

Compensation Order for 2016-2017

GENERAL FUND

OFFICE OF THE COUNTY JUDGE - DEPARTMENT 101	not to exceed
County Judge Salary	\$ 54,590.00
See Juvenile Board (DEPT. 117)	\$ 1,200.00
Travel Allowance	\$ 6,000.00
OFFICE OF DISTRICT JUDGE - DEPARTMENT 117	not to exceed
Juvenile Board	\$ 1,200.00
OFFICE OF THE COUNTY COURT AT LAW - DEPARTMENT 103	not to exceed
County Court-at-Law Judge Salary	\$ 140,000.00
See Juvenile Board (DEPT.117)	\$ 1,200.00
OFFICE OF THE DISTRICT CLERK - DEPARTMENT 104	not to exceed
District Clerk	\$ 49,955.00
OFFICE OF THE CRIMINAL DISTRICT ATTORNEY - DEPARTMENT 105	not to exceed
Criminal District Attorney Salary Supplement	\$ 1,200.00
OFFICE OF THE COUNTY TREASURER - DEPARTMENT 110	not to exceed
Treasurer	\$ 49,955.00
OFFICE OF THE COUNTY CLERK - DEPARTMENT 111	not to exceed
County Clerk	\$ 49,955.00
OFFICE OF THE COUNTY TAX ASSESSOR/COLLECTOR - 112	not to exceed
Tax Assessor/Collector	\$ 49,955.00
SHERIFF - ADMINISTRATION - DEPT.113	not to exceed
Sheriff	\$ 59,234.00
Chief Deputy (Exempt)	\$ 54,233.00
SHERIFF - JAIL - DEPARTMENT 114	not to exceed
Captain (Exempt)	\$ 51,658.00
JUSTICE OF THE PEACE PCT 1 - DEPT 119	not to exceed
Justice of the Peace, Pct.1	\$ 42,250.00
JUSTICE OF THE PEACE PCT 2 - DEPT 120	not to exceed
Justice of the Peace, Pct.2	\$ 23,175.00
JUSTICE OF THE PEACE PCT 3 - DEPT 121	not to exceed
Justice of the Peace, Pct.3	\$ 42,250.00
JUSTICE OF THE PEACE PCT 4 - DEPT 122	not to exceed
Justice of the Peace, Pct.4	\$ 42,250.00
CONSTABLE PCT 1 - DEPT 123	not to exceed
Constable Pct.1	\$ 13,184.00
CONSTABLE PCT 2 - DEPT 124	not to exceed
Constable Pct.2	\$ 13,184.00

CONSTABLE PCT 3 - DEPT 125		not to exceed
Constable Pct.3	\$	13,184.00
CONSTABLE PCT 4 - DEPT 126		not to exceed
Constable Pct.4	\$	13,184.00
JUVENILE PROBATION - DEPARTMENT 160, 325 & 330		not to exceed
Chief Probation Officer (Exempt)	\$	59,150.00
Salary	\$	15,862.00
Salary - State Aid	\$	40,788.00
Car Allowance	\$	2,500.00
ROAD & BRIDGE - FUND 200		
COUNTY COMMISSIONERS - DEPARTMENT 128		not to exceed
Commissioner, Pct. 1 Salary	\$	49,756.00
Travel Allowance	\$	9,000.00
Commissioner, Pct. 2 Salary	\$	49,756.00
Travel Allowance	\$	9,000.00
Commissioner, Pct. 3 Salary	\$	49,756.00
Travel Allowance	\$	9,000.00
Commissioner, Pct. 4 Salary	\$	49,756.00
Travel Allowance	\$	9,000.00

CLERICAL - ANNUAL MAXIMUM ENTRY & INTRODUCTORY LEVEL COMPENSATION & WAGES

New clerical employees hired with no work related experience in similar and comparable job duties may be compensated at least minimum wage but not more than the following amounts:

	Max Hourly Rate
Entry level	\$ 11.70

New clerical employees hired with work related experience in similar and comparable job duties may be compensated at least minimum wage but not more than the following amounts:

	Max Hourly Rate
Entry level	\$ 12.28

New employees hired may be compensated not more than the amounts shown. After a successful completion of 2 month introductory period a raise can be given not to exceed the maximum compensation as set out below for the position and provided for in the budget.

