



MINUTES

AUGUST 13, 2025

BRAZOS COUNTY COMMISSIONERS COURT

WORKSHOP SESSION

1. Call to Order

A workshop session of the Commissioners' Court of Brazos County, Texas was held in the Brazos County Commissioners Courtroom in the Administration Building, 200 South Texas Avenue, in Bryan, Brazos County, Texas, beginning at 9:00 a.m. on Monday, August 13, 2025 with the following members of the Court present:

Kyle Kacal, Acting County Judge, Presiding;
Bentley Nettles, Commissioner of Precinct 1;
Chuck Konderla, Commissioner of Precinct 2;
Fred Brown, Commissioner of Precinct 3;
Wanda J. Watson, Commissioner of Precinct 4;
Karen McQueen, County Clerk, Absent.

The attached sheets contain the names of the citizens and officials that were in attendance.

2. Presentation and discussion of personnel requests for the proposed budget FY 2025-2026:

- a. Requested Personnel by Department:
 1. Sheriff's Office - Administration
 2. Sheriff's Office - Jail
 3. Adult Correction Medicine
 4. Juvenile Correction Medicine
 5. Juvenile
 6. Constable, Pct. #1
 7. Constable, Pct. #4
 8. Medical Examiner
 9. Exposition Center
 10. Metropolitan Planning (MPO)

11. Road and Bridge

- b. FY 2026 Proposed Personnel

Ms. Payne stated that the purpose of this Workshop is to continue presentations for personnel requests. She shared with the Court that the Juvenile Court Referee did submit her personnel request in writing.

a. Requested Personnel by Department:

1. Sheriff's Office - Administration: Chief Deputy Kevin Stuart presented the Sheriff's Office Administration and Jail personnel requests.

2. Sheriff's Office - Jail: Chief Deputy Kevin Stuart presented the Sheriff's Office Administration and Jail personnel requests.

3. Adult Correction Medicine: Ms. Payne explained that the proposed budget will include personnel for Jail Medical staff members.

4. Juvenile Correction Medicine: Ms. Payne explained that the proposed budget will include Juvenile Medical personnel.

The Court recessed at 9:37am.

At 9:45 the Workshop Session resumed.

Employee Health Clinic Director Julie Anderson provided additional clarification for the personnel included in the Correctional Medicine budgets.

5. Juvenile: Juvenile Director Linda Ricketson presented her personnel request.

6. Constable, Pct. #1: Ms. Payne read a memo from Constable, Precinct 1 Jeff Reeves regarding his personnel request.

7. Constable, Pct. #4: Constable, Precinct 4 Hezekiah Carter presented his personnel request.

8. Medical Examiner: Ms. Payne explained the personnel request for the Medical Examiner's Office.

9. Exposition Complex: Exposition Complex Director Jacqueline Foster presented her personnel request.

10. Metropolitan Planning (MPO): Ms. Payne explained that this is related to grant funding.

11. Road and Bridge: County Engineer Prarthana Banerji presented her personnel requests. The Court entered into discussion with Ms. Banerji on providing monthly reports on the work that they do.

The Court recessed at 10:38am.

At 10:44am the Workshop Session resumed.

b. FY 2026 Proposed Personnel

Ms. Payne went through each of the personnel requests and the Court prioritized them based on the County need.

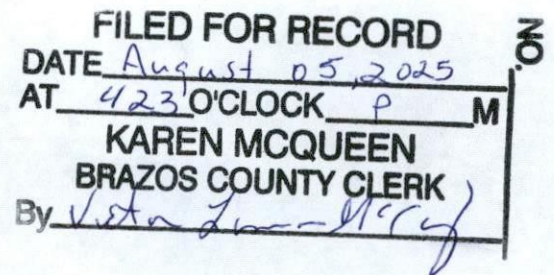
The Court entered into discussion on delaying several of the personnel requests until the Compensation and Benefits Study has been completed.

Ms. Payne stated that the next Workshop on August 14, 2025 will be to discuss the General Fund.

The meeting was adjourned at 11:26am.

A copy of the presentation and handouts is attached.

