

THE STATE OF TEXAS)
 :
COUNTY OF WINKLER)

On this the 24th day of February, 2014, the Commissioners' Court of Winkler County, Texas, met in Special Term of Court at the Courthouse in Kermit, Texas, with the following members present, to-wit:

- | | |
|--------------------|--|
| Bonnie Leck | County Judge |
| Billy Stevens | Commissioner, Precinct No. 1 |
| Robbie Wolf | Commissioner, Precinct No. 2 |
| Randy Neal | Commissioner, Precinct No. 3 |
| Billy Ray Thompson | Commissioner, Precinct No. 4 |
| Shethelia Reed | County Clerk and Ex-Officio Clerk of Commissioners' Court |

constituting the entire Court, at which time the following among other proceedings were had:

At 9:00 o'clock A.M. Judge Leck called the meeting to order and asked for matters of business from the audience. Hope Williams read a prepared statement to the Court regarding the truck route.

A motion was made by Commissioner Neal and seconded by Commissioner Stevens to approve Resolution declaring the week of March 03-07, 2014 as Texas Public Schools Week in Winkler County; which motion became an order of the Court upon the following vote:

- | | |
|-------|--|
| Ayes: | Commissioners Stevens, Wolf, Neal and Thompson |
| Noes: | None |

County of Winkler §
 §
 State of Texas §

RESOLUTION
Texas Public Schools Week, 2014

WHEREAS, Texas has historically been dedicated to a strong system of education and for more than fifty years special emphasis has been placed upon education with the observance of Texas Public Schools Week; and

WHEREAS, a joint effort must be made by parents, schools, and the community working together toward a common commitment for preparing our children to be tomorrow's leaders; and

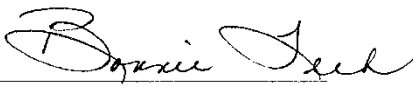
WHEREAS, parents and taxpayers are encouraged to visit the public schools the week of March 3 through March 7, 2014, to recognize the impact that our educational system has on our community;

NOW, THEREFORE, the County of Winkler does hereby resolve that March 3 - 7, 2014, is proclaimed as Texas Public Schools Week in support of the schools in Winkler County.


BE IT FURTHER RESOLVED that all citizens are urged to take an active interest in the school system and cooperate with school officials in preparing tomorrow's leaders.

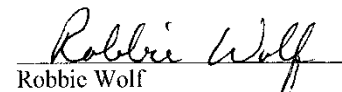
ADOPTED THE 24TH DAY OF FEBRUARY, 2014.

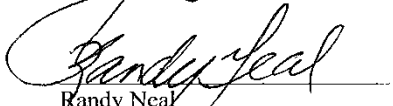
SIGNED AND ENTERED ON THE ABOVE DATE BY THE FOLLOWING MEMBERS OF THE WINKLER COUNTY COMMISSIONERS COURT:



Bonnie Leck
Winkler County Judge

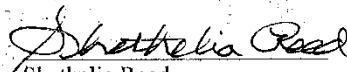

 Billy J. Stevens
County Commissioner, Precinct 1


 Robbie Wolf
County Commissioner, Precinct 2


 Randy Neal
County Commissioner, Precinct 3


 Billy Ray Thompson
County Commissioner, Precinct 4

ATTEST:


 Shethelia Reed
Winkler County Clerk

At this time the Court heard presentation by Vince Vaille, Managing Director, Specialized Public Finance, Inc., regarding refinance of hospital bond.

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve agreement for financial advisory services

with Specialized Public Finance, Inc.; which motion became an order of the Court upon the following vote:

Ayes: Judge Leck, Commissioners Stevens, Wolf, Neal and Thompson
 Noes: None

FINANCIAL ADVISORY SERVICES AGREEMENT

This Financial Advisory Services Agreement (the "Agreement") is made and entered into by and between the Winkler County ("Issuer") and Specialized Public Finance Inc. ("SPFI") effective as of the date executed by the Issuer as set forth on the signature page hereof.

WITNESSETH:

WHEREAS, the Issuer will have under consideration from time to time the authorization and issuance of indebtedness in amounts and forms which cannot presently be determined and, in connection with the authorization, sale, issuance and delivery of such indebtedness, Issuer desires to retain an independent financial advisor; and

WHEREAS, the Issuer desires to obtain the professional services of SPFI to advise the Issuer regarding the issuance and sale of certain evidences of indebtedness or debt obligations that may be authorized and issued or otherwise created or assumed by the Issuer (hereafter referred to collectively as "Debt") from time to time during the period in which this Agreement shall be effective; and

WHEREAS, SPFI is willing to provide its professional services and its facilities as financial advisor in connection with all programs of financing as may be considered and authorized by Issuer during the period in which this Agreement shall be effective.

NOW, THEREFORE, the Issuer and SPFI, in consideration of the mutual covenants and agreements herein contained and other good and valuable consideration, do hereby agree as follows:

SECTION I DESCRIPTION OF SERVICES

Upon the request of the Issuer, SPFI agrees to perform the financial advisory services stated in the following provisions of this Section I; and for having rendered such services, the Issuer agrees to pay to SPFI the compensation as provided in Section VI hereof.

1. Financial Planning. Provide financial planning services related to Debt plans and programs.
2. Debt Elements. Provide recommendations regarding Debt under consideration, including such elements as timing, structure, security provisions, and such other provisions as may be appropriate.
3. Method of Sale. Make a recommendation as to an appropriate method of sale, including but not limited to competitive sale, negotiated sale or private/limited offering.
4. Price Fairness. Advise the Issuer as to the fairness of the price offered by the underwriters.

5. Offering Documents. Participate in and direct, as appropriate, the preparation of the offering documents and/or assist bond counsel with same.
6. Auditors. Coordinate verification by an independent auditor of any calculations incident to the Debt, as required.
7. Printing. Coordinate all work incident to printing of the offering documents and other documents required by Issuer.
8. Closing. Provide the Issuer a post sale/closing booklet or update for the Debt and other outstanding debt, as needed.

SECTION II OTHER AVAILABLE SERVICES

In addition to the services set forth and described in Section I herein above, SPFI agrees to make available to the Issuer the following services, when so requested by the Issuer and subject to the agreement by Issuer and SPFI regarding the compensation, if any, to be paid for such services, it being understood and agreed that the services set forth in this Section II may require further agreement as to the compensation to be received by SPFI for such services:

1. Call Defeasance and Refunding. Evaluate and advise on exercising any call defeasance and/or refunding of any outstanding Debt.
2. Capital Program Modeling. Evaluate and advise on the development of any capital improvements programs.

SECTION III CONTINUING DISCLOSURE

It is understood and agreed that the Issuer, in connection with the sale and delivery of Debt, will be required to comply with certain continuing disclosure undertakings, including preparation and submission of annual reports (the "annual reports") and reporting of certain specified material events (the "material events") pursuant written undertakings of the Issuer and in accordance with the provisions of Securities and Exchange Commission Rule 15c2-12, as amended (the "Rule"). SPFI shall provide continuing disclosure services on the terms and conditions, for the time period and for the compensation set forth herein.

1. This Agreement shall apply to all Debt delivered subsequent to the effective date of the continuing disclosure undertakings of Issuer and as specified in the Rule, to the extent that any particular issue of Debt does not qualify for exceptions to the continuing disclosure requirements of the Rule.
2. SPFI agrees to perform annual reporting and material event notification duties required by the undertakings of Issuer and the Rule.
3. The fees of SPFI for providing the foregoing continuing disclosure services shall be negotiated annually (not to exceed \$1,000 per similarly-secured type of Debt). The fees of SPFI for providing material event notification services shall be negotiated separately at the time such notifications may be required.

SECTION IV TERM OF AGREEMENT

This Agreement shall become effective as of the date executed by the Issuer as set forth on the signature page hereof and, unless terminated by either party pursuant to Section V of this Agreement, shall remain in effect thereafter for a period of three (3) years from such date. Unless SPFI or Issuer shall notify the other party in writing at least thirty (30) days in advance of the applicable anniversary date that this Agreement will not be renewed, this Agreement will automatically renew on the third anniversary of the date hereof for an additional one (1) year period and thereafter will automatically renew on each anniversary date for successive one (1) year periods under the same terms as the initial 3 year period.

SECTION V TERMINATION

This Agreement may be terminated with or without cause by the Issuer or SPFI upon the giving of at least thirty (30) days' prior written notice to the other party of its intention to terminate. In the event of such termination, it is understood and agreed that only the amounts due SPFI for services provided and expenses incurred to the date of termination will be due and payable. No penalty will be assessed for termination of this Agreement.

SECTION VI COMPENSATION AND EXPENSE REIMBURSEMENT

The fees due to SPFI for the services set forth and described in Section I of this Agreement with respect to each issuance of Debt during the term of this Agreement shall be calculated in accordance with the schedule set forth on Appendix A attached hereto. Unless specifically provided otherwise on Appendix A or in a separate written agreement between Issuer and SPFI, such fees, together with any other fees as may have been mutually agreed upon and all expenses for which SPFI is entitled to reimbursement, shall become due and payable concurrently with the delivery of the Debt to the purchaser.

SECTION VII
MISCELLANEOUS

- 1. Choice of Law; Form ADV. This Agreement shall be construed and given effect in accordance with the laws of the State of Texas. Proper venue for any legal action arising out of this Agreement shall be Winkler County, Texas. Issuer acknowledges receipt of SPFI Form ADV.
- 2. Binding Effect; Assignment. This Agreement shall be binding upon and inure to the benefit of the Issuer and SPFI, their respective heirs, executors, personal representatives, successors and assigns; provided however, neither party hereto may assign or transfer any of its rights or obligations hereunder without the prior written consent of the other party.
- 3. Entire Agreement. This instrument contains the entire agreement between the parties relating to the rights herein granted and obligations herein assumed. Any oral or written representations or modifications concerning this Agreement shall be of no force or effect except for a subsequent modification in writing signed by all parties hereto.

Specialized Public Finance Inc.

By: VINCE VIAILLE
Managing Director

Winkler County

By: [Signature]
Title: Winkler County Judge
Date: 2-24-14

ATTEST:
[Signature]
County Clerk

The Issuer acknowledges that the decision to engage SPFI was reached based solely upon the expertise of SPFI to perform the duties outlined in this Agreement. The Issuer further acknowledges that no non-public information was relied upon in the decision to engage SPFI.

APPENDIX A

Fee Schedule:

| | | | | |
|-------------|-------------|---------------|--------------|-----------------|
| | \$10,000 | for the first | \$ 1,000,000 | of bonds issued |
| plus \$5.00 | per \$1,000 | for the next | \$ 4,000,000 | of bonds issued |
| plus \$4.00 | per \$1,000 | for the next | \$ 5,000,000 | of bonds issued |
| plus \$3.00 | per \$1,000 | for the next | \$ 5,000,000 | of bonds issued |
| plus \$2.00 | per \$1,000 | for the next | \$ 5,000,000 | of bonds issued |
| plus \$1.00 | per \$1,000 | thereafter | | |

The above charges shall be multiplied by 1.25 times for the completion of an application to a federal or state government agency or for the issuance of revenue bonds or refunding bonds, reflecting the additional services required.

The charges for ancillary services, including computer structuring and official statement printing, shall be levied only for those services which are reasonably necessary in completing the transaction and which are reasonable in amount, unless such charges were incurred at the specified direction of the Issuer.

The payment of charges for financial advisory services in Section I of the foregoing Agreement shall be contingent upon the delivery of bonds and shall be due at the time that bonds are delivered. The payment of charges for services described in Section II of the foregoing Agreement shall be due and payable in accordance with the mutual agreement therefor between SPFI and Issuer.

The Issuer shall be responsible for the following expenses, if and when applicable:

Bond counsel
Bond ratings
Computer structuring
Continuing Disclosure, as per Section III
Credit enhancement
Verification agent
Official statement preparation
Official statement printing
Paying agent/registrar/trustee
Travel related expenses
Underwriter and underwriters' counsel
Delivery, copy, conference call charges and other miscellaneous charges

The payment of reimbursable expenses that SPFI has assumed on behalf of the Issuer shall NOT be contingent upon the delivery of bonds and shall be due at the time that services are rendered and payable upon receipt of an invoice therefor submitted by SPFI.

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve authorizing the County's financial advisor to pursue the possibility of refinancing the County's debt for the purpose of achieving a savings; which motion became an order of the Court upon the following vote:

Ayes: Judge Leck, Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

A motion was made by Commissioner Neal and seconded by Commissioner Stevens to approve January, 2014 minutes; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

The Court received reports from Robin Hawkins, Director, regarding activities at the Senior Citizens Recreation Center; James Everett, Chief Paramedic, regarding the Emergency Medical Service and Billy Stevens, Commissioner, Precinct No. 1, regarding the golf course.

A motion was made by Commissioner Thompson and seconded by Commissioner Neal to table receiving Hospital Board of Control report from John Clark, Winkler County Memorial Hospital Interim Administrator and reviewing Financial Information and Monthly Reports from Winkler County Memorial Hospital; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Neal and Thompson
Noes: Commissioner Wolf

A motion was made by Commissioner Thompson and seconded by Commissioner Neal to table approving line item transfer(s), budget amendment(s) and salary schedule change(s) for Winkler County Memorial Hospital; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Neal and Thompson
Noes: Commissioner Wolf

A motion was made by Commissioner Thompson and seconded by Commissioner Neal to table approving Winkler County Memorial Hospital's request to file grant application for capital improvement grant from Texas Department of Agriculture; which motion became an order of the Court upon the following vote:

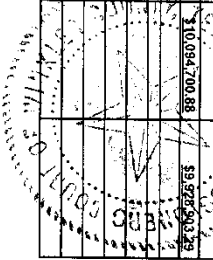
Ayes: Commissioners Stevens, Neal and Thompson
Noes: Commissioner Wolf

A motion was made by Commissioner Wolf and seconded by Commissioner Thompson to receive November, 2013 and December, 2013 Monthly Reports of Investment Officer; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

| A | | B | C | D | E | F | G | H | I | J | K | L |
|----|------------------------------------|---------------------------------|---|-------------------|--|---|---|---|---|---|---|---|
| 2 | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | |
| 5 | RECEIPTS & EXPENDITURES | GENERAL FUND - WEST TEXAS STATE | | INCLUDES RECEIPTS | INVESTMENT REPORT OF JEANNA WILLIAMS WINKLER COUNTY INVESTMENT OFFICER | | | | | | | |
| 6 | BEGINNING BALANCE NOVEMBER 1, 2013 | \$421,774.88 | | | NOVEMBER 1 THRU NOVEMBER 31, 2013 | | | | | | | |
| 7 | DEPOSITS | | | | MEMORIAL HOSPITAL - WEST TEXAS STATE | | | | | | | |
| 8 | VD CKS | \$999,899.08 | | | \$338,356.82 | | | | | | | |
| 9 | | | | | \$451,660.87 | | | | | | | |
| 10 | MASTERCARD CHARGE | | | | | | | | | | | |
| 11 | RETURNED CHECKS | | | | | | | | | | | |
| 12 | AMOUNT PAID OUT SINCE LAST REPORT | | | | | | | | | | | |
| 13 | WIRE TRANSFERS | | | | | | | | | | | |
| 14 | JURY CKS | | | | | | | | | | | |
| 15 | CSCD PAYROLL TRANSFER | | | | | | | | | | | |
| 16 | TRANSFER FICA | | | | | | | | | | | |
| 17 | ACCOUNTS PAYABLE | | | | | | | | | | | |
| 18 | PAYROLL | | | | | | | | | | | |
| 19 | AMOUNT TO BALANCE | | | | | | | | | | | |
| 20 | BALANCE | \$1,421,659.96 | | | \$759,186.31 | | | | | | | |
| 21 | | | | | | | | | | | | |
| 22 | | | | | | | | | | | | |
| 23 | | | | | | | | | | | | |
| 24 | | | | | | | | | | | | |
| 25 | | | | | | | | | | | | |
| 26 | TEXPOOL | | | | | | | | | | | |
| 27 | GENERAL FUND | | | | | | | | | | | |
| 28 | HOSPITAL | | | | | | | | | | | |
| 29 | BALANCE-TEXPOOL | | | | | | | | | | | |
| 30 | | | | | | | | | | | | |
| 31 | TEXPOOL'S PORTFOLIO ASSET SUMMARY | | | | | | | | | | | |
| 32 | | | | | | | | | | | | |
| 33 | | | | | | | | | | | | |
| 34 | | | | | | | | | | | | |
| 35 | | | | | | | | | | | | |
| 36 | | | | | | | | | | | | |
| 37 | CERTIFICATES OF DEPOSIT | | | | | | | | | | | |
| 38 | SOUTHWEST BANK-WINK | | | | | | | | | | | |
| 39 | PECOS STATE BANK | | | | | | | | | | | |
| 40 | SECURITY STATE BANK OF MONAHANS | | | | | | | | | | | |
| 41 | WEST TEXAS STATE BANK OF KERMIT | | | | | | | | | | | |
| 42 | COMMERCIAL STATE OF ANDREWS | | | | | | | | | | | |
| 43 | TRANSPECOS BANKS OF PECOS | | | | | | | | | | | |
| 44 | WEST TEXAS NATIONAL BANK OF KERMIT | | | | | | | | | | | |
| 45 | WEST TEXAS STATE BANK OF KERMIT | | | | | | | | | | | |
| 46 | WEST TEXAS STATE BANK OF KERMIT | | | | | | | | | | | |
| 47 | FIRST CAPITAL BANK OF TEXAS | | | | | | | | | | | |
| 48 | FIRST CAPITAL BANK OF TEXAS | | | | | | | | | | | |
| 49 | FIRST CAPITAL BANK OF TEXAS | | | | | | | | | | | |
| 50 | FIRST CAPITAL BANK OF TEXAS | | | | | | | | | | | |
| 51 | BALANCE CDS | | | | | | | | | | | |
| 52 | CASH IN BANK-KERMIT STATE BANK | | | | | | | | | | | |
| 53 | TOTAL CASH IN BANK | | | | | | | | | | | |
| 54 | | | | | | | | | | | | |
| 55 | | | | | | | | | | | | |
| 56 | | | | | | | | | | | | |
| 57 | | | | | | | | | | | | |

| | A | B | C | D | E | F | G | H | I | J | K | L |
|----|--|---|---|---|-----------------|------------------|--------------------|---|--|----------------|-----------------|----------------|
| 59 | | | | | | | | | | | | |
| 60 | OCTOBER 31, 2013 | | | | | | | | | | | 10/31/2013 |
| 61 | TOTAL ASSETS: CASH IN BANK, TEX. POOL, FEDERAL RESERVE, INVESTMENTS | | | | GENERAL FUND | HOSPITAL PROJECT | INTEREST & SINKING | | PLEDGED SECURITIES - WEST TEXAS STATE BANK | PAR VALUE | BOOK VALUE | MARKET VALUE |
| 62 | | | | | \$15,012,210.02 | \$ | 186,752.34 | CUSIP #3138EKEZ4 | ORIGINAL FACE | \$2,477,570.40 | \$2,698,071.57 | \$2,693,605.25 |
| 63 | | | | | | | | CUSIP #3138EKEZ4 | \$3,000,000.00 | \$1,651,713.60 | \$1,799,114.54 | \$1,785,736.83 |
| 64 | | | | | | | | CUSIP #3129MB92 | \$2,000,000.00 | \$4,962,922.05 | \$5,366,914.27 | \$5,459,581.21 |
| 65 | | | | | | | | | \$8,000,000.00 | | | |
| 66 | | | | | | | | | \$13,000,000.00 | \$9,092,206.08 | \$10,094,700.88 | \$9,925,503.29 |
| 67 | | | | | | | | | | | | |
| 68 | THE STATE OF TEXAS, COUNTY OF WINKLER: Before me, the undersigned authority, on this day personally appeared, Jeanna Wilhelm, Winkler County Investment Officer, who being by me duly sworn, upon oath, says that the within | | | | | | | | | | | |
| 69 | and foregoing report is true, correct and prepared in compliance with generally accepted accounting principles. | | | | | | | | | | | |
| 70 | Sworn and subscribed before me, this the 21st of February, 2013. | | | | | | | Jeanna Wilhelm Winkler County Investment Officer | | | | |
| 71 | | | | | | | | Shethalia Reed County Court, Winkler County, Texas | | | | |
| 72 | | | | | | | | | | | | |



WINKLER COUNTY HOSPITAL BOND INTEREST

| NOVEMBER TRANSACTIONS | | | | | |
|------------------------|----|------|----|-----------|------------------------|
| 11/6/2013 46322-46323 | \$ | 5.00 | \$ | 5,051.28 | \$ 291.79 \$151,423.59 |
| 11/24/2013 46372-46373 | | | \$ | 11,296.11 | \$ 238.50 \$162,958.20 |
| 11/24/2013 46374-46375 | | | \$ | 5,460.55 | \$ 71.47 \$168,490.22 |
| 11/27/2013 46379-46380 | \$ | - | \$ | 18,071.23 | \$ 190.89 \$186,752.34 |
| | \$ | 5.00 | \$ | 39,879.17 | \$ 792.65 |

WINKLER COUNTY EMPLOYEE BENEFIT FUND

| NOVEMBER BANK TRANSACTIONS | | | | | | |
|----------------------------|------------------------|-------------|---------------|-----------|---------------|---------------|
| DATE | CHECK NUMBERS | DENTAL | MEDICAL | STOP LOSS | DEPOSITS | BALANCE |
| 11/1/2013 | BCBS 10/26/13-10/31/13 | | \$ 15,473.63 | | | \$ 581,128.67 |
| 11/4/2013 | BCBS 10/1/13-10/31/13 | | \$ 37,412.41 | | | \$ 543,716.26 |
| 11/7/2013 | 7965-7969 | \$ 1,923.60 | | | | \$ 541,792.66 |
| 11/12/2013 | BCBS 11/1/13 | | \$ 8,328.51 | | | \$ 533,464.15 |
| 11/13/2013 | Caremark RX Refund | | \$ (107.84) | | | \$ 533,571.99 |
| 11/14/2013 | 7970 | \$ 543.40 | | | | \$ 533,028.59 |
| 11/18/2013 | BCBS 11/09/13-11/15/13 | | \$ 13,266.58 | | | \$ 519,762.01 |
| 11/21/2013 | 7971 | \$ 346.00 | | | | \$ 519,416.01 |
| 11/22/2013 | BCBS 11/16/13-11/22/13 | | \$ 33,450.02 | | | \$ 485,965.99 |
| 11/25/2013 | | | | | \$ 153,947.50 | \$ 639,913.49 |
| 11/27/2013 | BCBS 11/2/13-11/8/13 | | \$ 33,450.02 | | | \$ 606,463.47 |
| | | \$ 2,813.00 | \$ 141,273.33 | \$ - | \$ 153,947.50 | |

| NOVEMBER BANK TRANSACTIONS | | | | | | | | | |
|----------------------------|---------------|---------|---------------|------|----------|-------------|---------------|---------------|--|
| DATE | | PAYROLL | ACCOUNTS | JURY | INTEREST | WIRE | DEPOSITS | BALANCE | |
| DEPOSIT | NUMBER | | PAYABLE | | DEPOSITS | TRANSFERS | | | |
| 11/1/2013 | 167401000 | \$ | 236.61 | | | | \$ | 421,538.27 | |
| 11/1/2013 | 46302 | | | | | | \$ 650.00 | \$ 422,188.27 | |
| 11/1/2013 | 46303 | | | | | | \$ 467.12 | \$ 422,655.39 | |
| 11/1/2013 | 88330-88376 | \$ | 101,200.55 | | | | | \$ 321,454.84 | |
| 11/1/2013 | 74747-74757 | | | | \$ | (68,718.77) | | \$ 241,604.83 | |
| 11/1/2013 | 74762 | | \$ 11,131.24 | | | (213.23) ✓ | | \$ 240,611.01 | |
| 11/4/2013 | 74763-74767 | | \$ 780.59 | | | | | \$ 238,640.01 | |
| 11/5/2013 | 74768-74770 | | \$ 1,971.00 | | | | | \$ 237,866.39 | |
| 11/5/2013 | 74771 | | \$ 773.62 | | | | | \$ 237,651.75 | |
| 11/4/2013 | 74771 | | \$ 214.64 | | | | | \$ 237,651.75 | |
| 11/4/2013 | | | | | \$ | (80.00) | | \$ 237,571.75 | |
| 11/4/2013 | 46314 | | | | | | \$ 64,155.00 | \$ 301,726.75 | |
| 11/6/2013 | | | | | | | \$ 167,096.88 | \$ 468,823.63 | |
| 11/13/2013 | | | | | \$ | (261.00) | | \$ 468,562.63 | |
| 11/13/2013 | 88377-88398 | \$ | 3,469.25 | | | | | \$ 465,093.38 | |
| 11/8/2013 | 74772-74851 | | \$ 236,855.38 | | | | | \$ 228,238.00 | |
| 11/8/2013 | 74852-74854 | | \$ 27,416.31 | | | | | \$ 200,821.69 | |
| 11/8/2013 | 74855 | | \$ 222.50 | | | | | \$ 200,599.19 | |
| 11/8/2013 | | | | | | | \$ 89,362.90 | \$ 289,962.09 | |
| 11/8/2013 | | | | | | | \$ 72,745.06 | \$ 362,707.15 | |
| 11/12/2013 | | | | | | | \$ 1,285.00 | \$ 363,992.15 | |
| 11/12/2013 | | | | | | | \$ 2,024.55 | \$ 366,016.70 | |
| 11/12/2013 | | | | | | | \$ 1,040.40 | \$ 367,057.10 | |
| 11/12/2013 | | | | | | | \$ 467.12 | \$ 367,524.22 | |
| 11/13/2013 | 74856-74860 | | 1350.69 | | | | | \$ 366,173.53 | |
| 11/13/2013 | 88426-88427vd | | | | | | | \$ 366,173.53 | |
| 11/8/2013 | 74848-vd | | | | | | | \$ 366,173.53 | |
| 11/14/2013 | 57109-57112vd | | | | | | | \$ 366,173.53 | |
| 11/14/2013 | 74870-74872 | | 696.06 | | | | | \$ 365,477.47 | |
| 11/15/2013 | | | | | | | \$ 1,410.00 | \$ 366,887.47 | |
| 11/15/2013 | | | | | \$ | (213.23) ✓ | | \$ 366,674.24 | |
| 11/15/2013 | 88399-88446 | \$ | 113,580.05 | | | | | \$ 253,094.19 | |
| 11/15/2013 | 74861-74869 | | \$ 6,872.43 | | | | | \$ 173,336.90 | |
| 11/15/2013 | 74886-74887 | | \$ 987.47 | | | | | \$ 172,349.43 | |
| 11/18/2013 | 74873-74885 | | \$ 87,180.48 | | | | | \$ 85,168.95 | |
| 11/18/2013 | 74888 | | \$ 90.00 | | | | | \$ 85,078.95 | |
| 11/15/2013 | 74889-74891 | | \$ 1,713.27 | | | | | \$ 83,365.68 | |

| | | | | | | | | | |
|------------|---------------|----|------------|----|----------|-------------|------------|----|------------|
| 11/19/2013 | | | | | | \$ | 148,375.91 | \$ | 231,741.59 |
| 11/20/2013 | | | | | | \$ | 17,731.37 | \$ | 249,472.96 |
| 11/20/2013 | | | | | | \$ | 15,870.00 | \$ | 265,342.96 |
| 11/20/2013 | | | | | | \$ | 5,290.00 | \$ | 270,632.96 |
| 11/20/2013 | | | | | | \$ | 3,124.99 | \$ | 273,757.95 |
| 11/20/2013 | | | | | | \$ | 2,423.75 | \$ | 276,181.70 |
| 11/20/2013 | | | | | | \$ | 2,022.90 | \$ | 278,204.60 |
| 11/20/2013 | | | | | | \$ | 1,042.00 | \$ | 279,246.60 |
| 11/20/2013 | | | | | | \$ | 674.00 | \$ | 279,920.60 |
| 11/21/2013 | 5872-5876wd | | | | | \$ | | \$ | 279,860.62 |
| 11/15/2013 | 5877-5930 | | | | | \$ | | \$ | 278,208.62 |
| 11/21/2013 | 74892 | \$ | 250.00 | \$ | 1,652.00 | (59.98) | | \$ | 277,958.62 |
| 11/22/2013 | | | | | | \$ | 1,809.00 | \$ | 279,767.62 |
| 11/22/2013 | | | | | | \$ | 4,434.20 | \$ | 284,201.82 |
| 11/25/2013 | | | | | | \$ | 764.38 | \$ | 284,966.20 |
| 11/25/2013 | | | | | | \$ | 300,000.00 | \$ | 584,966.20 |
| 11/25/2013 | | | | | | \$ | 76,469.27 | \$ | 661,435.47 |
| 11/25/2013 | | | | | | \$ | 5,771.24 | \$ | 667,206.71 |
| 11/25/2013 | | | | | | \$ | 5,009.50 | \$ | 672,216.21 |
| 11/25/2013 | | | | | | \$ | 4,103.50 | \$ | 676,319.71 |
| 11/26/2013 | | | | | | \$ | 451.00 | \$ | 676,770.71 |
| 11/25/2013 | 74893-74985 | \$ | 198,826.45 | | | \$ | | \$ | 477,944.26 |
| 11/27/2013 | 74986-74991 | \$ | 6,733.63 | | | \$ | | \$ | 470,997.40 |
| 11/27/2013 | 88447-88492 | \$ | 106,622.26 | | | \$ | | \$ | 293,899.90 |
| 11/27/2013 | 74992-74994 | \$ | 619.00 | | | (70,475.24) | | \$ | 293,280.90 |
| 11/27/2013 | | | | | | \$ | 972.40 | \$ | 294,253.30 |
| 11/27/2013 | | | | | | \$ | 2,399.59 | \$ | 296,652.89 |
| 11/29/2013 | 74995-74996 | \$ | 151,520.08 | | | \$ | 145,132.81 | \$ | 145,584.86 |
| 11/29/2013 | | \$ | | | | \$ | 452.05 | \$ | |
| | \$ 325,108.72 | \$ | 736,204.84 | \$ | 1,652.00 | - | 999,895.08 | | |

Winkler County
02 Dec 2013

ACCOUNTS PAYABLE SYSTEM

12:16:41pm

THE SOFTWARE GROUP, INC.

ALL Checking Accounts
Disbursements Made from 11/01/13 thru 11/30/13

PAGE 1

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|--------------|----|------------|--------------------------------|---------------|
| 74747-AP | | 11/01/13 | DEARBORN NATIONAL LIFE INS CO | \$1,314.56 |
| 74748-AP | | 11/01/13 | BLENDIA MIXON | \$80.00 |
| 74749-AP | | 11/01/13 | SECURITY BENEFIT GROUP | \$1,159.13 |
| 74750-AP | | 11/01/13 | BLENDIA MIXON | \$60.00 |
| 74751-AP | | 11/01/13 | AMERICAN FAMILY LIFE ASSURANCE | \$1,873.34 |
| 74752-AP | | 11/01/13 | WESTEX COMMUNITY CREDIT UNION | \$5,116.50 |
| 74753-AP | | 11/01/13 | CONSECO SENIOR HEALTH INS | \$128.75 |
| 74754-AP | | 11/01/13 | FRANKS, PATTI | \$75.00 |
| 74755-AP | | 11/01/13 | AMERICAN GENERAL LIFE & ACCIDE | \$24.23 |
| 74756-AP | | 11/01/13 | AFL CRITICAL ILLNESS | \$1,124.73 |
| 74757-AP | | 11/01/13 | SECURITY BENEFIT | \$175.00 |
| 74762-AP | | 11/01/13 | KEELY, GEORGE | \$760.59 |
| 74763-AP | | 11/04/13 | DIRECT ENERGY | \$361.62 |
| 74764-AP | | 11/04/13 | HARTLEY, WANNAH L | \$70.00 |
| 74765-AP | | 11/04/13 | SHAMROCK STEEL SALES INC | \$1,020.51 |
| 74766-AP | | 11/04/13 | WHITING OIL & GAS | \$350.00 |
| 74767-AP | | 11/04/13 | WTU RETAIL ENERGY | \$168.87 |
| 74768-AP | | 11/05/13 | MASTERCARD | \$73.62 |
| 74769-AP | | 11/05/13 | NAJERA, DOROTHY | \$300.00 |
| 74770-AP | | 11/05/13 | VALLES, NYDIA | \$400.00 |
| 74771-AP | | 11/05/13 | HARTLEY, WANNAH L | \$214.64 |
| 74772-AP | | 11/08/13 | AAT COMM/SBA STEEL INC | \$100.00 |
| 74773-AP | | 11/08/13 | AFFILIATED FOODS INC | \$6,455.91 |
| 74774-AP | | 11/08/13 | ALCO STORE #185 | \$630.66 |
| 74775-AP | | 11/08/13 | APOTEX CORP | \$30.00 |
| 74776-AP | | 11/08/13 | B-LINE FILTER & SUPPLY INC | \$95.87 |
| 74777-AP | | 11/08/13 | BAKER & TAYLOR BOOKS | \$377.44 |
| 74778-AP | | 11/08/13 | BEAR GRAPHICS INC | \$505.85 |
| 74779-AP | | 11/08/13 | BLOUNT, POXANE J | \$400.00 |
| 74780-AP | | 11/08/13 | BROWN, MICHAEL J | \$350.00 |
| 74781-AP | | 11/08/13 | BUILDERS SUPPLY | \$1,261.22 |
| 74782-AP | | 11/08/13 | BWI COMPANIES INC | \$678.37 |
| 74783-AP | | 11/08/13 | CITY OF WINK | \$2,343.72 |
| 74784-AP | | 11/08/13 | COOPER, CHARLES E | \$700.00 |
| 74785-AP | | 11/08/13 | COUNTY PROGRESS | \$37.20 |
| 74786-AP | | 11/08/13 | DE ANDA, ERIC | \$58.46 |
| 74787-AP | | 11/08/13 | DECOTY COFFEE CO | \$644.00 |
| 74788-AP | | 11/08/13 | DELCOM INC | \$841.48 |
| 74789-AP | | 11/08/13 | DIAMOND A RANCH INC | \$5,460.00 |
| 74790-AP | | 11/08/13 | DOLLAR GENERAL-MSC 410526 | \$80.25 |
| 74791-AP | | 11/08/13 | DUCKWORTH, THOMAS JR ATT AT LA | \$4,900.00 |
| 74792-AP | | 11/08/13 | ECONO SIGNS LLC | \$1,889.30 |
| 74793-AP | | 11/08/13 | FAMILY SERVICES FUNERAL PARLOR | \$779.00 |
| 74794-AP | | 11/08/13 | FRANKS, PATTI | \$815.16 |
| 74795-AP | | 11/08/13 | GALE | \$225.27 |
| 74796-AP | | 11/08/13 | HARBOR FREIGHT TOOLS | \$91.96 |
| 74797-AP | | 11/08/13 | INTERMIDIX TECH INC | \$5,879.77 |
| 74798-AP | | 11/08/13 | JOHN DEERE FINANCIAL | \$11,383.32 |
| 74799-AP | | 11/08/13 | KEELY, GEORGE | \$300.00 |
| 74800-AP | | 11/08/13 | KENT TIRE COMPANY | \$120.00 |
| 74801-AP | | 11/08/13 | KERMIT DOWNTOWN LIONS CLUB | \$715.25 |

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|--------------------------|--|-------------|
| Winkler County | ACCOUNTS PAYABLE SYSTEM | 02 Dec 2013 |
| | ALL Checking Accounts | |
| THE SOFTWARE GROUP, INC. | Disbursements Made from 11/01/13 thru 11/30/13 | PAGE 2 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|---------------|----|------------|--------------------------------|---------------|
| 74802-AP | | 11/08/13 | KERMIT ELECTRIC INC | \$1,900.00 |
| 74803-AP | | 11/08/13 | KERMIT PHARMACY | \$16.83 |
| 74804-AP | | 11/08/13 | KEYSTONE PUMP & SUPPLY | \$233.50 |
| 74805-AP | | 11/08/13 | KIND OIL OF TEXAS | \$1,556.58 |
| 74806-AP | | 11/08/13 | KNOX WASTE SVC | \$182.76 |
| 74807-AP | | 11/08/13 | LOWE'S MARKETPLACE | \$1,290.04 |
| 74808-AP | | 11/08/13 | LUJAN, JOHNN | \$69.95 |
| 74809-AP | | 11/08/13 | MARTINEZ, ALVARO JR | \$950.00 |
| 74810-AP | | 11/08/13 | MARY'S FLOWERS | \$168.95 |
| 74811-AP | | 11/08/13 | MAYFIELD PAPER COMPANY | \$930.18 |
| 74812-AP | | 11/08/13 | MICROMARKETING LLC | \$163.09 |
| 74813-AP | | 11/08/13 | NIXON, GLENDA | \$100.00 |
| 74814-AP | | 11/08/13 | OFFICE DEPOT INC | \$2,522.46 |
| 74815-AP | | 11/08/13 | OUT WEST VETERINARY SERVICES | \$261.23 |
| 74816-AP | | 11/08/13 | PC MALL | \$404.46 |
| 74817-AP | | 11/08/13 | PECK, DAVID | \$250.00 |
| 74818-AP | | 11/08/13 | PEOPLE | \$44.50 |
| 74819-AP | | 11/08/13 | PERMIAN BASIN AMBULANCE INC | \$634.05 |
| 74820-AP | | 11/08/13 | PETRO COMMUNICATIONS INC | \$7,109.40 |
| 74821-AP | | 11/08/13 | PHILLIPS EYE CLINIC | \$79.00 |
| 74822-AP | | 11/08/13 | PHILLIPS, JERRY L AGENT | \$71.00 |
| 74823-AP | | 11/08/13 | POOL, JOHN L | \$350.00 |
| 74824-AP | | 11/08/13 | POSTMASTER | \$552.00 |
| 74825-AP | | 11/08/13 | PRIORITY PUMP | \$196.29 |
| 74826-AP | | 11/08/13 | SEARS COMMERCIAL ONE | \$249.63 |
| 74827-AP | | 11/08/13 | SHIPLEY, CHAY | \$425.00 |
| 74828-AP | | 11/08/13 | SLICK'S AUTO SUPPLY & HOWE INC | \$1,533.20 |
| 74829-AP | | 11/08/13 | SOLTERO, JODY | \$30.00 |
| 74830-AP | | 11/08/13 | STATE FARM INSURANCE | \$70.00 |
| 74831-AP | | 11/08/13 | SUDDEN LINK | \$81.70 |
| 74832-AP | | 11/08/13 | SUTTON PUMP & SUPPLY | \$148.16 |
| 74833-AP | | 11/08/13 | TERRY, MARK | \$450.86 |
| 74834-AP | | 11/08/13 | TEXAS "J" RAC | \$150.00 |
| 74835-AP | | 11/08/13 | TEXAS COMPTROLLER OF PUBLIC AC | \$25.00 |
| 74836-AP | | 11/08/13 | TEXAS DISTRICT & COUNTY ATTORN | \$350.00 |
| 74837-AP | | 11/08/13 | TOTAL OFFICE SOLUTION OF WEST | \$40.00 |
| 74838-AP | | 11/08/13 | TYLER TECHNOLOGIES, INC | \$4,077.00 |
| 74839-AP | | 11/08/13 | VASQUEZ, IMELDA | \$59.00 |
| 74840-AP | | 11/08/13 | WAGNER SUPPLY COMPANY | \$65.10 |
| 74841-AP | | 11/08/13 | WEST TEXAS JP & CONSTABLES ASS | \$40.00 |
| 74842-AP | | 11/08/13 | WEST TEXAS WINDSHIELDS | \$45.00 |
| 74843-AP | | 11/08/13 | WESTAIR-PRAXAIR | \$0.14 |
| 74844-AP | | 11/08/13 | WILLHELM, JEANNA | \$50.20 |
| 74845-AP | | 11/08/13 | WILLIAMS, STEVE | \$147.95 |
| 74846-AP | | 11/08/13 | WINKLER COUNTY COUNTRY CLUB | \$388.41 |
| 74847-AP | | 11/08/13 | WINKLER COUNTY EMPLOYEE | \$153,947.50 |
| 74848-AP-VOID | | 11/08/13 | WOLF, CHARLES | |
| 74849-AP | | 11/08/13 | WRIGHT, DONNA - COUNTY CLERK | \$278.00 |
| 74850-AP | | 11/08/13 | WTS FUELS INC | \$5,006.83 |
| 74851-AP | | 11/08/13 | YELLOWHOUSE MACHINERY CO | \$110.89 |
| 74852-AP | | 11/08/13 | FLOWERS, RONNIE | \$69.00 |
| 74853-AP | | 11/08/13 | LEAVITT, JOHN | \$502.32 |

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| Winkler County | ACCOUNTS PAYABLE SYSTEM | 02 Dec 2013 |
| | ALL Checking Accounts | |
| THE SOFTWARE GROUP, INC. | Disbursements Made from 11/01/13 thru 11/30/13 | PAGE 3 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|--------------|----|------------|--------------------------------|---------------|
| 74854-AP | | 11/08/13 | WTU RETAIL ENERGY | \$26,844.99 |
| 74855-AP | | 11/08/13 | REED, SHELLEIA | \$228.50 |
| 74856-AP | | 11/13/13 | EASLEY, ROBIN | \$250.00 |
| 74857-AP | | 11/13/13 | LOWE'S COMMERCIAL SVCS INC | \$600.66 |
| 74858-AP | | 11/13/13 | SAENZ, SOILA | \$300.00 |
| 74859-AP | | 11/13/13 | TEXAS GAS SVC | \$92.13 |
| 74860-AP | | 11/13/13 | TRACTOR SUPPLY CO | \$99.90 |
| 74861-AP | | 11/15/13 | NEW YORK LIFE INSURANCE CO | \$12.00 |
| 74862-AP | | 11/15/13 | MEMORIAL HOSPITAL ACCTS REC (H | \$125.00 |
| 74863-AP | | 11/15/13 | GLENDA MIXON | \$80.00 |
| 74864-AP | | 11/15/13 | SECURITY BENEFIT GROUP | \$1,159.13 |
| 74865-AP | | 11/15/13 | GLENDA MIXON | \$60.00 |
| 74866-AP | | 11/15/13 | WESTEX COMMUNITY CREDIT UNION | \$5,124.50 |
| 74867-AP | | 11/15/13 | FRANKS, PATTI | \$75.00 |
| 74868-AP | | 11/15/13 | LEGALSHIELD | \$51.80 |
| 74869-AP | | 11/15/13 | SECURITY BENEFIT | \$175.00 |
| 74870-AP | | 11/14/13 | HOME DEPOT CREDIT SVCS | \$374.23 |
| 74871-AP | | 11/14/13 | MASTERCARD/4H | \$381.18 |
| 74872-AP | | 11/14/13 | TXU ENERGY | \$20.65 |
| 74873-AP | | 11/18/13 | AQUATIC RECREATIONAL SPECIALTI | \$17,500.00 |
| 74874-AP | | 11/18/13 | AT&T | \$3,710.04 |
| 74875-AP | | 11/18/13 | CITY OF KERMIT | \$12,629.25 |
| 74876-AP | | 11/18/13 | D&H PETROLEUM & ENVIRONMENTAL | \$1,115.07 |
| 74877-AP | | 11/18/13 | DUCKWORTH, THOMAS JR ATT AT LA | \$1,900.00 |
| 74878-AP | | 11/18/13 | OVERLAND TANK INC | \$46,650.00 |
| 74879-AP | | 11/18/13 | PACIFIC TELEMANAGEMENT SVCS | \$100.00 |
| 74880-AP | | 11/18/13 | PERMIAN BASIN REGIONAL | \$2,000.00 |
| 74881-AP | | 11/18/13 | SUDDEN LINK | \$191.51 |
| 74882-AP | | 11/18/13 | WEST TEXAS MAHR | \$1,000.00 |
| 74883-AP | | 11/18/13 | WEST TX CO JUDGES/COMM ASSN | \$100.00 |
| 74884-AP | | 11/18/13 | WHITE, ROBERT | \$100.00 |
| 74885-AP | | 11/18/13 | WOLF, CHARLES | \$184.61 |
| 74886-AP | | 11/15/13 | RODRIGUEZ, ISELA | \$200.00 |
| 74887-AP | | 11/15/13 | VERIZON WIRELESS | \$687.47 |
| 74888-AP | | 11/18/13 | HARTLEY, HANNAH L | \$90.00 |
| 74889-AP | | 11/18/13 | MASTERCARD | \$225.44 |
| 74890-AP | | 11/18/13 | MASTERCARD/A PROB | \$1,087.83 |
| 74891-AP | | 11/18/13 | QUITROZ, APOLONIA | \$400.00 |
| 74892-AP | | 11/21/13 | INSKEEP, CYNTHIA | \$250.00 |
| 74893-AP | | 11/25/13 | ACORN GLASS CO | \$2,271.78 |
| 74894-AP | | 11/25/13 | AFFILIATED FOODS INC | \$6,016.56 |
| 74895-AP | | 11/25/13 | AFTER HOURS RENTAL MART | \$32.94 |
| 74896-AP | | 11/25/13 | ALCO STORE #185 | \$122.50 |
| 74897-AP | | 11/25/13 | ALMON PEST CONTROL | \$212.00 |
| 74898-AP | | 11/25/13 | AMERIBEN SOLUTIONS | \$1,121.49 |
| 74899-AP | | 11/25/13 | ANTLEY, CENDY BRISTER | \$100.00 |
| 74900-AP | | 11/25/13 | APROTEX CORP | \$11,198.00 |
| 74901-AP | | 11/25/13 | AT&T | \$41.36 |
| 74902-AP | | 11/25/13 | AUSTIN TURF & TRACTOR | \$469.42 |
| 74903-AP | | 11/25/13 | BEAR GRAPHICS INC | \$183.20 |
| 74904-AP | | 11/25/13 | BETH LEE INSURANCE AGENCY | \$1,650.00 |
| 74905-AP | | 11/25/13 | BURKE WELDING SUPPLY & TOOL CO | \$1,455.79 |

