



Mark Henry

County Judge
County of Galveston

Galveston County Courthouse
722 Moody Avenue, Galveston, Texas 77550

Ryan Ellis
Deputy Chief of Staff
Technology and Process

Tyler Drummond
Deputy Chief of Staff
Policy and Communications

Roxann Lewis
Executive Assistant

September 20, 2013

Dear Galveston County employees and public servants,

Thank you for your hard work and dedication this past fiscal year. I personally appreciate your efforts, and you deserve to be commended for your service and dedication to the people of Galveston County.

Today we adopted our fiscal year 2014 budget. For the second year in a row, the budget includes a general pay increase of about 2.5% for our employees. To assist you with managing the crush of holiday expenses, \$500 of the pay increase will be paid in a lump sum this November. We also included an additional \$603,000 for merit increases and position upgrades for numerous individuals throughout many of the County departments.

We are proud of the fact that county-wide pay increases alone for Fiscal Years 2013 and 2014 total 4.5%, whereas the national CPI has only increased by 3.2% from October 2010 to July 2013.

It is important to note that these substantial increases in salaries were not offset by increased employee contributions for benefits or a reduction in your benefits. County funding of the employee pension fund will continue to be at the current rate of 200% of the employee's contribution, even though the County's payment into the pension system is expected to increase by approximately \$573,000. Although healthcare benefits continue to rise and enhancements have been made to the health benefits program, you will only continue to pay the same health insurance rates that were in effect in 2010.

After several years of stagnant wages in Galveston County government, I am pleased at the progress that we are making - but we still have a ways to go.

The county's increases in property values and resulting revenue increases were small this year. The millions of dollars to fund these increases in employee compensation came from spending cuts achieved in other areas. That has been a team effort by many employees and departments.

Organizational changes put pressure on our entire county government, but a major goal of such changes is to continue to increase wages and make Galveston County a premier place of employment - I look forward to your continued help in achieving that goal.

Again, thank you very much for your commitment and hard work. I look forward to working with you in the coming year.

Very truly yours,

A handwritten signature in blue ink that reads "Mark Henry".

Mark Henry

MAH/rgl