



WEBB COUNTY PUBLIC DEFENDER'S OFFICE

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Mr. Colfax,

As per our conversation regarding an increase in grant funds for the upcoming fiscal year, the chart below reflects our original salary + fringe request for our Immigration Attorney and Social Worker.

	Original Salary Request	Original Fringe Request
Imm. Atty.	\$91,290.04	\$26,443.97
S. W.	\$44,549.00	\$16,698.00

While the original salary request for our Immigration Attorney remains the same, the fringe benefits for all Webb County employees will increase due to an increase in cost for health care coverage. Our original fringe request was for \$26,443.97. Given the increase in cost for our fringe benefits, the fringe amount for the next fiscal year will increase to \$28,295.40 for the original salary request of \$91,290.04. The difference being \$1,851.43.

With regard to our Social Worker, it is possible, as I had mentioned in a previous conversation, that we may need to be posting the position for a new Social Worker in the near future. It was my experience while interviewing applicants for this position that they lost interest once they realized that the salary was not competitive or negotiable.

While the original salary request was for \$44,549.00, the Webb County wage scale allows up to \$46,240.29.

I am, therefore, requesting that the Social Worker's salary be increased by \$1,691.29. This increase will be subject to the applicable cash match scale agreed to by Webb County and TIDC in the original grant proposal.

In addition to the increase in salary for the Social Worker, the fringe benefits for that position will also increase. The new fringe amount for the new salary requested will be \$19,271.93. The difference between the original fringe requested and the new fringe requested is \$4,265.22.

As show in the chart below, the total for the difference between the original salary + fringe requested and the new salary + fringe requested for both positions is \$6,116.65. This new amount will be subject to the cash match scale proposed in the original grant proposal, and will be presented to the budget officers for their consideration in the upcoming budget workshop for the 2019-2020 fiscal year, and thereafter will be presented to the Commissioner's Court for their approval.

	Original Salary Request	Original Fringe Request	New Salary Request	New Fringe	Difference	Total Additional Funds Requested
Imm. Atty.	\$91,290.04	\$26,443.97	\$91,290.04	\$28,295.40	\$1,851.43	\$6,116.65 <i>T.I.D.C. – 60% - \$3,670.00</i> <i>Webb Co. – 40% - \$2,447.00</i>
S.W.	\$44,549.00	\$16,698.00	\$46,240.29	\$19,271.93	\$4,265.22	

The grant funds awarded and approved for year two are as follows:

Year 2

<u>Immigration Attorney</u>	
Salary	\$91,290.04/yr.
Fringe	\$26,443.97/yr.
Continuing Education & Dues	\$1,245.00/yr.
Travel	\$1,000.00/yr.
Supplies	\$800.00/yr.
Total:	\$120,779.01/yr.

<u>Social Worker</u>	
Salary	\$44,549.00/yr.
Fringe Benefits	\$16,698/yr.
Continuing Education & Dues	\$700.00/yr.
Travel	\$1,000.00/yr.
Supplies	\$500.00/yr.
Office Space	\$3,000.00/yr.
Total:	\$66,447.00

Grand Total: \$187,226.01

T.I.D.C. (60%) \$112,335.61

Webb County (40%) \$74,890.40

If the additional \$6,116.65 are approved, the grant funds for year two (fiscal year 2019-2020) will be as follows:

Year 2 (Adjusted)

<u>Immigration Attorney</u>	
Salary	\$91,290.04/yr.
Fringe	\$28,295.40/yr.
Continuing Education & Dues	\$1,245.00/yr.
Travel	\$1,000.00/yr.
Supplies	\$800.00/yr.
Total:	\$122,630.44/yr.

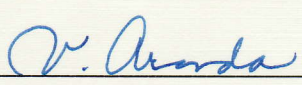
<u>Social Worker</u>	
Salary	\$46,240.29/yr.
Fringe Benefits	\$19,271.93/yr.
Continuing Education & Dues	\$700.00/yr.
Travel	\$1,000.00/yr.
Supplies	\$500.00/yr.
Office Space	\$3,000.00/yr.
Total:	\$70,712.22 / yr.

Grand Total: \$193,342.66

T.I.D.C. (60%)	\$116,005.60
Webb County (40%)	\$77,337.06

Please review my request for additional funds, and let me know the possibility of getting these additional funds approved by TIDC. These positions have proven to be invaluable, and I hope that TIDC will be amenable to our request.

Respectfully,



Virginia Aranda
Public Defender