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| Winkler County | ACCOUNTS PAYABLE SYSTEM | 02 Dec 2013 |
| | ALL Checking Accounts | |
| THE SOFTWARE GROUP, INC. | Disbursements Made from 11/01/13 thru 11/30/13 | PAGE 4 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|--------------|----|------------|--------------------------------|---------------|
| 74906-AP | | 11/25/13 | BWI COMPANIES INC | \$673.05 |
| 74907-AP | | 11/25/13 | CISCO EQUIPMENT | \$1,920.62 |
| 74908-AP | | 11/25/13 | CITY OF KERMIT | \$1,224.40 |
| 74909-AP | | 11/25/13 | CITY OF ODESSA | \$14.00 |
| 74910-AP | | 11/25/13 | CITY OF WINK | \$805.60 |
| 74911-AP | | 11/25/13 | COMMERCIAL FOOD SERV & EQUIP | \$222.68 |
| 74912-AP | | 11/25/13 | COUNTY PROGRESS | \$35.00 |
| 74913-AP | | 11/25/13 | DAY, JOHN | \$100.00 |
| 74914-AP | | 11/25/13 | DEPARTMENT INFORMATION RESOURC | \$32.09 |
| 74915-AP | | 11/25/13 | DESIREE BOUTIQUE | \$549.85 |
| 74916-AP | | 11/25/13 | DIRECT ENERGY | \$304.52 |
| 74917-AP | | 11/25/13 | DOLLAR GENERAL-MSC 410526 | \$49.50 |
| 74918-AP | | 11/25/13 | DUCKWORTH, THOMAS JR ATT AT LA | \$3,400.00 |
| 74919-AP | | 11/25/13 | FAMILY POWERSPORTS ODESSA | \$97.76 |
| 74920-AP | | 11/25/13 | FRANKS, PATTI | \$61.40 |
| 74921-AP | | 11/25/13 | GALE | \$178.02 |
| 74922-AP | | 11/25/13 | GCR ODESSA TRUCK TIRE CENTER | \$1,402.79 |
| 74923-AP | | 11/25/13 | GLOCK, INC | \$1,836.00 |
| 74924-AP | | 11/25/13 | GOODSON SERVICE CO | \$1,628.16 |
| 74925-AP | | 11/25/13 | HOGUE, AMBER | \$316.40 |
| 74926-AP | | 11/25/13 | JONES, JOHN P | \$1,038.93 |
| 74927-AP | | 11/25/13 | JP COOKE CO | \$25.60 |
| 74928-AP | | 11/25/13 | JUNIOR LIBRARY GUILD | \$171.00 |
| 74929-AP | | 11/25/13 | KB SAFE & LOCK CO | \$55.00 |
| 74930-AP | | 11/25/13 | KERMIT PHARMACY | \$327.59 |
| 74931-AP | | 11/25/13 | KIND OIL OF TEXAS | \$90.66 |
| 74932-AP | | 11/25/13 | KIRBY-SMITH MACHINERY INC | \$465.79 |
| 74933-AP | | 11/25/13 | KOFILE SOLUTIONS | \$941.70 |
| 74934-AP | | 11/25/13 | LATHAM PRINTING INC | \$1,534.90 |
| 74935-AP | | 11/25/13 | LEAHEY, ROBERT EDWARD | \$800.00 |
| 74936-AP | | 11/25/13 | LEXIS NEXIS MATTHEW BENDER | \$49.44 |
| 74937-AP | | 11/25/13 | LINEBARGER GOGGAN BLAIR & SAMP | \$2,906.44 |
| 74938-AP | | 11/25/13 | LOWE'S MARKETPLACE | \$1,371.22 |
| 74939-AP | | 11/25/13 | MAYFIELD PAPER COMPANY | \$1,546.81 |
| 74940-AP | | 11/25/13 | MEDICAL WHOLESALE INC | \$304.04 |
| 74941-AP | | 11/25/13 | MEMORIAL HOSPITAL | \$11,441.68 |
| 74942-AP | | 11/25/13 | MONAHANS ACE HARDWARE | \$2,678.23 |
| 74943-AP | | 11/25/13 | MONOGRAM SHOP | \$688.00 |
| 74944-AP | | 11/25/13 | MONROE SYSTEMS FOR BUSINESS IN | \$295.46 |
| 74945-AP | | 11/25/13 | MOORE MEDICAL CORP | \$981.00 |
| 74946-AP | | 11/25/13 | MORALES & NAVARETTE | \$450.00 |
| 74947-AP | | 11/25/13 | NAPA AUTO PARTS-MONAHANS | \$3.49 |
| 74948-AP | | 11/25/13 | NEAL, RANDY | \$300.00 |
| 74949-AP | | 11/25/13 | O'REILLY AUTOMOTIVE INC | \$35.94 |
| 74950-AP | | 11/25/13 | OFFICE DEPOT INC | \$1,118.10 |
| 74951-AP | | 11/25/13 | OVERHEAD DOOR CO PERMIAN BASIN | \$237.50 |
| 74952-AP | | 11/25/13 | PERMIAN BASIN AMBULANCE INC | \$700.14 |
| 74953-AP | | 11/25/13 | PHILLIPS, JERRY L AGENT | \$50.00 |
| 74954-AP | | 11/25/13 | POOL, JOHN L | \$400.00 |
| 74955-AP | | 11/25/13 | POSTMASTER | \$86.00 |
| 74956-AP | | 11/25/13 | PUBLIC SAFETY CENTER INC | \$787.67 |
| 74957-AP | | 11/25/13 | RADIO EXPRESS INC | \$1,825.00 |

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| Winkler County | ACCOUNTS PAYABLE SYSTEM | 02 Dec 2013 |
| THE SOFTWARE GROUP, INC. | ALL Checking Accounts | |
| | Disbursements Made from 11/01/13 thru 11/30/13 | PAGE 5 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount, |
|---------------------------------|----|------------|--------------------------------|---------------|
| 74958-AP | | 11/25/13 | REDWOOD BIOTECH | \$304.53 |
| 74959-AP | | 11/25/13 | ROBERTS TRUCK CENTER | \$1,622.18 |
| 74960-AP | | 11/25/13 | ROBERTSON'S GROCERY | \$26.99 |
| 74961-AP | | 11/25/13 | SANDHILLS CONCRETE | \$2,740.00 |
| 74962-AP | | 11/25/13 | SEALE TIRE SALES & SERVICE | \$254.00 |
| 74963-AP | | 11/25/13 | SETTLE, CHASE | \$70.87 |
| 74964-AP | | 11/25/13 | SOUTH PLAINS FORENSIC PATHOLOG | \$2,000.00 |
| 74965-AP | | 11/25/13 | SOUTHWEST SECURITY ALARMS | \$160.00 |
| 74966-AP | | 11/25/13 | SPARKS, STEVE | \$2,066.00 |
| 74967-AP | | 11/25/13 | SPEED BUMPS & HUMPS CO INC | \$1,998.97 |
| 74968-AP | | 11/25/13 | STATE FARM INSURANCE | \$50.00 |
| 74969-AP | | 11/25/13 | STEVENS, BILLY J | \$410.74 |
| 74970-AP | | 11/25/13 | SUDDEN LINK | \$75.95 |
| 74971-AP | | 11/25/13 | TERRY COUNTY TRACTOR INC | \$69.73 |
| 74972-AP | | 11/25/13 | TERRY, SHERRY, DIST CLERK | \$50.61 |
| 74973-AP | | 11/25/13 | TESSCO INC | \$98.16 |
| 74974-AP | | 11/25/13 | TEXAS ASSN OF COUNTIES | \$106,310.00 |
| 74975-AP | | 11/25/13 | THOMPSON, BILLY RAY | \$396.63 |
| 74976-AP | | 11/25/13 | TREADWELL, RENEE | \$84.82 |
| 74977-AP | | 11/25/13 | TWO PRO MGMT LLC | \$500.00 |
| 74978-AP | | 11/25/13 | WEST PUBLISHING CORP | \$723.34 |
| 74979-AP | | 11/25/13 | WEST TEXAS GAS INC | \$785.77 |
| 74980-AP | | 11/25/13 | WEST TEXAS MAMR | \$500.00 |
| 74981-AP | | 11/25/13 | WILLIAMS, HOPE | \$276.63 |
| 74982-AP | | 11/25/13 | WILLIAMS, STEVE | \$50.04 |
| 74983-AP | | 11/25/13 | WINKLER COUNTY NEWS | \$583.73 |
| 74984-AP | | 11/25/13 | WOLF, ROBBIE | \$300.00 |
| 74985-AP | | 11/25/13 | WTG FUELS INC | \$2,950.55 |
| 74986-AP | | 11/27/13 | GLENDA MIXON | \$80.00 |
| 74987-AP | | 11/27/13 | SECURITY BENEFIT GROUP | \$1,209.13 |
| 74988-AP | | 11/27/13 | GLENDA MIXON | \$60.00 |
| 74989-AP | | 11/27/13 | WESTEX COMMUNITY CREDIT UNION | \$5,134.50 |
| 74990-AP | | 11/27/13 | FRANKS, PATTI | \$75.00 |
| 74991-AP | | 11/27/13 | SECURITY BENEFIT | \$175.00 |
| 74992-AP | | 11/26/13 | MARES, ESTELLA | \$350.00 |
| 74993-AP | | 11/26/13 | HARTLEY, WANNAH L | \$94.00 |
| 74994-AP | | 11/27/13 | MUNIZ, LILIANA | \$175.00 |
| 74995-AP | | 11/27/13 | TEXAS ASSN OF COUNTIES | \$473.00 |
| 74996-AP | | 11/27/13 | TEXAS COUNTY & DISTRICT RETIRE | \$151,047.08 |
| Total for AP - ACCOUNTS PAYABLE | | | | \$736,204.84 |
| | | | | ===== |
| | | | | \$736,204.84 |

246 records listed.

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|------------|------------|--------------|--------------------------------|-----------|----|---------|
| 88330-PR | 11/01/13 | 11/01/13 | LARA, RAUL M. | 737.64 | | |
| 88331-PR | 11/01/13 | 11/01/13 | VELASQUEZ, PEDRO CARRASCO | 909.76 | | |
| 88332-PR | 11/01/13 | 11/01/13 | WOLFE, PATRICIA L. | 284.79 | | |
| 88333-PR | 11/01/13 | 11/01/13 | PAJDA, AUSTIN MARCELINO | 123.75 | N | |
| 88334-PR | 11/01/13 | 11/01/13 | WOLF, KELSEY JENAE | 168.16 | N | |
| 88335-PR | 11/01/13 | 11/01/13 | COOPER, CHARLES E. | 317.19 | | |
| 88336-PR | 11/01/13 | 11/01/13 | ROBERTS, WALTER MARIE JR. | 896.46 | N | |
| 88337-PR | 11/01/13 | 11/01/13 | WHITE, JULIE MARINA | 163.60 | | |
| 88338-PR | 11/01/13 | 11/01/13 | BUSTAMANTE, REYES PALLANES JR. | 829.18 | | |
| 88339-PR | 11/01/13 | 11/01/13 | WOLF, GERRY L. | 845.67 | N | |
| 88340-PR | 11/01/13 | 11/01/13 | FERRER, DIANA | 447.71 | N | |
| 88341-PR | 11/01/13 | 11/01/13 | ALARCON, SYLVESTER | 183.53 | | |
| 88342-PR | 11/01/13 | 11/01/13 | HOLLEY, TOBY W | 165.43 | | |
| 88343-PR | 11/01/13 | 11/01/13 | PARKER, ROSA M | 368.37 | N | |
| 88344-PR | 11/01/13 | 11/01/13 | CROW, RICHARD LEROY | 29.87 | N | |
| 88345-PR | 11/01/13 | 11/01/13 | MUNCY, MARTIN B | 0.00 | | |
| 88346-PR | 11/01/13 | 11/01/13 | HAWKINS, ROBBIE L. | 680.79 | | |
| 88347-PR | 11/01/13 | 11/01/13 | TERRY, MARK C | 1,210.96 | N | |
| 88348-PR | 11/01/13 | 11/01/13 | THOMPSON, BILLY RAY | 1,191.03 | N | |
| 88349-PR | 11/01/13 | 11/01/13 | KAPKA, DON E | 813.48 | | |
| 88350-PR | 11/01/13 | 11/01/13 | MITCHELL, GENE E | 768.14 | N | |
| 88351-PR | 11/01/13 | 11/01/13 | MITCHELL, HENRY LEON | 837.07 | | |
| 88352-PR | 11/01/13 | 11/01/13 | GARCIA, PEDRO F. | 399.59 | | |
| 88353-PR | 11/01/13 | 11/01/13 | HENDERSON, JOHN E. | 845.74 | N | |
| 88354-PR | 11/01/13 | 11/01/13 | WHITE, ROBERT L. SR. | 859.91 | | |
| 88355-PR | 11/01/13 | 11/01/13 | GREENE, PAW S. | 448.01 | | |
| 88356-PR | 11/01/13 | 11/01/13 | REED, SHELLEIA I. | 1,382.36 | N | |
| 88357-PR | 11/01/13 | 11/01/13 | WARBOIS, DEBRA A | 783.89 | | |
| 88358-PR | 11/01/13 | 11/01/13 | CHAVES, BARBARA B | 98.99 | N | |
| 88359-PR | 11/01/13 | 11/01/13 | ALEXANDER, LADONNA L | 1,117.88 | Y | |
| 88360-PR | 11/01/13 | 11/01/13 | CARTWRIGHT, CHRISTINE M | 886.16 | N | |
| 88361-PR | 11/01/13 | 11/01/13 | GALLEGOS, SUKI A. | 823.73 | | |
| 88362-PR | 11/01/13 | 11/01/13 | GARRETT, SALINA DAWN | 252.11 | | |
| 88363-PR | 11/01/13 | 11/01/13 | GLOVER, ANTHONY DESHAWN | 1,147.47 | N | |
| 88364-PR | 11/01/13 | 11/01/13 | KEELY, GEORGE J. JR. | 1,711.28 | N | |
| 88365-PR | 11/01/13 | 11/01/13 | LONG, ROY L. | 1,108.18 | | |
| 88366-PR | 11/01/13 | 11/01/13 | MARTINEZ, JOHNNY ANGEL | 786.85 | N | |
| 88367-PR | 11/01/13 | 11/01/13 | ROBERTS, BONNIE MAY | 872.07 | N | |
| 88368-PR | 11/01/13 | 11/01/13 | ROGERS, CINDY L | 233.70 | N | |
| 88369-PR | 11/01/13 | 11/01/13 | SOLTERO, JOSE L. | 1,402.44 | | |
| 88370-PR | 11/01/13 | 11/01/13 | TRIBBLE, BILL DAVID | 1,096.07 | | |
| 88371-PR | 11/01/13 | 11/01/13 | UNDERWOOD, WILLIAM F | 941.74 | | |
| 88372-PR | 11/01/13 | 11/01/13 | EASLEY, ROBIN RENE | 462.65 | N | |
| 88373-PR | 11/01/13 | 11/01/13 | JACKSON, PHYLLIS L. | 1,055.63 | | |
| 88374-PR | 11/01/13 | 11/01/13 | RANDOLPH, DIXIE K. | 933.82 | | |
| 88375-PR | 11/01/13 | 11/01/13 | TERRY, SHERRY A. | 1,419.99 | N | |
| 88376-PR | 11/01/13 | 11/01/13 | SALINAS, CINDY REY | 478.78 | Y | |

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| | | | | 33,440.02 | | |
| 88377-PR | 11/13/13 | 11/13/13 | ARMENDARIZ, LERIDA | 123.25 | | |
| 88378-PR | 11/13/13 | 11/13/13 | BRIONES, ELISA | 42.50 | N | |
| 88379-PR | 11/13/13 | 11/13/13 | BRYANT, WILLIE BEE | 138.25 | N | |
| 88380-PR | 11/13/13 | 11/13/13 | CAPPS, ADELA R | 110.50 | | |
| 88381-PR | 11/13/13 | 11/13/13 | CARMAN, RITA D. | 142.50 | N | |
| 88382-PR | 11/13/13 | 11/13/13 | CHANCE, SHARON K | 129.75 | | |
| 88383-PR | 11/13/13 | 11/13/13 | CLAY, JOAN NIXON | 119.00 | | |
| 88384-PR | 11/13/13 | 11/13/13 | CUBINE, MARY KAY | 42.50 | N | |
| 88385-PR | 11/13/13 | 11/13/13 | GLANDER, JOYCE M | 804.59 | N | |
| 88386-PR | 11/13/13 | 11/13/13 | GRAY, MARGARET L | 34.00 | N | |
| 88387-PR | 11/13/13 | 11/13/13 | HARTLEY, WANNAH L | 42.50 | N | |
| 88388-PR | 11/13/13 | 11/13/13 | HAYES, DONNA PIPKIN | 119.00 | N | |
| 88389-PR | 11/13/13 | 11/13/13 | KEMP, GRACE | 110.50 | N | |
| 88390-PR | 11/13/13 | 11/13/13 | LEMMON, SUETTA S | 42.50 | | |
| 88391-PR | 11/13/13 | 11/13/13 | LEYVA, ROBERTO | 110.50 | N | |
| 88392-PR | 11/13/13 | 11/13/13 | LUJAN, TAMMIE L. | 127.50 | N | |
| 88393-PR | 11/13/13 | 11/13/13 | MARES, ESTELLA V | 123.25 | | |
| 88394-PR | 11/13/13 | 11/13/13 | MITCHELL, DEVORA WINN | 34.00 | | |
| 88395-PR | 11/13/13 | 11/13/13 | ORTIZ, CARMELA G | 114.75 | | |
| 88396-PR | 11/13/13 | 11/13/13 | ORTIZ, LOUISE GUJARDO | 785.66 | | |
| 88397-PR | 11/13/13 | 11/13/13 | SABONYA, BARBARA | 34.00 | | |
| 88398-PR | 11/13/13 | 11/13/13 | TURNER, LESTER DON | 138.25 | | |
| | | | | 3,469.25 | | |
| 88399-PR | 11/15/13 | 11/15/13 | LARA, RAUL M. | 881.00 | | |
| 88400-PR | 11/15/13 | 11/15/13 | VELASQUEZ, PEDRO CARRASCO | 1,141.50 | | |
| 88401-PR | 11/15/13 | 11/15/13 | WOLFE, PATRICIA L. | 265.82 | | |
| 88402-PR | 11/15/13 | 11/15/13 | PAUDA, AUSTIN MARCELINO | 111.40 | N | |
| 88403-PR | 11/15/13 | 11/15/13 | WOLF, KELSEY JENAE | 128.23 | N | |
| 88404-PR | 11/15/13 | 11/15/13 | COOPER, CHARLES E. | 317.19 | | |
| 88405-PR | 11/15/13 | 11/15/13 | ROBERTS, WALTER MARIE JR. | 1,357.35 | N | |
| 88406-PR | 11/15/13 | 11/15/13 | WHITE, JULIE MARINA | 163.60 | | |
| 88407-PR | 11/15/13 | 11/15/13 | BUSTAMANTE, REYES PALLANES JR. | 986.26 | | |
| 88408-PR | 11/15/13 | 11/15/13 | WOLF, GERRY L. | 1,219.38 | N | |
| 88409-PR | 11/15/13 | 11/15/13 | DENNIS, SHELA ANN | 33.47 | | |
| 88410-PR | 11/15/13 | 11/15/13 | FERRER, DIANA | 447.71 | N | |
| 88411-PR | 11/15/13 | 11/15/13 | ALARCON, SYLVESTER | 183.53 | | |
| 88412-PR | 11/15/13 | 11/15/13 | HOLLEY, TOBY W | 165.43 | | |
| 88413-PR | 11/15/13 | 11/15/13 | PARKER, ROSA M | 763.83 | N | |
| 88414-PR | 11/15/13 | 11/15/13 | CROW, RICHARD LEROY | 29.87 | N | |
| 88415-PR | 11/15/13 | 11/15/13 | MUNCY, MARTIN B | 0.00 | | |
| 88416-PR | 11/15/13 | 11/15/13 | HAWKINS, ROBBIE L. | 916.44 | | |
| 88417-PR | 11/15/13 | 11/15/13 | TERRY, MARK C | 1,239.52 | N | |
| 88418-PR | 11/15/13 | 11/15/13 | THOMPSON, BILLY RAY | 1,402.61 | N | |

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| 88419-PR | 11/15/13 | 11/15/13 | KAPKA, DON E | 899.16 | | |
| 88420-PR | 11/15/13 | 11/15/13 | MITCHELL, GENE E | 853.82 | N | |
| 88421-PR | 11/15/13 | 11/15/13 | MITCHELL, HENRY LEON | 965.59 | | |
| 88422-PR | 11/15/13 | 11/15/13 | GARCIA, PEDRO F. | 603.31 | | |
| 88423-PR | 11/15/13 | 11/15/13 | HENDERSON, JOHN E. | 1,243.91 | N | |
| 88424-PR | 11/15/13 | 11/15/13 | WHITE, ROBERT L. SR. | 1,122.50 | | |
| 88425-PR | 11/15/13 | 11/15/13 | GREENE, PAW S. | 855.37 | | |
| 88428-PR | 11/15/13 | 11/15/13 | WARBOIS, DEBRA A | 960.92 | | |
| 88429-PR | 11/15/13 | 11/15/13 | CHAVES, BARBARA B | 48.56 | N | |
| 88430-PR | 11/15/13 | 11/15/13 | CARTWRIGHT, CHRISTINE M | 1,036.62 | N | |
| 88431-PR | 11/15/13 | 11/15/13 | GALLEGOS, SUKI A. | 1,021.94 | | |
| 88432-PR | 11/15/13 | 11/15/13 | BARRETT, SALINA DAWN | 398.00 | | |
| 88433-PR | 11/15/13 | 11/15/13 | GLOVER, ANTHONY DESHAWN | 1,206.52 | N | |
| 88434-PR | 11/15/13 | 11/15/13 | KEELY, GEORGE J. JR. | 1,774.36 | N | |
| 88435-PR | 11/15/13 | 11/15/13 | LONG, ROY L. | 1,245.85 | | |
| 88436-PR | 11/15/13 | 11/15/13 | MARTINEZ, JOHNNY ANGEL | 868.78 | N | |
| 88437-PR | 11/15/13 | 11/15/13 | ROBERTS, BONNIE MAY | 1,209.76 | N | |
| 88438-PR | 11/15/13 | 11/15/13 | ROGERS, CINDY L | 158.62 | N | |
| 88439-PR | 11/15/13 | 11/15/13 | SOLTERO, JOSE L. | 1,415.87 | | |
| 88440-PR | 11/15/13 | 11/15/13 | TRIBBLE, BILL DAVID | 1,265.02 | | |
| 88441-PR | 11/15/13 | 11/15/13 | UNDERWOOD, WILLIAM F | 1,020.24 | | |
| 88442-PR | 11/15/13 | 11/15/13 | EASLEY, ROBIN RENE | 679.52 | N | |
| 88443-PR | 11/15/13 | 11/15/13 | JACKSON, PHYLLIS L. | 1,191.49 | | |
| 88444-PR | 11/15/13 | 11/15/13 | RANDOLPH, DIXIE K. | 1,065.38 | | |
| 88445-PR | 11/15/13 | 11/15/13 | TERRY, SHERRY A. | 1,634.19 | N | |
| 88446-PR | 11/15/13 | 11/15/13 | REED, SHETHELIA I. | 1,607.08 | N | |
| | | | | 38,026.52 | | |
| 88447-PR | 11/27/13 | 11/27/13 | LARA, RAUL M. | 837.55 | | |
| 88448-PR | 11/27/13 | 11/27/13 | VELASQUEZ, PEDRO CARRASCO | 1,066.39 | | |
| 88449-PR | 11/27/13 | 11/27/13 | WOLFE, PATRICIA L. | 284.79 | | |
| 88450-PR | 11/27/13 | 11/27/13 | PAUDA, AUSTIN MARCELINO | 148.45 | N | |
| 88451-PR | 11/27/13 | 11/27/13 | WOLF, KELSEY JENAE | 202.39 | N | |
| 88452-PR | 11/27/13 | 11/27/13 | COOPER, CHARLES E. | 317.19 | | |
| 88453-PR | 11/27/13 | 11/27/13 | ROBERTS, WALTER MARIE JR. | 896.46 | N | |
| 88454-PR | 11/27/13 | 11/27/13 | WHITE, JULIE MARINA | 163.60 | | |
| 88455-PR | 11/27/13 | 11/27/13 | BUSTAMANTE, REYES PALLANES JR. | 840.70 | | |
| 88456-PR | 11/27/13 | 11/27/13 | WOLF, GERRY L. | 914.03 | N | |
| 88457-PR | 11/27/13 | 11/27/13 | DENNIS, SHELA ANN | 157.72 | | |
| 88458-PR | 11/27/13 | 11/27/13 | FERRER, DIANA | 447.71 | N | |
| 88459-PR | 11/27/13 | 11/27/13 | ALARCON, SYLVESTER | 103.53 | | |
| 88460-PR | 11/27/13 | 11/27/13 | PARKER, ROSA M | 368.37 | N | |
| 88461-PR | 11/27/13 | 11/27/13 | CROW, RICHARD LEROY | 114.93 | N | |
| 88462-PR | 11/27/13 | 11/27/13 | MUNCY, MARTIN B | 0.00 | | |
| 88463-PR | 11/27/13 | 11/27/13 | HAWKINS, ROBBIE L. | 832.84 | | |
| 88464-PR | 11/27/13 | 11/27/13 | TERRY, MARK C | 1,216.75 | N | |

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| 88465-PR | 11/27/13 | 11/27/13 | MONEIL, CARIE LYNN | 195.41 | N | |
| 88466-PR | 11/27/13 | 11/27/13 | THOMPSON, BILLY RAY | 1,397.13 | N | |
| 88467-PR | 11/27/13 | 11/27/13 | KAPKA, DON E | 813.48 | | |
| 88468-PR | 11/27/13 | 11/27/13 | MITCHELL, GENE E | 768.14 | N | |
| 88469-PR | 11/27/13 | 11/27/13 | MITCHELL, HENRY LEON | 916.35 | | |
| 88470-PR | 11/27/13 | 11/27/13 | GARCIA, PEDRO F. | 485.35 | | |
| 88471-PR | 11/27/13 | 11/27/13 | HENDERSON, JOHN E. | 895.64 | N | |
| 88472-PR | 11/27/13 | 11/27/13 | WHITE, ROBERT L. SR. | 1,042.45 | | |
| 88473-PR | 11/27/13 | 11/27/13 | GREENE, PAM S. | 609.67 | | |
| 88474-PR | 11/27/13 | 11/27/13 | REED, SHETHELIA I. | 1,438.25 | N | |
| 88475-PR | 11/27/13 | 11/27/13 | WARBOIS, DEBRA A | 934.44 | | |
| 88476-PR | 11/27/13 | 11/27/13 | CHAVES, BARBARA B | 98.99 | N | |
| 88477-PR | 11/27/13 | 11/27/13 | CARTWRIGHT, CHRISTINE M | 922.38 | N | |
| 88478-PR | 11/27/13 | 11/27/13 | GALLEGOS, SUKI A. | 1,014.40 | | |
| 88479-PR | 11/27/13 | 11/27/13 | GARRETT, SALINA DAWN | 130.72 | | |
| 88480-PR | 11/27/13 | 11/27/13 | GLOVER, ANTHONY DESHAWN | 1,315.91 | N | |
| 88481-PR | 11/27/13 | 11/27/13 | KEELY, GEORGE J. JR. | 1,825.08 | N | |
| 88482-PR | 11/27/13 | 11/27/13 | LONG, ROY L. | 1,304.77 | | |
| 88483-PR | 11/27/13 | 11/27/13 | MARTINEZ, JOHNNY ANGEL | 867.73 | N | |
| 88484-PR | 11/27/13 | 11/27/13 | ROBERTS, BONNIE MAY | 1,010.43 | N | |
| 88485-PR | 11/27/13 | 11/27/13 | ROGERS, CINDY L | 83.54 | N | |
| 88486-PR | 11/27/13 | 11/27/13 | SOLTERO, JOSE L. | 1,475.82 | | |
| 88487-PR | 11/27/13 | 11/27/13 | TRIBBLE, BILL DAVID | 1,170.87 | | |
| 88488-PR | 11/27/13 | 11/27/13 | UNDERWOOD, WILLIAM F | 984.90 | | |
| 88489-PR | 11/27/13 | 11/27/13 | EARLEY, ROBIN RENE' | 551.76 | N | |
| 88490-PR | 11/27/13 | 11/27/13 | JACKSON, PHYLLIS L. | 1,061.43 | | |
| 88491-PR | 11/27/13 | 11/27/13 | RANDOLPH, DIXIE K. | 954.66 | | |
| 88492-PR | 11/27/13 | 11/27/13 | TERRY, SHERRY A. | 1,476.07 | N | |
| | | | | 34,659.25 | | |
| 167391000-PR | 11/01/13 | 11/01/13 | ANCHONDO, JOE BRIAN | 1,378.14 | Y | CLEAR |
| 167391001-PR | 11/01/13 | 11/01/13 | ARMENDARIZ, ELVIA S. | 322.98 | Y | CLEAR |
| 167391002-PR | 11/01/13 | 11/01/13 | ARMENDARIZ, JUAN DEDIOS | 1,095.69 | Y | CLEAR |
| 167391003-PR | 11/01/13 | 11/01/13 | ARMENDARIZ, LERIDA | 740.86 | Y | CLEAR |
| 167391004-PR | 11/01/13 | 11/01/13 | BAKER, GENEVA RAQUEL | 1,076.03 | Y | CLEAR |
| 167391005-PR | 11/01/13 | 11/01/13 | BARRON, BRENDA L | 848.47 | Y | CLEAR |
| 167391006-PR | 11/01/13 | 11/01/13 | BLAGG, DOMINA LINDSAY | 517.42 | Y | CLEAR |
| 167391007-PR | 11/01/13 | 11/01/13 | BREWER, CHARLES L | 620.52 | Y | CLEAR |
| 167391008-PR | 11/01/13 | 11/01/13 | CASTILLO, OSCAR | 1,051.58 | Y | CLEAR |
| 167391009-PR | 11/01/13 | 11/01/13 | CATES, SAMMIE ALTON JR. | 884.10 | Y | CLEAR |
| 167391010-PR | 11/01/13 | 11/01/13 | CROW, RICHARD LEROY | 148.15 | Y | CLEAR |
| 167391011-PR | 11/01/13 | 11/01/13 | DE ANDA, ERIC RUBEN | 1,045.28 | Y | CLEAR |
| 167391012-PR | 11/01/13 | 11/01/13 | DE ANDA, ERIC RUBEN | 459.02 | Y | CLEAR |
| 167391013-PR | 11/01/13 | 11/01/13 | DE ANDA, ERIC RUBEN | 815.76 | Y | CLEAR |
| 167391014-PR | 11/01/13 | 11/01/13 | DINGLE, MICHAEL PAUL | 1,115.67 | Y | CLEAR |
| 167391015-PR | 11/01/13 | 11/01/13 | DOMINGUEZ, EDUARDO C. | 1,867.37 | Y | CLEAR |

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| 167391016-PR | 11/01/13 | 11/01/13 | EGGER, MONTY ZANE | 862.84 | Y | CLEAR |
| 167391017-PR | 11/01/13 | 11/01/13 | EVERETT, EULONDA | 1,228.25 | Y | CLEAR |
| 167391018-PR | 11/01/13 | 11/01/13 | EVERETT, JAMES S | 2,175.84 | Y | CLEAR |
| 167391019-PR | 11/01/13 | 11/01/13 | FLOWERS, RONNIE CLAUDE | 855.49 | Y | CLEAR |
| 167391020-PR | 11/01/13 | 11/01/13 | FRANKS, PATRICIA A. | 1,216.05 | Y | CLEAR |
| 167391021-PR | 11/01/13 | 11/01/13 | GARRETT, CARL MICHAEL | 1,090.44 | Y | CLEAR |
| 167391022-PR | 11/01/13 | 11/01/13 | GUZMAN, DOMINGO JR. | 819.77 | Y | CLEAR |
| 167391023-PR | 11/01/13 | 11/01/13 | HAMMOND, SUSAN MARIE | 729.17 | Y | CLEAR |
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| 167391025-PR | 11/01/13 | 11/01/13 | HARTLEY, WANNAH L | 1,142.11 | Y | CLEAR |
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| 167391027-PR | 11/01/13 | 11/01/13 | HOBUE, AMBER MAY | 1,007.99 | Y | CLEAR |
| 167391028-PR | 11/01/13 | 11/01/13 | HOLDER, PAULA JEANNE | 696.47 | Y | CLEAR |
| 167391029-PR | 11/01/13 | 11/01/13 | HOLGUIN, DOROTHY A | 417.22 | Y | CLEAR |
| 167391030-PR | 11/01/13 | 11/01/13 | HOLLEY, TIFFANY ELIZABETH | 1,510.12 | Y | CLEAR |
| 167391031-PR | 11/01/13 | 11/01/13 | HOLLEY, TOBY W | 935.44 | Y | CLEAR |
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| 167391033-PR | 11/01/13 | 11/01/13 | JOHNSON, BRIAN JAMES | 964.82 | Y | CLEAR |
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| 167391035-PR | 11/01/13 | 11/01/13 | KEMP, TEVIN SCOTT | 821.18 | Y | CLEAR |
| 167391036-PR | 11/01/13 | 11/01/13 | KLINE, KATY P. | 507.43 | Y | CLEAR |
| 167391037-PR | 11/01/13 | 11/01/13 | LALONDE, RODNEY L | 939.02 | Y | CLEAR |
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| 167391040-PR | 11/01/13 | 11/01/13 | LECK, BONNIE S. | 1,743.81 | Y | CLEAR |
| 167391041-PR | 11/01/13 | 11/01/13 | LUJAN, AIDA M | 322.98 | Y | CLEAR |
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| 167391046-PR | 11/01/13 | 11/01/13 | MIXON, GLENDA J. | 359.68 | Y | CLEAR |
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| 167391054-PR | 11/01/13 | 11/01/13 | SETTLE, CHASE E. | 407.66 | Y | CLEAR |
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| 167391056-PR | 11/01/13 | 11/01/13 | SHIPLEY, DANA A | 354.65 | Y | CLEAR |
| 167391057-PR | 11/01/13 | 11/01/13 | SHIPLEY, DANA A | 397.60 | Y | CLEAR |
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| 167391059-PR | 11/01/13 | 11/01/13 | SIMPSON, VIDA D. | 877.65 | Y | CLEAR |
| 167391060-PR | 11/01/13 | 11/01/13 | SOLTERO, MINERVA ZAMARRON | 872.89 | Y | CLEAR |
| 167391061-PR | 11/01/13 | 11/01/13 | SOTELO, KIMBERLY LUANN | 998.14 | N | CLEAR |
| 167391062-PR | 11/01/13 | 11/01/13 | SPALDING, BRIAN A | 789.71 | Y | CLEAR |

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| CHECK..... | Check Date | PAYROLL DATE | Issued to..... | NET PAY.. | DD | STATUS. |
|--------------|------------|--------------|----------------------------|-----------|----|---------|
| 167391063-PR | 11/01/13 | 11/01/13 | STEVENS, BILLY JOE | 1,301.51 | Y | CLEAR |
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| 167391065-PR | 11/01/13 | 11/01/13 | TALIAFERRO, STEPHEN WARREN | 2,419.04 | Y | CLEAR |
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| 167391067-PR | 11/01/13 | 11/01/13 | TREADWELL, RENEE SUZANNE | 904.17 | Y | CLEAR |
| 167391068-PR | 11/01/13 | 11/01/13 | WILLIHELM, RHONDA REJEAN | 1,340.15 | Y | CLEAR |
| 167391069-PR | 11/01/13 | 11/01/13 | WILSON, COY LEE | 305.25 | Y | CLEAR |
| 167391070-PR | 11/01/13 | 11/01/13 | WOLF, BLANE AUSTIN | 1,121.68 | Y | CLEAR |
| 167391071-PR | 11/01/13 | 11/01/13 | WOLF, CHARLES M. | 787.68 | Y | CLEAR |
| 167391072-PR | 11/01/13 | 11/01/13 | WOLF, JAMES ROBERT | 1,321.33 | Y | CLEAR |
| 167391073-PR | 11/01/13 | 11/01/13 | WRIGHT, SHERYL LYNN | 683.18 | Y | CLEAR |
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| 167541002-PR | 11/15/13 | 11/15/13 | ARMENDARIZ, ELVIA G. | 163.33 | Y | CLEAR |
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| 167541004-PR | 11/15/13 | 11/15/13 | ARMENDARIZ, LERIDA | 804.22 | Y | CLEAR |
| 167541005-PR | 11/15/13 | 11/15/13 | BAKER, GENEVA RAQUEL | 1,114.97 | Y | CLEAR |
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| 167541020-PR | 11/15/13 | 11/15/13 | FLOWERS, RONNIE CLAUDE | 1,012.57 | Y | CLEAR |
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| 167541030-PR | 11/15/13 | 11/15/13 | HOLGUIN, DOROTHY A | 450.12 | Y | CLEAR |
| 167541031-PR | 11/15/13 | 11/15/13 | HOLLEY, TIFFANY ELIZABETH | 1,718.88 | Y | CLEAR |

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|--------------|------------|--------------|---------------------------|-----------|----|---------|
| 167541032-PR | 11/15/13 | 11/15/13 | HOLLEY, TOBY W | 1,086.58 | Y | CLEAR |
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| 167541034-PR | 11/15/13 | 11/15/13 | JOHNSON, BRIAN JAMES | 964.82 | Y | CLEAR |
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| 167541037-PR | 11/15/13 | 11/15/13 | KLINE, KATY P. | 735.91 | Y | CLEAR |
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| 167541043-PR | 11/15/13 | 11/15/13 | LUJAN, JO H | 1,123.83 | Y | CLEAR |
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| 167541045-PR | 11/15/13 | 11/15/13 | MITCHELL, JAMES D | 1,216.82 | Y | CLEAR |
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| 167541051-PR | 11/15/13 | 11/15/13 | PARKER, ROSA M. | 602.28 | Y | CLEAR |
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| 167541060-PR | 11/15/13 | 11/15/13 | SHROPSHIRE, LAURIE BETH | 1,211.33 | Y | CLEAR |
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| 167541074-PR | 11/15/13 | 11/15/13 | WRIGHT, SHERYL LYNN | 903.18 | Y | CLEAR |
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| 167631000-PR | 11/27/13 | 11/27/13 | ALEXANDER, LADONNA L | 970.62 | Y | CLEAR |

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| 167631001-PR | 11/27/13 | 11/27/13 | ANCHONDO, JOE BRIAN | 617.12 | Y | CLEAR |
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| 167631037-PR | 11/27/13 | 11/27/13 | LALONDE, RODNEY L | 1,809.59 | Y | CLEAR |
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| 167631053-PR | 11/27/13 | 11/27/13 | ROGERS, JERRY NEIL | 89.37 | Y | CLEAR |
| 167631054-PR | 11/27/13 | 11/27/13 | SALINAS, CINDY REY | 478.78 | Y | CLEAR |
| 167631055-PR | 11/27/13 | 11/27/13 | SETTLE, CHASE E. | 407.66 | Y | CLEAR |
| 167631056-PR | 11/27/13 | 11/27/13 | SHEPARD, SANDRA KAY | 1,896.15 | Y | CLEAR |
| 167631057-PR | 11/27/13 | 11/27/13 | SHIPLEY, DANA A | 354.65 | Y | CLEAR |
| 167631058-PR | 11/27/13 | 11/27/13 | SHIPLEY, DANA A | 444.32 | Y | CLEAR |
| 167631059-PR | 11/27/13 | 11/27/13 | SHROPSHIRE, LAURIE BETH | 1,010.03 | Y | CLEAR |
| 167631060-PR | 11/27/13 | 11/27/13 | SIMPSON, VIDA D. | 987.10 | Y | CLEAR |
| 167631061-PR | 11/27/13 | 11/27/13 | SOLTERO, MINERVA ZAMARRON | 1,012.85 | Y | CLEAR |
| 167631062-PR | 11/27/13 | 11/27/13 | SOTELO, KIMBERLY LUANN | 1,037.26 | N | CLEAR |
| 167631063-PR | 11/27/13 | 11/27/13 | SPAULDING, BRIAN A | 889.01 | Y | CLEAR |
| 167631064-PR | 11/27/13 | 11/27/13 | STEVENS, BILLY JOE | 1,370.44 | Y | CLEAR |
| 167631065-PR | 11/27/13 | 11/27/13 | STROUD, LEON EDWARD | 1,123.91 | Y | CLEAR |
| 167631066-PR | 11/27/13 | 11/27/13 | TRAMMELL, SHARON D | 669.60 | Y | CLEAR |
| 167631067-PR | 11/27/13 | 11/27/13 | TREADWELL, RENEE SUZANNE | 1,033.40 | Y | CLEAR |
| 167631068-PR | 11/27/13 | 11/27/13 | WILLHELM, RHONDA REJEAN | 1,462.94 | Y | CLEAR |
| 167631069-PR | 11/27/13 | 11/27/13 | WILSON, COY LEE | 311.42 | Y | CLEAR |
| 167631070-PR | 11/27/13 | 11/27/13 | WOLF, ALANE AUSTIN | 1,659.85 | Y | CLEAR |
| 167631071-PR | 11/27/13 | 11/27/13 | WOLF, CHARLES M. | 805.68 | Y | CLEAR |
| 167631072-PR | 11/27/13 | 11/27/13 | WOLF, JAMES ROBERT | 1,359.63 | Y | CLEAR |
| 167631073-PR | 11/27/13 | 11/27/13 | WRIGHT, SHERYL LYNN | 953.90 | Y | CLEAR |
| | | | | 71,963.01 | | |
| | | | | 325,108.72 | | |

385 records listed.

| NOVEMBER BANK TRANSACTION | | | | | | | | | |
|---------------------------|-------------|--------------|---------------|------------|---------|-----------|-----------|---------------|--|
| DATE | CHECK | PAYROLL | ACCOUNTS | MASTERCARD | COUNTY | WIRE | DEPOSITS | BALANCE | |
| DEPOSIT | NUMBER | | PAYABLE | EXPENSE | SUPPORT | TRANSFERS | | | |
| 11/1/2013 | | | | | | | 2,470.44 | \$ 340,807.36 | |
| 11/1/2013 | 57045-57052 | | \$ 35,584.04 | | | 1,296.89 | | \$ 306,520.21 | |
| 11/1/2013 | 25402-25408 | \$ 69,469.95 | | | | 925.99 | | \$ 237,976.25 | |
| 11/1/2013 | | | | | | 857.49 | | \$ 238,833.74 | |
| 11/1/2013 | | | | | | 725.97 | | \$ 239,559.71 | |
| 11/1/2013 | | | | | | 477.88 | | \$ 240,037.59 | |
| 11/1/2013 | | | | | | 472.80 | | \$ 240,510.39 | |
| 11/1/2013 | | | | | | 137.80 | | \$ 240,648.19 | |
| 11/1/2013 | | | | | | 58.01 | | \$ 240,706.20 | |
| 11/1/2013 | | | | | | 42.20 | | \$ 240,748.40 | |
| 11/1/2013 | | | | | | 36.08 | | \$ 240,784.48 | |
| 11/4/2013 | | | | | | | 760.18 | \$ 241,544.66 | |
| 11/4/2013 | | | | | | 73,168.00 | | \$ 314,712.66 | |
| 11/4/2013 | | | | | | 37,081.00 | | \$ 351,793.66 | |
| 11/4/2013 | | | | | | 13,494.03 | | \$ 365,287.69 | |
| 11/4/2013 | | | | | | 820.08 | | \$ 366,107.77 | |
| 11/4/2013 | | | | | | 536.09 | | \$ 366,643.86 | |
| 11/4/2013 | | | | | | 377.45 | | \$ 367,021.31 | |
| 11/4/2013 | | | | | | 267.31 | | \$ 367,288.62 | |
| 11/4/2013 | | | | | | 72.73 | | \$ 367,361.35 | |
| 11/5/2013 | | | | \$ 0.25 | | 61.90 | | \$ 367,423.00 | |
| 11/5/2013 | | | | | | | 15,996.63 | \$ 383,419.63 | |
| 11/5/2013 | | | | | | 742.68 | | \$ 384,162.31 | |
| 11/5/2013 | | | | | | 689.00 | | \$ 384,851.31 | |
| 11/5/2013 | | | | | | 683.40 | | \$ 385,534.71 | |
| 11/5/2013 | | | | | | 562.22 | | \$ 386,096.93 | |
| 11/5/2013 | | | | | | 252.25 | | \$ 386,349.18 | |
| 11/5/2013 | | | | | | 40.29 | | \$ 386,387.17 | |
| 11/5/2013 | | | \$ 101,426.93 | | 2.30 | | | \$ 284,960.24 | |
| 11/5/2013 | 57053-57074 | | \$ 11,185.71 | | | | | \$ 273,774.53 | |
| 11/5/2013 | 57075-57078 | | \$ 2,587.95 | | | | | \$ 271,186.58 | |
| 11/5/2013 | 57079-57080 | | | | | | 3,344.05 | \$ 274,530.63 | |
| 11/6/2013 | | | | | | | | \$ 301,031.51 | |
| 11/6/2013 | | | | | | 26,500.88 | | \$ 303,198.15 | |
| 11/6/2013 | | | | | | 2,166.64 | | \$ 303,907.53 | |
| 11/6/2013 | | | | | | 709.38 | | \$ 304,395.09 | |
| 11/6/2013 | | | | | | 487.56 | | \$ 304,531.77 | |
| 11/6/2013 | 57081-vd | | | | | 136.68 | | \$ 304,984.43 | |
| 11/7/2013 | | | | | | | 452.66 | \$ 308,298.22 | |
| 11/7/2013 | | | | | | 3,313.79 | | \$ 309,908.90 | |
| 11/7/2013 | | | | | | 1,610.68 | | \$ 310,481.72 | |
| 11/7/2013 | | | | | | 572.82 | | \$ 311,028.44 | |
| 11/7/2013 | | | | | | 546.72 | | \$ 311,494.39 | |
| 11/7/2013 | | | | | | 465.95 | | \$ 311,779.35 | |
| 11/7/2013 | | | | | | 284.96 | | \$ 311,984.17 | |
| 11/7/2013 | | | | | | 204.82 | | \$ 318,134.36 | |
| 11/8/2013 | | | | | | | 6,150.19 | \$ 321,356.74 | |
| 11/8/2013 | | | | | | 3,222.38 | | | |

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Date: 12/02/2013
Time: 11:53:21

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| Check No. | AP | Chk Date | Doc No | Payee | Net Amount |
|---|----|------------|--------|--------------------------------|------------|
| Facility: HOS - WINKLER CO MEMORIAL HOS | | | | | |
| Account Number: 10000000 - CASH ON HAND | | | | | |
| Department Number: 000 - | | | | | |
| 57045 | Y | 11/01/2013 | 2045 | AFLAC - CAIC | 590.07 |
| 57046 | Y | 11/01/2013 | 2046 | AMERICAN FAMILY LIFE ASSURANCE | 1,798.94 |
| 57047 | Y | 11/01/2013 | 2047 | FORT DEARBORN LIFE INSURANCE | 317.92 |
| 57048 | Y | 11/01/2013 | 2048 | NATIONAL FAMILY CARE LIFE INS | 12.00 |
| 57049 | Y | 11/01/2013 | 2049 | PATTI FRANKS, TAX ASSESSOR | 110.00 |
| 57050 | Y | 11/01/2013 | 2050 | THE SECURITY BENEFIT GROUP | 780.00 |
| 57051 | Y | 11/01/2013 | 2051 | WESTEX COMMUNITY CREDIT UNION | 4,454.50 |
| 57052 | Y | 11/01/2013 | 2052 | WINKLER COUNTY AUDITORS | 27,520.61 |
| 57053 | Y | 11/08/2013 | 2053 | AMERICAN SOLUTIONS | 282.65 |
| 57054 | Y | 11/08/2013 | 2054 | AT&T | 51.10 |
| 57055 | Y | 11/08/2013 | 2055 | AT&T | 2,232.00 |
| 57056 | Y | 11/08/2013 | 2056 | AT&T | 256.69 |
| 57057 | Y | 11/08/2013 | 2057 | BEN E KEITH | 1,567.83 |
| 57058 | Y | 11/08/2013 | 2058 | BIBBY FINANCIAL SERVICES CA,IN | 8,609.06 |
| 57059 | Y | 11/08/2013 | 2059 | CARDINAL HEALTH | 90.51 |
| 57060 | Y | 11/08/2013 | 2060 | DOCTOR STANLY T SELBY PA | 33,333.33 |
| 57061 | Y | 11/08/2013 | 2061 | EMERGENCY STAFFING SOLUTIONS | 39,420.00 |
| 57062 | Y | 11/08/2013 | 2062 | KEELY DARLA | 7.50 |
| 57063 | Y | 11/08/2013 | 2063 | LANDAUER INC | 192.41 |
| 57064 | Y | 11/08/2013 | 2064 | MEDLINE INDUSTRIES INC | 20.63 |
| 57065 | Y | 11/08/2013 | 2065 | NETSMART TECHNOLOGIES | 3,304.00 |
| 57066 | Y | 11/08/2013 | 2066 | SHELBY, JULIE | 6,550.00 |
| 57067 | Y | 11/08/2013 | 2067 | SOLTERO JEHNIFER | 425.25 |
| 57068 | Y | 11/08/2013 | 2068 | SPECTRA CORP | 25.00 |
| 57069 | Y | 11/08/2013 | 2069 | STERICYCLE INC | 1,281.39 |
| 57070 | Y | 11/08/2013 | 2070 | SUDDENLINK | 369.07 |
| 57071 | Y | 11/08/2013 | 2071 | TEXAS PRN | 607.00 |
| 57072 | Y | 11/08/2013 | 2072 | TORCH | 675.00 |
| 57073 | Y | 11/08/2013 | 2073 | US FOODSERVICE INC | 1,871.36 |
| 57074 | Y | 11/08/2013 | 2074 | VERIZON BUSINESS | 255.15 |
| 57075 | Y | 11/05/2013 | 2075 | AMERISOURCEBERGEN DRUG CORP | 1,209.42 |
| 57076 | Y | 11/05/2013 | 2076 | ETACTICS, INC. | 2,571.76 |
| 57077 | Y | 11/05/2013 | 2077 | NAOMI SOLTERO | 351.19 |
| 57078 | Y | 11/05/2013 | 2078 | TOSHIBA AMERICA MEDICAL CREDIT | 7,053.34 |
| 57079 | Y | 11/05/2013 | 2079 | CAREFUSION SOLUTIONS, LLC | 2,244.00 |
| 57080 | Y | 11/05/2013 | 2080 | WOLTERS KLUWER HEALTH | 343.95 |
| 57090 | Y | 11/25/2013 | 2081 | PATIENT REFUNDS | 108.00 |
| PAYTO Name: 201135 - BLUE CROSS/BLUE SHIELD OF TX | | | | | |
| 57091 | Y | 11/25/2013 | 2082 | PATIENT REFUNDS | 75.75 |
| PAYTO Name: 202615 - BLUE CROSS/BLUE SHIELD OF TX | | | | | |
| 57092 | Y | 11/25/2013 | 2083 | PATIENT REFUNDS | 48.08 |
| PAYTO Name: 202721 - MARK TERRY | | | | | |
| 57093 | Y | 11/25/2013 | 2084 | PATIENT REFUNDS | 36.72 |
| PAYTO Name: 204062 - PAMELA M BUCKNER | | | | | |
| 57094 | Y | 11/25/2013 | 2085 | PATIENT REFUNDS | 163.30 |
| PAYTO Name: 204181 - CAPITOL ADMINISTRATORS | | | | | |

