

THE STATE OF TEXAS     )  
  :  
COUNTY OF WINKLER     )

On this the 8<sup>th</sup> day of February, 2016, the Commissioners' Court of Winkler County, Texas, met in Regular Term of Court at the Courthouse in Kermit, Texas, with the following members present, to-wit:

- |                    |  |
|--------------------|--|
| Charles M. Wolf    | County Judge   |
| Billy Stevens      | Commissioner, Precinct No. 1                                 |
| Robbie Wolf        | Commissioner, Precinct No. 2                                 |
| Randy Neal         | Commissioner, Precinct No. 3                                 |
| Billy Ray Thompson | Commissioner, Precinct No. 4                                 |
| Shethelia Reed     | County Clerk and Ex-Officio<br>Clerk of Commissioners' Court |

constituting the entire Court, at which time the following among other proceedings were had:

At 9:00 o'clock A.M. Judge Wolf called the meeting to order and asked for matters of business from the audience.

Judge Wolf asked at this time if any Commissioner wanted Consent Agenda item(s) moved to Discussion Agenda.

CONSENT AGENDA:

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve the following consent agenda item(s):

- (a) Hospital software project claims
- (b) Payroll
- (c) Bills over \$500.00
- (d) Claims against County
- (e) Request of the Knights of Columbus to sponsor a softball tournament at Vest Park ball field on Saturday, February 13, 2016, for the benefit of Alekza "AJ" Martinez
- (f) Payment in the amount of \$200.00 to State Farm Fire and Casualty Company for the following surety bonds:
  - 1. Dana Shipley, Winkler County Community Supervision, for the period of March 01, 2016 to March 01, 2017, in the amount of \$100.00; and
  - 2. Rhonda Willhelm, Winkler County Auditor, for the period of March 01, 2016 to March 01, 2017, in the amount of \$100.00

- (g) Payment in the amount of \$2,604.32 to Don Wise Transportation Services, Inc. for Premix from lateral road funds
- (h) Salary schedule for County employees and elected officials for 2016

**WINKLER COUNTY, TEXAS**  
**MAXIMUM SALARIES AND ALLOWANCES**  
**APPROVED**  
**2/8/2016**

<u>Service In Position</u>	<u>Amount Budgeted Per Emp.</u>	<u>Hourly/Monthly Salary</u>
<u>AGRICULTURE DEPT</u>		
Agriculture Agent	\$12,130	\$ 1,010.83 per month
Clerk		
0-24 Months	\$27,602	\$ 13.27 per hour
25-48 Months	\$27,852	\$ 13.39 per hour
49+ Months	\$28,288	\$ 13.60 per hour
<u>Courthouse Officials and Employees</u>		
Auditor	\$61,287	\$ 5,107.25 per month
Salary Supplement-Hospital	\$6,000	\$ 500.00 per month
Commissioners (4)	\$56,273	\$ 4,689.42 per month
County Attorney	\$56,273	\$ 4,689.42 per month
State Supplement-County Attorney	\$35,000	\$ 2,916.67 per month
County Clerk	\$56,273	\$ 4,689.42 per month
County Judge	\$57,215	\$ 4,767.92 per month
Co Judge-Juvenile Board	\$1,200	\$ 100.00 per month
State Supplement-County Judge	\$25,200	\$ 969.23 per month
Tax Assessor/Collector	\$56,273	\$ 4,689.42 per month
Treasurer	\$56,273	\$ 4,689.42 per month
District Clerk	\$56,273	\$ 4,689.42 per month
Hospital Liason		
0-24 Months	\$51,927	\$ 4,327.25 per month
25-48 Months	\$52,351	\$ 4,362.58 per month
49+ Months	\$53,208	\$ 4,434.00 per month
Chief Deputy/First Assistants (7)		
0-24 Months	\$39,500	\$ 18.99 per hour
25-48 Months	\$39,750	\$ 19.11 per hour
49+ Months	\$40,373	\$ 19.41 per hour
Human Resource Hosp		
0-24 Months	\$31,533	\$ 15.16 per hour
25-48 Months	\$31,783	\$ 15.39 per hour
49+ Months	\$32,406	\$ 15.76 per hour
Chief Deputy Treasurer (1)	\$636	\$ 53.00 per month
<u>Courthouse-Con't</u>		
Deputy Clerks (6)		
0-24 Months	\$32,407	\$ 15.58 per hour
25-48 Months	\$32,678	\$ 15.71 per hour
49+ Months	\$33,115	\$ 15.92 per hour

