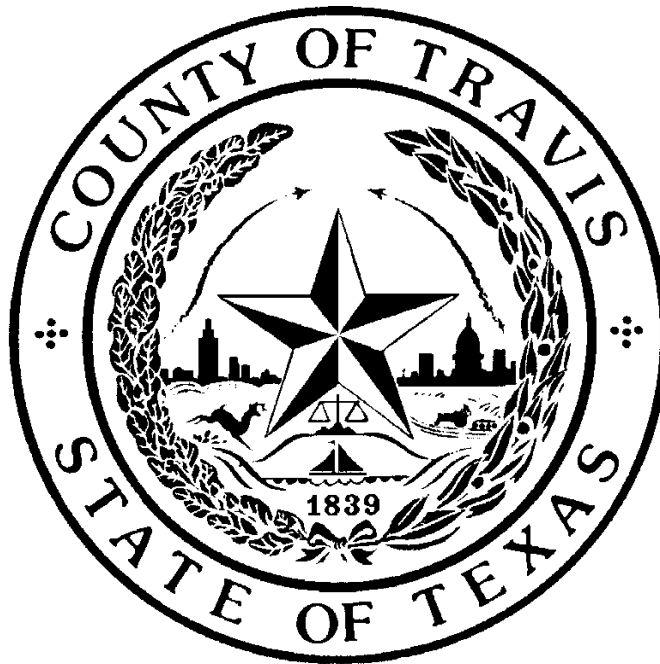


GUIDE TO LIVING WITH THE FY 2005 TRAVIS COUNTY BUDGET

**Also Known As:
Travis County Budget Rules**



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GUIDE TO LIVING WITH THE FY 2005 TRAVIS COUNTY BUDGET

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INTRODUCTION

This document contains the Fiscal Year 2005 budget rules and policies adopted by the Travis County Commissioners Court. The rules and policies were adopted to ensure that the implementation of the budget is consistent with Commissioners Court policy and applicable laws.

The Planning and Budget Office (PBO) and the Auditor's Office wish to minimize frustration and confusion as you work within the rules and policies. Please contact either office for assistance or to convey ideas for improving the rules and the guide.

For FY 05, there are a few substantial changes to the Budget Rules. Most of the changes involve modifications of existing wording to ensure compliance with existing practices and rules. The most significant of these changes are outlined below:

- Changes the budget adjustment process to incorporate the revised procedure for automatic budget adjustment processing. The process was changed to reflect that all budget adjustments, including automatics, are now approved by Commissioners Court on a weekly basis.
- Removes Rural Medical Assistance Program from the list of restricted accounts.
- Requires Court review of budget adjustments into or out of the Visiting Judge and Elected Official salary line items. An exception was added for the movement of funds to backfill for a vacant Judge position.
- Asks departments to submit the grant summary sheet for grants to PBO electronically.
- Requires that travel expenditures for non-County employees and or volunteers for professional development be approved by the Commissioners Court prior to the actual travel unless the department has a policy that has been previously approved by Commissioners Court.
- Clarifies the Budget Rules regarding the following travel items: (1) makes partial day per diem an option at the discretion of the official; (2) allows meals will be reimbursed if overnight travel outside of the County is required; (3) and allows banquets, award ceremonies, luncheons, etc to be reimbursed using the meal reimbursement methods unless included in the Registration Fee.
- Changes the rules on automatics to allow personnel funds related to all Interlocal agreements to be moved as an automatic adjustment. As with bond and grant funds transfers, changes related to Interlocal agreements often are necessary to fully utilize the funds from the Interlocal.
- Clarifies the definition of technical and administrative budget adjustments to include small errors on items approved by Commissioners Court.
- Changes the rules on Jury Sequestration to reflect that it is optional whether a Judge has a cash fund established.
- Sets the entire limit for non capital expenditures at \$5,000 for software purchases. The former rule was \$10,000 until it was changed by the Fixed Assets policy.
- Disallows transfers into or out of the Wellness Clinic Division from being considered "automatic" adjustments.
- Encourages departments to utilize permanent salary savings to increase green-circled positions to the minimum of the pay grade.

RECAPITULATION OF RULES

Basis for the Budget:

The Travis County Budget Order is the sole and complete authority during Travis County Fiscal Year 2005 for expenditure of those funds and for the use of those County resources that are subject to appropriation by the Travis County Commissioners Court.

Primary Rule:

Rule #1. Expenditures and FY 2005 contractual obligations in excess of the amount authorized in a department or office budget are prohibited. In addition, departments and offices cannot expend more funds in any line item than the amount adopted in the budget. If additional funding is desired, the office or department must have the budget amended. p. 8

Budget Adjustments:

Rule #2. All changes to the Adopted Budget require the submission of signed budget adjustment forms to PBO. An elected or appointed official or an authorized employee must sign these forms. p. 8

Rule #3. The table entitled “Budget Authority Responsibility” lists the title of the elected or appointed official who may authorize expenditures, budget adjustments, or financial system access for the budget of their office or department. County or District elected or appointed officials may designate employees in their offices or departments to execute Personnel Action Forms, Expenditure Requisitions, and Budget Adjustments, and to provide financial system access on their behalf. That authority is recognized by PBO, the County Auditor, the County Treasurer, the Purchasing Office, and the Human Resources Management Department upon written notification from the elected or appointed official. p. 8

Rule #4. Offices and departments must submit transfers, amendments, and discussion items to PBO at least 12 days before the Commissioners Court voting session during which they are to be considered. p. 12

Personnel Budgets:

Rule #5. A department’s or office’s personnel budget must stay within the amount appropriated in the Adopted Budget on an annualized basis. p. 13

Capital Funds:

Rule #6. If appropriated funds are left over after a capital project is completed or a capital item is purchased, a department or office cannot automatically transfer the unused funds to another project or purchase without Commissioners Court approval. In addition, funds cannot be transferred between projects without approval of Commissioners Court. If the capital funds are debt proceeds, they can only be used in accordance with the covenants in the Official Statement. p. 14

Rule #7. If bond funds are left over after the completion of all of the 1984 Voter Approved Road Capital Improvement Projects, including right-of-way litigation associated with those projects, the remaining funds shall be expended on Road and Bridge Projects in Precinct One. p. 14

Encumbrances:

Rule #8. Keep track of your encumbrances and keep them timely. Please refrain from tying up County resources with unnecessary encumbrances. p. 15

Prior Year Encumbrance Reserve:

Rule #9. A reserve for encumbrances is established to pay for contractual obligations made in the previous fiscal year for goods and services to be received in the new fiscal year. The amount budgeted for this reserve is the maximum, not to exceed amount, estimated at the time this budget was adopted.

After the previous fiscal year’s accounting records are closed, a portion of the estimated budgeted reserve is applied by the County Auditor to pay for the previous fiscal year’s accrued expenditures for goods and services received in that year; the remaining amount becomes the actual amount available for the new fiscal year expenditures for contractual obligations made during the previous fiscal year.

The reserve for encumbrances may be reappropriated by the Commissioners Court to the new fiscal year as budget amendments in the individual office or department budget line items for the purpose and for the vendor to which the contractual obligation and encumbrances were originally applied. Any canceled prior year encumbrance will result in the County Auditor moving these funds from the budget of the department/office to the county's Allocated Reserve for reappropriation by the Commissioners Court.

..... p. 15

Prior Year Pre-Encumbrance Reserve:

Rule #10: A reserve for pre-encumbrances is established to reserve funds for projects initiated in the previous fiscal year and to be expended in the new fiscal year, but for which no contractual obligation yet exists. The reserve for pre-encumbrances may be reappropriated by the Commissioners Court in the new fiscal year as budget adjustments in the individual office or department budget line items. The County Auditor submits the list of pre-encumbrances to PBO for review and recommendations to the Commissioners Court for reappropriations. Any canceled pre-encumbrances over \$50 automatically result in the County Auditor's funds verification approval being revoked, with these funds being moved from the budget of the office or department to the county's Allocated Reserve and made available for reappropriation by the Commissioners Court.

..... p. 15

Central Line Items:

Rule #11. Use of the central support services line items to produce mailing labels, address mailings or print lists of more than 500 names or items is restricted unless the mailing is: (1) required by law; or (2) specifically approved by the Commissioners Court.

..... p. 16

Travel:

Rule #12. All travel expenses must be encumbered prior to traveling. If funds are not encumbered, the County Auditor may require approval by Commissioners Court before disbursement. To receive reimbursement, travelers must file an expense report, using the County's authorized Travel Reimbursement Form, and all required receipts with the County Auditor within 30 days after the last day of travel. The employee and employee's supervisor must approve the report. The County Auditor may request Commissioners Court approval for reimbursement requests received over 30 days after the last day of travel. The Auditor will interpret any requests for deviations within the intent of the travel rules and sound fiscal policy. Elected and appointed officials have the right to establish travel procedures and policies for their own departments, which may reimburse at a rate less than the County's established reimbursement rates..

... p. 16

Rule #13. Travel advances may be paid at the discretion of the County Auditor. ... p. 16

Recruiting and Hiring for High Level Positions:

Rule #14. The Commissioners Court may approve the use of County funds to pay for travel arrangements and food/non-alcoholic beverages to entertain applicants when recruiting nationally for top level positions. Commissioners Court approval must be granted prior to the travel for the applicant to be reimbursed. The job applicants are reimbursed at the same rates used for current County personnel. Moving expenses and employment agency fees may also be paid for these positions if approved in advance by the Commissioners Court. Moving expenses must be supported by receipts. Departments and offices must notify Payroll before any expenses are paid.

..... p. 19

Long Distance and Cellular Phone Expenses:

Rule # 15. All County personnel must certify that long distance toll charges and cellular phone air time charges on County telecommunication equipment were for official County business. If any charges are not for official business, the official or employee must reimburse the County immediately after they are notified of the charges. p. 19

Grants:

Rule #16. Grants from public or private sources received during the fiscal year are budgeted by the Commissioners Court upon certification of the revenue by the County Auditor. Application for grants must be submitted in accordance with the following rules. p. 20

Vehicle Take-Home Policy:

Rule #17. Use of County vehicles is authorized by this budget for county business and in accordance with Chapter 40 of the Travis County Code. p. 24

County Auditor's Budget Adjustment Authority:

Rule #18. The County Auditor has the authority, under the following circumstances, to adjust budgets without prior approval from the office or department, but included on the weekly consent motion submitted to Commissioners Court. p. 24

Authorization For Reimbursed Agreements - Fund 475

Rule #19. Some approved agreements budgeted in Fund 475 (Contractual Capital Projects) by the County require expenditure of County funds until those expenditures are reimbursed by the funding entity. All expenditures for reimbursable agreements within Fund 475 that have been approved by Commissioners Court and for which revenue has been certified by the County Auditor are authorized until resources from the funding entity are available for reimbursement. Offices and departments should request an advance payment rather than agree to a reimbursement arrangement whenever possible. p. 26

Travis County Budget Rules

PRIMARY RULE

Rule #1. Expenditures and FY 2005 contractual obligations in excess of the amount authorized in a department or office budget are prohibited. In addition, departments and offices cannot expend more funds in any line item than the amount adopted in the budget. If additional funding is desired, the office or department must have the budget amended.