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| Check No. | AP | Chk Date | Doc No | Payee | Net Amount |
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| 57095 | Y | 11/25/2013 | 2086 | PATIENT REFUNDS | 195.52 |
| | | | | PAYTO Name: 206148 - CAPROCK HEALTHPLANS | |
| 57096 | Y | 11/25/2013 | 2087 | PATIENT REFUNDS | 40.15 |
| | | | | PAYTO Name: 206353 - MARY A GREEN | |
| 57097 | Y | 11/25/2013 | 2088 | PATIENT REFUNDS | 96.68 |
| | | | | PAYTO Name: 206749 - BLUE CROSS/BLUE SHIELD OF TX | |
| 57098 | Y | 11/25/2013 | 2089 | PATIENT REFUNDS | 126.26 |
| | | | | PAYTO Name: 206917 - NEW MEXICO SELF INSURERS FUND | |
| 57099 | Y | 11/13/2013 | 2090 | AMERISOURCEBERGEN DRUG CORP | 9,434.64 |
| 57100 | Y | 11/13/2013 | 2091 | CENTURYLINK | 841.16 |
| 57101 | Y | 11/13/2013 | 2092 | CITY OF KERMIT | 1,391.83 |
| 57102 | Y | 11/13/2013 | 2093 | ERVIN PLUMBING | 394.00 |
| 57103 | Y | 11/13/2013 | 2094 | FISHER HEALTHCARE | 135.00 |
| 57104 | Y | 11/13/2013 | 2095 | LIPPINCOTT WILLIAMS & WILKINS | 199.68 |
| 57105 | Y | 11/13/2013 | 2096 | MN SYSTEMS | 500.00 |
| 57106 | Y | 11/13/2013 | 2097 | PATTERSON OFFICE SUPPLIES | 654.00 |
| 57107 | Y | 11/13/2013 | 2098 | PHYSICIAN SALES & SERVICE | 291.09 |
| 57108 | Y | 11/13/2013 | 2099 | TRI-ANIM HEALTH SERVICES | 77.70 |
| 57113 | Y | 11/15/2013 | 2100 | ACCOUNTS RECEIVABLE | 375.00 |
| 57114 | Y | 11/15/2013 | 2101 | PATTI FRANKS, TAX ASSESSOR | 110.00 |
| 57115 | Y | 11/15/2013 | 2102 | THE SECURITY BENEFIT GROUP | 780.00 |
| 57116 | Y | 11/15/2013 | 2103 | WESTEX COMMUNITY CREDIT UNION | 4,452.00 |
| 57117 | Y | 11/20/2013 | 2104 | AMERISOURCEBERGEN DRUG CORP | 3,243.31 |
| 57118 | Y | 11/20/2013 | 2105 | OFFICE DEPOT | 768.96 |
| 57119 | Y | 11/20/2013 | 2106 | PIT STOP | 14.50 |
| 57120 | Y | 11/20/2013 | 2107 | REVPOINT HEALTHCARE TECH, INC | 3,026.00 |
| 57121 | Y | 11/20/2013 | 2108 | SIEMENS FINANCIAL SERVICES | 5,224.34 |
| 57122 | Y | 11/20/2013 | 2109 | SUDDENLINK | 86.07 |
| 57123 | Y | 11/20/2013 | 2110 | WEST TEXAS GAS INC | 126.17 |
| 57124 | Y | 11/20/2013 | 2113 | AMERISOURCEBERGEN DRUG CORP | 574.23 |
| 57125 | Y | 11/20/2013 | 2111 | SANOFI PASTEUR | 315.90 |
| 57126 | Y | 11/25/2013 | 2112 | SIEMENS HEALTHCARE DIAGNOSTICS | 3,754.73 |
| 57127 | Y | 11/25/2013 | 2114 | AGENCY 405 | 2.00 |
| 57128 | Y | 11/25/2013 | 2115 | AIR FILTRATION PRODUCTS & SVC | 1,540.80 |
| 57129 | Y | 11/25/2013 | 2116 | AIRGAS SOUTHWEST INC | 1,967.93 |
| 57130 | Y | 11/25/2013 | 2117 | ALERE TOXICOLOGY SERVICES, INC | 20.00 |
| 57131 | Y | 11/25/2013 | 2118 | AMERICAN SOLUTIONS | 197.39 |
| 57132 | Y | 11/25/2013 | 2119 | ANTHELIO HEALTHCARE SOLUTIONS | 1,799.00 |
| 57133 | Y | 11/25/2013 | 2120 | ASAP LAUNDRY EQUIPMENT | 375.65 |
| 57134 | Y | 11/25/2013 | 2121 | AT&T | 48.23 |
| 57135 | Y | 11/25/2013 | 2122 | BAYTREE LEASING COMPANY, LLC | 2,412.12 |
| 57136 | Y | 11/25/2013 | 2123 | BIBBY FINANCIAL SERVICES CA,IN | 15,998.03 |
| 57137 | Y | 11/25/2013 | 2124 | CANON FINANCIAL SERVICES, INC. | 1,037.10 |
| 57139 | Y | 11/25/2013 | 2125 | CAREFUSION SOLUTIONS, LLC | 2,012.00 |
| 57140 | Y | 11/25/2013 | 2126 | CINDY DEATON | 10.81 |
| 57141 | Y | 11/25/2013 | 2127 | EMERGENCY STAFFING SOLUTIONS | 39,420.00 |
| 57142 | Y | 11/25/2013 | 2128 | ENGLAND ENTERPRISES | 1,015.60 |
| 57143 | Y | 11/25/2013 | 2129 | FED-EX | 34.86 |
| 57144 | Y | 11/25/2013 | 2130 | FISHER HEALTHCARE | 864.80 |
| 57145 | Y | 11/25/2013 | 2131 | HEALTHSTREAM INC. | 991.75 |
| 57146 | Y | 11/25/2013 | 2132 | HOSPITAL RECEIVABLES SVC, INC. | 56.00 |

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| Check No. | AP | Chk Date | Doc No | Payee | Net Amount |
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| 57147 | Y | 11/25/2013 | 2133 | JACKSON & CARTER PLLC | 180.00 |
| 57148 | Y | 11/25/2013 | 2134 | KCI USA, INC. | 560.76 |
| 57149 | Y | 11/25/2013 | 2135 | LABORATORY SUPPLY CO | 5,804.86 |
| 57150 | Y | 11/25/2013 | 2136 | LOWE'S MARKETPLACE | 62.84 |
| 57151 | Y | 11/25/2013 | 2137 | MEDICAL ADVOCACY SVCS | 691.37 |
| 57152 | Y | 11/25/2013 | 2138 | MEDICAL DEBT MANAGEMENT, INC | 252.83 |
| 57153 | Y | 11/25/2013 | 2139 | MEDLINE INDUSTRIES INC | 890.70 |
| 57154 | Y | 11/25/2013 | 2140 | MEDTRAN DIRECT, INC | 1,450.00 |
| 57155 | Y | 11/25/2013 | 2141 | MONAHANS NEWS | 122.84 |
| 57156 | Y | 11/25/2013 | 2142 | N D WHITE ENGINEERING SERV INC | 1,580.00 |
| 57157 | Y | 11/25/2013 | 2143 | NATIONAL HEATING & PLUMBING | 3,092.08 |
| 57158 | Y | 11/25/2013 | 2144 | NEWEGG.COM | 529.00 |
| 57159 | Y | 11/25/2013 | 2145 | OFFICE DEPOT | 536.76 |
| 57160 | Y | 11/25/2013 | 2146 | PERRY JOHNSON & ASSOCIATES INC | 231.00 |
| 57161 | Y | 11/25/2013 | 2147 | PREFERRED HOSPITAL LEASING | 53,045.00 |
| 57162 | Y | 11/25/2013 | 2148 | PROFESSIONAL DIETARY | 620.00 |
| 57163 | Y | 11/25/2013 | 2149 | RIO GRAND PATHOLOGY SERVICES | 1,100.00 |
| 57164 | Y | 11/25/2013 | 2150 | SANOFI PASTEUR | 2,154.33 |
| 57165 | Y | 11/25/2013 | 2151 | SHELBY, JULIE | 6,415.00 |
| 57166 | Y | 11/25/2013 | 2152 | SIEMENS HEALTHCARE DIAGNOSTICS | 11,886.96 |
| 57167 | Y | 11/25/2013 | 2153 | SOUTHPLAINS BIOMEDICAL SERV | 4,478.50 |
| 57168 | Y | 11/25/2013 | 2154 | SYSMEX AMERICA, INC. | 7,480.00 |
| 57169 | Y | 11/25/2013 | 2155 | T-SYSTEM, INC. | 1,196.45 |
| 57170 | Y | 11/25/2013 | 2156 | TAC MED, INC. | 1,189.28 |
| 57171 | Y | 11/25/2013 | 2157 | TAMHSC | 2,175.00 |
| 57172 | Y | 11/25/2013 | 2158 | TERMINIX PROCESSING CENTER | 200.00 |
| 57173 | Y | 11/25/2013 | 2159 | TEXAS ASSOCIATION OF COUNTIES | 7,308.00 |
| 57174 | Y | 11/25/2013 | 2160 | THOMAS NG TECHNOLOGIES, INC | 1,925.00 |
| 57175 | Y | 11/25/2013 | 2161 | TOSHIBA AMERICA MEDICAL CREDIT | 3,486.00 |
| 57176 | Y | 11/25/2013 | 2163 | US FOODSERVICE INC | 2,366.82 |
| 57177 | Y | 11/25/2013 | 2164 | WINKLER COUNTY AUDITORS | 68,511.69 |
| 57178 | Y | 11/25/2013 | 2165 | WINKLER COUNTY NEWS | 285.00 |
| 57179 | Y | 11/25/2013 | 2162 | UNITED BLOOD SERVICES | 565.00 |
| 57181 | Y | 11/25/2013 | 2166 | CARDINAL HEALTH | 6,865.70 |
| 57182 | Y | 11/25/2013 | 2167 | WINKLER COUNTY AUDITORS | 59,071.06 |
| 57183 | Y | 11/25/2013 | 2168 | PATIENT REFUNDS | 61.16 |
| | | | PAYTO Name: 202966 - BLUE ROSS AND BLUE SHIELD | | |
| 57184 | Y | 11/25/2013 | 2169 | PATIENT REFUNDS | 21.02 |
| | | | PAYTO Name: 202978 - MONTY Z EGGER | | |
| 57185 | Y | 11/25/2013 | 2170 | PATIENT REFUNDS | 35.00 |
| | | | PAYTO Name: 204060 - KERRIA D CARTER | | |
| 57186 | Y | 11/25/2013 | 2171 | PATIENT REFUNDS | 93.97 |
| | | | PAYTO Name: 205102 - DIEGA BRIJALBA | | |
| 57187 | Y | 11/25/2013 | 2172 | PATIENT REFUNDS | 30.00 |
| | | | PAYTO Name: 205431 - CHARLES M GREEN | | |
| 57188 | Y | 11/25/2013 | 2173 | PATIENT REFUNDS | 21.46 |
| | | | PAYTO Name: 205850 - KRISTOPHER CRAWFORD | | |
| 57189 | Y | 11/25/2013 | 2174 | PATIENT REFUNDS | 247.25 |
| | | | PAYTO Name: 206958 - DENISE HANNA | | |
| 57190 | Y | 11/25/2013 | 2175 | PATIENT REFUNDS | 32.83 |
| | | | PAYTO Name: 208145 - HELEN THOMPSON | | |

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| Check No. | AP | Chk Date | Doc No | Payee | Net Amount |
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| 57191 | Y | 11/25/2013 | 2176 | PATIENT REFUNDS | 18.58 |
| PAYTO Name: 208885 - JOANNA MUNIZ | | | | | |
| 57192 | Y | 11/27/2013 | 2185 | PATTI FRANKS, TAX ASSESSOR | 110.00 |
| 57193 | Y | 11/27/2013 | 2186 | THE SECURITY BENEFIT GROUP | 780.00 |
| 57194 | Y | 11/27/2013 | 2187 | WESTEX COMMUNITY CREDIT UNION | 4,452.00 |
| 57195 | Y | 11/27/2013 | 2188 | WINKLER COUNTY AUDITORS | 59,757.11 |
| 57225 | Y | 11/26/2013 | 2177 | AMERISOURCEBERGEN DRUG CORP | 1,148.03 |
| 57226 | Y | 11/26/2013 | 2178 | BUILDERS SUPPLY | 111.97 |
| 57227 | Y | 11/26/2013 | 2179 | EMERGENCY STAFFING SOLUTIONS | 3,350.00 |
| 57228 | Y | 11/26/2013 | 2180 | FISHER HEALTHCARE | 48.79 |
| 57229 | Y | 11/26/2013 | 2181 | SIEMENS FINANCIAL SERVICES | 409.40 |
| 57230 | Y | 11/26/2013 | 2182 | SIEMENS HEALTHCARE DIAGNOSTICS | 1,607.52 |
| 57231 | Y | 11/26/2013 | 2183 | SPECTRA CORP | 25.00 |
| 57232 | Y | 11/26/2013 | 2184 | TEXAS "J" RAC | 380.00 |
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| Grand Totals: | | Total Checks: | | 144 | Amount: 589,300.39 |
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Date: 12/01/2013
Time: 14:59:49

Payroll Check History
WINKLER COUNTY HOSPITAL
For period from: 11/01/2013 to: 11/30/2013

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| 11271352 | 11/27/2013 | 10517 | ADAMS, MELANIE ALANE | 1,288.91 |
| 11011323 | 11/01/2013 | 11019 | ALAAN, JUN JUN FROUCAN R | 1,188.22 |
| 11151321 | 11/15/2013 | 11019 | ALAAN, JUN JUN FROUCAN R | 1,140.88 |
| 11271322 | 11/27/2013 | 11019 | ALAAN, JUN JUN FROUCAN R | 1,294.75 |
| 11011301 | 11/01/2013 | 10626 | ALARCON, DESTINY R | 1,127.35 |
| 11151301 | 11/15/2013 | 10626 | ALARCON, DESTINY R | 1,135.14 |
| 11271301 | 11/27/2013 | 10626 | ALARCON, DESTINY R | 1,230.61 |
| 11011315 | 11/01/2013 | 10263 | AMOROSO, VINCENT MICHAEL | 2,128.12 |
| 11151313 | 11/15/2013 | 10263 | AMOROSO, VINCENT MICHAEL | 1,868.22 |
| 11271314 | 11/27/2013 | 10263 | AMOROSO, VINCENT MICHAEL | 2,801.83 |
| 11011316 | 11/01/2013 | 10300 | ARNOLD, MALLARY BETH | 1,491.44 |
| 11151314 | 11/15/2013 | 10300 | ARNOLD, MALLARY BETH | 1,518.19 |
| 11271315 | 11/27/2013 | 10300 | ARNOLD, MALLARY BETH | 1,688.33 |
| 11011317 | 11/01/2013 | 10769 | ARNOLD, SHEILA GAY | 1,332.06 |
| 11151315 | 11/15/2013 | 10769 | ARNOLD, SHEILA GAY | 1,734.54 |
| 11271316 | 11/27/2013 | 10769 | ARNOLD, SHEILA GAY | 1,468.63 |
| 25408 | 11/01/2013 | 10270 | BARAJAS, OSCAR R. | 1,305.80 |
| 25415 | 11/15/2013 | 10270 | BARAJAS, OSCAR R. | 1,263.84 |
| 25421 | 11/27/2013 | 10270 | BARAJAS, OSCAR R. | 1,261.94 |
| 11011318 | 11/01/2013 | 10952 | BLACKBURN, SHANNA SHEA | 897.50 |
| 11151316 | 11/15/2013 | 10952 | BLACKBURN, SHANNA SHEA | 401.12 |
| 11271317 | 11/27/2013 | 10952 | BLACKBURN, SHANNA SHEA | 348.50 |
| 11011333 | 11/01/2013 | 10740 | BLAND, DONNA ANGELINE | 669.90 |
| 11151331 | 11/15/2013 | 10740 | BLAND, DONNA ANGELINE | 697.11 |
| 11271331 | 11/27/2013 | 10740 | BLAND, DONNA ANGELINE | 631.25 |
| 11011302 | 11/01/2013 | 11027 | BOREN, DEVAN A | 1,835.86 |
| 11151302 | 11/15/2013 | 11027 | BOREN, DEVAN A | 1,761.34 |
| 11271302 | 11/27/2013 | 11027 | BOREN, DEVAN A | 1,489.36 |
| 11011319 | 11/01/2013 | 10644 | BROWN, CHARLOTTE L. | 1,149.73 |
| 11151317 | 11/15/2013 | 10644 | BROWN, CHARLOTTE L. | 1,237.30 |
| 11271318 | 11/27/2013 | 10644 | BROWN, CHARLOTTE L. | 1,339.42 |
| 11011328 | 11/01/2013 | 10108 | BUSTAMANTE, YASMEEN | 478.21 |
| 11151326 | 11/15/2013 | 10108 | BUSTAMANTE, YASMEEN | 628.44 |
| 11271326 | 11/27/2013 | 10108 | BUSTAMANTE, YASMEEN | 630.45 |
| 11011303 | 11/01/2013 | 10353 | CARTER, KERRIA DEAN | 1,448.74 |
| 11151303 | 11/15/2013 | 10353 | CARTER, KERRIA DEAN | 1,653.97 |
| 11271303 | 11/27/2013 | 10353 | CARTER, KERRIA DEAN | 1,685.75 |
| 11011334 | 11/01/2013 | 10306 | COMPTON, FELICIA G. | 398.27 |
| 11151332 | 11/15/2013 | 10306 | COMPTON, FELICIA G. | 649.31 |
| 11271332 | 11/27/2013 | 10306 | COMPTON, FELICIA G. | 805.57 |
| 25403 | 11/01/2013 | 10011 | CORRALES, JOEL V. | 608.87 |
| 11011359 | 11/01/2013 | 11031 | COX, MISTI M | 2,631.06 |
| 11151357 | 11/15/2013 | 11031 | COX, MISTI M | 2,343.25 |
| 11151327 | 11/15/2013 | 11002 | CRAWFORD, SHAY A | 565.39 |
| 11271327 | 11/27/2013 | 11002 | CRAWFORD, SHAY A | 565.39 |
| 25402 | 11/01/2013 | 10616 | DAWSON, KATHLEEN | 799.79 |
| 25409 | 11/15/2013 | 10616 | DAWSON, KATHLEEN | 986.56 |
| 25416 | 11/27/2013 | 10616 | DAWSON, KATHLEEN | 964.03 |
| 11011324 | 11/01/2013 | 10600 | DE LA TORRE, ELINORE JUNE | 1,102.15 |
| 11151322 | 11/15/2013 | 10600 | DE LA TORRE, ELINORE JUNE | 1,275.00 |

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| 11271323 | 11/27/2013 | 10600 | DE LA TORRE, ELINORE JUNE | 1,208.40 |
| 11011304 | 11/01/2013 | 11008 | DEATON, CINDY G | 2,039.45 |
| 11151304 | 11/15/2013 | 11008 | DEATON, CINDY G | 1,870.77 |
| 11271304 | 11/27/2013 | 11008 | DEATON, CINDY G | 1,851.77 |
| 11011320 | 11/01/2013 | 10260 | DENNY, HOLLY D. | 1,499.45 |
| 11151318 | 11/15/2013 | 10260 | DENNY, HOLLY D. | 1,378.45 |
| 11271319 | 11/27/2013 | 10260 | DENNY, HOLLY D. | 1,547.93 |
| 11011335 | 11/01/2013 | 10994 | DUNLAP, JOANNE DENIECE | 783.72 |
| 11151333 | 11/15/2013 | 10994 | DUNLAP, JOANNE DENIECE | 886.26 |
| 11271333 | 11/27/2013 | 10994 | DUNLAP, JOANNE DENIECE | 889.38 |
| 11011321 | 11/01/2013 | 10019 | DUTTON, LINDA | 938.95 |
| 11151319 | 11/15/2013 | 10019 | DUTTON, LINDA | 1,121.80 |
| 11271320 | 11/27/2013 | 10019 | DUTTON, LINDA | 1,909.80 |
| 11011360 | 11/01/2013 | 11009 | EATON, LUZELENA | 1,010.89 |
| 11151358 | 11/15/2013 | 11009 | EATON, LUZELENA | 1,006.30 |
| 11271359 | 11/27/2013 | 11009 | EATON, LUZELENA | 1,062.37 |
| 25410 | 11/15/2013 | 10763 | ESPARZA, JESSICA | 608.87 |
| 11011349 | 11/01/2013 | 10658 | FLYNN, ELIDIA G | 676.45 |
| 11151347 | 11/15/2013 | 10658 | FLYNN, ELIDIA G | 693.17 |
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| 11011361 | 11/01/2013 | 10251 | FORTUNE, CARLA J | 683.51 |
| 11151359 | 11/15/2013 | 10251 | FORTUNE, CARLA J | 684.05 |
| 11271360 | 11/27/2013 | 10251 | FORTUNE, CARLA J | 709.85 |
| 11011336 | 11/01/2013 | 10209 | GRAVES, SANDRA N. | 651.47 |
| 11151334 | 11/15/2013 | 10209 | GRAVES, SANDRA N. | 631.81 |
| 11271334 | 11/27/2013 | 10209 | GRAVES, SANDRA N. | 671.34 |
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| 11011337 | 11/01/2013 | 11028 | HAMILL, MARY A | 635.26 |
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| 11271335 | 11/27/2013 | 11028 | HAMILL, MARY A | 667.86 |
| 11011346 | 11/01/2013 | 10589 | HASTON, KATHY J. | 558.92 |
| 11151343 | 11/15/2013 | 10589 | HASTON, KATHY J. | 579.77 |
| 11271344 | 11/27/2013 | 10589 | HASTON, KATHY J. | 519.89 |
| 11011322 | 11/01/2013 | 10562 | HERRERA, SHARLA JAN | 556.33 |
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| 11011338 | 11/01/2013 | 10112 | HULSLANDER, MELINDA | 734.59 |
| 11271306 | 11/27/2013 | 11038 | JENNINGS, DANIEL R | 1,228.43 |
| 11011350 | 11/01/2013 | 10882 | JUAREZ, JOSEFINA L | 630.66 |
| 11151348 | 11/15/2013 | 10882 | JUAREZ, JOSEFINA L | 717.18 |
| 11271349 | 11/27/2013 | 10882 | JUAREZ, JOSEFINA L | 662.27 |
| 11011306 | 11/01/2013 | 10845 | KEELY, DARLA J | 1,247.14 |
| 25405 | 11/01/2013 | 10888 | LARA, LUCERO A. | 1,431.89 |
| 25412 | 11/15/2013 | 10888 | LARA, LUCERO A. | 1,286.70 |
| 25419 | 11/27/2013 | 10888 | LARA, LUCERO A. | 1,240.45 |
| 11011339 | 11/01/2013 | 10216 | LONG, RIKKI LYNN | 547.97 |
| 11151336 | 11/15/2013 | 10216 | LONG, RIKKI LYNN | 541.23 |
| 11271336 | 11/27/2013 | 10216 | LONG, RIKKI LYNN | 555.47 |
| 11011358 | 11/01/2013 | 10405 | LOPEZ, BELINDA | 1,047.70 |
| 11151356 | 11/15/2013 | 10405 | LOPEZ, BELINDA | 1,155.77 |

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| 25411 | 11/15/2013 | 10661 | MANCHA, JOSE M. | 2,152.25 |
| 25418 | 11/27/2013 | 10661 | MANCHA, JOSE M. | 3,048.03 |
| 11011325 | 11/01/2013 | 10758 | MANGARON, JANETTE JUMAWAN | 1,237.07 |
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| 11271324 | 11/27/2013 | 10758 | MANGARON, JANETTE JUMAWAN | 1,720.46 |
| 11011307 | 11/01/2013 | 10997 | MARTZ, ASHLY LYNN | 1,377.61 |
| 11151306 | 11/15/2013 | 10997 | MARTZ, ASHLY LYNN | 1,460.91 |
| 11271307 | 11/27/2013 | 10997 | MARTZ, ASHLY LYNN | 1,584.97 |
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| 11271353 | 11/27/2013 | 11016 | MOON, NORMA A | 736.98 |
| 11011347 | 11/01/2013 | 10214 | NAVARRETE, GREGORIA | 630.02 |
| 11151344 | 11/15/2013 | 10214 | NAVARRETE, GREGORIA | 645.43 |
| 11271345 | 11/27/2013 | 10214 | NAVARRETE, GREGORIA | 685.22 |
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| 11271330 | 11/27/2013 | 10787 | NEBOH, STELLA NJEMANZE | 1,319.67 |
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| 11151353 | 11/15/2013 | 10885 | NORMAN, CHARLOTTE K. | 790.08 |
| 11271354 | 11/27/2013 | 10885 | NORMAN, CHARLOTTE K. | 760.46 |
| 11011340 | 11/01/2013 | 11023 | ORONA, ANITA E | 229.04 |
| 11151337 | 11/15/2013 | 11023 | ORONA, ANITA E | 238.17 |
| 11271337 | 11/27/2013 | 11023 | ORONA, ANITA E | 207.75 |
| 11011341 | 11/01/2013 | 10105 | PERCIFIELD, JANA | 675.30 |
| 11151338 | 11/15/2013 | 10105 | PERCIFIELD, JANA | 708.25 |
| 11271338 | 11/27/2013 | 10105 | PERCIFIELD, JANA | 730.99 |
| 11011308 | 11/01/2013 | 10328 | PEREZ, CHRISTINA J. | 461.98 |
| 11151307 | 11/15/2013 | 10328 | PEREZ, CHRISTINA J. | 517.20 |
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| 11011362 | 11/01/2013 | 10147 | PEREZ, JEANETTE MARRER | 654.28 |
| 11151360 | 11/15/2013 | 10147 | PEREZ, JEANETTE MARRER | 678.52 |
| 11271361 | 11/27/2013 | 10147 | PEREZ, JEANETTE MARRER | 718.78 |
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| 11151349 | 11/15/2013 | 10925 | QUIROZ, MARTHA JAQUEZ | 921.19 |
| 11271350 | 11/27/2013 | 10925 | QUIROZ, MARTHA JAQUEZ | 984.37 |
| 11011329 | 11/01/2013 | 11007 | QUIROZ, ROSELLA L | 1,085.73 |
| 11151328 | 11/15/2013 | 11007 | QUIROZ, ROSELLA L | 1,405.13 |
| 11271328 | 11/27/2013 | 11007 | QUIROZ, ROSELLA L | 1,161.96 |
| 11011363 | 11/01/2013 | 11025 | RAMIREZ, PEARL L | 629.38 |
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| 11271362 | 11/27/2013 | 11025 | RAMIREZ, PEARL L | 658.09 |
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| 11271309 | 11/27/2013 | 11033 | RATLIFF, SARINA M | 1,061.69 |

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| 11271346 | 11/27/2013 | 10222 | ROBINSON, ALECIA A | 833.47 |
| 25413 | 11/15/2013 | 11037 | RODRIGUEZ, MARIA | 212.19 |
| 11271339 | 11/27/2013 | 11037 | RODRIGUEZ, MARIA | 666.36 |
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| 11271357 | 11/27/2013 | 10770 | RUSHING, MICHELLE R | 464.82 |
| 11011310 | 11/01/2013 | 10252 | SALINAS, CHRISTIAN J | 744.23 |
| 11151309 | 11/15/2013 | 10252 | SALINAS, CHRISTIAN J | 667.20 |
| 11271310 | 11/27/2013 | 10252 | SALINAS, CHRISTIAN J | 793.74 |
| 11011311 | 11/01/2013 | 10107 | SALINAS, TONI | 764.40 |
| 11151310 | 11/15/2013 | 10107 | SALINAS, TONI | 740.47 |
| 11271311 | 11/27/2013 | 10107 | SALINAS, TONI | 729.23 |
| 25417 | 11/27/2013 | 11039 | SARTOR, ANDI H | 870.69 |
| 11271355 | 11/27/2013 | 11040 | SCURLOCK, KENTON E | 574.60 |
| 11011342 | 11/01/2013 | 10220 | SERBANTEZ, ANNETTE MARIE | 786.05 |
| 11151339 | 11/15/2013 | 10220 | SERBANTEZ, ANNETTE MARIE | 786.17 |
| 11271340 | 11/27/2013 | 10220 | SERBANTEZ, ANNETTE MARIE | 791.97 |
| 11011364 | 11/01/2013 | 10226 | SOLTERO, JEHNIFER SHEAN | 1,363.62 |
| 11151362 | 11/15/2013 | 10226 | SOLTERO, JEHNIFER SHEAN | 1,153.91 |
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| 11011343 | 11/01/2013 | 10852 | SOLTERO, NAOMI | 1,117.65 |
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| 11011326 | 11/01/2013 | 10342 | SWANSON, MARILYN LEE | 565.39 |
| 11151324 | 11/15/2013 | 10342 | SWANSON, MARILYN LEE | 565.39 |
| 11011365 | 11/01/2013 | 10003 | TAYLOR, JONI LYNNE | 965.68 |
| 11151363 | 11/15/2013 | 10003 | TAYLOR, JONI LYNNE | 995.58 |
| 11271364 | 11/27/2013 | 10003 | TAYLOR, JONI LYNNE | 1,062.37 |
| 11011344 | 11/01/2013 | 11034 | THOMPSON, KATHY C | 663.75 |
| 11151341 | 11/15/2013 | 11034 | THOMPSON, KATHY C | 641.90 |
| 11271342 | 11/27/2013 | 11034 | THOMPSON, KATHY C | 631.63 |
| 11011313 | 11/01/2013 | 10365 | URQUIDI, MISTI DAWN | 590.65 |
| 11151311 | 11/15/2013 | 10365 | URQUIDI, MISTI DAWN | 204.84 |
| 11011314 | 11/01/2013 | 10367 | VALERIO, PEGGY R | 988.16 |
| 11151312 | 11/15/2013 | 10367 | VALERIO, PEGGY R | 992.82 |
| 11271313 | 11/27/2013 | 10367 | VALERIO, PEGGY R | 1,092.20 |
| 11011332 | 11/01/2013 | 10333 | VELASQUEZ, GENIVA HEREDIA | 37.55 |
| 11011345 | 11/01/2013 | 10232 | VILLALPANDO, ADRIANA L | 725.69 |
| 11151342 | 11/15/2013 | 10232 | VILLALPANDO, ADRIANA L | 678.07 |
| 11271343 | 11/27/2013 | 10232 | VILLALPANDO, ADRIANA L | 780.25 |
| 11011330 | 11/01/2013 | 10322 | WIDNER, WILLIAM BRADY | 1,310.19 |
| 11151329 | 11/15/2013 | 10322 | WIDNER, WILLIAM BRADY | 1,308.52 |

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| 11271329 | 11/27/2013 | 10322 | WIDNER, WILLIAM BRADY | 1,116.17 |
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| 11151325 | 11/15/2013 | 10213 | WOLF, VIRGINIA ANN | 1,517.83 |
| 11271325 | 11/27/2013 | 10213 | WOLF, VIRGINIA ANN | 1,455.51 |
| | | | | ----- |
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| A | B | C | D | E | F | G | H | I | J | K | L |
|----|------------------------------------|---------------------------------|---|--|---|---|---|---|---|---|---|
| 2 | | | | | | | | | | | |
| 3 | | | | | | | | | | | |
| 4 | | | | | | | | | | | |
| 5 | RECEIPTS & EXPENDITURES | GENERAL FUND - WEST TEXAS STATE | | INVESTMENT REPORT OF JEANNA WILLIEM, WINKLER COUNTY INVESTMENT OFFICER | | | | | | | |
| 6 | BEGINNING BALANCE DECEMBER 1, 2013 | \$143,364.06 | | DECEMBER 1 THRU DECEMBER 31, 2013 | | | | | | | |
| 7 | DEPOSITS | \$2,915,462.13 | | WINKLER COUNTY EMPLOYEE HEALTH BENEFIT FUND | | | | | | | |
| 8 | VD CKS | | | | | | | | | | |
| 9 | | | | | | | | | | | |
| 10 | MASTERCARD CHARGE | | | | | | | | | | |
| 11 | RETURNED CHECKS | | | | | | | | | | |
| 12 | AMOUNT PAID OUT SINCE LAST REPORT | | | | | | | | | | |
| 13 | WIRE TRANSFERS | \$150,226.46 | | | | | | | | | |
| 14 | JURY CKS | \$480.00 | | | | | | | | | |
| 15 | CSCD PAYROLL TRANSFER | \$59.32 | | | | | | | | | |
| 16 | TRANSFER FICA | \$185,798.15 | | | | | | | | | |
| 17 | ACCOUNTS PAYABLE | \$674,424.03 | | | | | | | | | |
| 18 | PAYROLL | \$221,833.78 | | | | | | | | | |
| 19 | AMOUNT TO BALANCE | \$1,528,025.25 | | | | | | | | | |
| 20 | BALANCE | \$3,061,046.99 | | | | | | | | | |
| 21 | | | | | | | | | | | |
| 22 | | | | | | | | | | | |
| 23 | | | | | | | | | | | |
| 24 | | | | | | | | | | | |
| 25 | | | | | | | | | | | |
| 26 | | | | | | | | | | | |
| 27 | TEXPOOL | | | | | | | | | | |
| 28 | GENERAL FUND | 0.50% | | | | | | | | | |
| 29 | HOSPITAL | 0.50% | | | | | | | | | |
| 30 | BALANCE TEXPOOL | | | | | | | | | | |
| 31 | TEXPOOL'S PORTFOLIO ASSET SUMMARY | | | | | | | | | | |
| 32 | | | | | | | | | | | |
| 33 | | | | | | | | | | | |
| 34 | | | | | | | | | | | |
| 35 | | | | | | | | | | | |
| 36 | | | | | | | | | | | |
| 37 | CERTIFICATES OF DEPOSIT | | | | | | | | | | |
| 38 | SOUTHWEST BANK-WINK | 0.23% | | | | | | | | | |
| 39 | COMMERCIAL STATE OF ANDREWS | 0.65% | | | | | | | | | |
| 40 | PECOS STATE BANK | 0.45% | | | | | | | | | |
| 41 | SECURITY STATE BANK OF MONAHANS | 0.30% | | | | | | | | | |
| 42 | WEST TEXAS STATE BANK OF KERMIT | 0.45% | | | | | | | | | |
| 43 | COMMERCIAL STATE OF ANDREWS | 0.45% | | | | | | | | | |
| 44 | TRANSPECOS BANKS OF PECOS | 0.45% | | | | | | | | | |
| 45 | WEST TEXAS NATIONAL BANK OF KERMIT | 0.45% | | | | | | | | | |
| 46 | WEST TEXAS STATE BANK OF KERMIT | 0.45% | | | | | | | | | |
| 47 | WEST TEXAS STATE BANK OF KERMIT | 0.45% | | | | | | | | | |
| 48 | FIRST CAPITAL BANK OF TEXAS | 0.6478% | | | | | | | | | |
| 49 | FIRST CAPITAL BANK OF TEXAS | 0.866% | | | | | | | | | |
| 50 | FIRST CAPITAL BANK OF TEXAS | 0.866% | | | | | | | | | |
| 51 | FIRST CAPITAL BANK OF TEXAS | 0.866% | | | | | | | | | |
| 52 | BALANCE CDS | | | | | | | | | | |
| 53 | CASH IN BANK KERMIT STATE BANK | 0.000% | | | | | | | | | |
| 54 | | | | | | | | | | | |
| 55 | | | | | | | | | | | |
| 56 | | | | | | | | | | | |
| 57 | TOTAL CASH IN BANK | | | | | | | | | | |

| | A | B | C | D | E | F | G | H | I | J | K | L |
|----|--|---|---|---|-----------------|------------------|--------------------|------------------|--|----------------|----------------|----------------|
| 59 | | | | | | | | | | | | |
| 60 | OCTOBER 31, 2013 | | | | GENERAL FUND | HOSPITAL PROJECT | INTEREST & SINKING | | PLEDGED SECURITIES - WEST TEXAS STATE BANK | | | 10/31/2013 |
| 61 | TOTAL ASSETS: CASH IN BANK, TEX-POL, FEDERAL RESERVE, INVESTMENTS | | | | \$10,144,146.35 | \$ | 226,642.18 | CUSIP #3138KEZ4 | ORIGINAL FACE | PAR VALUE | BOOK VALUE | MARKET VALUE |
| 62 | | | | | | | | CUSIP #3138KEZ4 | \$3,000,000.00 | \$2,440,721.37 | \$3,696,897.37 | \$2,635,929.93 |
| 63 | | | | | | | | CUSIP #3138KEZ4 | \$2,000,000.00 | \$1,627,147.58 | \$1,771,264.92 | \$1,257,286.62 |
| 64 | | | | | | | | CUSIP #4178M9B92 | \$5,000,000.00 | \$4,878,320.52 | \$5,488,916.41 | \$5,367,093.50 |
| 65 | | | | | | | | | | | | |
| 66 | | | | | | | | | \$13,000,000.00 | \$8,946,189.27 | \$9,927,076.70 | \$9,760,300.05 |
| 67 | | | | | | | | | | | | |
| 68 | THE STATE OF TEXAS, COUNTY OF WINKLER: Before me, the undersigned authority, on this day personally appeared, Jeanna Wilhelm, Winkler County Investment Officer, who being by me duly sworn, upon oath, says that the within | | | | | | | | | | | |
| 69 | and foregoing report is true, correct and prepared in compliance with generally accepted accounting principles. | | | | | | | | | | | |
| 70 | | | | | | | | | | | | |
| 71 | | | | | | | | | | | | |
| 72 | | | | | | | | | | | | |

Jeanna Wilhelm
Winkler County Investment Officer
Clerk,
County Court, Winkler County, Texas

WINKLER COUNTY EMPLOYEE BENEFIT FUND

| DECEMBER BANK TRANSACTIONS | | | | | | |
|----------------------------|------------------------|-------------|---------------|-----------|---------------|---------------|
| DATE | CHECK NUMBERS | DENTAL | MEDICAL | STOP LOSS | DEPOSITS | BALANCE |
| 12/1/2013 | CAREMARK RX | | \$ (371.72) | | \$ 153,012.50 | \$ 759,847.69 |
| 12/1/2013 | 7951-VOID | | \$ (46.00) | | | \$ 759,893.69 |
| 12/2/2013 | BCBS 11/1/13-11/30/13 | | \$ 22,634.95 | | | \$ 737,258.74 |
| 12/2/2013 | BCBS 11/23/13-11/29/13 | | \$ 12,221.68 | | | \$ 725,037.06 |
| 12/5/2013 | 7972-7974 | \$ 432.00 | | | | \$ 724,605.06 |
| 12/9/2013 | BCBS 12/1/13-12/5/13 | | \$ 20,831.36 | | | \$ 703,773.70 |
| 12/13/2013 | BCBS 12/7/13-12/13/13 | | \$ 24,411.33 | | | \$ 679,362.37 |
| 12/16/2013 | VOID CK 7970 | \$ (543.40) | | | | \$ 679,905.77 |
| 12/19/2013 | 7975-7978 | \$ 1,169.00 | | | | \$ 678,736.77 |
| 12/23/2013 | BCBS 12/14-12/20/13 | | \$ 18,694.77 | | | \$ 660,042.00 |
| 12/30/2013 | BCBS 12/21-12/27/13 | | \$ 16,371.28 | | | \$ 643,670.72 |
| 12/26/2013 | 7979 | \$ 472.00 | | | | \$ 643,198.72 |
| | | \$ 1,529.60 | \$ 114,747.65 | \$ - | \$ 153,012.50 | |

WINKLER COUNTY HOSPITAL BOND INTEREST

| DECEMBER TRANSACTIONS | | | | | | |
|-----------------------|-------------|---------|--------------|-----------|--|--------------|
| 12/5/2013 | 46440-46441 | \$ 5.00 | \$ 2,289.23 | \$ 281.60 | | \$189,318.17 |
| 12/11/2013 | 46466-46467 | | \$ 20,767.46 | \$ 171.25 | | \$210,256.88 |
| 12/29/2013 | 46517-46518 | | \$ 16,300.00 | \$ 85.30 | | \$226,642.18 |
| | | \$ 5.00 | \$ 39,356.69 | \$ 538.15 | | |

| DECEMBER BANK TRANSACTIONS | | | | | | | | | |
|----------------------------|-------------|--------|--------------|---------------|--|------|-------------|---------------|---------------|
| DATE | | NUMBER | PAYROLL | ACCOUNTS | | JURY | WIRE | | DEPOSITS |
| DEPOSIT | | | | PAYABLE | | | TRANSFERS | | |
| 12/2/2013 | 74997 | | | \$ 55.00 | | | | | \$ 145,529.86 |
| 12/2/2013 | 74998-75001 | | | \$ 837.50 | | | | | \$ 144,692.36 |
| 12/2/2013 | 75002-75004 | | | \$ 9,362.48 | | | | | \$ 135,329.88 |
| 12/3/2013 | 75005 | | | \$ 123,641.00 | | | | | \$ 11,688.88 |
| 12/3/2013 | 75006 | | \$ 236.61 | \$ 90.72 | | | | | \$ 11,361.55 |
| 12/6/2013 | 46454 | | | | | | | \$ 300,000.00 | \$ 311,361.55 |
| 12/4/2013 | 46409-46439 | | | | | | | \$ 384,363.66 | \$ 695,725.21 |
| 12/5/2013 | 75007-75010 | | | \$ 1,106.85 | | | | | \$ 694,618.36 |
| 12/5/2013 | 75011 | | | \$ 650.00 | | | | | \$ 693,968.36 |
| 12/6/2013 | 46456 | | | | | | | \$ 1,975.90 | \$ 695,944.26 |
| 12/6/2013 | 46457 | | | | | | | \$ 5,771.53 | \$ 701,715.79 |
| 12/9/2013 | 75012-75084 | | | \$ 422,301.03 | | | | | \$ 279,414.76 |
| 12/6/2013 | 75085-75086 | | | \$ 747.00 | | \$ | (37,445.00) | | \$ 241,222.76 |
| 12/9/2013 | 75087-75089 | | | \$ 1,100.00 | | | | | \$ 240,122.76 |
| 12/9/2013 | 46501-46503 | | | | | | | \$ 14,171.00 | \$ 254,293.76 |
| 12/13/2013 | 88538-39vd | | | | | \$ | (59.32) | | \$ 254,234.44 |
| 12/10/2013 | 75090 | | | \$ 200.00 | | | | | \$ 254,034.44 |
| 12/10/2013 | 46442-46465 | | | | | | | \$ 349,360.33 | \$ 603,394.77 |
| 12/10/2013 | 46504 | | | | | | | \$ 72,615.00 | \$ 676,009.77 |
| 12/10/2013 | 45605 | | | | | | | \$ 1,584.00 | \$ 677,593.77 |
| 12/10/2013 | 46506 | | | | | | | \$ 642.60 | \$ 678,236.37 |
| 12/13/2013 | 75091-75101 | | | \$ 11,206.85 | | | | | \$ 667,029.52 |
| 12/11/2013 | 75102-75107 | | | \$ 6,300.56 | | | | | \$ 660,728.96 |
| 12/12/2013 | 75108-75111 | | | \$ 1,615.71 | | | | | \$ 659,113.25 |
| 12/12/2013 | 46507 | | | | | | | \$ 452.05 | \$ 659,565.30 |
| 12/13/2013 | 88493-88537 | | \$ 98,065.97 | | | | | | \$ 561,499.33 |
| 12/12/2013 | 75112-75113 | | | \$ 242.90 | | | | | \$ 561,256.43 |
| 12/16/2013 | 75114-75115 | | | \$ 4,882.93 | | \$ | (80.00) | | \$ 556,293.50 |
| 12/13/2013 | 167831000 | | \$ 648.08 | | | | | | \$ 555,645.42 |
| 12/13/2013 | | | | | | \$ | (225.54) | | \$ 555,419.88 |
| 12/12/2013 | 75116-75120 | | | \$ 852.37 | | | | | \$ 554,567.51 |
| 12/13/2013 | | | | | | \$ | (71,133.64) | | \$ 517,038.70 |
| 12/13/2013 | 46508 | | | | | \$ | (213.23) | | \$ 517,083.47 |
| 12/13/2013 | 46509 | | | | | | | \$ 114,987.38 | \$ 632,070.85 |
| 12/13/2013 | 46510 | | | | | | | \$ 112,146.56 | \$ 744,217.41 |
| 12/16/2013 | 46511 | | | | | | | \$ 131.51 | \$ 744,348.92 |
| 12/17/2013 | 75117-vd | | | | | | | | \$ 744,348.92 |

