

**NOTICE OF MEETING (•) OF THE
COMMISSIONERS COURT OF JACK COUNTY, TEXAS**

• Assistive Listening Devices Available on Request for Use during Court Session

Notice is hereby given that a Meeting of the above named Commissioners Court will be held on **Monday the 21st day of November, 2016 at 11:30 o'clock a.m.**, in the County Courthouse, Jacksboro, Texas, at which time the following subjects* will be discussed and appropriate action taken, to-wit:

These subjects may or may not be discussed in the order shown. All items listed below as part of the "Consent Agenda Items" require no deliberation by the Court. Each Court member has the prerogative of removing an item from this agenda so that it may be considered separately.

FILED FOR RECORD

O'CLOCK

NOV 17 2016

VANESSA JAMES, County Clerk
JACK COUNTY, TEXAS

BY _____ DEPUTY

1. PUBLIC FORUM (Limited to 5 minutes per person);
2. PAYMENT OF CLAIMS;
3. CONSENT AGENDA ITEMS:
 - (a) Approval of Minutes of Meeting of October 24, 2016 and November 14, 2016;
 - (b) Adoption/Approval of County Longevity Policy FY17;

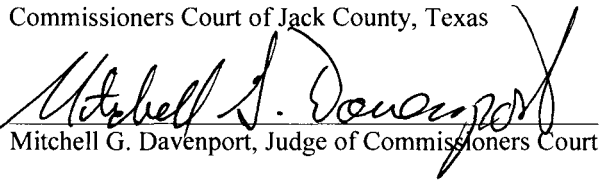
4. **TIMED AGENDA ITEMS:**

11:30 – Official Canvass of Returns on Election of November 8, 2016;

5. FUTURE AGENDA ITEMS; AND;
6. ADJOURNMENT.

Dated this the 17th day of November, 2016

Commissioners Court of Jack County, Texas



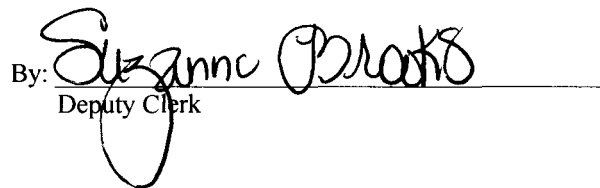
Mitchell G. Davenport, Judge of Commissioners Court

I, the undersigned County Clerk, do hereby certify that the above Notice of Meeting of the above named Commissioners Court, is a true and correct copy of said Notice, and that I posted a true and correct copy of said Notice on the bulletin board at the Courthouse door of Jack County, Texas, at a place readily accessible to the general public at all times on the 17th day of November, 2016, and said Notice remained so posted continuously for at least 72 hours preceding the scheduled time of said meeting.

Dated this the 17th day of November, 2016, at 10:36 a.m.



Vanessa James, County Clerk of Jack County, Texas

By: 

Deputy Clerk



MINUTES

On this the 21st day of November, 2016 the Commissioners Court of Jack County, Texas met in Regular session at 10:06 a.m. with the following elected officials present:

Keith Umphress, Commissioner Pct. 1
James L Brock, Commissioner Pct. 2
James L. Cozart, Commissioner Pct. 3
Terry Ward, Commissioner Pct. 4
Mitchell G. Davenport, County Judge

FILED FOR RECORD

_____ O'CLOCK _____ M

DEC 12 2016

VANESSA JAMES, County Clerk
JACK COUNTY, TEXAS

BY _____ DEPUTY

PUBLIC FORUM

No members of the public present.

PAYMENT OF ACCOUNTS AND CLAIMS

All accounts and claims were submitted to the Court for approval. Those submitted were approved and entered into the computer of the County Treasurer.

Judge Davenport made a motion to pay all the bills. Commissioner Ward seconded and the motion carried unanimously.

CONSENT AGENDA ITEMS

The following items were taken up under the Consent Agenda:

- (a) Approval of Minutes of Meeting of October 24, 2016 and November 14, 2016;
- (b) Adoption / Approval of County Longevity Policy FY17;

Judge Davenport made a motion to approve the consent agenda items. Commissioner Cozart seconded and the motion carried unanimously.

TIMED AGENDA - OFFICIAL CANVASS OF RETURNS ON ELECTION
NOVEMBER 8, 2016

The Commissioner's Court reviewed the election canvass report.