3. Adjourn



**BRAZOS COUNTY
BRYAN, TEXAS**

NOTICE OF MEETING AND AGENDA

WORKSHOP SESSION

BRAZOS COUNTY COMMISSIONERS COURT

BRAZOS COUNTY COMMISSIONERS WILL MEET IN A WORKSHOP SESSION AS FOLLOWS:

MEETING DATE: August 13, 2025
MEETING TIME: 9:00 AM
MEETING PLACE: Commissioners Courtroom of the Brazos County Administration Building, 200 S. Texas Avenue, Suite 106, Bryan, TX 77803

-
1. Call to Order
 2. Presentation and discussion of personnel requests for the proposed budget FY 2025-2026:
 - a. Requested Personnel by Department:
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 8. Medical Examiner
 9. Exposition Center
 10. Metropolitan Planning (MPO)
 11. Road and Bridge
 - b. FY 2026 Proposed Personnel
 3. Adjourn

The Commissioners Courtroom of the Brazos County Administration Building, 200 S. Texas Avenue, Suite 106, Bryan, TX 77803 is wheelchair accessible. Handicap parking spaces are available. Any request for sign interpretive services must be made two working days before the meeting. To make arrangements, please call (979) 361-4102.

BRAZOS COUNTY COMMISSIONER'S COURT

13 DAY OF August, 20 25
9:00 AM PM, Work Shop

Name

(PLEASE PRINT)

Aubrey Leggett

Sharyl Lowe

Raeanna McConathy

Jennifer Sapzar

Kevin Stuart

Spencer Mays

Justin Marinacci

Timmy LEFLORE

MIKE STREET

Paul Markum

Gerritt House

Nina Payne

Marc Turner

Linda Ricketson

Melissa White

Organization

(PLEASE PRINT)

Comm Court

Comm Court

Human Resources

Human Resources

BCSO

Budget

BCSO

R & B

BCSO

BCSO

Budget

advisors

Juvenile

Juvenile

BRAZOS COUNTY COMMISSIONER'S COURT

13 DAY OF August, 2025
9:00 AM/PM, Workshop

Name

(PLEASE PRINT)

Joseph Tracy
Leslie Contreras
ABM
Prarthana Banerji
MELISSA BOWIS
Cristian Villarreal
KYLE GREENWOOD
Hezekiah Carter
Karen McQueen
Jacqueline Foster
Querry Monarres
Ana Contreras
Tulie ANDERSON
Jerrit Parsons
Brian Baker

Organization

(PLEASE PRINT)

Risk
Risk
Concert
R&B
COUNTY JUDGE
Treas
CITIZEN
Constable Pct 4
Co-Clerk
Expo
Expo
ECUWC
JAIL med/Health & Wellness
DA Office
DA OFC.

BRAZOS COUNTY COMMISSIONER'S COURT

13 DAY OF August, 2025
9:00 AMPM, WORKSHOP

Name

(PLEASE PRINT)

Leticia

Tony Pirrolo

Marsha Anderson
BERRATT

Chris McDermott

TREVOR LAUSON

Organization

(PLEASE PRINT)

Audita-B.

Pct 2 Con Office

Co. Judge
RCJ

Pct 2 Const

PROJECT MANAGEMENT



**BRAZOS COUNTY
BRYAN, TEXAS**

DEPARTMENT:

NUMBER:

DATE OF COURT MEETING:

8/13/2025

ITEM:

Presentation and discussion of personnel requests for the proposed budget FY 2025-2026:

- a. Requested Personnel by Department:
 1. Sheriff's Office - Administration
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 5. Juvenile
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 7. Constable, Pct. #4
 8. Medical Examiner
 9. Exposition Center
 10. Metropolitan Planning (MPO)
 11. Road and Bridge
- b. FY 2026 Proposed Personnel

TO:

Commissioners Court

DATE:

08/04/2025

FISCAL IMPACT:

False

BUDGETED:

False

DOLLAR AMOUNT:

\$0.00

FY 2026 Budget Workshop

Personnel Request
August 12-14, 2025

Elected Official's Annual Salary

- LGC 152.013 Procedure for Setting Amounts for Elected Officers
 - (a) Each year the commissioners court shall set the salary, expenses, and other allowances of elected county or precinct officers. The commissioners shall set the items at a regular meeting of the court during the regular budget hearing and adoption proceedings.
 - (b) Before the 10th day before the date of the meeting. The commissioners court must publish in a newspaper of general circulation in the county a notice of:
 - (1) any salaries, expenses, or allowances that are proposed to be increased; and
 - (2) the amount of the proposed increases.
 - (c) Before filing the annual budget with the county clerk, the commissioners court shall give written notice to each elected county and precinct officer of the officer's salary and personal expenses to be included in the budget.

Commissioner's Court will propose the Elected Official's Salary on August 26th.