The Commissioners Court wishes to grant offices and departments maximum flexibility in managing the funds that are appropriated as long as the office or department does not exceed its total budget. Expenditures and contractual obligations in excess of the amount authorized in a budget are prohibited. If a department or office incurs an expenditure for which they do not have a valid budget, they will be expected to reallocate funds internally to fund the shortfall. This may require actions as extreme as reducing staff. Mandated services must be given highest priority. The Commissioners Court does not intend to fund budget shortfalls retroactively from Allocated Reserves or Unallocated Reserves.

BUDGET ADJUSTMENTS

Budget adjustments are any changes to the Adopted Budget. Adjustments generally involve moving funds from one account to another, but can also include budgeting new inter-governmental contracts, grant contracts, gifts, or donations.

Rule #2. All changes to the Adopted Budget require the submission of signed budget adjustment forms to PBO. An elected or appointed official or an authorized employee must sign these forms.

Rule #3. The table entitled “Budget Authority Responsibility” lists the title of the elected or appointed official who may authorize expenditures, budget adjustments, or financial system access for the budget of their office or department. County or District elected or appointed officials may designate employees in their offices or departments to execute Personnel Action Forms, Expenditure Requisitions, and Budget Adjustments, and to provide system financial access on their behalf. That authority is recognized by PBO, the County Auditor, the County Treasurer, the Purchasing Office and the County Human Resources Management Department upon written notification from the elected or appointed official. (The Budget Authority Responsibility table is in the Appendix).

The budget adjustment form allows multiple transactions on one page. However, please do not mix transactions that require Commissioners Court approval with ones that do not. Please state the amounts in whole dollars.

The next page is a blank Budget Adjustment Form. (Additional copies or electronic versions are available from the Planning and Budget Office.)

BUDGET ADJUSTMENT FORM

Department Name: _____ Department Number: _____

Is this request related to a separate agenda item other than Budget Amendments and Transfers?
 If yes, please check the appropriate blank below and attach copies of the agenda request and all supporting documentation submitted to the County Judge's Office.

Select One <input type="radio"/> Contract Pending <input type="radio"/> Personnel Amendment <input checked="" type="radio"/> Other, Please Specify: <input style="width: 150px; height: 15px;" type="text"/>

ALL AMOUNTS MUST BE IN WHOLE DOLLARS

Item #	Fund	Account Number			Object Title	Amount	For PBO Use Only:		
		Dept/Div.	Act.	Ele/Obj.			Type	PBO Approval Analyst/Manager	
1	FROM: _____	-	_____	-	_____	_____	\$	_____	_____
	TO: _____	-	_____	-	_____	_____		_____	_____
2	FROM: _____	-	_____	-	_____	_____	\$	_____	_____
	TO: _____	-	_____	-	_____	_____		_____	_____
3	FROM: _____	-	_____	-	_____	_____	\$	_____	_____
	TO: _____	-	_____	-	_____	_____		_____	_____
4	FROM: _____	-	_____	-	_____	_____	\$	_____	_____
	TO: _____	-	_____	-	_____	_____		_____	_____
5	FROM: _____	-	_____	-	_____	_____	\$	_____	_____
	TO: _____	-	_____	-	_____	_____		_____	_____
6	FROM: _____	-	_____	-	_____	_____	\$	_____	_____
	TO: _____	-	_____	-	_____	_____		_____	_____

JUSTIFICATION: _____
 _____ Needs rebudgeting to meet commodity code requirements.
 _____ Other, please specify:

Types of Requests
 Transfer - TR
 Amendment - AM
 Discussion - DS
 Automatic - AU

 Signature of Elected/Appointed Official

 Date

Budget adjustments fall into two categories: those that need specific review and approval by Commissioners Court and those that can be processed by Commissioners Court on the consent agenda. Based on the guidelines below, PBO determines if the budget adjustment needs specific Commissioners Court approval.

Budget Adjustments That Can be Approved on Consent “Automatically” - Automatic Budget Adjustments:

The Commissioners Court authorizes PBO to sign budget adjustments and send them directly to the County Auditor’s Office for inclusion on a list of budget adjustments that can be approved on the consent agenda, if they involve moving money within a department’s or office’s Adopted Budget (at the Executive Manager level for those departments), **and**

- Do not commit the County to additional funding in the next fiscal year;
- Do not use one-time funding for on-going commitments;
- Do not use one-time savings for on-going commitments;
- In the case of capital funds (either Capital Acquisition Resources account or Certificates of Obligation), do not purchase items or projects that are inconsistent with those approved by Commissioners Court in the budget process;
- In the case of Bond funds (or Certificates of Obligation), do not purchase items or projects that are inconsistent with the covenant in the bond documents (including transfers from reserves).
- Do not involve moving money out of a line item that PBO believes may have insufficient funding to meet the obligations of the department or office through the remainder of the fiscal year.
- Do not involve moving money out of a Centrally Budgeted Line Item (see page 31 for list).
- Do not involve moving money into or out of the Wellness Clinic Division (#46) in the Hospital and Insurance Fund (526).

Do not involve moving funds from the following line items or programs that have received significant additional resources in the last few years. Funds may be moved within these programs without Commissioners Court approval, but no funds can be moved from these programs without Commissioners Court approval:

Court Costs:

- #6301--Attorney Fees - Civil
- #6302--Attorney Fees - Criminal
- #6306--Court Reporting - Indigent
- #6310--Grand Jury Fees
- #6311--Jury Expenses
- #6314--Petit Jury Fees
- #6322--Court Ordered Lab Testing
- #6325--Court Ordered Services

Utilities

- #4801 Utilities

Sheriff Medical Services

- #6033—Medical Services

- Do not involve moving funds from the #2003 Hospitalization line item except to another Hospitalization account.
- Do not involve moving money into or out of the following General Fund, or Special Fund, line items:

- #0101 Regular Salaries – Elected Officials

#0401--Regular Salaries - Appointed Employees
#0701--Regular Salaries - Permanent Employees
#1301 - Regular Salaries - Visiting Judge
#2002--FICA
#2004--Life Insurance Premiums
#2005--Retirement
#2006--Worker's Compensation
#2007-- FICA Medicare

There are six exceptions to this rule:

1. If documentation of the vacancy, such as a slot number that can be verified as vacant by Human Resources Management, accompanies adjustments from 0701, offices and departments can automatically move funds budgeted in 0701--Regular Salaries - Permanent Employees and the associated fringe benefit line-items if it involves moving them:
 - (1) to 0701 – Regular Salaries- Regular Employees in another division when a slot is reassigned to another division;
 - (2) to 0801--Regular Salaries-Temporary Employees to temporarily fill a vacant regular position;
 - (3) to 6008 -- Contract Employees to temporarily fill a vacant regular position; or
 - (4) to 1101 – Overtime for employees performing the duties of positions that are vacant.
 - (5) to 1301— Visiting Judge- if backfilling for a vacant Judge position.
2. Offices and departments can automatically transfer funds from salary and benefit line items to correct negative balances in other salary and benefit line items and to make technical corrections. However, sufficient funds must exist in the line item from which funds are moved to accommodate the remainder of the Fiscal Year.
3. If the funds requested to be moved are from Grant accounts and/or bond fund accounts, and the change is allowed by the grantor and/or bond provisions, then the transfer may be treated as an automatic adjustment.
4. Funds may be moved automatically to accommodate changes in line items related to Interlocal agreements.
5. If a department provides documentation of a change in duty rotation from one division to another within a department, personnel budget adjustments can be made as automatics to reflect the move.
6. If a department is transferring from a cell phone line item to a benefit line item to implement a cell phone allowance within a department.

Automatic budget adjustments may also be made at PBO's discretion to correct administrative or technical errors. PBO has the authority to process as automatic budget adjustments needed to correct negative line items in personnel accounts.

Automatic budget adjustments may also be made at PBO's discretion to correct administrative errors to budget transfers previously submitted to and approved by Commissioners Court. Because the court has already ordered the transfer according to the misinformation presented in the original transfer request, an automatic adjustment can correct the error only if the court's intent in approving the appropriate transfer is clearly documented and the correction is consistent with the order. For example, a budget transfer request included a line item number containing a typographical error and the support documentation provided with the transfer included a description of the proper account location. As the court's intent to transfer from the proper location can be presumed from the totality of the documentation, the error can be corrected. Because the correction is to a Commissioners Court order, it must still be presented to court for approval, as are all other automatic adjustments.

Automatic budget adjustments also include budget adjustments between departments if the adjustment is related to a centrally budgeted line item or if one department procures a service or item on behalf of another department. These inter-departmental budget adjustments must adhere to the guidelines outlined above for all automatic budget adjustments. All automatic transfers are kept on file by PBO for three years.

Please plan that automatic budget adjustments are processed in five working days from receipt by PBO to allow for PBO review (48 hours) and County Auditor's Office auditing and system update (72 hours).

Budget Adjustments That Need Specific Review by Commissioners Court:

Budget Adjustments that are classified as Transfers, Amendments, or Discussion items are posted on a Commissioners Court voting session for Commissioners Court approval before they are audited and updated by the County Auditor's Office.

Rule #4. Offices and Departments must submit transfers, amendments, and discussion items to PBO at least 12 days before the Commissioners Court voting session during which they are to be considered.

In emergencies, the Executive Manager for PBO or the PBO Budget Manager may schedule a transfer, amendment, or discussion as an add-on budget adjustment. Emergency budget adjustments can be placed on the agenda no later than 72 hours before the item is to appear before Commissioners Court. For example, emergency budget adjustments must be placed on the agenda no later than the Friday prior to the Tuesday that the item is to appear on Commissioners Court.

The types of budget adjustments that need Commissioners Court approval are described below:

Transfer Budget Adjustments. Transfers are budget adjustments within an office or department that do not meet the criteria for an Automatic Budget Adjustment outlined above. Such transfers includes movement from the programmatic line items and salary line items outlined above that do not meet the criteria for automatic budget adjustments. If PBO concurs with these items, PBO places them on the Commissioners Court agenda as Transfers. If PBO does not concur or if there are issues that need to be discussed with Commissioners Court, PBO places them on the Commissioners Court agenda as Discussion items.

Budget Transfers can also include modifications to the adopted capital projects or purchases list regardless of the need to move the funds to another line item.

Amendment Budget Adjustments. Amendments are budget adjustments involving the movement of funds from any reserve account to a department or office. For example, adjustments from Allocated Reserve to a department are considered amendments. In addition, budget adjustments from special fund reserves or from Capital Fund reserves (otherwise known as the 400's funds) are amendments and need Commissioners Court approval. Also, budget adjustments between departments that do not meet the criteria outlined above for automatic budget adjustments are considered budget amendments.