Motion was made by Commissioner Cozart to accept canvass. Motion was seconded by Commissioner Brock and passed unanimously.

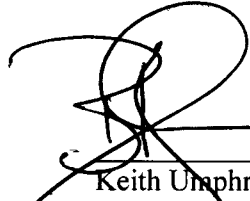
FUTURE AGENDA ITEM

The Judge solicited any requests from other members of the Court for future agendas and announced any that he intended to possibly include.

ADJOURNMENT

There being no further business motion was made by Commissioner Cozart to adjourn and seconded by Commissioner Brock. The motion carried unanimously.

Meeting was adjourned at 12:05 p.m.



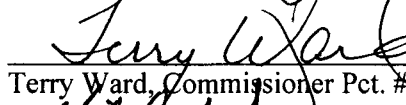
Keith Umphress, Commissioner Pct. #1



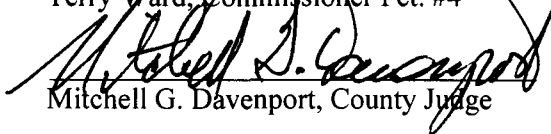
James Brock, Commissioner Pct. #2



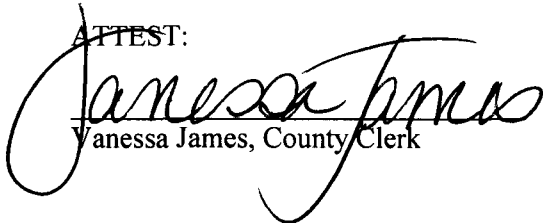
James L. Cozart, Commissioner Pct. #3



Terry Ward, Commissioner Pct. #4



Mitchell G. Davenport, County Judge

ATTEST:


Vanessa James, County Clerk



**Longevity Increment Policy
FY17 (2016 - 2017)**

WHEREAS, the Commissioners Court of Jack County desires this year to express its appreciation to its personnel who have been faithful, long-term employees of the County;

WHEREAS, the Commissioners Court desires to express that appreciation in a measurable form and may do so by the paying of a longevity increment to its qualified employees;

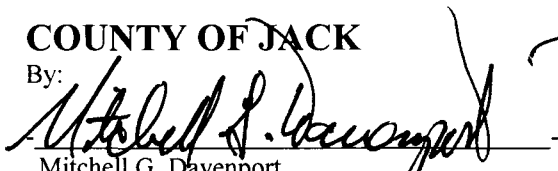
THEREFORE, it is Ordered for the Fiscal Year 2017 (2016 - 2017) that a longevity increment will be paid to qualified employees and under the following terms:

1. This increment is for this year only and in no means sets a precedent of such increment in any future years;
2. This increment will be paid to all eligible county employees and elected or appointed county officials;
3. An employee of the County is not eligible to participate in this increment unless on November 30, 2016 that the employee shall have been employed continuously by the County for the five (5) preceding years;
4. Only full-time employees are eligible for the longevity increment;
5. If eligible, the employee shall receive for this year a longevity increment equal to \$5 per month for each month of employment with the County up to a maximum of 20 years of service;
6. If any employee has left the County's employment in the time of their service, their time of service and eligibility herein shall be calculated from the starting date of their most recent date of employment with the County;
7. Any employee having left the County's employ loses all time of service for the purpose of the calculation of this longevity increment;
8. Any amount paid under this policy shall be paid to the employee with the first salary check in December and shall be subject to all Federal deductions and contributions to the Texas County and District Retirement System.

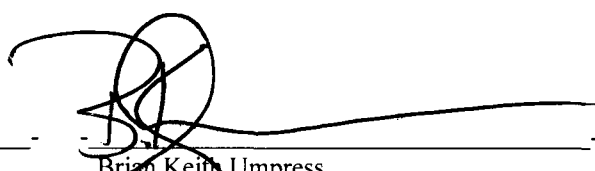
PASSED, APPROVED AND ADOPTED on the 21st day of November, A.D. 2016.

