	L2.07	$52,279.58
Victim Assistance Director SO	Sheriffs Office	26.02	$46,126.25
Adm Tech SO	Sheriffs Office	15.04	$28,141.38
Detective SO	Sheriffs Office	L2.05	$50,004.08
Office Spc Sr OPC	Sheriffs Office	18.1	$37,832.27
Deputy Sheriff	Sheriffs Office	L1.02	$42,924.14
Adm Tech SO	Sheriffs Office	15.13	$35,138.89
Deputy Sheriff	Sheriffs Office	L1.07	$48,163.03
Deputy Sheriff SRO	Sheriffs Office	L1.09	$50,600.99

Position Title	Department	G/S	Salary
Adm Tech SO	Sheriffs Office	16.08	$32,623.07
Crime Analyst	Sheriffs Office	25.02	$43,885.43
Adm Tech SO	Sheriffs Office	16.06	$31,051.53
Office Coor III SO	Sheriffs Office	21.03	$36,901.01
Deputy Sheriff	Sheriffs Office	L1.03	$43,889.93
Sergeant Patrol	Sheriffs Office	L3.15	$67,422.83
Deputy Sheriff	Sheriffs Office	L1.09	$50,600.99
Deputy Sheriff	Sheriffs Office	L1.03	$43,889.93
Deputy Sheriff	Sheriffs Office	L1.13	$56,400.93
Deputy Sheriff	Sheriffs Office	L1.07	$48,163.03
Detective SO	Sheriffs Office	L2.06	$51,129.18
DARE Officer	Sheriffs Office	L1.13	$56,400.93
Deputy Sheriff	Sheriffs Office	L1.07	$48,163.03
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Animal Control Spec	Sheriffs Office	17.01	$28,839.84
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Paralegal SO	Sheriffs Office	26.03	$47,290.34
Deputy Sheriff	Sheriffs Office	L1.04	$44,877.46
Training Coord SO	Sheriffs Office	23.08	$46,126.25
Deputy Sheriff	Sheriffs Office	L1.02	$42,924.14
Adm Tech SO	Sheriffs Office	15.04	$28,141.38
Deputy Sheriff SRO	Sheriffs Office	L1.09	$50,600.99
Sergeant Patrol	Sheriffs Office	L3.13	$64,488.22
Detective SO	Sheriffs Office	L2.12	$58,431.72
Deputy Sheriff	Sheriffs Office	L1.04	$44,877.46
Deputy Sheriff	Sheriffs Office	L1.16	$60,294.30
Ch Dep SO	Sheriffs Office	37.1	$96,821.49
Sheriff HR Coord	Sheriffs Office	25.13	$57,660.01
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60

Position Title	Department	G/S	Salary
Detective SO	Sheriffs Office	L2.16	$63,870.74
Adm Tech SO	Sheriffs Office	15.03	$27,442.97
Crisis Intervention Deputy	Sheriffs Office	L1.06	$47,103.21
Deputy Sheriff	Sheriffs Office	L1.12	$54,891.42
Sergeant SRO	Sheriffs Office	L3.14	$65,939.20
Animal Control Spec	Sheriffs Office	17.01	$28,839.84
Adm Tech SO	Sheriffs Office	15.03	$27,442.97
Deputy Sheriff	Sheriffs Office	L1.12	$54,891.42
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Deputy Sheriff	Sheriffs Office	L1.02	$42,924.14
Detective SO	Sheriffs Office	L2.14	$61,090.73
Captain Patrol	Sheriffs Office	L5.16	$85,009.85
Deputy Sheriff	Sheriffs Office	L1.08	$49,246.70
Deputy Sheriff	Sheriffs Office	L1.08	$49,246.70
Crisis Intervention Deputy	Sheriffs Office	L1.02	$42,924.14
Deputy Sheriff	Sheriffs Office	L1.03	$43,889.93
Deputy Sheriff	Sheriffs Office	L1.04	$44,877.46
Deputy Sheriff	Sheriffs Office	L1.16	$60,294.30
Deputy Sheriff	Sheriffs Office	L1.09	$50,600.99
Deputy Sheriff	Sheriffs Office	L1.12	$54,891.42
Deputy Sheriff	Sheriffs Office	L1.02	$42,924.14
Adm Tech SO	Sheriffs Office	15.03	$27,442.97
Deputy Sheriff	Sheriffs Office	L1.06	$47,103.21
Detective SO	Sheriffs Office	L2.13	$59,746.44
Adm Tech SO	Sheriffs Office	15.04	$28,141.38
Deputy Sheriff	Sheriffs Office	L1.03	$43,889.93
Deputy Sheriff	Sheriffs Office	L1.12	$54,891.42
Deputy Sheriff	Sheriffs Office	L1.05	$45,887.20
Crisis Intervention Deputy	Sheriffs Office	L1.08	$49,246.70
Crisis Intervention Deputy	Sheriffs Office	L3.06	$55,187.05

Position Title	Department	G/S	Salary
Crisis Intervention Deputy	Sheriffs Office	L1.01	$41,979.60
Animal Control Spec	Sheriffs Office	17.03	$30,294.93
Office Spec Sr SO	Sheriffs Office	18.09	$36,901.01
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Crisis Intervention Deputy	Sheriffs Office	L1.08	$49,246.70
Deputy Sheriff	Sheriffs Office	L1.07	$48,163.03
Detective SO	Sheriffs Office	L2.16	$63,870.74
Detective SO	Sheriffs Office	L2.10	$55,888.45
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Office Spec Sr SO	Sheriffs Office	18.12	$39,752.96
Cr Scene Spec Sr	Sheriffs Office	27.07	$54,885.89
Deputy Sheriff	Sheriffs Office	L1.04	$44,877.46
Crisis Intervention Lieut	Sheriffs Office	L4.07	$61,909.82
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Office Adm SO	Sheriffs Office	22.07	$42,808.64
Evidence Tech SO	Sheriffs Office	22.09	$44,991.30
Deputy Sheriff	Sheriffs Office	L1.12	$54,891.42
Captain Support	Sheriffs Office	L5.12	$77,770.70
Sergeant Patrol	Sheriffs Office	L3.14	$65,939.20
Deputy Sheriff	Sheriffs Office	L1.12	$54,891.42
Deputy Sheriff	Sheriffs Office	L1.06	$47,103.21
Crisis Intervention Deputy	Sheriffs Office	L1.04	$44,877.46
Deputy Sheriff SRO	Sheriffs Office	L1.09	$50,600.99
Crisis Intervention Deputy	Sheriffs Office	L1.06	$47,103.21
Deputy Sheriff	Sheriffs Office	L2.09	$54,658.63
Animal Control Spec	Sheriffs Office	17.01	$28,839.84
Detective SO	Sheriffs Office	L2.13	$59,746.44
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Deputy Sheriff	Sheriffs Office	L1.03	$43,889.93
Sergeant Patrol	Sheriffs Office	L3.11	$61,681.33

