

ATASCOSA COUNTY JUDGES REPORT

When I did my first county budget, I discovered that the county had been, since at least 2010, giving raises as a lump sum, i.e., \$200 per month, etc. I suspect they got in the habit of doing this because it is easier to enter and calculate the salary budget. What is wrong with this system is that it compresses the salary groups and does not keep proper spacing from the bottom of the scale to the top.

The correct way to do it is by a percentage calculation across the board, which will keep the spacing between the job categories intact. I changed this system immediately and went to the percentage method. I have since reviewed other counties' practices and found no one using the lump sum method. It is just not compatible with correct HR salary methods. I then spent the next two budget years restoring the spacing in the groups. Where it made common sense, I worked hard to standardize the job categories across the departmental lines. I prepared corporate budgets in years past in this manner. No large organization does it any other way. Merit raises and category restructures can be expected, but COLA (cost-of living adjustment) raises are done by across-the board percentages. I think Atascosa County is a large organization with a budget of more than \$30 million and should be managed as such. I recommend that anyone vaccinated and exposed to someone with COVID-19 go ahead with your regular schedule but monitor your symptoms because you will be contagious if you do end up positive. The story I hear is that the vaccinated folks are over it quickly with reduced symptoms. The pandemic of COVID-19 is now the pandemic of the "unvaccinated." The vaccine is available all over Atascosa County. There is no reason not to get the shots.

Thank you... I pray that God will bless Atascosa County and all its citizens.