

**NOTICE OF A MEETING OF THE SALARY GRIEVANCE COMMITTEE  
OF CALDWELL COUNTY, TEXAS**



*Notice is hereby given that an open meeting of the Caldwell County Salary Grievance Committee will be held on Thursday, August 21, 2025 at 11:30 AM in 110 S. Main St. 2nd Floor Courtroom, Lockhart, Texas at which time the following subjects will be discussed, considered, passed or adopted, to wit:*

**AMENDED**

**A. CALL MEETING TO ORDER**

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

**B. PUBLIC HEARING**

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

**C. DISCUSSION/ACTION ITEMS**

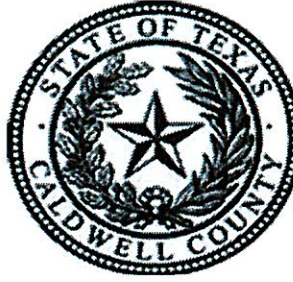
C.1 To discuss and take possible action regarding the grievance filed by Caldwell County Treasurer, Gloria Garcia.

**D. ADJOURNMENT**

**Hoppy Haden**  
**County Judge**  
512 398-1808

**Gloria Garcia**  
**County Treasurer**  
512 398-1800

**Danie Teltow**  
**County Auditor**  
512 398-1801



**B.J. Westmoreland**  
**Commissioner Precinct 1**

**Rusty Horne**  
**Commissioner Precinct 2**

**Edward "Ed" Theriot**  
**Commissioner Precinct 3**

**Dyral Thomas**  
**Commissioner Precinct 4**

***Caldwell County Courthouse***  
**110 South Main Street**  
**Lockhart, TX 78644**  
**Fax: 512 398-1828**

August 1, 2025

Honorable Hopkins Haden  
and Caldwell County Commissioner's Court Members  
110 S. Main Street,  
Lockhart, TX 78644

**Date:** July 31, 2025 – within 5 days of salary notice update.

**Subject:** Formal Response to Elected Salary Notice – Revise the Request for Compensation Adjustment.

Dear Judge Haden and Honorable Members of the Commissioners' Court,

Pursuant to the recent notice of elected official salaries for Fiscal Year 2026, I am resubmitting this formal response within the five-day period as allowed by statute, in order to respectfully express a grievance regarding my current salary and to request an adjustment based on new and expanded responsibilities.

I am writing to formally submit a grievance regarding my current salary and to respectfully request a compensation adjustment based on newly assigned responsibilities of Accounts Payable department.

As you are aware, I will be assuming full responsibility for the Accounts Payable (AP) department. At present, this function is managed by a single individual; however, beginning next year, I anticipate the need to bring in another part-time or full-time AP Clerk to assist with the continued growth of the County and the increasing volume of financial transactions. While I plan to cross-train my existing staff to input invoices into the system, the ultimate oversight, review, and management of the AP process will rest entirely with me.

For context, the County Auditor's Office has one to two individuals available as backup for this function, whereas I will be solely accountable for ensuring its accuracy and timeliness if my AP clerk is out of the office. I am prepared to take on this increased responsibility, but I believe that my compensation should be adjusted accordingly to reflect the expanded scope of my duties.

Additionally, I would like to provide the Court with an update on the current revenue activity. The Treasurer's Office continues to be a highly productive department. With two months remaining in Fiscal Year 2024–2025, we are on track to exceed \$23–24 million in revenue. To date, our office has prepared and submitted over 1,205 individual revenue packets to the Auditor's Office for approval, not including other essential responsibilities we manage on a daily basis.

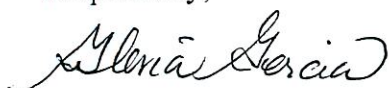
Tyler Incode 10  
Transaction Code Summary as of 7.29.2025

Transaction Code	Trans. Count	Applied Amount
2120 TREASURER - Treasurer's Office	560	11,167,014.17
Mi...		
2140 A TAX OFF.-AUTO - Tax Office - AUTO	203	7,746,759.11
2150 COUNTY CLERK - County Clerk	178	671,178.28
3220 DIST CLERK - District Clerk	55	300,092.09
3251 JP #1 - Justice of the Peace PCT #1	43	263,470.20
3252 JP #2 - Justice of the Peace PCT #2	41	545,912.50
3253 JP #3 - Justice of the Peace PCT #3	44	285,016.82
3254 JP #4 - Justice of the Peace PCT #4	44	319,955.62
7610 SANITATION - Sanitation	37	1,570,705.54
Transaction Code Totals:	1,205	22,870,104.33

I respectfully request that the Commissioners Court revisit and review the salary set forth in the Fiscal Year 2026 Elected Officials Salary Notice for the County Treasurer position, which is currently listed at **\$68,721.00** without Account payable department. Given the substantial increase in responsibility, particularly with the full management of the Accounts Payable process and the continued financial performance of the Treasurer's Office, I believe this amount does not adequately reflect the scope and complexity of the role. Therefore, I am formally requesting a salary adjustment to **\$80,000.00** effective in the upcoming fiscal year 2026.

Thank you for your time, attention, and consideration of this request. I remain committed to maintaining the highest standards of accuracy and service in the Treasurer's Office.

Respectfully,



Gloria Garcia  
Chief Investment Officer  
Caldwell County Treasurer

## **Caldwell County Agenda Item**

**AGENDA DATE:** August 21, 2025

**Type of Agenda Item:** Personnel

**Subject:** To discuss and take possible action regarding the grievance filed by Caldwell County Treasurer, Gloria Garcia.

**Costs:**

**Agenda Speakers:**

**Backup Materials:**

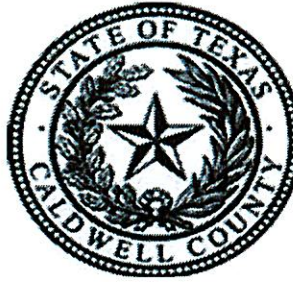
**Total # of Pages:**



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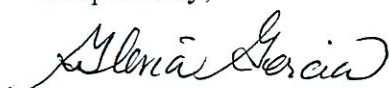
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