Position Title	Department	G/S	Salary
Detective SO	Sheriffs Office	L2.06	$51,129.18
Deputy Sheriff	Sheriffs Office	L1.06	$47,103.21
Deputy Sheriff	Sheriffs Office	L1.09	$50,600.99
Detective SO	Sheriffs Office	L2.13	$59,746.44
Detective SO	Sheriffs Office	L2.06	$51,129.18
Crisis Intervention Deputy	Sheriffs Office	L1.03	$43,889.93
Fleet Mgr SO	Sheriffs Office	23.01	$38,792.64
Deputy Sheriff	Sheriffs Office	L1.16	$60,294.30
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Sheriff	Sheriffs Office	AN.01	$103,668.93
Deputy Sheriff	Sheriffs Office	L1.06	$47,103.21
Office Spec Sr SO	Sheriffs Office	18.03	$31,837.30
Deputy Sheriff	Sheriffs Office	L1.01	$41,979.60
Office Adm SO	Sheriffs Office	22.03	$38,792.64
Deputy Sheriff	Sheriffs Office	L1.13	$56,400.93
Sergeant Patrol	Sheriffs Office	L3.13	$64,488.22
Admin Spec Con 1	Constables 1	16.03	$28,839.84
Dep Const Pct 1	Constables 1	L1.04	$44,877.46
Const Pct 1	Constables 1	AN.01	$69,693.96
Dep Const Pct 1	Constables 1	L1.04	$44,877.46
Dep Const Pct 1	Constables 1	L1.05	$45,887.20
Dep Const Pct 1	Constables 1	L1.03	$43,889.93
Office Spec Sr Const 1	Constables 1	18.02	$31,051.53
Ch Dep Const 1	Constables 1	L4.12	$69,195.22
Dep Const Pct 1	Constables 1	L1.06	$47,103.21
Const Lieut Pct 1	Constables 1	L3.11	$61,681.33
Const Sgt Pct 2	Constables 2	L2.08	$53,455.87

Position Title	Department	G/S	Salary
Dep Const Pct 2	Constables 2	L1.09	$50,600.99
Office Spec Sr Const 2	Constables 2	18.01	$30,294.93
Ch Dep Const 2	Constables 2	L4.07	$61,909.82
Const Sgt Pct 2	Constables 2	L2.04	$48,903.75
Dep Const Pct 2	Constables 2	L1.05	$45,887.20
Research Analyst Pct 2	Constables 2	18.02	$31,051.53
Dep Const Pct 2	Constables 2	L1.06	$47,103.21
Admin Spec Con 2	Constables 2	16.01	$27,442.97
Dep Const Pct 2	Constables 2	L1.05	$45,887.20
Dep Const Pct 2	Constables 2	L1.06	$47,103.21
Const Pct 2	Constables 2	AN.01	$69,693.96
Dep Const Pct 2	Constables 2	L1.06	$47,103.21
Const Sgt Pct 3	Constables 3	L2.07	$52,279.58
Dep Const Pct 3	Constables 3	L1.06	$47,103.21
Admin Spec Con 3	Constables 3	16.02	$28,141.38
Dep Const Pct 3	Constables 3	L1.06	$47,103.21
Const Pct 3	Constables 3	AN.01	$69,693.96
Dep Const Pct 3	Constables 3	L1.06	$47,103.21
Dep Const Pct 3	Constables 3	L1.05	$45,887.20
Const Sgt Pct 3	Constables 3	L2.06	$51,129.18
Office Spec Sr Const 3	Constables 3	18.06	$34,281.86
Ch Dep Const 3	Constables 3	L4.16	$75,636.14
Admin Spec Con 3	Constables 3	16.05	$30,294.93
Dep Const Pct 3	Constables 3	L1.16	$60,294.30
Research Analyst Pct 3	Constables 3	18.02	$31,051.53
Dep Const Pct 3	Constables 3	L1.06	$47,103.21
Dep Const Pct 3	Constables 3	L1.16	$60,294.30
Dep Const Pct 3	Constables 3	L1.04	$44,877.46

Position Title	Department	G/S	Salary
Ch Dep Const 4	Constables 4	L4.12	$69,195.22
Office Spec Sr Const 4	Constables 4	18.03	$31,837.30
Dep Const Pct 4	Constables 4	L1.04	$44,877.46
Dep Const Pct 4	Constables 4	L1.04	$44,877.46
Admin Spec Con 4	Constables 4	16.04	$29,567.36
Dep Const Pct 4	Constables 4	L1.08	$49,246.70
Const Sgt Pct 4	Constables 4	L2.04	$48,903.75
Dep Const Pct 4	Constables 4	L1.04	$44,877.46
Dep Const Pct 4	Constables 4	L1.05	$45,887.20
Const Pct 4	Constables 4	AN.01	$69,693.96
Research Analyst Pct 4	Constables 4	18.03	$31,837.30
Const Lieut Pct 4	Constables 4	L3.16	$68,939.85
Adm Tech DPS	DPS Cedar Park	15.09	$31,837.30
Adm Clk DPS GT	Georgetown	14.13	$33,438.63
Adm Clk DPS GT	Georgetown	14.01	$24,882.00
Adm Tech DPS GT	Georgetown	15.12	$34,281.86
Juv Prob Ofcr 1 Grant	Juvenile Services / Grant	21.05	$38,792.64
Juv Prob Ofcr 1	Juvenile Services / Grant	21.04	$37,832.27
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07
Juv Acad Det Ofcr	Juvenile Services / Grant	19.03	$33,437.89
Juv Acad Drill Inst	Juvenile Services / Grant	20.02	$34,281.86
Juv Prob Ofcr 1	Juvenile Services / Grant	21.11	$44,991.30
Juv Acad Drill Inst	Juvenile Services / Grant	20.02	$34,281.86
Juv Detn Officer	Juvenile Services / Grant	19.08	$37,832.27
Juv Detn Officer	Juvenile Services / Grant	19.02	$32,623.07
Juv Acad Det Ofcr	Juvenile Services / Grant	19.03	$33,437.89
Juv Prob Ofcr 2 Grant	Juvenile Services / Grant	22.06	$41,761.00