Any deviation from this introductory salary order must be approved by the

The Court has adopted this order to clarify that other than exempt employees and elected officials, all employees are to be paid at an hourly rate.

Regular Full Time - 40 hours per week. Employee has full access to medical insurance benefits, supplemental insurance, basic term life/AD&A, retirement, vacation, sick and holidays.

Regular Full Time - 30-32 hours per week. Employee has full access to medical insurance benefits, supplemental insurance, basic term life/AD&A, retirement, vacation (prorated at 6.5), sick (prorated at 6.5) and holidays (prorated at 6.5) and as defined by Commissioners Court. (30 hours per week as defined by Affordable Care Act.)

Regular Part-time - 29.75 hours per week or less. Employee is not eligible for medical insurance benefits, supplemental insurance, basic term life/AD&D. Eligible for retirement benefits. Vacation, sick and holiday are not offered. However, seasonal holidays may be approved and granted by Commissioners Court.

Temporary. A Temporary employee is an employee hired to work for a specified, limited time period or is hired to complete a specified project or assignment. *Time specified will be needed in writing from the Elected Official to Human Resources.* Temporary employees are not eligible for any County benefits. Not eligible for retirement benefits.

Effective September 25, 2016 for EMS, Jail, Sheriff and Dispatch

Effective September 24, 2016 for all other Departments

GENERAL FUND**OFFICE OF THE COUNTY JUDGE, COMMISSIONERS COURT, ENVIRONMENTAL - DEPARTMENT 101**

Title	Account	3%
Sr. Administrative Assistant	51105	\$ 17.38
Administrative Assistant	51105	\$ 16.73
Administrative Assistant	51105	\$ 11.93
Part Time Assistant (2 Assistants)	51105	\$ 10.61 \$ 117,834.00
Administrative Assistant	51106	\$ 16.73 \$ 34,799.00
Administrative Assistant	51107	\$ 16.73 \$ 34,799.00

OFFICE OF DISTRICT JUDGE - DEPARTMENT 102

Title	Account
Court Reporter	51110 \$ 24.52 \$ 51,002.00

OFFICE OF THE COUNTY COURT AT LAW - DEPARTMENT 103

Title	Account
Court Administrator	51111 \$ 17.38 \$ 36,151.00
Court Reporter	51110 \$ 10.96 \$ 22,797.00

OFFICE OF THE DISTRICT CLERK - DEPARTMENT 104

Title	Account
Chief Deputy	51103 \$ 17.38 \$ 36,151.00
Deputy - Part time	51111 \$ 16.39 \$ 14,345.00
Deputy	51109 \$ 6.58 \$ 13,000.00
RMF/ACO Supplement	51112 \$ 6.30 \$ 12,364.00

OFFICE OF THE CRIMINAL DISTRICT ATTORNEY - DEPARTMENT 105

Title	Account	Salary
First Assistant District Attorney		
Salary	51108	\$ 63,522.00
State Supplement	54999	\$ 3,200.00
Assistant District Attorney	51110	\$ 65,127.00
Assistant District Attorney	51112	\$ 63,654.00
Legal/Felony Assistant	51111	\$ 17.38
Legal/Misdemeanor Assistant	51111	\$ 16.88
Legal Office Administrator	51111	\$ 16.88 \$ 106,373.00