[illegible]

| CHECK..... | Check Date | PAYROLL DATE | Issued to..... | NET PAY.. | DD | STATUS. |
|------------|------------|--------------|--------------------------------|-----------|----|---------|
| 88493-PR | 12/13/13 | 12/13/13 | LARA, RAUL M. | 737.64 | | |
| 88494-PR | 12/13/13 | 12/13/13 | VELASQUEZ, PEDRO CARABASO | 509.78 | | |
| 88495-PR | 12/13/13 | 12/13/13 | WOLFE, PATRICIA L. | 265.88 | | |
| 88496-PR | 12/13/13 | 12/13/13 | PAUDA, AUSTIN MARCELINO | 173.16 | N | |
| 88497-PR | 12/13/13 | 12/13/13 | WOLF, KELSEY JENAE | 76.81 | N | |
| 88498-PR | 12/13/13 | 12/13/13 | COOPER, CHARLES E. | 317.19 | | |
| 88499-PR | 12/13/13 | 12/13/13 | ROBERTS, WALTER MARIE JR. | 896.46 | N | |
| 88500-PR | 12/13/13 | 12/13/13 | WHITE, JULIE MARINA | 146.35 | | |
| 88501-PR | 12/13/13 | 12/13/13 | BUSTAMANTE, REYES PALLANES JR. | 829.18 | | |
| 88502-PR | 12/13/13 | 12/13/13 | WOLF, GERRY L. | 846.67 | N | |
| 88503-PR | 12/13/13 | 12/13/13 | FERRER, DIANA | 447.71 | N | |
| 88504-PR | 12/13/13 | 12/13/13 | DE ANDA, ERIC RUBEN | 759.06 | Y | |
| 88505-PR | 12/13/13 | 12/13/13 | PARKER, ROSA M | 368.37 | N | |
| 88506-PR | 12/13/13 | 12/13/13 | MUNCY, MARTIN D | 0.00 | | |
| 88507-PR | 12/13/13 | 12/13/13 | HAWKINS, ROBBIE L. | 680.79 | | |
| 88508-PR | 12/13/13 | 12/13/13 | TERRY, MARK C | 1,210.96 | N | |
| 88509-PR | 12/13/13 | 12/13/13 | ALVES, JEFFERY DALE | 247.21 | Y | |
| 88510-PR | 12/13/13 | 12/13/13 | MCNEIL, CARIE LYNN | 195.41 | N | |
| 88511-PR | 12/13/13 | 12/13/13 | THOMPSON, BILLY RAY | 1,191.03 | N | |
| 88512-PR | 12/13/13 | 12/13/13 | KAPKA, DON E | 813.48 | | |
| 88513-PR | 12/13/13 | 12/13/13 | MITCHELL, GENE E | 768.14 | N | |
| 88514-PR | 12/13/13 | 12/13/13 | MITCHELL, HENRY LEON | 837.07 | | |
| 88515-PR | 12/13/13 | 12/13/13 | GARCIA, PEDRO F. | 399.59 | | |
| 88516-PR | 12/13/13 | 12/13/13 | HENDERSON, JOHN E. | 845.74 | N | |
| 88517-PR | 12/13/13 | 12/13/13 | WHITE, ROBERT L. SR. | 859.91 | | |
| 88518-PR | 12/13/13 | 12/13/13 | GREENE, PAH S. | 448.01 | | |
| 88519-PR | 12/13/13 | 12/13/13 | REED, SHETHELIA I. | 1,382.36 | N | |
| 88520-PR | 12/13/13 | 12/13/13 | WARBOIS, DEBRA A | 783.09 | | |
| 88521-PR | 12/13/13 | 12/13/13 | CARTWRIGHT, CHRISTINE M | 886.16 | N | |
| 88522-PR | 12/13/13 | 12/13/13 | GALLEGOS, SUKI A. | 823.73 | | |
| 88523-PR | 12/13/13 | 12/13/13 | GARRETT, SALINA DAWN | 205.42 | | |
| 88524-PR | 12/13/13 | 12/13/13 | GLOVER, ANTHONY DESHAWN | 1,070.10 | N | |
| 88525-PR | 12/13/13 | 12/13/13 | KEELY, GEORGE J. JR. | 1,711.28 | N | |
| 88526-PR | 12/13/13 | 12/13/13 | LONG, ROY L. | 1,108.18 | | |
| 88527-PR | 12/13/13 | 12/13/13 | MARTINEZ, JOHNNY ANGEL | 786.85 | N | |
| 88528-PR | 12/13/13 | 12/13/13 | ROBERTS, BONNIE MAY | 872.07 | N | |
| 88529-PR | 12/13/13 | 12/13/13 | ROBERTS, CINDY L | 233.70 | N | |
| 88530-PR | 12/13/13 | 12/13/13 | SOLTERO, JOSE L. | 1,402.44 | | |
| 88531-PR | 12/13/13 | 12/13/13 | SOTELO, KIMBERLY LUANN | 999.14 | N | |
| 88532-PR | 12/13/13 | 12/13/13 | TRIBBLE, BILL DAVID | 1,096.07 | | |
| 88533-PR | 12/13/13 | 12/13/13 | UNDERWOOD, WILLIAM F | 941.74 | | |
| 88534-PR | 12/13/13 | 12/13/13 | EASLEY, ROBIN RENE' | 440.67 | N | |
| 88535-PR | 12/13/13 | 12/13/13 | JACKSON, PHYLLIS L. | 1,055.63 | | |
| 88536-PR | 12/13/13 | 12/13/13 | RANDOLPH, DIXIE K. | 933.82 | | |
| 88537-PR | 12/13/13 | 12/13/13 | TERRY, SHERRY A. | 1,419.99 | N | |
| | | | | 33,419.96 | | |

| CHECK..... | Check Date | PAYROLL DATE | Issued to..... | NET PAY.. | DO | STATUS. |
|------------|------------|--------------|--------------------------------|-----------|----|---------|
| 88540-PR | 12/20/13 | 12/20/13 | CARTWRIGHT, CHRISTINE M | 332.81 | N | |
| 88541-PR | 12/20/13 | 12/20/13 | GLOVER, ANTHONY DESHAWN | 123.32 | N | |
| 88542-PR | 12/20/13 | 12/20/13 | MARTINEZ, JOHNNY ANGEL | 470.32 | N | |
| 88543-PR | 12/20/13 | 12/20/13 | SOLTERO, JOSE L. | 277.90 | | |
| 88544-PR | 12/20/13 | 12/20/13 | SOTELO, KIMBERLY LUANN | 438.82 | N | |
| 88545-PR | 12/20/13 | 12/20/13 | TRIBBLE, BILL DAVID | 485.84 | | |
| 88546-PR | 12/20/13 | 12/20/13 | UNDERWOOD, WILLIAM F | 411.88 | | |
| | | | | 2,541.89 | | |
| 88547-PR | 12/27/13 | 12/27/13 | LARA, RAUL M. | 881.00 | | |
| 88548-PR | 12/27/13 | 12/27/13 | VELASQUEZ, PEDRO CARRASCO | 1,141.50 | | |
| 88549-PR | 12/27/13 | 12/27/13 | WOLFE, PATRICIA L. | 264.79 | | |
| 88550-PR | 12/27/13 | 12/27/13 | COOPER, CHARLES E. | 317.19 | | |
| 88551-PR | 12/27/13 | 12/27/13 | ROBERTS, WALTER MARIE JR. | 1,357.25 | N | |
| 88552-PR | 12/27/13 | 12/27/13 | WHITE, JULIE MARINA | 163.50 | | |
| 88553-PR | 12/27/13 | 12/27/13 | BUSTAMANTE, REYES PALLANES JR. | 986.26 | | |
| 88554-PR | 12/27/13 | 12/27/13 | WOLF, GERRY L. | 1,219.38 | N | |
| 88555-PR | 12/27/13 | 12/27/13 | FERRER, DIANA | 412.71 | N | |
| 88556-PR | 12/27/13 | 12/27/13 | ALARCON, SYLVESTER | 198.58 | | |
| 88557-PR | 12/27/13 | 12/27/13 | CHILDRESS, BARBARA DANIELLE | 159.76 | Y | |
| 88558-PR | 12/27/13 | 12/27/13 | PARKER, ROSA M | 779.34 | N | |
| 88559-PR | 12/27/13 | 12/27/13 | CROW, RICHARD LEROY | 59.74 | N | |
| 88560-PR | 12/27/13 | 12/27/13 | MUNCY, MARTIN B | 0.00 | | |
| 88561-PR | 12/27/13 | 12/27/13 | HAWKINS, ROBBIE L. | 681.44 | | |
| 88562-PR | 12/27/13 | 12/27/13 | TERRY, MARK C | 1,204.52 | N | |
| 88563-PR | 12/27/13 | 12/27/13 | THOMPSON, BILLY RAY | 1,402.61 | N | |
| 88564-PR | 12/27/13 | 12/27/13 | KAPKA, DON E | 899.16 | | |
| 88565-PR | 12/27/13 | 12/27/13 | MITCHELL, GENE E | 853.62 | N | |
| 88566-PR | 12/27/13 | 12/27/13 | MITCHELL, HENRY LEON | 930.59 | | |
| 88567-PR | 12/27/13 | 12/27/13 | GARCIA, PEDRO F. | 503.21 | | |
| 88568-PR | 12/27/13 | 12/27/13 | HENDERSON, JOHN E. | 1,243.91 | N | |
| 88569-PR | 12/27/13 | 12/27/13 | WHITE, ROBERT L. SR. | 1,122.58 | | |
| 88570-PR | 12/27/13 | 12/27/13 | CHILDRESS, BARBARA DANIELLE | 978.74 | Y | |
| 88571-PR | 12/27/13 | 12/27/13 | GREENE, PAM S. | 820.37 | | |
| 88572-PR | 12/27/13 | 12/27/13 | REED, SHELLEIA I. | 1,572.05 | N | |
| 88573-PR | 12/27/13 | 12/27/13 | WARBOIS, DEBRA A | 925.92 | | |
| 88574-PR | 12/27/13 | 12/27/13 | CHAVES, BARBARA B | 99.99 | N | |
| 88575-PR | 12/27/13 | 12/27/13 | CARTWRIGHT, CHRISTINE M | 1,036.62 | N | |
| 88576-PR | 12/27/13 | 12/27/13 | GALLEGOS, SUKI A. | 1,021.94 | | |
| 88577-PR | 12/27/13 | 12/27/13 | GARRETT, SALINA DAWN | 177.41 | | |
| 88578-PR | 12/27/13 | 12/27/13 | GLOVER, ANTHONY DESHAWN | 1,206.52 | N | |
| 88579-PR | 12/27/13 | 12/27/13 | KEELY, GEORGE J. JR. | 1,774.36 | N | |
| 88580-PR | 12/27/13 | 12/27/13 | LONG, ROY L. | 1,245.85 | | |
| 88581-PR | 12/27/13 | 12/27/13 | MARTINEZ, JOHNNY ANGEL | 868.76 | N | |
| 88582-PR | 12/27/13 | 12/27/13 | ROBERTS, BONNIE MAY | 1,174.76 | N | |
| 88583-PR | 12/27/13 | 12/27/13 | ROGERS, CINDY L | 233.70 | N | |

| CHECK..... | Check Date | PAYROLL DATE | Issued to..... | NET PAY.. | SS | STATUS. |
|--------------|------------|--------------|-------------------------|-----------|----|---------|
| 88584-PR | 12/27/13 | 12/27/13 | SOLTERO, JOSE L. | 1,347.22 | | |
| 88585-PR | 12/27/13 | 12/27/13 | SOTELO, KIMBERLY LUANN | 1,050.01 | N | |
| 88586-PR | 12/27/13 | 12/27/13 | TRIBBLE, BILL DAVID | 1,298.59 | | |
| 88587-PR | 12/27/13 | 12/27/13 | UNDERWOOD, WILLIAM F | 995.24 | | |
| 88588-PR | 12/27/13 | 12/27/13 | EASLEY, ROBIN RENE' | 619.50 | N | |
| 88589-PR | 12/27/13 | 12/27/13 | JACKSON, PHYLLIS L. | 1,191.49 | | |
| 88590-PR | 12/27/13 | 12/27/13 | RANDOLPH, DIXIE K. | 1,065.30 | | |
| 88591-PR | 12/27/13 | 12/27/13 | TERRY, SHERRY A. | 1,634.19 | N | |
| | | | | 33,439.53 | | |
| 88592-PR | 12/30/13 | 12/30/13 | SOLTERO, JOSE L. | 508.04 | | |
| 88593-PR | 12/30/13 | 12/30/13 | TRIBBLE, BILL DAVID | 982.01 | | |
| | | | | 1,410.05 | | |
| 167731000-PR | 12/04/13 | 12/04/13 | EVERETT, JAMES S | 236.61 | Y | CLEAR |
| | | | | 236.61 | | |
| 167821000-PR | 12/13/13 | 12/13/13 | ALEXANDER, LADONNA L | 356.72 | Y | CLEAR |
| 167821001-PR | 12/13/13 | 12/13/13 | ANCHONDO, JOE BRIAN | 1,562.50 | Y | CLEAR |
| 167821002-PR | 12/13/13 | 12/13/13 | ARMENDARIZ, ELVIA G. | 275.62 | Y | CLEAR |
| 167821003-PR | 12/13/13 | 12/13/13 | ARMENDARIZ, JUAN DEDIOS | 1,095.69 | Y | CLEAR |
| 167821004-PR | 12/13/13 | 12/13/13 | ARMENDARIZ, LERIDA | 740.86 | Y | CLEAR |
| 167821005-PR | 12/13/13 | 12/13/13 | BAKER, GENEVA RAQUEL | 1,076.03 | Y | CLEAR |
| 167821006-PR | 12/13/13 | 12/13/13 | BARRON, BRENDA L | 648.47 | Y | CLEAR |
| 167821007-PR | 12/13/13 | 12/13/13 | BLAGG, DONNA LINDSAY | 499.42 | Y | CLEAR |
| 167821008-PR | 12/13/13 | 12/13/13 | BREWER, CHARLES L | 531.92 | Y | CLEAR |
| 167821009-PR | 12/13/13 | 12/13/13 | CASTILLO, OSCAR | 1,178.12 | Y | CLEAR |
| 167821010-PR | 12/13/13 | 12/13/13 | CATES, SAMMIE ALTON JR. | 884.12 | Y | CLEAR |
| 167821011-PR | 12/13/13 | 12/13/13 | CROW, RICHARD LEROY | 148.15 | Y | CLEAR |
| 167821012-PR | 12/13/13 | 12/13/13 | DE ANDA, ERIC RUBEN | 214.76 | Y | CLEAR |
| 167821013-PR | 12/13/13 | 12/13/13 | DE ANDA, ERIC RUBEN | 996.70 | Y | CLEAR |
| 167821014-PR | 12/13/13 | 12/13/13 | DINGLE, MICHAEL PAUL | 1,195.08 | Y | CLEAR |
| 167821015-PR | 12/13/13 | 12/13/13 | DOMINGUEZ, EDUARDO C. | 1,963.69 | Y | CLEAR |
| 167821016-PR | 12/13/13 | 12/13/13 | EGGER, MONTY ZANE | 862.84 | Y | CLEAR |
| 167821017-PR | 12/13/13 | 12/13/13 | EVEREST, EULONDA | 1,228.25 | Y | CLEAR |
| 167821018-PR | 12/13/13 | 12/13/13 | EVERETT, JAMES S | 1,084.34 | Y | CLEAR |
| 167821019-PR | 12/13/13 | 12/13/13 | FLOWERS, RONNIE CLAUD | 855.49 | Y | CLEAR |
| 167821020-PR | 12/13/13 | 12/13/13 | FRANKS, PATRICIA A. | 1,216.05 | Y | CLEAR |
| 167821021-PR | 12/13/13 | 12/13/13 | GARRETT, CARL MICHAEL | 1,090.44 | Y | CLEAR |
| 167821022-PR | 12/13/13 | 12/13/13 | GUZMAN, DOMINGO JR. | 819.77 | Y | CLEAR |
| 167821023-PR | 12/13/13 | 12/13/13 | HAMMOND, SUSAN MARIE | 729.17 | Y | CLEAR |
| 167821024-PR | 12/13/13 | 12/13/13 | HARDAWAY, MICHAEL DEAN | 933.87 | Y | CLEAR |
| 167821025-PR | 12/13/13 | 12/13/13 | HARTLEY, WANNAH L | 1,142.11 | Y | CLEAR |
| 167821026-PR | 12/13/13 | 12/13/13 | HATTANAY, ELENA BERDOZA | 639.33 | Y | CLEAR |

Winkler County Treasurer
THE SOFTWARE GROUP, INC.

PAYROLL / PERSONNEL SYSTEM
CHECK REGISTER

01:24:26pm 31 Dec 2013
PAGE 4

| CHECK..... | Check Date | PAYROLL DATE | Issued to..... | NET PAY.. | DD | STATUS. |
|--------------|------------|--------------|---------------------------|-----------|----|---------|
| 167821027-PR | 12/13/13 | 12/13/13 | HOGUE, AMBER MAY | 1,078.35 | Y | CLEAR |
| 167821028-PR | 12/13/13 | 12/13/13 | HOLDER, PAULA JEANNE | 696.47 | Y | CLEAR |
| 167821029-PR | 12/13/13 | 12/13/13 | HOLGUIN, DOROTHY A | 417.22 | Y | CLEAR |
| 167821030-PR | 12/13/13 | 12/13/13 | HOLLEY, TIFFANY ELIZABETH | 2,072.37 | Y | CLEAR |
| 167821031-PR | 12/13/13 | 12/13/13 | JEROME, ALLEN RAY | 883.63 | Y | CLEAR |
| 167821032-PR | 12/13/13 | 12/13/13 | JOHNSON, BRIAN JAMES | 1,236.43 | Y | CLEAR |
| 167821033-PR | 12/13/13 | 12/13/13 | JOHNSON, CHERYL L. | 576.97 | Y | CLEAR |
| 167821034-PR | 12/13/13 | 12/13/13 | KEMP, TEVIN SCOTT | 921.18 | Y | CLEAR |
| 167821035-PR | 12/13/13 | 12/13/13 | KLINE, KATY A. | 507.43 | Y | CLEAR |
| 167821036-PR | 12/13/13 | 12/13/13 | LALONDE, RODNEY L. | 939.02 | Y | CLEAR |
| 167821037-PR | 12/13/13 | 12/13/13 | LALONDE, SHELIA GAILE | 729.94 | Y | CLEAR |
| 167821038-PR | 12/13/13 | 12/13/13 | LEAVITT, JOHN HARVEY | 1,055.35 | Y | CLEAR |
| 167821039-PR | 12/13/13 | 12/13/13 | LECK, BONNIE S. | 1,743.01 | Y | CLEAR |
| 167821040-PR | 12/13/13 | 12/13/13 | LUJAN, AIDA M. | 322.98 | Y | CLEAR |
| 167821041-PR | 12/13/13 | 12/13/13 | LUJAN, JO H. | 361.66 | Y | CLEAR |
| 167821042-PR | 12/13/13 | 12/13/13 | MARQUEZ, ERIKA KRISTI | 632.59 | Y | CLEAR |
| 167821043-PR | 12/13/13 | 12/13/13 | MITCHELL, JAMES D. | 1,165.74 | Y | CLEAR |
| 167821044-PR | 12/13/13 | 12/13/13 | MITCHELL, SHERRY LYNN | 987.34 | Y | CLEAR |
| 167821045-PR | 12/13/13 | 12/13/13 | NIXON, GLENDA J. | 359.68 | Y | CLEAR |
| 167821046-PR | 12/13/13 | 12/13/13 | NEAL, RANDY M. | 1,191.43 | Y | CLEAR |
| 167821047-PR | 12/13/13 | 12/13/13 | OLIVAS, CLAUDIA GALINDO | 996.13 | Y | CLEAR |
| 167821048-PR | 12/13/13 | 12/13/13 | OXEDINE, JULIE ANN | 1,067.73 | Y | CLEAR |
| 167821049-PR | 12/13/13 | 12/13/13 | PARKER, ROSA M. | 537.89 | Y | CLEAR |
| 167821050-PR | 12/13/13 | 12/13/13 | RAMOS, GRACIELA H. | 779.52 | Y | CLEAR |
| 167821051-PR | 12/13/13 | 12/13/13 | RIVAS, SILVIA Z. | 660.31 | Y | CLEAR |
| 167821052-PR | 12/13/13 | 12/13/13 | ROGERS, JERRY NEIL | 89.37 | Y | CLEAR |
| 167821053-PR | 12/13/13 | 12/13/13 | SALINAS, CINDY REY | 395.13 | Y | CLEAR |
| 167821054-PR | 12/13/13 | 12/13/13 | SETTLE, CHASE E. | 407.66 | Y | CLEAR |
| 167821055-PR | 12/13/13 | 12/13/13 | SHEPARD, SANDRA KAY | 2,127.07 | Y | CLEAR |
| 167821056-PR | 12/13/13 | 12/13/13 | SHIPLEY, DANA A. | 354.65 | Y | CLEAR |
| 167821057-PR | 12/13/13 | 12/13/13 | SHIPLEY, DANA A. | 397.60 | Y | CLEAR |
| 167821058-PR | 12/13/13 | 12/13/13 | SHROPSHIRE, LAURIE BETH | 926.20 | Y | CLEAR |
| 167821059-PR | 12/13/13 | 12/13/13 | SIMPSON, VIDA D. | 877.65 | Y | CLEAR |
| 167821060-PR | 12/13/13 | 12/13/13 | SOLTERO, MINERVA ZAMARRON | 872.89 | Y | CLEAR |
| 167821061-PR | 12/13/13 | 12/13/13 | SPAUDLING, BRIAN A. | 789.71 | Y | CLEAR |
| 167821062-PR | 12/13/13 | 12/13/13 | STAGGS, TYLER S. | 368.95 | Y | CLEAR |
| 167821063-PR | 12/13/13 | 12/13/13 | STEVENS, BILLY JOE | 1,301.51 | Y | CLEAR |
| 167821064-PR | 12/13/13 | 12/13/13 | STROUD, LEON EDWARD | 1,004.42 | Y | CLEAR |
| 167821065-PR | 12/13/13 | 12/13/13 | TRAMMELL, SHARON D. | 590.29 | Y | CLEAR |
| 167821066-PR | 12/13/13 | 12/13/13 | TREADWELL, RENEE SUZANNE | 904.17 | Y | CLEAR |
| 167821067-PR | 12/13/13 | 12/13/13 | WILLHELM, RHONDA REJEAN | 1,297.65 | Y | CLEAR |
| 167821068-PR | 12/13/13 | 12/13/13 | WILSON, COY LEE | 305.25 | Y | CLEAR |
| 167821069-PR | 12/13/13 | 12/13/13 | WOLF, BLANE AUSTIN | 1,521.39 | Y | CLEAR |
| 167821070-PR | 12/13/13 | 12/13/13 | WOLF, CHARLES M. | 787.69 | Y | CLEAR |
| 167821071-PR | 12/13/13 | 12/13/13 | WOLF, JAMES ROBERT | 1,321.33 | Y | CLEAR |
| 167821072-PR | 12/13/13 | 12/13/13 | WRIGHT, SHERYL LYNN | 767.01 | Y | CLEAR |
| 167831000-PR | 12/13/13 | 12/13/13 | WOLF, BRANDY J. | 648.08 | Y | CLEAR |

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| CHECK..... | Check Date | PAYROLL DATE | Issued to..... | NET PAY.. | DD | STATUS.. |
|--------------|------------|--------------|---------------------------|-----------|----|----------|
| 167941030-PR | 12/27/13 | 12/27/13 | HOLGUIN, DOROTHY A | 450.12 | Y | CLEAR |
| 167941031-PR | 12/27/13 | 12/27/13 | HOLLEY, TIFFANY ELIZABETH | 2,519.65 | Y | CLEAR |
| 167941032-PR | 12/27/13 | 12/27/13 | JEROME, ALLEN RAY | 979.95 | Y | CLEAR |
| 167941033-PR | 12/27/13 | 12/27/13 | JOHNSON, BRIAN JAMES | 964.82 | Y | CLEAR |
| 167941034-PR | 12/27/13 | 12/27/13 | JOHNSON, CHERYL L. | 635.93 | Y | CLEAR |
| 167941035-PR | 12/27/13 | 12/27/13 | KEMP, TEVIN SCOTT | 872.42 | Y | CLEAR |
| 167941036-PR | 12/27/13 | 12/27/13 | KLINE, KATY P. | 700.91 | Y | CLEAR |
| 167941037-PR | 12/27/13 | 12/27/13 | LALONDE, RODNEY L | 1,040.01 | Y | CLEAR |
| 167941038-PR | 12/27/13 | 12/27/13 | LALONDE, SHEILA GAIL | 940.00 | Y | CLEAR |
| 167941039-PR | 12/27/13 | 12/27/13 | LEAVITT, JOHN HARVEY | 1,177.90 | Y | CLEAR |
| 167941040-PR | 12/27/13 | 12/27/13 | LECK, BONNIE S. | 2,159.63 | Y | CLEAR |
| 167941041-PR | 12/27/13 | 12/27/13 | LUTJAN, RIDA M | 275.62 | Y | CLEAR |
| 167941042-PR | 12/27/13 | 12/27/13 | LUTJAN, JO H | 1,123.93 | Y | CLEAR |
| 167941043-PR | 12/27/13 | 12/27/13 | MARQUEZ, ERIKA KRISTI | 635.51 | Y | CLEAR |
| 167941044-PR | 12/27/13 | 12/27/13 | MITCHELL, JAMES D | 1,181.82 | Y | CLEAR |
| 167941045-PR | 12/27/13 | 12/27/13 | MITCHELL, SHERRY LYNN | 1,015.14 | Y | CLEAR |
| 167941046-PR | 12/27/13 | 12/27/13 | MIXON, GLENDA J. | 686.61 | Y | CLEAR |
| 167941047-PR | 12/27/13 | 12/27/13 | NEAL, RANDY M | 1,401.91 | Y | CLEAR |
| 167941048-PR | 12/27/13 | 12/27/13 | OLIVAS, CLAUDIA GALINDO | 987.32 | Y | CLEAR |
| 167941049-PR | 12/27/13 | 12/27/13 | OXEDINE, JULIE ANN | 734.30 | Y | CLEAR |
| 167941050-PR | 12/27/13 | 12/27/13 | PARKER, ROSA M. | 502.26 | Y | CLEAR |
| 167941051-PR | 12/27/13 | 12/27/13 | RAMOS, BRACIELA H | 373.76 | Y | CLEAR |
| 167941052-PR | 12/27/13 | 12/27/13 | RIVAS, SILVIA Z | 266.65 | Y | CLEAR |
| 167941053-PR | 12/27/13 | 12/27/13 | ROGERS, JERRY NEIL | 89.37 | Y | CLEAR |
| 167941054-PR | 12/27/13 | 12/27/13 | SALINAS, CINDY REY | 478.70 | Y | CLEAR |
| 167941055-PR | 12/27/13 | 12/27/13 | SETTLE, CHASE E. | 407.65 | Y | CLEAR |
| 167941056-PR | 12/27/13 | 12/27/13 | SHEPARD, SANDRA KAY | 2,020.49 | Y | CLEAR |
| 167941057-PR | 12/27/13 | 12/27/13 | SHIPLEY, DANA A | 525.32 | Y | CLEAR |
| 167941058-PR | 12/27/13 | 12/27/13 | SHIPLEY, DANA A | 409.32 | Y | CLEAR |
| 167941059-PR | 12/27/13 | 12/27/13 | SHROPSHIRE, LAURIE BETH | 1,211.33 | Y | CLEAR |
| 167941060-PR | 12/27/13 | 12/27/13 | SIMPSON, VIDA D. | 558.49 | Y | CLEAR |
| 167941061-PR | 12/27/13 | 12/27/13 | SOLTERO, MINERVA ZAMARRON | 1,423.99 | Y | CLEAR |
| 167941062-PR | 12/27/13 | 12/27/13 | SPALDING, BRIAN A | 844.65 | Y | CLEAR |
| 167941063-PR | 12/27/13 | 12/27/13 | STEVENS, BILLY JOE | 1,323.93 | Y | CLEAR |
| 167941064-PR | 12/27/13 | 12/27/13 | STROUD, LEON EDWARD | 1,035.70 | Y | CLEAR |
| 167941065-PR | 12/27/13 | 12/27/13 | TRAMMELL, SHARON D | 902.41 | Y | CLEAR |
| 167941066-PR | 12/27/13 | 12/27/13 | TREADWELL, RENEE SUZANNE | 1,100.02 | Y | CLEAR |
| 167941067-PR | 12/27/13 | 12/27/13 | WILLHELM, RANDA REJEAN | 1,523.70 | Y | CLEAR |
| 167941068-PR | 12/27/13 | 12/27/13 | WILSON, COY LEE | 365.52 | Y | CLEAR |
| 167941069-PR | 12/27/13 | 12/27/13 | WOLF, BLANE AUSTIN | 1,774.22 | Y | CLEAR |
| 167941070-PR | 12/27/13 | 12/27/13 | WOLF, CHARLES M. | 799.24 | Y | CLEAR |
| 167941071-PR | 12/27/13 | 12/27/13 | WOLF, JAMES ROBERT | 1,498.51 | Y | CLEAR |
| 167941072-PR | 12/27/13 | 12/27/13 | WRIGHT, SHERYL LYNN | 936.24 | Y | CLEAR |
| | | | | 72,947.84 | | |
| 167971000-PR | 12/30/13 | 12/30/13 | ARMENDARIZ, JUAN DEDIOS | 297.04 | Y | CLEAR |

| CHECK..... | Check Date | PAYROLL DATE | Issued to..... | NET PAY.. | DD | STATUS.. |
|--------------|------------|--------------|-----------------------|------------|----|----------|
| 167971001-PR | 12/30/13 | 12/30/13 | BARRETT, CARL MICHAEL | 369.36 | Y | CLEAR |
| 167971002-PR | 12/30/13 | 12/30/13 | MITCHELL, JAMES D | 535.82 | Y | CLEAR |
| 167971003-PR | 12/30/13 | 12/30/13 | STROUD, LEON EDWARD | 73.79 | Y | CLEAR |
| | | | | 1,265.01 | | |
| | | | | 221,833.78 | | |

263 records listed.

| | | |
|--------------------------|--|------------|
| Ninkler County | ACCOUNTS PAYABLE SYSTEM | 01:25:16pm |
| 31 Dec 2013 | | |
| | ALL Checking Accounts | |
| THE SOFTWARE GROUP, INC. | Disbursements Made from 12/01/13 thru 12/31/13 | PAGE 1 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|--------------|----|------------|--------------------------------|---------------|
| 74997-AP | | 12/02/13 | DISTRICT 6 4H | \$55.00 |
| 74998-AP | | 12/02/13 | GARCIA, CORINNA | \$100.00 |
| 74999-AP | | 12/02/13 | LUJAN, JOANN | \$350.00 |
| 75000-AP | | 12/02/13 | R H ADMINISTRATORS | \$287.50 |
| 75001-AP | | 12/02/13 | SHIPLEY, DANA | \$100.00 |
| 75002-AP | | 12/02/13 | RAMIREZ, JENNIFER | \$300.00 |
| 75003-AP | | 12/02/13 | SHAMROCK STEEL SALES INC | \$3,374.24 |
| 75004-AP | | 12/02/13 | THOMPSON, DONALD RAY | \$5,688.24 |
| 75005-AP | | 12/03/13 | MHC KENWORTH-ODESSA | \$123,541.00 |
| 75006-AP | | 12/03/13 | TEXAS GAS SVC | \$90.72 |
| 75007-AP | | 12/05/13 | EASLEY, ROBIN | \$35.00 |
| 75008-AP | | 12/05/13 | GARCIA, ALICIA | \$350.00 |
| 75009-AP | | 12/05/13 | RICHARDSON, DOROTHY | \$300.00 |
| 75010-AP | | 12/05/13 | WRIGHT, SHERYL | \$421.65 |
| 75011-AP | | 12/05/13 | NEAL, RANDY | \$550.00 |
| 75012-AP | | 12/09/13 | AFFILIATED FOODS INC | \$4,710.55 |
| 75013-AP | | 12/09/13 | ALCO STORE #125 | \$141.05 |
| 75014-AP | | 12/09/13 | AMERICAN RENTAL CONSTRUCTION E | \$2,044.22 |
| 75015-AP | | 12/09/13 | AT&T | \$70.00 |
| 75016-AP | | 12/09/13 | AUSTIN TURF & TRACTOR | \$400.25 |
| 75017-AP | | 12/09/13 | BAKER & TAYLOR BOOKS | \$78.47 |
| 75018-AP | | 12/09/13 | BIG COUNTRY BG | \$119.40 |
| 75019-AP | | 12/09/13 | BLOUNT, ROXANE J | \$250.00 |
| 75020-AP | | 12/09/13 | BUILDERS SUPPLY | \$1,235.06 |
| 75021-AP | | 12/09/13 | CHURCH OF CHRIST FOOD PANTRY | \$5.00 |
| 75022-AP | | 12/09/13 | CITY OF WINK | \$1,801.22 |
| 75023-AP | | 12/09/13 | COOPER, CHARLES E | \$700.00 |
| 75024-AP | | 12/09/13 | DACD FIRE EQUIP INC | \$182.40 |
| 75025-AP | | 12/09/13 | DELL MARKETING/DELL USA LP | \$4,921.52 |
| 75026-AP | | 12/09/13 | DEMCO | \$61.50 |
| 75027-AP | | 12/09/13 | DUCKWORTH, THOMAS JR ATT AT LA | \$2,950.00 |
| 75028-AP | | 12/09/13 | FIVECORT, RAYMOND K | \$2,700.00 |
| 75029-AP | | 12/09/13 | FRANKS, PATTI | \$399.33 |
| 75030-AP | | 12/09/13 | GALE | \$221.79 |
| 75031-AP | | 12/09/13 | GARRETT, LUKE NATHANIAL | \$700.00 |
| 75032-AP | | 12/09/13 | GAYLORD BROS INC | \$31.16 |
| 75033-AP | | 12/09/13 | GREATER WORKS | \$5.00 |
| 75034-AP | | 12/09/13 | HARMONY HOME CAC | \$5.00 |
| 75035-AP | | 12/09/13 | HOOPER, MARK ATTY | \$1,050.00 |
| 75036-AP | | 12/09/13 | INTERMEDIX/EMS | \$305.50 |
| 75037-AP | | 12/09/13 | JOHN DEERE FINANCIAL | \$5,651.65 |
| 75038-AP | | 12/09/13 | JOHN'S CORNER | \$348.00 |
| 75039-AP | | 12/09/13 | JONES McCLURE PUBLISHING | \$91.00 |
| 75040-AP | | 12/09/13 | KEELY, GEORGE | \$200.00 |
| 75041-AP | | 12/09/13 | KERMIT MOTOR COMPANY INC | \$23.50 |
| 75042-AP | | 12/09/13 | LALONDE, SHEILA | \$47.90 |
| 75043-AP | | 12/09/13 | MATHESON TRI-GAS INC | \$33.40 |
| 75044-AP | | 12/09/13 | MEMORIAL HOSPITAL | \$769.94 |
| 75045-AP | | 12/09/13 | MICROMARKETING LLC | \$98.39 |
| 75046-AP | | 12/09/13 | MIXON, GLENDA | \$200.00 |
| 75047-AP | | 12/09/13 | MONOGRAM SHOP | \$153.00 |

| | | |
|--------------------------|--|-------------|
| Winkler County | ACCOUNTS PAYABLE SYSTEM | 31 Dec 2013 |
| | ALL Checking Accounts | |
| THE SOFTWARE GROUP, INC. | Disbursements Made from 12/01/13 thru 12/31/13 | PAGE 2 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|--------------|----|------------|--------------------------------|---------------|
| 75048-AP | | 12/09/13 | MONROE SYSTEMS FOR BUSINESS IN | \$53.48 |
| 75049-AP | | 12/09/13 | NEAL, RANDY | \$22.16 |
| 75050-AP | | 12/09/13 | OFFICE DEPOT INC | \$6,605.86 |
| 75051-AP | | 12/09/13 | PERMIAN COURT REPORTERS | \$212.70 |
| 75052-AP | | 12/09/13 | POOL, JOHN L | \$150.00 |
| 75053-AP | | 12/09/13 | POSTMASTER | \$1,999.80 |
| 75054-AP | | 12/09/13 | PRIORITY PUMP | \$121.06 |
| 75055-AP | | 12/09/13 | PROFESSIONAL TURF PRODUCTS | \$2,192.64 |
| 75056-AP | | 12/09/13 | PUBLIC SAFETY CENTER INC | \$866.93 |
| 75057-AP | | 12/09/13 | QUILL CORPORATION | \$213.39 |
| 75058-AP | | 12/09/13 | ROBISON JOHNSTON & PATTON | \$2,200.00 |
| 75059-AP | | 12/09/13 | RYKIN PUMP CO INC | \$304.00 |
| 75060-AP | | 12/09/13 | SCHROEDER, DELILAH | \$403.78 |
| 75061-AP | | 12/09/13 | SLICK'S AUTO SUPPLY & HOME INC | \$1,153.38 |
| 75062-AP | | 12/09/13 | STANDARD STRUCTURES INC | \$1,293.87 |
| 75063-AP | | 12/09/13 | TAC/CIRA | \$104.00 |
| 75064-AP | | 12/09/13 | TERRY, MARK | \$673.47 |
| 75065-AP | | 12/09/13 | TEXAS ASSN OF COUNTIES | \$1,781.00 |
| 75066-AP | | 12/09/13 | TEXAS COMMISSION ENVIRONMENTAL | \$100.00 |
| 75067-AP | | 12/09/13 | TEXAS CRIME VICTIMS FUND | \$6.00 |
| 75068-AP | | 12/09/13 | TEXAS SOCIAL SECURITY PROGRAM | \$25.00 |
| 75069-AP | | 12/09/13 | TOTAL OFFICE SOLUTION OF WEST | \$40.00 |
| 75070-AP | | 12/09/13 | TREADWELL, RENEE | \$25.00 |
| 75071-AP | | 12/09/13 | UNITED REFRIGERATION INC | \$291.61 |
| 75072-AP | | 12/09/13 | URQUIDI, ALONZO | \$376.29 |
| 75073-AP | | 12/09/13 | WAGNER SUPPLY COMPANY | \$45.00 |
| 75074-AP | | 12/09/13 | WEST TEXAS MMR | \$200.00 |
| 75075-AP | | 12/09/13 | WILLIAMS, HOPE | \$128.24 |
| 75076-AP | | 12/09/13 | WILLIAMS, STEVE | \$475.42 |
| 75077-AP | | 12/09/13 | WINKLER COUNTY EMPLOYEE | \$153,012.50 |
| 75078-AP | | 12/09/13 | WOLF, ROBBIE | \$100.00 |
| 75079-AP | | 12/09/13 | WRIGHT, DONNA - COUNTY CLERK | \$278.00 |
| 75080-AP | | 12/09/13 | WTG FUELS INC | \$10,331.15 |
| 75081-AP | | 12/09/13 | MEMORIAL HOSPITAL | \$200,000.00 |
| 75082-AP | | 12/09/13 | PHILLIPS, JERRY L AGENT | \$50.00 |
| 75083-AP | | 12/09/13 | UNIVERSITY OF TEXAS SYSTEMS | \$1,500.00 |
| 75084-AP | | 12/09/13 | TEXAS DEPT OF TRANSPORTATION | \$990.00 |
| 75085-AP | | 12/06/13 | EASLEY, ROBIN | \$35.00 |
| 75086-AP | | 12/06/13 | TERRY, SHERRY, DIST CLERK | \$712.00 |
| 75087-AP | | 12/09/13 | ANADARKO PETROLEUM | \$450.00 |
| 75088-AP | | 12/09/13 | CARTWRIGHT, CHRISTINE | \$200.00 |
| 75089-AP | | 12/09/13 | WESTEX COMMUNITY CREDIT UNION | \$250.00 |
| 75090-AP | | 12/10/13 | MENESES, BRANDON | \$200.00 |
| 75091-AP | | 12/13/13 | DEARBORN NATIONAL LIFE INS CO | \$1,318.24 |
| 75092-AP | | 12/13/13 | GLENDA MIXON | \$80.00 |
| 75093-AP | | 12/13/13 | SECURITY BENEFIT GROUP | \$1,209.13 |
| 75094-AP | | 12/13/13 | GLENDA MIXON | \$80.00 |
| 75095-AP | | 12/13/13 | AMERICAN FAMILY LIFE ASSURANCE | \$1,642.53 |
| 75096-AP | | 12/13/13 | WESTEX COMMUNITY CREDIT UNION | \$5,185.00 |
| 75097-AP | | 12/13/13 | CONSECO SENIOR HEALTH INS | \$128.75 |
| 75098-AP | | 12/13/13 | FRANKS, PATTI | \$75.00 |
| 75099-AP | | 12/13/13 | AMERICAN GENERAL LIFE & ACCIDE | \$24.23 |

| | | |
|--------------------------|--|-------------|
| Winkler County | ACCOUNTS PAYABLE SYSTEM | 31 Dec 2013 |
| | ALL Checking Accounts | |
| THE SOFTWARE GROUP, INC. | Disbursements Made from 12/01/13 thru 12/31/13 | PAGE 3 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|---------------|----|------------|--------------------------------|---------------|
| 75100-AP | | 12/13/13 | AFL CRITICAL ILLNESS | \$1,114.97 |
| 75101-AP | | 12/13/13 | SECURITY BENEFIT | \$175.00 |
| 75102-AP | | 12/11/13 | AT&T | \$3,301.43 |
| 75103-AP | | 12/11/13 | HOME DEPOT CREDIT SVCS | \$250.74 |
| 75104-AP | | 12/11/13 | LOWE'S COMMERCIAL SVCS INC | \$1,811.13 |
| 75105-AP | | 12/11/13 | SEARS COMMERCIAL ONE | \$541.47 |
| 75106-AP | | 12/11/13 | SUDDEN LINK | \$155.22 |
| 75107-AP | | 12/11/13 | TRACTOR SUPPLY CO | \$230.57 |
| 75108-AP | | 12/12/13 | FIRST BAPTIST CHURCH-WINK | \$250.00 |
| 75109-AP | | 12/12/13 | HOSUE, AMBER | \$65.01 |
| 75110-AP | | 12/12/13 | REED, SETHELIA | \$100.00 |
| 75111-AP | | 12/12/13 | WILLHELM, JEANNA | \$1,193.90 |
| 75112-AP | | 12/12/13 | REED, SETHELIA | \$82.53 |
| 75113-AP | | 12/12/13 | SCHOLASTIC BOOK FAIRS (FAIRS O | \$150.37 |
| 75114-AP | | 12/16/13 | AT&T | \$219.68 |
| 75115-AP | | 12/16/13 | CITY OF KERMIT | \$4,563.25 |
| 75116-AP | | 12/17/13 | AT&T | \$128.68 |
| 75117-AP-VOID | | 12/17/13 | SHAMROCK STEEL SALES INC | |
| 75118-AP | | 12/17/13 | STANLEY, NORMA | \$300.00 |
| 75119-AP | | 12/17/13 | SUDDEN LINK | \$73.59 |
| 75120-AP | | 12/17/13 | TOWNS, JUANITA | \$350.00 |
| 75121-AP | | 12/23/13 | AAT COMM/SBA STEEL INC | \$108.00 |
| 75122-AP | | 12/23/13 | AFFILIATED FOODS INC | \$5,738.00 |
| 75123-AP | | 12/23/13 | ALDO STORE #105 | \$386.24 |
| 75124-AP | | 12/23/13 | ALMON PEST CONTROL | \$312.00 |
| 75125-AP | | 12/23/13 | ANTLEY, CENDY BRISTER | \$100.00 |
| 75126-AP | | 12/23/13 | AREA COURT REPORTERS | \$295.00 |
| 75127-AP | | 12/23/13 | BAKER & TAYLOR BOOKS | \$303.55 |
| 75128-AP | | 12/23/13 | BEAR GRAPHICS INC | \$824.53 |
| 75129-AP | | 12/23/13 | BLOUNT, ROYANE J | \$350.00 |
| 75130-AP | | 12/23/13 | BLUE TAP Financial INC | \$727.36 |
| 75131-AP | | 12/23/13 | BURKE WELDING SUPPLY & TOOL CO | \$872.00 |
| 75132-AP | | 12/23/13 | CASCO INDUSTRIES INC | \$2,350.00 |
| 75133-AP | | 12/23/13 | CITY OF KERMIT | \$54.52 |
| 75134-AP | | 12/23/13 | CITY OF ODESSA | \$14.00 |
| 75135-AP | | 12/23/13 | CITY OF WINK | \$806.63 |
| 75136-AP | | 12/23/13 | CMD BUSINESS SYSTEMS INC | \$280.00 |
| 75137-AP | | 12/23/13 | COLUMBUS SUPPLY | \$406.49 |
| 75138-AP | | 12/23/13 | COMMERCIAL FOOD SERV & EQUIP | \$252.25 |
| 75139-AP | | 12/23/13 | DACO FIRE EQUIP INC | \$2,951.50 |
| 75140-AP | | 12/23/13 | DAY, JOHN | \$100.00 |
| 75141-AP | | 12/23/13 | DECOY COFFEE CO | \$1,111.75 |
| 75142-AP | | 12/23/13 | DELCOM INC | \$328.52 |
| 75143-AP | | 12/23/13 | DOLLAR GENERAL-MSC 410526 | \$55.00 |
| 75144-AP | | 12/23/13 | DUCKWORTH, THOMAS JR ATT AT LA | \$5,950.00 |
| 75145-AP | | 12/23/13 | EDONO SIGNS LLC | \$459.99 |
| 75146-AP | | 12/23/13 | ERVIN PLUMBING SUPPLY INC | \$2,266.75 |
| 75147-AP | | 12/23/13 | FAMILY SERVICES FUNERAL PARLOR | \$779.00 |
| 75148-AP | | 12/23/13 | FIVECOAT, RAYMOND K | \$650.00 |
| 75149-AP | | 12/23/13 | FRANKS, PATTI | \$57.57 |
| 75150-AP | | 12/23/13 | GALE | \$102.32 |
| 75154-AP | | 12/23/13 | GIRSON, JAY | \$103.96 |

| | | |
|--------------------------|--|-------------|
| Winkler County | ACCOUNTS PAYABLE SYSTEM | 31 Dec 2013 |
| | ALL Checking Accounts | |
| THE SOFTWARE GROUP, INC. | Disbursements Made from 12/01/13 thru 12/31/13 | PAGE 4 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|--------------|----|------------|-----------------------------------|---------------|
| 75155-AP | | 12/23/13 | GRAINGER INC | \$736.95 |
| 75156-AP | | 12/23/13 | GT DISTRIBUTORS INC | \$99.90 |
| 75157-AP | | 12/23/13 | GUTHRIE, DEBRA D | \$353.11 |
| 75158-AP | | 12/23/13 | HENDERSON, JOHN | \$10.00 |
| 75159-AP | | 12/23/13 | HOLBUIN, DOROTHY | \$1,024.59 |
| 75160-AP | | 12/23/13 | HOOVER, MARK ATTY | \$450.00 |
| 75161-AP | | 12/23/13 | HORIZON REPORTERS INC | \$255.37 |
| 75162-AP | | 12/23/13 | JAMES PUBLISHING INC | \$97.94 |
| 75163-AP | | 12/23/13 | JIMENEZ COMPANY INC | \$790.00 |
| 75164-AP | | 12/23/13 | JOHN'S CORNER | \$77.50 |
| 75165-AP | | 12/23/13 | KB SAFE & LOCK CO | \$14.50 |
| 75166-AP | | 12/23/13 | KENT TIRE COMPANY | \$15.00 |
| 75167-AP | | 12/23/13 | KERMIT ELECTRIC INC | \$650.00 |
| 75168-AP | | 12/23/13 | KERMIT MOTOR COMPANY INC | \$304.68 |
| 75169-AP | | 12/23/13 | KERMIT PHARMACY | \$38.94 |
| 75170-AP | | 12/23/13 | KEYSTONE PUMP & SUPPLY | \$1,412.38 |
| 75171-AP | | 12/23/13 | KNOX WASTE SVC | \$182.76 |
| 75172-AP | | 12/23/13 | LEAVITT, JOHN | \$191.36 |
| 75173-AP | | 12/23/13 | LINEBARGER GOGGAN BLAIR & SAMP | \$1,516.05 |
| 75174-AP | | 12/23/13 | LOWE'S MARKETPLACE | \$1,476.99 |
| 75175-AP | | 12/23/13 | M & K AUTO | \$75.00 |
| 75176-AP | | 12/23/13 | MAYFIELD PAPER COMPANY | \$750.74 |
| 75177-AP | | 12/23/13 | MCCRELESS COMPANY | \$171.70 |
| 75178-AP | | 12/23/13 | MED-TECH RESOURCE INC | \$120.04 |
| 75179-AP | | 12/23/13 | MEMORIAL HOSPITAL | \$9,968.31 |
| 75180-AP | | 12/23/13 | MICROMARKETING LLC | \$165.12 |
| 75181-AP | | 12/23/13 | MONAHANS ACE HARDWARE | \$1,834.94 |
| 75182-AP | | 12/23/13 | MONOGRAM SHOP | \$69.00 |
| 75183-AP | | 12/23/13 | NEAL, RANDY | \$300.00 |
| 75184-AP | | 12/23/13 | NEWS6.COM | \$956.46 |
| 75185-AP | | 12/23/13 | O'REILLY AUTOMOTIVE INC | \$253.55 |
| 75186-AP | | 12/23/13 | OVERKAMPF SUPPLY INC | \$638.50 |
| 75187-AP | | 12/23/13 | OFFICE DEPOT INC | \$9,403.38 |
| 75188-AP | | 12/23/13 | PACIFIC TELEMAGEMENT SVCS | \$100.00 |
| 75189-AP | | 12/23/13 | PERDUE, BRANDON, FIELDER, COLLINS | \$124.50 |
| 75190-AP | | 12/23/13 | PETRO COMMUNICATIONS INC | \$14,908.45 |
| 75191-AP | | 12/23/13 | POSTMASTER | \$799.00 |
| 75192-AP | | 12/23/13 | PRECISION HYDRAULIC TECHNOLOGY | \$1,282.53 |
| 75193-AP | | 12/23/13 | PROFESSIONAL TURF PRODUCTS | \$1,257.27 |
| 75194-AP | | 12/23/13 | PSYCHEMEDICS CORP | \$53.92 |
| 75195-AP | | 12/23/13 | PUBLIC SAFETY CENTER INC | \$553.94 |
| 75196-AP | | 12/23/13 | R & R PRODUCTS INC | \$1,296.70 |
| 75197-AP | | 12/23/13 | ROBERTSON'S GROCERY | \$381.50 |
| 75198-AP | | 12/23/13 | SAFETY INTERNATIONAL-DXP INC | \$4,054.91 |
| 75199-AP | | 12/23/13 | SAFETYGEAR | \$515.48 |
| 75200-AP | | 12/23/13 | SCALE TIRE SALES & SERVICE | \$250.00 |
| 75201-AP | | 12/23/13 | SHAMROCK STEEL SALES INC | \$4,830.00 |
| 75202-AP | | 12/23/13 | SOUTHWEST SECURITY ALARMS | \$160.00 |
| 75203-AP | | 12/23/13 | STATE FARM INSURANCE | \$325.20 |
| 75204-AP | | 12/23/13 | STEVENS, BILLY J | \$487.04 |
| 75205-AP | | 12/23/13 | SUTTON PUMP & SUPPLY | \$4,997.21 |
| 75206-AP | | 12/23/13 | TALIAFERRO, STEPHEN | \$5,000.00 |