Budget Amendments also include budget augmentations that occur after the beginning of the fiscal year. Budget augmentations proposed after the beginning of the fiscal year are considered for funding if the Commissioners Court indicated during the budget mark-up process that the proposal was not yet fully developed and should be considered for funding from Allocated Reserve. This is traditionally accomplished by the Commissioners Court approving an earmark on the Allocated Reserve or the Capital Acquisition Resource (CAR) Reserve. Such proposals are also considered if they are of an emergency nature, funding cannot be identified internally, and it cannot be delayed until the following fiscal year without a very significant negative impact on the department or office or its service.

If PBO concurs with these items, PBO places them on the Commissioners Court agenda as Amendments. If not, or if there are issues that need to be discussed with Commissioners Court, PBO places them on the Commissioners Court agenda as Discussion items.

Discussion Budget Adjustments. Budget adjustments become discussion items on the Commissioners Court agenda when PBO determines that the request warrants further consideration. These items could fall into the category of Automatic Budget Adjustments, Transfers, or Amendments. Typically, these are items that do not have PBO's concurrence.

Items that are often included as discussion items are budget adjustments

- that appear to make a programmatic change not consistent with Commissioners Court policy;
- that warrant further consideration due to the financial condition of the department, office, or County;
- that raise issues which may need additional programmatic or policy review before a decision is made.

General Budget Adjustment Guidance:

Budget Adjustments from a salary line item must include the slot number of the vacant position associated with the resources being requested to be transferred.

If you have a program change, a new grant, or any other item to discuss with the Commissioners Court that affects the budget, please work with your PBO analyst to make sure the appropriate budget adjustment is on the same Commissioners Court session as the agenda item to expedite the process.

Budget adjustments are not allowed to or from line items with specialized CAR activity numbers to line items with different activity numbers.

PERSONNEL BUDGETS

Departments and offices are appropriated a fixed amount of funding for the fiscal year and are expected to make expenditure decisions including personnel actions within the confines of that allocation.

Rule #5. A department's or office's personnel budgets must stay within the amount appropriated in the Adopted Budget on an annualized basis.

Departments are encouraged to utilize permanent salary savings to increase green-circled positions to the minimum of the pay grade.

The budget base for subsequent fiscal years is the same as the prior year unless Commissioners Court has approved permanent modifications to the budget. Departments and offices are responsible for making overall hiring decisions as well as other personnel decisions within the total appropriation in the Adopted Budget and are encouraged to regularly monitor the status of the personnel budget.

Negative Salary and Benefit Line Items

Although the County has an obligation to pay employees for the time they work, negative balances in salary and related benefit line items violate Budget Rules #1 and #5. Offices and departments should monitor their projected expenditures in their salary and benefit line items and make the appropriate budget adjustments prior to a balance becoming negative. In addition, if an office or department is notified that it has incurred a negative balance in a salary or benefit line item, it must submit a budget adjustment to PBO as soon as possible to correct the problem for the remainder of the fiscal year.

Overtime

All elected and appointed officials, executive managers and department heads are expected to manage their payroll budgets. Employees should not be authorized to work when there is not a budgeted appropriation to pay for that work unless there is an emergency.

Unbudgeted overtime is prohibited, except when the commissioners court or an elected county or district officer declares an emergency, and Emergency overtime must be reported to the County Auditor, PBO and the Commissioners Court within 5 days of the occurrence.

Budget transfers must be made by the office/department through PBO to cover shortages prior to the subsequent payroll. If the payroll line items are still negative at the time the subsequent payroll tape is processed, the County Auditor will make an automatic budget transfer(s) to cover the negative balances from any line item that has sufficient funds to cover the shortage.

Vacation Time in lieu of Compensation

An employee's maximum vacation time earned may be modified in lieu of compensation at the discretion of the Commissioners Court without increasing the maximum vacation allowed to be carried forward.

Transfer of Unspent Hospitalization Funds to the Hospital and Insurance Fund-County Employees

Any year-end balances in the hospitalization premium line items (line items 2003 and 2103) after consideration of any hospitalization contra accounts will be transferred to the Hospital and Insurance Fund-County Employees. An exception to this rule is that restricted fund sources, such as grants, special revenue funds and bond funds will only be transferred to the extent allowed by the rules governing the use of the funds.

CAPITAL FUNDS

The County invests in capital assets through appropriations from the General Fund and Special Revenue funds, and in Capital Project funds through revenue from the sale of bonds and Certificates of Obligation. Capital is defined as items such as equipment, land, buildings, capital leases, or improvements that have a unit cost of \$5,000 or more and a useful life of two or more years. These are all additions to fixed assets.

The County generally pays for capital assets with funds from debt issues (Road Bonds, Permanent Improvement Bonds, or Certificates of Obligation) or from funds in the CAR account. The CAR account is used for most capital projects or items and is also used to pay for one-time equipment expenditures that do not fit within the definition of capital listed above, such as computers that have a unit cost of less than \$5,000. Capital project funds, including all CAR account funds, can be used only for purchases approved by the Commissioners Court. In addition, if the capital funds are debt proceeds, they can only be used in accordance with the covenants in the Official Statement.

Rule #6. If appropriated funds are left over after a capital project is completed or a capital item is purchased, a department or office cannot automatically transfer the unused funds to another project or purchase without Commissioners Court approval. In addition, funds cannot be transferred between projects without approval of Commissioners Court. If the capital funds are debt proceeds, they can only be used in accordance with the covenants in the Official Statement.

Rule #7. If bond funds are left over after the completion of all of the 1984 Voter Approved Road Capital Improvement Projects, including right of way litigation associated with those projects, the remaining funds shall be expended on Road and Bridge Projects in Precinct One.

Exception to rule #6:

The Planning and Budget Office (PBO) has the authority to process budget transfers that do not exceed \$15,000 as automatic transfers for capital projects resulting from actual realized savings (not projected savings), unless a policy issue surfaces that PBO believes requires the attention of the Commissioners Court. The Court is interested in being informed about and approving the use of existing savings for capital projects in excess of \$15,000. For purposes of arbitrage rebate disbursements to the IRS, PBO may transfer unused funds within a bond fund, but must notify the Commissioners Court at its next regular scheduled meeting.

ENCUMBRANCES

Encumbrances are reservations of funds made with purchase orders, contracts, or salary commitments and must be covered by an appropriation. The encumbrances are liquidated when these claims are paid.

Rule #8. Keep track of your encumbrances and keep them timely. Please refrain from tying up County resources with unnecessary encumbrances.

On a quarterly basis, departments and offices shall submit to the County Auditor an "Over 90 Day Old Encumbrance Report." Departments/Offices should review this encumbrance report and mark any encumbrances that can legally be unencumbered. Report should be signed by authorized personnel and submitted no later than 30 days following the end of the quarter. This report can be generated from the custom options (GMBA) on the HTE financial system.

PRIOR YEAR ENCUMBRANCE RESERVE

Rule #9. A reserve for encumbrances ¹ is established to pay for contractual obligations made in the previous fiscal year for goods and services to be received in the new fiscal year. The amount budgeted for this reserve is the maximum, not to exceed amount, estimated at the time the budget was adopted.

After the previous fiscal year's accounting records are closed, a portion of the estimated budgeted reserve is applied by the County Auditor to pay for the previous fiscal year's accrued expenditures for goods and services received in that year; the remaining amount becomes the actual amount available for the new fiscal year expenditures for contractual obligations made during the previous fiscal year.

The reserve for encumbrances may be reappropriated by the Commissioners Court to the new fiscal year as budget amendments in the individual office or department budget line items for the purpose and for the vendor to which the contractual obligation and encumbrances were originally applied. Any canceled prior year encumbrance will result in the County Auditor moving these funds from the budget of the department/office to the county's Allocated Reserve for reappropriation by the Commissioners Court.

PRIOR YEAR PRE-ENCUMBRANCE RESERVE

Rule #10: A reserve for pre-encumbrances is established to reserve funds for projects initiated in the previous fiscal year and to be expended in the new fiscal year, but for which no contractual obligation yet exists. The reserve for pre-encumbrances may be reappropriated by the Commissioners Court in the new fiscal year as budget adjustments in the individual office or department budget line items. The County Auditor submits the list of pre-encumbrances to PBO for review and recommendations to the Commissioners Court for reappropriations. Any canceled pre-encumbrances over \$50 automatically result in the County Auditor's funds verification approval being revoked, with these funds being moved from the budget of the office or department to the county's Allocated Reserve and made available for reappropriation by the Commissioners Court.

¹ For the purposes of Rule # 9 and #10, the term "encumbrance" and "pre-encumbrance" shall mean "rollover" and "rebudgeted" items.

CENTRALLY BUDGETED LINE ITEMS

A centrally budgeted line item is an account within a single department budget in which money for an operating cost, like postage, is budgeted for all offices or departments.

Rule #11. Use of the central support services line items to produce mailing labels, address mailings or print lists of more than 500 names or items is restricted unless the mailing is: (1) required by law; or (2) specifically approved by the Commissioners Court.

The Travis County Reprographics Service Center (TCRSC) must keep one file copy of all documents printed and indicate the number of copies made. You cannot use TCRSC resources to print more than 500 copies a month of the same letter, newsletter or notice unless the additional copies are: (1) required by law; or (2) specifically approved by the Commissioners Court.

The TCRSC may only print official documents of Travis County government or those authorized by the Commissioners Court. Outside agency contractual authorization for printing must accompany each work order. Persons placing printing orders must affirm on the work order that the materials ordered are for official use.

TRAVEL ALSO JURY SEQUESTRATION, & JURY MEALS IN CRIMINAL CASES

Travis County reimburses employees and officials who travel for County business. Travel expenditures for non-County employees and or volunteers, for professional development, must be approved by the Commissioners Court prior to the actual travel unless the department has a policy that has been previously approved by Commissioners Court. The travel expenditure rules cannot cover every travel variation. Securing travel arrangements at the lowest price may result in a loss of flexibility should emergencies arise. Booking policies of a specific travel industry vendor may require an exception to standard county travel procedures. The County Auditor will interpret, audit and approve travel expenses and reimbursements to facilitate the timely conduct of county business in the current climate of rapidly changing travel industry requirements. The Auditor will make travel payment decisions in accordance with the following rules:

Rule #12. All travel expenses must be encumbered prior to traveling. If funds are not encumbered, the County Auditor may require approval by Commissioners Court before disbursement. To receive reimbursement, travelers must file an expense report, using the County's authorized Travel Reimbursement Form, and all required receipts with the County Auditor within 30 days after the last day of travel. The employee and employee's supervisor must approve the report. The County Auditor may request Commissioners Court approval for reimbursement requests received over 30 days after the last day of travel. The Auditor will interpret any requests for deviations within the intent of the travel rules and sound fiscal policy. Elected and appointed officials have the right to establish travel procedures and policies for their own departments which may reimburse at a rate less than the County's established reimbursement rates.

Rule # 13. Travel advances may be paid at the discretion of the County Auditor.

- If a travel advance is requested, employee/official must sign an agreement that will allow the County Auditor to deduct the full advance from the employee's paycheck if the Expense Report is not submitted within 15 days from end of trip.
- The advance form must be signed by both Employee/official and the Department Head/elected official and/or appointed official.

- The County Auditor will develop and publish procedures for employees receiving travel advances, which will account for all advances as expenses and/or reimbursements as appropriate.