County Judge

Personnel Change

- B0225 – Public Communications Officer - **\$72,054 ***
 - Increase from part-time to full-time

Total request - \$72,054

Risk Management

New Position

- **Create (1) ADA Coordinator (hourly f/t) – Total cost - \$100,801 ***
 - Salary/Benefits - \$97,001
 - Operation Cost - \$3,800

Total request - \$100,801

Information Technology

Personnel Change

- B1217-1 – Security Analyst - **\$0.00 ***
 - Change from hourly f/t to salary f/t

Total request - \$0

Project Management

New Position

- **Create (1) Project Coordinator (hourly f/t) – Total cost - \$119,325 ***
 - Salary/Benefits - \$115,025
 - Operation Cost - \$4,300

Personnel Change

- Change title from B0222-1 Assistant Project Manager (salary f/t) to B0222-1 Project Manager (salary f/t) - **\$0 ***

Total request - \$119,325

Human Resources

Personnel Changes

- **Delete to Create - \$0 ***
 - Delete (-1) B0113-1 Human Resource Coordinator (salary f/t) to Create (1) B0115-1 Compensation & Benefits Coordinator (salary f/t)
 - Delete (-1) B0118-1 Compensation and Benefits Analyst (hourly f/t) to create (1) B0114-1 Leave Coordinator (salary f/t)
 - Delete (-1) B0118-2 Compensation and Benefits Analyst (hourly f/t) to create (1) B0122-1 Leave Analyst (hourly f/t)
- **B0113-2 Human Resource Coordinator (salary f/t) - \$0 ***
 - Increase from Group 20 Step 15 to Group 22 Step 11 (Pay rate remains the same)

Total request - \$0

County Attorney

Delete Position

- Delete (-1) B0523-5 Investigator Warrant Officer (hourly f/t) – **Total cost – (\$120,851) ***
 - Salary/Benefits – (\$120,851)

Personnel Changes

- Decrease B0501 County Attorney salary from \$123,624 (LGC 659.01 and SB 293) setting County salary benchmark at \$96,250– Total cost – (\$27,374)
 - State supplement based on 4 – 8 years is \$96,250

District Attorney

Personnel Changes

- B0401 District Attorney – Total cost – **\$8,736 ***
 - Increase salary from \$18,000 to \$25,000 due to Senate Bill 293
- Delete to Create - \$0
 - Delete (-1) B0425-1 Legal Administration Secretary (hourly f/t) to create (1) B0426-1 Digital Evidence Coordinator (salary f/t) – **\$0***

Total request - \$8,736

District Clerk

New Position

- **Create (1) B1705-6 Clerk I (hourly f/t) – Total cost – \$76,215**
 - Salary/benefits - \$76,215
 - Operations - \$0.00

Total request - \$76,215

County Clerk

Personnel Change

- Delete to Create – **\$0 ***
 - Delete (-1) B1313-2 Deputy County Clerk II (hourly f/t) to create (1) B1314-6 Deputy County Clerk III (hourly f/t)

Total request - \$0

85th District Court

Personnel Changes

- B2585 - 85th District Judge – Total cost – **\$8,735 ***
 - Increase salary from \$18,000 to \$25,000 due to Senate Bill 293
 - \$23,800 salary + \$1,200 Juvenile Board Supplement = \$25,000

Total request - \$8,735

272nd District Court

Personnel Changes

- B2572 - 272nd District Judge – Total cost – **\$8,735 ***
 - Increase salary from \$18,000 to \$25,000 due to Senate Bill 293
 - \$23,800 salary + \$1,200 Juvenile Board Supplement = \$25,000

Total request - \$8,735

361st District Court

Personnel Changes

- B2561 – 361st District Judge – Total cost – **\$8,735 ***
 - Increase salary from \$18,000 to \$25,000 due to Senate Bill 293
 - \$23,800 salary + \$1,200 Juvenile Board Supplement = \$25,000

Total request - \$8,735

472nd District Court

Personnel Changes

- B2540 – 472nd District Judge – Total cost – **\$8,735 ***
 - Increase salary from \$18,000 to \$25,000 due to Senate Bill 293
 - \$23,800 salary + \$1,200 Juvenile Board Supplement = \$25,000
- Increase B2542-1 Court Coordinator (hourly f/t) from Group 21 Step 2 to Group 21 Step 10 – **\$17,780**
- Increase B2544-1 Bailiff (hourly f/t) from Group 17 Step 4 to Group 17 Step 9 – **\$9,241**
- Increase B2546-1 Administrative Secretary (hourly f/t) from Group 16 Step 2 to Group 16 Step 9 – **\$12,044**