AUDITOR'S OFFICE - DEPARTMENT 106

Title	Account	
The District Judge 155th Judicial District has set the salaries for the County Auditor and Assistants for the Fiscal Year 2016 - 2017 at the amounts requested out of the General Fund of Austin County is granted in numbers set forth:		
County Auditor	51101	\$ 60,000.00
Internal Auditor	51111	\$ 18.04
A/P Specialist	51111	\$ 17.65
Assistant Auditor	51111	\$ 16.37 \$ 106,226.00

VETERANS SERVICES DEPARTMENT - DEPARTMENT 107

Title	Account	
Vetrans Service Officer	51107	\$ 9,064.00

COUNTY HEALTH DEPARTMENT - DEPARTMENT 108

Title	Account	
Health Officer	51108	\$ 4,000.00

OFFICE OF THE HUMAN RESOURCE DEPARTMENT - DEPARTMENT 109

Title	Account	
Personnel Manager	51101	\$ 17.38 \$ 36,151.00
Part Time Assistant	51109	\$ 12.50 \$ 15,600.00

OFFICE OF THE COUNTY TREASURER - DEPARTMENT 110

Title	Account	
Chief Deputy	51103	\$ 17.38 \$ 36,151.00

OFFICE OF THE COUNTY CLERK - DEPARTMENT 111

Title	Account	
Chief Deputy	51103	\$ 17.38 \$ 36,151.00
Deputy Clerk #1	51104	\$ 17.23
Deputy Clerk #2	51104	\$ 16.74
Deputy Clerk #3	51104	\$ 16.42
Deputy Clerk #4	51104	\$ 16.34
Deputy Clerk #5	51104	\$ 15.48 \$ 171,000.00
Part Time Deputies/RMF Supplement Funds	51109	\$ 17.13 \$ 35,631.00

OFFICE OF THE COUNTY TAX ASSESSOR/COLLECTOR - 112

Title	Account				
Deputy Voter Registrar	51102	\$	17.38	\$	36,151.00
Chief Deputy	51103	\$	17.38	\$	36,151.00
Deputy	51104	\$	16.73		
Deputy	51104	\$	16.73	\$	69,598.00
Part Time Deputies (2 Deputies)	51112	\$	11.14	\$	18,942.00

SHERIFF'S DEPARTMENT - MAXIMUM INTRODUCTORY LEVEL COMPENSATION & WAGES

New employees hired depending on qualification may be compensated not more than the following amounts:

Title	Account			
Deputy		\$	20.51	
Jailer I		\$	16.57	
Jailer II		\$	18.91	

After successful completion of 2 month introductory period a raise can be given up to the maximum compensation as set out below for the position and provided for in the budget.

deputy's regular bi-weekly pay will be based on working 80 hours. Hours worked over 80 and up to 86 hours per 14-day work period will be paid straight time. Hours worked over 86 will be accrued as comp time.

SHERIFF'S DEPARTMENT - DEPARTMENT 113

Title	Account				
Captain	51121	\$	24.88	\$	51,750.00
Weights & Permit Corp-Sgt	51102	\$	22.38		
Weight Permit Deputy	51102	\$	21.92	\$	92,144.62
Investigator Lieutenant	51115	\$	23.49	\$	48,868.14
Investigator II	51114	\$	23.28		
Investigator I	51114	\$	22.84		
Investigator I	51114	\$	22.84		
Investigator I	51114	\$	22.84		
Investigator I	51114	\$	22.84	\$	238,406.27
Civil Deputy - Sgt	51***	\$	23.28		
Civil Deputy	51***	\$	22.84		
Patrol - Lt	51***	\$	23.49		
Patrol - Sgt	51***	\$	22.45		
Patrol - Sgt	51***	\$	22.45		
Patrol - Sgt	51***	\$	22.45		
Patrol - Sgt	51***	\$	22.45	\$	331,571.55
Patrol - Deputy	51104	\$	20.78		
Patrol - Deputy	51104	\$	20.78		
Patrol - Deputy	51104	\$	20.78		
Patrol - Deputy	51104	\$	20.78		
Patrol - Deputy	51104	\$	20.78		
Patrol - Deputy	51104	\$	20.78		

