

5% Reduction Amount : \$99,913

	Budget Item	Amount	Impact Explanation
1.	Internet Services	\$4,000	No impact
2.	Payroll	\$49,000	The agency would be unable to grant salary increases for staff attorneys, legal assistants, and staff services officer, which will continue to impact the agency's ability to attract and retain the most qualified legal and administrative staff needed for the critical work performed by this agency.
3.	Staff Travel	\$13,313	The Executive Director would be unable to fulfill obligations as a Board Member on the Association of Judicial Disciplinary Counsel, and would not be able to attend the annual training conference with legal staff to obtain specialized training in the field of judicial discipline or interact with peers at other judicial conduct agencies. This would negatively impact Texas' stature as a leader in the field of judicial discipline on a national level.
4.	Membership Dues	\$4,900	The agency would be unable to pay for the Executive Director's, General Counsel's, and staff attorneys' annual bar dues or for registrations for attendance at and membership with national professional organizations related to the field of judicial discipline. This prevents the agency from enhancing and promoting the State of Texas within these national organizations.
5.	Training/Registrations	\$5,000	The agency would be unable to pay for the legal assistants and staff services officer/budget analyst to attend and participate in training courses needed to retain their professional certifications. In the case of the SSO/Budget Analyst, this would impact the agency's ability to comply with best practices recommended by the State Auditor and State Comptroller.
6.	Court Reporter Services	\$14,000	The agency would be unable to have court reporters present to accurately record testimony at hearings. This would directly impact our ability to timely obtain an accurate and complete written record of testimony taken in these proceedings. Current recording equipment is antiquated and quickly becoming obsolete, which

			<b>greatly impairs the quality of recordings of critical hearings and proceedings.</b>
<b>7.</b>	<b>Investigation Travel</b>	<b>\$9,700</b>	<b>The agency could no longer pay for staff attorneys and/or investigators to travel outside of the Central Texas area to conduct onsite investigations and interviews of witnesses. This would negatively impact our ability to thoroughly and accurately investigate instances of judicial misconduct or disability, which would prevent the agency from fulfilling its mission to protect the public.</b>