Total request - \$47,800

Juvenile Court Referee

Personnel Changes

- Increase B2906-1 Court Coordinator (hourly f/t) from Group 21 Step 14 to Group 21 Step 20 - **\$17,547**

Total request - \$17,547

Family Associate Court

New Position

- **Create (1) Administrative Secretary (hourly f/t) – Total cost – \$93,625**
 - Salary/benefits - \$92,775
 - Operations - \$850

Personnel Changes

- Increase B2209-1 Court Coordinator (hourly f/t) from Group 21 Step 9 to Group 21 Step 14 - **\$12,797**

Total request - \$106,422

County Court at Law #1

Personnel Changes

- B0901 – County Court at Law 1 Judge – Total cost – **\$48,056 ***
 - Increase salary from \$193,400 to \$234,000 due to Senate Bill 293
 - Benchmark salary for 12+ years - \$234,000

Total request - \$48,056

County Court at Law #2

Personnel Changes

- B0902 – County Court at Law 2 Judge – Total cost – **\$10,191 ***
 - Increase salary from \$188,745 to \$199,000 due to Senate Bill 293
 - Benchmark salary for 1-4 years - \$199,000

Total request - \$10,191

Court Support - Guardianship

Personnel Changes

- Move the following positions from County Court at Law #1 and #2 to Court Support – Guardianship - **\$0 ***
 - B0920-1 Probate and Guardian Attorney (salary f/t)
 - B0922-1 Probate and Guardianship Investigator (hourly f/t)
 - B2210-1 Administrative Secretary – Probate Guardian (hourly f/t)
 - B0918-1 Administrative Secretary – Probate Guardian (hourly f/t)

Total request - \$0

Justice of the Peace, Pct #4

Personnel Changes

- Increase B0624-1 Court Coordinator (hourly f/t) from Group 17 Step 7 to Group 17 Step 16 - **\$18,895**

Total request - \$18,895

Commissioner Quick Reference – Leadership Pay Adjustment

This quick reference is designed to give Commissioners clear, concise talking points and corresponding taxpayer-focused justifications for supporting the proposed leadership pay adjustment.

Key Message	Why It Matters to Taxpayers
Part of a long-term staffing and leadership plan previously endorsed by the County.	Shows follow-through on commitments, reinforces strategic planning, and avoids piecemeal or reactive decisions.
Keeps leadership pay competitive with surrounding agencies making similar moves.	Ensures Brazos County can attract and retain proven leaders instead of losing them to nearby jurisdictions.
We've seen success with this model at other ranks, attracting experienced deputies from other agencies.	Proves the approach works – competitive pay brings in skilled personnel ready to serve immediately, saving training time and resources.
Prevents reactive hiring and costly turnover in leadership roles.	Stable leadership reduces disruptions, maintains operational efficiency, and preserves institutional knowledge that benefits the public.
Supports stability, service quality, and public trust.	Experienced leaders make better, faster decisions, improve training quality, and strengthen the relationship between law enforcement and the community.
A relatively small budget impact compared to the County's overall budget.	Delivers high return on investment through lower turnover, stronger morale, and better service delivery.

Leadership Pay Adjustment – Data Support Sheet

This sheet provides factual, data-backed context supporting the proposed leadership pay adjustment, aligned with the themes discussed in the presentation to Commissioners.

All salary survey and regional pay data shown here is from this year, prior to any potential increases those agencies may adopt for the upcoming fiscal year.

1. Alignment with Long-Term Staffing Plan

- The proposed adjustment is part of a multi-year staffing and leadership pay plan previously endorsed by the County.
- Incremental pay structure improvements have already proven successful in other ranks, allowing recruitment of experienced deputies from surrounding agencies.

2. Competitive Positioning vs. Neighboring Agencies

Brazos County's maximum pay for lieutenants is currently \$116,572.91, trailing that of comparable local agencies. Recent adjustments by neighboring agencies are increasing this gap.

Agency	Lieutenant Max Pay	Notes	Competitive Impact
Brazos County SO	\$116,572.91	Current pay cap for lieutenants	Below market for region
Bryan PD	\$132,995	Master Cert, Year 3	Positions above Brazos by ~\$16K
College Station PD	\$129,188.80	Master Cert, Year 3	Positions above Brazos by ~\$12.6K
Texas A&M PD	\$117,988.40	Master TCOLE	Slightly above Brazos

3. Proven Model for Recruitment and Retention

- In ranks where competitive pay adjustments have been implemented, Brazos County has successfully recruited experienced deputies from other agencies.
- These hires bring immediate value, requiring less onboarding time and contributing to operational efficiency.
- Example: Multiple deputy hires in the past year have come directly from surrounding jurisdictions.

