



DIANE DAY
AUSTIN COUNTY CLERK

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COMMISSIONERS COURT MINUTES

Order #26-001

January 12, 2026 Austin County Commissioners Court met in the 2nd floor Courtroom at the Austin County Courthouse with the following present:

Tim Lapham, County Judge
Greg Mikel, Commissioner, Precinct 1
Robert "Bobby" Rinn, Commissioner, Precinct 2
Leroy Cerny, Commissioner, Precinct 3
Chip Reed, Commissioner, Precinct 4
Allison Gerik, Deputy Clerk

9:00 A.M. OPENING
CALL TO ORDER
INVOCATION
PLEDGES OF ALLEGIANCE
ROLL CALL AND CERTIFICATION OF QUORUM

Agenda item #8 removed.

Motion to Approve: Commissioner Reed, 2nd Commissioner Rinn, passed (4-0)

1. Petitions or Request from the Public.

Commissioner Reed announced the opening of the Peters San Felipe Rd.

Addendum

1. Pct. 4 Building
a. Open Bids

Premier Builders- \$250,525.00
Shellback Construction- \$259,611.00

b. Award Bids

Jonathan Hopko stated the apparent low bidder is Premier Builders with Shellback coming in second. After adjusting points and score Shellback Construction received a grade of 98 and Premier Builders received a score of 90. It is recommended that the court award Precinct 4 Building project to Shellback Construction.

Commissioner Reed motions to award Precinct 4 Building to Shellback Construction for \$259,611.00.

Motion to Approve: Commissioner Reed, 2nd Commissioner Rinn, passed (4-0)

2. Garlin Rd. Bridge Project
a. Open Bids

Wakefield Construction- Base bid \$105,000.00 with an alternate bid of \$70,000.00.

b. Award Bids

Jonathan Hopko (County Engineer) recommended to move forward with Wakefield Construction with a total bid of \$175,000.00

Commissioner Rinn motions to award bid to Wakefield Bridge for the total amount of \$175,000.00.

Motion to Approve: Commissioner Rinn, 2nd Commissioner Mikel, passed (4-0)

3. Discussion regarding Burn Ban and action as appropriate.

Burn Ban remains in place.

Action Agenda Resumed

2. Health Insurance Presentation by TAC

No Action.

3. Discussion regarding leave without pay benefit reimbursement policy and action as appropriate.

Bryan Haevischer (County Treasurer) questioned the current policy for leave without pay and coverage of benefits.

Judge Lapham inquired what a timely manner should be defined as.

Bryan Haevischer (County Treasurer) stated currently there is one employee who has encountered an issue with this while out.

Judge Lapham inquired if the employee does not pay and we drop their benefits will they be taken off or suspended.

Bryan Haevischer (County Treasurer) stated if payment is not received, they are just taken off. However, this employee owes for month prior also.

Commissioner Reed expressed it takes a hit when the employee has been here with the county for a while and then must wait 60 days to be reactivated with benefits.

Bryan Haevischer (County Treasurer) stated he is not sure how it will look if the employee returns to work.

Commissioner Reed inquired on how often this occurs.

Bryan Haevischer (County Treasurer) stated this occurs roughly two times a year. In the past the employees always wanted to continue their benefits.

Judge Lapham inquired what suggestion Bryan Haevischer (County Treasurer) has.

Bryan Haevischer (County Treasurer) recommends payment be made at the of the month when the premium is due.

Judge Lapham requested Bryan Haevischer (County Treasurer) call Scott Wallace (County Insurance Representative) and ask what terminology is needed if we suspend and amount is paid to get their benefits when they return.

Bryan Haevischer (County Treasurer) informed the court that Scott Wallace (County Insurance Representative) responded stating that going off and coming back on is an event and can happen at any time.

Commissioner Rinn stated employees would need to pay in that month and then can get back on.

Bryan Haevischer (County Treasurer) stated this employee dropped their benefits in January.

Commissioner Reed motioned to amend the current employee policy section 8.12 to say "by the end of the month that the premium is due."

Motion to Approve: Commissioner Reed, 2nd Commissioner Mikel, passed (4-0)

4. Discussion regarding funding of AgriLife Agent position and action as appropriate.

Judge Lapham stated since the loss of the 4H agent the state has put a hiring freeze on a lot of positions. To open the position for hiring the county needs to provide funds of \$40,000.00. Currently the position is budgeted for \$38,298.00.

Billy Doherty (County Auditor) confirmed that the county has the money to do it this year and funds will also work out to fund next year.

Commissioner Rinn expressed the increase in 4H members and exhibitors because of what AgriLife has been doing for our community.

Commissioner Rinn motioned to amend compensation order to change the AgriLife 4H Agent to \$40,000.00 annually.

Motion to Approve: Commissioner Rinn, 2nd Commissioner Reed, passed (4-0)

5. Discussion and action to authorize a one- time variance from subdivision regulations to divide a 3.41-acre tract from a 104.67-acre parent tract on Oriole Road, New Ulm, Pct. 2

Commissioner Rinn advised a review has been completed and passed.

Jonathan Hopko (County Engineer) recommends approval.

Motion to Approve: Commissioner Rinn, 2nd Commissioner Mikel, passed (4-0)

6. Discussion and action to authorize a one-time variance from subdivision regulations to divide a 1.7-acre tract from a 30.71-acre tract on Kulow Rd, Pct. 3.

Commissioner Cerny advised a review has been completed and passed.

Jonathan Hopko (County Engineer) recommends approval.

Motion to Approve: Commissioner Cerny, Commissioner Rinn, passed (4-0)

7. Discussion and action to update the Personnel Action Form, adding 2 employee groups.

Bryan Haevischer (County Treasurer) stated changes were made for clarification purposes.