Patrol - Deputy	51104	\$	20.78	
Patrol - Deputy	51104	\$	20.78	
Patrol - Deputy	51104	\$	20.78	
Patrol - Deputy	51104	\$	20.78	
Patrol - Deputy	51104	\$	20.78	
Patrol - Deputy	51104	\$	20.78	
Patrol - Deputy	51104	\$	20.78	\$ 561,891.20
Narcotic - Deputy	51108	\$	21.82	
Narcotic - Deputy	51108	\$	21.82	\$ 90,752.06
Warrant - Officer	51112	\$	22.45	\$ 46,704.32
Traffic - Corporal	51116	\$	22.39	\$ 46,575.78
Crime Victim Liaison	51118	\$	21.40	\$ 44,519.07
Environmental Officer - Deputy	51120	\$	21.40	\$ 44,519.07
Administrative Assistant	51105	\$	17.38	\$ 36,142.29
Switchboard Operator	51000	\$	10.50	
Part-time Switchboard Operator	51000	\$	9.75	\$ 38,925.00
Part-time Investigator	51109	\$	20.96	
Part-time Deputies	51109	\$	20.00	\$ 38,000.00
Part-time Bailiff	139-51103	\$	20.00	
Courthouse Security	139-51109	\$	20.00	

SHERIFF - COMMUNICATIONS - DEPT. 113

* *Dropping all certificate pay because of raises.*

Title	Account	
<i>Dispatch Supervisor ** 4hrs OT/pay period</i>	\$	22.93
<i>Dispatch level 4 now called Master</i>	\$	19.00
<i>Dispatch level 3 now called Advanced</i>	\$	18.47
<i>Dispatch level 2 now called Intermediate</i>	\$	17.99
<i>Dispatch level 1 now called Basic</i>	\$	17.42
<i>Dispatch Trainees</i>	\$	16.00
<i>Dispatch Part-time</i>	\$	16.00

Title	Account	
Dispatch Supervisor ** 4hrs OT/pay period	51107	\$ 22.93
Dispatcher - Master	51106	\$ 19.00
Dispatcher - Master	51106	\$ 19.00
Dispatcher - Master	51106	\$ 19.00
Dispatcher - Master	51106	\$ 19.00
Dispatcher - Master	51106	\$ 19.00
Dispatcher - Advanced	51106	\$ 18.47
Dispatcher - Advanced	51106	\$ 18.47
Dispatcher - Advanced	51106	\$ 18.47
Dispatcher - Advanced	51106	\$ 18.47
Dispatcher - Intermediate	51106	\$ 17.99
Dispatcher - Intermediate	51106	\$ 17.99
Dispatcher - Basic	51106	\$ 17.42
Part-time Dispatchers	51110	

*** DISPATCHERS WORK 36 HOUR WEEK AND 48 HOUR WEEK IN 2 WEEK PERIOD-PAID FOR 8 HOURS OVERTIME

SHERIFF - JAIL - DEPT 114

Jail staff work 80 hours every two week pay period. Hours worked over 80 are paid overtime.

Title	Account				
Lt/Jail Bus Admin	51105	\$	23.21	\$	48,276.80
Jail - Sergeant	51110	\$	23.13		
Jail - Sergeant	51110	\$	23.13	\$	96,220.80
Jail - Corporal	51106	\$	21.33		
Jail - Corporal	51106	\$	21.33	\$	88,732.80
Training Officer	51115	\$	21.33	\$	44,366.40
Jail - Kitchen Manager	51114	\$	21.56	\$	42,099.20
Transport Deputy	51108	\$	21.01		
Transport Deputy	51108	\$	21.01	\$	87,401.60
Jailer I	51104	\$	18.15		
Jailer I	51104	\$	18.15		
Jailer I	51104	\$	18.15		
Jailer I	51104	\$	18.15		
Jailer I	51104	\$	18.15		
Jailer I	51104	\$	18.15		
Jailer I	51104	\$	18.15		
Jailer I	51104	\$	18.15		
Jailer II	51104	\$	20.32		
Jailer II	51104	\$	20.32		
Jailer II	51104	\$	20.32		
Jailer II	51104	\$	20.32		
Jailer II	51104	\$	20.32		
Jailer II	51104	\$	20.32		
Jailer II	51104	\$	20.32		
Work Crew Supv	51107	\$	19.57	\$	40,705.60
Part Time Clerk	51109	\$	9.15	\$	19,034.00