4. Risk of Delaying Action

- As surrounding agencies continue to adjust their pay structures, the gap will widen further.
- Waiting until retention problems appear forces the County into reactive hiring, which is more costly and disruptive.
- Turnover in leadership roles results in lost institutional knowledge, lower efficiency, and reduced service quality.

5. Budget Perspective

- The estimated cost of this adjustment has been updated to reflect the proposed 4% COLA. The final figure is based on the adjusted pay scales in the current request.
- While significant in isolation, this remains a small fraction of the County's overall budget.
- This investment yields a strong return through stability, lower turnover, and improved public service delivery.

6. Benefits to the Community and Taxpayers

- Stable, experienced leadership ensures consistent service delivery and rapid, informed decision-making.
- Well-led teams maintain higher professionalism and accountability, reinforcing public trust.
- This adjustment helps secure a leadership pipeline capable of serving Brazos County effectively for decades.

Detention Officer Pay – Regional Reference Guide

This guide provides a snapshot of how Brazos County Detention Officer pay compares to other Texas counties, based on the most recent salary survey data available for this year. Comparisons include county population, jail capacity, and median household income to provide better context.

1. Brazos County Detention Officer Pay Range

- Current Base: \$50,266.94
- Current Max: \$65,998.30

2. Comparable Counties – Population, Jail Capacity & Median Income

These counties were selected for comparison based on similar inmate capacity, staffing levels, or overall population. Including median household income and jail capacity helps account for cost of living differences and operational scope.

County	Population	Jail Capacity	Median HH Income	Detention Officer Max Pay	Comparison to Brazos Max
Brazos County	≈ 245,000	≈ 1,085	\$61,000	\$65,998	Baseline
Bell County	≈ 400,000	≈ 1,344	\$63,500	\$69,500	+\$3,502
McLennan County	≈ 270,000	≈ 1,276	\$60,200	\$70,200	+\$4,202
Williamson County	≈ 670,000	≈ 1,048	\$96,000	\$73,000	+\$7,002
Tom Green County	≈ 120,000	≈ 552	\$58,000	\$63,500	-\$2,498

3. Key Takeaways

- Brazos County's detention officer maximum pay is below several comparable counties, even some with smaller populations.
- Median household income in Brazos County is close to the state average, meaning cost of living is not dramatically lower than higher-paying peers.
- Jail capacity data provides better context than population alone.

4. Why This Matters

When pay lags behind comparable jurisdictions with similar or smaller jail operations, Brazos County risks:

- Losing trained officers to counties offering higher pay.
- Increased strain on remaining staff, which can impact safety, morale, and retention.

Competitive pay ensures the jail is staffed with experienced professionals who can maintain safety, security, and service levels for the community.

#9

BRAZOS COUNTY, TEXAS REQUESTED POSITION CONTROL CHANGES

For the Year Ending September 30, 2026

Requesting Department 36000100 Exposition Center
Name: - Administration

Request Date: 5/23/2025

FY 2025 - Current Position Detail

Includes 0% COLA

Current Division:	36000100 Exposition Center - Administration	Type of Request:	<u>Delete Position</u>
	B0856 Manager - Exposition		
Job Title:	Complex	Job Code and Position:	0856-2
Salary Grade:	26-8	Biweekly/Hourly Rate:	\$3,590.53
Position Type:	Salary: Full-Time	Position Hours:	26
Est. Annual Salary:	-\$93,354		
Est. Annual Benefits	-\$40,634		
Total Estimated Cost:	-\$133,988		

FY 2026 - Requested Position Detail

Includes 0% COLA

Requested Division:	36000100 Exposition Center - Administration	Type of Request:	<u>Create Position</u>
Requested Job Title:	BTBD-1 Assistant Manager - Exposition Complex	Existing Job Title:	
Salary Grade:	24-8	Biweekly/Hourly Rate:	\$3,252.11
Position Type:	Salary: Full-Time	Position Hours:	26
		% Increase:	-10.4%
Est. Annual Salary:	\$84,554	Justification for request:	
Est. Annual Benefits	\$38,761		
Total Estimated Cost:	\$123,315		

Estimated Net Result:

Annual Salary	-\$8,800
Annual Benefits	-\$1,873
Operation Cost	\$0
Total Estimated Cost	-\$10,673

Operation Cost:

Computer	\$ -	Conference	\$ -
Software	\$ -	Cell Phone	\$ -
Uniforms	\$ -	Vehicle	\$ -
Furniture	\$ -	Other Cost	\$ -
Desk Phone	\$ -		

Total Operation Cost \$ -

Jacqueline Foster
Department Head or Elected Official Signature

07/14/25

Date

Budget and HR Only:

Agenda Date:

Effective Date:

This form is to be used for the following request:

Title Change	Delete Position
Pay Rate Change	Create Position
Division Change	

Notes:



Brazos County Job Description

Last Updated:

Template Revision 1.2 08/15/2012

Class Number:	B0856-2	Title:	Assistant Manager – Expo Operations
Pay Group:	26	Department:	Exposition Complex
FLSA Status:	Exempt	Reports To:	General Manager, Exposition Complex and Brazos Valley Fair & Exposition
Approved Date:		EEOC Category:	Officials and Administrators

General Summary:

Primarily responsible for managing all events (main focus outside events) at the Brazos County Exposition Complex. Also, assists in marketing events as needed for all facilities at the Exposition Complex. Manage event coordination from contract phase through and including the event preparation and post event activities. Assists the General Manager in day-to-day operation of the Expo and Fair. Along with assisting in special projects. Maintain Assist in the maintenance of equipment and Complex grounds.

Essential Duties:

Performs event coordination functions for the Exposition Complex including serving as a primary team member in event planning, management and evaluation; Is responsible for assisting Managers such as the Sales Managers for Events as needed in primarily sales for all outside facilities at the Exposition Complex; Is responsible for serving as a primary contact person for assigned outside event clients including the execution of the contract through the post event evaluation meeting; Assists customers as needed on the telephone and in person with planning events to be held in all facilities at the Exposition Complex, including explaining all policies, procedures, and contract requirements; Assists the Sales Manager in coordinating and maintaining the master schedule of all events to be held at the Exposition Complex in the outside facilities; Works with and supervises the full-time and part-time/temporary Facility Operations Assistants and Buildings and Grounds Attendants in coordinating set-up and tear-down activities for all events; Distributes Complex event information to local, public and private organizations; Assists in maintaining records of all assigned events held at the Expo Complex facilities; Assists the Sales Manager for Events in performing bookkeeping functions, including posting fees, and deposits to the accounts receivable ledger, and preparing various monthly, and semi-annual financial reports; Confers with General Manager concerning Assists with event scheduling, requirements and procedures; Assists General Manager with complex projects; Manages and overall maintenance of complex, grounds, and equipment; Exercises discretion and independent judgment as necessary in performing professional responsibilities; Must be willing to work various hours as needed including nights, weekends, holidays, etc.;

Other Duties as assigned.