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|--------------------------|--|-------------|
| Winkler County | ACCOUNTS PAYABLE SYSTEM | 31 Dec 2013 |
| | ALL Checking Accounts | |
| THE SOFTWARE GROUP, INC. | Disbursements Made from 12/01/13 thru 12/31/13 | PAGE 5 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|--------------|----|------------|--------------------------------|---------------|
| 75207-AP | | 12/23/13 | TERRY COUNTY TRACTOR INC | \$625.26 |
| 75208-AP | | 12/23/13 | TEXAS ASSN OF COUNTIES | \$1,220.00 |
| 75209-AP | | 12/23/13 | TEXAS DISTRICT & COUNTY ATTORN | \$564.00 |
| 75210-AP | | 12/23/13 | THOMPSON, BILLY RAY | \$404.54 |
| 75211-AP | | 12/23/13 | TOTAL OFFICE SOLUTION OF WEST | \$500.00 |
| 75212-AP | | 12/23/13 | TWO PRO MGMT LLC | \$500.00 |
| 75213-AP | | 12/23/13 | TXU ENERGY | \$24.74 |
| 75214-AP | | 12/23/13 | TYLER TECHNOLOGIES, INC | \$4,077.00 |
| 75215-AP | | 12/23/13 | URQUIDI, ALONZO | \$111.24 |
| 75216-AP | | 12/23/13 | WAGNER SUPPLY COMPANY | \$45.70 |
| 75217-AP | | 12/23/13 | WEST PUBLISHING CORP | \$3,875.00 |
| 75218-AP | | 12/23/13 | WEST TEXAS MMNR | \$500.00 |
| 75219-AP | | 12/23/13 | WESTAIR-PAXAIR | \$23.77 |
| 75220-AP | | 12/23/13 | WILLIAMS, STEVE | \$89.50 |
| 75221-AP | | 12/23/13 | WOLF, ROBBIE | \$300.00 |
| 75222-AP | | 12/23/13 | WTG FUELS INC | \$5,790.27 |
| 75223-AP | | 12/23/13 | XEROX CORP | \$71.53 |
| 75224-AP | | 12/23/13 | YELLOWHOUSE MACHINERY CO | \$112.00 |
| 75225-AP | | 12/23/13 | GALLS INC | \$603.04 |
| 75226-AP | | 12/23/13 | GASLINE ALLEY | \$40.00 |
| 75227-AP | | 12/23/13 | GCR ODESSA TRUCK TIRE CENTER | \$1,653.26 |
| 75228-AP | | 12/19/13 | AIR MED CARE NETWORK | \$29,320.00 |
| 75229-AP | | 12/19/13 | GREENE, PAM | \$401.22 |
| 75230-AP | | 12/19/13 | HARRIS, DIANE | \$300.00 |
| 75231-AP | | 12/19/13 | MASTERCARD | \$482.99 |
| 75232-AP | | 12/19/13 | MASTERCARD/4H | \$45.21 |
| 75233-AP | | 12/19/13 | SUDDEN LINK | \$119.06 |
| 75234-AP | | 12/19/13 | VERIZON WIRELESS | \$734.23 |
| 75235-AP | | 12/27/13 | NEW YORK LIFE INSURANCE CO | \$12.00 |
| 75236-AP | | 12/27/13 | MEMORIAL HOSPITAL ADITS REC (H | \$125.00 |
| 75237-AP | | 12/27/13 | GLENDA MIXON | \$80.00 |
| 75238-AP | | 12/27/13 | SECURITY BENEFIT GROUP | \$1,209.13 |
| 75239-AP | | 12/27/13 | GLENDA MIXON | \$50.00 |
| 75240-AP | | 12/27/13 | WESTEX COMMUNITY CREDIT UNION | \$4,667.00 |
| 75241-AP | | 12/27/13 | FRANKS, PAITI | \$75.00 |
| 75242-AP | | 12/27/13 | LEGALSHIELD | \$51.80 |
| 75243-AP | | 12/27/13 | SECURITY BENEFIT | \$175.00 |
| 75244-AP | | 12/23/13 | AIR MED CARE NETWORK | \$1,295.00 |
| 75245-AP | | 12/23/13 | MEMORIAL HOSPITAL | \$50,000.00 |
| 75246-AP | | 12/27/13 | BUSTER'S WELL SERVICE | \$350.00 |
| 75247-AP | | 12/27/13 | HIPOLITO, ARTURO | \$100.00 |
| 75248-AP | | 12/27/13 | PORRAS, MARIA | \$300.00 |
| 75249-AP | | 12/27/13 | SUDDEN LINK | \$22.10 |
| 75250-AP | | 12/27/13 | TERRY, MARK | \$999.96 |
| 75251-AP | | 12/27/13 | TERRY, SHERRY, DIST CLERK | \$478.40 |
| 75252-AP | | 12/27/13 | TEXAS ASSN OF COUNTIES | \$203.00 |
| 75253-AP | | 12/30/13 | AFFILIATED FOODS INC | \$3,034.73 |
| 75254-AP | | 12/30/13 | ALCO STORE #185 | \$97.58 |
| 75255-AP | | 12/30/13 | ANDREWS COUNTY | \$13,641.14 |
| 75256-AP | | 12/30/13 | APROTEX CORP | \$30.00 |
| 75257-AP | | 12/30/13 | B-LINE FILTER & SUPPLY INC | \$15.27 |
| 75258-AP | | 12/30/13 | BUILDERS SUPPLY | \$873.42 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|--------------|----|------------|---------------------------------|---------------|
| 75259-AP | | 12/30/13 | CITY OF WINK | \$2,046.02 |
| 75260-AP | | 12/30/13 | COUGAR CLEANING EQUIPMENT | \$28.71 |
| 75261-AP | | 12/30/13 | DEDDY COFFEE CO | \$378.30 |
| 75262-AP | | 12/30/13 | DEPARTMENT INFORMATION RESOURCE | \$29.89 |
| 75263-AP | | 12/30/13 | DOLLAR GENERAL-MSD 410525 | \$32.00 |
| 75264-AP | | 12/30/13 | DUCKWORTH, THOMAS JR | \$897.81 |
| 75265-AP | | 12/30/13 | DUCKWORTH, THOMAS JR ATT AT LA | \$6,400.00 |
| 75266-AP | | 12/30/13 | FIVECOAT, RAYMOND K | \$1,300.00 |
| 75267-AP | | 12/30/13 | FROST, WAYNE | \$400.00 |
| 75268-AP | | 12/30/13 | GALLS INC | \$1,034.14 |
| 75269-AP | | 12/30/13 | GRAINGER INC | \$658.86 |
| 75270-AP | | 12/30/13 | GUARDIAN SECURITY SOLUTIONS LC | \$3,700.00 |
| 75271-AP | | 12/30/13 | HAWKINS, ROBIN | \$251.93 |
| 75272-AP | | 12/30/13 | HEIMAN FIRE EQUIPMENT | \$642.50 |
| 75273-AP | | 12/30/13 | HOME DEPOT CREDIT SVCS | \$445.30 |
| 75274-AP | | 12/30/13 | HOOVER, MARK ATTY | \$1,550.00 |
| 75275-AP | | 12/30/13 | KERMIT PHARMACY | \$17.75 |
| 75276-AP | | 12/30/13 | KEYSTONE PUMP & SUPPLY | \$517.90 |
| 75277-AP | | 12/30/13 | KING OIL OF TEXAS | \$90.66 |
| 75278-AP | | 12/30/13 | KOFILE SOLUTIONS | \$778.30 |
| 75279-AP | | 12/30/13 | LEAHEY, ROBERT EDWARD | \$450.00 |
| 75280-AP | | 12/30/13 | LOWE'S COMMERCIAL SVCS INC | \$1,044.58 |
| 75281-AP | | 12/30/13 | LOWE'S MARKETPLACE | \$280.80 |
| 75282-AP | | 12/30/13 | MEMORIAL HOSPITAL | \$119.20 |
| 75283-AP | | 12/30/13 | MG SALES & SERVICE INC | \$1,495.00 |
| 75284-AP | | 12/30/13 | MICROMARKETING LLC | \$39.07 |
| 75285-AP | | 12/30/13 | MIXON, GLENDA | \$100.00 |
| 75286-AP | | 12/30/13 | MONAHANS ACE HARDWARE | \$1,176.03 |
| 75287-AP | | 12/30/13 | OFFICE DEPOT INC | \$133.50 |
| 75288-AP | | 12/30/13 | R & R PRODUCTS INC | \$119.00 |
| 75289-AP | | 12/30/13 | RADAR SHOP INC | \$1,743.00 |
| 75290-AP | | 12/30/13 | ROBERTSON'S GROCERY | \$400.36 |
| 75291-AP | | 12/30/13 | SEALE TIRE SALES & SERVICE | \$100.00 |
| 75292-AP | | 12/30/13 | SLICK'S AUTO SUPPLY & HOME INC | \$2,416.50 |
| 75293-AP | | 12/30/13 | TERRY, MARK | \$35.00 |
| 75294-AP | | 12/30/13 | TEXAS COMMISSION ENVIRONMENTAL | \$10.00 |
| 75295-AP | | 12/30/13 | TEXAS GAS SVC | \$420.02 |
| 75296-AP | | 12/30/13 | TYLER TECHNOLOGIES, INC | \$4,077.00 |
| 75297-AP | | 12/30/13 | WEST PUBLISHING CORP | \$374.00 |
| 75298-AP | | 12/30/13 | WEST TEXAS GAS INC | \$3,474.13 |
| 75299-AP | | 12/30/13 | WEST TEXAS MHR | \$250.00 |
| 75300-AP | | 12/30/13 | WILLIAMS, STEVE | \$155.45 |
| 75301-AP | | 12/30/13 | WTS FUELS INC | \$2,382.38 |
| 75302-AP | | 12/30/13 | YELLOWHOUSE MACHINERY CO | \$266.51 |
| 75303-AP | | 12/27/13 | TEXAS ASSN OF COUNTIES | \$1,432.09 |
| 75304-AP | | 12/27/13 | TEXAS COUNTY & DISTRICT RETIRE | \$106,276.30 |
| 75305-AP | | 12/30/13 | ARANDA, RAMONA M | \$200.00 |
| 75306-AP | | 12/30/13 | DIRECT ENERGY | \$261.02 |
| 75307-AP | | 12/30/13 | HARTLEY, WANNAN L | \$22.75 |
| 75308-AP | | 12/30/13 | ROSALES, JANET | \$350.00 |
| 75309-AP | | 12/30/13 | WRIGHT, SHERYL | \$309.13 |
| 75310-AP | | 12/31/13 | FAMILY POWERSPORTS ODESSA | \$97.76 |

| Check #..... | HC | Check Date | Vendor..... | Check Amount. |
|---------------------------------|----|------------|-------------|---------------|
| Total for AP - ACCOUNTS PAYABLE | | | | \$974,521.79 |
| | | | | ===== |
| | | | | \$974,521.79 |

311 records listed.

Winkler

JURY SELECTION SYSTEM
CHECK REGISTER FOR LIST
12/18/13-BJC
COURT CODE: DC
6J
(COMMISSION)

12/30/2013

THE SOFTWARE GROUP, INC.

PAGE 1

| ck Number.... | Title | Juror Name..... | Address..... | Juror ID | Check Date | Check Amt. | Jury.. Type.. | Court |
|---------------|-------|-------------------------------|---------------|----------|------------|------------|------------------|-------|
| 5947-J | Ms. | DEBBIE BEVERS TURNER | PO BOX 302 | 91010365 | 12/30/2013 | 10.00 | Grand | DC |
| 5948-J | Mr. | DAVID EARL MCMILLAN | PO BOX 953 | 3667 | 12/30/2013 | 10.00 | Grand | DC |
| 5949-J | Ms. | HELEN WASHINGTON THOMPS ON | 113 N ORANGE | 91010023 | 12/30/2013 | 10.00 | Grand | DC |
| 5950-J | Mr. | VICTOR BERZOZA | 1445 HARRISON | 10135 | 12/30/2013 | 10.00 | Grand | DC |
| | | | | | | ===== | | |
| Check Amounts | | | | | | 40.00 | | |

ecords listed.

Winkler

JURY SELECTION SYSTEM
CHECK REGISTER
CHECKS RUN 12/18/13
COURT CODE: DC
GRAND

12/18/2013

THE SOFTWARE GROUP, INC.

PAGE 1

| Check Number.... | Title | Juror Name..... | Address..... | Juror ID | Check Date | Check Amt. | Jury.. Type.. | Court |
|------------------|-------|------------------------|----------------------|----------|------------|------------|------------------|-------|
| 5931-J | Ms. | MELANIE HARBIN ADAMS | 1020 EAST WACO ST | 9055 | 12/18/2013 | 40.00 | Grand | DC |
| 5932-J | Mr. | JESUS RAFAEL MOYA | PO BOX 124 | 91001692 | 12/18/2013 | 40.00 | Grand | DC |
| 5933-J | Ms. | JANET LYNN AGUIRRE | 512 N AVE B | 10353 | 12/18/2013 | 40.00 | Grand | DC |
| 5934-J | Ms. | DELMA COVOS ARANDA | 1952 CAMPBELL STREET | 9004 | 12/18/2013 | 40.00 | Grand | DC |
| 5935-J | Mr. | RICHARD DAVID RAY | PO BOX 926 | 91010254 | 12/18/2013 | 40.00 | Grand | DC |
| 5936-J | Ms. | DINA FLOWERS BOLF | 202 N AVE D | 10102 | 12/18/2013 | 40.00 | Grand | DC |
| 5937-J | Mr. | ROYCE WAYNE SENN | 742 N CEDAR | 9131 | 12/18/2013 | 40.00 | Grand | DC |
| 5938-J | Mr. | DOMINIC TARIN CARRASCO | 721 S AVENUE A | 88000221 | 12/18/2013 | 40.00 | Grand | DC |
| 5939-J | Mr. | RODNEY DEAN HAYES | PO BOX 1000 | 5009 | 12/18/2013 | 40.00 | Grand | DC |
| 5940-J | Mr. | ROBERTO GARCIA LEYVA | 716 N OAK | 91009788 | 12/18/2013 | 40.00 | Grand | DC |
| 5941-J | Mr. | WILLIAM BUFORD COTTON | 433 S ELM | 9135 | 12/18/2013 | 40.00 | Grand | DC |
| | | | | | | ===== | | |
| Check Amounts | | | | | | 440.00 | | |

11 records listed.

| DECEMBER BANK TRANSACTION | | | | | | | | | |
|---------------------------|---------------|---------|---------------|------------|---------|-----------|--------------|----------------|--|
| DATE | CHECK | PAYROLL | ACCOUNTS | MASTERCARD | COUNTY | WIRE | DEPOSITS | BALANCE | |
| DEPOSIT | NUMBER | | PAYABLE | EXPENSE | SUPPORT | TRANSFERS | | | |
| 12/3/2013 | 57196-57200 | | \$ 5,253.44 | | | | | \$ (16,963.79) | |
| 12/2/2013 | | | | | | 20,281.42 | \$ 3,868.22 | \$ (13,095.57) | |
| 12/2/2013 | | | | | | 4,405.42 | | \$ 7,185.85 | |
| 12/2/2013 | | | | | | 789.31 | | \$ 11,591.27 | |
| 12/2/2013 | | | | | | 654.96 | | \$ 12,380.58 | |
| 12/2/2013 | | | | | | 533.70 | | \$ 13,035.54 | |
| 12/2/2013 | | | | | | 50.00 | | \$ 13,569.24 | |
| 12/2/2013 | | | | | | 39.96 | | \$ 13,619.24 | |
| 12/2/2013 | | | | | | 35.00 | | \$ 13,659.20 | |
| 12/3/2013 | | | | | | | \$ 14,378.74 | \$ 13,694.20 | |
| 12/3/2013 | | | | | | 5,136.30 | | \$ 28,072.94 | |
| 12/3/2013 | | | | | | 2,824.20 | | \$ 33,209.24 | |
| 12/3/2013 | | | | | | 546.72 | | \$ 36,033.44 | |
| 12/3/2013 | | | | | | 344.49 | | \$ 36,580.16 | |
| 12/3/2013 | | | | | | 180.55 | | \$ 36,924.65 | |
| 12/3/2013 | | | | | | 101.95 | | \$ 37,105.20 | |
| 12/3/2013 | | | | | | 100.00 | | \$ 37,207.15 | |
| 12/3/2013 | | | | | | 50.00 | | \$ 37,307.15 | |
| 12/9/2013 | 57201-57215 | | \$ 108,514.27 | | | | | \$ 37,357.15 | |
| 12/4/2013 | | | | | | | \$ 4,086.12 | \$ (71,157.12) | |
| 12/4/2013 | | | | | | 19,176.08 | | \$ (47,894.92) | |
| 12/4/2013 | | | | | | 2,225.79 | | \$ (45,669.13) | |
| 12/4/2013 | | | | | | 555.75 | | \$ (45,113.38) | |
| 12/4/2013 | | | | | | 325.40 | | \$ (44,787.98) | |
| 12/5/2013 | | | | | | 35.90 | | \$ (44,752.08) | |
| 12/5/2013 | | | | | | 21.95 | | \$ (44,730.13) | |
| 12/5/2013 | | | | | | 6,412.40 | | \$ (38,317.73) | |
| 12/5/2013 | | | | | | 162.70 | | \$ (38,155.03) | |
| 12/5/2013 | | | | | | 509.69 | | \$ (37,645.34) | |
| 12/5/2013 | | | | | | 3,502.55 | | \$ (34,142.79) | |
| 12/5/2013 | | | | | | 189.87 | | \$ (33,952.92) | |
| 12/5/2013 | | | | | | | \$ 4,862.33 | \$ (29,090.59) | |
| 12/10/2013 | 57217-57224wd | | | | | | | \$ (29,090.59) | |
| 12/6/2013 | | | | | | | \$ 4,274.28 | \$ (24,816.31) | |
| 12/6/2013 | | | | | | 33,041.78 | | \$ 8,225.47 | |
| 12/6/2013 | | | | | | 2,301.06 | | \$ 10,526.53 | |
| 12/6/2013 | | | | | | 930.31 | | \$ 11,456.84 | |
| 12/6/2013 | | | | | | 803.59 | | \$ 12,260.43 | |
| 12/6/2013 | | | | | | 555.58 | | \$ 12,816.01 | |
| 12/6/2013 | | | | | | 488.10 | | \$ 13,304.11 | |
| 12/6/2013 | | | | | | 131.63 | | \$ 13,435.74 | |
| 12/6/2013 | | | | | | 130.42 | | \$ 13,566.16 | |
| 12/6/2013 | | | | | | 48.56 | | \$ 13,614.72 | |
| 12/6/2013 | | | | | | 38.95 | | \$ 13,653.67 | |
| 12/6/2013 | | | | | | 28.64 | \$ 3,226.43 | \$ 13,682.31 | |
| 12/9/2013 | | | | | | | | \$ 16,908.74 | |
| 12/9/2013 | | | | | | 34,449.77 | | \$ 51,358.51 | |
| 12/9/2013 | | | | | | 17,091.00 | | \$ 68,449.51 | |

[illegible]

[illegible]

[illegible]

Date: 12/31/2013Time: 13:49941 Payroll DepositWINKLER COUNTY HOSPITALPage: 1py/o_941dp2Report Dates: 10/18/2013 through 10/18/2013

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Facility: HOS - WINKLER CO MEMORIAL HOS

Pay Date(s):
10/18/2013

| | FICA Ded/Obl | Medicare Ded/Obl | Federal W/H |
|-------------------|--------------|------------------|-------------|
| Total Deductions | 6,575.77 | 1,537.90 | 11,947.57 |
| Total Obligations | 6,575.77 | 1,537.90 | |

| | |
|--------------------|-----------|
| Total FICA: | 13,151.54 |
| Total Medicare: | 3,075.80 |
| Total Federal W/H: | 11,947.57 |
| | ----- |
| Facility Total: | 28,174.91 |

| | FICA | MEDICARE | FEDERAL W/H | GRAND TOTAL |
|----------------|-----------|----------|-------------|-------------|
| Report Totals: | 13,151.54 | 3,075.80 | 11,947.57 | 28,174.91 |

EIC Income Total: .00

State Tax Total:

Date: 12/31/2013
Time: 13:59:33

Payroll Check History
WINKLER COUNTY HOSPITAL
For period from: 12/01/2013 to: 12/31/2013

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| Check No. | Date | Code | Name | Amount |
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| 12271322 | 12/27/2013 | 11019 | ALAAN, JUN JUN FROUCAN R | 1,130.83 |
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| 12271301 | 12/27/2013 | 10626 | ALARCON, DESTINY R | 1,104.04 |
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| 12271315 | 12/27/2013 | 10300 | ARNOLD, MALLARY BETH | 1,373.71 |
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| 12271316 | 12/27/2013 | 10769 | ARNOLD, SHEILA GAY | 1,566.54 |
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| 25435 | 12/27/2013 | 10270 | BARAJAS, OSCAR R. | 1,279.26 |
| 12131317 | 12/13/2013 | 10952 | BLACKBURN, SHANNA SHEA | 513.17 |
| 12271317 | 12/27/2013 | 10952 | BLACKBURN, SHANNA SHEA | 261.81 |
| 12131332 | 12/13/2013 | 10740 | BLAND, DONNA ANGELINE | 720.03 |
| 12271330 | 12/27/2013 | 10740 | BLAND, DONNA ANGELINE | 607.34 |
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| 12271302 | 12/27/2013 | 11027 | BOREN, DEVAN A | 1,664.01 |
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| 12271326 | 12/27/2013 | 10108 | BUSTAMANTE, YASMEEN | 606.44 |
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| 12131333 | 12/13/2013 | 10306 | COMPTON, FELICIA G. | 588.39 |
| 12271331 | 12/27/2013 | 10306 | COMPTON, FELICIA G. | 832.22 |
| 25422 | 12/13/2013 | 10616 | DAWSON, KATHLEEN | 1,032.89 |
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| 12271323 | 12/27/2013 | 10600 | DE LA TORRE, ELINORE JUNE | 1,238.36 |
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| 12131335 | 12/13/2013 | 10209 | GRAVES, SANDRA N. | 653.97 |
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| 12271305 | 12/27/2013 | 11030 | GREEN, JIM BOB | 1,160.79 |
| 12131336 | 12/13/2013 | 11028 | HAMILL, MARY A | 776.90 |

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| Check No. | Date | Code | Name | Amount |
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| 25433 | 12/27/2013 | 10888 | LARA, LUCERO A. | 1,236.70 |
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| Check No. | Date | Code | Name | Amount |
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| 12271339 | 12/27/2013 | 10220 | SERBANTEZ, ANNETTE MARIE | 751.17 |
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| 12271362 | 12/27/2013 | 10226 | SOLTERO, JEHNIFER SHEAN | 1,164.30 |
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| 12131344 | 12/13/2013 | 10232 | VILLALPANDO, ADRIANA L | 742.36 |
| 12271342 | 12/27/2013 | 10232 | VILLALPANDO, ADRIANA L | 739.99 |
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| 12271328 | 12/27/2013 | 10322 | WIDNER, WILLIAM BRADY | 1,300.15 |
| 12131326 | 12/13/2013 | 10213 | WOLF, VIRGINIA ANN | 1,411.43 |
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| 57197 | Y | 12/03/2013 | 2190 | BIBBY FINANCIAL SERVICES CA,IN | 3,781.83 |
| 57198 | Y | 12/03/2013 | 2191 | BUILDERS SUPPLY | 3.00 |
| 57199 | Y | 12/03/2013 | 2192 | HUBERT COMPANY | 312.65 |
| 57200 | Y | 12/03/2013 | 2193 | KCI USA, INC. | 262.75 |
| 57201 | Y | 12/09/2013 | 2208 | AIRGAS SOUTHWEST INC | 1,473.19 |
| 57202 | Y | 12/09/2013 | 2194 | AMERICAN SOLUTIONS | 90.00 |
| 57203 | Y | 12/09/2013 | 2195 | BEN E KEITH | 1,958.75 |
| 57204 | Y | 12/09/2013 | 2196 | BIBBY FINANCIAL SERVICES CA,IN | 3,947.50 |
| 57205 | Y | 12/09/2013 | 2197 | CARDINAL HEALTH | 407.56 |
| 57206 | Y | 12/09/2013 | 2198 | DOCTOR STANLY T SELBY PA | 33,333.33 |
| 57207 | Y | 12/09/2013 | 2199 | FED-EX | 63.56 |
| 57208 | Y | 12/09/2013 | 2200 | FISHER HEALTHCARE | 328.21 |
| 57209 | Y | 12/09/2013 | 2201 | LABORATORY SUPPLY CO | 722.06 |
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| 57211 | Y | 12/09/2013 | 2203 | MANGARON JANETTE | 195.72 |
| 57212 | Y | 12/09/2013 | 2204 | SHELBY, JULIE | 4,875.00 |
| 57213 | Y | 12/09/2013 | 2205 | STERICYCLE INC | 1,281.39 |
| 57214 | Y | 12/09/2013 | 2206 | US FOODSERVICE INC | 1,138.00 |
| 57215 | Y | 12/09/2013 | 2207 | WINKLER COUNTY AUDITORS | 58,675.00 |
| 57233 | Y | 12/10/2013 | 2209 | AMERICAN SOLUTIONS | 172.12 |
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| 57235 | Y | 12/10/2013 | 2211 | AT&T | 48.23 |
| 57236 | Y | 12/10/2013 | 2212 | AT&T | 2,301.51 |
| 57237 | Y | 12/10/2013 | 2213 | AT&T | 258.92 |
| 57238 | Y | 12/10/2013 | 2214 | CARDINAL HEALTH | 1,098.24 |
| 57239 | Y | 12/10/2013 | 2215 | CITY OF KERMIT | 301.50 |
| 57240 | Y | 12/10/2013 | 2216 | EMERGENCY STAFFING SOLUTIONS | 39,420.00 |
| 57241 | Y | 12/10/2013 | 2217 | LABORATORY SUPPLY CO | 48.83 |
| 57242 | Y | 12/10/2013 | 2218 | MOORE MEDICAL,LLC | 219.00 |
| 57243 | Y | 12/10/2013 | 2219 | PREFERRED HOSPITAL LEASING | 26,522.50 |
| 57244 | Y | 12/10/2013 | 2220 | SIEMENS HEALTHCARE DIAGNOSTICS | 288.55 |
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| 57246 | Y | 12/10/2013 | 2222 | VERIZON BUSINESS | 261.91 |
| 57247 | Y | 12/10/2013 | 2223 | WAGNER SUPPLY COMPANY | 25.65 |
| 57248 | Y | 12/13/2013 | 2224 | AFLAC - CAIC | 590.07 |
| 57249 | Y | 12/13/2013 | 2225 | AMERICAN FAMILY LIFE ASSURANCE | 1,798.94 |
| 57250 | Y | 12/13/2013 | 2226 | AMERISOURCEBERGEN DRUG CORP | 1,332.99 |
| 57251 | Y | 12/13/2013 | 2227 | FORT DEARBORN LIFE INSURANCE | 355.78 |
| 57252 | Y | 12/13/2013 | 2228 | MASTERCARD | 436.75 |
| 57253 | Y | 12/13/2013 | 2229 | NATIONAL FAMILY CARE LIFE INS | 12.00 |
| 57254 | Y | 12/13/2013 | 2230 | PATTI FRANKS, TAX ASSESSOR | 160.00 |
| 57255 | Y | 12/13/2013 | 2231 | THE SECURITY BENEFIT GROUP | 830.00 |
| 57256 | Y | 12/13/2013 | 2232 | WESTEX COMMUNITY CREDIT UNION | 4,797.50 |
| 57257 | Y | 12/23/2013 | 2233 | ABCO FIRE PROTECTION, INC. | 300.00 |

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| Check No. | AP | Chk Date | Doc No | Payee | Net Amount |
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| 57262 | Y | 12/23/2013 | 2238 | ANNETTE SERBANTEZ | 70.00 |
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| 57264 | Y | 12/23/2013 | 2240 | BAXTER HEALTHCARE-DALLAS | 930.54 |
| 57265 | Y | 12/23/2013 | 2241 | BAYTREE LEASING COMPANY, LLC | 1,026.12 |
| 57266 | Y | 12/23/2013 | 2242 | BEN E KEITH | 1,595.85 |
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| 57271 | Y | 12/23/2013 | 2247 | CONTROL TECHNOLOGIES, INC | 470.50 |
| 57272 | Y | 12/23/2013 | 2248 | EMERGENCY STAFFING SOLUTIONS | 39,420.00 |
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| 57279 | Y | 12/23/2013 | 2255 | HARTLEY WANNAH | 432.91 |
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| 57283 | Y | 12/23/2013 | 2259 | LABORATORY SUPPLY CO | 2,611.93 |
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| 57285 | Y | 12/23/2013 | 2261 | MASTERCARD | 253.33 |
| 57287 | Y | 12/23/2013 | 2263 | MEDICAL ADVOCACY SVCS | 189.88 |
| 57288 | Y | 12/23/2013 | 2264 | MEDICAL DEBT MANAGEMENT, INC | 393.89 |
| 57289 | Y | 12/23/2013 | 2265 | MEDTRAN DIRECT, INC | 1,450.00 |
| 57290 | Y | 12/23/2013 | 2266 | MN SYSTEMS | 500.00 |
| 57291 | Y | 12/23/2013 | 2267 | MONAHANS NEWS | 112.88 |
| 57292 | Y | 12/23/2013 | 2268 | NAOMI SOLTERO | 247.87 |
| 57293 | Y | 12/23/2013 | 2269 | NATIONAL HEATING & PLUMBING | 6,184.20 |
| 57294 | Y | 12/23/2013 | 2270 | OFFICE DEPOT | 712.85 |
| 57295 | Y | 12/23/2013 | 2271 | PERRY JOHNSON & ASSOCIATES INC | 233.10 |
| 57296 | Y | 12/23/2013 | 2272 | PHYSICIAN SALES & SERVICE | 333.48 |
| 57297 | Y | 12/23/2013 | 2273 | PRECISION DYNAMICS CORP | 80.23 |
| 57298 | Y | 12/23/2013 | 2274 | PROFESSIONAL DIETARY | 620.00 |
| 57299 | Y | 12/23/2013 | 2275 | PROGNOSIS HEALTH INFORMATION | 4,152.76 |
| 57300 | Y | 12/23/2013 | 2276 | REVPOINT HEALTHCARE TECH, INC | 3,026.00 |
| 57301 | Y | 12/23/2013 | 2277 | RIO GRAND PATHOLOGY SERVICES | 1,100.00 |
| 57302 | Y | 12/23/2013 | 2278 | SANOFI PASTEUR | 987.91 |
| 57303 | Y | 12/23/2013 | 2279 | SHEILA ARNOLD | 35.00 |
| 57304 | Y | 12/23/2013 | 2280 | SHELBY, JULIE | 5,197.50 |
| 57305 | Y | 12/23/2013 | 2281 | SIEMENS FINANCIAL SERVICES | 5,224.34 |
| 57306 | Y | 12/23/2013 | 2282 | SIEMENS HEALTHCARE DIAGNOSTICS | 12,977.36 |
| 57307 | Y | 12/23/2013 | 2283 | SLICK'S AUTO SUPPLY & HDWE INC | 17.31 |
| 57308 | Y | 12/23/2013 | 2284 | SOS, INC. | 3,208.29 |
| 57309 | Y | 12/23/2013 | 2285 | SUDDENLINK | 387.18 |
| 57310 | Y | 12/23/2013 | 2286 | T-SYSTEM, INC. | 1,196.45 |

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| PROGNOSIS HEALTH INFORMATION SYS. | Requested By: jwillhelm | Page: 2 |
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Date: 12/31/2013
Time: 13:38:19

Check Register
WINKLER COUNTY HOSPITAL
12/01/2013 - 12/31/2013

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| 57311 | Y | 12/23/2013 | 2287 | TERMINIX PROCCESSING CENTER | 200.00 |
| 57312 | Y | 12/23/2013 | 2288 | THOMAS NG TECHNOLOGIES, INC | 1,925.00 |
| 57313 | Y | 12/23/2013 | 2289 | TOSHIBA AMERICA MEDICAL CREDIT | 10,055.00 |
| 57314 | Y | 12/23/2013 | 2290 | UNITED BLOOD SERVICES | 195.00 |
| 57315 | Y | 12/23/2013 | 2291 | US FOODSERVICE INC | 3,645.58 |
| 57316 | Y | 12/23/2013 | 2292 | WAGNER SUPPLY COMPANY | 2,124.94 |
| 57317 | Y | 12/23/2013 | 2293 | WINKLER COUNTY AUDITORS | 126,119.34 |
| 57318 | Y | 12/23/2013 | 2294 | WINKLER COUNTY NEWS | 171.00 |
| 57319 | Y | 12/23/2013 | 2296 | CARDINAL HEALTH | 1,332.58 |
| 57320 | Y | 12/23/2013 | 2297 | ETACTICS, INC. | 2,598.01 |
| 57321 | Y | 12/18/2013 | 2298 | AMERISOURCEBERGEN DRUG CORP | 1,098.40 |
| 57322 | Y | 12/19/2013 | 2299 | PATIENT REFUNDS | 53.78 |
| | | | | PAYTO Name: 194790 - CLAUDIA MCINTIRE | |
| 57323 | Y | 12/19/2013 | 2300 | PATIENT REFUNDS | 57.18 |
| | | | | PAYTO Name: 199585 - HEALTH CARE SERVICE CORP | |
| 57324 | Y | 12/19/2013 | 2301 | PATIENT REFUNDS | 23.84 |
| | | | | PAYTO Name: 200632 - ANGIE D SIMS | |
| 57325 | Y | 12/19/2013 | 2302 | PATIENT REFUNDS | 182.16 |
| | | | | PAYTO Name: 201021 - ALLISON DUFF | |
| 57326 | Y | 12/19/2013 | 2303 | PATIENT REFUNDS | 106.03 |
| | | | | PAYTO Name: 201292 - BLUE CROSS AND BLUE SHIELD | |
| 57327 | Y | 12/19/2013 | 2304 | PATIENT REFUNDS | 53.65 |
| | | | | PAYTO Name: 201303 - RYAN FIELDS | |
| 57328 | Y | 12/19/2013 | 2305 | PATIENT REFUNDS | 115.53 |
| | | | | PAYTO Name: 201637 - BLUE CROSS AND BLUE SHIELD | |
| 57329 | Y | 12/19/2013 | 2306 | PATIENT REFUNDS | 103.98 |
| | | | | PAYTO Name: 202239 - BLUE CROSS AND BLUE SHIELD | |
| 57330 | Y | 12/19/2013 | 2307 | PATIENT REFUNDS | 47.47 |
| | | | | PAYTO Name: 202266 - BLUE CROSS AND BLUE SHIELD | |
| 57331 | Y | 12/19/2013 | 2308 | PATIENT REFUNDS | 108.00 |
| | | | | PAYTO Name: 202442 - CHANCE TOOL LTD | |
| 57332 | Y | 12/19/2013 | 2309 | PATIENT REFUNDS | 92.43 |
| | | | | PAYTO Name: 202508 - BLUE CROSS AND BLUE SHIELD | |
| 57333 | Y | 12/19/2013 | 2310 | PATIENT REFUNDS | 101.65 |
| | | | | PAYTO Name: 202770 - BLUE CROSS AND BLUE SHIELD | |
| 57334 | Y | 12/19/2013 | 2311 | PATIENT REFUNDS | 101.65 |
| | | | | PAYTO Name: 203161 - BLUE CROSS AND BLUE SHIELD | |
| 57335 | Y | 12/19/2013 | 2312 | PATIENT REFUNDS | 55.05 |
| | | | | PAYTO Name: 203692 - BLUE CROSS AND BLUE SHIELD | |
| 57336 | Y | 12/19/2013 | 2313 | PATIENT REFUNDS | 92.43 |
| | | | | PAYTO Name: 204015 - BLUE CROSS AND BLUE SHIELD | |
| 57337 | Y | 12/19/2013 | 2314 | PATIENT REFUNDS | 64.94 |
| | | | | PAYTO Name: 205752 - GIGNA | |
| 57338 | Y | 12/23/2013 | 2315 | PATIENT REFUNDS | 11.72 |
| | | | | PAYTO Name: 166706 - JANA B PERCIFIELD | |
| 57339 | Y | 12/23/2013 | 2316 | PATIENT REFUNDS | 174.34 |
| | | | | PAYTO Name: 199670 - NOVITAS SOLUTIONS | |
| 57340 | Y | 12/23/2013 | 2317 | PATIENT REFUNDS | 20.00 |
| | | | | PAYTO Name: 200639 - ANGIE D SIMS | |
| 57341 | Y | 12/23/2013 | 2318 | PATIENT REFUNDS | 172.22 |
| | | | | PAYTO Name: 202248 - DANNIE P MABERRY | |

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PROGNOSIS HEALTH INFORMATION SYS.

Requested By: jwillhelm

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Date: 12/31/2013
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WINKLER COUNTY HOSPITAL
12/01/2013 - 12/31/2013

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| Check No. | AP | Chk Date | Doc No | Payee | Net Amount |
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| | | | | PAYTO Name: 202897 - DARLA KEELY | |
| 57343 | Y | 12/23/2013 | 2320 | PATIENT REFUNDS | 83.90 |
| | | | | PAYTO Name: 204679 - LAYNE NUTT | |
| 57344 | Y | 12/23/2013 | 2321 | PATIENT REFUNDS | 55.00 |
| | | | | PAYTO Name: 208878 - JUDY L CHARLES | |
| 57345 | Y | 12/23/2013 | 2322 | PATIENT REFUNDS | 36.95 |
| | | | | PAYTO Name: 209732 - JANA B PERCIFIELD | |
| 57346 | Y | 12/27/2013 | 2324 | ACCOUNTS RECEIVABLE | 475.00 |
| 57347 | Y | 12/27/2013 | 2325 | AMERISOURCEBERGEN DRUG CORP | 1,847.01 |
| 57348 | Y | 12/27/2013 | 2326 | MED-TRANS | 1,095.00 |
| 57349 | Y | 12/27/2013 | 2327 | PATTI FRANKS, TAX ASSESSOR | 116.33 |
| 57350 | Y | 12/27/2013 | 2328 | SUDDENLINK | 94.60 |
| 57351 | Y | 12/27/2013 | 2329 | THE SECURITY BENEFIT GROUP | 830.00 |
| 57352 | Y | 12/27/2013 | 2330 | WESTEX COMMUNITY CREDIT UNION | 4,797.50 |
| 57356 | Y | 12/30/2013 | 2331 | AGENCY 405 | 5.00 |
| 57357 | Y | 12/30/2013 | 2332 | B & H PHOTO*VIDIO*PRO AUDIO | 118.83 |
| 57358 | Y | 12/30/2013 | 2333 | BEN E KEITH | 857.23 |
| 57359 | Y | 12/30/2013 | 2334 | BUILDERS SUPPLY | 16.86 |
| 57360 | Y | 12/30/2013 | 2335 | CARDINAL HEALTH | 22.00 |
| 57361 | Y | 12/30/2013 | 2336 | FISHER HEALTHCARE | 117.08 |
| 57362 | Y | 12/30/2013 | 2337 | HERRERA, SHARLA | 160.46 |
| 57363 | Y | 12/30/2013 | 2338 | KCI USA, INC. | 1,151.26 |
| 57364 | Y | 12/30/2013 | 2339 | LONG, RIKKI | 35.00 |
| 57365 | Y | 12/30/2013 | 2340 | LYNETTE NEBE | 7,425.00 |
| 57366 | Y | 12/30/2013 | 2341 | MEDLINE INDUSTRIES INC | 1,600.66 |
| 57367 | Y | 12/30/2013 | 2342 | MERCURY MEDICAL | 280.82 |
| 57368 | Y | 12/30/2013 | 2343 | MERGE HEALTHCARE | 386.86 |
| 57369 | Y | 12/30/2013 | 2344 | MOORE MEDICAL, LLC | 173.98 |
| 57370 | Y | 12/30/2013 | 2345 | NAOMI SOLTERO | 200.08 |
| 57371 | Y | 12/30/2013 | 2346 | NEWEGG.COM | 135.89 |
| 57372 | Y | 12/30/2013 | 2347 | ODESSA AMERICAN | 1,211.26 |
| 57373 | Y | 12/30/2013 | 2348 | OFFICE DEPOT | 1,149.23 |
| 57374 | Y | 12/30/2013 | 2349 | PATTERSON MEDICAL | 225.50 |
| 57375 | Y | 12/30/2013 | 2350 | PHYSICIAN SALES & SERVICE | 3,740.98 |
| 57376 | Y | 12/30/2013 | 2351 | SIEMENS HEALTHCARE DIAGNOSTICS | 5,899.58 |
| 57377 | Y | 12/30/2013 | 2352 | SPECTRA CORP | 25.00 |
| 57378 | Y | 12/30/2013 | 2353 | TORCH | 1,700.00 |
| 57379 | Y | 12/30/2013 | 2354 | TOSHIBA AMERICA MEDICAL CREDIT | 3,486.00 |
| 57380 | Y | 12/30/2013 | 2355 | TRI-ANIM HEALTH SERVICES | 84.85 |
| 57381 | Y | 12/30/2013 | 2356 | UNITED BLOOD SERVICES | 768.00 |
| 57382 | Y | 12/30/2013 | 2357 | US FOODSERVICE INC | 663.28 |
| 57383 | Y | 12/30/2013 | 2358 | WEST TEXAS GAS INC | 390.05 |
| 57384 | Y | 12/30/2013 | 2359 | WINKLER COUNTY AUDITORS | 23.27 |
| 57385 | Y | 12/30/2013 | 2360 | WINKLER COUNTY AUDITORS | 70,955.19 |
| 57387 | Y | 12/30/2013 | 2361 | TEXAS ASSOCIATION OF COUNTIES | 529.32 |
| 57388 | Y | 12/23/2013 | 2363 | MEDICAL ADVANTAGE RECRUITERS | 6,500.00 |

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PROGNOSIS HEALTH INFORMATION SYS.

Requested By: jwillhelm

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A motion was made by Commissioner Neal and seconded by Commissioner Stevens to approve Proclamation declaring the week of March 02-08, 2014 as Severe Weather Awareness Week in Winkler County; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

PROCLAMATION

2014 SEVERE WEATHER AWARENESS WEEK PROCLAMATION

WHEREAS, Severe Weather Awareness Week is March 2 through March 8, 2014; and

WHEREAS, each year brings the potential for violent weather to Texas; and

WHEREAS, large portions of our state including Winkler County can be devastated by flooding, tornadoes, hail storms, straight line winds and other severe emergencies; and

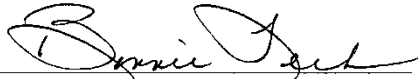
WHEREAS, The Texas Division of Emergency Management and the National Weather Service have joined together to urge all citizens to prepare for severe weather events and to educate themselves on safety strategies; and

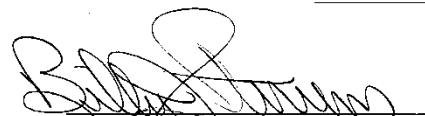
WHEREAS, Governor Rick Perry has declared the week of March 2 – 8, 2014 as Severe Weather Awareness Week in Texas.

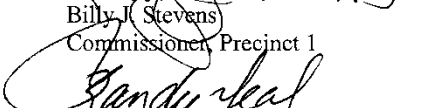
NOW, THEREFORE, BE IT RESOLVED THAT WE, THE WINKLER COUNTY COMMISSIONERS' COURT do hereby urge everyone in our community to learn more about and to participate in severe weather preparedness activities available in Winkler County.


THEREFORE, IN OFFICIAL RECOGNITION OF THIS STATEWIDE EVENT, we, the undersigned do hereby proclaim March 2 – March 8, 2014 **SEVERE WEATHER AWARENESS WEEK** in Winkler County.


Adopted this the 24th day of February, 2014.


Bonnie Leck
Winkler County Judge

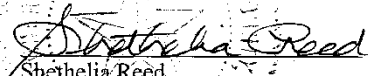

Billy J. Stevens
Commissioner, Precinct 1


Randy Neal
Commissioner, Precinct 3


Robbie Wolf
Commissioner, Precinct 2


Billy Ray Thompson
Commissioner, Precinct 4

ATTEST:


Shethelia Reed
Winkler County Clerk

A motion was made by Commissioner Thompson and seconded by Commissioner Neal to approve request of Steve Fosdick, representing the Church of God of Prophecy, to use Community Center in Kermit for gospel music on Friday-Sunday, April 11-13, 2014; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve request of Stephane Lara to use Recreation Center in County Park in Kermit on Saturday, March 01, 2014; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve request of Erendida Lujan to use

Recreation Center in County Park in Kermit on Saturday, April 12, 2014; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

A motion was made by Commissioner Stevens and seconded by Commissioner Thompson to approve request of Dudley Mullins, representing the Winkler County Ministerial Alliance, to use north side of Courthouse for National Day of Prayer services at noon on Thursday, May 01, 2014; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

A motion was made by Commissioner Stevens and seconded by Commissioner Thompson to approve Pipeline Construction and Indemnity Contracts between Winkler County and Plains Pipelines, L.P. for 20" steel crude oil pipeline road crossings at County Roads 103, 105 and 205; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

County Road Number 103Precinct Number 1

**PIPELINE CONSTRUCTION
AND
INDEMNITY CONTRACT**

**State of Texas
County of Winkler**

Comes now Winkler County Commissioners' Court, by and through **The Honorable Bonnie Leck**, County Judge, and **Plains Pipeline, L.P.**, Applicant, which makes this a contract governing the installation of a **steel crude oil** pipeline, and in support of same, the parties make the following agreements and covenants:

1. The parties to this Agreement are **Winkler County, Texas** and **Plains Pipeline, L.P.**. Winkler County agrees to grant Plains Pipeline L.P. at their expense, the right to construct **road crossing for 20" pipeline at County Road 103.**
31.95784597
-103.17665552

2. CONDITIONS

When Applicant installs a Facility in the crossing area, the following terms and conditions shall apply:

- a. Applicant shall comply with all requirements of the Texas Underground Facility Damage and Safety Act, Section 251, et seq. Texas Utilities Code, and assumes all risks and liabilities pursuant to that Section.
- b. Applicant shall bury said pipeline to a depth consistent with the Odessa District of the Texas Department of Transportation requirements from easement to easement.
- c. Applicant shall install and maintain suitable buried markers indicating the location of Applicant's Facility in the crossing area.
- d. Applicant shall carry out all work in the crossing area in a proper and diligent manner and in accordance with good engineering and construction practices.
- e. Applicant shall notify Winkler County 48 hours prior to the commencement of any ground disturbance within 30 feet of Winkler County's easement to enable a field representative to locate and identify the limits of Winkler County's road easements.
- f. During its operations pursuant to the Agreement, Applicant shall have available at the crossing area a copy of this Agreement approved by Winkler County Commissioners' Court.
- g. Applicant shall ensure that the work is carried out in accordance with the technical details that are set out in its request for permission that have been accepted by Winkler County and in accordance with the Location Plan and Profile.
- h. The Applicant shall inform its contractors of their responsibilities regarding any construction or installation of a facility subject to this Agreement.
- i. When necessary to protect the public, the Applicant shall fence or barricade the area around the excavation and shall erect such warning signs as required.
- j. Applicant shall ensure that the weight of any equipment crossing over Winkler County roads will not cause any damage to said roads. Applicant shall, if requested by Winkler County field representative, ramp the crossing area during any such crossing of equipment.
- k. Applicant shall physically support Winkler County bridges, culvert crossings and road easements as required, or as directed by Winkler County, while any work is being carried out hereunder.
- l. Applicant shall cover any Winkler County road or easement damage with such quantity and quality of backfill material as is specified by Winkler County field representative prior to the Applicant commencing backfilling operations.
- m. Applicant shall, as soon as it is reasonably practical after the completion of Applicant's work in the crossing area, restore the surface of the crossing of the

County Road Number 103Precinct Number 1

area as closely as is practical to the condition in which it existed immediately prior to the work being commenced.