Motion to Approve: Commissioner Reed, 2nd Commissioner Mikel, passed (4-0)

8. Discussion to implement and set fees for bulk data requests and action as appropriate.

Removed.

9. Discussion regarding deployment pay per 08.01.2025 minutes and action as appropriate.

Bryan Haevischer (County Treasurer) requested the approval of overtime pay out for salaried EMS employee while deployed to the Hill Country.

Judge Lapham emphasized that when a salary employee is deployed, they switch to hourly pay.

Commissioner Rinn inquired where it says it changes to hourly.

Bryan Haevischer (County Treasurer) stated it went before Commissioners Court on August 1st, 2025 as stated in the minutes.

Billy Doherty (County Auditor) stated it is his job to protect the funds. However, court is now approving before things are complete which is a problem on the auditor's end. We do not have a deployment policy therefore we do not have anything to follow besides what is discussed in court.

Commissioner Cerny inquired if the county will receive reimbursement from the state.

Billy Doherty (County Auditor) stated he is hoping to receive state reimbursement.

Bryan Haevischer (County Treasurer) read from August 8, 2025 Commissioner Court Minutes.

Commissioner Reed inquired if this employee has been paid.

Bryan Haevischer (County Treasurer) explained that the employee has been deployed twice and the salary portion has been paid.

Commissioner Cerny inquired if the employee is just needing payment for their overtime.

Bryan Haevischer (County Treasurer) stated he is requesting approval to pay overtime.

Judge discussed amount of funds with Walter Morrow (EMS Chief) and Billy Doherty (County Auditor).

Judge Lapham stated the care is wanted here at a local level to provide service when needed.

Commissioner Rinn requested to table this agenda item until further information can be gathered and discussed.

Motion to Table: Commissioner Rinn, 2nd Commissioner Mikel, passed (4-0)

10. Discussion to approve Bartlett Estates Preliminary Plat and action as appropriate.

Jonathan Hopko (County Engineer) stated this is a preliminary plat approximately 20 acres divided into 6 tracts. The plat is in general conformance with subdivision regulations and it is requested the court approve.

Commissioner Reed Motioned to approve preliminary plat with contingency that the detention becomes 1 lot.

Motion to Approve: Commissioner Reed, 2nd Commissioner Cerny, passed (4-0)

11. Discussion and action to approve compensation rate above 2025-2026 Compensation Order Entry Level/ Introductory Level Rate for Auditor's Office new hire.

Billy Doherty (County Auditor) requested to pay the new hire at \$19.00 an hour with room to grow.

Motion to Approve: Commissioner Rinn, 2nd Commissioner Cerny, passed (4-0)

12. CONSENT AGENDA

- a. Consideration and action to Approve Minutes:
 - i. October 13, 2025 – Revision
 - ii. December 8, 2025
 - iii. December 15, 2025
- b. Consideration and action to update Mileage reimbursement form per IRS rules.
- c. Consideration and action to approve contract renewal between Austin County and WestCom.
- d. Consideration and action to approve Private Roadway Name Request for Camie Lane to be added to the Austin County 911 Road Map, Pct. 3
- e. Consideration and action to approve Required Schooling Request for Bryan Haevischer, Treasurer, to attend Treasurer's Seminar, April 20-23, 2026, in San Marcos.
- f. Consideration and action to reappoint Leroy Cerny to the Combined Community Action Board and action as appropriate.

- g. Consideration and action to approve the required schooling application for Lance Johnson, Constable, Pct. 1, for PIO training, to be held June 29- July 1, 2026, in Huntsville, Texas.

Motion to Approve: Commissioner Cerny, 2nd Commissioner Reed, passed (4-0)

13. Budgetary and Financial Claims- action as appropriate.
a. Payment of Claims

Total: \$3,295,315.28

Motion to Approve: Commissioner Reed, 2nd Commissioner Cerny, passed (4-0)

b. Fund Transfers

Total: \$5,676.45 (01.08.2026) (Voided)

Total: \$1,404,832.06 (01.05.2026)

Total: \$1,000,000.00 (01.05.2026)

Total: \$632,501.46 (01.12.2026)

Motion to Approve: Commissioner Reed, 2nd Commissioner Rinn, passed (4-0)

- c. Budget Amendments
- d. County Auditor's review of finances
- e. County Treasurer's
 - i. Payroll and Escrow Report – 01.09.2026

Motion to Approve: Commissioner Cerny, 2nd Commissioner Reed, passed (4-0)

14. Written end-of-the-month reports submitted by County Offices.

- a. Criminal Court – November 2025
- b. Civil Court – November 2025
- c. Family Court – November 2025
- d. Statutory Court – November 2025
- e. Jail Population – December 2025

Motion to Approve: Commissioner Mikel, 2nd Commissioner Rinn, passed (4-0)

15. EXECUTIVE SESSION – A closed meeting will be held concerning the following items:

- a. Personnel Matter

16. Action as appropriate on executive session

No action.

17. Commissioners' Court Inquiry.

Billy Doherty (County Auditor) received call from the outside auditors who stated the plan is to simultaneously complete remaining audits.

Motion to Adjourn: Commissioner Reed, 2nd Commissioner Cerny, passed (4-0)

Court Adjourned at 11:26 am

**ALL SUPPORTING DOCUMENTS ON FILE WITH COUNTY CLERK AS PROVIDED
BY
COMMISSIONERS COURT**

I, Diane Day, Austin County Clerk, attest to the minutes of the Commissioners Court proceedings for January 12, 2026.

Date: February 3, 2026
Diane Day, Austin County Clerk
Clerk of Commissioners Court
Austin County, Texas

By: Allison Gerik
Allison Gerik, Deputy Clerk



FILED

2026 FEB -3 AM 9:02