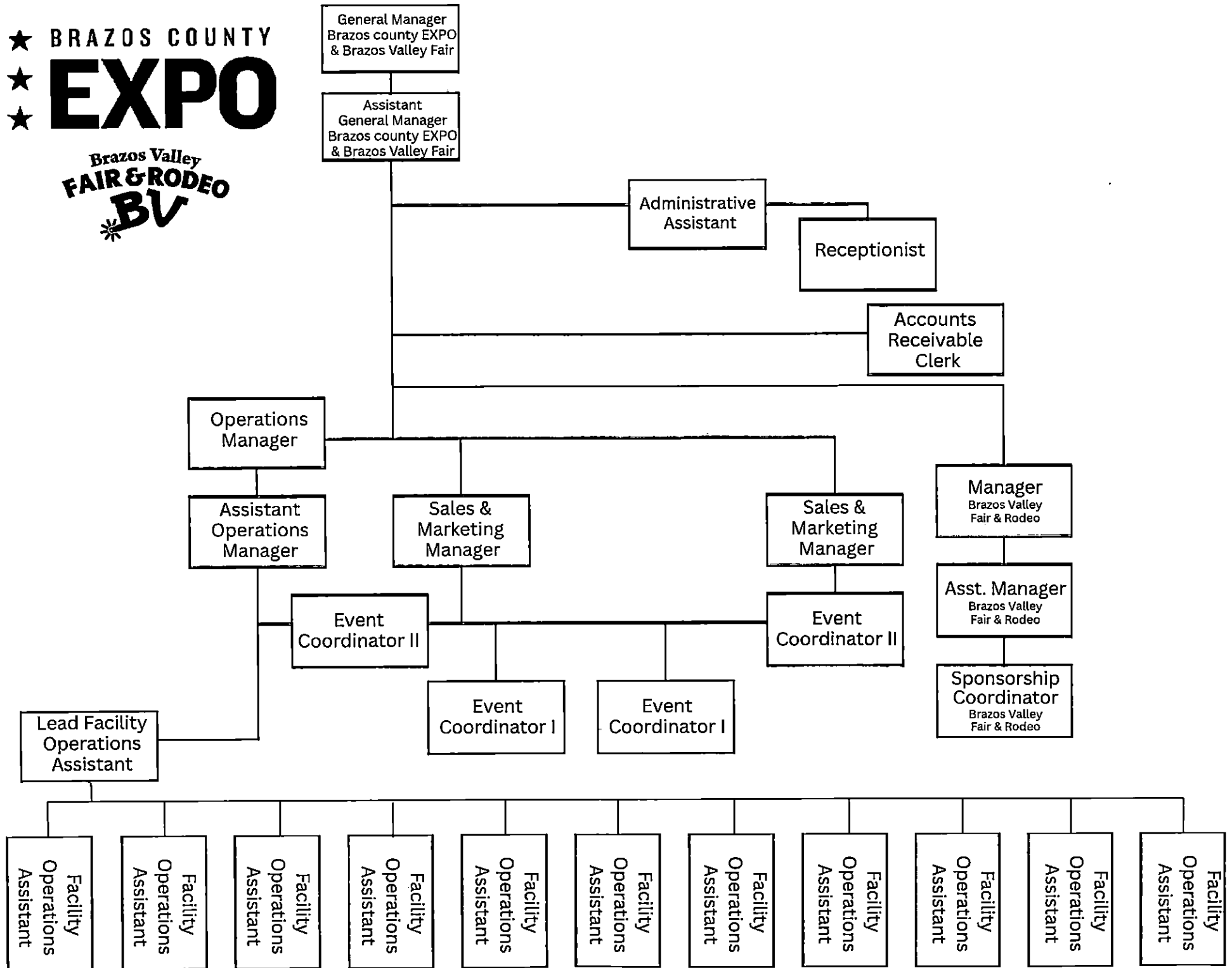
Supervision	
Received:	General Manager, Exposition Complex and Brazos Valley Fair & Exposition, Assistant General Manager and Manager-Operations
Given:	Assists in supervising event personnel and building and grounds personnel, including assigning and reviewing work and recommending personnel actions.

Education	
Required:	A Bachelor of Science degree in a related field; or any equivalent combination of education and experience that provides the required knowledge, skills, and abilities.
Preferred:	

Experience	
Required:	Ability to operate tractor, skid steer loaders, and forklifts.
Preferred:	Preferred two to three years of professional experience.

Certificates, Licenses, Registrations	
Required:	None.
Preferred:	

<i>Physical Demands</i>	
Typical:	The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to sit; use hand to finger, handle, or to feel; reach with hands and arms; bend and kneel; and talk and hear. The employee frequently is required to stand and walk. The employee must frequently lift and/or move objects weighing up to 50 pounds, such portable stall panels. Specific vision abilities required for this job include close vision, distance vision, and the ability to adjust focus.
<i>Knowledge, Skills, & Abilities</i>	
Typical:	Methods and practices used in event planning, coordination, and management; accounting; and bookkeeping principles and practices; office management; and personnel policies and procedures. Operate a computer, including word processing and spreadsheet software; read and interpret policy, manuals, and written instructions; balance accounts and prepare financial documents; communicate effectively, orally and in writing; and work effectively and cooperatively with co-workers. Knowledge and ability to operate light to moderate equipment and machinery including welding, tractors with implements, skid steer loaders and forklifts.
<i>Work Environment</i>	
Typical:	The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate. The employee is constantly required to work closely with others as a part of a team to perform multiple tasks simultaneously, and switch from one task to another. The employee is frequently required to work under time pressures and meet deadlines.