**Winkler County**  
**Salaries and Allowances 2016**

Page 2

	<u>Service in Postion</u>	<u>Amount</u> <u>Budgeted</u> <u>Per Emp.</u>	<u>Hourly/Monthly</u> <u>Salary</u>
Courthouse Yard/ Supervisor	0-24 Months	\$36,547 \$	17.57 per hour
	25-48 Months	\$37,087 \$	17.83 per hour
	49+ Months	\$37,919 \$	18.23 per hour
Courthouse Labor (1)	0-24 Months	\$33,094 \$	15.91 per hour
	25-48 Months	\$33,572 \$	16.14 per hour
	49+ Months	\$34,342 \$	16.51 per hour
Janitors-Part Time (2) 20 Hrs per week		\$13,479 \$	12.96 per hour
<u>Community Center</u>			
Janitor (1) 15 Hrs per week		\$10,109 \$	12.96 per hour
<u>Swimming Pools</u>			
Kermit		\$27,500	
Wink		\$15,000	
Supervisors		\$	12.00 per hour
Lifeguards		\$	10.00 per hour
Certified Pool Operator		\$	15.00 per hour
<u>Kermit/Wink Parks</u>			
Supervisors (1/1)	0-24 Months	\$36,547 \$	17.57 per hour
	25-48 Months	\$37,087 \$	17.83 per hour
	49+ Months	\$37,919 \$	18.23 per hour
Laborers (3/2)	0-24 Months	\$33,094 \$	15.91 per hour
	25-48 Months	\$33,572 \$	16.14 per hour
	49+ Months	\$34,342 \$	16.51 per hour
Labor-Part Time (2/1)		\$10,800	
	First Year	\$	8.00 per hour
Experienced		\$	9.00 per hour
<u>Recreation Center</u>			
<u>Maintenance Engineer</u>			
Engineer	0-24 Months	\$46,926 \$	22.56 per hour
	25-48 Months	\$47,300 \$	22.74 per hour
	49+ Months	\$48,028 \$	23.09 per hour
<u>Airport</u>			
General Labor (17 hr wk)		\$10,927 \$	12.36 per hour

Winkler County  
Salaries and Allowances 2016

Page 3

	<u>Service in Postion</u>	<u>Amount Budgeted Per Emp.</u>	<u>Hourly/Monthly Salary</u>
<u>Golf Course Cont.</u>			
<u>Golf Course</u>			
Greenskeeper		\$45,367	\$ 21.81 per hour
Golf Course Assistant (1)	0-24 Months	\$34,383	\$ 16.53 per hour
	25-48 Months	\$34,883	\$ 16.77 per hour
	49+ Months	\$35,652	\$ 17.14 per hour
Golf Course Labor (1)	0-24 Months	\$33,094	\$ 15.91 per hour
	25-48 Months	\$33,572	\$ 16.14 per hour
	49+ Months	\$34,342	\$ 16.51 per hour
<u>Libraries</u>			
Librarian-Kermit	0-24 Months	\$36,963	\$ 17.77 per hour
	25-48 Months	\$37,212	\$ 17.89 per hour
	49+ Months	\$37,774	\$ 18.16 per hour
Asst Librarian-Kermit	0-24 Months	\$29,537	\$ 14.20 per hour
	25-48 Months	\$30,161	\$ 14.50 per hour
	49+ Months	\$30,535	\$ 14.68 per hour
Asst Librarian-Wink (30 hr per week)	0-24 Months	\$21,982	\$ 14.09 per hour
	25-48 Months	\$22,403	\$ 14.36 per hour
	49+ Months	\$22,682	\$ 14.54 per hour
<u>Health &amp; Welfare</u>			
County Health Officier		\$3,498	\$ 291.50 per month
Veterans Officer		\$3,384	\$ 130.15 bi weekly
Emergency Management Coordinator	0-24 Months	\$39,500	\$ 18.99 per hour
	25-48 Months	\$39,750	\$ 19.11 per hour
	49+ Months	\$40,373	\$ 19.41 per hour
<u>County Attorney</u>			
Hot Check Clerk (15 hrs per wk)		\$9,813	\$ 12.58 per hour
Receptionist (25 hrs per wk)		\$16,354	\$ 12.58 per hour