COUNTY OF JACK

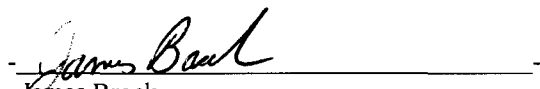
By:



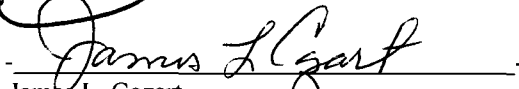
Mitchell G. Davenport,
County Judge of Jack County, Texas




Brian Keith Umpress,
County Commissioner, Prct. 1, Jack County



James Brock,
County Commissioner, Prct. 2, Jack County

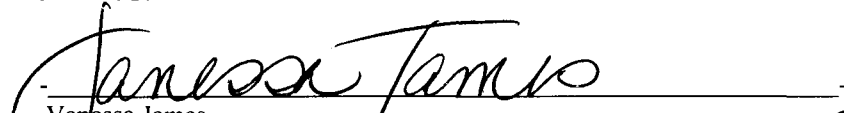


James L. Cozart,
County Commissioner, Prct. 3, Jack County



Terry Ward,
County Commissioner, Prct. 4, Jack County

ATTEST:



Vanessa James,
County Clerk of Jack County, Texas



Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

Straight Party

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Republican Party	DEM Democratic Party	LIB Libertarian Party	GRN Green Party	Totals
1	48	512	175	735	1142	64.36%	417	46	2	1	466
2	25	297	348	670	1028	65.18%	419	44	6	1	470
3	2	94	49	145	234	61.97%	78	11	1	0	90
4	33	486	63	582	767	75.88%	310	27	2	0	339
5	24	222	236	482	644	74.84%	265	9	4	0	278
6	49	562	171	782	1159	67.47%	457	54	3	2	516
Totals	181	2173	1042	3396	4974		1946	191	18	4	2159

Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

President and Vice President

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Donald J. Trump / Mike Pence	DEM Hillary Clinton / Tim Kaine	LIB Gary Johnson / William Weld	GRN Jill Stein / Ajamu Baraka	Darrell L. Castle / Scott N. Bradley	Scott Cubbler / Michael Rodriguez	Cherunda Fox / Roger Kushner
1	48	512	175	735	1142	64.36%	639	75	9	4	0	0	0
2	25	297	348	670	1028	65.18%	581	59	12	3	0	0	0
3	2	94	49	145	234	61.97%	122	19	2	0	0	0	0
4	33	486	63	582	767	75.88%	519	48	8	0	0	0	0
5	24	222	236	482	644	74.84%	431	27	7	2	0	0	0
6	49	562	171	782	1159	67.47%	681	86	4	1	0	0	0
Totals	181	2173	1042	3396	4974		2973	314	42	10	0	0	0

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**Canvass Report — Total Voters — Unofficial
 JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016**

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

President and Vice President

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	Tom Hoefling / Steve Schulin	Laurence Kotlikoff / Edward Leamer	Jonathan Lee / Jeffrey Erskine	Michael A. Maturen / Juan A. Munoz	Evan McMullin / Nathan Johnson	Monica Moorehead / Lamont Lilly	Robert Morrow / Todd Sanders
1	48	512	175	735	1142	64.36%	0	0	0	0	2	0	0
2	25	297	348	670	1028	65.18%	3	0	0	0	1	0	0
3	2	94	49	145	234	61.97%	0	0	0	0	0	0	0
4	33	486	63	582	767	75.88%	0	0	0	0	1	0	0
5	24	222	236	482	644	74.84%	0	0	0	0	4	0	0
6	49	562	171	782	1159	67.47%	0	0	0	0	0	0	0
Totals	181	2173	1042	3396	4974		3	0	0	0	8	0	0

Continued

**Canvass Report — Total Voters — Unofficial
 JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016**

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

President and Vice President

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	Emidio Soltysik / Angela Walker	Dale Steffes / Paul E. Case	Tony Valdivia / Aaron Barriere	Totals
1	48	512	175	735	1142	64.36%	0	0	0	729
2	25	297	348	670	1028	65.18%	0	0	0	659
3	2	94	49	145	234	61.97%	0	0	0	143
4	33	486	63	582	767	75.88%	0	0	0	576
5	24	222	236	482	644	74.84%	0	0	0	471
6	49	562	171	782	1159	67.47%	0	0	0	772
Totals	181	2173	1042	3396	4974		0	0	0	3350

