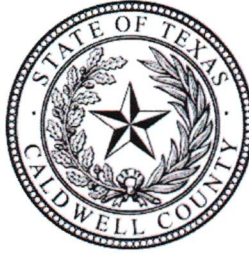


SALARY GRIEVANCE COMMITTEE MINUTES

Salary Grievance Committee August 21, 2025, 11:30 AM



AMENDED

A. CALL MEETING TO ORDER

- Introduction of members present
- Confirmation of quorum
- Opening remarks by Committee Chair

Judge Haden called the Grievance Committee hearing to order at 11:30 a.m.

Roll call was conducted with the following members present: Judge Haden, Sheriff Lane, Tax Assessor Debbie Sanders, Treasurer Gloria Garcia, County Clerk Teresa Rodriguez, District Clerk Juanita Allen, District Attorney Fred Weber, and public members Hal Purka, Tiffini Hargett, and Ayrick Castillo.

Judge Haden explained the hearing procedures in detail. He stated that with nine affirmative votes, Ms. Garcia would receive a salary increase to \$80,000.00. Under the new budget, her current salary is set at \$68,721.00. Ms. Garcia will present her grievance, after which the committee will cast an anonymous vote. If the request receives nine "Yes" votes then Ms. Garcia will receive the salary increase, if the request does not receive nine votes in favor, she will remain at the salary scheduled in the budget.

No Citizen Comments.

B. PUBLIC HEARING

B.1 Hearing for grievance filed by Caldwell County Treasurer, Gloria Garcia

Gloria Garcia, County Treasurer, stated that beginning next year she will assume full responsibility for managing the Accounts Payable department. She believes the budgeted salary of \$68,721.00 does not adequately reflect the scope and complexity of the role and is requesting a salary of \$80,000.00.

Ms. Garcia presented a comparison of revenue activity across departments and emphasized that the Treasurer's Office is highly productive. With the county's growth, the volume of financial transactions continues to increase. She noted that even with a staff of two, and the potential addition of another full-or part-time employee, the ultimate responsibility for the process will remain with her.

8.1.25 G. Garcia - Salary Grievance Letter.pdf

C. DISCUSSION/ACTION ITEMS

C.1 To discuss and take possible action regarding the grievance filed by Caldwell County Treasurer, Gloria Garcia.

Sheriff Mike Lane asked how the requested salary of \$80,000.00 was determined and what it was being compared to. Gloria Garcia responded that the increase is not for the position of a being a Treasurer that it is based on her responsibility for the Accounts Payable department.

Judge Haden asked Auditor if backup would be available, Auditor Danie Teltow says yes. Gloria Garcia states if Accounts Payable is given to her the responsibility is hers. Judge Haden also states the budget, with the exception of grants specifically assigned are from Ad Valorem tax, your property tax, states a 5% raise across the board for everyone with exception of Sheriff's department, currently the budget is not finalized and is over \$300,000.00 over in expenses.

Fred Weber, Criminal District Attorney, questioned why one letter requested \$70,000.00 and another memo requested \$80,000.00.

Gloria Garcia stated she did not do her backup research with how much revenue her department generates with the number of staff compared to other departments and that she does not depend on other departments so feels she under rated herself.

Teresa Rodriguez, County Clerk, stated that her office and the District Clerk's office handle many additional duties, which come with the positions. She noted that salaries are in the mid-range compared to surrounding counties with similar population sizes and budgets. She added that while employees have defined job duties, they also cover and cross-train as needed, and she feels they are not fully compensated for all of their responsibilities.

Judge Haden addressed the court that a 5% raise across the board will be budgeted, also states that we are always a year or two behind on revenue with growth.

Gloria Garcia states that the difference between the departments is the revenue generated.

Danie Teltow County Auditor states when she gives this department up, Gloria will be responsible to cross train.

Juanita Allen, District Clerk, asked weather Gloria Garcia would receive an additional staff member if she assumes responsibility for the Accounts Payable department.

Judge Haden states that during the budget process would have been the time to bring up the salary rate for taking the Accounts Payable department.

Fred Weber, District Attorney, asked why the department was being moved from Auditors office, County Auditor, Danie Teltow, said it was recommended by external auditor.

Judge Haden announced the results of the vote: six "Nays", three "Aye's". As a result, the matter will not go back to Commissioners Court and is concluded. He thanked everyone for their service.

8.1.25 G. Garcia - Salary Grievance Letter.pdf

D. ADJOURNMENT

Court adjourns at 11:58 a.m.

Motion by Sheriff Lane, seconded by District Attorney Fred Weber, all in favor say Aye, all opposed hearing none.

I, TERESA RODRIGUEZ, COUNTY CLERK AND EX-OFFICIO CLERK OF THE COMMISSIONERS' COURT do hereby certify that the foregoing contains a true and accurate record of the proceedings held by the Caldwell County Commissioners' Court on August 21, 2025.

Teresa Rodriguez

BY: 

TERESA RODRIGUEZ, COUNTY CLERK AND EX-OFFICIO CLERK OF THE COMMISSIONERS' COURT OF CALDWELL COUNTY, TEXAS.