CO C/H & ASSOCIATE BUILDINGS - DEPT. 115

Title	Account			
Maintenance Coordinator	51115	\$	16.58	
Maintenance Persons (2)	51115	\$	13.22	\$
West End Library Maintenance (Max \$12,000.00)	51115	\$	11.66	
Extra Janitorial (See 114)	51116			\$
				4,248.00

TX AGRILIFE EXTENSION SERVICE - DEPT. 116

Title	Account	Salary not to exceed		
Extension Agent, Agriculture	51121	\$	26,706.00	
*Travel Allowance (\$5,000.00)	54203			
Extension Agent, FCS Agent	51123	\$	26,706.00	
*Travel Allowance (\$3,100.00)	54207			
Extension Agent, Asst. Co. 4-H Agent	51124	\$	26,706.00	
*Travel Allowance (\$3,500.00)	54208			
Office Administrator	51105	\$	17.38	\$
Part time Secretary (32 hours per week)	51109	\$	10.00	\$

JUSTICE OF THE PEACE PCT 1 - DEPT 119

Title	Account			
Court Administrator	51105	\$	16.85	\$

JUSTICE OF THE PEACE PCT 3 - DEPT 121

Title	Account			
Court Administrator	51105	\$	16.85	\$
Court Clerk	51107		13.86	\$

JUSTICE OF THE PEACE PCT 4 - DEPT 122

Title	Account			
Court Administrator	51105		16.85	\$
Part time Clerk	51107		10.96	\$

EMERGENCY MEDICAL SERVICE - DEPT. 130

Full time EMS employees are compensated an additional 416 hours at the overtime rate as reflected in the Total Pay above. The work schedule consists of 2 24 hour shifts a week with 8 hours of that being overtime rate.

** Dropping all certificate pay because of 4% raises. (2015-2016 Compensation Order)*

Title	Account	Annual Salary not to exceed	
EMS Director	51120	\$	24.76
EMS Clinical Manager (Not to exceed \$19,275)	51103	\$	19.09
EMS Administrator	51101	\$	17.52
Assistant Administrator	51109	\$	16.63
Deputy Director	51124	\$	19.75
EMS Captain	51124	\$	19.09
EMS Lieutenant	51124	\$	18.45
Paramedic > 3 yr (1)	51124	\$	18.04
Paramedic < 3 yr (2)	51124	\$	17.61

Paramedic - Probationary	51124	\$	17.27
EMT - I >3 yr	51125	\$	15.07
EMT - I <3 yr (1)	51125	\$	14.56
EMT - I Probationary	51125	\$	14.13
EMT > 3 yr (3)	51125	\$	13.46
EMT < 3 yr	51125	\$	13.03
EMT - Probationary	51125	\$	12.64
Part-time			
Deputy Director		\$	19.75
EMS Captain - open		\$	19.09
EMS Lieutenant (2)		\$	18.45
Paramedic > 3 yr (14)		\$	18.04
Paramedic < 3 yr (6)		\$	17.61
Paramedic Probation		\$	17.27
EMT - I > 3 yr (3)		\$	15.07
EMT - I > 3 yr		\$	14.56
EMT - I Probation		\$	14.13
EMT > 3 yr (6)		\$	13.46
EMT < 3 yr (5)		\$	13.03
EMT Probation		\$	12.64
ECA > 3 yr		\$	13.01
ECA < 3 yr		\$	12.25
ECA Probation		\$	11.69
Medical Director	51127	\$	14,400.00

P/T EMS employees are compensated at rate set out above depending on qualifications & experience

COMPUTER TECH/COMMUNICATIONS - DEPARTMENT 131

Title	Account		
Computer Systems Technology Coordinator	51101	\$	22.46

Work schedule consists of 6 hrs pd OT ea pay period.