Position Title	Department	G/S	Salary
Juv Detn Officer	Juvenile Services / Grant	19.03	$33,437.89
EMS Med Dir	Juvenile Services / Grant	AN.01	$18,819.71
Adm Spec Juv	Juvenile Services / Grant	16.06	$31,051.53
Juv Acad Dir	Juvenile Services / Grant	30.12	$71,997.70
Juv Prob Super Grant	Juvenile Services / Grant	23.11	$49,705.78
Juv Detn Officer	Juvenile Services / Grant	19.02	$32,623.07
Juv Acad Det Ofcr	Juvenile Services / Grant	19.04	$34,281.86
Juv Detn Officer	Juvenile Services / Grant	19.04	$34,281.86
Juv Prob Ofcr 1	Juvenile Services / Grant	21.04	$37,832.27
Juv Detn Officer	Juvenile Services / Grant	19.04	$34,281.86
Recr Therapist	Juvenile Services / Grant	25.09	$52,237.62
Juv Detn Manager	Juvenile Services / Grant	27.06	$53,547.20
Juv Detn Officer	Juvenile Services / Grant	19.02	$32,623.07
Juv Detn Officer	Juvenile Services / Grant	19.04	$34,281.86
Juv Acad Super	Juvenile Services / Grant	23.05	$42,808.64
Juv Detn Officer	Juvenile Services / Grant	19.01	$31,837.30
Adm Tech Juv	Juvenile Services / Grant	15.02	$26,773.61
Adm Tech Juv	Juvenile Services / Grant	15.06	$29,567.36
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07
Juv Prob Super Grant	Juvenile Services / Grant	23.12	$50,957.14
Juv Acad Drill Inst	Juvenile Services / Grant	20.02	$34,281.86
Juv Prob Ofcr Placement	Juvenile Services / Grant	21.01	$35,125.79
Juv Acad Det Ofcr	Juvenile Services / Grant	19.03	$33,437.89
Juv Acad Drill Inst	Juvenile Services / Grant	20.02	$34,281.86
Nurse Superv Juv	Juvenile Services / Grant	23.09	$47,290.34
Juv Detn Super	Juvenile Services / Grant	23.1	$48,483.50
Juv Prob Ofcr 1	Juvenile Services / Grant	21.01	$35,125.79
LVN Juvenile	Juvenile Services / Grant	20.13	$44,982.56
Juv Detn Officer	Juvenile Services / Grant	19.02	$32,623.07
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07

Position Title	Department	G/S	Salary
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07
Juv Detn Super	Juvenile Services / Grant	23.04	$41,761.00
Juv Acad Drill Inst	Juvenile Services / Grant	20.02	$34,281.86
Juv Prob Ofcr 1	Juvenile Services / Grant	21.04	$37,832.27
Juv Acad Super	Juvenile Services / Grant	23.03	$40,742.44
Office Spec Sr Juv	Juvenile Services / Grant	18.12	$39,752.96
Juv Acad Det Ofcr	Juvenile Services / Grant	19.03	$33,437.89
Juv Detn Officer	Juvenile Services / Grant	19.01	$31,837.30
Juv Prob Ofcr 2 Grant	Juvenile Services / Grant	22.04	$39,752.96
Juv Detn Officer	Juvenile Services / Grant	19.04	$34,281.86
Juv Detn Officer	Juvenile Services / Grant	19.03	$33,437.89
Juv Detn Super	Juvenile Services / Grant	23.04	$41,761.00
Diversion Prog Super	Juvenile Services / Grant	25.09	$52,237.62
Juv Therapist LSOTP Grant	Juvenile Services / Grant	28.08	$59,105.64
Juv Prob Super Grant	Juvenile Services / Grant	23.1	$48,483.50
Adm Tech Juv	Juvenile Services / Grant	15.05	$28,839.84
Juv Prob Ofcr 1 Grant	Juvenile Services / Grant	21.05	$38,792.64
Juv Prob Ofcr 2 Grant	Juvenile Services / Grant	22.06	$41,761.00
Office Spec Juv	Juvenile Services / Grant	17.04	$31,051.53
Office Adm Juv	Juvenile Services / Grant	22.1	$46,126.25
JS Summons Ofc	Juvenile Services / Grant	20.12	$43,885.43
Juv Detn Officer	Juvenile Services / Grant	19.03	$33,437.89
Juv Prob Ofcr 1 Grant	Juvenile Services / Grant	21.03	$36,901.01
Adm Tech Juv	Juvenile Services / Grant	15.05	$28,839.84
Juv Prob Ofcr 1	Juvenile Services / Grant	21.07	$40,742.44
Juv Acad Super	Juvenile Services / Grant	23.08	$46,126.25
Office Spec Juv Grant	Juvenile Services / Grant	17.06	$32,623.07
Juv Acad Drill Inst	Juvenile Services / Grant	20.03	$35,125.79
Juv Prob Super	Juvenile Services / Grant	23.09	$47,290.34
Juv Acad Det Ofcr	Juvenile Services / Grant	19.03	$33,437.89