Winkler County  
Salaries and Allowances 2016

Page 4

<u>Service in Position</u>	<u>Amount Budgeted Per Emp.</u>	<u>Hourly/Monthly Salary</u>	
<u>Adult &amp; Juvenile Probation</u>			
Chief Adult Officer-*Grant	\$52,238	\$ 2,009.15	per pay period
Chief Adult Officer-County	\$9,762	\$ 375.47	per pay period
Adult Probation Officer-**Grant (2) County side not paid by Grant (2)	\$35,132	\$ 16.89	per hour
0-24 Months	\$6,955	\$ 3.34	per hour
25-48 Months	\$7,070	\$ 3.40	per hour
49+ Months	\$7,233	\$ 3.48	per hour
Adult Probation Clerk-**Grant	\$26,790	\$ 12.88	per hour
0-24 Months	\$12,709	\$ 6.11	per hour
25-48 Months	\$12,959	\$ 6.23	per hour
49+ Months	\$13,583	\$ 6.53	per hour
Adult Probation Secretary	\$16,640	\$ 8.00	per hour
0-24 Months	\$15,227	\$ 7.32	per hour
25-48 Months	\$15,705	\$ 7.55	per hour
49+ Months	\$16,475	\$ 7.92	per hour
Adult Probation-CSR Coordinator	\$6,968	\$ 12.50	per hour
Chief Juvenile Officer-**Grant-State	\$24,825	954.81	per pay period
0-24 Months	\$32,178	1,237.60	per pay period
25-48 Months	\$32,428	1,247.23	per pay period
49+ Months	\$33,051	1,271.19	per pay period
Assistant Juvenile Officer-County	\$40,000	1,538.46	per pay period
25-48 Months	\$40,250	1,548.08	per pay period
49+ Months	\$40,873	1,572.04	per pay period
<u>District Court</u>			
District Judge	\$5,765	\$ 480.42	per month
Dist Judge, Juvenile Board	\$1,200	\$ 100.00	per month
Bailiff	\$1,500	\$ 35.00	per day
<u>Professional Prosecuting District Attorney</u>			
District Attorney	\$13,647	\$ 1,137.25	per month
Legal Assistant/CVC Coordinator	\$39,500	\$ 18.99	per hour
25-48 Months	\$39,750	\$ 19.11	per hour
49+ Months	\$40,373	\$ 19.41	per hour
Salary Receptionist (40 hrs per wk)	\$26,167	\$ 12.58	per hour

