

## Compensation Order for 2016-2017

### GENERAL FUND

#### OFFICE OF THE COUNTY JUDGE - DEPARTMENT 101

			<b>not to exceed</b>
County Judge Salary	\$ 54,590.00	\$	61,790.00
See Juvenile Board (DEPT. 117)	\$ 1,200.00		
Travel Allowance	\$ 6,000.00		

#### OFFICE OF DISTRICT JUDGE - DEPARTMENT 117

			<b>not to exceed</b>
Juvenile Board		\$	1,200.00

#### OFFICE OF THE COUNTY COURT AT LAW - DEPARTMENT 103

			<b>not to exceed</b>
County Court-at-Law Judge Salary	\$ 140,000.00	\$	141,200.00
See Juvenile Board (DEPT.117)	\$ 1,200.00		

#### OFFICE OF THE DISTRICT CLERK - DEPARTMENT 104

			<b>not to exceed</b>
District Clerk		\$	49,955.00

#### OFFICE OF THE CRIMINAL DISTRICT ATTORNEY - DEPARTMENT 105

			<b>not to exceed</b>
Criminal District Attorney Salary Supplement		\$	1,200.00

#### OFFICE OF THE COUNTY TREASURER - DEPARTMENT 110

			<b>not to exceed</b>
Treasurer		\$	49,955.00

#### OFFICE OF THE COUNTY CLERK - DEPARTMENT 111

			<b>not to exceed</b>
County Clerk		\$	49,955.00

#### OFFICE OF THE COUNTY TAX ASSESSOR/COLLECTOR - 112

			<b>not to exceed</b>
Tax Assessor/Collector		\$	49,955.00

#### SHERIFF - ADMINISTRATION - DEPT.113

			<b>not to exceed</b>
Sheriff	\$		59,234.00
Chief Deputy (Exempt)	\$		54,233.00

#### SHERIFF - JAIL - DEPARTMENT 114

			<b>not to exceed</b>
Captain (Exempt)		\$	51,658.00

#### JUSTICE OF THE PEACE PCT 1 - DEPT 119

			<b>not to exceed</b>
Justice of the Peace, Pct.1		\$	42,250.00

#### JUSTICE OF THE PEACE PCT 2 - DEPT 120

			<b>not to exceed</b>
Justice of the Peace, Pct.2		\$	23,175.00

#### JUSTICE OF THE PEACE PCT 3 - DEPT 121

			<b>not to exceed</b>
Justice of the Peace, Pct.3		\$	42,250.00

#### JUSTICE OF THE PEACE PCT 4 - DEPT 122

			<b>not to exceed</b>
Justice of the Peace, Pct.4		\$	42,250.00

#### CONSTABLE PCT 1 - DEPT 123

			<b>not to exceed</b>
Constable Pct.1		\$	13,184.00

#### CONSTABLE PCT 2 - DEPT 124

			<b>not to exceed</b>
Constable Pct.2		\$	13,184.00

<b>CONSTABLE PCT 3 - DEPT 125</b>			<b>not to exceed</b>
Constable Pct.3		\$	13,184.00
<b>CONSTABLE PCT 4 - DEPT 126</b>			<b>not to exceed</b>
Constable Pct.4		\$	13,184.00
<b>JUVENILE PROBATION - DEPARTMENT 160, 325 &amp; 330</b>			<b>not to exceed</b>
Chief Probation Officer (Exempt)		\$	59,150.00
	Salary \$	15,862.00	
	Salary - State Aid \$	40,788.00	
	Car Allowance \$	2,500.00	
<b>ROAD &amp; BRIDGE - FUND 200</b>			
<b>COUNTY COMMISSIONERS - DEPARTMENT 128</b>			<b>not to exceed</b>
Commissioner, Pct. 1 Salary	\$	49,756.00	\$ 58,756.00
	Travel Allowance \$	9,000.00	
Commissioner, Pct. 2 Salary	\$	49,756.00	\$ 58,756.00
	Travel Allowance \$	9,000.00	
Commissioner, Pct. 3 Salary	\$	49,756.00	\$ 58,756.00
	Travel Allowance \$	9,000.00	
Commissioner, Pct. 4 Salary	\$	49,756.00	\$ 58,756.00
	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**

<b>Title</b>	<b>Account</b>				
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:*

<b>Title</b>	<b>Account</b>				
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**

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

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 - 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 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		
Jailer II	51104	\$	20.32		
Jailer II	51104	\$	20.32	\$	640,140.80
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	\$	86,000.00
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	\$ 36,151.00
Part time Secretary (32 hours per week)	51109	\$	10.00	\$ 16,640.00

**JUSTICE OF THE PEACE PCT 1 - DEPT 119**

Title	Account			
Court Administrator	51105	\$	16.85	\$ 35,050.00

**JUSTICE OF THE PEACE PCT 3 - DEPT 121**

Title	Account			
Court Administrator	51105	\$	16.85	\$ 35,050.00
Court Clerk	51107		13.86	\$ 28,829.00

**JUSTICE OF THE PEACE PCT 4 - DEPT 122**

Title	Account			
Court Administrator	51105		16.85	\$ 35,050.00
Part time Clerk	51107		10.96	\$ 16,965.00

**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**

<b>Title</b>	<b>Account</b>	
<b>Class A Entry Level</b>	\$	<b>17.30</b>
<b>Class B Entry Level</b>	\$	<b>16.28</b>
<b>Class C Entry Level</b>	\$	<b>15.26</b>
<i>New Road &amp; 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>		
<b>Foreman</b>	\$	<b>21.01</b>
<b>Assistant Forman</b>	\$	<b>20.03</b>
<b>Class A Operator</b>	\$	<b>19.67</b>
<b>Class B Operator</b>	\$	<b>19.42</b>
<b>Class C Operator</b>	\$	<b>17.68</b>

**COUNTY COMMISSIONER PCT 1 EMPLOYEES - DEPARTMENT 401**

<b>Title</b>	<b>Account</b>	
Foreman	51130	
Assistant Foreman	51130	
Operator	51130	
Operator	51130	
Operator	51130	
Operator	51130	
Operator	51130	
Operator	51130	\$ 259,202.00

**COUNTY COMMISSIONER PCT 2 EMPLOYEES - DEPARTMENT 402**

<b>Title</b>	<b>Account</b>	
Foreman	51130	
Assistant Foreman	51130	
Assistant Foreman	51130	
Operator	51130	
Operator	51130	
Operator	51130	
Operator	51130	
Operator	51130	
Operator	51130	\$ 332,200.00

**COUNTY COMMISSIONER PCT 3 EMPLOYEES - DEPARTMENT 403**

<b>Title</b>	<b>Account</b>	
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		
Operator	51130		
Operator	51130		
Operator	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.

  
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Honorable Tim Lapham  
County Judge