Position Title	Department	G/S	Salary
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07
Juv Prob Ofcr 1	Juvenile Services / Grant	21.02	$35,998.85
Ct Peace Ofcr	Juvenile Services / Grant	22.14	$50,937.98
Juv Acad DR Inst	Juvenile Services / Grant	20.02	$34,281.86
Juv Detn Dir	Juvenile Services / Grant	32.11	$77,527.04
Juv Prob Ofcr 1	Juvenile Services / Grant	21.04	$37,832.27
Juv Prob Ofcr 1	Juvenile Services / Grant	21.02	$35,998.85
Juv Acad Det Ofcr	Juvenile Services / Grant	19.08	$37,832.27
Asst Juv Dir	Juvenile Services / Grant	34.1	$83,492.89
Juv Detn Officer	Juvenile Services / Grant	19.04	$34,281.86
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07
Juv Pr Supv Sr Grant	Juvenile Services / Grant	25.07	$49,705.78
Adm Tech Juv	Juvenile Services / Grant	15.01	$26,133.37
Juv Detn Officer	Juvenile Services / Grant	19.03	$33,437.89
Juv Prob Ofcr 1 Grant	Juvenile Services / Grant	21.06	$39,752.96
Juv Prob Ofcr 2	Juvenile Services / Grant	22.11	$47,290.34
Juv Mgr I Title IV	Juvenile Services / Grant	27.16	$68,550.22
Juv Mgr III Admin	Juvenile Services / Grant	30.11	$70,251.61
Juv Acad Det Ofcr	Juvenile Services / Grant	19.04	$34,281.86
Juv Acad Drill Inst	Juvenile Services / Grant	20.04	$35,998.85
Juv Mgr I Intake	Juvenile Services / Grant	27.06	$53,547.20
Juv Detn Officer	Juvenile Services / Grant	19.02	$32,623.07
Juv Acad Drill Inst	Juvenile Services / Grant	20.02	$34,281.86
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07
Juv Acad Counseling Director	Juvenile Services / Grant	27.14	$65,247.08
Adm Spec Juv	Juvenile Services / Grant	16.01	$27,442.97
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07
Juv Detn Officer	Juvenile Services / Grant	19.04	$34,281.86
Adm Tech Juv	Juvenile Services / Grant	15.03	$27,442.97
Juv Detn Officer	Juvenile Services / Grant	19.02	$32,623.07

Position Title	Department	G/S	Salary
Juv Acad Couns	Juvenile Services / Grant	23.07	$44,991.30
Juv Prob Ofcr 2 Grant	Juvenile Services / Grant	22.04	$39,752.96
Juv Prob Ofcr 1 RR	Juvenile Services / Grant	21.01	$35,125.79
Juv Acad Det Ofcr	Juvenile Services / Grant	19.03	$33,437.89
Juv Prob Ofcr 1	Juvenile Services / Grant	21.01	$35,125.79
Juv Detn Officer	Juvenile Services / Grant	19.01	$31,837.30
Juv Prob Ofcr 1 Grant	Juvenile Services / Grant	21.04	$37,832.27
Adm Tech Juv	Juvenile Services / Grant	15.05	$28,839.84
Juv Detn Officer	Juvenile Services / Grant	19.02	$32,623.07
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07
Juv Prob Ofcr 1 Grant	Juvenile Services / Grant	21.12	$46,126.25
Juv Services Dir	Juvenile Services / Grant	D6.4	$121,034.18
Juv Mgr III Case	Juvenile Services / Grant	30.1	$68,534.59
Juv Acad Det Ofcr	Juvenile Services / Grant	19.04	$34,281.86
Juv Prob Ofcr 1	Juvenile Services / Grant	21.04	$37,832.27
Juv Detn Officer	Juvenile Services / Grant	19.02	$32,623.07
Family Therapist	Juvenile Services / Grant	25.06	$48,483.50
Juv Acad Det Ofcr	Juvenile Services / Grant	19.03	$33,437.89
Office Spec Sr Juv	Juvenile Services / Grant	18.09	$36,901.01
Security Specialist Juv	Juvenile Services / Grant	23.03	$40,742.44
Juv Prob Ofcr 1 Grant	Juvenile Services / Grant	21.06	$39,752.96
Juv Detn Officer	Juvenile Services / Grant	19.01	$31,837.30
Juv Prob Ofcr 1	Juvenile Services / Grant	21.09	$42,808.64
Juv Detn Officer	Juvenile Services / Grant	19.08	$37,832.27
Juv Detn Officer	Juvenile Services / Grant	19.04	$34,281.86
Juv Prob Ofcr 1 Intake Det	Juvenile Services / Grant	21.01	$35,125.79
Juv Prob Ofcr 1	Juvenile Services / Grant	21.06	$39,752.96
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07
Juv Acad Det Ofcr	Juvenile Services / Grant	19.02	$32,623.07
Juv Prob Ofcr 1 Grant	Juvenile Services / Grant	21.02	$35,998.85

Position Title	Department	G/S	Salary
Juv Super Officer Grant	Juvenile Services / Grant	19.01	$31,837.30
Juv Super Officer Grant	Juvenile Services / Grant	19.01	$31,837.30
Juv Super Officer Grant	Juvenile Services / Grant	19.01	$31,837.30
Juv Super Officer Grant	Juvenile Services / Grant	19.01	$31,837.30
Juv Super Officer Grant	Juvenile Services / Grant	19.01	$31,837.30
Juv Detn Officer	Juvenile Services / Grant	19.01	$31,837.30
Juv Detn Super	Juvenile Services / Grant	23.08	$46,126.25
Juv Detn Officer	Juvenile Services / Grant	19.03	$33,437.89
Juv Prob Ofcr 1	Juvenile Services / Grant	21.01	$35,125.79
Juv Acad Super	Juvenile Services / Grant	23.03	$40,742.44
Juv Prob Ofcr 2 Grant	Juvenile Services / Grant	22.06	$41,761.00
Juv Acad Det Ofcr	Juvenile Services / Grant	19.03	$33,437.89
Juv Acad Det Ofcr	Juvenile Services / Grant	19.03	$33,437.89
Juv Acad Super	Juvenile Services / Grant	23.05	$42,808.64
Summons Officer Juv	Juvenile Services / Grant	21.03	$36,901.01
Office Spec Sr Juv	Juvenile Services / Grant	18.09	$36,901.01
Juv Prob Super Grant	Juvenile Services / Grant	23.06	$43,885.43
Juv Detn Officer	Juvenile Services / Grant	19.02	$32,623.07
Adm Tech Juv	Juvenile Services / Grant	15.01	$26,133.37
Juv Detn Officer	Juvenile Services / Grant	19.01	$31,837.30
Juv Acad Det Ofcr	Juvenile Services / Grant	19.01	$31,837.30
Dispatcher II Comm	911 Communications	20.04	$35,998.85
Dispatcher II Comm	911 Communications	20.04	$35,998.85
Lieutenant 911	911 Communications	23.06	$43,885.43
Director 911	911 Communications	33.11	$81,455.78
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Dispatcher I Comm	911 Communications	19.01	$31,837.30
Training Officer 911	911 Communications	22.05	$40,742.44
Training Officer 911	911 Communications	22.05	$40,742.44