Travis County government is exempt from sales taxes in the state of Texas, but not from hotel taxes. A sales tax exemption form may be obtained from the Purchasing Office.

Registration Fees, Travel, Meals and Lodging

- Reimbursement requests must be submitted on the County's authorized Travel Reimbursement Request Form within 30 days after the last day of travel. This request form must have all receipts attached, including receipts for pre-paid expenses.
- Cancelled business travel must be reported to the County Auditor. If expenses were paid in advance such as for airfare, lodging, etc., the traveling employee/official will be responsible for ensuring the County will be refunded these amounts.

Mileage

- Mileage for business use of a private vehicle is reimbursed at the annual standard rate set by the Internal Revenue Services (currently 37.5 cents per mile for calendar year 2004, but subject to change as the IRS adjusts the rates). Mileage shall start from the employee's regular work place on business workdays and from the employee's home on non-work days and holidays.

Routine mileage reimbursement requests must be submitted to the County Auditor within 90 days from the end of the mileage month.

The County Auditor will disburse mileage reimbursement requests for combined months provided each month's reimbursement is subtotaled.

When travel out of county is greater than 1000 miles round-trip, transportation expenses are reimbursed in an amount not to exceed the cost of round-trip coach airfare in effect at the time of the travel encumbrance. Transportation expenses include lodging, meals, and mileage incurred as a result of driving rather than flying. The Commissioners Court must approve exceptions unless the travel involves extradition of prisoners.

- Grant employees are reimbursed for mileage at the rate specified by the grant.
- The compensation package approved by the Commissioners Court for the following elected and appointed officials makes them ineligible to use a county-owned vehicle on a routine basis and ineligible to assign themselves a County owned vehicle under the Travis County Take Home Vehicle Policy but they can claim reimbursement for local mileage.

Constables 1-5
County Attorney
County Commissioners 1-4
County Judge
County Treasurer

Justices of the Peace 1-5
Purchasing Agent
Tax Assessor-Collector
Medical Examiner

- Only one employee may claim mileage reimbursement when more than one employee travels in the same vehicle.

Air Fare

- Air fare must not exceed the rate of a non-refundable coach fare in effect at the time of the travel encumbrance. According to various airline policies, changing non-refundable tickets could result in the County buying an additional ticket or paying an additional fee. If the change was to facilitate County business or was out of the control of the traveling employee/official, such as illness or

emergency, the employee/official will not be held responsible for the cost of the change. The airline ticket receipt must be attached to a reimbursements expense report regardless if the trip was not taken or the airline ticket was paid in advance

- In order that County staff make necessary business trips at the least possible cost, some tickets may be conditioned upon use for only the date and time purchased. The Auditor will monitor the non-refundable airfare policies to minimize risk of loss.
- The County Auditor will pay for airline tickets when billed by a vendor, or with a minimum of two weeks from the employee/official request, an airline ticket will be paid to the requested party. The employee or official will be liable for the payment if the airline ticket is not used for the intended travel. Expense reports are required even if the trip did not take place.

Accommodations

- The County pays for in-state and out-of-state travel accommodations based on the rates, plus taxes, quoted by the lodging place if government rates are not available. Supporting documentation of the lodging place and the quoted rates must be provided before payment can be processed.
- The County Auditor will pay for accommodations when billed by a lodging vendor or with a minimum of two weeks from the employee/official's request, lodging accommodations will be paid to the requested party. For non-refundable accommodations the employee/official will be liable for the advanced lodging payment if the travel did not take place, and if the employee failed to timely cancel reservations according to vendor policy. Employee/official responsibility can be waived if the failure to use the pre-paid accommodations is as a result of an unanticipated emergency.

Meals

- The County will reimburse an employee/official for meals in one of the following methods. Only one method of reimbursement is allowed for each trip.
 - Per Diem: \$34.00 per day for meals including gratuities is reimbursed without any receipts required. Partial day per diem is at the discretion of the Department/Office.
 - Actual Pay: Up to \$50.00 per day for meals and gratuities up to 15% is reimbursed if receipts are submitted with the reimbursement form.
- Consistent with the Internal Revenue Code, meal expenses will be reimbursed only when the employee is required to be out of the County overnight, except in the case of Jury Sequestration.
- The County does not reimburse employees for alcoholic beverages.
- Banquets, Award Ceremonies, Luncheons, etc will be reimbursed at one of the reimbursement methods unless included in the Registration Fee.

Jury Sequestration and Jury Meals in Criminal Cases:

A cash fund may be set up for each Judge hearing criminal cases. The fund will be used for jury meals where the Judge determines that an impaneled jury should not separate during mealtime. The County Auditor will determine the amount maintained in each fund. Reimbursement will be paid upon a statement signed by the Judge, and which includes a certification by each juror that they received a meal. If the amount spent for each meal is \$9.00 or less, no receipt is required.

In the event of jury sequestration, the County Auditor is authorized to advance the cost of sequestering in the amount ordered by the sequestering Judge in order to secure lodging. The amount expended for food and lodging shall follow the guidelines approved by Commissioners Court covering travel reimbursement for county employees. The need for jury sequestration may occur after the normal

business hours of the county and without sufficient time to call an emergency session of the court. The normal procedures for claims processing may be adjusted accordingly.

Incidental Expenses

- The County reimburses for the actual costs of car rentals, taxi fares, parking fees, and bus fares if receipts are attached to the reimbursement form.
- Travelers may choose to obtain a ride to Austin-Bergstrom International Airport instead of parking there. In that case, the County reimburses the mileage costs for two round trips to the airport, if the total mileage does not exceed the cost of parking at the airport. The County also reimburses cab fare to and from the airport.
- The County does not reimburse for extracurricular activities such as golf, tennis, entertainment, movies, tours, or sport events.
- The County will not pay for fines for violation of the law such as parking tickets, speeding tickets, etc.
- The County will not pay for food and/or beverages provided at meetings or in-house training.

Travel Expenses in Contracts

Contracts for goods, services, and training that require the County to reimburse for travel expenditures to the contractor, must include provisions in the contract that will require the travel reimbursements not to exceed the allowances provided to County personnel. Any exceptions to these rates must be brought to Commissioners' Court for approval.

Alternate Travel

Travelers may be reimbursed for alternate travel arrangements (transportation mode, accommodations, or schedule) provided that the cost is not greater than the least expensive alternative. Alternate travel and the associated costs and savings must be approved by the employee's supervisor and fully documented before travel begins. The Commissioner's Court must approve all exceptions.

RECRUITING AND HIRING FOR HIGH LEVEL POSITIONS

Rule #14. The Commissioners Court may approve the use of County funds to pay for travel arrangements and food/non-alcoholic beverages to entertain applicants when recruiting nationally for top level positions. Commissioners Court approval must be granted prior to the travel for the applicant to be reimbursed. The job applicants are reimbursed at the same rates used for current County personnel. Moving expenses and employment agency fees may also be paid for these positions if approved in advance by the Commissioners Court. Moving expenses must be supported by receipts. Departments and offices must notify Payroll before any expenses are paid.

LONG DISTANCE AND CELLULAR PHONE EXPENSES

Rule # 15. All County personnel must certify that long distance toll charges and cellular phone air time charges on County telecommunications equipment were for official County business. If any charges are not for official business, the official or employee must reimburse the County immediately after they are notified of the charges.

- All cellular phone airtime charges and cell phone purchases must be made in accordance with Chapter 39 of the Travis County Code, Wireless Communications Policy.
- All long distance phone certifications must be submitted to the Auditor's Office within 30 days after notification of the charges from ITS.

- Any questions surrounding the implementation of the above budget rule or of the appropriateness of any reimbursement or disbursement of long distance phone charges and cellular air time charges may be referred to the Commissioners Court at the discretion of the County Auditor.

GRANTS

In an effort to better coordinate the grant-seeking activities of the County and track the outstanding commitments to provide County matching funds, PBO, the County Attorney, and the County Auditor must review grant applications and contracts before a grant is placed on the agenda for Commissioners Court approval.

Rule #16. Grants from public or private sources received during this fiscal year are budgeted by the Commissioners Court upon certification of the revenue by the County Auditor. Application for grants must be submitted in accordance with the following rules.

For information on the complete grants process, please refer to the Grants Handbook available from the County Auditor.

Grant Application Approval

The grant summary sheet must be submitted to PBO electronically as well as three originals of the grant application must be submitted to PBO by Thursday at 5:00 PM, 12 days prior to the planned Commissioners Court meeting at which the office or department wishes the grant to be included on the agenda. By the same deadline, one copy of the grant summary sheet and one copy of the application must be submitted to the County Auditor and the County Attorney's Office for review. One copy of the grant summary and one copy of the application must also be submitted to Information & Telecommunications Systems, (ITS) Facilities Management, (FM) and Human Resources Management Department if any new FTEs are involved.

The County Auditor reviews the application for fiscal requirements and the County Attorney reviews it for legal requirements. After receiving approval from these offices, PBO reviews and submits the summary, with a recommendation, for inclusion on the Commissioners Court agenda. PBO's recommendation includes the fiscal impact of FTE contained in the grant, if any. This information will be submitted to PBO by ITS, FM, & HRMD after the review of the information provided by the requesting department or office. The grant summary form is available on disk from PBO and is shown on the next page.

If any changes are made to the grant application, three final originals must be submitted to PBO by Friday at 5:00 PM, two days prior to the Commissioners Court meeting at which the grant is to be considered. If approved, the grant application is signed by the County Judge and is available for pick-up by the office or department in the County Judge's Office.

Direct Cost of Accounting: Please contact the County Auditor for assistance in estimating the direct cost of accounting. Include the estimate in the grant application if the cost is reimbursable. Departments and offices should seek reimbursement for direct accounting costs when applicable.

New Positions: When an office or department applies for a grant which includes new FTEs, the office or department should send a copy of the grant application to HRMD, ITS and FM for their review. It is essential that this is accomplished early in the grant process so that HRMD can match the new proposed position to similar positions or existing job descriptions and ITS and FM can implement any network or space accommodations required. If the transfer of information to HRMD is delayed until after the grant award is accepted, there may be a significant delay before a person can be hired for that new position, particularly if the County has never had a position like the one being requested.

Performance Measures: All grants should have performance measures. These measures should reflect the current activity of the department or office in the area where grant assistance is requested, as well as the expected impact of the grant on the department's activities. If the grant is for a new program, performance measures should be supplied for the new program. Departments and offices are expected to report to PBO on the performance of a grant six months into the grant period, when applying to continue the grant, and when approval of a renewal contract is requested by Commissioners Court.