**Canvass Report — Total Voters — Unofficial
 JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016**

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

United States Representative, District 13

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Mac Thornberry	LIB Calvin DeWeese	GRN H.F. "Rusty" Tomlinson	Totals
1	48	512	175	735	1142	64.36%	643	25	8	676
2	25	297	348	670	1028	65.18%	591	17	11	619
3	2	94	49	145	234	61.97%	122	1	4	127
4	33	486	63	582	767	75.88%	518	11	8	537
5	24	222	236	482	644	74.84%	416	22	11	449
6	49	562	171	782	1159	67.47%	690	11	13	714
Totals	181	2173	1042	3396	4974		2980	87	55	3122

**Canvass Report — Total Voters — Unofficial
 JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016**

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

Railroad Commissioner

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Wayne Christian	DEM Grady Yarbrough	LIB Mark Miller	GRN Martina Salinas	Totals
1	48	512	175	735	1142	64.36%	597	81	15	6	699
2	25	297	348	670	1028	65.18%	569	63	13	6	651
3	2	94	49	145	234	61.97%	118	15	1	0	134
4	33	486	63	582	767	75.88%	492	59	9	1	561
5	24	222	236	482	644	74.84%	402	25	18	4	449
6	49	562	171	782	1159	67.47%	649	92	11	5	757
Totals	181	2173	1042	3396	4974		2827	335	67	22	3251

Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

Justice, Supreme Court, Place 3

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Debra Lehmann	DEM Mike Westergren	LIB Kathie Glass	GRN Rodolfo Rivera Munoz	Totals
1	48	512	175	735	1142	64.36%	597	74	19	8	698
2	25	297	348	670	1028	65.18%	567	68	8	8	651
3	2	94	49	145	234	61.97%	115	16	4	0	135
4	33	486	63	582	767	75.88%	491	53	7	5	556
5	24	222	236	482	644	74.84%	400	28	15	6	449
6	49	562	171	782	1159	67.47%	650	81	14	8	753
Totals	181	2173	1042	3396	4974		2820	320	67	35	3242

**Canvass Report — Total Voters — Unofficial
 JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016**

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

Justice, Supreme Court, Place 5

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Paul Green	DEM Dori Contreras Garza	LIB Tom Oxford	GRN Charles E. Waterbury	Totals
1	48	512	175	735	1142	64.36%	602	73	16	8	699
2	25	297	348	670	1028	65.18%	575	59	12	7	653
3	2	94	49	145	234	61.97%	111	19	2	3	135
4	33	486	63	582	767	75.88%	499	48	9	1	557
5	24	222	236	482	644	74.84%	405	25	15	5	450
6	49	562	171	782	1159	67.47%	656	84	11	5	756
Totals	181	2173	1042	3396	4974		2848	308	65	29	3250

Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

Justice, Supreme Court, Place 9

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Eva Guzman	DEM Savannah Robinson	LIB Don Fulton	GRN Jim Chisholm	Totals
1	48	512	175	735	1142	64.36%	589	83	18	5	695
2	25	297	348	670	1028	65.18%	560	68	16	7	651
3	2	94	49	145	234	61.97%	111	18	4	1	134
4	33	486	63	582	767	75.88%	489	54	10	4	557
5	24	222	236	482	644	74.84%	400	29	13	7	449
6	49	562	171	782	1159	67.47%	643	88	14	4	749
Totals	181	2173	1042	3396	4974		2792	340	75	28	3235

**Canvass Report — Total Voters — Unofficial
 JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016**

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

Judge, Court of Criminal Appeals, Place 2

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Mary Lou Keel	DEM Lawrence "Larry" Meyers	LIB Mark Ash	GRN Adam King Blackwell Reposa	Totals
1	48	512	175	735	1142	64.36%	599	82	13	2	696
2	25	297	348	670	1028	65.18%	572	68	6	5	651
3	2	94	49	145	234	61.97%	114	16	4	1	135
4	33	486	63	582	767	75.88%	486	56	9	2	553
5	24	222	236	482	644	74.84%	407	26	14	2	449
6	49	562	171	782	1159	67.47%	641	90	15	2	748
Totals	181	2173	1042	3396	4974		2819	338	61	14	3232

Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

Judge, Court of Criminal Appeals, Place 5

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Scott Walker	DEM Betsy Johnson	LIB William Bryan Strange, III	GRN Judith Sanders-Castro	Totals
1	48	512	175	735	1142	64.36%	602	78	10	7	697
2	25	297	348	670	1028	65.18%	575	64	7	5	651
3	2	94	49	145	234	61.97%	117	16	1	1	135
4	33	486	63	582	767	75.88%	495	53	8	0	556
5	24	222	236	482	644	74.84%	410	23	12	3	448
6	49	562	171	782	1159	67.47%	656	83	9	4	752
Totals	181	2173	1042	3396	4974		2855	317	47	20	3239

Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

Judge, Court of Criminal Appeals, Place 6

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Michael E. Keasler	DEM Robert Burris	LIB Mark W. Bennett	Totals
1	48	512	175	735	1142	64.36%	600	77	15	692
2	25	297	348	670	1028	65.18%	571	61	15	647
3	2	94	49	145	234	61.97%	116	17	2	135
4	33	486	63	582	767	75.88%	491	52	8	551
5	24	222	236	482	644	74.84%	408	28	11	447
6	49	562	171	782	1159	67.47%	654	80	12	746
Totals	181	2173	1042	3396	4974		2840	315	63	3218

Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

Member, State Board of Education, District 14

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Sue Melton-Malone	Totals
1	48	512	175	735	1142	64.36%	631	631
2	25	297	348	670	1028	65.18%	581	581
3	2	94	49	145	234	61.97%	122	122
4	33	486	63	582	767	75.88%	503	503
5	24	222	236	482	644	74.84%	416	416
6	49	562	171	782	1159	67.47%	678	678
Totals	181	2173	1042	3396	4974		2931	2931

Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

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Precincts Reporting 12 of 12 = 100.00%

State Representative, District 68

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Drew Springer	Totals
1	48	512	175	735	1142	64.36%	640	640
2	25	297	348	670	1028	65.18%	588	588
3	2	94	49	145	234	61.97%	123	123
4	33	486	63	582	767	75.88%	511	511
5	24	222	236	482	644	74.84%	423	423
6	49	562	171	782	1159	67.47%	685	685
Totals	181	2173	1042	3396	4974		2970	2970

**Canvass Report — Total Voters — Unofficial
 JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016**

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Precincts Reporting 12 of 12 = 100.00%

Justice, 2nd Court of Appeals District, Place 3

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Elizabeth Kerr	Totals
1	48	512	175	735	1142	64.36%	629	629
2	25	297	348	670	1028	65.18%	584	584
3	2	94	49	145	234	61.97%	122	122
4	33	486	63	582	767	75.88%	506	506
5	24	222	236	482	644	74.84%	418	418
6	49	562	171	782	1159	67.47%	677	677
Totals	181	2173	1042	3396	4974		2936	2936

Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

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Precincts Reporting 12 of 12 = 100.00%

Justice, 2nd Court of Appeals District, Place 4 Unexpired Term

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Bonnie Sudderth	Totals
1	48	512	175	735	1142	64.36%	624	624
2	25	297	348	670	1028	65.18%	581	581
3	2	94	49	145	234	61.97%	121	121
4	33	486	63	582	767	75.88%	505	505
5	24	222	236	482	644	74.84%	418	418
6	49	562	171	782	1159	67.47%	671	671
Totals	181	2173	1042	3396	4974		2920	2920

Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

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Precincts Reporting 12 of 12 = 100.00%

District Attorney, 271st Judicial District

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Greg Lowery	Totals
1	48	512	175	735	1142	64.36%	636	636
2	25	297	348	670	1028	65.18%	591	591
3	2	94	49	145	234	61.97%	120	120
4	33	486	63	582	767	75.88%	516	516
5	24	222	236	482	644	74.84%	419	419
6	49	562	171	782	1159	67.47%	679	679
Totals	181	2173	1042	3396	4974		2961	2961

**Canvass Report — Total Voters — Unofficial
 JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016**

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

County Attorney

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Brad Dixon	DEM Michael Mask	Totals
1	48	512	175	735	1142	64.36%	612	112	724
2	25	297	348	670	1028	65.18%	570	81	651
3	2	94	49	145	234	61.97%	120	22	142
4	33	486	63	582	767	75.88%	476	98	574
5	24	222	236	482	644	74.84%	424	36	460
6	49	562	171	782	1159	67.47%	641	126	767
Totals	181	2173	1042	3396	4974		2843	475	3318

Canvass Report — Total Voters — Unofficial
JACK COUNTY, TEXAS — GENERAL ELECTION — November 08, 2016