- n. In the case of damage to Applicant's Facility in the crossing area or other emergency, Applicant shall commence the necessary work and shall forthwith give to Winkler County's field representative verbal notice of such damage or other emergency and of the necessary work to be conducted, and shall forthwith give written notice to Winkler County.
- o. The whole of the cost of the work with respect to Applicant's facility in the crossing area shall be borne by Applicant.
- p. Applicant shall be liable for and shall pay all taxes, rates and assessments of every description whatsoever that may be imposed by any lawful authority by reason of the presence of Applicant's facility in the crossing area, or by reason of this Agreement or of anything done by Applicant pursuant to this Agreement. Applicant shall indemnify Winkler County from and against all such taxes, rates and assessments.
- q. The costs associated with the location and identification of **Plains Pipeline L.P.'s** pipelines or the supervision or monitoring of work in the crossing area shall not be charged to the Applicant for short term work. However, if Applicant's work extends past three (3) working days, these extended costs, including the first three (3) days, will be charged to the Applicant.
- r. Applicant shall, except in cases of emergency, provide three (3) working days' notice to Winkler County prior to commencement of construction or installation of the facility.

3. REMEDY ON DEFAULT

In the case of default by Applicant in carrying out any of the provisions of this Agreement, Winkler County may give notice thereof to Applicant. If Applicant fails to commence to remedy such default with fifteen (15) days after receipt of such notice and diligently complete such remedy thereafter, Winkler County may take such steps as are appropriate to remedy such default and Applicant shall be liable for and shall pay all reasonable costs and expenses incurred by Winkler County in remedying the default.

Without restricting or limiting any other remedy which Winkler County may have against Applicant at law or in equity or pursuant to the terms of this Agreement, in the event the Applicant fails to comply with the terms of this Agreement, the Applicant shall pay to Winkler County forthwith upon demand the sum of Two Thousand Five Hundred and no/100 Dollars (\$2,500.00) as liquidated damages for breach of the aforesaid covenant, it being agreed between Applicant and Winkler County in the event of such breach are impractical to ascertain and that the aforesaid amount is a reasonable estimate thereof.

4. FURTHER WORK

- a. If, subsequent to the initial work to be undertaken by Applicant for its facility, either Winkler County or Applicant desires to undertake any work in the crossing area, this Agreement shall be deemed to grant consent to that party, and the provisions of this Agreement shall apply mutatis mutandis to all subsequent work undertaken by either party.
- b. Notwithstanding the foregoing, installation of any facility other than those covered by this Agreement, shall require a separate crossing agreement.
- c. Notwithstanding the foregoing, if emergency work is required by either party, that party shall commence the necessary work and shall forthwith give the other party's field representative verbal notice of the emergency and necessary work, and shall forthwith give written notice hereof.

5. LIABILITY AND INDEMNITY

Applicant shall

- a. be liable to Winkler County for all loss, damages and expenses which Winkler County may suffer, sustain, pay or incur by reason of any matter or thing arising out of or attributable to any act or omission of Applicant, its servants, agents,

County Road Number 103Precinct Number 1

contractors or employees in respect of Applicant's use of the crossing area or by reason of this Agreement, and in addition,

- b. indemnify Winkler County against all actions, proceedings, claims, demands and costs which may be brought against or suffered by Winkler County or which it may sustain, pay or incur by reason of any matter or thing arising out of or attributable to any act or omission of Applicant, its servants, agents, contractors or employees in respect of Applicant's construction, use and maintenance of the crossing area or by reason of this Agreement.

6. ASSIGNMENT

Neither party shall assign or transfer this Agreement or the rights and privileges hereby granted without the written consent of the other party first had and obtained and such consent shall not be unreasonably withheld. Together with any request for such consent, the Assignor shall provide the other party with the Assignee's written confirmation that the Assignee is familiar with the terms of this Agreement and agrees to be bound by the terms of this Agreement.

7. Winkler County does not presume to permit the placement of said line on private land or State highway, and its permission granted hereunder only extends to that portion of said line which travels within the easement of the County Road in Exhibit A.
8. **Plains Pipeline, L.P.** hereby certifies that they hold superior title to either the mineral or fee simple estate in the properties across which said pipeline shall travel, or are beneficiaries of contract with the property owners entitling the Applicant to construct and place said line. Upon request, the Applicant will provide proof of such contractual agreement or other legal right to place the pipeline upon ground adjacent to the County right of way.
9. **Plains Pipeline, L.P.** hereby agrees to indemnify and save harmless Winkler County, from any liability or damages the County may suffer as the result of the construction, use, maintenance, placement or failure of the pipeline which is the claims, demands, costs or judgments against the County arising out of subject of this Agreement. The indemnity herein provided shall extend from the date of this Agreement until such date as the line is removed and the site is inspected and approved by the County after said removal.
10. If the County, in the enforcement of any part of this Agreement, shall incur necessary expenses, or become obligated to pay attorneys' fees or court costs, **Plains Pipeline, L.P.** agrees to reimburse the County for such expenses, attorneys' fees, or costs within sixty (60) days after receiving written notice from the County of the incurring of such expenses, attorneys' fees, costs or obligations.
11. Should **Plains Pipeline, L.P.** fail to pay the County within the sixty (60) day period referred to in the foregoing paragraph, **Plains Pipeline, L.P.** agrees to pay interest at the rate of eighteen (18) percent per annum or the maximum legal rate permitted by law on the necessary expenses or costs incurred by the County in the enforcement of this contract or on any sums. **Plains Pipeline, L.P.** is obliged to pay with respect to the matter to which indemnity is given by this contract, from the date such expenses or costs are incurred, or such sums are paid by the County.
12. The parties agree that the venue for any cause of action filed to enforce or involve the subject matter of this contract shall be in Winkler County, Texas.

County Road Number 103

Precinct Number 1

Entry into this contract by the County was authorized by official act of the Winkler County Commissioners' Court taken during a meeting which occurred on the 24th day of February, 20 14, the minutes of which duly reflect the same.

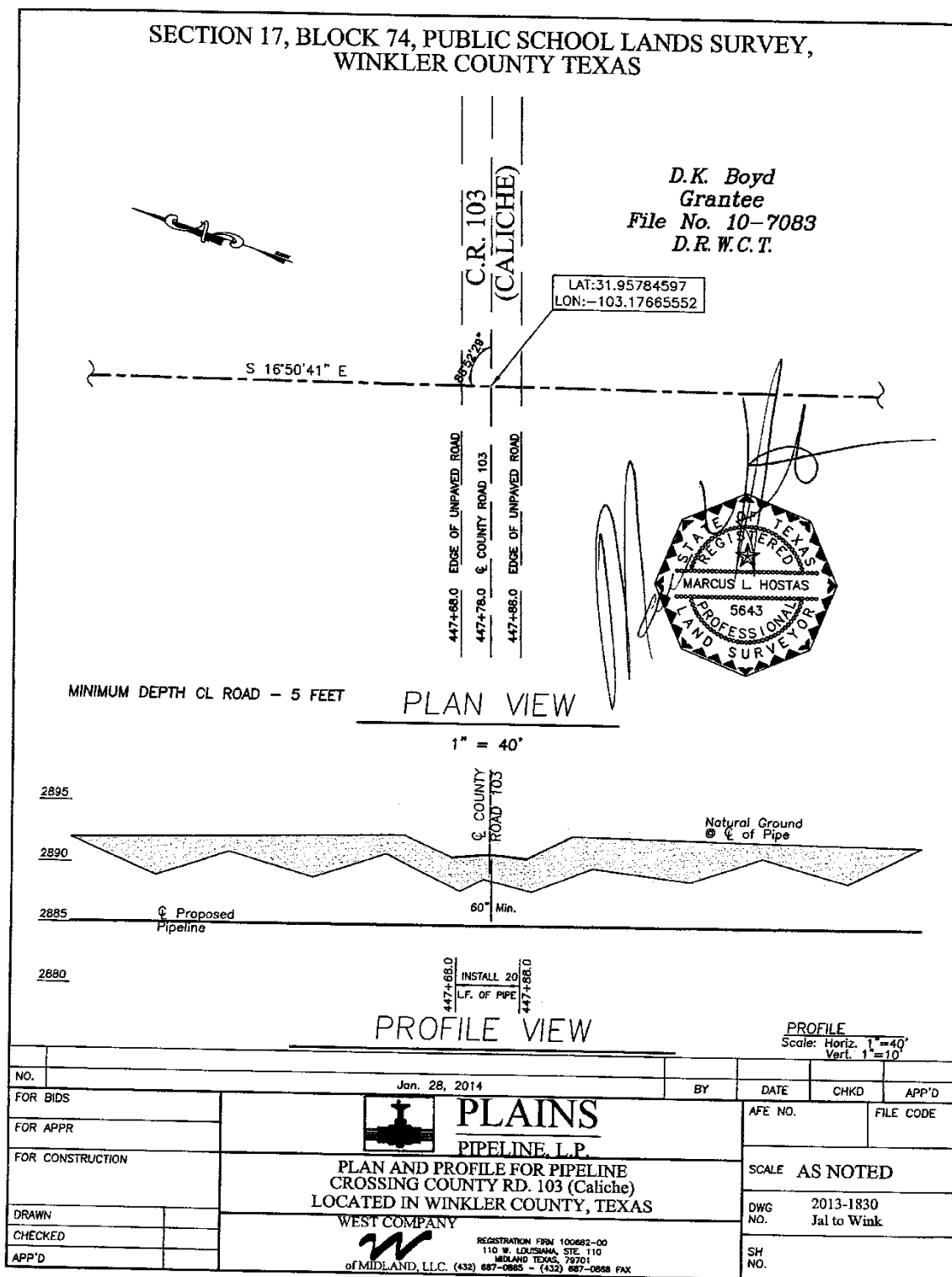
SIGNED AND ENTERED INTO on this the 24th day of February, 20 14.

WINKLER COUNTY

By _____
Bonnie Leck
Winkler County Judge

PLAINS PIPELINE, L.P.

By _____
Printed Name Ronald Helean
Title Senior Land Representative
Address 505 North Big Spring Street, Suite 600
Midland, TX 79701
Telephone 432-221-7912
Cellular Telephone 432-266-8469
Fax 432-686-0881



County Road Number 105Precinct Number 1

**PIPELINE CONSTRUCTION
AND
INDEMNITY CONTRACT**

**State of Texas
County of Winkler**

Comes now Winkler County Commissioners' Court, by and through **The Honorable Bonnie Leck**, County Judge, and **Plains Pipeline, L.P.**, Applicant, which makes this a contract governing the installation of a **steel crude oil** pipeline, and in support of same, the parties make the following agreements and covenants:

1. The parties to this Agreement are **Winkler County, Texas** and **Plains Pipeline, L.P.**. Winkler County agrees to grant Plains Pipeline L.P. at their expense, the right to construct **road crossing for 20" pipeline at County Road 105.**
31.87311753
-103.16037720

2. CONDITIONS

When Applicant installs a Facility in the crossing area, the following terms and conditions shall apply:

- a. Applicant shall comply with all requirements of the Texas Underground Facility Damage and Safety Act, Section 251, et seq. Texas Utilities Code, and assumes all risks and liabilities pursuant to that Section.
- b. Applicant shall bury said pipeline to a depth consistent with the Odessa District of the Texas Department of Transportation requirements from easement to easement.
- c. Applicant shall install and maintain suitable buried markers indicating the location of Applicant's Facility in the crossing area.
- d. Applicant shall carry out all work in the crossing area in a proper and diligent manner and in accordance with good engineering and construction practices.
- e. Applicant shall notify Winkler County 48 hours prior to the commencement of any ground disturbance within 30 feet of Winkler County's easement to enable a field representative to locate and identify the limits of Winkler County's road easements.
- f. During its operations pursuant to the Agreement, Applicant shall have available at the crossing area a copy of this Agreement approved by Winkler County Commissioners' Court.
- g. Applicant shall ensure that the work is carried out in accordance with the technical details that are set out in its request for permission that have been accepted by Winkler County and in accordance with the Location Plan and Profile.
- h. The Applicant shall inform its contractors of their responsibilities regarding any construction or installation of a facility subject to this Agreement.
- i. When necessary to protect the public, the Applicant shall fence or barricade the area around the excavation and shall erect such warning signs as required.
- j. Applicant shall ensure that the weight of any equipment crossing over Winkler County roads will not cause any damage to said roads. Applicant shall, if requested by Winkler County field representative, ramp the crossing area during any such crossing of equipment.
- k. Applicant shall physically support Winkler County bridges, culvert crossings and road easements as required, or as directed by Winkler County, while any work is being carried out hereunder.
- l. Applicant shall cover any Winkler County road or easement damage with such quantity and quality of backfill material as is specified by Winkler County field representative prior to the Applicant commencing backfilling operations.
- m. Applicant shall, as soon as it is reasonably practical after the completion of Applicant's work in the crossing area, restore the surface of the crossing of the

County Road Number 105Precinct Number 1

area as closely as is practical to the condition in which it existed immediately prior to the work being commenced.

- n. In the case of damage to Applicant's Facility in the crossing area or other emergency, Applicant shall commence the necessary work and shall forthwith give to Winkler County's field representative verbal notice of such damage or other emergency and of the necessary work to be conducted, and shall forthwith give written notice to Winkler County.
- o. The whole of the cost of the work with respect to Applicant's facility in the crossing area shall be borne by Applicant.
- p. Applicant shall be liable for and shall pay all taxes, rates and assessments of every description whatsoever that may be imposed by any lawful authority by reason of the presence of Applicant's facility in the crossing area, or by reason of this Agreement or of anything done by Applicant pursuant to this Agreement. Applicant shall indemnify Winkler County from and against all such taxes, rates and assessments.
- q. The costs associated with the location and identification of **Plains Pipeline L.P.**'s pipelines or the supervision or monitoring of work in the crossing area shall not be charged to the Applicant for short term work. However, if Applicant's work extends past three (3) working days, these extended costs, including the first three (3) days, will be charged to the Applicant.
- r. Applicant shall, except in cases of emergency, provide three (3) working days' notice to Winkler County prior to commencement of construction or installation of the facility.

3. REMEDY ON DEFAULT

In the case of default by Applicant in carrying out any of the provisions of this Agreement, Winkler County may give notice thereof to Applicant. If Applicant fails to commence to remedy such default with fifteen (15) days after receipt of such notice and diligently complete such remedy thereafter, Winkler County may take such steps as are appropriate to remedy such default and Applicant shall be liable for and shall pay all reasonable costs and expenses incurred by Winkler County in remedying the default.

Without restricting or limiting any other remedy which Winkler County may have against Applicant at law or in equity or pursuant to the terms of this Agreement, in the event the Applicant fails to comply with the terms of this Agreement, the Applicant shall pay to Winkler County forthwith upon demand the sum of Two Thousand Five Hundred and no/100 Dollars (\$2,500.00) as liquidated damages for breach of the aforesaid covenant, it being agreed between Applicant and Winkler County in the event of such breach are impractical to ascertain and that the aforesaid amount is a reasonable estimate thereof.

4. FURTHER WORK

- a. If, subsequent to the initial work to be undertaken by Applicant for its facility, either Winkler County or Applicant desires to undertake any work in the crossing area, this Agreement shall be deemed to grant consent to that party, and the provisions of this Agreement shall apply mutatis mutandis to all subsequent work undertaken by either party.
- b. Notwithstanding the foregoing, installation of any facility other than those covered by this Agreement, shall require a separate crossing agreement.
- c. Notwithstanding the foregoing, if emergency work is required by either party, that party shall commence the necessary work and shall forthwith give the other party's field representative verbal notice of the emergency and necessary work, and shall forthwith give written notice hereof.

5. LIABILITY AND INDEMNITY

Applicant shall

- a. be liable to Winkler County for all loss, damages and expenses which Winkler County may suffer, sustain, pay or incur by reason of any matter or thing arising out of or attributable to any act or omission of Applicant, its servants, agents,

County Road Number 105Precinct Number 1

contractors or employees in respect of Applicant's use of the crossing area or by reason of this Agreement, and in addition,

- b. indemnify Winkler County against all actions, proceedings, claims, demands and costs which may be brought against or suffered by Winkler County or which it may sustain, pay or incur by reason of any matter or thing arising out of or attributable to any act or omission of Applicant, its servants, agents, contractors or employees in respect of Applicant's construction, use and maintenance of the crossing area or by reason of this Agreement.

6. ASSIGNMENT

Neither party shall assign or transfer this Agreement or the rights and privileges hereby granted without the written consent of the other party first had and obtained and such consent shall not be unreasonably withheld. Together with any request for such consent, the Assignor shall provide the other party with the Assignee's written confirmation that the Assignee is familiar with the terms of this Agreement and agrees to be bound by the terms of this Agreement.

7. Winkler County does not presume to permit the placement of said line on private land or State highway, and its permission granted hereunder only extends to that portion of said line which travels within the easement of the County Road in Exhibit A.
8. **Plains Pipeline, L.P.** hereby certifies that they hold superior title to either the mineral or fee simple estate in the properties across which said pipeline shall travel, or are beneficiaries of contract with the property owners entitling the Applicant to construct and place said line. Upon request, the Applicant will provide proof of such contractual agreement or other legal right to place the pipeline upon ground adjacent to the County right of way.
9. **Plains Pipeline, L.P.** hereby agrees to indemnify and save harmless Winkler County, from any liability or damages the County may suffer as the result of the construction, use, maintenance, placement or failure of the pipeline which is the claims, demands, costs or judgments against the County arising out of subject of this Agreement. The indemnity herein provided shall extend from the date of this Agreement until such date as the line is removed and the site is inspected and approved by the County after said removal.
10. If the County, in the enforcement of any part of this Agreement, shall incur necessary expenses, or become obligated to pay attorneys' fees or court costs, **Plains Pipeline, L.P.** agrees to reimburse the County for such expenses, attorneys' fees, or costs within sixty (60) days after receiving written notice from the County of the incurring of such expenses, attorneys' fees, costs or obligations.
11. Should **Plains Pipeline, L.P.** fail to pay the County within the sixty (60) day period referred to in the foregoing paragraph, **Plains Pipeline, L.P.** agrees to pay interest at the rate of eighteen (18) percent per annum or the maximum legal rate permitted by law on the necessary expenses or costs incurred by the County in the enforcement of this contract or on any sums. **Plains Pipeline, L.P.** is obliged to pay with respect to the matter to which indemnity is given by this contract, from the date such expenses or costs are incurred, or such sums are paid by the County.
12. The parties agree that the venue for any cause of action filed to enforce or involve the subject matter of this contract shall be in Winkler County, Texas.

County Road Number 105

Precinct Number 1

Entry into this contract by the County was authorized by official act of the Winkler County Commissioners' Court taken during a meeting which occurred on the 24th day of February, 20 14, the minutes of which duly reflect the same.

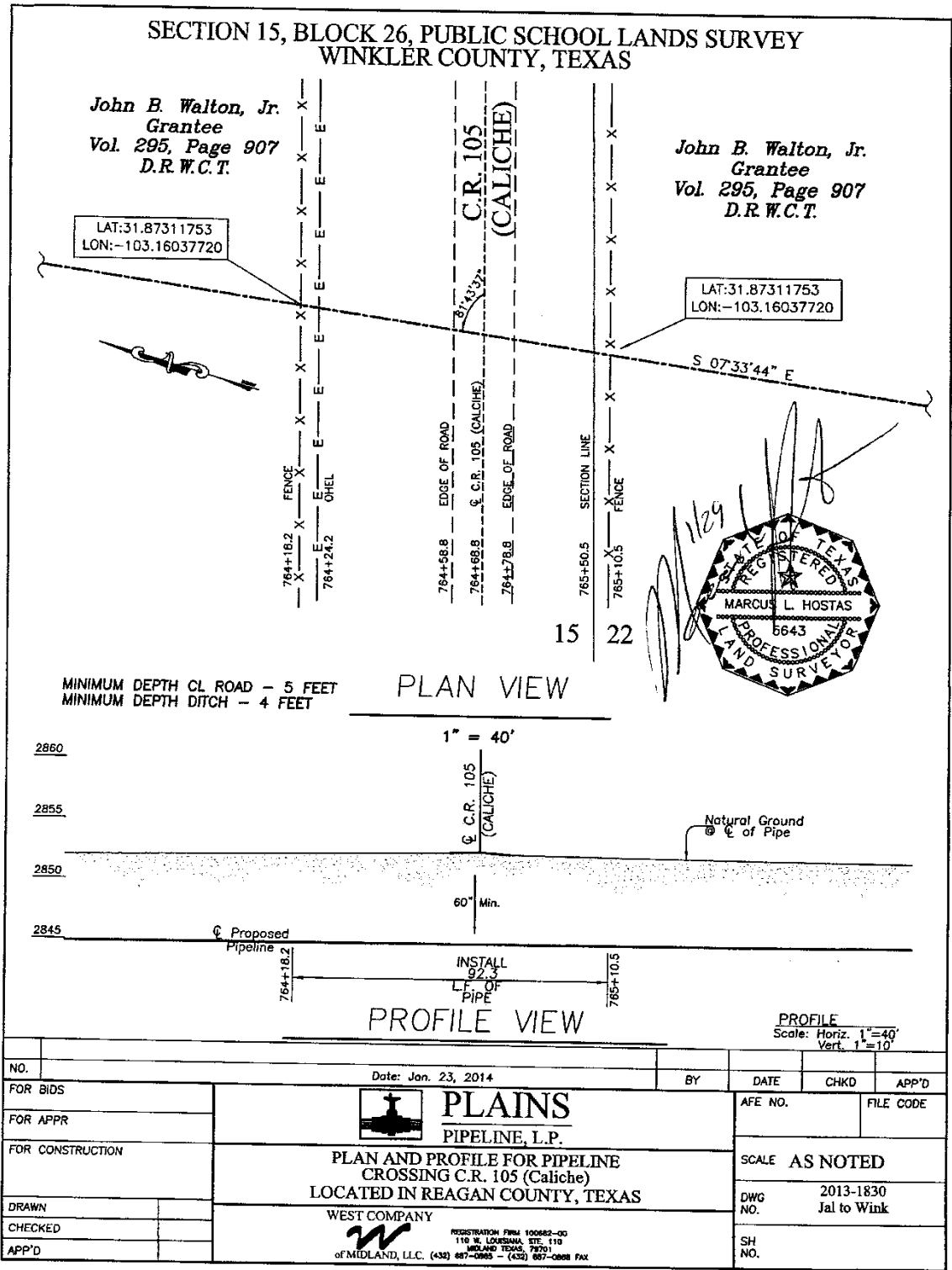
SIGNED AND ENTERED INTO on this the 24th day of February, 20 14.

WINKLER COUNTY

By _____
Bonnie Leck
Winkler County Judge

PLAINS PIPELINE, L.P.

By _____
Printed Name Ronald Helean
Title Senior Land Representative
Address 505 North Big Spring Street, Suite 600
Midland, TX 79701
Telephone 432-221-7912
Cellular Telephone 432-266-8469
Fax 432-686-0881



County Road Number 205Precinct Number 2

**PIPELINE CONSTRUCTION
AND
INDEMNITY CONTRACT**

**State of Texas
County of Winkler**

Comes now Winkler County Commissioners' Court, by and through **The Honorable Bonnie Leck**, County Judge, and **Plains Pipeline, L.P.**, Applicant, which makes this a contract governing the installation of a **steel crude oil** pipeline, and in support of same, the parties make the following agreements and covenants:

1. The parties to this Agreement are **Winkler County, Texas** and **Plains Pipeline, L.P.**. Winkler County agrees to grant Plains Pipeline L.P. at their expense, the right to construct **road crossing for 20" pipeline at County Road 205.**
31.79022311
-103.12966491

2. CONDITIONS

When Applicant installs a Facility in the crossing area, the following terms and conditions shall apply:

- a. Applicant shall comply with all requirements of the Texas Underground Facility Damage and Safety Act, Section 251, et seq. Texas Utilities Code, and assumes all risks and liabilities pursuant to that Section.
- b. Applicant shall bury said pipeline to a depth consistent with the Odessa District of the Texas Department of Transportation requirements from easement to easement.
- c. Applicant shall install and maintain suitable buried markers indicating the location of Applicant's Facility in the crossing area.
- d. Applicant shall carry out all work in the crossing area in a proper and diligent manner and in accordance with good engineering and construction practices.
- e. Applicant shall notify Winkler County 48 hours prior to the commencement of any ground disturbance within 30 feet of Winkler County's easement to enable a field representative to locate and identify the limits of Winkler County's road easements.
- f. During its operations pursuant to the Agreement, Applicant shall have available at the crossing area a copy of this Agreement approved by Winkler County Commissioners' Court.
- g. Applicant shall ensure that the work is carried out in accordance with the technical details that are set out in its request for permission that have been accepted by Winkler County and in accordance with the Location Plan and Profile.
- h. The Applicant shall inform its contractors of their responsibilities regarding any construction or installation of a facility subject to this Agreement.
- i. When necessary to protect the public, the Applicant shall fence or barricade the area around the excavation and shall erect such warning signs as required.
- j. Applicant shall ensure that the weight of any equipment crossing over Winkler County roads will not cause any damage to said roads. Applicant shall, if requested by Winkler County field representative, ramp the crossing area during any such crossing of equipment.
- k. Applicant shall physically support Winkler County bridges, culvert crossings and road easements as required, or as directed by Winkler County, while any work is being carried out hereunder.
- l. Applicant shall cover any Winkler County road or easement damage with such quantity and quality of backfill material as is specified by Winkler County field representative prior to the Applicant commencing backfilling operations.
- m. Applicant shall, as soon as it is reasonably practical after the completion of Applicant's work in the crossing area, restore the surface of the crossing of the

County Road Number 205Precinct Number 2

area as closely as is practical to the condition in which it existed immediately prior to the work being commenced.

- n. In the case of damage to Applicant's Facility in the crossing area or other emergency, Applicant shall commence the necessary work and shall forthwith give to Winkler County's field representative verbal notice of such damage or other emergency and of the necessary work to be conducted, and shall forthwith give written notice to Winkler County.
- o. The whole of the cost of the work with respect to Applicant's facility in the crossing area shall be borne by Applicant.
- p. Applicant shall be liable for and shall pay all taxes, rates and assessments of every description whatsoever that may be imposed by any lawful authority by reason of the presence of Applicant's facility in the crossing area, or by reason of this Agreement or of anything done by Applicant pursuant to this Agreement. Applicant shall indemnify Winkler County from and against all such taxes, rates and assessments.
- q. The costs associated with the location and identification of **Plains Pipeline L.P.'s** pipelines or the supervision or monitoring of work in the crossing area shall not be charged to the Applicant for short term work. However, if Applicant's work extends past three (3) working days, these extended costs, including the first three (3) days, will be charged to the Applicant.
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Without restricting or limiting any other remedy which Winkler County may have against Applicant at law or in equity or pursuant to the terms of this Agreement, in the event the Applicant fails to comply with the terms of this Agreement, the Applicant shall pay to Winkler County forthwith upon demand the sum of Two Thousand Five Hundred and no/100 Dollars (\$2,500.00) as liquidated damages for breach of the aforesaid covenant, it being agreed between Applicant and Winkler County in the event of such breach are impractical to ascertain and that the aforesaid amount is a reasonable estimate thereof.

4. FURTHER WORK

- a. If, subsequent to the initial work to be undertaken by Applicant for its facility, either Winkler County or Applicant desires to undertake any work in the crossing area, this Agreement shall be deemed to grant consent to that party, and the provisions of this Agreement shall apply mutatis mutandis to all subsequent work undertaken by either party.
- b. Notwithstanding the foregoing, installation of any facility other than those covered by this Agreement, shall require a separate crossing agreement.
- c. Notwithstanding the foregoing, if emergency work is required by either party, that party shall commence the necessary work and shall forthwith give the other party's field representative verbal notice of the emergency and necessary work, and shall forthwith give written notice hereof.

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Applicant shall

- a. be liable to Winkler County for all loss, damages and expenses which Winkler County may suffer, sustain, pay or incur by reason of any matter or thing arising out of or attributable to any act or omission of Applicant, its servants, agents,

County Road Number 205Precinct Number 2

contractors or employees in respect of Applicant's use of the crossing area or by reason of this Agreement, and in addition,

- b. indemnify Winkler County against all actions, proceedings, claims, demands and costs which may be brought against or suffered by Winkler County or which it may sustain, pay or incur by reason of any matter or thing arising out of or attributable to any act or omission of Applicant, its servants, agents, contractors or employees in respect of Applicant's construction, use and maintenance of the crossing area or by reason of this Agreement.

6. ASSIGNMENT

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7. Winkler County does not presume to permit the placement of said line on private land or State highway, and its permission granted hereunder only extends to that portion of said line which travels within the easement of the County Road in Exhibit A.
8. **Plains Pipeline, L.P.** hereby certifies that they hold superior title to either the mineral or fee simple estate in the properties across which said pipeline shall travel, or are beneficiaries of contract with the property owners entitling the Applicant to construct and place said line. Upon request, the Applicant will provide proof of such contractual agreement or other legal right to place the pipeline upon ground adjacent to the County right of way.
9. **Plains Pipeline, L.P.** hereby agrees to indemnify and save harmless Winkler County, from any liability or damages the County may suffer as the result of the construction, use, maintenance, placement or failure of the pipeline which is the claims, demands, costs or judgments against the County arising out of subject of this Agreement. The indemnity herein provided shall extend from the date of this Agreement until such date as the line is removed and the site is inspected and approved by the County after said removal.
10. If the County, in the enforcement of any part of this Agreement, shall incur necessary expenses, or become obligated to pay attorneys' fees or court costs, **Plains Pipeline, L.P.** agrees to reimburse the County for such expenses, attorneys' fees, or costs within sixty (60) days after receiving written notice from the County of the incurring of such expenses, attorneys' fees, costs or obligations.
11. Should **Plains Pipeline, L.P.** fail to pay the County within the sixty (60) day period referred to in the foregoing paragraph, **Plains Pipeline, L.P.** agrees to pay interest at the rate of eighteen (18) percent per annum or the maximum legal rate permitted by law on the necessary expenses or costs incurred by the County in the enforcement of this contract or on any sums. **Plains Pipeline, L.P.** is obliged to pay with respect to the matter to which indemnity is given by this contract, from the date such expenses or costs are incurred, or such sums are paid by the County.
12. The parties agree that the venue for any cause of action filed to enforce or involve the subject matter of this contract shall be in Winkler County, Texas.

County Road Number 205

Precinct Number 2

Entry into this contract by the County was authorized by official act of the Winkler County Commissioners' Court taken during a meeting which occurred on the 24th day of February, 20 14, the minutes of which duly reflect the same.

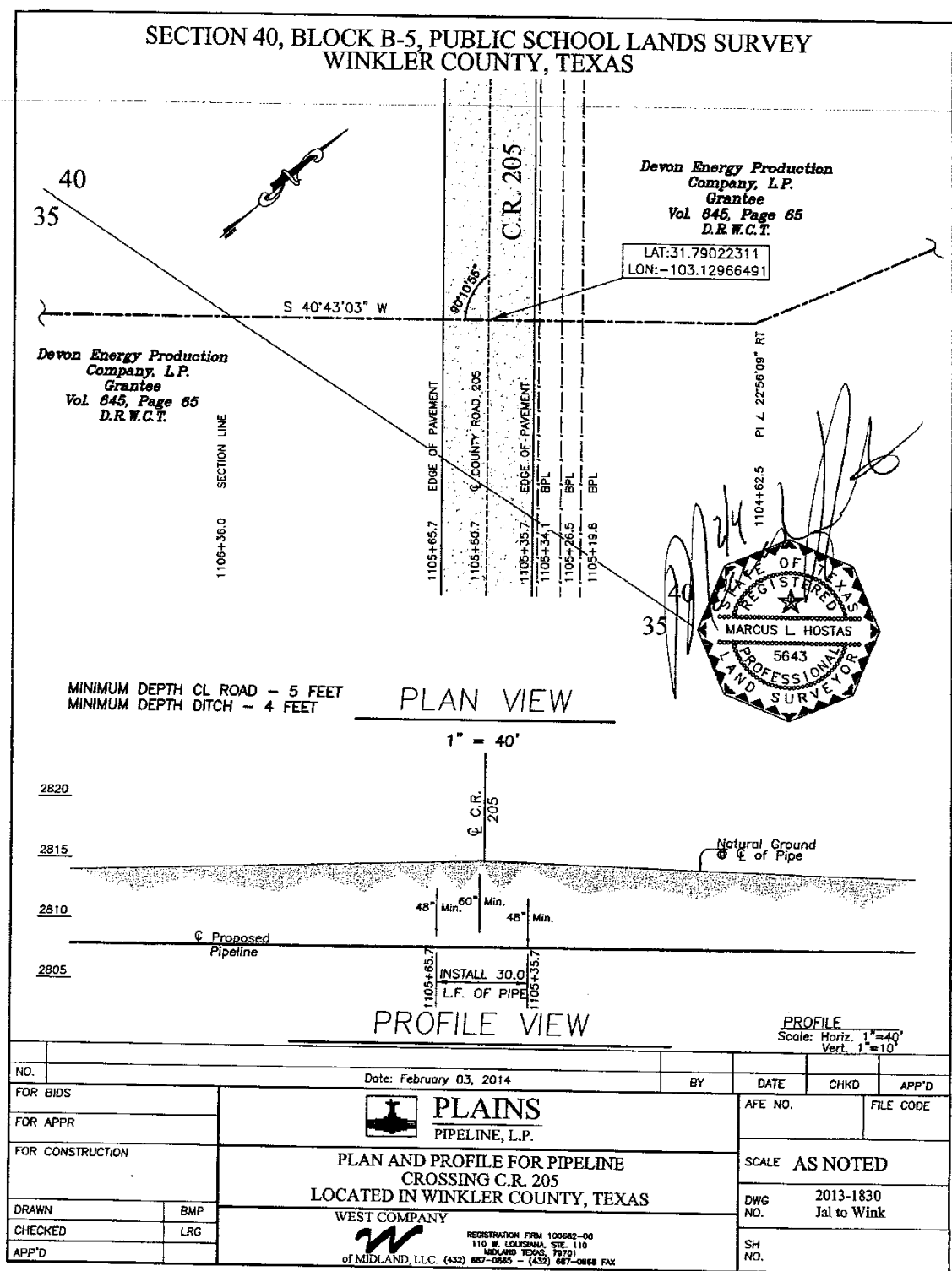
SIGNED AND ENTERED INTO on this the 24th day of February, 20 14.

WINKLER COUNTY

By _____
Bonnie Leck
Winkler County Judge

PLAINS PIPELINE, L.P.

By _____
Printed Name Ronald Helean
Title Senior Land Representative
Address 505 North Big Spring Street, Suite 600
Midland, TX 79701
Telephone 432-221-7912
Cellular Telephone 432-266-8469
Fax 432-686-0881



A motion was made by Commissioner Neal and seconded by Commissioner Wolf to approve request of Commissioner, Precinct No. 2 and Commissioner, Precinct No. 3 to advertise and hire lifeguards for summer employment at water parks in County Parks in Wink and Kermit; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

Following discussion regarding employee handbook revisions, a motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve the following Employee Manual with all revisions:



Revised and Approved February 24, 2014

WINKLER COUNTY EMPLOYEE MANUAL
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DIRECTORY OF ELECTED AND APPOINTED OFFICIALS

ELECTED COUNTY OFFICIALS

| | |
|-----------------------|--------------------------------|
| COUNTY JUDGE: | Bonnie Leck |
| COMMISSIONERS: | |
| Precinct #1 | Billy Joe Stevens |
| Precinct #2 | Robbie Wolf |
| Precinct #3 | Randy Neal |
| Precinct #4 | Billy Ray Thompson |
| JUSTICE OF THE PEACE: | |
| Precinct #1 & #3 | DeLynn Trammell |
| Precinct #2 & #4 | Glenda Mixon |
| CONSTABLES: | |
| Precinct #1 & #3 | Richard Leroy Crow |
| Precinct #2 & #4 | Coy Lee Wilson |
| COUNTY TREASURER: | Eulonda Everest |
| TAX ASSESSOR: | Minerva Soltero |
| COUNTY CLERK: | Shethella Reed |
| COUNTY ATTORNEY: | Tommy Duckworth-Pro-Tem |
| SHERIFF: | George J. Keely, Jr. |
| DISTRICT CLERK: | Sherry Terry |
| DISTRICT ATTORNEY: | Dorothy A. Holgun |
| DISTRICT JUDGE: | Martin B. Muncy 109th District |

APPOINTED COUNTY OFFICIALS

ADULT PROBATION:
Eric DeAnda

AUDITOR:
Jeanna Willhelm

BUILDING MAINTENANCE:
Mark Terry

COUNTY EXTENSION AGENT:

HUMAN RESOURCES:
Geneva R. Baker

WINKLER COUNTY AIRPORT:
Charles Cooper

WINKLER COUNTY LIBRARY-KERMIT:
Laurie Shropshire

WINKLER COUNTY LIBRARY-WINK:
Pauline Kline

JUVENILE PROBATION:
Eric DeAnda

SENIOR CITIZEN'S CENTER:
Robin Hawkins

EMERGENCY MANAGEMENT COORDINATOR:
Charles M. Wolf

PERSONNEL MANUAL ACKNOWLEDGMENT

NOTE: A DUPLICATE OF THIS FORM IS TO BE SIGNED BY EACH EMPLOYEE AND FILED IN HIS/HER PAYROLL FILE UPON RECEIPT OF THIS HANDBOOK.

I have received a copy of the Winkler County Personnel Manual that outlines my benefits and obligations as a County employee. I understand that I am responsible for reading and familiarizing myself with the information in this manual and understand that it contains general personnel policies of the County. If I need clarification on any of the information in this manual, I will contact my immediate supervisor or Human Resources Department.

I further understand that the Winkler County Personnel Manual is not a contract of employment. I understand that I am an at will employee my employment may be terminated by either myself or the county, at any time, with or without cause, and with or without notice.

I understand that this policy manual is intended only to provide guidance in understanding Winkler County policies, practices and benefits. I understand that Winkler County retains the right to change this policy manual at any time, and to modify or cancel any of its employee benefits when the need for change is recognized.

I further understand that as a Winkler County employee, I have a personal responsibility to provide quality service to the public, to achieve the highest degree of safety possible for my fellow workers, to continually make suggestions for improvement, and to display a spirit of team work and cooperation.

I understand that I will be granted compensatory time off in lieu of payment of overtime to the extent provided by law and I may be required to take earned compensatory time off at the County's discretion, unless specifically set by Commissioner's Court.

I have read these policies and understand these policies and I agree to abide by and adhere to these policies.

Date _____ Printed Employee's Name _____

Employee's Signature _____

TO ALL WINKLER COUNTY EMPLOYEES: Texas State Law requires that all governmental entities release the HOME ADDRESS and TELEPHONE NUMBER of its employees if requested to do so. However, the law also provides that this information can be kept private if the employee requests in writing that his/her home address and telephone number not be released. Please indicate below whether or not you wish to have your home address and telephone number released.

_____ I agree to have my HOME ADDRESS and TELEPHONE NUMBER released upon request.

_____ I do not agree to have my HOME ADDRESS and TELEPHONE NUMBER released upon request.

Date _____ Employee's Signature _____

COMMISSIONERS COURT ORDER


WHEREAS the Commissioners Court of Winkler County and the County Judge wish to comply with various laws applicable to public employers in the employment relationship; and

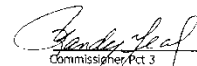
WHEREAS the Winkler County Commissioners Court and the County Judge desire to provide the employees of Winkler County with a uniform format for dealing with various employment related issues; and

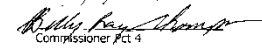
WHEREAS the Winkler County Commissioners Court and the County Judge wish to adequately communicate to employees the policies and procedures of the County;

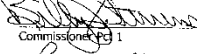
THEREFORE, BE IT RESOLVED that the Winkler County Commissioners Court and the County Judge hereby approve and adopt the WINKLER COUNTY EMPLOYEE HANDBOOK.

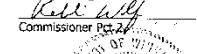
ADOPTED THIS ____ 24th ____ DAY OF February, 2014.

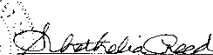

County Judge



Commissioner Pct 3


Commissioner Pct 4


Commissioner Pct 1


Commissioner Pct 2

Witnessed and Attested By: 
County Clerk



Welcome to Winkler County!

We are excited to have you as an employee of Winkler County. You were hired because the elected official, appointed official, or department head believes you can contribute to the success of Winkler County, and share our commitment to serving the public and our constituents with excellence.

Winkler County is committed to providing excellent service to the public in all of our county offices. As part of the team, we hope you will discover that the pursuit of excellence is a rewarding aspect of your career here.

This employee handbook contains some key policies, benefits, and expectations of Winkler County, and other information you will need. Each elected official may wish to adopt their department policies which compliment our Winkler County Employee handbook. Each elected official, appointed official and department have detailed Winkler County policy and procedures manuals. These policies, responsibilities and benefits are subject to constant review and may be updated or modified when the need for change is recognized.


The first step in any successful activity is a clear understanding of the rules that regulate that activity. For this reason, you will be expected to become familiar with all these policies and regulations as soon as possible. Please keep this handbook ready for reference.

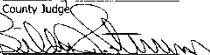
Your job is essential to fulfilling our mission of serving our county constituents everyday and to meet or exceed their expectations. We achieve this through dedicated hard work and commitment from every Winkler County employee. You should use this handbook as a ready reference as you pursue your career with Winkler County. Please consult with your elected official, appointed official, or department head regarding questions you may have concerning this employee handbook.


This edition of the Winkler County Employee Handbook replaces any previous existing manuals.

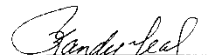
WELCOME ABOARD!!

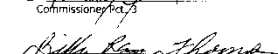
Sincerely,


County Judge


Commissioner Pct 1


Commissioner Pct 2


Commissioner Pct 3


Commissioner Pct 4

EMPLOYMENT AT-WILL

- 1. All employment with Winkler County shall be considered "At-Will" employment. No contract shall exist between any individual & Winkler County for any duration either specified or unspecified. No provision of this employee handbook shall be construed as modifying your employment at will status.
- 2. Employment with Winkler County may be terminated, for any legal reason, or no reason, at any time, either with or without notice.
- 3. Winkler County shall also have the right to change any condition, benefit, policy, or privilege of employment at any time, with or without notice.
- 4. Employees of Winkler County shall have the right to leave their employment with or without notice.

A. GENERAL POLICIES

A-1. EMPLOYEE STATUS

Each county position has an employee status that identifies how the position is paid and how benefits are granted by Commissioner's Court. The status of an employee cannot be changed without approval of the Commissioners Court.

DEFINITIONS OF EMPLOYEE STATUS

- a. Appointed Officials - those department heads/supervisors who are non-elected, but rather appointed, by the Winkler County Commissioners' Court or the 109th Judicial District Judge in accordance with state law.
- b. Exempt - employees whose positions meet specific tests established by the Fair Labor Standards Act (FLSA) and who are exempt from the overtime pay requirement.
- c. Non-exempt - employees whose positions do not meet FLSA exemption test and who are given compensation time off, at one and a half time their regular rate, for hours worked in excess of 40 hours per week or as specifically set by the Commissioner's Court in special cases.
- d. Full-time - employees scheduled to work 30 or more hours per week. Full-time employees are eligible for all employee benefits stated herein when applicable service requirements are met. Employees may be exempt or non exempt.
- e. Part-time - employees scheduled to work less than 30 hours per week. All part-time employees must be placed on retirement regardless of the hours worked per week.
- f. Temporary/Seasonal- employees who are hired for a specific duration of time or until a specific project is completed on a temporary or seasonal basis with an expected end date of employment. Employees shall be paid on an hourly basis and hours will vary. These employees receive no benefits and are not eligible for retirement.

All employees are considered "at will" employees & employee status shall not be considered a contract of employment.

A-2. EQUAL OPPORTUNITY

It shall be the policy of Winkler County to be an equal opportunity employer. Race, color, religion, national origin, sex, age, genetic information, pregnancy, veteran status, and disability or any other condition or status protected by law shall not be factors in hiring, promotion, demotion, raises, termination, training, discipline, use of employee facilities or programs, or any other benefit, condition, or privilege of employment except where required by law for where a bona fide occupational qualification (BFOQ) exists.

If an employee needs an accommodation as a result of a condition or status protected by law, please advise Human Resources.

A-3. AMERICANS WITH DISABILITIES

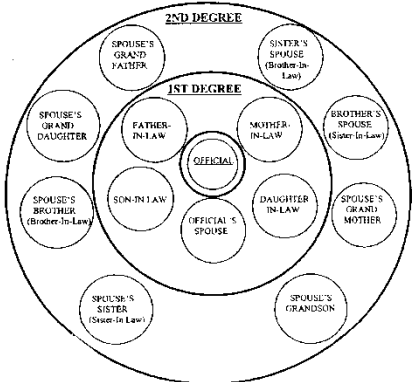
Winkler County is committed to the fair and equal employment of individuals with disabilities. It is Winkler County's policy to reasonably accommodate qualified individuals with disabilities unless the accommodation would impose an undue hardship on the County. In accordance with the Americans with Disabilities Act (ADA) as amended, reasonable accommodations will be provided to qualified individuals with disabilities when such accommodations are necessary to enable them to perform the essential functions of their jobs, or to enjoy the equal benefits and privileges of employment. This policy applies to all applicants for employment, and all employees. If you require accommodation, please contact Human Resources. Reasonable accommodation shall be determined through the interactive process of consultation with the disabled individual and, where deemed necessary, through consultation with outside resources.

It is the policy of Winkler County to prohibit any harassment of, or discriminatory treatment of employees on the basis of a disability or because an employee has requested a reasonable accommodation. If an employee feels he or she has been subject to such treatment, or has witnessed such treatment, the situation should be reported to your elected official, appointed official, department head, or the county attorney. All elected officials, appointed officials, dept heads, and employees with responsibilities requiring knowledge are instructed to treat the employees disability with confidentiality.

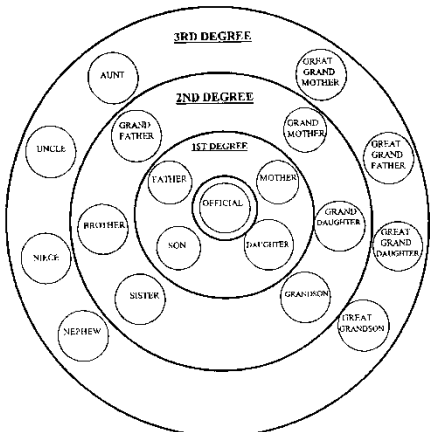
A-4. NEPOTISM (HIRING OF RELATIVES)

In accordance with the Texas Nepotism Statutes, an elected or appointed official of Winkler County shall not hire a relative related in the third degree of consanguinity (blood) or the second degree of affinity (marriage) to work in a department which he or she supervises or exercises control over.