GRANT SUMMARY SHEET

Check One:	Application Approval <input type="checkbox"/>	Contract Approval <input type="checkbox"/>	Status Report <input type="checkbox"/>
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Department/Division:	
Contact Person:	
Title:	
Phone Number:	

Grant Title:			
Grant Period:	From:		To:
Grantor:			

Check One:	New: <input type="checkbox"/>	Continuation: <input type="checkbox"/>	Amendment: <input type="checkbox"/>
Check One:	One-time Award: <input type="checkbox"/>	Ongoing Award: <input type="checkbox"/>	
Type of Payment:	Advance: <input type="checkbox"/>	Reimbursement: <input type="checkbox"/>	

Grant Categories/ Funding Source	Federal Funds	State Funds	Local Funds	County Match	In-Kind	TOTAL
Personnel						
Operating						
Capital Equipment						
Indirect Costs						
TOTAL:						
FTEs:						

Performance Measures	Proj. FY05 Measure	Progress As Of:				Proj. FY06 Measure
		12/31/04	3/31/05	6/31/05	9/30/05	
Applicable Departmental Measures						
Measures For Grant						

PBO Recommendation:

1. Brief Narrative - Summary of Grant: What is the goal of the program? How does the grant fit into the current activities of the department? Is the grant starting a new program, or is it enhancing an existing program?

2. Departmental Resource Commitment: What are the long term County funding requirements of the grant?

3. County Commitment to the Grant: Is a county match required? If so, how does the department propose to fund the grant match? Please explain.

4. Does the grant program have an indirect cost allocation, in accordance with the grant rules? If not, please explain why not.

5. County Commitment to the Program Upon Discontinuation of Grant by Grantor: Will the program discontinue upon discontinuance of the grant funding? (Yes/No) If No: What is the proposed funding mechanism: (1) Request additional funding (2) Use departmental resources. If (2) is answered, provide details about what internal resources are to be provided and what other programs will be discontinued as a result.

6. If this is a new program, please provide information why the County should expand into this area.

7. Please explain how this program will affect your current operations. Please tie the performance measures for this program back to the critical performance measures for your department or office.

Outstanding Grant Applications: PBO maintains a summary of outstanding grant applications and matching fund commitments. This summary is submitted to Commissioners Court every week as an attachment to the regular Grant Agenda Item. Departments that are notified of the denial of a grant application should inform PBO so that the outstanding grant application summary reflects pending County commitments.

Indirect Costs: The Commissioners Court has adopted an indirect cost plan that includes an indirect cost rate for each department or office. All grant applications should request the appropriate indirect cost as part of any grant application. The requirement to include an indirect cost rate as part of an application may be waived annually if:

- A) The total amount requested, without including indirect costs is less than \$50,000.
- B) If a department or office can provide evidence that including an indirect cost rate will result in rejection of a grant application.

See the Appendix for the approved indirect cost rate for most departments and offices as of November 18, 2003. This information is updated during the year and PBO notifies the departments of any changes. If your department is not listed in the Appendix, please contact your Planning and Budget Analyst.

Grant Contract Approval

When an office or department receives a grant contract, the office or department must forward three originals of the contract, with all required signatures except the County Judge's, to the County Attorney's Office. At the same time, the office or department must submit one copy of the contract, with an electronic copy of the grant summary sheet to PBO, ITS, FM and one copy to the County Auditor.

After receiving the three originals with any amendments from the County Attorney's Office, PBO submits the contract for inclusion on the Commissioners Court agenda. If approved, the grant contract is signed by the County Judge and available for pick-up by the office or department in the County Judge's Office.

Revenue Certification: Once the contract has been signed by all parties (including the grantor, if that was not done prior to Commissioners Court approval), the office or department must forward the originals of the contract signed by all parties to the County Clerk and the grantor. A copy of the fully executed contract must be submitted to the County Attorney, the County Auditor, and the Purchasing Office. The County Auditor certifies revenue upon receipt of the fully executed contract.

Budget Amendments: Budget amendments are processed as automatic budget adjustments after approval of the contract by Commissioners Court and certification of revenue by the County Auditor.

Permission to Continue: If a grant renewal contract is not received prior to the effective date of the grant and grant employees are continued on the payroll, offices or departments must submit a Permission to Continue memo to Commissioners Court at least four weeks prior to the end of the grant that is to be renewed. This memo notifies the Commissioners Court that payroll expenditures continue and indicate the expected date that the contract will be signed. This rule applies only to the renewal of grants that have been received in previous years, and for which verbal assurance of continuation from the grantor has been received. Revenue for new grants will not be certified and expenditures cannot be made until a contract has been signed.

Budget Adjustments: All budget adjustments must comply with the grantor's requirements for budget adjustments. Any budget adjustments requiring prior grantor approval are not processed until that approval is received. If a grantor de-obligates funding or a portion of funding, a budget adjustment form must immediately be sent to PBO reducing each affected revenue and expenditure line item.

Purchasing: Grant purchases are not exempt from County purchasing laws. Offices or departments must coordinate with the Purchasing Office when procuring either services or commodities using grant funds. In addition to County purchasing laws, purchases must comply with all applicable federal or state

laws and contractual restrictions required in the grant. Purchase of items with a unit cost exceeding \$5,000 must be incorporated into the fixed asset management system. This applies to any items located on County property for which the County is liable, regardless of the source of funding. Items are tagged with a color code denoting the source of funding.

Authorization for Reimbursed Grants: Many of the grants received by the County require expenditures of County funds until those expenditures are accepted and reimbursed by the grantor. All expenditures for reimbursable grants that have been approved by the Commissioners Court and for which revenue has been certified by the County Auditor are authorized until grant funds are available for reimbursement. Offices or departments should request an advance payment rather than agree to a reimbursement arrangement whenever possible.

Expenditures funded from grant funds that are not allowed under the General Fund require a written letter of approval/authorization from the grantor.

Vehicles funded through Grant Funds: If a department plans on purchasing a vehicle using grant funds, all the associated costs for the vehicle, such as fuel and maintenance, need to be covered by the grant funds. In the event that the grant will not cover such costs, the department should either reallocate resources to TNR to fund the fuel and maintenance or request additional funding from Commissioners Court. Any additional funding requests for fuel and maintenance should be coordinated with the approval of the grant contract.

VEHICLE TAKE-HOME POLICY

Rule #17. Use of County vehicles is authorized by this budget for county business and in accordance with Chapter 40 of the Travis County Code.

PERFORMANCE BASED PAY AND EMPLOYEE RECOGNITION

The Performance Based Pay (PBP) system is a mechanism for providing financial compensation for outstanding performance, experience and achievement. Departments and offices award PBP consistent with the rules established by the Commissioners Court.

If an office/department has funds in an employee recognition line item, the recognition expense is not to exceed \$50.00 per employee. Amount of recognition expense should be limited to the cost of a plaque including engraving, lapel pins or other token of recognition. Food, refreshments, decorations, entertainment or other expenses associated with a ceremony, reception or dinner are not allowed.

COMPUTER SOFTWARE TRAINING

All computer software training for Windows and Microsoft Office products is performed by ITS. No other office or department is authorized to solicit services for this training unless training sessions are not provided by ITS within 60 days. No payment for this training is made by the County Auditor without an accompanying written authorization from ITS.

COUNTY AUDITOR'S BUDGET ADJUSTMENT AUTHORITY

Rule #18. The County Auditor has the authority, under the following circumstances, to adjust budgets without prior approval from the office or department, but included on the weekly consent motion submitted to Commissioners Court.

End of Year Personnel Balances

For expenditures incurred during the last two pay periods of the fiscal year, the County Auditor may transfer funds automatically to cover projected shortages in salary and fringe benefits line items. The County Auditor may transfer:

- (1) projected surplus salary and fringe funds within and among offices or departments;
and
- (2) funds from the General Fund reserve, Special Revenue Fund reserves, Capital Projects reserves, and Internal Service Fund reserve, whichever is appropriate.

The County Auditor must present a list of the adjustments to PBO for approval by Commissioners Court.

During the year, the County Auditor's Payroll Division may override negative balances to process payroll. Offices or departments should promptly submit budget adjustments to PBO to cover negative balances. See the Budget Rules for PBO's authority to transfer funds if the office or department allows a payroll line item to remain negative.

Insurance and FSA Administration Fees

The County Auditor is authorized to pay insurance and FSA administration fees and reimbursements as approved by the Commissioners Court in the employee benefit contract.

Termination Pay

The County Auditor may transfer funds from the appropriate Salary line item in an office or department to the Termination Pay line item to cover termination pay. All payments for accrued vacation, sick leave, and compensatory time are charged to the Termination Pay line item. No funds are budgeted in the Termination Pay account until the expenditures are made. The Termination Pay transfer should occur at least monthly to balance the line item.

Adjustments for Expenditures Less Than \$10

If an invoice exceeds the amount budgeted in a line item by less than \$10, the County Auditor is authorized to transfer funds automatically to cover the budget deficit and avoid delay in processing the invoice. These funds are transferred from the applicable fund reserve. However, the General Fund Unallocated Reserve (001-9800-981-9891) shall not be considered an applicable fund reserve and transfers under this rule shall not be made from the General Fund Unallocated Reserve.

Payment of Interest

The County Auditor is authorized to transfer funds automatically to line item 7510—(Interest) within the budget of an office or department to cover the cost of interest on overdue invoices. These funds are transferred from the first operating expense line item with sufficient funds. In the case of Grants, Bond funds, and other funds that do not allow interest payments, the interest will be charged to the department/office general fund budget.

TAX REFUNDS

The County Auditor automatically debits contra revenue accounts (General Fund and Debt Service) to refund current and prior year tax appeals of appraised values. Interest refunds for prior year taxes shall be paid from a budgeted line item in General Administration.

The Tax Assessor Collector calculates the expenditure requirements for tax refunds and submits these amounts to PBO for approval by the Commissioners Court.

CONTINGENT LIABILITIES

The County Auditor has the authority to record contingent liabilities as defined by generally accepted accounting principles to accurately reflect the financial position of the County. The Commissioners Court, County Attorney, Risk Manager, and other elected or appointed officials should notify the County Auditor in a timely manner of any potential contingent liabilities affecting any of the County funds on the County's financial records. The County Auditor notifies the Commissioners Court, and the County Attorney and, where applicable, the Risk Manager of significant contingent liabilities that are recorded on the County's financial records.

INTERFUND TRANSFERS

Interfund transfers are movements of money between budgetary funds. Those that are adopted in the budget process are summarized in the Budget Recapitulation as "Other Financing Sources." The transfers are subject to the following rules:

- The County Auditor may make "transfers in" the funds controlled by Commissioners Court from non-budgetary government funds that are at the discretion of elected officials, the Corporations' Boards of Directors, or the State of Texas (i.e., CAPSO, DAPSO, CSCD, etc.) as directed by the appropriate official.
- The County Auditor may only make "transfers out" of funds if approved by Commissioners Court (budgetary funds) or approved by the responsible official (non-budgetary discretionary funds).
- The County Auditor transfers funds at 1/12 of the budgeted amount on a monthly basis, unless otherwise specifically notified by PBO. If a calculation of the transfer must be made during the fiscal year, PBO performs the calculation and provides the County Auditor the amount to be transferred.
- The transfer is limited to funds available in the transferring fund. If funds are not available in the transferring fund, a transfer is made only up to the amount of available funds. If the receiving fund is at a deficit, the County Auditor, after review and approval by PBO, is authorized to transfer in a sufficient amount to cover the deficit up to the budgeted amount.

