



DIANE DAY
AUSTIN COUNTY CLERK

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COMMISSIONERS COURT MINUTES

Order #26-002

January 21, 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 Mican, Deputy Clerk

9:00 A.M. OPENING

CALL TO ORDER

INVOCATION

PLEDGES OF ALLEGIANCE

ROLL CALL AND CERTIFICATION OF QUORUM

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

Roy Mercer (Emergency Management Coordinator) provided handouts of deployment policy, requesting clarification on policy from September. This is a starting point for implementing a new policy. Bottom line is a policy is being established for guidelines that meet codes.

Policy discussed with the court.

Per Judge Lapham, hours worked need to be listed and accounted for first.

Commissioner Rinn inquired that you cannot work 9 hours and then put time and a half and get paid that time and a half then.

Judge Lapham stated it says put hours you worked.

Roy Mercer (Emergency Management Coordinator) explained that current policy does not allow salary employees to accrue comp.

Judge Lapham inquired how time off can be given to a salary employee.

Judge Lapham agrees with Commissioner Rinn to just pay it out verses carrying it over. Accrued Disaster time will be paid out at employee's regular salary rate.

Roy Mercer (Emergency Management Coordinator) explained that Commissioner's Court has capability to pay straight time over 40 hours when it is an emergency disaster.

Judge Lapham inquired if the state will reimburse time and a half.

Roy Mercer (Emergency Management Coordinator) confirmed the state will reimburse time and a half.

Judge Lapham inquired if double time will be reimbursed.

Roy Mercer (Emergency Management Coordinator) cannot confirm if double time can be reimbursed.

Roy Mercer (Emergency Management Coordinator) advised he is still waiting to receive more data. We can place this on hold until numbers are received.

Judge Lapham expressed that it is important to know because we want to stay consistent with other counties. Deployments are a state decision and push back has been given for them.

Roy Mercer (Emergency Management Coordinator) showed concern for what resources are being taken away from the local level.

Judge Lapham expressed the concern of penalizing our employees by not participating. If restricting employees, then the employees will start to go to neighboring counties that will not restrict them.

Roy Mercer (Emergency Management Coordinator) suggested paying employees more to keep them with the county. We cover our citizens and that is why everyone is here. However, the court's decision is respected.

Commissioner Reed inquired if the policy can be placed on hold or if the court should move forward.

Per Judge Lapham, a policy needs to be in place before disasters take off. This policy will help moving forward but unsure if it will help the past.

Roy Mercer (Emergency Management Coordinator) stated bottom line the county should not see any issues moving forward with a policy in place.

Policy was reviewed more by the court and changes were made.

Roy Mercer (Emergency Management Coordinator) stated we are here because court put out there that approval needs to be gained before a deployment happens.

Commissioner Rinn inquired if a policy is in place, then deployment can happen.

Bryan Haevischer (County Treasurer) stated all payroll must be approved through court. County payroll is approved after fact because the court only meets twice a month.

Judge Lapham stated this would fall under the payroll and escrow report.

Bryan Haevischer (County Treasurer) stated to let the employee get their regular pay and then anything above that get paid out on separate payroll. Employee will not be double taxed.

Commissioner Rinn stated the court will await data and once received and reviewed, it will be brought back to court.

Court Recessed at 10:21 am.

- 1. EXECUTIVE SESSION – A closed meeting will be held concerning the following items:**
 - a. Personnel Matter**

Court reconvened at 11:26 am.

- 2. Action as appropriate on executive session**

Commissioner Reed motioned to approve paying overtime for EMS salary employee in December 2025 on state deployments.

Motion to Approve: Commissioner Reed, 2nd Commissioner Cerny, passed (3-1)

Commissioner Reed motioned to approve Austin County deployment overtime with corrections.

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

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

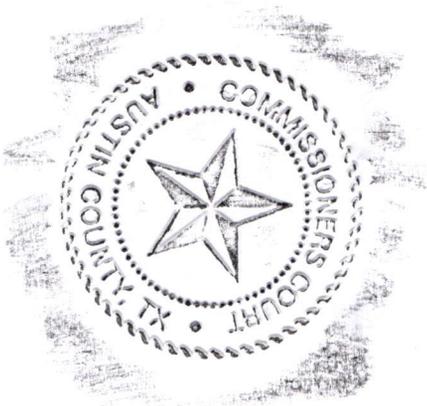
Court Adjourned at 11:27 am

**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 21, 2026.

Date: February 18, 2026
Diane Day, Austin County Clerk
Clerk of Commissioners Court
Austin County, Texas

By: Allison Mican
Allison Mican, Deputy Clerk



FILED

2026 FEB 18 PM 3: 22

Diane Day
COUNTY CLERK
AUSTIN COUNTY, TEXAS