Position Title	Department	G/S	Salary
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Dispatcher II Comm	911 Communications	20.04	$35,998.85
Dispatcher I Comm	911 Communications	19.01	$31,837.30
Dispatcher I Comm	911 Communications	19.01	$31,837.30
Dispatcher II Comm	911 Communications	20.04	$35,998.85
Training Coord 911	911 Communications	25.04	$46,126.25
Lieutenant 911	911 Communications	23.07	$44,991.30
Dispatcher I Comm	911 Communications	19.04	$34,281.86
Public Safety Tech Mgr	911 Communications	32.03	$63,645.50
Dispatcher I Comm	911 Communications	19.01	$31,837.30
Dispatcher I Comm	911 Communications	19.04	$34,281.86
Dispatcher I Comm	911 Communications	19.01	$31,837.30
Dispatcher I Comm	911 Communications	19.01	$31,837.30
Lieutenant 911	911 Communications	23.06	$43,885.43
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Dispatcher I Comm	911 Communications	19.04	$34,281.86
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Operations Mgr Comms	911 Communications	32.02	$62,103.12
Captain 911	911 Communications	25.04	$46,126.25
QC Coord 911	911 Communications	31.06	$65,246.09
Lieutenant Training 911	911 Communications	23.06	$43,885.43
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Training Officer 911	911 Communications	22.05	$40,742.44
Training Officer 911	911 Communications	22.05	$40,742.44
Dispatcher I Comm	911 Communications	19.01	$31,837.30
Dispatcher I Comm	911 Communications	19.02	$32,623.07

Position Title	Department	G/S	Salary
Office Adm 911	911 Communications	22.02	$37,832.27
Dispatcher I Comm	911 Communications	19.01	$31,837.30
Training Officer 911	911 Communications	22.05	$40,742.44
Dispatcher I Comm	911 Communications	19.01	$31,837.30
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Captain 911	911 Communications	25.04	$46,126.25
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Training Officer 911	911 Communications	22.05	$40,742.44
Lieutenant 911	911 Communications	23.06	$43,885.43
Training Officer 911	911 Communications	22.05	$40,742.44
Dispatcher I Comm	911 Communications	19.03	$33,437.89
Captain 911	911 Communications	25.04	$46,126.25
Dispatcher I Comm	911 Communications	19.02	$32,623.07
Dispatcher I Comm	911 Communications	19.01	$31,837.30
Training Officer 911	911 Communications	22.05	$40,742.44
Dispatcher I Comm	911 Communications	19.04	$34,281.86
Captain 911	911 Communications	25.04	$46,126.25
Animal Care Specialist	Animal Services	13.02	$24,270.86
Animal Care Specialist	Animal Services	13.01	$23,688.82
Animal Care Specialist	Animal Services	13.02	$24,270.86
Animal Care Specialist	Animal Services	13.01	$23,688.82
Animal Care Specialist	Animal Services	13.02	$24,270.86
Office Adm Animal Services	Animal Services	23.06	$43,885.43
Adm Spec Animal Services	Animal Services	16.02	$28,141.38
Vet Tech	Animal Services	18.02	$31,051.53
Kennel Manager	Animal Services	23.03	$40,742.44
Animal Care Specialist	Animal Services	13.01	$23,688.82
Animal Services Dir	Animal Services	D3.1	$72,241.49
Vet Tech	Animal Services	18.01	$30,294.93

Position Title	Department	G/S	Salary
Adm Spec Animal Services	Animal Services	16.01	$27,442.97
Adm Spec Animal Services	Animal Services	16.01	$27,442.97
Animal Care Specialist	Animal Services	13.01	$23,688.82
Addressing Analyst	911 Addressing Grant	25.03	$44,991.30
GIS Analyst Addressing	911 Addressing Grant	24.02	$41,761.00
Wireless Tech ESD	Emergency Services Department	25.01	$42,808.64
Director of Emergency Services	Emergency Services Department	D8.3	$130,391.00
Wireless Comm Mgr ESD	Emergency Services Department	32.02	$62,103.12
Hazmat Chief	Hazardous Materials	34.08	$79,476.84
Hazmat Asst Chief	Hazardous Materials	33.05	$70,251.61
Emerg Mgmt Coord	Emergency Management	34.07	$77,527.04
Emerg Planner	Emergency Management	29.03	$54,885.89
EMS Captain	Emergency Medical Services	26.08	$53,547.20
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
Medical Director	Emergency Medical Services	D7.3	$106,645.00
EMS Paramedic	Emergency Medical Services	22.03	$38,792.64
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Transfer Capt	Emergency Medical Services	29.11	$66,875.81
EMS Paramedic	Emergency Medical Services	22.09	$44,991.30
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.05	$40,742.44
Office Adm EMS	Emergency Medical Services	23.13	$52,231.06
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Lieutenant	Emergency Medical Services	24.11	$52,237.62