MID-YEAR CERTIFICATION OF REVENUES

State law limits revenue which can be certified mid-year for immediate appropriation and expenditure. The County Auditor may certify public or private grant or aid money, donations and intergovernmental contract revenue which was not included in the budget for use in the current fiscal year. Offices or departments wishing to request certification of such money during the fiscal year should contact the County Auditor for assistance.

Authorization For Reimbursed Agreements - Fund 475

Rule #19. Some approved agreements budgeted in Fund 475 (Contractual Capital Projects) by the County require expenditure of County funds until those expenditures are reimbursed by the funding entity. All expenditures for reimbursable agreements within Fund 475 that have been approved by Commissioners Court and for which revenue has been certified by the County Auditor are authorized until the resources from the funding entity are available for reimbursement. Offices and departments should request an advance payment rather than agree to a reimbursement arrangement whenever possible.

APPENDICES

I. Personnel Slot List

A list of the budgeted personnel slots for Fiscal Year 05 is attached to the copy of the approved budget filed with the County Clerk. The list contains the following information for each slot within an office or department: job title, whether the position is full-time or part-time, and effective date. Offices or departments may only hire for regular positions according to this slot list unless otherwise allowed by law or approved by Commissioners Court.

II. County Benefits

Fringe benefits of offices and departments are budgeted based on the County Benefits Policy. A copy of the policy is on file at the County Clerk's Office. The current benefit calculation rates as of October 1, 2004 are shown below.

Base Salary (general line item 0701)	
FICA OASDI (line item 2002)	Base Salary (up to \$93,000) x 0.062
Hospitalization (line item 2003)	Months on Payroll \$579
Life Insurance (line item 2004)	Months on Payroll x \$3.43
Retirement (line item 2005)	Base Salary x .0964
Workers Compensation Insurance (line item 2006)	Base Salary x 0.21083 x "WCI Factor" Shown below
FICA Medicare (line item 2007)	Base Salary x 0.0145

Please contact your Planning and Budget Analyst for Workers Compensation Insurance "WCI Factor" for position types not shown below:

Job Description	"WCI Factor"
Clerical, Professional Office	0.0064
Road Employees	0.2360
Law Enforcement, Ambulance	0.0925
Engineers, Surveyors	0.0167
Building Maintenance and Janitor	0.1061
Parks and Recreation	0.0652

III. Budget Authority Responsibility

Below is a list of officials (or their designee, authorized in writing to the County Auditor, Purchasing Office, PBO, and HRMD) who are responsible for and may authorize expenditures from the budgets of their office or department.

Dept #	Office or Department Name	Responsible Official
01	County Judge	County Judge
02	Commissioner - Precinct 1	Commissioner Precinct 1
03	Commissioner - Precinct 2	Commissioner Precinct 2
04	Commissioner - Precinct 3	Commissioner Precinct 3
05	Commissioner - Precinct 4	Commissioner Precinct 4
06	County Auditor	County Auditor
07	County Treasurer	County Treasurer
08	Tax Assessor-Collector	Tax Assessor-Collector
09	Planning & Budget	Executive Manager Planning and Budget
10	General Administration	County Judge/Commissioners Court
11	Human Resource Management	Executive Manager Administrative Operations
12, 90	Information and Telecommunication Systems	Executive Manager Administrative Operations
13	Travis County Exposition Center	Executive Manager Administrative Operations
14, 91	Facilities Management	Executive Manager Administrative Operations
15	Purchasing & Inventory Management.	Purchasing Agent
16	Veterans Service Office	Executive Manager Health, Human and Veterans Services
17	Historical Commission	Chairperson, Hist. Comm.
18	Agricultural Extension Svc.	Executive Manager Health, Human and Veterans Services
19	County Attorney	County Attorney
20	County Clerk	County Clerk
21	District Clerk	District Clerk
22, 93	Civil Courts	Administrative Judge/Civil Courts.
23	District Attorney	District Attorney
24, 94	Criminal Courts	Administrative Judge/Criminal Courts
25	Probate Court	Probate Judge
26	Justice of Peace - Precinct 1	Justice of the Peace, Precinct 1
27	Justice of Peace - Precinct 2	Justice of the Peace, Precinct 2
28	Justice of Peace - Precinct 3	Justice of the Peace, Precinct 3
29	Justice of Peace - Precinct 4	Justice of the Peace, Precinct 4
30	Justice of Peace - Precinct 5	Justice of the Peace, Precinct 5
31	Constable - Precinct 1	Constable, Precinct 1
32	Constable - Precinct 2	Constable, Precinct 2
33	Constable - Precinct 3	Constable, Precinct 3
34	Constable - Precinct 4	Constable, Precinct 4
35	Constable - Precinct 5	Constable, Precinct 5
36	Dispute Resolution Center	Director, Dispute Resolution Center
37	Sheriff	County Sheriff
38	Medical Examiner	Emergency Services Coordinator, Emergency Services
39	Community Supervision & Corrections	Director, Community Supervision & Corrections

40	Travis County Counseling and Educational Services (TCCES)	Criminal Justice Planning Coordinator
42	Pretrial Services	Director, Community Supervision & Corrections
43	Juvenile Public Defender	Criminal Justice Planning Coordinator
45	Juvenile Court	Chief, Juvenile Probation Officer
47	Emergency Services	Emergency Services Coordinator
49, 92	Transportation and Natural Resources	Executive Manager TNR
54	Civil Service Commission	Civil Service Officer
55	Criminal Justice Planning	Criminal Justice Planning Coordinator
57	Records Management and Communication Resources	Executive Manager Administrative Operations
58	Health and Human Services	Executive Manager Health, Human and Veterans Services
59	Emergency Medical Services	Emergency Services Coordinator

IV. Indirect Cost Rates

Below is the list of indirect cost rates for each department or office to be used for applying for grants.

Approved by Commissioners Court on November 18, 2003

01	County Judge	128.18%
02	Commissioner - Precinct 1	31.37%
03	Commissioner - Precinct 2	35.02%
04	Commissioner - Precinct 3	33.18%
05	Commissioner - Precinct 4	27.66%
08	Tax Assessor-Collector	62.27%
13	Exposition Center	41.81%
16	Veterans Service Office	60.63%
18	Agricultural Extension Service	76.83%
19	County Attorney	48.08%
20	County Clerk	49.9%
21	District Clerk	37.41%
22	Civil Courts	36.31%
23	District Attorney	21.35%
24	Criminal Courts	49.02%
25	Probate Court	25.57%
26	Justice of Peace – Precinct 1	26.67%
27	Justice of Peace – Precinct 2	20.80%
28	Justice of Peace – Precinct 3	18.10%
29	Justice of Peace – Precinct 4	27.62%
30	Justice of Peace – Precinct 5	38.80%
31	Constable - Precinct 1	26.58%
32	Constable - Precinct 2	21.64%
33	Constable - Precinct 3	19.95%
34	Constable - Precinct 4	24.53%
35	Constable - Precinct 5	28.30%
37	Sheriff	18.64%
38	Medical Examiner	30.61%
39	Community Supervision & Corrections	18.94%
40	Counseling and Educational Services	17.99%
42	Pretrial Services	33.62%
43	Juvenile Public Defender	20.51%
45	Juvenile Court	22.83%
47	Emergency Management Services	31.55%
49	Transportation and Natural Resources	56.68%
54	Civil Service Commission	25.58%
55	Justice and Public Safety	54.93%
58	Health and Human Services	38.05%

Composite Travis County Rate 28.50%

*The Indirect cost rates shown above are those in effect for FY 04 and will be continued into FY 05 until new indirect cost rates are available and approved.

V. Central Line Items

Centrally Budgeted Line Items are expenses that are budgeted in one support department instead of being allocated to each user department. The following line items generally are centrally budgeted:

Dept/Div

- 11-41 --HRMD Risk Management Ergonomic Improvements
 - #3001--Office Equipment & Supply
 - #3011--Building Maintenance
 - #6033--Medical Services

- 12-40--Information and Telecommunication Systems/Technical Support
 - #5002--Maintenance Agreements
 - #5012--Repairs - Telephone Equipment

- 12-41-- Information and Telecommunication Systems/Technical Support
 - #4104--Communication - Trunk Lines

- 12-61-- Information and Telecommunication Systems/Network Support
 - #5002--Maintenance Agreements

- 55-20--Justice and Public Safety/Communications
 - #5008--Repairs - Radios

- 14-15 -- Facilities Management/Building Maintenance
 - #4801--Utilities
 - #5004--Repairs - Buildings/Structures
 - #6102--Rent- Land & Buildings

- 15-10--Purchasing
 - #6029--Advertising/Public Notices

- 49-52--Transportation and Natural Resources/County Fleet Maintenance
 - #3023--Fuel, Oil, Lubricants
 - #5003--Repairs - Autos & Trucks

- 57-15--Records Management and Communication Resources/
Copiers/Central Repair
 - #5001--Maintenance Agreements
 - #5005--Repairs - Furniture & Office Equipment
 - #5007--Repairs - Other Equipment
 - #6103--Rent or Lease Equipment (Copiers)

- 57-50--Records Management and Communication Resources/Mail Services
 - #4102--Postage/Freight Out

- 57-70--Records/Consulting
 - #6099--Other Purchased Services

Contact List for Centrally Budgeted Line Items

Type of Expenditure	Department	Contact #
Ergonomic Improvements	HRMD	854-9165
Communications Trunk & Computer Repairs	ITS	854-9666
Radio Repairs	JPS	854-4415
Utilities, Rent, and Building Repairs	Facilities Mgt.	854-9661
Public Notice Advertising	Purchasing	845-9700
Vehicle Fuel or Repairs	TNR	854-9383
All Records Management Central Line Items (Paper, Law Library Services, Printing, Television Services, Records Storage, Records Management Consulting, Imaging Services, and Postage)	RMCR	854-9575

