President
Michael Morton

Vice President
Jason Garcia
2nd Vice President
Joseph Zahn

TRAVIS COUNTY SHERIFF
LAW ENFORCEMENT
ASSOCIATION

Brothers & Sisters of TCSLEA,

The TCSLEA has been diligently working on a comprehensive compensation proposal since January 2018. We hired Market Salary Survey Consultant, John Curran. Mr. Curran previously conducted MSS proposals for our association in 2007 (Commissioners approved a 15.3 million dollar POPS package) and 2012 (Commissioners approved a 10.3 million dollar POPS package). Our 2018 proposal (estimated cost is 15 million dollars) was completed in June, and copies were submitted to Commissioners' Court and HRMD.

Prior to the completion of the MSS, we had numerous meetings with the administration where the budget was discussed. In those discussions the Sheriff and Major of LE expressed how they would be advocating for staff increases in their budget proposal. We clearly communicated to the Sheriff and her staff that we would not be involved with their staffing requests since we had not received a POPS pay scale adjustment in 6 years. We also conveyed to the administration that both associations' focus for FY 19 was to secure a commitment from the court for the funding of a STEP increase for those who are still behind, STEP increases for those who are scheduled for a STEP increase through normal progression and a POPS scale adjustment. Throughout this process, the TCSLEA was very open with the Sheriff and her staff about our aforementioned priorities for FY 19.

As recently as June 28th, we met with Sheriff Hernandez in her office and agreed that we would not oppose each other's budget objectives. I told the Sheriff that if anything should come up while I was gone out of state, that she could call me if she needed to speak to me.

Our compensation proposal was set as an agenda item before Commissioners' Court on July 3rd, 2018. Minutes before our agenda item was to be discussed, we were shocked to learn that Sheriff Hernandez had written a memorandum to Commissioners' Court the night before specifically opposing our proposal. Sheriff Hernandez did not provide us with a copy of this memorandum, and I was never contacted by the Sheriff prior to or after her written proposal to the court. Once our item was discussed, members of our leadership team in conjunction with the leaders of TCSOA articulated to the court the merit of our proposal. After concluding our testimony, the sheriff addressed the court and publicly opposed our compensation proposal. No sheriff has publicly opposed either association since Republican Terry Keel in 1993. Sheriff Keel was no friend of organized labor.

During her testimony, Sheriff Hernandez agreed to a proposal from Republican Commissioner Gerald Daugherty which would provide the Sheriff with $2.5 million dollars to address staffing and compensation needs for the Sheriff's Office. It should be noted that under their proposal, compensation would be limited to Cadet Pay being raised by $2,000 and a minimal increase for those POPS employees that have not received a pay increase since 2012. This will leave the vast majority of our members and their families with nothing.

Since being sworn in, Sheriff Hernandez has advocated for "openness" between the associations and her office. On several occasions, Sheriff Hernandez has made it clear of her desire for our leadership to address budget items with her prior to discussing them publicly in open court. Moreover, we have previously successfully assisted Sheriff Hernandez with her own budget items when she requested our assistance. Writing a memorandum to Commissioners' Court directly opposing our proposal does not reflect "openness" and appears underhanded.

As the President of the TCSLEA, I am extremely disappointed by the Sheriff's actions and more importantly the adverse effect that it may have on our members and their families. I want to assure you that we will continue to advocate on your behalf regardless of the adverse stance Sheriff Hernandez has taken.

Fraternally Yours,

Mike Morton
President, TCSLEA