

**Longevity Increment Policy  
FY26 (2025 - 2026)**

**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 2026 (2025 - 2026) 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 October 31, 2025 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 November and shall be subject to all Federal deductions and contributions to the Texas County and District Retirement System.

**PASSED, APPROVED AND ADOPTED** on the 10<sup>th</sup> day of November, A.D. 2025.

**COUNTY OF JACK**

By:

\_\_\_\_\_  
Brian Keith Umphress,  
County Judge of Jack County, Texas

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Gary Oliver,  
County Commissioner, Prct. 1, Jack County

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Amy Salazar,  
County Commissioner, Prct. 2, Jack County

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Henry D. Birdwell, Jr.,  
County Commissioner, Prct. 3, Jack County

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

**ATTEST:**

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Vanessa James,  
County Clerk of Jack County, Texas



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VANESSA JAMES, County Clerk  
JACK COUNTY, TEXAS

BY \_\_\_\_\_ DEPUTY

**FY26**

**LONGEVITY**

Time through November 2025

Increment/mo. of service \$ 5.00

DOH	MONTHS	TERM OF SERVICE	LONGEVITY	LAST	FIRST	DEPT
12/10/2012	155	12 yrs 11 mos	\$ 775.00	Bailey	Jessica	J.P.
1/1/2017	107	8 yrs 11 mos	\$ 535.00	Birdwell	Henry	Pct. 3
4/14/2014	139	11 yrs 7 mos	\$ 695.00	Brooks	Suzanne	Co. Clerk
1/1/2019	83	6 yrs 11 mos	\$ 415.00	Campsey	Brad	Treasurer
2/11/2019	81	6 yrs 9 mos	\$ 405.00	Casteel	Selena	Elections
3/6/2017	105	8 yrs 9 mos	\$ 525.00	Coufal	Timothy	Pct. 4
11/15/1999	300	25 yrs	\$ 1,200.00	Cox	Alinda	Ext.
1/1/2013	155	12 yrs 11 mos	\$ 775.00	Dixon	Brad	Co. Att.
7/17/2006	232	19 yrs 4 mos	\$ 1,160.00	Dungan	Kim	Aud.
1/2/2020	71	5 yrs 11 mos	\$ 355.00	Fojtik	Charles	Pct. 1
11/1/2004	253	21 yrs 1 mos	\$ 1,200.00	Francis	Michael	Co. Att.
6/25/2018	89	7 yrs 5 mos	\$ 445.00	Hauger	Tammy	Tax
10/1/2018	85	7 yrs 1 mos	\$ 425.00	Hefner	Frank	EMC/IT
9/23/2019	74	6 yrs 2 mos	\$ 370.00	House	Danny	Jailer
4/4/2008	212	17 yrs 8 mos	\$ 1,060.00	Howard	Jeremy	Deputy
12/3/2015	120	9 yrs 12 mos	\$ 600.00	James	Vanessa	Co. Clerk
9/30/2015	122	10 yrs 2 mos	\$ 610.00	Martin	Tiffany	Co. Clerk
5/27/2019	78	6 yrs 6 mos	\$ 390.00	Maxwell	Winfield	Pct. 4
1/13/2020	70	5 yrs 10 mos	\$ 350.00	McCoy	Joe	Pct. 3
8/27/2008	207	17 yrs 3 mos	\$ 1,035.00	Miller	Tammy	Dispatch
6/3/2019	78	6 yrs 6 mos	\$ 390.00	Ogle	Trasi	Tax
11/21/2018	84	7 yrs	\$ 420.00	Oliver	Gary	Pct. 1
8/10/2015	123	10 yrs 3 mos	\$ 615.00	Perry	Lisa	Aud.
2/22/2007	225	18 yrs 9 mos	\$ 1,125.00	Phillips	Bruce	Jailer
1/1/2003	275	22 yrs 11 mos	\$ 1,200.00	Pippin	Tracie	Dist. Clerk
11/14/2011	168	14 yrs	\$ 840.00	Reger	Chris	Deputy
4/2/2012	164	13 yrs 8 mos	\$ 820.00	Tillery	Debra	Co. Judge
1/1/2019	83	6 yrs 11 mos	\$ 415.00	Umphress	Brian	Co. Judge
2/12/2019	81	6 yrs 9 mos	\$ 405.00	Walden	Russell	Jailer
1/1/2011	179	14 yrs 11 mos	\$ 895.00	Ward	Terry	Pct. 4
1/1/2017	107	8 yrs 11 mos	\$ 535.00	Watson	Clyde	Constable
8/25/2014	135	11 yrs 3 mos	\$ 675.00	Wilson	Jerry	Pct. 1
			<b>\$ 21,660.00</b>	<b>TOTAL LONGEVITY PAID FOR FY26</b>		
12/1/2014	<b>\$ 29,305.00</b>	<b>FY15 LONGEVITY</b>				
12/14/2015	<b>\$ 27,400.00</b>	<b>FY16 LONGEVITY</b>				
12/12/2016	<b>\$ 25,965.00</b>	<b>FY17 LONGEVITY</b>				
11/27/2017	<b>\$ 19,605.00</b>	<b>FY18 LONGEVITY</b>				
11/26/2018	<b>\$ 18,295.00</b>	<b>FY19 LONGEVITY</b>				
11/17/2019	<b>\$ 17,995.00</b>	<b>FY20 LONGEVITY</b>				
11/16/2020	<b>\$ 18,525.00</b>	<b>FY21 LONGEVITY</b>				
11/24/2021	<b>\$ 19,395.00</b>	<b>FY22 LONGEVITY</b>				
11/28/2022	<b>\$ 21,100.00</b>	<b>FY23 LONGEVITY</b>				
11/17/2023	<b>\$ 21,490.00</b>	<b>FY24 LONGEVITY</b>				
11/15/2024	<b>\$ 21,895.00</b>	<b>FY25 LONGEVITY</b>				

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NOV 10 2025

VANESSA JAMES, County Clerk  
JACK COUNTY, TEXAS

BY \_\_\_\_\_ DEPUTY