VI. Pay Scale, POPS, TCSO Positions

PG	STEP	1	2	3	4	5	6	7	8	9	10	11	
80	Cadet	hr	15.45	15.76									
		mo	2,678.66	2,732.24									
		yr	32,143.90	32,786.83									
81	Corrections Officer	hr	16.61	16.95	17.28	17.62	17.96	18.30	18.64	18.98	19.32	19.66	20.00
		mo	2,879.55	2,937.15	2,995.89	3,054.64	3,113.38	3,172.12	3,230.86	3,289.61	3,348.35	3,407.09	3,465.84
		yr	34,554.62	35,245.81	35,950.72	36,655.63	37,360.54	38,065.46	38,770.37	39,475.28	40,180.19	40,885.10	41,590.02
82	Cert Peace Officer (CPO)	hr	17.61	17.96	18.32	18.68	19.04	19.40	19.76	20.12	20.48	20.84	21.19
		mo	3,052.33	3,113.37	3,175.64	3,237.92	3,300.18	3,362.44	3,424.72	3,486.98	3,549.26	3,611.52	3,673.78
		yr	36,627.97	37,360.48	38,107.68	38,855.02	39,602.16	40,349.30	41,096.64	41,843.78	42,591.12	43,338.26	44,085.39
83	Sr Corrections Officer	hr	18.04	18.40	18.76	19.14	19.51	19.89	20.27	20.64	21.02	21.39	21.77
		mo	3,127.32	3,188.64	3,252.41	3,317.46	3,382.51	3,447.55	3,512.60	3,577.65	3,642.70	3,707.74	3,772.79
		yr	37,527.78	38,263.68	39,028.91	39,809.54	40,590.16	41,370.58	42,151.20	42,931.82	43,712.45	44,492.86	45,273.49
72	LE Deputy Sheriff	hr	18.15	20.36	20.62	20.87	21.13	21.38	21.72	22.12	22.51	22.91	23.30
		mo	3,145.48	3,529.76	3,573.88	3,618.00	3,662.13	3,706.25	3,750.38	3,833.82	3,902.12	3,970.41	4,038.70
		yr	37,745.76	42,357.12	42,886.58	43,416.05	43,945.51	44,474.98	45,004.45	45,533.92	46,063.38	46,592.85	47,122.32
84	Sr CPO	hr	19.18	19.55	19.89	20.34	20.74	21.14	21.53	21.93	22.33	22.73	23.13
		mo	3,324.29	3,389.29	3,447.56	3,525.83	3,594.78	3,663.73	3,732.68	3,801.63	3,870.59	3,939.54	4,008.49
		yr	39,891.49	40,671.49	41,370.67	42,309.90	43,137.33	43,964.75	44,792.18	45,619.60	46,447.02	47,274.45	48,101.87
74	LE Sr Deputy Sheriff	hr			22.48	22.76	23.04	23.32	23.60	24.02	24.43	24.84	25.25
		mo			3,895.93	3,944.63	3,993.32	4,042.02	4,091.01	4,162.61	4,234.20	4,305.79	4,377.27
		yr			46,751.12	47,335.51	47,919.90	48,504.29	49,092.16	49,951.27	50,810.39	51,669.50	52,527.28
75	LE Detective	hr			24.50	24.81	25.11	25.42	25.73	26.18	26.63	27.08	27.53
		mo			4,246.58	4,299.66	4,352.74	4,405.83	4,459.26	4,537.30	4,615.33	4,693.37	4,771.26
		yr			50,958.96	51,595.95	52,232.93	52,869.92	53,511.12	54,447.56	55,384.01	56,320.45	57,255.12
88	Corrections Sergeant	hr	23.82	24.26	24.72	25.19	25.68	26.14	26.72	27.24	27.76	28.29	28.81
		mo	4,128.77	4,205.05	4,284.21	4,366.42	4,451.84	4,531.37	4,631.33	4,721.95	4,812.58	4,903.20	4,993.84
		yr	49,545.18	50,460.59	51,410.53	52,397.07	53,422.10	54,376.38	55,375.94	56,663.36	57,750.99	58,838.42	59,926.05
76	LE Sergeant	hr					26.70	27.37	28.04	28.53	29.02	29.51	30.01
		mo					4,628.69	4,744.41	4,860.53	4,945.59	5,030.65	5,115.70	5,200.87
		yr					55,544.32	56,932.93	58,326.32	59,347.03	60,367.74	61,388.45	62,410.40
89	Corrections Lieutenant	hr	27.13	27.62	28.13	28.66	29.21	29.79	30.33	30.99	31.59	32.20	32.81
		mo	4,702.76	4,788.11	4,876.60	4,968.43	5,063.80	5,162.91	5,256.65	5,371.12	5,476.24	5,581.39	5,686.51
		yr	56,433.10	57,457.30	58,519.14	59,621.12	60,765.54	61,954.88	63,079.76	64,453.38	65,714.90	66,976.62	68,238.14
77	LE Lieutenant	hr						32.25	32.81	33.38	33.94	34.51	
		mo						5,589.57	5,687.38	5,785.20	5,883.02	5,980.87	
		yr						67,074.80	68,248.61	69,422.42	70,596.23	71,770.40	

PG	STEP	12	13	14	15	16	17	18	19	20	21	
81	Corrections Officer	hr	20.33	20.67	21.01	21.35	21.69	22.03	22.71	23.05	23.38	
		mo	3,524.58	3,583.32	3,642.06	3,700.81	3,759.55	3,818.29	3,877.03	3,935.78	3,994.52	4,053.26
		yr	42,294.93	42,999.84	43,704.75	44,409.66	45,114.58	45,819.49	46,524.40	47,229.31	47,934.22	48,639.14
82	Cert Peace Officer (CPO)	hr	21.55	21.91	22.27	22.63	22.99	23.35	23.71	24.07	24.43	24.79
		mo	3,736.06	3,798.32	3,860.58	3,922.86	3,985.12	4,047.39	4,109.66	4,171.93	4,234.19	4,296.47
		yr	44,832.74	45,579.87	46,327.01	47,074.35	47,821.49	48,568.62	49,315.97	50,063.10	50,810.24	51,557.58
83	Sr Corrections Officer	hr	22.14	22.52	22.89	23.27	23.64	24.02	24.39	24.77	25.14	25.52
		mo	3,837.84	3,902.90	3,967.95	4,032.98	4,098.03	4,163.09	4,228.14	4,293.17	4,358.22	4,423.28
		yr	46,054.11	46,834.74	47,615.36	48,395.78	49,176.40	49,957.02	50,737.65	51,518.06	52,298.69	53,079.31
72	LE Deputy Sheriff	hr	23.69	24.09	24.48	24.88	25.27	25.66	26.06	26.45	26.85	27.24
		mo	4,107.00	4,175.29	4,243.58	4,311.88	4,380.17	4,448.46	4,516.76	4,585.05	4,653.36	4,721.65
		yr	49,283.94	50,103.46	50,922.98	51,742.50	52,562.02	53,381.54	54,201.06	55,020.58	55,840.30	56,659.74
84	Sr CPO	hr	23.52	23.92	24.32	24.72	25.11	25.51	25.91	26.31	26.71	27.10
		mo	4,077.44	4,146.39	4,215.35	4,284.30	4,353.25	4,422.20	4,491.15	4,560.11	4,629.04	4,697.99
		yr	48,929.30	49,756.72	50,584.14	51,411.57	52,238.99	53,066.42	53,893.84	54,721.26	55,548.48	56,375.90
74	LE Sr Deputy Sheriff	hr	25.70	26.14	26.58	27.02	27.49	27.97	28.44	28.91	29.42	29.92
		mo	4,453.88	4,530.48	4,607.08	4,683.47	4,765.43	4,847.39	4,929.35	5,011.59	5,099.29	5,186.99
		yr	53,446.51	54,365.73	55,284.96	56,201.60	57,185.13	58,168.66	59,152.18	60,139.04	61,191.47	62,243.91
75	LE Detective	hr	28.01	28.49	28.97	29.45	29.97	30.48	31.00	31.51	32.07	32.62
		mo	4,854.76	4,938.25	5,021.75	5,105.19	5,194.53	5,283.87	5,373.21	5,462.43	5,558.02	5,653.61
		yr	58,257.08	59,259.05	60,261.01	61,262.24	62,334.33	63,406.42	64,478.51	65,549.12	66,696.23	67,843.34
88	Corrections Sergeant	hr	29.33	29.86	30.38	30.90	31.42	31.95	32.47	32.99	33.52	34.04
		mo	5,084.46	5,175.09	5,265.71	5,356.35	5,446.97	5,537.60	5,628.22	5,718.86	5,809.48	5,900.11
		yr	61,013.47	62,101.10	63,188.53	64,276.16	65,363.58	66,451.22	67,538.64	68,626.27	69,713.70	70,801.33
76	LE Sergeant	hr	30.53	31.06	31.58	32.10	32.67	33.23	33.79	34.35	34.95	35.55
		mo	5,291.88	5,382.90	5,473.91	5,564.69	5,662.08	5,759.46	5,856.84	5,954.00	6,058.20	6,162.39
		yr	63,502.58	64,594.76	65,686.95	66,776.32	67,944.91	69,113.49	70,282.08	71,448.00	72,698.34	73,948.68
89	Corrections Lieutenant	hr	33.41	34.02	34.63	35.23	35.84	36.45	37.05	37.66	38.27	38.87
		mo	5,791.64	5,896.78	6,001.91	6,107.04	6,212.18	6,317.31	6,422.43	6,527.58	6,632.70	6,737.85
		yr	69,499.66	70,761.39	72,022.91	73,284.43	74,546.16	75,807.68	77,069.20	78,330.93	79,592.45	80,854.18
77	LE Lieutenant	hr	35.11	35.71	36.32	36.92	37.56	38.21	38.86	39.50	40.20	40.89
		mo	6,085.53	6,190.20	6,294.86	6,399.12	6,511.10	6,623.09	6,735.07	6,847.45	6,967.28	7,087.11
		yr	73,026.38	74,282.36	75,538.35	76,794.44	78,133.26	79,477.07	80,820.89	82,169.36	83,607.32	85,045.29

EMPLOYEES WHO ARE IN POSITIONS SUBJECT TO POPS THE FOLLOWING APPLIES MONTHLY:						
CERTIFIED FTO:	\$125	BI-LINGUAL SKILLS TEST:	\$125	TCLICENSE:	INTERMEDIATE	ADVANCED
		SPANISH, VIETNAMESE		\$50	\$100	MASTERS
		AMERICAN SIGN LANGUAGE				\$150

Pay Scale, POPS, Non-TCSO Positions

PG	STEP	1	2	3	4	5	6	7	8	9	10	11
62 Deputy Constable Park Ranger	hr	17.44	17.79	18.15	18.50	18.86	19.21	19.57	19.93	20.28	20.64	20.99
	mo	3,023.26	3,083.72	3,145.39	3,207.07	3,268.74	3,330.43	3,392.10	3,453.77	3,515.44	3,577.12	3,638.79
	yr	36,279.15	37,004.67	37,744.72	38,484.78	39,224.85	39,965.12	40,705.18	41,445.25	42,185.31	42,925.38	43,665.44
64 Sr Deputy Constable Park Ranger Supervisor	hr	19.00	19.37	19.70	20.15	20.54	20.94	21.33	21.72	22.12	22.51	22.91
	mo	3,292.71	3,357.10	3,414.72	3,492.36	3,560.65	3,628.94	3,697.24	3,765.53	3,833.82	3,902.12	3,970.41
	yr	39,512.51	40,285.23	40,976.67	41,908.26	42,727.78	43,547.30	44,366.82	45,186.34	46,005.86	46,825.38	47,644.90
65 Constable Sergeant Investigator II	hr	20.61	20.99	21.37	21.78	22.19	22.63	23.02	23.54	24.00	24.46	24.92
	mo	3,572.63	3,637.42	3,704.60	3,774.33	3,846.74	3,921.98	3,990.89	4,080.04	4,159.86	4,239.68	4,319.50
	yr	42,871.50	43,649.01	44,455.22	45,292.00	46,160.82	47,063.74	47,890.71	48,960.50	49,918.34	50,876.18	51,834.02
66 Chief Dep Constable Investigator III District Park Ranger	hr	22.70	23.12	23.56	24.01	24.48	24.91	25.47	25.96	26.46	26.96	27.46
	mo	3,935.08	4,007.78	4,083.23	4,161.56	4,242.98	4,318.32	4,414.02	4,500.39	4,586.76	4,673.12	4,759.49
	yr	47,220.99	48,093.34	48,998.77	49,938.72	50,915.70	51,819.84	52,968.24	54,004.70	55,041.17	56,077.42	57,113.89
67 Chief Dep Const., Pct 5 Investigations Lieutenant	hr	25.42	25.88	26.36	26.85	27.37	27.90	28.41	29.03	29.60	30.16	30.73
	mo	4,405.51	4,485.45	4,568.34	4,654.36	4,743.68	4,836.52	4,923.73	5,031.54	5,130.01	5,228.48	5,326.95
	yr	52,866.11	53,825.41	54,820.06	55,852.37	56,924.19	58,038.24	59,084.73	60,378.45	61,560.10	62,741.74	63,923.39