Position Title	Department	G/S	Salary
EMS Paramedic	Emergency Medical Services	22.12	$48,483.50
EMS Paramedic	Emergency Medical Services	22.05	$40,742.44
EMS Paramedic	Emergency Medical Services	22.04	$39,752.96
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.04	$39,752.96
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Lieutenant	Emergency Medical Services	24.05	$44,991.30
EMS Paramedic	Emergency Medical Services	22.05	$40,742.44
EMS Lieutenant	Emergency Medical Services	24.08	$48,483.50
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Captain	Emergency Medical Services	26.06	$50,957.14
EMS Paramedic	Emergency Medical Services	22.05	$40,742.44
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
Captain, EMS Support	Emergency Medical Services	30.08	$65,246.09
EMS Paramedic	Emergency Medical Services	22.05	$40,742.44
EMS Captain	Emergency Medical Services	26.06	$50,957.14
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.09	$44,991.30
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Paramedic	Emergency Medical Services	22.03	$38,792.64
EMS Paramedic	Emergency Medical Services	22.09	$44,991.30
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Comdr Logistics	Emergency Medical Services	33.06	$71,997.70
EMS Training Captain	Emergency Medical Services	30.06	$62,103.12
EMS Oper Mgr	Emergency Medical Services	36.09	$89,924.38
EMS Paramedic	Emergency Medical Services	22.03	$38,792.64
EMS Paramedic	Emergency Medical Services	22.09	$44,991.30

Position Title	Department	G/S	Salary
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.04	$39,752.96
EMS Paramedic	Emergency Medical Services	22.03	$38,792.64
EMS Paramedic	Emergency Medical Services	22.03	$38,792.64
EMS Paramedic	Emergency Medical Services	22.05	$40,742.44
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Paramedic	Emergency Medical Services	22.09	$44,991.30
EMS Paramedic	Emergency Medical Services	22.12	$48,483.50
EMS Transfer Paramedic	Emergency Medical Services	26.06	$50,957.14
EMS Paramedic	Emergency Medical Services	22.1	$46,126.25
EMS Paramedic	Emergency Medical Services	22.05	$40,742.44
EMS Paramedic	Emergency Medical Services	22.13	$49,695.59
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Captain	Emergency Medical Services	26.15	$63,650.32
EMS Captain	Emergency Medical Services	26.08	$53,547.20
EMS Lieutenant	Emergency Medical Services	24.06	$46,126.25
EMS Paramedic	Emergency Medical Services	22.06	$41,761.00
EMS Educ Coord	Emergency Medical Services	33.07	$73,801.99
EMS Paramedic	Emergency Medical Services	22.04	$39,752.96
EMS Commander	Emergency Medical Services	28.1	$62,103.12
EMS Commander	Emergency Medical Services	28.05	$54,885.89
EMS Paramedic	Emergency Medical Services	22.05	$40,742.44
EMS Lieutenant	Emergency Medical Services	24.05	$44,991.30
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Paramedic	Emergency Medical Services	22.07	$42,808.64
EMS Paramedic	Emergency Medical Services	22.03	$38,792.64
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Paramedic	Emergency Medical Services	22.09	$44,991.30
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01

Position Title	Department	G/S	Salary
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.1	$46,126.25
EMS Lieutenant	Emergency Medical Services	24.06	$46,126.25
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Paramedic	Emergency Medical Services	22.1	$46,126.25
EMS Paramedic	Emergency Medical Services	22.04	$39,752.96
EMS Lieutenant	Emergency Medical Services	24.06	$46,126.25
EMS Paramedic	Emergency Medical Services	22.04	$39,752.96
EMS Paramedic	Emergency Medical Services	22.05	$40,742.44
EMS Paramedic	Emergency Medical Services	22.06	$41,761.00
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Captain	Emergency Medical Services	26.06	$50,957.14
Office Spec EMS	Emergency Medical Services	17.05	$31,837.30
EMS Captain	Emergency Medical Services	26.07	$52,237.62
EMS Director	Emergency Medical Services	D6.3	$106,506.86
EMS Paramedic	Emergency Medical Services	22.09	$44,991.30
EMS Paramedic	Emergency Medical Services	22.12	$48,483.50
EMS Captain	Emergency Medical Services	26.1	$56,253.67
EMS Captain	Emergency Medical Services	26.08	$53,547.20
EMS Paramedic	Emergency Medical Services	22.06	$41,761.00
EMS Paramedic	Emergency Medical Services	22.09	$44,991.30
EMS Captain	Emergency Medical Services	26.06	$50,957.14
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.03	$38,792.64
EMS Lieutenant	Emergency Medical Services	24.1	$50,957.14
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27

Position Title	Department	G/S	Salary
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Lieutenant	Emergency Medical Services	24.05	$44,991.30
EMS Lieutenant	Emergency Medical Services	24.06	$46,126.25
EMS Captain	Emergency Medical Services	26.07	$52,237.62
EMS Commander	Emergency Medical Services	28.06	$56,253.67
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Lieutenant	Emergency Medical Services	24.06	$46,126.25
EMS Paramedic	Emergency Medical Services	22.03	$38,792.64
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Captain	Emergency Medical Services	26.1	$56,253.67
EMS Captain	Emergency Medical Services	26.1	$56,253.67
EMS Paramedic	Emergency Medical Services	22.1	$46,126.25
EMS Paramedic	Emergency Medical Services	22.01	$36,901.01
EMS Paramedic	Emergency Medical Services	22.02	$37,832.27
Office Coord I Ext	Extension Service	19.03	$33,437.89
Extension Agent	Extension Service	ST.01	$17,359.83
Adm Tech Ag Ext	Extension Service	15.02	$26,773.61
Extension Agent	Extension Service	ST.01	$17,359.83
Adm Tech Ag Ext	Extension Service	15.02	$26,773.61
Adm Tech Ag Ext	Extension Service	15.06	$29,567.36
Extension Agent	Extension Service	ST.01	$17,359.83
Extension Agent	Extension Service	ST.01	$17,359.83
Operator URS	Unified Road Systems	18.06	$34,281.86
Crew Memb R/B	Unified Road Systems	16.04	$29,567.36
Crew Memb R/B	Unified Road Systems	16.01	$27,442.97
Operator URS	Unified Road Systems	18.14	$41,765.46