KNOX LIBRARY - DEPARTMENT 135

Title	Account			
Librarian (1664 hours per year)	51121	\$	12.37	\$ 20,584.00
Assistant Librarian (1664 hours per year)	51125		10.24	\$ 17,039.00
Substitute Help	51109			
Library Aide	51126			

WEST END LIBRARY - DEPARTMENT 140

Title	Account			
Librarian (1664 hours per year)	51121	\$	15.70	\$ 26,125.00
Library Aide	51125			\$ 11,600.00
Substitute Help	51109			\$ 160.00

EMERGENCY MANAGEMENT - DEPARTMENT 150

Title	Account		
Coordinator	51121	17.89	\$ 29,769.00

JUVENILE PROBATION - DEPARTMENT 160, 325 & 330

Title	Account		
Program Administrator			
*Salary	1102	\$	16,068.00
**Salary - State Aid		\$	36,228.00
***Car Allowance	4199	\$	2,500.00
JPO/Progressive Sanctions			
*Salary	1103	\$	13,282.00
**Salary - State Aid		\$	33,721.00
***Car Allowance	4200	\$	2,500.00
Coordinator			
*Salary - State Aid		\$	9,169.00
** Salary - County	1109	\$	26,984.00

ROAD & BRIDGE - MAXIMUM ENTRY LEVEL COMPENSATION & WAGES - FUND 200

Title	Account
<i>Class A Entry Level</i>	\$ 17.30
<i>Class B Entry Level</i>	\$ 16.28
<i>Class C Entry Level</i>	\$ 15.26
<i>New Road & Bridge employees hired may be compensated not more than the amounts shown. After a successful completion of 2 month introductory period a raise can be given not to exceed the maximum compensation as set out below for the position and provided for in the budget.</i>	
<i>Foreman</i>	\$ 21.01
<i>Assistant Forman</i>	\$ 20.03
<i>Class A Operator</i>	\$ 19.67
<i>Class B Operator</i>	\$ 19.42
<i>Class C Operator</i>	\$ 17.68

COUNTY COMMISSIONER PCT 1 EMPLOYEES - DEPARTMENT 401

Title	Account
Foreman	51130
Assistant Foreman	51130
Operator	51130
	\$ 259,202.00

COUNTY COMMISSIONER PCT 2 EMPLOYEES - DEPARTMENT 402

Title	Account
Foreman	51130
Assistant Foreman	51130
Assistant Foreman	51130
Operator	51130
	\$ 332,200.00

COUNTY COMMISSIONER PCT 3 EMPLOYEES - DEPARTMENT 403

Title	Account
Foreman	51130
Assistant Forman	51130
Operator	51130
Operator	51130
	\$ 150,103.00

COUNTY COMMISSIONER PCT 4 EMPLOYEES - DEPARTMENT 404

Title	Account
Foreman	51130
Assistant Foreman	51130
Assistant Foreman	51130
Operator	51130
Part-time	51109
	\$ 292,870.00

IT IS FURTHER ORDERED, ADJUDGED and DECREED that all of said salaries are to be paid from the General and/or Road and Bridge Revenue funds of Austin County, Texas, as heretofore established by this Court, subject to modification at a later date as authorized by law.

September 26 motion made by Commissioner Reichardt, second by Commissioner King, and adopted by a vote of 3 AYE and 1 NO. Whereupon the County Judge declared the Motion and Order passed, approved and adopted this COMPENSATION ORDER as the Order of the Court.



Honorable Tim Lapham
County Judge