PG	STEP	12	13	14	15	16	17	18	19	20	21
62 Deputy Constable Park Ranger	hr	21.35	21.70	22.06	22.42	22.77	23.13	23.48	23.84	24.20	24.55
	mo	3,700.46	3,762.15	3,823.82	3,885.49	3,947.16	4,008.84	4,070.51	4,132.18	4,193.87	4,255.54
	yr	44,405.50	45,145.78	45,885.84	46,625.90	47,365.97	48,106.03	48,846.10	49,586.16	50,326.43	51,066.50
64 Sr Deputy Constable Park Ranger Supervisor	hr	23.30	23.69	24.09	24.48	24.88	25.27	25.66	26.06	26.45	26.85
	mo	4,038.70	4,107.00	4,175.29	4,243.58	4,311.88	4,380.17	4,448.46	4,516.76	4,585.05	4,653.36
	yr	48,464.42	49,283.94	50,103.46	50,922.98	51,742.50	52,562.02	53,381.54	54,201.06	55,020.58	55,840.30
65 Constable Sergeant Investigator II	hr	25.38	25.84	26.30	26.76	27.22	27.68	28.14	28.60	29.06	29.53
	mo	4,399.32	4,479.14	4,558.96	4,638.78	4,718.58	4,798.40	4,878.22	4,958.04	5,037.86	5,117.68
	yr	52,791.86	53,749.70	54,707.54	55,665.38	56,623.01	57,580.85	58,538.69	59,496.53	60,454.37	61,412.21
66 Chief Dep Constable Investigator III District Park Ranger	hr	27.96	28.46	28.95	29.45	29.95	30.45	30.95	31.44	31.94	32.44
	mo	4,845.86	4,932.22	5,018.59	5,104.96	5,191.32	5,277.69	5,364.06	5,450.42	5,536.79	5,623.16
	yr	58,150.35	59,186.61	60,223.07	61,259.54	62,295.79	63,332.26	64,368.72	65,404.98	66,441.44	67,477.90
67 Chief Dep Const., Pct 5 Investigations Lieutenant	hr	31.30	31.87	32.44	33.00	33.57	34.14	34.71	35.28	35.85	36.41
	mo	5,425.44	5,523.91	5,622.38	5,720.85	5,819.32	5,917.81	6,016.28	6,114.75	6,213.22	6,311.71
	yr	65,105.25	66,286.90	67,468.54	68,650.19	69,831.84	71,013.70	72,195.34	73,376.99	74,558.64	75,740.50

EMPLOYEES WHO ARE IN POSITIONS SUBJECT TO POPS THE FOLLOWING APPLIES MONTHLY:					
CERTIFIED FTO:	\$125	BI-LINGUAL SKILLS TEST:	\$125	TCLEOSE LICENSE:	
		SPANISH		INTERMEDIATE	ADVANCED
		AMERICAN SIGN LANGUAGE		\$50	\$100
		VIETNAMESE			MASTERS
					\$150

VII. Pay Scale, Non POPS

PG	Hiring Levels							Mid Point	Max	Range Spread	Pay Grade Diff
	Min	Lev 1	Lev 2	Lev 3	Lev 4	Lev 5	Lev 6				
1-3	Retired Note: Travis County Livable Wage for Regular Employees is \$10.00/hr. (\$7.50 for Temporary Employees)										
4	hr	7.50	7.71	7.94	8.16	8.39		8.62	9.74		
	yr	15,600.00	16,036.80	16,515.20	16,972.80	17,451.20		17,929.60	20,259.20	30%	
5	hr	8.01	8.25	8.49	8.73	8.97	9.21	9.41	10.81		
	yr	16,660.80	17,160.00	17,659.20	18,158.40	18,657.60	19,156.80	19,572.80	22,484.80	35%	9%
6	hr	8.57	8.83	9.08	9.34	9.60	9.86	10.07	11.57		
	yr	17,825.60	18,366.40	18,886.40	19,427.20	19,968.00	20,508.80	20,945.60	24,065.60	35%	7%
7	hr	9.17	9.45	9.72	10.00	10.27	10.55	10.78	12.38		
	yr	19,073.60	19,656.00	20,217.60	20,800.00	21,361.60	21,944.00	22,422.40	25,750.40	35%	7%
8	hr	9.81	10.10	10.40	10.69	10.99	11.28	11.53	13.24		
	yr	20,404.80	21,008.00	21,632.00	22,235.20	22,859.20	23,462.40	23,982.40	27,539.20	35%	7%
9	hr	10.50	10.82	11.13	11.45	11.76	12.08	12.34	14.18		
	yr	21,840.00	22,505.60	23,150.40	23,816.00	24,460.80	25,126.40	25,667.20	29,494.40	35%	7%
10	hr	11.24	11.58	11.91	12.25	12.59	12.93	13.26	15.74		
	yr	23,379.20	24,086.40	24,772.80	25,480.00	26,187.20	26,894.40	27,580.80	32,739.20	40%	9%
11	hr	12.03	12.39	12.75	13.11	13.47	13.83	14.20	16.84		
	yr	25,022.40	25,771.20	26,520.00	27,268.80	28,017.60	28,766.40	29,536.00	35,027.20	40%	7%
12	hr	12.87	13.26	13.64	14.03	14.41	14.80	15.19	18.02		
	yr	26,769.60	27,580.80	28,371.20	29,182.40	29,972.80	30,784.00	31,595.20	37,481.60	40%	7%
13	hr	13.77	14.18	14.60	15.01	15.42	15.84	16.25	19.28		
	yr	28,641.60	29,494.40	30,368.00	31,220.80	32,073.60	32,947.20	33,800.00	40,102.40	40%	7%
14	hr	14.73	15.17	15.61	16.06	16.50	16.94	17.38	20.62		
	yr	30,638.40	31,553.60	32,468.80	33,404.80	34,320.00	35,235.20	36,150.40	42,889.60	40%	7%
15	hr	15.76	16.23	16.71	17.18	17.65	18.12	18.60	22.85		
	yr	32,780.80	33,758.40	34,756.80	35,734.40	36,712.00	37,689.60	38,688.00	47,528.00	45%	9%
16	hr	16.86	17.37	17.87	18.38	18.88	19.39	19.89	24.45		
	yr	35,068.80	36,129.60	37,169.60	38,230.40	39,270.40	40,331.20	41,371.20	50,856.00	45%	7%
17	hr	18.04	18.58	19.12	19.66	20.20	20.75	21.29	26.16		
	yr	37,523.20	38,646.40	39,769.60	40,892.80	42,016.00	43,160.00	44,283.20	54,412.80	45%	7%
18	hr	19.30	19.88	20.46	21.04	21.62	22.20	22.77	27.99		
	yr	40,144.00	41,350.40	42,556.80	43,763.20	44,969.60	46,176.00	47,361.60	58,219.20	45%	7%
19	hr	20.65	21.27	21.89	22.51	23.13	23.75	24.37	29.94		
	yr	42,952.00	44,241.60	45,531.20	46,820.80	48,110.40	49,400.00	50,689.60	62,275.20	45%	7%
20	hr	22.10	22.76	23.43	24.09	24.75	25.42	26.08	33.15		
	yr	45,968.00	47,340.80	48,734.40	50,107.20	51,480.00	52,873.60	54,246.40	68,952.00	50%	9%
21	hr	23.65	24.36	25.07	25.78	26.49	27.20	27.91	35.48		
	yr	49,192.00	50,668.80	52,145.60	53,622.40	55,099.20	56,576.00	58,052.80	73,798.40	50%	7%
22	hr	25.31	26.07	26.83	27.59	28.35	29.11	29.87	37.97		
	yr	52,644.80	54,225.60	55,806.40	57,387.20	58,968.00	60,548.80	62,129.60	78,977.60	50%	7%
23	hr	27.08	27.89	28.70	29.52	30.33	31.14	31.95	40.62		
	yr	56,326.40	58,011.20	59,696.00	61,401.60	63,086.40	64,771.20	66,456.00	84,489.60	50%	7%
24	hr	28.98	29.85	30.72	31.59	32.46	33.33	34.20	43.47		
	yr	60,278.40	62,088.00	63,897.60	65,707.20	67,516.80	69,326.40	71,136.00	90,417.60	50%	7%
25	hr	31.01	31.94	32.87	33.80	34.73	35.66	36.59	46.52		
	yr	64,500.80	66,435.20	68,369.60	70,304.00	72,238.40	74,172.80	76,107.20	96,761.60	50%	7%
26	hr	33.18	34.18	35.17	36.17	37.16	38.16	39.15	49.77		
	yr	69,014.40	71,094.40	73,153.60	75,233.60	77,292.80	79,372.80	81,432.00	103,521.60	50%	7%
27	hr	35.50	36.57	37.63	38.70	39.76	40.83	41.89	53.25		
	yr	73,840.00	76,065.60	78,270.40	80,496.00	82,700.80	84,926.40	87,131.20	110,760.00	50%	7%
28	hr	37.99	39.13	40.27	41.41	42.55	43.69	44.83	56.99		
	yr	79,019.20	81,390.40	83,761.60	86,132.80	88,504.00	90,875.20	93,246.40	118,539.20	50%	7%
29	hr	40.65	41.87	43.09	44.31	45.53	46.75	47.97	60.98		
	yr	84,552.00	87,089.60	89,627.20	92,164.80	94,702.40	97,240.00	99,777.60	126,838.40	50%	7%
30	hr	43.50	44.81	46.11	47.42	48.72	50.03	51.33	65.25		
	yr	90,480.00	93,204.80	95,908.80	98,633.60	101,337.60	104,062.40	106,766.40	135,720.00	50%	7%
31	hr	46.55	47.95	49.34	50.74	52.14	53.53	54.93	69.83		
	yr	96,824.00	99,736.00	102,627.20	105,539.20	108,451.20	111,342.40	114,254.40	145,246.40	50%	7%
32	hr	49.81	51.30	52.80	54.29	55.79	57.28	58.78	74.72		
	yr	103,604.80	106,704.00	109,824.00	112,923.20	116,043.20	119,142.40	122,262.40	155,417.60	50%	7%