Winkler County  
Salaries and Allowances 2016

Page 5

	<u>Service in Postion</u>	<u>Amount Budgeted Per Emp.</u>	<u>Hourly/Monthly Salary</u>
<u>Senior Citizens Center/Meals Program</u>			
Director	0-24 Months	\$29,537	\$ 14.20 per hour
	25-48 Months	\$30,161	\$ 14.50 per hour
	49+ Months	\$30,535	\$ 14.68 per hour
Meal Program Director	0-24 Months	\$2,871	\$ 1.38 per hour
	25-48 Months	\$2,954	\$ 1.42 per hour
	49+ Months	\$3,016	\$ 1.45 per hour
Meal Program Aide-25 hrs per wk		\$15,002	\$ 11.54 per hour
Labor-Part Time -25 hrs per wk		\$15,093	\$ 11.61 per hour
<u>Emergency Ambulance Service</u>			
Supervisor	0-24 Months	\$48,007	\$ 23.08 per hour
	25-48 Months	\$48,402	\$ 23.27 per hour
	49+ Months	\$49,192	\$ 23.65 per hour
EMT-Basic	0-24 Months	\$29,287	\$ 14.08 per hour
	25-48 Months	\$29,807	\$ 14.33 per hour
	49+ Months	\$30,140	\$ 14.49 per hour
EMT-Intermediate	0-24 Months	\$35,527	\$ 17.08 per hour
	25-48 Months	\$36,213	\$ 17.41 per hour
	49+ Months	\$36,775	\$ 17.68 per hour
Paramedic	0-24 Months	\$41,767	\$ 20.08 per hour
	25-48 Months	\$42,432	\$ 20.40 per hour
	49+ Months	\$43,431	\$ 20.88 per hour
*No Holidays paid to EMS			
<u>Road &amp; Bridge-Maintenance</u>			
Foreman/Equip Operator (2)	0-24 Months	\$40,270	\$ 19.36 per hour
	25-48 Months	\$40,561	\$ 19.50 per hour
	49+ Months	\$41,164	\$ 19.79 per hour
	0-24 Months	\$34,342	\$ 16.51 per hour
	25-48 Months	\$34,571	\$ 16.62 per hour
	49+ Months	\$35,091	\$ 16.87 per hour
General Labor-Area #1		\$5,625	\$ 10.00 per hour
Shop Foreman-Kermit Barn	0-24 Months	\$40,270	\$ 19.36 per hour
	25-48 Months	\$40,561	\$ 19.50 per hour
	49+ Months	\$41,164	\$ 19.79 per hour
Shop Labor-Kermit Barn	0-24 Months	\$33,093	\$ 15.91 per hour
	25-48 Months	\$33,572	\$ 16.14 per hour
	49+ Months	\$34,342	\$ 16.51 per hour
Shop Labor-Part-Time (2)		\$7,200	
	First Year	\$	\$ 8.00 per hour
Experienced		\$	\$ 9.00 per hour

Winkler County  
Salaries and Allowances 2016

Page 6

	<u>Service in Postion</u>	<u>Amount Budgeted Per Emp.</u>	<u>Hourly/Monthly Salary</u>	
<u>Sheriff Department</u>				
Sheriff		\$57,215	\$ 4,767.92	per month
Sheriff-Salary Supplement				
Jail Food		\$24,000	\$ 2,000.00	per month
Chief Deputy*	0-24 Months	\$48,964	\$ 23.54	per hour
	25-48 Months	\$49,318	\$ 23.71	per hour
	49+ Months	\$50,046	\$ 24.06	per hour
Chief Investigator	0-24 Months	\$48,694	\$ 23.41	per hour
	25-48 Months	\$49,047	\$ 23.58	per hour
	49+ Months	\$49,671	\$ 23.88	per hour
K-9 Officer		\$5,000	\$ 192.30	per pay period
<u>Deputies-</u>				
Field Deputies (4)*	0-24 Months	\$43,910	\$ 21.11	per hour
Deputy/Jailer (1)*	25-48 Months	\$45,179	\$ 21.72	per hour
	49+ Months	\$46,489	\$ 22.35	per hour
Jail Administrator	0-24 Months	\$46,488	\$ 22.35	per hour
	25-48 Months	\$47,216	\$ 22.70	per hour
	49+ Months	\$48,256	\$ 23.20	per hour
Jail Assistant Administrator	0-24 Months	\$41,122	\$ 19.77	per hour
	25-48 Months	\$41,725	\$ 20.06	per hour
	49+ Months	\$42,599	\$ 20.48	per hour
Jail Shift Supervisors (5)	0-24 Months	\$40,083	\$ 19.27	per hour
	25-48 Months	\$40,686	\$ 19.56	per hour
	49+ Months	\$41,559	\$ 19.98	per hour
Jailers (10)	0-24 Months	\$37,379	\$ 17.97	per hour
	25-48 Months	\$37,899	\$ 18.22	per hour
	49+ Months	\$38,939	\$ 18.72	per hour
Jail Cooks (3)	0-24 Months	\$28,955	\$ 13.92	per hour
	25-48 Months	\$29,142	\$ 14.01	per hour
	49+ Months	\$29,537	\$ 14.20	per hour
Jail Cooks-Temporary	811 hrs per yr	\$10,819	\$ 13.34	per hour
Jail Nurse	407 hrs per yr	\$9,313	\$ 22.88	per hour

