

CALDWELL COUNTY, TEXAS
SALARY ANALYSIS
BUDGET FOR FYE 2015

<u>ELECTED OFFICIALS</u>	ACTUAL BASE SALARY FYE 2011	PROPOSED BASE SALARY FYE 2015	4 YEAR PERCENTAGE SALARY INCREASE	AVERAGE INCREASE PER YEAR
TREASURER	\$ 33,194	\$ 42,807	28.96%	7.24%
TAX ASSESSOR/COLLECTOR	33,194	42,380	27.67%	6.92%
COUNTY CLERK	33,194	43,274	30.37%	7.59%
DISTRICT CLERK	33,194	43,407	30.77%	7.69%
COUNTY COURT AT LAW	124,948	145,559 * *	16.50%	4.12%
JUSTICES OF THE PEACE	26,027	35,699	37.16%	9.29%
SHERIFF	42,900	57,000	32.87%	8.22%
CONSTABLES	15,360	23,090	50.33%	12.58%
COUNTY JUDGE	39,819	64,146 *	61.09%	15.27%
COMMISSIONERS	33,167	38,564	16.27%	4.07%

* County Judge receive a stipend of \$15,000 from State for Judicial duties: (Probate, Civil, ODL, Guardianship).

* * County Court at Law Judge receives a stipend of \$84,000 from the State.

FYE 2012 Across the board \$1,600 increase 10/1/2011
 FYE 2013 Salary Plan - Year 1 - 20% of incremental increase by position or \$2,000, whichever is higher
 FYE 2014 Salary Plan - Year 2 - 20% of incremental increase by position as adjusted for Year 1.
 No increase for Commissioners or County Judge
 PROPOSED FYE 2015 Across the board \$1,000 increase 10/1/2014

<u>APPOINTED DEPT HEADS</u>	ACTUAL BASE SALARY FYE 2011	PROPOSED BASE SALARY FYE 2015	4 YEAR PERCENTAGE SALARY INCREASE	AVERAGE INCREASE PER YEAR
COUNTY AUDITOR	\$ 42,900	\$ 64,146 *	49.52%	12.38%
MAINTENANCE DIRECTOR	33,194	39,431	18.79%	4.70%
ELECTIONS COORDINATOR	30,000	40,255 * *	34.18%	11.39%
VETERAN SERVICE OFFICER	24,194	31,260	29.21%	7.30%
HUMAN RESOURCES DIRECTOR	55,000	74,835 * *	36.06%	12.02%
I T DIRECTOR	60,000	63,882 * * *	6.47%	3.24%
CODE ENFORCEMENT OFFICER	27,731	35,235	27.06%	6.76%
EMERGENCY MANAGEMENT COORDINATOR	27,731	38,821	39.99%	10.00%
SANITATION INSPECTOR	30,123	42,041	39.56%	9.89%
COUNTY AGENT	12,298	21,362	73.70%	18.43%
UNIT ROAD ADMINISTRATOR	35,678	42,810	19.99%	5.00%

* County Auditor position became full time on 10/1/2013.

* * Elections Coordinator and Human Resources positions were created on in Fiscal year 2012. Average is for 3 years

* * * IT Director position was created 10/1/2012. Average is for 2 years

CALDWELL COUNTY, TEXAS
SALARY ANALYSIS
BUDGET FOR FYE 2015

POSITION	ACTUAL BASE SALARY FYE 2011	PROPOSED BASE SALARY FYE 2015	4 YEAR PERCENTAGE SALARY INCREASE	AVERAGE INCREASE PER YEAR
DEPUTY TREASURER	\$ 26,975	\$ 35,363	31.10%	7.77%
INTERNAL AUDITOR	37,500	44,531	18.75%	4.69%
DEPUTY COUNTY CLERK	21,975	28,781	30.97%	7.74%
DEPUTY TAX COLLECTOR	20,633	27,762	34.55%	8.64%
DEPUTY DISTRICT CLERK	21,795	29,372	34.76%	8.69%
JP CHIEF DEPUTY	22,291	28,967	29.95%	7.49%
JP DEPUTY CLERK	21,795	28,345	30.05%	7.51%
SO - CHIEF DEPUTY	38,834	56,343	45.09%	11.27%
SO - CAPTAIN	34,452	52,985	53.79%	13.45%
SO - SARGEANT	29,311	40,764	39.07%	9.77%
SO - PATROL DEPUTY #1	26,602	36,375	36.74%	9.18%
SO - PATROL DEPUTY #2	25,353	35,054	38.26%	9.57%
SO - DISPATCHER #1	23,429	30,841	31.64%	7.91%
SO - DISPATCHER #2	22,984	30,507	32.73%	8.18%
CHIEF JAILER	34,452	49,372	43.31%	10.83%
JAILER #1	23,626	30,765	30.22%	7.55%
JAILER #2	21,843	30,225	38.37%	9.59%
MAINTENANCE WORKER	24,400	32,170	31.84%	7.96%
JANITOR	20,279	26,591	31.13%	7.78%
ROAD ADMINISTRATOR	35,678	42,810	19.99%	5.00%
EQUIPMENT OPERATOR	26,287	31,962	21.59%	5.40%

SALARY INCREASES:

FYE 2012	Across the board \$1,600 increase 10/1/2011, \$500 increase 04/1/2012
FYE 2013	Salary Plan - Year 1 - 20% of incremental increase by position or \$2,000, whichever is higher
FYE 2014	Salary Plan - Year 2 - 20% of incremental increase by position as adjusted for Year 1.
PROPOSED FYE 2015	Across the board \$1,000 increase 10/1/2014, \$1,000 increase 04/1/2015 for employees earning less than \$30,000 per year.