Position Title	Department	G/S	Salary
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Crew Memb R/B	Unified Road Systems	16.03	$28,839.84
Const Insp	Unified Road Systems	22.13	$49,695.59
Foreman URS	Unified Road Systems	23.08	$46,126.25
Supt URS	Unified Road Systems	D4.5	$107,047.81
Survey Tech I	Unified Road Systems	16.05	$30,294.93
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Operator URS	Unified Road Systems	18.03	$31,837.30
Crew Memb R/B	Unified Road Systems	16.05	$30,294.93
Crew Memb R/B	Unified Road Systems	16.03	$28,839.84
Crew Memb R/B	Unified Road Systems	16.05	$30,294.93
Crew Memb R/B	Unified Road Systems	16.04	$29,567.36
Crew Memb R/B	Unified Road Systems	16.01	$27,442.97
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Dir of Infrastructure	Unified Road Systems	D8.3	$130,000.00
Foreman URS	Unified Road Systems	23.07	$44,991.30
Crew Memb R/B	Unified Road Systems	16.01	$27,442.97
Operator URS	Unified Road Systems	18.08	$35,998.85
Crew Memb R/B	Unified Road Systems	16.04	$29,567.36
County Engineer	Unified Road Systems	37.12	$101,710.58
Bridge Foreman	Unified Road Systems	24.06	$46,126.25
Operator URS	Unified Road Systems	18.09	$36,901.01
Operator URS	Unified Road Systems	18.11	$38,792.64
Foreman URS	Unified Road Systems	23.08	$46,126.25
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Crew Memb R/B	Unified Road Systems	16.03	$28,839.84
Adm Clk URS	Unified Road Systems	14.04	$26,773.61
Operator URS	Unified Road Systems	18.08	$35,998.85
Safety Coordinator	Unified Road Systems	26.11	$57,650.55
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38

Position Title	Department	G/S	Salary
Crew Memb R/B	Unified Road Systems	16.05	$30,294.93
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Crew Memb R/B	Unified Road Systems	16.04	$29,567.36
Sr Foreman URS	Unified Road Systems	26.14	$62,097.88
Crew Memb R/B	Unified Road Systems	16.1	$34,281.86
Operator URS	Unified Road Systems	18.14	$41,765.46
Right of Way Ag	Unified Road Systems	30.06	$62,103.12
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Crew Memb R/B	Unified Road Systems	16.01	$27,442.97
Bridge Crew Mbr	Unified Road Systems	17.07	$33,437.89
Operator URS	Unified Road Systems	18.07	$35,125.79
Operator URS	Unified Road Systems	18.08	$35,998.85
Operator URS	Unified Road Systems	18.02	$31,051.53
Office Coord I Urs	Unified Road Systems	19.01	$31,837.30
Sr Foreman URS	Unified Road Systems	26.08	$53,547.20
Const Insp	Unified Road Systems	22.06	$41,761.00
Crew Memb R/B	Unified Road Systems	16.04	$29,567.36
Crew Memb R/B	Unified Road Systems	16.09	$33,437.89
Operator URS	Unified Road Systems	18.04	$32,623.07
Operator URS	Unified Road Systems	18.05	$33,437.89
Bridge Crew Mbr	Unified Road Systems	17.06	$32,623.07
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Crew Memb R/B	Unified Road Systems	16.05	$30,294.93
Operator URS	Unified Road Systems	18.04	$32,623.07
Operator URS	Unified Road Systems	18.15	$42,809.59
Operator URS	Unified Road Systems	18.06	$34,281.86
Engineer Assoc II	Unified Road Systems	25.11	$54,885.89
Crew Memb R/B	Unified Road Systems	16.03	$28,839.84
Crew Memb R/B	Unified Road Systems	16.03	$28,839.84
Director Transp	Unified Road Systems	23.07	$44,991.30

Position Title	Department	G/S	Salary
Operator URS	Unified Road Systems	18.15	$42,809.59
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Office Admin URS	Unified Road Systems	23.11	$49,705.78
Asst Supt URS	Unified Road Systems	32.06	$68,534.59
Const Insp	Unified Road Systems	22.1	$46,126.25
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Operator URS	Unified Road Systems	18.04	$32,623.07
Crew Memb R/B	Unified Road Systems	16.09	$33,437.89
Operator URS	Unified Road Systems	18.03	$31,837.30
Crew Memb R/B	Unified Road Systems	16.03	$28,839.84
Operator URS	Unified Road Systems	18.16	$43,879.84
Operator URS	Unified Road Systems	18.13	$40,746.78
Operator URS	Unified Road Systems	18.11	$38,792.64
Operator URS	Unified Road Systems	18.04	$32,623.07
Crew Memb R/B	Unified Road Systems	16.01	$27,442.97
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Operator URS	Unified Road Systems	18.01	$30,294.93
Asst Engineer URS	Unified Road Systems	33.12	$83,492.89
Engineer Assoc I	Unified Road Systems	24.04	$43,885.43
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Operator URS	Unified Road Systems	18.03	$31,837.30
Operator URS	Unified Road Systems	18.05	$33,437.89
Bridge Crew Mbr	Unified Road Systems	17.01	$28,839.84
Survey Tech I	Unified Road Systems	16.06	$31,051.53
Crew Memb R/B	Unified Road Systems	16.03	$28,839.84
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Sign Shop Manager	Unified Road Systems	23.08	$46,126.25
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Crew Memb R/B	Unified Road Systems	16.01	$27,442.97
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38