The civil law method, as approved by the Texas Legislature in 1991 to be effective in August of that year, shall be used for determining degree of relationship. (See the charts that follow)



TEXAS NEPOTISM CHART
CIVIL LAW METHOD



Consanguinity Kinship Chart (Blood)
**TEXAS NEPOTISM CHART
CIVIL LAW METHOD**

An employee who, in good faith, believes he or she is being subjected to retaliation based on a report of alleged wrongdoing under this policy should immediately contact Human Resources.

An employee with a question regarding this policy should contact Human Resources.

B. EMPLOYEE RESPONSIBILITY AND WORK RULES

B-1. DIVISION OF RESPONSIBILITY

With the exception of matters reserved to the Commissioners' Court, the general and final authority for personnel management rests with the Elected/Appointed Official, who may delegate it as necessary and proper.

The Commissioners' Court has the authority to develop, administer and interpret personnel policies and procedures in accordance with the law.

Elected Officials have the authority and responsibility for the management of their respective departments in accordance with state law.

Subordinate management personnel are responsible for enforcing the provision of these policies and for cooperating with the Commissioners' Court on all related matters pertinent to their organizational units.

No employee will have authority to bind Winkler County into any obligations of contract expressed or implied without written consent from the Commissioners' Court in accordance with state laws.

B-2. ATTENDANCE

Good attendance is an important requirement of all County employees. As a County employee you are expected to be punctual and demonstrate consistent attendance.

Each employee is expected to report to work on each day they are scheduled to work and at the starting time set by their supervisor unless prior approval for absence is given by the employee's supervisor or the employee is unable to report for work because of circumstances beyond the control of the employee.

If an employee is unable to report to work at their normal reporting time, they shall be responsible for notifying their supervisor at least one (1) hour prior to the scheduled start of their shift or as soon as reasonably practicable in the case of an emergency.

Each employee shall remain on the job until the normal quitting time established by the supervisor unless permission to leave early is given by the supervisor.

Supervisors shall be responsible for determining if an unscheduled absence or tardiness is to be classified as excused or unexcused, based on the circumstances causing the absence or tardiness.

Frequent unexcused and habitual absences or tardiness may be subject to disciplinary measures, up to and including termination of employment. Also, if you are absent on a Monday or Friday, or the day

A-5. PERSONNEL FILES

The Winkler County Human Resources Department will retain basic employee information in an individual personnel file. This file will include all pertinent employment documents such as resume, application, payroll status, insurance information, and retirement information. Those documents which pertain solely to personnel matters, such as disciplinary warnings, etc., will be maintained in a confidential file within the personnel file.

It is important that the personnel records of Winkler County employees be accurate at all times. In order to avoid issues, compromising your benefit eligibility or having W2's returned, **Winkler County requests employees to promptly notify the Human Resources Department of any change in name, home address, telephone number, marital status, number of dependents, or of any other pertinent information.**

Texas State Law requires that all governmental entities release the home address and telephone number of employees if requested to do so, however you may keep this information private by requesting in writing not to allow this information to be released.

A-6. ANNIVERSARY DATE

Your anniversary date with the County is the day and month in which you commenced work for Winkler County.

A-7. YOUR SUPERVISOR AND YOU

While working for Winkler County, your Elected/Appointed Official/Supervisor is normally the person who will direct you on what to do, how to do it, and generally assist you in getting acquainted with your job. Your Department Official/Supervisor is the person whom you will be responsible to in the performance of your work. Feel free to make suggestions to your Department Official/Supervisor.

Work with your Supervisor in a spirit of cooperation and together you should be able to work out the answers to most issues.

A-8. WHISTLE BLOWERS ACT – RETALIATION PROHIBITED BY STATE LAW

An employee may, in good faith, report an alleged violation of a Winkler County Policy or federal or state law to his or her supervisor, department head, or elected official, unless all of these persons are the alleged perpetrators of the alleged violation of policy or law. If all of the listed persons are alleged to be involved in the violation, the employee may report the allegation to the district attorney. The county will investigate the reported activity.

An official, supervisor, department director, or any other employee is prohibited from taking adverse employment action against an employee who, in good faith, reports an alleged violation of County policy or federal or state law to a designated person, pursuant to this policy.

An employee who intentionally makes a false report of wrongdoing may be subject to discipline up to and including termination.

before or the day after a Holiday, Vacation or a Weekend day, you must have a doctor's note.

Absences of longer than three (3) consecutive days must be reported immediately by the Department Official to the Human Resources Office to ensure compliance with the Family Medical Leave Act.

An employee who does not report for work for three (3) consecutive scheduled work days, and whom fails to notify his or her supervisor, shall be considered to have resigned their position by abandonment.

B-3. EMPLOYEE CONDUCT AND APPEARANCE

It is essential that Winkler County employees act in a professional manner and extend the highest courtesy to co-workers and to the public being served. A cheerful and positive attitude is essential to our commitment to customer service. Pleasant telephone manners, good housekeeping and neat work habits along with supportive work values are a must to provide a more effective service to our community.

Winkler County expects all employees to be well groomed, clean, and neat at all times. Each Department supervisor will determine the appropriate type of attire that is acceptable. Employees in safety sensitive positions will dress appropriately in attire which does not hinder their work. Winkler County provides uniforms for the Winkler County Detention Center which is a condition of their employment with Winkler County.

B-4. POLITICAL ACTIVITY

Employees of Winkler County shall have the right to support candidates of their choice and to engage in political activity during their personal time. Elected officials will be governed by state laws regarding their political activities.

During any election, employees are encouraged to exercise their civic responsibility to vote.

Winkler County employees shall not: 1) use their official authority or influence to interfere with or affect the result of any election or nomination for office; 2) directly or indirectly coerce, attempt to coerce, command, or advise another person to pay, lend, or contribute anything of value to a party, committee, organization, agency, or person for a political reason; 3) use any equipment, property, or material owned by the County for political activity or engage in political activity while on duty for the County.

B-5. JURY DUTY

Winkler County employees who are called for jury duty shall receive their regular pay for the period they are called for jury duty which includes the jury selection process and, if selected, the time they actually serve on the jury. Pay for serving on a jury shall only include the time the employee would have normally been scheduled to work and will not include extra pay if jury service involves time outside the employee's normal work schedule. Any fees paid for jury service may be kept by the employee.

Winkler County employees who are subpoenaed or ordered to attend court to appear as a witness or to testify in some official capacity on behalf of the County shall be entitled to leave with pay for such

period as his/her court attendance may require. If an employee is absent from work to appear in private litigation in which he/she is a principal party, the time shall be charged to vacation, or other eligible paid leave, or leave without pay.

B-6. SMOKE FREE WORKPLACE

Winkler County endeavors to provide a healthy environment. Therefore, there is no smoking in any of the county buildings. You may smoke outside.

B-7. CONFLICT OF INTEREST

Employees of Winkler County shall not engage in any employment, relationship, or activity which could be reviewed as a conflict of interest because of the potential or appearance of affecting the employee's job efficiency, or which would reduce his/her ability to make objective decisions in regard to his/her work and responsibility as a Winkler County employee.

Employees involved in conflict of interest situations shall be subject to discipline, up to and including termination and these actions may have criminal consequences for employees.

Activities which constitute a conflict of interest shall include but not be limited to:

- a. Soliciting, accepting, or agreeing to accept a financial benefit, gift, or favor, other than from the County, that might reasonably tend to influence the employee's performance of duties for the County or that the employee knows or should know is offered with the intent to influence the employee's performance;
- b. Accepting employment, compensation, gifts, or favors that might reasonably tend to induce the employee to disclose confidential information acquired in the performance of official duties;
- c. Accepting outside employment, compensation, gifts, or favors that might reasonably tend to impair independence of judgment in performance of duties for the County;
- d. Making any personal investment that might reasonably be expected to create a substantial conflict between the employee's private interest and his/her duties for the County;
- e. Soliciting, accepting, or agreeing to accept a financial benefit from another person in exchange for having performed duties as a County employee in favor of that person.

B-8. POLITICAL ACTIVITY

Employees of Winkler County shall have the right to support candidates of their choice and to engage in political activity during their personal time.

WINKLER COUNTY EMPLOYEES SHALL NOT:

- . Use their official authority or influence to interfere with or affect the result of any election or nomination for office;
- . Directly or indirectly coerce, attempt to coerce, command, or advise another person to pay, lend, or

contribute anything of value to a party, committee, organization, agency, or person for a political reason; or

- . Use any equipment, property, or material owned by the County for political activity or engage in political activity while on duty for Winkler County.

B-9. RE-EMPLOYMENT

Any employee with a good work record may be considered for re-employment subject to the employment policies of the County. Former employees will not receive any form of credit regarding any County benefit for prior County service.

B-10. REHIRING OF RETIREES

TCDRS requires at least one full calendar month break in service with no pre-arranged return.

Retired employees shall be eligible to apply for open positions with Winkler County as long as the following provisions are met: 1) The retiree has been retired for at least one full calendar month; 2) No prior arrangement or agreement was made between Winkler County and the retiree for re-employment; and 3) strict adherence to normal leaving employment procedures were followed at the time of the employee's retirement.

The retiree must have a bona fide separation of employment and have been retired for a minimum of one full calendar month. A bona fide separation means there is no prior agreement or understanding between Winkler County and the retiree that the retiree would be rehired after retirement. According to Rule 107.4 adopted by the TCDRS Board of Trustees, restrictions apply to elected officials, people employed for the same or different position in the same or different department, employee status changes, and independent contractors.

Newly elected officials who have recently retired from the county cannot draw their retirement because they have an arrangement to return to work for the county. Employees also cannot retire with an agreement to go work in a different department or different position. Changing employee status does not matter when determining if someone is still working for the county. Also, an employee cannot retire from the county with an arrangement to begin work as an independent contractor either.

Rehired retirees who did not have a bona fide separation of employment may owe a 10 percent excise tax and be required to repay all of their monthly retirement payments. Abusing the retirement provisions in such a manner would violate a qualification requirement for retirement plans under Section 401(a) of the Internal Revenue Code, potentially resulting in significant tax consequences for the employer, its participating members and those retired employees.

Any retiree who meets all other TCDRS requirements, who is rehired consistent with this policy, must establish a new membership with TCDRS and will be considered to be a new member for the purposes of beneficiary determination and benefit selections.

B-11. HARRASMENT

Winkler County is committed to a workplace free of harassment. Harassment includes unlawful, unwelcome words, acts or displays based on sex, race, color, religion, national origin, age, genetic information, pregnancy, disability, family or military leave status or veteran's status. Such conduct becomes harassment when (1) the submission to the conduct is made a condition of employment; (2) the submission to, or rejection of, the conduct is used as the basis for an employment decision; or (3) the conduct creates an offensive, intimidating or hostile working environment or interferes with work performance.

Harassment is strictly prohibited by Winkler County whether committed by an elected official, appointed official, department head, co-worker or non-employee with whom the county does business.

Employees who feel they have been harassed should immediately report the situation to the elected or appointed official who is responsible for the department in which they work. If, for any reason, the employee feels that reporting the harassment to the department head may not be the best course of action, the report should be made to the County Judge or to the County Attorney.

Every reported complaint will be investigated promptly and thoroughly. The official or department head to which a claim has been reported shall be responsible for seeing that prompt action is taken to investigate the claim.

Once the investigation is complete, the employee making the claim shall be notified of the result of the investigation and any actions which are to be taken.

Retaliation against an employee who reports harassment or who cooperates in the investigation is prohibited by law as well as this policy. Employees who feel they have been subjected to illegal retaliation should immediately report the situation to the elected or appointed official who is responsible for the department in which they work. If, for any reason, the employee feels that reporting the retaliation to the department head may not be the best course of action, the report should be made to the County Judge or to the County Attorney.

Remedial action will be taken in accordance with the circumstances when the county determines unlawful harassment or retaliation has occurred, up to and including termination.

B-12. SEXUAL HARASSMENT POLICY

Sexual harassment is strictly prohibited by Winkler County, whether committed by elected official, appointed official, department head, co-worker or non-employee the county does business with. It is the policy of Winkler County to provide a work place free from sexual harassment for all employees and to take active steps to eliminate any sexual harassment of which the County becomes aware.

Employees engaging in sexual harassment shall be subject to discipline, up to and including termination of employment. Sexual harassment shall include, but not be limited to, unwanted sexual advances, requests for sexual favors, and other verbal, non-verbal or physical conduct of a sexual nature, which includes slurs, jokes, statements, gestures, touching, pictures, emails or cartoons where: (1) the submission to such conduct is either an expressed or implied condition of employment; or (2) the submission to or rejection of such conduct is used as a basis for an employment decision affecting the harassed person; or

(3) the conduct has the purpose or effect of substantially interfering with an affected person's work performance or creating an intimidating, hostile, or offensive work environment.

All claims of sexual harassment shall be taken seriously and investigated promptly and thoroughly. While all claims of sexual harassment shall be handled with discretion, there can be no complete assurance of full confidentiality.

Employees who feel they have been sexually harassed should immediately report the situation to the elected or appointed official who is responsible for the department in which they work. If, for any reason, the employee feels that reporting the harassment to the department head may not be the best course of action, the report should be made to the County Judge or to the County Attorney.

Every reported complaint will be investigated promptly and thoroughly. The official or department head to which a claim has been reported shall be responsible for seeing that prompt action is taken to investigate the claim.

Once the investigation is complete, the employee making the claim shall be notified of the result of the investigation and any actions which are to be taken.

Use the following procedures so that your complaint may be resolved quickly and fairly.

- a. When practical, confront the harasser and ask them to stop the unwanted behavior.
- b. Record the time, place and specifics of each incident, including any witnesses.
- c. Report continuing sexual harassment to the Elected Official or Appointed Official who is responsible for your department or to the County Judge or the County Attorney.
- d. If a thorough investigation reveals that unlawful sexual harassment has occurred, Winkler County will take effective remedial action in accordance with the circumstances, up to and including termination.

Retaliation against an employee who reports sexual harassment or who cooperates as a witness in the investigation is prohibited by law as well as this policy.

Employees who feel they have been subjected to illegal retaliation should immediately report the situation to the elected or appointed official who is responsible for the department in which they work. If, for any reason, the employee feels that reporting the retaliation to the department head may not be the best course of action, the report should be made to the County Judge or to the County Attorney.

Reporting or failing to report claims in accordance with the procedure given in this policy shall not limit other legal recourse an employee may have in regard to sexual harassment charges.

B-13. DRUG AND ALCOHOL POLICY

Winkler County is a drug and alcohol free workplace. A county employee may not be present at work during a period the employee's ability to perform his or her duties is impaired by drugs or alcohol. The County believes that a drug and alcohol-free workplace will help ensure a healthy, safe, and secure work environment.

This policy applies to all employees of Winkler County regardless of rank or position and shall include full time, part time and temporary employees.

The only exception to this policy is the possession of controlled substances by law enforcement personnel as part of their law enforcement duties.

An employee may not unlawfully manufacture, distribute, dispense, possess, sell, purchase, or use a controlled substance or drug paraphernalia on County property or while conducting County business not on County property.

An employee may not be under the influence of alcohol or illegal drugs while on County property or while on duty for the County.

An employee may not possess or use unauthorized prescription or over-the-counter drugs while on County property or while on duty for the County. An employee may not use prescription or over-the-counter drugs while on County property or while on duty for the County, in a manner other than that intended by the manufacturer or prescribed by a physician.

An employee may use prescription and over-the-counter drugs in standard dosage or according to a physician's prescription if the use will not impair the employee's ability to do his or her job safely and effectively. An employee must keep prescription medications used at work in their original container.

An employee taking prescribed or over-the-counter medications is responsible for consulting the prescribing physician or a pharmacist to determine if the medication could interfere with the safe and effective performance of his or her job duties.

If the use of a medication could compromise an employee's ability to do his or her job or the safety of the employee, fellow employees or the public, the employee must report the condition to his or her supervisor at the start of the workday or use appropriate personnel procedures (e.g., call in sick, use leave, request change of duty, notify company doctor).

A supervisor must treat any information related to an employee's authorized use of prescription medications and any other medical information provided by the employee as confidential information.

An employee having problems with drugs or alcohol is encouraged to seek treatment from a qualified professional. Information on benefits provided for treatment of alcohol and drug abuse problems provided by the County's health plan program is available in the employee's health plan booklet or from the Human Resource Office.

Any employee who violates this policy shall be subject to disciplinary measures up to and including termination.

B-14. PRE-EMPLOYMENT AND REASONABLE SUSPICION AND POST ACCIDENT

1. Pre-Employment Testing

Winkler County Commissioners' Court implemented Pre-Employment Drug Screening of all prospective employees. Prospective employees will be required to submit to the drug test as a condition of employment and will become employees of Winkler County upon negative results of the drug test.

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random, reasonable suspicion and post-accident drug testing in accordance with federal law.

A detailed policy and procedure is available at the Human Resource office.

B-16. WORKPLACE VIOLENCE

Winkler County is committed to providing a workplace free of violence. Winkler County will not tolerate or condone violence of any kind in the workplace. The county will also not tolerate or condone any threats of violence, direct or indirect, this includes jokes. All threats will be taken seriously and will be investigated. Employees must refrain from any conduct or comments that might make another employee suspicious or in fear for their safety. Employees are required to report all suspicious conduct or comments to their immediate supervisor. Employees should be aware of their surroundings at all times and report any suspicious behavior from the public, former employees or current employees to their immediate supervisor or the sheriff's department. No employee may possess a firearm or other weapon other than an authorized law enforcement official, with or without permits in all county offices and buildings owned or used by Winkler County, this also includes county owned vehicles. If employees believe that a person is violating this policy, they should immediately report to their immediate supervisor or the sheriff's department. Employees found in violation of this policy may be subject to discipline up to and including immediate termination.

B-17 SOCIAL MEDIA

For purposes of this policy "social media" includes, but is not limited to, online forums, blogs and social networking sites, such as Twitter, Facebook, LinkedIn, YouTube, and MySpace.

Winkler County recognizes the importance of social media for its employees. However, use of social media by employees may become a problem if: it interferes with the employee's work; is used to harass supervisors, co-workers, customers or vendors; creates a hostile work environment; or harms the goodwill and reputation of Winkler County among the community at large. Winkler County encourages employees to use social media within the parameters of the following guidelines and in a way that does not produce the adverse consequences mentioned above.

Where no policy or guideline exists, employees are expected to use their best judgment and take the most prudent action possible. If you are uncertain about the appropriateness of a social media posting, check with your manager or supervisor.

- If your posts on social media mention Winkler County make clear that you are an employee of Winkler County and that the views posted are yours alone and do not represent the views of Winkler County.
- Do not mention Winkler County supervisors, employees, customers or vendors without their express consent.
- Do not pick fights. If you see a misrepresentation about Winkler County, respond respectfully with factual information, not inflammatory comments.
- Remember, you are responsible for what you write or present on social media. You can be sued by other employees, supervisors, customers or vendors, and any individual that views your social media posts as defamatory, pornographic, proprietary, harassing, libelous or creating a hostile work environment. Employees can be subject to disciplinary action, up to and including termination for what they post on social media platforms, even if the employee did not use a county computer or if the post did not occur during work hours or on county property.
- Employees may not use Winkler County computer equipment for non-work related activities without written permission. Social media activities should not interfere with your duties at work. Winkler County monitors its computers to ensure compliance with this restriction.

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2. Reasonable Suspicion & Post Accident Testing - Drug or alcohol testing of employees may be conducted under any of the following circumstances:

- a. When there is a reasonable suspicion that an employee is under the influence, intoxicated, or impaired as a result of the consumption or use of any drugs or alcohol.
- b. When an employee is found in possession of alcohol or drugs in violation of this policy, or when such alcohol or drugs are found in an area controlled or used by the employee (i.e., employee's locker or desk).
- c. Following an accident the nature of which indicates possible impairment of ability or judgment, or following an incident in which safety precautions were violated or careless acts were performed.
- d. A positive test result is grounds for immediate termination of employment with Winkler County.

When, based on reasonable suspicion, an employee is asked to submit to drug and/or alcohol testing, he/she will be informed of the reason(s) he/she is being asked to submit to the test and will be informed that refusal constitutes insubordination and could result in immediate termination.

If the employee consents to the testing, he/she will do so in writing and authorize in writing the release of the medical information.

If the employee consents to the testing, but refuses to authorize release of the medical information, disciplinary action may be taken because of that refusal.

The fact of the test and the results are kept confidential in a separate file maintained by the Human Resources Office or his or her designee. One or more persons in the personnel office will be designated to receive testing results and will notify the appropriate County Manager or Official(s) on a need-to-know basis only.

B-15. DRUG AND ALCOHOL- CDL EMPLOYEES

CDL Drivers are an extremely valuable resource for Winkler County's business. Their health and safety is a serious County concern. Drug or alcohol use may pose a serious threat to driver health and safety. It is, therefore, the policy of the County to prohibit CDL employees from being under the influence of or using illegal drugs or alcohol during working hours.

The Federal Highway Administration ("FHWA") has issued regulations, which require the County to implement a controlled substance testing program. The County will comply with these. All CDL drivers are advised that remaining drug-free and medically qualified to drive are conditions of continued employment with the County.

Specifically, it is the policy of Winkler County that the use, sale, purchase, transfer, possession or presence in one's system of any controlled substance (except medically prescribed drugs) or alcohol by any CDL driver while on County premises, engaged in County business, while operating County equipment, or while under the authority of the County is strictly prohibited. Mandatory testing must apply to every person who operates a commercial motor vehicle in interstate or intrastate commerce and is subject to the CDL licensing requirement. Winkler County will conduct pre-employment,

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- You must comply with copyright laws, and cite or reference sources accurately.
- Do not link to Winkler County's website or post Winkler County material on a social media site without written permission from your supervisor.
- All Winkler County policies that regulate off-duty conduct apply to social media activity including, but not limited to, policies related to illegal harassment and code of conduct.
- Any confidential information that you obtained through your position at Winkler County must be kept confidential and should not be discussed through in social media forum.
- Violation of this policy may lead to discipline up to and including the immediate termination of employment.

It is the policy of Winkler County that supervisors should not engage in social media activities with their employees.

B-18. OUTSIDE EMPLOYMENT

Winkler County employees are expected to give their full and undivided attention to their job duties. They should not use Winkler County facilities or equipment or their association with Winkler County to carry on a private business or profession. Unless express approval is obtained in advance and in writing from their immediate supervisor, county employees should not engage in a profit-making business nor become involved with a non-profit organization outside of their employment with Winkler County that interferes with the employee's assigned duties with Winkler County.

B-19. BREAKS

The Fair Labor Standards Act requires a reasonable break for nursing mothers to express breast milk during the first year following the birth of a child. Winkler County will provide a paid break up to 20 minutes for nursing mothers, the nursing mother will be allowed whatever time is needed to express breast milk, however, if the break is longer than 20 minutes in duration, the break time will be unpaid time off. The mother will be given a private location, not a bathroom, to express breast milk. The location will be shielded from view and free from intrusion and appropriate for expressing breast milk. The location will be determined on a case by case basis. Winkler County does not allow any retaliation against nursing mothers for asking for this break. Nursing mothers are entitled to this break for 1 year following the birth of a child.

All other breaks are determined by each department head and are not required to be given. If your department provides you with a break, they may not be accumulated or used for time off. The Fair Labor Standards Act does not require any breaks other than for nursing mothers.

B-20. GRIEVANCES

Any employee having a grievance related to his/her job should discuss the grievance with his/her immediate supervisor.

If the discussion with the immediate supervisor does not resolve the grievance, and, if the immediate supervisor is not the elected or appointed official with final responsibility for the employee's department, the employee shall have the right to discuss the grievance with that official. The decision of the elected or appointed official with final responsibility for the employee's department shall be final in all grievances.

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B-21. DISCIPLINARY ACTION

Each supervisor shall have the authority to administer discipline to employees in their department for poor performance, violation of policies, disruptive behavior, or any other behavior or activity which the supervisor feels is not acceptable as it relates to the employee's job or the best interest of the department or County.

Depending on the severity of the situation, discipline may range from informal counseling up to and including immediate termination.

All County employees are "at will" employees and nothing in this policy gives an employee any contract of employment, guarantee of any duration of employment, or any other property interest in his/her job.

Winkler County retains the right to terminate the employment of any individual at any time for any legal reason, or no reason, with or without notice. The County also retains the right to change any condition, benefit, privilege, or policy of employment at any time, with or without notice.

DISCIPLINARY SUSPENSION

Investigative suspension is the temporary release from duty for up to five (5) working days of a regular Winkler County employee with pay to permit investigation of apparently serious infractions of Winkler County and/or departmental rules or policies. Upon completion of the investigation the employee may be returned to work without penalty, placed on disciplinary suspension, terminated, or subject to more moderate disciplinary action as deemed appropriate to the circumstances by the responsible department head/official. The facts surrounding investigative suspension shall be documented with a copy to the employee and personnel file. If after five (5) working days the investigation is unable to be completed, the employee shall be moved to an unpaid status.

Disciplinary suspension is the temporary release from duty of a regular Winkler County employee for up to thirty (30) calendar days without pay and is applicable when the responsible department head/official determines that a violation(s) or repetition of violation(s) of Winkler County and/or departmental rules and policies are serious enough to warrant suspension. After thirty (30) calendar days, the Winkler County employee will either be returned to their position or terminated.

Written notice of disciplinary suspension shall be given to the employee with a copy to the Human Resource Department for the employees personnel file and shall include the following:

- 1. Reason for the disciplinary suspension;
- 2. Inclusive dates of suspension duration; and
- 3. Advice to the employee that failure to return to work on the first scheduled work day following the suspension will result in immediate termination.

A Disciplinary Suspension given to an EXEMPT employee must be for full work days.

B-22. WEATHER CLOSING AND EMERGENCIES

As a general practice, Winkler County does not close unless the health, safety, and security of the county are seriously brought into question. When this does happen, the County Judge is responsible for initiating the closing. Announcements of an emergency closing will, in the extent possible, specify

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COUNTY PROPERTY AND EMPLOYEE RESPONSIBILITY

C-1. COUNTY PROPERTY USAGE

Each County employee shall be responsible for the care, maintenance, proper use, and upkeep of any County equipment assigned to him/her. County employees shall only use equipment, tools, and other County property that they are authorized to use. Personal use of County equipment, supplies, tools, and any other county property is not permitted.

Winkler County office equipment, tools, and any other Winkler County equipment should be properly stored and cared for at the close of each business day.

Any Winkler County employee who damages county equipment or property, either intentionally or negligently, may be subject to disciplinary action and/or dismissal, depending upon the severity of the incident. Improper use may subject you to criminal prosecution.

C-2. TELEPHONE/CELL PHONE USAGE

Winkler County telephones, including cellular phones, are for business purposes only, unless otherwise authorized by the Department Head/Official. They are not to be used for non-work related communication except in emergency situations.

Employees may also be taxed for any personal calls made or received on County owned cell phones according to the rules and regulations set for by the IRS.

Employees should not use their cellular phones while operating a vehicle. Employees should plan calls to allow placement of calls either prior to traveling or when vehicle is not in motion.

Winkler County bans all employees from texting while operating any county owned vehicle. County employees who are driving their own personal vehicle are also banned from texting while driving on county business. Federal Law prohibits any CDL driver operating any vehicle over 10,000 GWR from texting with fines and penalties, up to and/or including loss of CDL.

Employees in possession of a Winkler County owned cellular phone are required to take appropriate precautions to prevent theft and vandalism of those phones and all Winkler County equipment.

The Auditor's Office will coordinate and arrange for personnel to receive cellular phones as approved by the Commissioner's Court.

Monthly invoices sent by the cellular service vendors for all Winkler County furnished cellular phones are directed to the attention of the Auditor's Office.

Each department shall set their own rules and regulations regarding personal cell phone usage while at work.

C-3. INTERNET/E-MAIL POLICY

The use of Winkler County information systems, including computers, fax machines, smart phones, tablet computers and all forms of Internet/Intranet access, is for Winkler County business and for

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the starting and ending times of the closing. However, each elected official controls the working hours of their employees, even in an emergency situation.

Many County departments are continuous operating public safety and service departments. Many County employees will be required to work during emergency closings. Each department head is responsible for designating their own employees and providing alternate information to personnel designated as essential during emergency closings. Public safety will be foremost in the development of departmental emergency action plans.

B-23. CONFIDENTIALITY

Winkler County is a public entity, however, some county employees acquire confidential information as a result of their position with the county. This information should be protected. Employees who abuse their position and reveal confidential information they have received as a result of their position may be subject to discipline up to and including termination.

Regarding the personnel information on employees of Winkler County, the County will adhere to all open record requests and such requests will be reviewed and approved by the County Attorney. Information will be released in accordance with Texas State Law and the Public Information Act.

B-24. CITIZENS

Citizens may come in any form and present many difficult situations. Employees should always handle citizens with extreme care. DO NOT PANIC. Keep calm and, as soon as possible, contact authorities for assistance in any unusual, disruptive or abusive public disturbances in the building and/or office(s).

SOME POINTS TO REMEMBER IN DEALING WITH CITIZENS:

- 1. Keep calm.
- 2. Keep your voice low.
- 3. Get help as soon as possible.
- 4. Notify the sheriff or police for assistance as soon as possible.

B-25. PERSONAL ITEMS

Any personal items that are in the work area are not covered by county insurance. Employees will bear all risk of loss. Winkler County is not responsible for any personal items lost, stolen, burned, etc. Winkler County will not be responsible for damages (i.e.: flying debris, etc) to personal vehicles parked on County premises.

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authorized purposes only. Brief and occasional personal use of the electronic mail system or the Internet is acceptable as long as it is not excessive or inappropriate, occurs during personal time (lunch or other breaks), and does not result in any expense to the County.

Use is defined as "excessive" if it interferes with normal job functions, responsiveness, or the ability to perform daily job activities. Electronic communication should not be used to solicit or sell products or services that are unrelated to the County's business; distract, intimidate, or harass coworkers or third parties; or disrupt the workplace.

Use of Winkler County computers, networks, and Internet access is a privilege granted by department heads and may be revoked at any time for inappropriate conduct carried out on such systems. Improper use may result in discipline up to and including termination.

Winkler County owns the rights to all data and files in any computer, network, or other information system used in the county. Winkler County also reserves the right to monitor electronic mail messages (including personal/private/instant messaging systems, facebook, twitter, etc.) and their content, as well as any and all use of the Internet and of computer equipment used to create, view, or access e-mail and Internet content. Employees must be aware that the electronic mail messages sent and received using county equipment are not private and are subject to viewing, downloading, inspection, release, and archiving by county officials at all times. Winkler County has the right to inspect any and all files stored in private areas of the network or on individual computers or storage media in order to assure compliance with policy and state and federal laws. No employee may access another employee's computer, computer files, or electronic mail messages without prior authorization from either the employee or an appropriate county official. No employee shall break any copy right laws, download any illegal or unauthorized downloads. Winkler County monitors its entire informational systems and employees may be subject to discipline up to and including termination for any misuse of county informational systems.

Employees should not bring personal computers to the workplace or connect them to Winkler County electronic systems, unless expressly permitted to do so by their supervisor and or IT department. Violation of this policy may result in disciplinary action, up to and including termination of employment.

D. SAFETY AND HEALTH EMPLOYEE RESPONSIBILITY

D-1. EMPLOYEE SAFETY

Winkler County is committed to providing a safe workplace for our employees.

Each County employee must adhere to the general safety standards established for all employees as well as comply with their departmental safety requirements. Safety procedures may differ at each county department. Your supervisor will provide you with specific information pertaining to your position.

Failure to follow the safety standards set by the County or your supervisor subjects an employee to disciplinary action, up to and including termination.

Employees seeing unsafe working conditions shall either take steps to correct those conditions or report the unsafe conditions to their supervisor.

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Safety in Winkler County is the employee's responsibility. If you witness or discover any accident in which another employee or citizen is involved, you must report the situation to your Department Official/Supervisor immediately. Keep alert for possible dangerous situations. Any unsafe condition that you observe must be reported immediately to your Department Official/Supervisor. Whenever possible and time allows, the employee should make an initial report in writing to his/her Department Official/Supervisor; however, in those cases when time will not allow for an initial written report, the employee should document the verbal report in writing as soon possible. All unsafe conditions and accidents must be reported to the Human Resources Office regardless of severity.

An effective Accident Prevention Plan will achieve the following goals:

- a. Effective involvement by each and every department head and employee of the county;
- b. Elimination of any and all hazards that expose or create a risk of any nature;
- c. A reduction of all preventable work related incidents resulting in injury or illness to any county employee or constituent(s); and
- d. An increase awareness of the overall safe operation of all facilities.

All county employees may be required to attend safety training. Road & Bridge, Parks, Golf Course and any safety sensitive position should attend four (4) trainings per year. Clerical and all other county employees should attend two (2) trainings per year. It is the employee's responsibility to keep track of their training attendance and balance.

D-2. WORKER'S COMPENSATION

All Winkler County employees are covered by workers' compensation coverage while on duty for the County. Workers' compensation coverage pays for medical bills resulting from a covered injury or illness an employee incurs while carrying out the duties of his/her job. Workers' compensation also pays Temporary Income Benefits (TIBS) for time lost from work in excess of seven calendar days as the result of eligible work related injuries or illnesses.

Employees may use paid leave for all workers' compensation time off less than 8 days.

All employees who are placed on Worker's Compensation leave will fall under the Family Medical Leave Act. Winkler County runs FMLA and Worker's Compensation concurrently.

Any employee who suffers a job related illness or injury is required to notify his/her supervisor as soon as possible. Failure to promptly report job related injuries or illnesses may affect an employee's eligibility for benefits or delay benefit payments.

An employee who has lost time because of a work related accident or illness is required to provide a release from the attending physician before being allowed to return to work.

An employee's workers' compensation benefits may be adversely affected if the employee is injured while under the influence of alcohol or drugs or while the employee is engaging in horseplay.

from work for one or more full days for personal reasons, other than sickness or disability; or 2) full day disciplinary suspensions for infractions of our written policies and procedures; or 3) full day for violating safety rules of a major significance; or 4) Family and Medical leave or Military Leave absences; or 5) to offset amounts received as payment for injury and witness fees or military pay; or 6) the first or last week of employment in the event you work less than a full week.

In any work week in which you performed any work, your salary will not be reduced for any of the following reasons: 1) partial day absences for personal reasons, sickness or disability; or 2) your absence because the facility is closed on a scheduled work day; or 3) your absence because of the County's operating requirements; or 4) absences for jury duty, attendance as a witness or military leave in any week in which you have performed any work; or 5) any other deductions prohibited by state or federal law.

Please note: it is not an improper deduction to reduce an employee's accrued vacation, personal or other forms of paid time off for full or partial day absences for personal reasons, sickness or disability.

If you have any questions about deductions from your pay, please immediately contact your supervisor. If you believe you have been subject to any improper deductions or your pay does not accurately reflect your hours worked, you should immediately report the matter to Human Resources, 432-586-2526. If you are unsure of who to contact or if you have not received a satisfactory response within five business days after reporting the incident, please immediately contact the County Auditor's Office at 432-589-3161. Every report will be fully investigated and an corrective action will be taken where appropriate, up to and including discharge for any employee(s) who violates this policy. In addition, the County will not allow any form of retaliation against individuals who report alleged violations of this policy or who cooperate in the County's investigation of such reports. Retaliation is unacceptable and any form of retaliation in violation of this policy will result in disciplinary action, up to and including termination.

E-2 IRS FRINGE BENEFITS

Winkler County will comply with the IRS in regards to fringe benefits such as county cell phones, county uniforms, county vehicle usage and day trip meals. You may be responsible for paying taxes when you receive such fringe benefits.

E-3 COMPENSATION

Winkler County Commissioners Court sets the maximum compensation for each employee in accordance with Texas State Law.

Winkler County complies with the Fair Labor Standards Act as outlined in the Fair Labor Standards Safe Harbor policy.

Law Enforcement personnel are handled in accordance with the 207(k) exemption under the Fair Labor Standards Act. Information regarding this exemption can be found in the policy on "Law Enforcement Compensation and Overtime".

Non-exempt County employees shall be paid an hourly salary. Full time non-exempt employees will receive a bi-weekly salary for all hours worked up to 40 in any work week.

E. EMPLOYEE COMPENSATION AND BENEFITS

E-1. FAIR LABOR STANDARDS ACT SAFE HARBOR

Winkler County makes every effort to pay its employees correctly. Occasionally, however, inadvertent mistakes can happen. When mistakes do happen and are brought to the attention of the Human Resources Department and/or County Auditor's Office, Winkler County will promptly make any corrections necessary. Please review your pay stub when you receive it to make sure it is correct. If you believe a mistake has occurred or if you have any questions, please contact the Human Resources Department or the County Auditor's Office immediately. If you are overpaid Winkler County will make the necessary corrections on the next payroll.

Employees who are classified as non-exempt employees must maintain an accurate record of the total hours you work each day. It is the responsibility of each employee to verify that their time sheets are correct. Your time card must accurately reflect all regular and overtime hours worked; any absences, late arrivals, early departures, and meal breaks. Do not sign your time card if it is not accurate. When you receive each pay check, please verify immediately that you were paid correctly for all regular and overtime hours worked each work week.

Unless you are authorized by your Supervisor, you should not work any hours that are not authorized. Do not start work early, finish work late, work during a meal break, or perform any other extra or overtime work unless you are authorized to do so. That time worked is to be recorded on your time card. Employees are prohibited from performing any "off-the-clock" work. "Off-the-clock" work means work you may perform but fail to report on your time card. Any employee who fails to report or inaccurately reports any hours worked will be subject to disciplinary action, up to and including termination.

It is a violation of Winkler County policy for any employee to falsify a time card, or to alter another employee's time card. It is also a serious violation of County policy for any employee, supervisor, or official to instruct another employee to incorrectly or falsely report hours worked, or to alter another employee's time card to under- or over- report your hours worked. If anyone instructs you to (1) incorrectly or falsely under- or over report your hours worked, or (2) alter another employee's time records to inaccurately or falsely report that employees hours worked, you should report it immediately to the Human Resources Department and/or the County Auditors Office.

If you are classified as an exempt salaried employee, you will receive a salary which is intended to compensate you for all hours worked for Winkler County. This salary will be established at the time of hire or when you become classified as an exempt employee. While it may be subject to review and modification from time to time, such as during salary review times, the salary will be a pre-determined amount that will not be subject to deductions for variations in the quantity or quality of the work you perform.

Your salary may also be reduced for certain types of deductions such as your portion of health, dental or life insurance premiums; state, federal or local taxes, social security, retirement; or, voluntary contributions to a deferred compensation plan. In any work week in which you performed any work, your salary may be reduced for any of the following reasons: 1) absence

Temporary employees shall be paid hourly at least the minimum wage established by the Fair Labor Standards Act, as amended.

E-4 PAYROLL DEDUCTIONS

Deductions shall be made from each employee's paycheck for federal withholding, social security, Medicare, and any other deductions required by law.

Employees eligible for membership in the Texas County and District Retirement System shall have their contributions to that system deducted from each paycheck. Any optional deduction authorized by the Commissioners' Court and approved by the employee shall also be made from the employee's paycheck.

No optional deduction shall be made from an employee's paycheck unless the employee turns in written authorization for the deduction to the Human Resource Office

E-5 WORK WEEK/WORK PERIOD

For the purposes of recordkeeping and to determine overtime in compliance with the Fair Labor Standards Act (FLSA), the work week for Winkler County shall begin at 5:00pm Friday and end seven (7) consecutive days later (168 hours) with exception to the EMT's which their work week shall begin at 8:00am Thursday and end seven (7) consecutive days later (168 hours). Law Enforcement employees under the FLSA 7(k) exemption shall have a work period of twenty-eight (28) days and one hundred seventy one (171) hours with a timesheet being turned in every twenty-eight (28) days.

All full time County employees will be required to work at least thirty (30) hours per week to receive insurance benefits, accrue vacation, sick and holidays.

E-6 TIMESHEETS

Winkler County requires each employee, excluding elected officials, to complete a time sheet. The time sheets must be completed and signed by the employee and the Elected/Appointed Official and/ or immediate supervisor. Time sheets must show accurate record of all time worked, and leave taken whether paid or unpaid, for the pay period. All time sheets are due in the Human Resources Office by 10:00 a.m., on the Friday before payday, with the Sheriff's Department being turned in every 28 days. Any timesheets not submitted in a timely manner, may be cause for a delay in pay.

All corrections or additions will be made on the following regular pay period.

Time sheets are governmental documents and as such require accurate and truthful information and are subject to Texas Penal Code 37.10. Falsifying a time sheet, a governmental record is a Class "A" Misdemeanor.

E-7 PAY PERIODS/PAYDAYS

Winkler County employees are paid bi-weekly, on every other Friday. The pay period for Winkler County is a fourteen (14) day pay period. If a payday falls on a Holiday, paychecks will be issued on the last work day prior to the holiday. Payroll checks will not be issued to any employee

except on the designated payday, or upon request by the Department Official/Supervisor stating that an undue hardship will be created for the employee due to illness or extenuating circumstances. **Winkler County does provide Direct Deposit.** Employees enrolled in direct deposit will have their payroll checks deposited by 8:00 a. m. on payday. **THE DIRECT DEPOSIT PROGRAM IS HIGHLY ENCOURAGED FOR ALL EMPLOYEES OF WINKLER COUNTY, BUT NOT MANDATORY.**

Employees not enrolled in Direct Deposit may pick up their pay checks on payday between 9:00 am and 5:00 p.m. in the Treasurers' office.

E-8. WORK SCHEDULES

The normal hours of work for most positions in the County shall be from 8:00 a.m. until 5:00 p.m., Monday through Friday. Each department head shall determine the exact working schedules for their employees. In order to meet the needs of the County, certain departments or employees may be required to work a schedule that varies from the normal work schedule from time to time and/or they may be subject to call back in case of emergency or special needs.

E-9. HOURS WORKED

Hours worked shall include all time actually spent in the service of the County as defined in the Fair Labor Standards Act (FLSA) and its regulations. The workday for the County shall begin at 8:00 am each day and end 24 consecutive hours.

E-10 LAW ENFORCEMENT PAY AND OVERTIME

Winkler County Commissioners Court has adopted the 7(x) exemption under the Fair Labor Standards Act for law enforcement employees, which includes deputies and jailers. These employees have a work period of twenty-eight (28) days and overtime will be due after one seventy one (171) hours actually worked. Law enforcement employees' salary covers all hours up to eighty-four (171) hours. Paid leave shall not be counted in determining if overtime has been worked in any work week. Except in emergency situations an employee shall be required to have authorization from their supervisor before working overtime. Law enforcement shall receive overtime at a rate of one and half (1 ½) times the amount of overtime worked.

E-11 OVERTIME CALCUATIONS AND RULES

Overtime shall include all time actually worked for the county in excess of forty (40) hours in any work week, with the exception of law enforcement (See policy on Law Enforcement Pay and Overtime).

Paid leave shall not be counted in determining if overtime has been worked in any work week. Except in emergency situations, an employee shall be required to have authorization from his/her supervisor before working overtime.

Overtime compensation shall be paid in the form of compensatory time off in accordance with the provisions of the FLSA. Covered employees shall receive paid time off, at a rate of one and one half (1 ½) times the amount of overtime worked.

The maximum amount of unused compensatory time an employee shall be allowed to have at one

E-15 SEPARATIONS

A separation shall be defined as any situation in which the employer employee relation between the County and a County employee ends. All separations from Winkler County shall be designated as one of the following types:

- a. **Resignation** – shall be classified as any situation in which an Employee voluntarily leaves his/her employment with Winkler County and the separation does not fall into one of the other categories. Written notice should be given.
- b. **Dismissal** – shall be any involuntary separation of employment that does not fall into one of the other categories. Winkler County is an "At Will" employer and an Elected/Appointed Official or supervisor may dismiss an employee at any time for any legal reason or no reason, with or without notice.
- c. **Reduction in Force (layoff)** – separation from employment because of a reduction in the work force, when his/her position is abolished or when there is a lack of funds to support the position or there is a lack of work to justify the position.
- d. **Retirement** – shall be any situation in which an employee meets the requirements to collect benefits under the County's retirement program and voluntarily elects to leave employment with the County to do so. An employee who is retiring should notify his/her supervisor of that intent at least thirty (30) days prior to the actual retirement date to help prevent delays in starting the payment of the retirement benefits.
- e. **Death** – shall occur when an individual dies while currently employed with Winkler County. If an employee dies while still employed by Winkler County, his/her designated beneficiary or estate shall receive all earned pay and payable benefits.

NOTE: As soon as a supervisor becomes aware of separation from employment, or the intent to separate employment, by an employee, the Elected/Appointed Official, and/or supervisor shall be responsible for immediately notifying the Human Resources Department.

Upon separation and prior to receiving the last check, a separated employee MUST complete appropriate paperwork in the Human Resources Department.

F. EMPLOYEE BENEFITS

F-1 HEALTH & DENTAL

All full-time regular employees of Winkler County shall be eligible for the group medical insurance and dental insurance benefits.

Premiums for the coverage of eligible employees for the medical insurance shall be paid

time is forty (40) hours. When an employee has reached the maximum accrual of compensatory time, they will be requested to take that time off until the balance gets below 40 hours and will not be able to accrue anymore until the maximum hours have been used.

Employees shall be allowed to use earned compensatory time within a reasonable period after it is requested provided that the employee's absence will not place an undue hardship on the operations of the department in which the employee works. Winkler County shall have the right to require employees to use earned compensatory time at the convenience of the County.

If an employee terminates employment, for any reason, prior to using all earned FLSA compensatory time, they shall be paid for all unused compensatory time in accordance with the requirements of the FLSA.

Winkler County shall retain the right to "buy back" all or part of an employee's unused compensatory time by paying the employee for that time at the employee's current regular rate. Winkler County shall retain the right to pay all or part of the overtime worked in any workweek by paying for that overtime at one and one-half (1 ½) the employee's regular rate of pay.

Each employee shall be responsible for recording any compensatory time used within a pay period on the time sheet for that pay period.

E-12 DEMOTIONS

Demotions are the movement of an employee from one position to another with a decrease responsibility or complexity of job duties or to a lower salary. Elected/Appointed Officials, and/or supervisors may choose to demote or re-assign any employee who is unable to meet performance requirements, for disciplinary reasons, or for any other reason as deemed necessary by the official/supervisor. Upon demotion, an employee's salary may be adjusted downward.

E-13 PROMOTIONS

Promotions are the movement of an employee from one position to another with an increased responsibility or complexity of job duties and in most cases a higher salary. Elected/Appointed Officials, and/or supervisors may promote a qualified employee in their department to a vacant position. All promotions must be handled in accordance with the budget adopted by Commissioner's Court.

E-14 TRANSFERS

Transfers are the lateral movement of an employee from one position to another with the same responsibility or complexity of job duties with no change in salary. Elected/Appointed Officials, and/or Supervisors may transfer a qualified employee in their department to a vacant position. All transfers must be handled in accordance with the budget adopted by Commissioners Court.

by the County. However, eligible employees who choose to cover their qualified dependents are responsible for paying the full premium for the dependents.

Eligible employees who elect to take out dental insurance will be responsible for paying the premium for themselves as well as their dependents. Winkler County doesn't provide any paid coverage.

Deductions for dependent coverage and dental insurance shall be made through payroll deduction from the employees paycheck each pay period. Details of coverage under the group medical insurance plan and dental plan are available in the Human Resources Department and may be obtained during normal working hours. (8:00am to 5:00pm)

Employees who leave the employment of Winkler County or who lose their insurance eligibility, may be eligible for an extension of the medical coverage for themselves and their eligible dependents under the Consolidated Omnibus Budget Reconciliation act (COBRA). If an employee is unable to return to work following FMLA, if eligible, they will be offered COBRA. Information on the extension of benefits under COBRA is available in the Human Resources Department and may be obtained during normal working hours (8:00am to 5:00pm). COBRA notifications will be provided to all employees within thirty (30) days of their hire date. All eligible employees and qualified dependents will be provided with COBRA information within fourteen (14) days of their termination.

F-2 COBRA NOTICE UPON ENROLLMENT IN WINKLER COUNTY'S GROUP HEALTH PLAN

VERY IMPORTANT NOTICE

If a qualifying event occurs that causes you or your spouse or dependent children to lose coverage under **WINKLER COUNTY'S** group health plan, you have a legal right under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) to purchase a temporary extension of health coverage (herein called continuation coverage) at group rates. This notice is intended to inform you, in a summary fashion, of your rights and obligations under **COBRA**. Both you and your spouse should take the time to read this information.