Total Number of Voters : 5,072 of 7,665 = 66.17%

Precincts Reporting 12 of 12 = 100.00%

County Commissioner, Precinct No. 3

Precinct	Absentee Ballots Cast	Early Ballots Cast	Election Ballots Cast	Total Ballots Cast	Registered Voters	Percent Turnout	REP Henry D. Birdwell, Jr.	DEM Chuck Bilby	Totals
4	33	486	63	582	767	75.88%	450	120	570
5	24	222	236	482	644	74.84%	394	72	466
Totals	57	708	299	1064	1411		844	192	1036

**Longevity Increment Policy
FY17 (2016 - 2017)**

WHEREAS, the Commissioners Court of Jack County desires this year to express its appreciation to its personnel who have been faithful, long-term employees of the County;

WHEREAS, the Commissioners Court desires to express that appreciation in a measurable form and may do so by the paying of a longevity increment to its qualified employees;

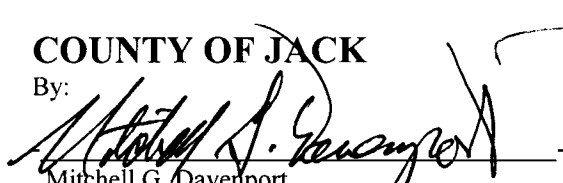
THEREFORE, it is Ordered for the Fiscal Year 2017 (2016 - 2017) that a longevity increment will be paid to qualified employees and under the following terms:

1. This increment is for this year only and in no means sets a precedent of such increment in any future years;
2. This increment will be paid to all eligible county employees and elected or appointed county officials;
3. An employee of the County is not eligible to participate in this increment unless on November 30, 2016 that the employee shall have been employed continuously by the County for the five (5) preceding years;
4. Only full-time employees are eligible for the longevity increment;
5. If eligible, the employee shall receive for this year a longevity increment equal to \$5 per month for each month of employment with the County up to a maximum of 20 years of service;
6. If any employee has left the County's employment in the time of their service, their time of service and eligibility herein shall be calculated from the starting date of their most recent date of employment with the County;
7. Any employee having left the County's employ loses all time of service for the purpose of the calculation of this longevity increment;
8. Any amount paid under this policy shall be paid to the employee with the first salary check in December and shall be subject to all Federal deductions and contributions to the Texas County and District Retirement System.

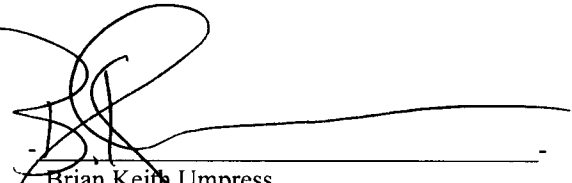
PASSED, APPROVED AND ADOPTED on the 21st day of November, A.D. 2016.

COUNTY OF JACK

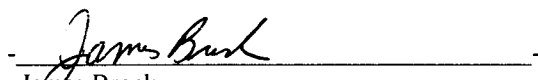
By:



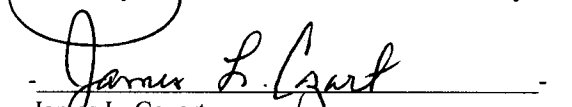
Mitchell G. Davenport,
County Judge of Jack County, Texas



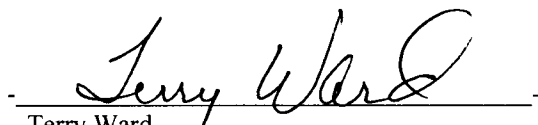
Brian Keith Umpress,
County Commissioner, Prct. 1, Jack County



James Brock,
County Commissioner, Prct. 2, Jack County

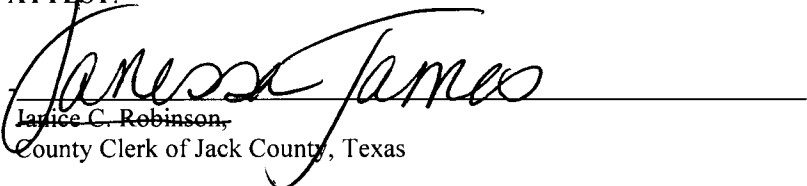


James L. Cozart,
County Commissioner, Prct. 3, Jack County



Terry Ward,
County Commissioner, Prct. 4, Jack County

ATTEST:



Jarice C. Robinson,
County Clerk of Jack County, Texas

