

MINUTES

On this the 12th day of November, 2024 the Commissioners Court of Jack County, Texas met in Regular Session at 10:05 a.m. beginning with a prayer and the pledge of allegiance to the American flag and Texas flag with the following individuals present:

Brian Keith Umphress	County Judge
Gary Oliver	Commissioner Precinct 1
Kenny Salazar	Commissioner Precinct 2
Terry Ward	Commissioner Precinct 4
Vanessa James	County Clerk
Brad Campsey	County Treasurer
Frank Hefner	EMC/IT
T-Bob Hauger	County Sheriff
Doug Angell	SO Commander
Kim Dungan	Assistant Auditor
Suzanne Brooks	Chief Deputy Clerk
Lisa Perry	County Auditor
Clyde Watson	County Constable

The following members of the public were in attendance: Brian Smith, Jacob Lange Perrin FFA Advisor, Ryan Richerson, Jaylee Holmes, Letty Hill, Shiloh Wilson, Adam Gill, Manny Queuedo, Trey Patton, Ryan Bowles, and Rod Swanson.

PUBLIC FORUM

No members of the public spoke.

PAYMENT OF ACCOUNTS AND CLAIMS

Judge Umphress made a motion to pay all [accounts and claims](#) submitted for approval. Motion was seconded by Commissioner Ward and passed. (3-0) Commissioner Oliver abstained.

CONSENT AGENDA ITEMS

- (a) Approval of Minutes of Meeting for October 28, 2024, AND November 4, 2024;
- (b) Review and Acceptance of Tax Assessor/Collector [Report](#) for October 2024;
- (c) Reception of Judicial Education [Record](#) for County Judge Brian Keith Umphress;
- (d) Adoption/Approval of County Longevity Increment [Policy](#) FY 2025 (2024-2025);

Commissioner Ward made a motion to approve Consent Agenda Items as presented. The motion was seconded by Commission Salazar and passed unanimously. (4-0)

PRESENTATION BY PERRIN FFA STUDENTS-JACOB LANGE ADVISOR

The Perrin FFA had a presentation on Ag issues-(Triggered the Truth and Tripped your Trigger.) Pros and cons of firearm ownership and do they go hand in hand with agriculture? They are necessary for wildlife population control and protection, the cons are the increase in crime, murders, suicide poaching, and environmental issues.

Mr. Lange reported that the team gets points for their presentations to the public.

REPORT, DISCUSSION, AND POSSIBLE ACTION ON INFORMATION FROM EMPLOYEE ADVISORY COMMITTEE REGARDING NEWLY CREATED HUMAN RESOURCES DEPARTMENT

Frank Hefner and Kim Dungan updated the court. The committee met regarding the New HR position which would be in charge of payroll and health insurance. They would recommend advertising the position and establishing a salary. The committee does not feel we are ready for a full HR department at this time, and they are not sure what direction to go at this time because a full HR department salary is around \$80,000. Will have a non-meeting on November 18 with a TAC representative.

Judge Umphress would charge the committee to come up with a job description, range of salary, and post on the website.

Discussion but no action at this time.

DISCUSS AND APPROVE “MINUTE ORDER REGARDING TAX ABATEMENT AGREEMENT” DATED JULY 31, 2023, HECATE ENERGY LONGHORN SOLAR LLC

Representatives from REPSOL were in attendance and present via Zoom for discussion. Judge Umphress stated he would like to have a monthly call for updates and to keep the Court informed to be able to hold all parties accountable. Michael Omiyale and Donna Powers were present via Zoom and Trey Patton, Ryan Bowles, and Rod Swanson were in attendance in person. Ms. Powers reported they are grateful to be in Jack County and thank the Court for their patience.

Judge Umphress made a motion to approve the [minute order](#) regarding the tax abatement agreement dated July 31, 2023. Motion was seconded by Commissioner Salazar and passed. (4-0).

DISCUSSION AND POSSIBLE ACTION REGARDING THE PART-TIME PAY RATE AND FULL-TIME PAY SCHEDULE FOR NON-ELECTED EMPLOYEES

Sheriff Hauger discussed this issue with losing dispatchers due to being able to make more money elsewhere. He would like employees who left Jack County to be able to come in and work part-time but need flexibility with the pay rate.

Discussion of discretion to the department head as long as it is within your budget.

Motion was made by Judge Umphress to grant department heads the authority to adjust annual salaries for both full-time and part-time employees for recruitment and retention. The annual salary established by the Jack County Commissioner Court each year shall serve as the minimum starting salary, any adjustments made by department heads must remain within the total department's budget as outlined in the final adopted budget.

Motion was seconded by Commissioner Oliver and passed (3-1) with Commissioner Ward against and Commissioner Birdwell not in attendance.

DISCUSSION OF COMMISSIONER PRECINCT OPERATIONS

Discussion made, no action taken. Commissioners reported a lot of rain in the county lately which is causing a lot of road damage. Discussion of putting up signs that state the road may flood. Judge Umphress reminded Commissioners to notify dispatch of road closures. Representatives from Repsol spoke to the Court regarding a safety drill happening tomorrow.

REPORTS, IF ANY, BY OTHER DEPARTMENT HEADS

Auditor Lisa Perry reported on financial software. Clyde Watson gave an update on his recovery from his recent foot surgery. He has a good coalition with local counties so civil processes are up to date.

FUTURE AGENDA ITEMS

ADJOURNMENT

There being no further business motion was made by Commissioner Oliver to adjourn. Commissioner Salazar seconded the motion to adjourn, and the motion passed unanimously. (4-0)

The meeting was adjourned at 1:44 p.m.

Brian Keith Umphress County Judge

Gary Oliver, Commissioner Pct. #1

Kenny Salazar, Commissioner Pct. #2

Henry Birdwell, Jr. Commissioner Pct. #3

Terry Ward, Commissioner Pct. #4

ATTEST:

Vanessa James, County Clerk