\*Salaries do not include law enforcement longevity pay of \$20.00 month for every year of service.

Justice Courts and Constables

Justice of Peace #1		\$35,980	\$ 2,998.33	per month
Justice of Peace #1 Receptionist	25 hrs per week	\$15,600	\$ 12.00	per hour
Justice of Peace #2		\$35,980	\$ 2,998.33	per month

Winkler County  
Salaries and Allowances 2016

Page 7

	<u>Service in Postion</u>	<u>Amount Budgeted Per Emp.</u>	<u>Hourly/Monthly Salary</u>	
Constable Precinct #1		\$10,458	\$ 871.50	per month
Constable Precinct #2		\$10,458	\$ 871.50	per month
<u>Other</u>				
Vacation Clerks			\$ 7.25	per hour

Longevity is paid to employees after one year of service at the rate of \$20.00 per month per year of service.

Longevity is paid to elected officials after the first year in office at the rate of \$20.00 per month per year of service.

- (i) Payment to Diamond A Ranch for caliche in the amount of 9,540.00 from budgeted lateral road funds

which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson  
Noes: None

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve payment in the amount of \$685.00 to Texas



Association of Counties for Annual County Membership Dues from budgeted funds; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson  
 Noes: None

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve payment for purchase of sick time in the amount of \$17,237.20 from budgeted funds; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson  
 Noes: None

Employees Eligible for Sick Buy Back		# hours eligible to sell	Hourly Wage	Total Wages
		2015		
<u>Joe Anchonda</u>	10-236-010	24 ✓	20.08 ✓ \$	481.92 ✓
<u>Christine Cartwright</u>	10-404-023	24 ✓	19.56 ✓ \$	469.44 ✓
<u>Oscar Castillo</u>	10-404-023	24 ✓	18.22 ✓ \$	437.28 ✓
<u>Sammie Cates</u>	10-213-020	80 ✓	17.14 ✓ \$	1,371.20 ✓
<u>Anthony Glover</u>	10-404-023	80 ✓	19.98 ✓ \$	1,598.40 ✓
<u>Tiffany Holley</u>	10-236-010	56 ✓	20.88 ✓ \$	1,169.28 ✓
<u>Allen Jerome</u>	10-213-020	24 ✓	16.51 ✓ \$	396.24 ✓
<u>Don Kapka</u>	10-305-020	24 ✓	19.79 ✓ \$	474.96 ✓
<u>Raul Lara</u>	10-203-044	56 ✓	16.51 ✓ \$	924.56 ✓
<u>John Leavitt</u>	10-213-011	24 ✓	21.81 ✓ \$	523.44 ✓
<u>Johnny Martinez</u>	10-404-023	40 ✓	19.56 ✓ \$	782.40 ✓
<u>Sherry Mitchell</u>	10-404-023	24 ✓	18.22 ✓ \$	437.28 ✓
<u>Walter Roberts</u>	10-209-010	72 ✓	18.23 ✓ \$	1,312.56 ✓
<u>Sandra Shepard</u>	10-236-010	80 ✓	23.08 ✓ \$	1,846.40 ✓
<u>Brian Spaulding</u>	10-404-023	24 ✓	18.72 ✓ \$	449.28 ✓
<u>Leon Stroud</u>	10-404-011	24 ✓	21.72 ✓ \$	521.28 ✓
<u>Mark Terry</u>	10-234-010	24 ✓	23.09 ✓ \$	554.16 ✓
<u>Renee Treadwell</u>	10-202-020	80 ✓	19.41 ✓ \$	1,552.80 ✓
<u>Pete Velasquez</u>	10-203-011	80 ✓	18.23 ✓ \$	1,458.40 ✓
<u>Blane Wolf</u>	10-236-010	24 ✓	20.08 ✓ \$	481.92 ✓