Position Title	Department	G/S	Salary
Operator URS	Unified Road Systems	18.09	$36,901.01
Operator URS	Unified Road Systems	18.09	$36,901.01
Operator URS	Unified Road Systems	18.14	$41,765.46
Operator URS	Unified Road Systems	18.06	$34,281.86
Sr Foreman URS	Unified Road Systems	26.11	$57,650.55
Operator URS	Unified Road Systems	18.02	$31,051.53
Crew Memb R/B	Unified Road Systems	16.01	$27,442.97
Adm Tech URS	Unified Road Systems	15.01	$26,133.37
Operator URS	Unified Road Systems	18.04	$32,623.07
Crew Memb R/B	Unified Road Systems	16.04	$29,567.36
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Crew Memb R/B	Unified Road Systems	16.03	$28,839.84
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Crew Memb R/B	Unified Road Systems	16.04	$29,567.36
Foreman URS	Unified Road Systems	23.12	$50,957.14
Crew Memb R/B	Unified Road Systems	16.05	$30,294.93
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Engineer I	Unified Road Systems	30.04	$59,105.64
Const Insp	Unified Road Systems	22.05	$40,742.44
Adm Spec URS	Unified Road Systems	16.12	$35,998.85
Const Insp	Unified Road Systems	22.09	$44,991.30
Foreman URS	Unified Road Systems	23.16	$56,247.16
Operator URS	Unified Road Systems	18.12	$39,752.96
Crew Memb R/B	Unified Road Systems	16.01	$27,442.97
Crew Memb R/B	Unified Road Systems	16.03	$28,839.84
Operator URS	Unified Road Systems	18.08	$35,998.85
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Crew Memb R/B	Unified Road Systems	16.03	$28,839.84
Operator URS	Unified Road Systems	18.02	$31,051.53
Survey Tech II	Unified Road Systems	21.02	$35,998.85

Position Title	Department	G/S	Salary
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Operator URS	Unified Road Systems	18.04	$32,623.07
Operator URS	Unified Road Systems	18.12	$39,752.96
Crew Memb R/B	Unified Road Systems	16.02	$28,141.38
Crew Memb R/B	Unified Road Systems	16.01	$27,442.97
Operator URS	Unified Road Systems	18.06	$34,281.86
Registered Surveyor	Unified Road Systems	32.03	$63,645.50
Coordinator MOT	Outreach	27.08	$56,253.67
Mental Health Specialist	Outreach	23.01	$38,792.64
Mental Health Specialist	Outreach	23.02	$39,752.96
Mental Health Specialist	Outreach	23.02	$39,752.96
Mental Health Specialist	Outreach	23.03	$40,742.44
Mental Health Specialist	Outreach	23.01	$38,792.64
Office Admin MOT	Outreach	22.01	$36,901.01
Clinical Coord MOT Grant	Outreach - Grants	25.05	$47,290.34
Bailiff Com/Sec	Court House Security	C2.11	$46,390.04
Bailiff/Lieut	Court House Security	C5.09	$53,148.00
Bailiff Com/Sec	Court House Security	C2.08	$43,288.67
Archives Manager	County Clerk Archives	26.02	$46,126.25
Adm Spec Archives	County Clerk Archives	16.03	$28,839.84
Adm Spec Archives	County Clerk Archives	16.03	$28,839.84
Adm Spec Archives	County Clerk Archives	16.03	$28,839.84
Adm Spec Archives	County Clerk Archives	16.03	$28,839.84
Adm Spec Co Clk Records	County Clerk Records	16.05	$30,294.93
Adm Spec Co Clk Records	County Clerk Records	16.08	$32,623.07
Office Spec Co Clk	County Clerk Records	17.01	$28,839.84

Position Title	Department	G/S	Salary
Adm Spec Co Clk Records	County Clerk Records	16.06	$31,051.53
Office Spec Co Clk	County Clerk Records	17.02	$29,567.36
Office Coord II Co Clk Rec	County Clerk Records	20.11	$42,808.64
Office Spec Co Clk	County Clerk Records	17.06	$32,623.07
Office Spec Co Clk	County Clerk Records	17.04	$31,051.53
Office Spec Co Clk	County Clerk Records	17.02	$29,567.36
Quality Control Spec	County Clerk Records	22.02	$37,832.27
Warehouse Coord Bldg	County Wide Rec Mgmt	21.01	$35,125.79
Adm Clk Hot Check	Hot Checks	14.06	$28,141.38
Hot Check Super	Hot Checks	22.12	$48,483.50
Mechanic 2 Fleet	Fleet Services	21.08	$41,761.00
Inventory Coordinator	Fleet Services	21.01	$35,125.79
Sr Service Tech	Fleet Services	22.05	$40,742.44
Mechanic 1 Fleet	Fleet Services	20.01	$33,437.89
Adm Tech Fleet	Fleet Services	15.03	$27,442.97
Mechanic 2 Fleet	Fleet Services	21.16	$50,914.75
Fleet Mgr	Fleet Services	D1.5	$80,892.44
Mechanic 2 Fleet	Fleet Services	21.09	$42,808.64
Paint Tech Fleet	Fleet Services	20.03	$35,125.79
Mechanic 1 Fleet	Fleet Services	20.04	$35,998.85
Mechanic 1 Fleet	Fleet Services	20.03	$35,125.79
Mechanic 2 Fleet	Fleet Services	21.02	$35,998.85
Serv Mgr Fleet	Fleet Services	22.1	$46,126.25
Service Tech I	Fleet Services	17.01	$28,839.84
Asst Fleet Mgr	Fleet Services	28.04	$53,547.20
Crew Memb Flt	Fleet Services	16.01	$27,442.97
Shop Fmn Fleet	Fleet Services	23.14	$53,536.84

Position Title	Department	G/S	Salary
Grants Coord HUD	HUD CDBG	28.08	$59,105.64
Health & Wellness Coord	Human Resources/Benefits	25.02	$43,885.43
HR Benefits Analyst	Human Resources/Benefits	23.04	$41,761.00
HR Staff Acct	Human Resources/Benefits	27.03	$49,705.78
Benefits Specialist	Human Resources/Benefits	18.01	$30,294.93
Adm Spec HR	Human Resources/Benefits	16.01	$27,442.97
Assoc Dir HR	Human Resources/Benefits	33.14	$87,719.72
Env Program Coord	WMSN Co Conservation	27.02	$48,483.50
Air Grant Project Admin	Air Grant Project	16.02	$28,141.38