



Minutes for the Travis County Commissioners Court February 26, 2026 Special Voting Session

Minutes Prepared by the Travis County Clerk
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Call to Order

Meeting called to order on February 26, 2026, in the Travis County Administration Building, Commissioners Courtroom, 700 Lavaca Street, 1st Floor, Austin, TX. Dyana Limon-Mercado County Clerk, was represented by Deputies Lola Ogunro and Alicia Tovar.

Present: County Judge Andy Brown
Commissioner Precinct 1 Jeffrey Travillion
Commissioner Precinct 2 Brigid Shea
Commissioner Precinct 3 Ann Howard
Commissioner Precinct 4 Margaret Gómez

Agenda Items

1. Consider and Take Appropriate Action on Fiscal Year 2027 Budget Guidelines. (Commissioner Gómez)

Items 1, 2, 3, and 6 are associated with one another and were called for concurrent discussion.

Members of the Court heard from:

Jessica Rio, County Executive, Planning and Budget Office (PBO)
Travis Gatlin, Budget Director, PBO
Alex Braden, Assistant Budget Director, PBO
Michelle Surka, Assistant Budget Director, PBO
Leonard D'Souza, Assistant Budget Director, PBO

MOTION: Approve the Fiscal Year 2027 Budget Guidelines with the understanding that the scrivener's error on page 17 will be corrected.

RESULT: **APPROVED - UNANIMOUS**

MOVER: County Judge Andy Brown

SECONDER: Commissioner Precinct 2 Brigid Shea

AYES: Andy Brown, Jeffrey Travillion, Brigid Shea, Ann Howard, Margaret Gómez

2. Consider and receive the Compensation Committee's recommendations for proposed compensation changes for Fiscal Year 2027. (Commissioners Travillion & Gómez)

Items 1, 2, 3, and 6 are associated with one another and were called for concurrent discussion.

Members of the Court heard from:

Susan Welbes, Chair, Compensation Committee

RESULT: DISCUSSED

3. Receive briefing and take appropriate action on the Compensation Project for Fiscal Year 2027 (Commissioners Travillion & Gómez)

Items 1, 2, 3, and 6 are associated with one another and were called for concurrent discussion.

Members of the Court heard from:

Stacey McClure, Assistant Director, Total Rewards, Human Resources
Management Department
Travis Gatlin, Budget Director, Planning and Budget Office

MOTION: Approve the methodology guidelines for looking into the labor market.

RESULT: APPROVED - UNANIMOUS

MOVER: Commissioner Precinct 4 Margaret Gómez

SECONDER: Commissioner Precinct 3 Ann Howard

AYES: Andy Brown, Jeffrey Travillion, Brigid Shea, Ann Howard,
Margaret Gómez

4. Executive session review of candidates recommended for 1st Panel Interviews in the County Executive, Technology and Operation Recruitment (*This item may be taken into executive session under Texas Government Code, § 551.071 Consultation with Attorney; Texas Government Code, § 551.074 Personnel Matters*). (Commissioners Travillion & Gómez)

Judge Brown announced that Item 4 would be considered in Executive Session pursuant to Gov't. Code Ann. 551.071, Consultation with Attorney and Gov't. Code Ann. 551.074, Personnel Matters.

RESULT: DISCUSSED

5. Executive session update on IJPA County Executive Recruitment (*This item may be taken into executive session under Texas Government Code, § 551.071 Consultation with Attorney; Texas Government Code, § 551.074 Personnel Matters*). (Commissioners Travillion & Gómez)

Judge Brown announced that Item 5 would be considered in Executive Session pursuant to Gov't. Code Ann. 551.071, Consultation with Attorney and Gov't. Code Ann. 551.074, Personnel Matters.

RESULT: DISCUSSED

6. Receive an update on the Travis County Employee Health Care Fund for the period October 1, 2025, through December 31, 2025. (Commissioners Travillion & Gómez)

Items 1, 2, 3, and 6 are associated with one another and were called for concurrent discussion.

Members of the Court heard from:

Stacey McClure, Assistant Director, Total Rewards, Human Resources
Management Department (HRMD)
Shannon Steele, Benefits Manager, HRMD
Monique Budd, Administrator, Health and Wellness Program, HRMD
Travis Gatlin, Budget Director, Planning and Budget Office
Mark O'Leary, Employee Benefits Consultant, NFP

RESULT: DISCUSSED

Adjourn

**Minutes Approved by the Commissioners
Court**

Date of Approval

Andy Brown, County Judge