\$ 17,243.20 *JK*

*for 308*  
*Clayton*  
*Billy Henry*

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve payment in the amount of disbursement of funds in the amount of \$1,000.00 to Upper Pecos Soil and Water Conservation District No. 213; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson  
 Noes: None

A motion was made by Commissioner Wolf and seconded by Commissioner Thompson to approve request of Commissioners Precinct No. 2 and Precinct No. 4 to purchase fertilizer from Martin Resources in the amount of \$5,120.00 for Precinct No. 2 and \$1,000.00 for Courthouse for a total amount of \$6,120.00 from budgeted funds; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson

Noes: None

A motion was made by Commissioner Stevens and seconded by Commissioner Neal to approve transfer of one (1) John Deere mower, Model Number 2653A, Serial Number TC2653D140132, from Precinct No. 1 golf course to Area I parks; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson  
Noes: None

A motion was made by Commissioner Stevens and seconded by Commissioner Neal to approve payment in the amount of \$5,565.00 to BWI for fertilizer for Precinct No. 1 Winkler County Golf Course and Area I parks from budgeted funds; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson  
Noes: None

At this time the Court discussed Hospital Bond options for upcoming budget. No action was taken at this time.

There were no Winkler County Memorial Hospital line item transfer(s), budget amendment(s) or salary schedule change(s) for the Court to consider at this time.

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to receive the following Monthly Reports from County Officials of fees earned and collected for the month of January, 2016:

MONTHLY REPORTS

For the Month of Jan 2016

	Date Received	Amount
Tommy Duckworth, Co Attorney Fee <del>For Dec 2015</del> <sup>for Hot CK 1/15/16</sup> <del>Hot Check</del>	1/15/16 - Crim. #7156	\$71.56
Charles Wolf, County Judge	for Dec 2015 1/15/16	\$2.00
Minerva Soltero, Tax Assessor	for Dec 2015 1/13/16	\$1439.91
Shethelia Reed, County Clerk	for Dec 2015 1/12/16	\$5760.81
Glenda Mixon, JP Precinct #2	for Jan 16 1/29/16	\$780.00
Sherry Terry, District Clerk	for Jan 16 2/8/16	\$5148.18
Erma Coleman, JP Precinct #1	for Jan 16 1/29/16	\$2783.81
George Keely, Sheriff	for Jan 16 2/5/16	\$2790.37
<del>Eric DeAnda, Probation</del> <sup>Raul Santillon</sup>	for Jan 2016 1/29/16	\$7592.26
Billy Stevens, Commissioner Precinct #1		
Robbie Wolf, Commissioner Precinct #2		
Randy Neal, Commissioner Precinct #3		
Billy Ray Thompson, Commissioner Precinct #4		
Jeanna Wilhelm, Auditor Investment		
Eulonda Everest, Treasurer		
Lee Wilson, Constable Pct # 2		
Richard Crow, Constable Pct #1		

which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf Neal and Thompson  
 Noes: None

There were no line item adjustment(s) or budget amendment(s) for the Court to consider at this time.

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to adjourn the meeting; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson  
 Noes: None

MINUTES approved the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
 COUNTY CLERK