#11

ROAD & BRIDGE EMPLOYEE LIST						11-Aug			
	POSITION	NAME	DL	Class Code	POS	GROUP	ACTUAL	BUD	I.D.
1	FLAGGER		C	B2665	1	11	5	5	12276
2	FLAGGER		C	B2665	2	11	2	2	23243
3	FLAGGER		C	B2665	3	11	1	2	
4	FLAGGER		C	B2665	4	11	3	3	12764
5	FLAGGER		C	B2665	5	11	3	3	21695
6	FLAGGER		C	B2665	6	11	1	3	21624
7	FLAGGER		C	B2665	7	11	3	3	21298
8	FLAGGER		C	B2665	8	11	2	3	23369
9	FLAGGER		C	B2665	9	11	2	3	2276 2
10	FLAGGER		C	B2665	10	11	2	4	23206
11	FLAGGER		C	B2665	11	11	4	4	22029
12	FLAGGER		C	B2665	12	11	3	3	11553
13	FLAGGER		C	B2665	13	11	2	2	22601
14	LT EQP OPER I		C	B2647	1	11	4	4	20542
15	LT EQP OPER I		C	B2647	2	11	4	4	21190
16	LT EQP OPER I		C	B2647	3	11	7	7	11143
17	LT EQP OPER I		C	B2647	4	11	5	5	12541
18	LT EQP OPER I		C	B2647	5	11	9	9	4016
19	LT EQP OPER I		C	B2647	6	11	4	4	21105
20	LT EQP OPER II			B2648	1	12	1	2	
21	LT EQP OPER II		B	B2648	2	12	6	6	12736
22	LT EQP OPER II	DELETED	B	B2648	3	12	1	2	
23	LT EQP OPER II		A	B2648	4	12	1-Jan	3	
24	LT EQP OPER II		B	B2648	5	12	6-Jan	8	12827
25	LT EQP OPER III		A	B2649	1	13	2	3	12549
26	LT EQP OPER III		A	B2649	2	13	1	2	22893
27	LT EQP OPER IV		A+HM	B2650	1	14	9	9	11948
28	HVY EQP OPR I		C	B2645	1	12	12	12	2536
29	HVY EQP OPR I		C	B2645	2	12	4	7	12344
30	HVY EQP OPR I		C	B2645	3	12	4	7	
31	HVY EQP OPR II		B	B2643	1	13	6	6	21376
32	HVY EQP OPR II		B	B2643	2	13	1	2	

33	HVY EQP OPR III		A	B2644	1	14	8	8	22011
34	HVY EQP OPR III		A	B2644	2	14	1	8	23072
35	HVY EQP OPR III		A	B2644	3	14	16	16	2426
36	HVY EQP OPR III		A	B2644	4	14	7	7	11379
37	HVY EQP OPR III	OPEN	A	B2644	5	14		3	
38	HVY EQP OPR III		A	B2644	6	14	1	2	23216
39	HVY EQP OPR III	UNFUNDED	A	B2644	7	14		3	
40	HVY EQP OPR III		A	B2644	8	14	5	5	12658
41	HVY EQP OPR III	UNFUNDED	A	B2644	9	14		3	
42	HVY EQP OPR III	UNFUNDED	A	B2644	10	14		3	
43	HVY EQP OPR III		A	B2644	12	14	3-Jan	7	23431
44	HVY EQP OPR IV	OPEN	A+HM	B2646	1	15	3	4	23058
45	MULTI EQP OPR I		C	B2640	1	17	10	10	2650
46	MULTI EQP OPR II	OPEN	B	B2639	1	18	3	6	12452
47	MULTI EQP OPR II		B	B2639	2	18	7	12	12210
48	MULTI EQP OPR III		A	B2637	1	19	1	7	12253
49	MULTI EQP OPR III		A	B2637	2	19	1	6	11576
50	MULTI EQP OPR III		A	B2637	3	19	5	5	11943
51	MULTI EQP OPR IV		A+HM	B2636	1	20	7	7	4610
52	HVY EQP SPCLST I		C	B2641	1	16	5	5	11553
53	HVY EQP SPCLST II	OPEN	A	B2642	1	17	1	3	23058
54	HVY EQP SPCLST III		A	B2652	1	18	1	4	11849
55	HVY EQP SPCLST III	OPEN	A	B2652	2	18		5	12210
56	TRAFFIC SIGN COOR		C	B2621	1	15	11	11	11096
	SIGN INSTLTN HELP		C	B2623	2	11	5	5	12722
57	SIGN INSTLTN HELP		C	B2623	1	11	11	11	12564
58	HERBICIDE SPCLST		B	B2638	1	17	8	10	11956
59	DRAINAGE SPCIST		A	B2617	1	22	9	9	4167
60	GEN SUPER								3950
61	ASSIST GEN SUPER		A	B2606	1	23	15	15	4422
62	AREA SUPER PCT 1		A	B2607	2	23	9	11	11576
63	AREA SUPER PCT 2		A	B2607	1	23	12	12	21294
64	AREA SUPER PCT 4		A	B2607	3	23	9	13	4149
65	INSPECTOR		A	B2614	1	23	12	12	12841