Employees and other workers covered under Winkler County's group health care plan can elect continuing coverage if one of the following qualifying events occurs:

*Voluntary or involuntary termination of employment, for reasons other than gross misconduct; or

*Voluntary or involuntary reduction of work hours below the level required for participation in the group health plan.

The spouse of an employee covered by Winkler County's group health care plan can elect continuing coverage if one of the following qualifying events occurs:

*The death of the employee or other covered individual;

*A termination of the employee's employment, for reasons other than gross misconduct, or a reduction in the employee's hours of work below the level required for participation in the group health plan;

- *A divorce or legal separation from the employee; or
- *A retired employee's enrollment in Medicare benefits(Part A, Part B, or both);

The dependent child of an employee or other individual covered by Winkler County's group health plan can elect continuing coverage if one of the following qualifying events occur:

- *The death of the parent employee or other covered individual;
- *The termination of employment for any reason other than his or her gross misconduct; or reduction of work hours of the parent employee
- *The divorce or legal separation of the parents, if this causes the dependent child to lose coverage under Winkler County's group health plan;
- *The enrollment in Medicare of the retired parent or employee;
- *The child's loss of dependent status due to the attainment of the maximum age for coverage under the group health plan.

The employee or other covered individual or a family member has the responsibility to inform Winkler County of a divorce, legal separation, or a child's loss of dependent status within 60 days of the qualifying event or the date on which group coverage would be lost because of the event. If you fail to provide the proper notice within 60 days, continuation coverage might not be available.

When a qualifying event occurs, you will receive notice within 14 days of your rights to elect continuation coverage at that time. You will have 60 days to decide if you want continuation coverage. If you do not choose continuation coverage, your health insurance coverage will end. If you choose continuation coverage, you will be offered coverage that is identical to the coverage provided to similarly situated active employees and family members. You will have the right to elect full coverage or medical coverage without dental insurance. If you had family coverage at the time of the qualifying event, you can elect family coverage or a less broad category of coverage.

Continuation coverage is available for up to 18 months if the qualifying event is the termination or reduction in work hours of the employee. If an employee or family member is disabled under the rules for Social Security disability benefits, the worker and family members are eligible for an additional 11 months of continuation coverage, for a total of 29 months. For other qualifying events, the spouse or dependent children are eligible for up to 36 months of continuation coverage. Furthermore, the 18-month period for termination or reduced work hours can be extended to 36 months for family members if a second qualifying event—for example, divorce, death, Medicare entitlement—occurs during the 18-month period.

Continuation coverage is also available to covered retirees, their spouse, and widows or widowers of covered retirees if they should lose group health coverage as the result of Winkler County filing for bankruptcy. This coverage is available for the life of the retirees, widows, and widowers and dependent children can continue coverage for 36 months after the death of the retiree.

Continuation coverage can be cut short of the full coverage period for any of the following reasons:

- *Winkler County no longer provides group health coverage to any employees.

of certain events. These certificates are called automatic certificates. For an individual who is a "qualified beneficiary" (QB) entitled to elect COBRA continuation coverage, an automatic certificate is required to be provided at the time the individual would lose coverage under the plan were it not for COBRA. A plan satisfies the requirement if it provides the automatic certificate no later than the time a notice is required to be provided for COBRA purposes. For those individuals losing coverage who are not COBRA QBs, an automatic certificate is required to be provided at the time the individual ceases to be covered under the plan. The regulation says the certificate must be provided within a reasonable time period after coverage ceases. When COBRA coverage ceases, an automatic certificate is required to be issued to those QBs who are losing COBRA coverage within a reasonable time period after coverage ceases (or after the expiration of any grace period for nonpayment of premiums). The period of coverage that must be included on an automatic certificate is the last period of continuous coverage ending on the date coverage ceases. Non-automatic certificates must be issued when requested by an individual or on behalf of an individual. Requests for certificates are permitted to be made within 24 months after coverage ceases. After a request is received, a plan or issuer is required to provide the certificate by the earliest date that the plan or issuer, acting in a reasonable and prompt fashion, can provide the certificate. A certificate must be provided when requested, even if a certificate was already issued. The period of coverage that must be included on a non-automatic certificate must include all coverage provided under the plan to the individual (but not more than 18 months if individual's coverage exceeds 18 months).

COMBINING INFORMATION FOR FAMILIES-A certificate may provide information with respect to both a participant and the participant's dependents if the information is identical for each individual or, if the information is not identical, certificates may be provided on one form if the form provides all the required information for each individual and separately states the information that is not identical.

METHOD OF DELIVERY-The certificate may be provided by first-class mail. If the certificate is provided to the participant and the participant's spouse at the participant's last known address, this will satisfy the requirement. If a dependent's last known address is different than the participant's last known address, a separate certificate is required to be provided to the dependent at the dependent's last known address. If separate certificates are provided by mail to individuals who reside at the same address, separate mailings of each certificate are not required.

DEPENDENT COVERAGE INFORMATION ON THE CERTIFICATE-A plan is required to use reasonable efforts to determine dependent information for the certificate. No individual certificate is required to be furnished until the plan or issuer knows (or making reasonable efforts should know) of the dependent's cessation of coverage under the plan.

TEMPORARY TRANSITION RULE FOR DEPENDENT COVERAGE-Some plans will not have dependent coverage information when HIPAA goes into effect for those plans. Plans that cannot provide the names of dependents or related coverage information may satisfy the requirement to issue an automatic certificate by providing the name of the participant covered by the group health plan and specifying that the type of coverage described in the certificate is for dependent coverage (e.g., family coverage or employee-plus-spouse coverage). For those individuals who request dependent coverage certificates (non-automatic certificates), a plan must make reasonable efforts to obtain and provide the names of any dependents covered. The transition rule for dependent coverage certifications is only effective for certificates provided with respect to events occurring through June 30, 1998.

ADDITIONAL CHANGES TO COBRA WITH HIPAA

- *The premium for continuation coverage is not paid in a timely manner.
- *You become covered under another group health plan that does not penalize or subject you to restricted or limited coverage due to a preexisting medical condition.
- *You become entitled/enrolled to Medicare.
- *The disabled individual is no longer defined as disabled under Social Security rules, during the 11 months of extended continuation coverage.

You do not have to show that you are insurable to choose continuation coverage. However, you have to pay for the coverage and are allowed a 30-day grace period for timely payments.

If you have any questions about your rights under COBRA, please contact your Human Resources Office, 566-2526. Please inform your Human Resources Office of any changes in marital status or change of address for you or your spouse.

HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (HIPAA)

The Health Insurance Portability and Accountability Act (HIPAA) require Winkler County to provide terminated employees with a certificate of health insurance coverage. This certificate may be given to future employers to certify prior health insurance coverage and may help terminated employees to obtain coverage without a pre-existing condition exclusion.

"If you are married, both you and your spouse should take time to read this notice carefully."

HIPAA OVERVIEW: CERTIFICATES OF COVERAGE

EFFECTIVE DATE OF CERTIFICATES-On June 1, 1997 plans must issue certifications of coverage to all individuals who left the plan on or after October 1, 1996 and before June 1, 1997. For individuals who lost coverage on or after July 1, 1995 but before October 1, 1996, a certificate is required to be provided only upon written request by or on behalf of an individual to whom certificates applies.

WHO IS REQUIRED TO ISSUE THE CERTIFICATES OF COVERAGE?-While HIPAA requires that a group health plan and a health insurance issuer (if the plan is fully insured) are required to issue the certificates, the regulation provides that if one party issues the certificates the other plan deemed to have satisfied the requirement. If there is an agreement between an insurance carrier and a plan sponsor under which the insurer agrees to provide certificates for individuals covered under the plan and the insurer fails to provide a certificate to an individual, then the insurer, and not the plan, violates the certification requirements. If the plan is self-funded, the plan is responsible for issuing the certificates.

CHANGING ENROLLMENT OPTIONS-When an individual changes their coverage from one type to another type offered by an employer, such as changing from an HMO to a self-funded plan, the plan must be provided with the correct information to be able to issue a certificate to the individual, if the individual should terminate at a future date.

TIMING OF CERTIFICATE ISSUANCE-Certificates of coverage must be provided, without charge, for participants or dependents that are or were covered under a group health plan upon the occurrence

The Health Insurance Portability and Accountability Act of 1996 (HIPAA) changes the continuation coverage requirements under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) that applies to your group health plan. HIPAA requires notification of these changes effective January 1, 1997 regardless of whether the qualifying event occurred before, on, or after that date. The changes are as follows:

1. If a qualified beneficiary is determined to be disabled under the Social Security Act at any time during the first 60 days of COBRA coverage, the 11 month extension is available to all individuals who are qualified beneficiaries due to the termination or reductions in hours of employment. The disabled individual can be a covered employee or any other qualified beneficiary. However, to be eligible for the 11 month extension, affected individuals must still comply with the notice requirements in a timely fashion.
2. A child that is born to or placed for adoption with the covered employee during a period of COBRA coverage will be eligible to become a qualified beneficiary. In accordance with the terms of your group health plan and the requirements of Federal Law, these qualified beneficiaries can be added to COBRA coverage upon proper notification to the Plan Administrator of the birth or adoption.
3. HIPAA restricts the extent to which group health plans may impose pre-existing condition limitations. These rules are effective for all new plan years beginning after June 30, 1997.

WINKLER COUNTY ELECTS TO OPT-OUT OF HIPAA COMPLIANCE

ON AUGUST 11, 1997, WINKLER COUNTY COMMISSIONERS' COURT INFORMED THE DIRECTOR OF INSURANCE REFORM IMPLEMENTATION TASK FORCE, HCFA THAT THE COUNTY OF WINKLER, A NON-FEDERAL GOVERNMENTAL PLAN THAT SELF-FUNDS ITS EMPLOYEE MEDICAL PROGRAM, HAS ELECTED TO OPT-OUT OF COMPLIANCE UNDER SECTION 146.180 OF THE HCFA REGULATIONS IMPLEMENTATIONS SECTION 2721 OF THE PHS ACT EFFECTIVE OCTOBER 1, 1997. THIS INCLUDES NOT COMPLYING WITH THE MANDATORY MATERNITY STAYS AND MENTAL HEALTH PARITY. THE OPTION TO OPT-OUT OF HIPAA WILL BE VOTED ON ANNUALLY BY THE COMMISSIONERS' COURT.

THIS MEANS THAT AT THIS TIME WINKLER COUNTY WILL ISSUE CERTIFICATES OF CREDITABLE COVERAGE AS REQUIRED BY HIPAA BUT WINKLER COUNTY IS OPTING OUT OF ACCEPTING THESE CERTIFICATES FROM FUTURE EMPLOYEES.

Winkler County, a non-federal governmental plan that self-funds its Employee Medical Program, has elected to opt-out of compliance under Section 146.180 of the HCFA regulations implementations Section 2721 of the PHS Act effective October 1, 1997 and therefore is not required to comply with accepting Prior Coverage Certificates. This includes not complying with the mandatory maternity stays and mental health parity.

F-3 - PRIVACY POLICY-HIPAA Health Information Privacy Policy
THIS NOTICE DESCRIBES HOW MEDICAL INFORMATION ABOUT YOU MAY BE USED AND DISCLOSED AND HOW YOU CAN GET ACCESS TO THIS INFORMATION. PLEASE REVIEW IT CAREFULLY.

Winkler County sponsors a group healthcare plan that is subject to the Health Insurance Portability and Accountability Act (HIPAA). On the basis of that law, privacy regulations now apply to certain protected health information (PHI). Winkler County has adopted the following policy to comply with these regulations.

Winkler County medical privacy policy will continue to apply to medical information, and Winkler County will comply with all other federal and state laws concerning medical privacy.

Winkler County generally only performs enrollment, changes in enrollment, and payroll deductions, and to the extent it obtains HIPAA PHI, it will maintain that information in confidence. Specifically, PHI will not be used or disclosed for employment-related actions and decisions or in connection with other benefit plans.

PHI refers to individually identifiable health information received by Winkler County group health plan and created or received by a healthcare provider, health plan, public health authority, employer, life insurer, school or university, or healthcare clearinghouse, and that relates to the past, present, or future health of an individual; the provision of health care to an individual; or the past, present or further payment for the provision of healthcare. Such health information includes health status, medical condition, claims experience, receipt of health care, medical history, genetic information, and evidence of insurability and disability.

PHI does not refer to health information received apart from a group health plan, such as workers' compensation, short-term disability, long-term disability, medical information received based on the Americans with Disabilities Act (ADA), medical information received based on the Family Medical Leave Act (FMLA), or drug screens or pre-employment physicals. However, Winkler County medical privacy policy will apply to such information. Further, Winkler County will request employees to sign a release for PHI when required by a healthcare provider.

As a plan sponsor, Winkler County will request summary health information only for the purpose of obtaining premium bids or for the purposes of modifying, amending, or terminating the Employee Retirement Income Security Act (ERISA) healthcare plan. Summary health information means claims history, claims expenses, or type of claims experienced from which the following information has been deleted:

- Names
- Street address, city, county, ZIP codes (except that geographic information may be aggregated by a five-digit ZIP code)
- All elements of dates (except year)
- Telephone numbers
- Fax numbers
- E-mail addresses
- Social Security numbers
- Medical Records numbers
- Health Plan beneficiary numbers
- Account numbers
- Certificate/License numbers
- Vehicle identifiers and Serial numbers, including License Plate numbers

- Access to PHI will be only for the group healthcare plan administrative functions.
- The group healthcare plan will only permit the use and disclosure of PHI consistent with HIPAA privacy regulations.
- Business associates of the plan or the plan sponsor will agree to comply with applicable HIPAA privacy regulations if they receive PHI.
- No PHI will be used in employment-related actions or in connection with any other employee benefit plan.
- PHI will be accessible to individuals, available for amendment, and available for an accounting for disclosures consistent with HIPAA privacy regulations. As the HIPAA privacy regulations change, Winkler County will amend the plan to comply with the changes.

As the plan sponsor, Winkler County will comply with the terms of the plan regarding the use of PHI as required by HIPAA. As the plan sponsor, Winkler County will:

- Make the required certification of the amendment, access, and accounting rights provided in the group health plan;
- Not use the PHI for employment or other benefit-plan purposes;
- Assist in the implementation of the amendment, access, and accounting right provided in the group health plan;
- Restrict access to PHI so that employees of Winkler County do not access PHI unless it is part of their job duties with respect to benefit management; and
- Use the PHI only for plan administration purposes.

As the plan sponsor, Winkler County will require business associates (such as providers of claims processing, administration, data analysis, utilization review, quality assurance, billing, benefit management, practice management, legal accounting, actuarial, or financial consulting) to comply with applicable provisions of HIPAA privacy regulations. These obligations include:

- Using disclosing PHI only as necessary to perform its function;
- Returning the PHI (where feasible) at the end of the contract;
- Helping the plan and plan sponsor comply with privacy standards; and
- Binding any subcontractors with access to PHI to similar promises.

Records regarding PHI disclosures will be maintained for 6 years as required by HIPAA privacy regulations.

All disclosures made by the group healthcare plan entity for the last 6 years, other than for treatment, payment, or healthcare operations, may be requested for an accounting by an individual group healthcare plan participant.

- Device identifiers and Serial numbers
- Web Universal Resource Locators (URLS)
- Internet Protocol (IP) Address numbers
- Biometric identifiers, including Fingerprints and Voiceprints
- Full-Face photographic images and any comparable images
- Any other unique identifying number, characteristic or code

Before assisting employees with understanding the group health plan, filing claims, or disputing claims, Winkler County will obtain an individual's authorization to access that person's PHI.

Winkler County, as plan administrator and sponsor, will provide plan participants with a summary plan description and a notice of the privacy practices of the group healthcare plan.

Winkler County will discipline (up to and including discharge) employees for improper access, use, or disclosure of PHI or other confidential medical information.

Winkler County will not take any retaliatory action against any person for filing a complaint, assisting in an investigation, or otherwise opposing any act under the HIPAA privacy regulations.

Winkler County has a separate policy governing those individuals who access PHI and establishing security procedures to ensure compliance with applicable law.

- Any protected health information will be secured against unauthorized access. These security measures will include locked file cabinets, separation of PHI from other records, password protection for computer records, and confidentiality notices.
- When PHI is used for payment of benefits and plan operations, only the minimum necessary information will be released.
- All documents containing PHI that are no longer needed for administration of health, dental or disability benefits are to be placed in shredding boxes. This includes spoiled copies and faxes. Until destroyed, these boxes will be kept in a locked storage room.
- Information on writable CDs, diskettes, hard drives, and tapes is to be deleted using software designed to make a secure deletion. For example, using the Delete key does not actually delete the information. CDs containing PHI are to be destroyed when no longer needed.
- Employees who violate this policy are subject to discipline, which may include termination.
- This policy will be applied so as to be in compliance with the HIPAA privacy standard and any stricter state law.

As plan sponsor, Winkler County will amend the plan to comply with the HIPAA privacy regulations. These amendments will include that:

- Certain classes of employees or others are granted access to PHI.

Contact Information: Geneva R. Baker, Human Resources
1st Floor Courthouse
Kermit, Texas 79745
(432) 586-2526

Complaint Contact: Joanna Wilhelm, County Auditor
Drawer O, Kermit, Texas 79749
(432) 586-3161

Group Healthcare plan participants have the right to access, inspect, and copy their PHI that is maintained by the plan in accordance with HIPAA privacy regulations.

Group healthcare plan participants have the right to request the amendment of PHI.

Group healthcare plan participants can request restrictions on the uses and disclosures of PHI; however, the plan can decline to comply with such requests.

F-4 OTHER INSURANCE – LIFE INSURANCE

Each full-time County employee who is a member of TCORS is covered by a life insurance policy through TCORS paid by Winkler County. This policy pays your beneficiary your budgeted annual salary.

Information about additional life insurance benefits, at employee's own cost, is available in the Human Resources Department.

F-5 VACATION

All full-time County employees with a 30 hour or more regularly scheduled work week shall accrue vacation benefits. Full time employees with a regular schedule of less than 40 hours will accrue vacation benefits prorated in accordance with their regularly scheduled work week. Part-time and temporary employees shall not be eligible for vacation benefits. The amount of vacation earned depends upon the employee's length of continuous service with the County:

New employees are not eligible for vacation until their six (6) month anniversary date.

Vacation will be allocated as follows:

Forty (40) hours accrued vacation on employees' six (6) month anniversary date.

Forty (40) hours accrued vacation on employees' one (1) year anniversary date.

Eighty (80) hours accrued vacation on the first day of the year following one (1) year of service for two (2) to four (4) years of service.

Forty (40) hours accrued vacation on the employees' five (5) year anniversary date.

One hundred, twenty (120) hours accrued vacation on the first day of the year following five (5) years of service for five plus (5+) years of service.

Example:
A employee with a hire date of 02/01/2014 will accrue vacation as follows:

| Date | Accrued Hours |
|------------|---------------------------------|
| 06/01/2014 | Forty (40) hours |
| 02/01/2015 | Forty (40) hours |
| 01/01/2016 | Eighty (80) hours |
| 01/01/2017 | Eighty (80) hours |
| 01/01/2018 | Eighty (80) hours |
| 01/01/2019 | Eighty (80) hours |
| 02/01/2020 | Forty (40) hours |
| 01/01/2020 | One hundred, twenty (120) hours |

Scheduling of vacation shall be at the discretion of the individual departments Elected/Appointed Official and/or supervisor.

In the event an employee terminates employment with the County, the employee shall be paid for any earned vacation not used provided the employee gives a two (2) week notice prior to termination.

Each employee is responsible for accurately recording all vacation time used on their time sheet.

NO VACATION SHALL BE ALLOWED TO BE HELD OVER AND CARRIED INTO THE NEXT CALENDAR YEAR. NO VACATION SHALL BE ALLOWED TO BE TAKEN BEFORE IT IS EARNED. VACATION HOURS CAN NOT BE SOLD.

F-6 HOLIDAYS

The observed Holidays for Winkler County are set yearly by the Winkler County Commissioner's court. All regular full-time employees excluding EMS shall be eligible for the paid holiday benefits. Full time employees with a regular schedule of less than 40 hours will accrue holiday benefits prorated in accordance with their regularly scheduled work week. Part time and temporary employees shall not be eligible for holiday benefits.

Should any holiday fall within an employee's regularly scheduled vacation period, the employee will receive benefits of the holiday and that day will not be charged against the vacation time.

Should any holiday fall on an eligible employee's regular day off, the employee shall be allowed to take another day off with pay prior to the end of that same year.

Full time employees with a regular schedule of less than 5 days per week will only receive holiday pay if the holiday falls on their scheduled work day.

Holidays cannot be taken until the holiday occurs.

Due to scheduling problems Winkler County Law Enforcement Center employees will be given in lieu of holiday pay the following:

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spouse, child, parent, or other relative living in the employee's home who is dependent on the employee for care. An employee taking sick leave before or after vacation, holidays, or scheduled days off will be required to provide a physician's statement in order to be compensated for that sick day.

Where sick leave is to be used for medical appointments, an employee shall be required to notify his/her supervisor of the intent to use sick leave as soon as the employee knows of the appointment. Where use of sick leave is not known in advance, an employee shall notify his/her supervisor of the intent to use sick leave within 15 minutes of the employee's normal time to begin work, when practicable. Where it is not practicable to notify the supervisor within 15 minutes of the normal starting time, the employee should notify his/her supervisor as soon as is reasonably practicable. If the employee feels that the situation will cause the employee to miss more than one day of work, the employee should notify his/her supervisor of the anticipated length of absence. The employee will be placed on FMLA, if event and employee is eligible. If an employee uses three (3) or more consecutive days of sick leave, the supervisor shall have the right to require a physician's statement or some other acceptable documentation of injury or illness, for either the employees own illness or the illness of an immediate family member. Employees who have a pattern of abusing sick leave may be required to provide a physician's statement for those absences as required by their supervisor.

Employees shall not be allowed to borrow sick leave against future accruals.

Sick leave may not be used as vacation or any other reason not addressed in this policy.

Neither sick leave time nor vacation time nor service time will be accrued during a period designated "leave of absence without pay" or "time off without pay." Sick leave may NOT be used in conjunction with Worker's Compensation Benefits.

Winkler County will pay half (1/2) of an employee's accumulated sick time upon the employee being eligible and applying for service retirement with the Texas County & District Retirement System. Employees who terminate employment with Winkler County in any way other than through TCDRS will NOT be compensated for accrued sick leave.

Annually in February, eligible employees who have one full calendar year (January-December) of service and who do not have a loss-time workers' compensation claim and have not used any sick time during the previous calendar year (January-December), are eligible to sell back sick days. Participating employees will sign the "Sick Leave Buy Back" form and must meet the following requirements.

| | |
|--|--|
| (1 st) First completed year | Sell back UP to three (3) days |
| (2 nd) Second completed year | Sell back Up to five (5) days with a balance of 406 hours |
| (3 rd) Third completed year | Sell back Up to seven (7) days with a balance of 416 hours |
| (4 th) Fourth completed year | Sell back Up to nine (9) days with a balance of 470 hours |
| (5 th) Fifth completed year | Sell back Up to ten (10) days with a balance of 480 hours |

This option is not mandatory and any unused sick leave not sold to the County will be carried over up to the allowed limit of four hundred, eighty (480) hours.

F-9 SICK LEAVE POOL

Winkler County provides a **Sick Leave Pool** which enables eligible County employees to voluntarily transfer earned sick time to a county sick leave pool. This permits qualifying employees to draw time in

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6 days paid time off beginning January 1 of each year
6 days paid time off beginning July 1 of each year

Departments with scheduling problems, holidays should be taken prior to the end of the 1st quarter of the next year or those holidays will be lost.

Winkler County EMS will not be eligible for holiday pay.

Should an employee terminate with the County having earned Holiday time to his/her credit, said employee shall be paid the earned Holiday time not taken, provided that employee has provided two (2) week notice prior to termination.

F-7 EMERGENCY LEAVE & BEREAVEMENT TIME

A maximum of twenty-four (24) hours each calendar year (January-December) will be allowed for the purpose of attending funerals or for the medical needs of the employees' immediate family.

Definition of immediate family will normally mean: husband, wife, son, son-in-law, stepson, daughter, daughter-in-law, step-daughter, father, father-in-law, stepfather, mother, mother-in-law, stepmother, brother, brother-in-law, stepbrother, sister, sister-in-law, stepsister, grandparents and grandchildren and any person who resides in the covered employee's household at the time of illness or death.

Should more than twenty-four (24) hours be needed for this purpose, the additional time will be charged to (with the Department Official/Supervisors' permission):

1. Compensatory Time
2. Vacation Time
3. Time Off Without Pay

Emergency/Bereavement hours cannot be accumulated, accrued, sold and cannot be carried over to the next calendar year (January-December).

F-8 SICK

All full-time County employees with a 30 hour or more regularly scheduled work week shall accrue sick leave after completing a full month of service. Eligible employees shall accrue sick leave at a rate of eight (8) hours per month. Full time employees with a regular schedule of less than forty (40) hours will accrue sick leave benefits prorated in accordance with their regularly scheduled work week. Part time and temporary employees shall not be eligible for sick leave benefits. Accrual of sick leave shall start at the time an individual begins work for the county in a position eligible for the sick leave benefit.

The maximum amount of unused sick leave an employee shall be allowed to have at any time is four hundred, eighty (480) hours.

Sick leave may be used for the following purposes: 1) illness or injury of the employee; 2) appointments with physicians, optometrists, dentists, and other qualified medical professionals; 3) to attend to the illness or injury of a member of the employee's immediate family; 4) for the **actual day of the birth** of a child or grandchild. For purposes of this policy, immediate family shall be defined as

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the event of a **catastrophic** injury or illness of the employee or immediate family. Immediate family, for sick leave pool benefits, is defined as spouse or children who are living in the same household or if not in the same household, are totally dependent upon the employee for personal care or services on a continuing basis.

Eligible employees are those employees who have completed one (1) continuous year of county service and whom are eligible to earn sick leave. The eligible employee must have exhausted all comp time, vacation time and sick time prior to being eligible to apply for sick leave pool benefits.

Catastrophic illness or injury is one that prevents the employee from performing the essential functions of his/her job for an extended period of time. Catastrophic illnesses are usually life-threatening and may leave significant residual disability. They will require lengthy hospitalization, extremely expensive therapies, or other care that would deplete a family's financial resources. Examples of qualifying catastrophic illnesses/injuries generally considered include, but are not limited to:

1. Stroke with residual paralysis or weakness
2. Incapacitating heart attack
3. Major surgery (hysterectomy, mastectomy, heart bypass, prostate)
4. Cancer
5. Hepatitis, broken hip, car wreck requiring hospitalization

Examples of illnesses/injuries that generally would not be considered severe enough to be catastrophic include but would not be limited to:

1. Broken limb
2. Cold/allergy
3. Minor surgery with no complications such as appendectomy, tonsillectomy, day surgery
4. Pregnancy with minor or no complications
5. Procedures not covered by Group Health plan.

The Winkler County Human Resources office administers the county's sick leave pool. Duties include developing forms, record keeping, communicating with employees concerning general questions and ensuring proper administration under the policy.

The sick leave pool administrator (Director of HR) is responsible for applying this policy. The HR Director reviews all requests for use of sick leave pool benefits to determine if the request qualifies. Requests, with physician statement attached, will then be further processed. Employees will be notified in writing by the HR Director to their approval or denial. All denials to the sick leave pool must go to a Review Panel to confirm or affirm the rules were applied correctly in the denial. Eligible requests will be allocated sick leave pool benefits as the requests are approved on a first-come, first-served basis, until the sick leave pool is exhausted.

Eligible employees (those earning sick leave and who have been employed at least one (1) continuous year may make a contribution of one to five (1 – 5), eight (8) hour days at the following times; on the anniversary of an employee's first year of employment, at the beginning of each calendar year (January-December) or if neither of those are chosen and/or the employee did not contribute the maximum amount possible of five (5), eight (8) hour days, the employee may make a contribution at the time of termination/retirement of one to five (1 to 5), eight (8) hours days, not to exceed a total of five (5) days for the calendar (January-December) year. Employees who make contributions to the pool may not stipulate who is to receive their contributions.

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Sick Leave Pool will be allocated for no more than Thirty (30) days at a time and then reviewed by the HR Director for continued eligibility. The maximum amount of leave time an eligible employee may receive from the Sick Leave Pool cannot exceed one-third (1/3) of the total sick leave pool or ninety (90) days, whichever is less.

Employees who have contributed to the sick leave pool and have exhausted their sick leave may make application for sick pool leave, to the extent that they contributed to the pool during that fiscal year, when they have an illness/injury that is not catastrophic.

Any unused balance of sick pool leave granted to an employee returns to the pool. The estate of a deceased employee is not entitled to any payment for unused sick leave contributed to or acquired by that employee from the county sick leave pool.

Employees must make a contribution yearly to the sick leave pool yearly in order to apply for sick leave pool benefits. No guarantee of a job is associated with the granting of sick pool leave except where required by law under the Family Medical Leave Act (FMLA).

F-10 - MILITARY LEAVE

County employees who are members of the National Guard or active reserve components of the United States Armed Forces shall be allowed up to fifteen (15) working days off per federal fiscal year with pay to attend authorized training sessions and exercises.

The fifteen (15) working day paid military leave shall apply to the Federal Fiscal year and any unused balance at the end of the federal fiscal year shall not be carried forward into the next year.

Pay for attendance at Reserve or National Guard training sessions or exercises shall be authorized only for periods which fall within the employee's normal work schedule.

An employee may use annual leave, earned compensatory time or leave without pay if he/she must attend Reserve or National Guard Training sessions or exercises in excess of the fifteen (15) working day maximum.

An employee going on military leave shall provide his or her supervisor with a set of orders within two (2) business days after receiving them.

County employees who leave their positions as a result of being called to active military service or who voluntarily enter the Armed Forces of the United States shall be eligible for re-employment in accordance with the state and federal regulations in effect at the time of their release from duty.

F-11 - SOCIAL SECURITY/MEDICARE

All Winkler County Employees shall participate in the Federal Social Security/Medicare program which provides certain retirement, disability, and other benefits.

Contributions to this program shall be made by deductions from each employee's pay check in accordance with the requirements of this program. Winkler County shall make contributions in accordance with the requirements of this program.

Employees with any questions about their eligibility for FMLA leave should contact Human Resources for more information.

For FMLA, employees who meet the eligibility requirements described above are eligible to take up to 12 weeks of unpaid leave during any 12-month period for one of the following reasons: 1) to care for the employee's son or daughter during the first 12 months following birth; 2) to care for a child during the first 12 months following placement with the employee for adoption or foster care; 3) to care for a spouse, son, daughter, or parent ("covered relation") with a serious health condition; 4) for incapacity due to the employee's pregnancy, prenatal medical or child birth; or 5) because of the employee's own serious health condition that renders the employee unable to perform an essential function of his or her position.

If you are married and both work for Winkler County then each of you together may take a combined total of 12 weeks' leave during any 12-month period for reasons unless it is your own serious health condition.

Under the MFL, there are two types of leave available: 1) a qualifying exigency leave; and 2) leave to care for a covered service member.

Employees meeting the eligibility requirements described above may be entitled to use up to 12 weeks of their FMLA Leave entitlement to address certain qualifying exigencies. Leave may be used if the employee's spouse, son, or daughter, in the Armed Forces (Regular, Reserves or National Guard) is on active duty or called to active duty status in a foreign country. Qualifying exigencies may include: 1) short-notice deployment (up to 7 days of leave); 2) attending certain military events; 3) arranging for alternative childcare; 4) addressing certain financial and legal arrangements; 5) periods of rest and recuperation for the covered military member (up to 5 days of leave); 6) attending certain counseling sessions 7) Attending post-deployment activities (available for up to 90 days after the termination of the covered military member's active duty status); 8) other activities arising out of the covered military member's active duty or call to active duty in a foreign country and agreed upon by the county and the employee.

There is also a special leave entitlement that permits employees who meet the eligibility requirements for FMLA leave to take up to 26 weeks of leave to care for a covered service member during a single 12-month period. A covered service member is a current member of the Armed Forces (Regular, Reserve or National Guard) who has been rendered medically unfit to perform his or her duties due to a serious injury or illness incurred in the line of duty while on active duty that may render the service member medically unfit to perform his or her duties for which the service member is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list. This also includes a veteran who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness and who was a member of the Armed Forces (Regular, Reserve or National Guard) at any time during the period of 5 years preceding the date on which the veteran undergoes that medical treatment, recuperation or therapy.

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Military Family Leave due to qualifying exigencies may also be taken on an intermittent basis. Leave may not be taken on an intermittent basis when used to care for the employee's own child during the

F-12 - RETIREMENT

Winkler County joined the Texas County and District Retirement System (TCDRS) on January 1, 1968. The employee contribution to this system is 7% of the gross salary, which is deducted from the employee's paycheck and is matched with County funds. The County's matching may fluctuate annually as required by TCDRS Actuarial Studies.

An employee may retire with the following eligibility:

- have at least 20 years of credited service at any age
- or at 60 years of age with 8 years of credit service or
- have met the rule of 75 which means age plus credited service is equal to 75

Should an employee leave the employment of the County prior to qualifying for retirement benefits, that employee shall have the right to apply for a refund of the employee's contribution to the System along with interest earned. Interest is not earned until after 1 full year of participation in the Retirement System. The employee shall not be entitled to the County's portion contributed to the System on his behalf, should the employee withdraw from the System.

Every employee (a person regularly engaged in the performance of the duties of an elected or appointed office, or of any position of employment, either part-time or full-time (excludes temporary) employment with Winkler County must become a member of the Retirement System upon the first paycheck following the date of employment.

Retired employees of Winkler County are only those employees who retire under TCDRS. Retirees, at their own expense, will be allowed to continue in the County's group health program at the prevailing County rate. This coverage may be continued until age 65 at which time the retiree would become eligible for Medicare. At that time, the retiree may elect to continue with the County's group health insurance for an additional 18 months through COBRA, again, at his or her own expense. There are also various Medicare supplements available and the Texas Association of Counties provides an alternative insurance plan. Information regarding this plan can be obtained in the Court House Human Resources Department and/or Hospital Human Resources Department.

For further information on TCDRS, please refer to your TCDRS Handbook. Your Department Official/Supervisor should also have a handbook. Members eligible for retirement or who have any questions may contact your Human Resources Office.

F-13 -FAMILY AND MEDICAL LEAVE (FMLA) AND MILITARY FAMILY LEAVE

The federal Family & Medical Leave Act of 1993 (FMLA) as amended in 2009 requires employers with 50 or more employees to provide eligible employees with unpaid leave. There are two types of leave available, including the basic 12-week leave entitlement (Family and Medical Leave), as well as the military family leave entitlements (Military Family Leave) described in this policy.

Employees are eligible for FMLA leave if they: 1) Have worked for the county for at least 12 months in the last 7 years; 2) Have worked at least 1,250 hours for the county during the 12 calendar months immediately preceding the request for leave; and 3) Are employed at a work site that has 50 or more employees within a 75-mile radius.

first year following birth, or to care for a child placed with the employee for foster care or adoption, unless both the employer and employee agree to such intermittent leave.

Winkler County requires substitution of paid leave for all FMLA or MFL events. Employees must follow the vacation and sick policy guidelines. Employees also must use all of the earned compensatory time for FMLA or MFL events prior to using accrued vacation or sick. The balance of Family medical leave is unpaid leave. FMLA and MFL run concurrently with all substituted paid leave, including worker's compensation leave.

During an approved family medical leave, the county will maintain the employee's health benefits as if the employee continued to be actively employed. If paid leave is substituted for unpaid family medical leave, the county will deduct the employee's portion of the health plan premium as a regular payroll deduction. If leave is unpaid, the employee must pay his or her portion of the premium through Human Resources. An employee's healthcare coverage will cease if the employee's premium payment is more than 30 days late. If the employee elects not to return to work at the end of the leave period, the employee will be required to reimburse the county for the cost of the premiums paid by the county for maintaining coverage during the unpaid leave, unless the employee cannot return to work because of a serious health condition or other circumstances beyond the employee's control.

During FMLA leave, the employer will maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Use of FMLA leave will not result in the loss of any employment benefit that accrued prior to the start of the employee's leave. Upon return from FMLA leave, most employees will be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

If the need to use FMLA leave is foreseeable, the employee must give the county at least 30 days' prior notice of the need to take leave. When 30 days' notice is not possible, the employee must give notice as soon as practicable (within 1 or 2 business days of learning of the need for leave except in extraordinary circumstances). Failure to provide such notice may be grounds for delaying the start of the FMLA leave.

Whenever possible, requests for FMLA leave should be submitted to Human Resources. When submitting a request for leave, the employee must provide sufficient information for the county to determine if the leave might qualify as FMLA leave, and also provide information on the anticipated date when the leave would start as well as the duration of the leave.

Sufficient information may include that the employee is unable to perform job functions; that a family member is unable to perform daily activities; that the employee or family member needs hospitalization; or continuing treatment by a healthcare provider; or the circumstances supporting the need for military family leave. Employees also must inform the county if the requested leave is for a reason for which FMLA leave was previously taken or certified.

Employees also will be required to provide a certification and periodic recertification supporting the need for leave.

When an employee requests leave Winkler County will inform the employee whether they are eligible under the FMLA or MFL. If the employee is eligible, the employee will be given a written notice that includes details on any additional information he or she will be required to provide. If the employee is not eligible under, the county will provide the employee with a written notice indicating the reason for ineligibility. If leave will be designated as FMLA or MFL protected, the county will inform the employee

in writing and provide information on the amount of leave that will be counted against the employee's 12 or 26 week entitlement.

If the employee is requesting leave because of the employee's own or a covered relation's serious health condition, the employee and the relevant healthcare provider must supply appropriate medical certification. Employees may obtain Medical Certification forms from **Human Resources**. When the employee requests leave, the county will notify the employee of the requirement for medical certification and when it is due (no more than 15 days after the employee requests leave).

If the employee provides at least 30 days' notice of medical leave, they should also provide the medical certification before leave begins. Failure to provide requested medical certification in a timely manner may result in denial of leave until it is provided. The county, at its expense, may require an examination by a second healthcare provider designated by the county, if it reasonably doubts the medical certification initially provided. If the second healthcare provider's opinion conflicts with the original medical certification, the county, at its expense, may require a third, mutually agreeable, healthcare provider to conduct an examination and provide a final and binding opinion.

The county may require subsequent medical recertification. Failure to provide requested certification within 15 days, except in extraordinary circumstances, may result in the delay of further leave until it is provided.

If an employee takes leave because of the employee's own serious health condition or to care for a covered relation, the employee must contact the county each month regarding the status of the condition and his or her intention to return to work. In addition, the employee must give notice as soon as practicable (within 2 business days, if feasible) if the dates of the leave change, are extended, or were unknown initially.

Leave because of a serious health condition, or either type of family military leave may be taken intermittently (in separate blocks of time due to a single health condition) or on a reduced-schedule leave (reducing the usual number of hours worked per workweek or workday) if medically necessary. If leave is unpaid, the county will reduce the employee's salary based on the amount of time actually worked. In addition, while an employee is on an intermittent or reduced-schedule leave, the county may temporarily transfer the employee to an available alternative position that better accommodates the recurring leave and which has equivalent pay and benefits.

F-14 - VOLUNTARY PAYROLL DEDUCTION OF DELINQUENT COUNTY TAXES, OUTSTANDING WINKLER COUNTY MEMORIAL HOSPITAL/RURAL HEALTH CLINIC AND OUTSTANDING COUNTY AMBULANCE ACCOUNTS

Any Winkler County employee that is delinquent on their county taxes or that has an outstanding account at the Winkler County Memorial Hospital/Rural Health Clinic or with the Winkler County Ambulance will be asked to sign a payroll deduction authorization to pay on that outstanding debt. The Tax Office can also set you up a payment plan. The Texas Local Government code 154.045 states the following:

If a notice of indebtedness has been filed with the County Auditor or County Treasurer evidencing the indebtedness of a person to the state, the county, or a salary fund, a warrant may not be drawn on a county fund in favor of the person, or an agent or assignee of the person, until the person owing the debt is notified that the debt is outstanding and the debt is paid.

- a. Weekly Vehicle/Equipment Inspection Forms and 3000 mile/250 hour Inspection Forms;
- b. Operating the vehicle or equipment in a legal, safe and sensible manner;
- c. Checking and maintaining proper crankcase oil level, tire inflation pressures and radiator water level;
- d. Reporting any and all problems or abnormal conditions to the Shop Foreman at the county barn; and
- e. Identify the problem if known when submitting a vehicle or equipment to the county barn for maintenance or repairs.

G-3 - COUNTY PURCHASING POLICY

The laws of the State of Texas govern the purchasing policies of Winkler County. Most of these laws are located in the TEXAS LOCAL GOVERNMENT CODE - CHAPTER 262. All purchases costing in excess of \$50,000 must be made through a formal sealed bid or proposal process with award of the bid or proposal by the Commissioners' Court. Penalties for violation of this law are provided in this statute. A more detailed purchasing policy is available through the County Auditor's office.

G-4 - CHANGE OF POLICY

Since laws are constantly changing, Winkler County expressly reserves the right to change any of our policies, including those covered here, at any time.

We will notify you of these changes by sending them to your Department Head and having them post the changes. Any changes may be requested from your Human Resources Office. Changes will be effective on the date determined by Commissioners' Court and you may not rely on policies that have been superseded.

If you are uncertain about any policy or procedure, please check with your Elected/Appointed Official/Supervisor or with your Human Resources Office. The master copy will be kept up to date and in the Human Resource Office.

G-5 - HANDBOOK NOT A CONTRACT

This handbook has been provided to you for the purpose of acquainting you with our policies, benefits and mutual responsibilities. Winkler County may add, change, or delete any of the contents at any time. It should be understood that this handbook does not constitute a contract of employment in whole or in part. Your employment is for no definite period and may be terminated at any time, with or without cause, and without prior notice. No representative of Winkler County has the authority to make any assurance to the contrary. It should also be understood that you, as an employee of Winkler County, are required to abide by all the rules and regulations of the County.

G. COUNTY POLICIES

G-1 - OUT-OF COUNTY TRAVEL POLICY

There may be instances when travel from home to work is work time. For example, if an employee who has gone home after completing his day's work is subsequently called out to travel a substantial distance to perform an emergency job for the County, all time spent on such travel is working time. Travel for the purpose of attending seminars, schooling, etc. is generally "work time" hours.

Winkler County employees traveling out-of-county on official County business shall be reimbursed for said travel upon submission of appropriate travel expense forms to the County Auditor/Hospital Accounts Payable. (Receipts must be attached to the expense form)

All forms are available in the County Auditor's Office.

G-2 - COUNTY-OWNED VEHICLES POLICY

Responsibility – Each Winkler County employee shall be responsible for the care, maintenance, proper use, and upkeep of any vehicle, tool, or other County equipment assigned to him/her. Winkler County employees shall only use equipment, vehicles, tools, and other County property that they are authorized to use. Employees may not allow other individuals to operate the vehicle they have been assigned.

Personal Use –Personal use of a County vehicle shall only be permitted by an elected official. The employee will be required to keep a log of all personal miles driven, including to and from work. These personal miles will be taxed at the current IRS rate in accordance with IRS rules and regulations.

Licenses – Winkler County employees who operate any County equipment or vehicle which requires a license shall be required to have a current active driver's license for that vehicle or equipment any time he/she operates it.

Any employee who operates a vehicle or equipment which requires a license for legal operation shall notify his/her Supervisor/Official of any change in the status of that license immediately.

An employee whose job involves operation of a vehicle or equipment requiring a license for its legal operation shall be subject to possible job change or termination if that license is suspended or revoked.

An employee whose job involves operation of a vehicle or equipment requiring a license for its legal operation, but who is deemed uninsurable by the County's vehicle insurance carrier even though the employee's license has not been revoked or suspended, shall be subject to possible job change or termination.

Accidents – Any employee involved in an accident while operating a Winkler County vehicle or equipment shall immediately report the accident to his/her Supervisor/Official and to the proper law enforcement or other authority immediately.

A copy of all accident and incident reports prepared by the employee shall be sent to the Supervisor/Official and the Winkler County Judge.

Operators of county-owned vehicles or equipment are responsible for:

**WINKLER COUNTY
POLICY ON ALCOHOL AND DRUG ABUSE FOR C.D.L. DRIVERS**

APPENDIX A

**EMPLOYEE NOTIFICATION LETTER
FOR REQUIRED C.D.L. HOLDERS**

I certify that I have received a copy of, and have read the above Winkler County Policy on Alcohol and Drug Abuse Procedures. I understand that as a condition of employment as a driver, I must comply with these guidelines, and do agree that I will remain medically qualified by following these procedures. If I develop a problem with alcohol or drug abuse during my employment with Winkler County, I will seek assistance through the current Alcohol and Drug Testing Program Administrator.

EMPLOYEE SIGNATURE

DATE

which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

A motion was made by Commissioner Wolf and seconded by Commissioner Thompson to approve payment to DACO Fire Equipment for 2014 Paraliner Type 1 Ambulance in the amount of \$207,285.00 from uncommitted reserve funds; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

A motion was made by Commissioner Wolf and seconded by Commissioner Thompson to approve payment in the amount of \$685.00 to Texas Association of Counties for membership dues for the term January 01, 2014

through December 31, 2014 from budgeted funds; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

Following discussion regarding 2014 paving project, a motion was made by Commissioner Wolf and seconded by Commissioner Stevens to following priority list as submitted on TxDOT grant application; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

After reviewing specifications for asphalt and gravel for 2014 paving project, a motion was made by Commissioner Neal and seconded by Commissioner Thompson to authorize the County Auditor to advertise for bids for asphalt and gravel for 2014 paving project; said bids to be received until 10:00 o'clock A.M. on Monday, March 24, 2014, with the Commissioners' Court reserving the right to reject any and all bids; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None


A motion was made by Commissioner Neal and seconded by Commissioner Thompson to receive Monthly Report of County Treasurer; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

WINKLER COUNTY TREASURER'S REPORT
EULONDA EVEREST

31-Jan-14

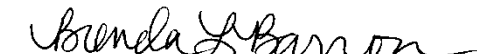
| | | |
|---------------------------|----|--------------|
| Balances | \$ | 1,528,025.25 |
| REVENUE DEPOSITS | \$ | 3,867,326.76 |
| LESS SERVICE CHARGE | \$ | 80.00 |
| PLUS BANK ERROR | \$ | 0.40 |
| LESS HOT CHECK | | |
| Amount Paid | | |
| Accounts Payable | \$ | 1,135,662.12 |
| Payroll | \$ | 242,821.10 |
| Jury | \$ | 510.00 |
| Fica | \$ | 163,778.47 |
| Wire Transfers-TDCJ | \$ | 106.48 |
| Child Support | \$ | 426.46 |
| Wire Transfers-TX POOL | \$ | 1,600,000.00 |
| Wire Transfers-Tx Medical | | |
| Wire Transfers-TCDRS | | |
| HISPITAL DISRIP | \$ | 40,307.41 |
| AMOUNT TO BALANCE | | |
| | \$ | 2,211,660.37 |
| | \$ | 5,395,272.41 |
| | \$ | 5,395,272.41 |


Eulonda Everest, County Treasurer

STATE OF TEXAS
COUNTY OF WINKLER

SUBSCRIBED AND SWORN to before me on the 12th day
of Feb 2014




Brenda L. Barron
Winkler County, Texas

There were no park project claims or hospital software project claims for the Court to approve at this time.

A motion was made by Commissioner Wolf and seconded by Commissioner Stevens to approve payroll; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve the following line item adjustment(s):

WINKLER COUNTY
LINE ITEM ADJUSTMENTS
FEBRUARY 24, 2014

| | | | |
|-----------------------------------|-------------------------|-------------|--------------|
| NONDESIGNATED | | | |
| 10-230-022 | SICK TIME BUY OUT | | \$ 16,365.00 |
| 10-202-020 | SAL ASST AUDITORS | \$ 1,472.80 | |
| 10-203-011 | SAL CH MAINT | \$ 1,750.64 | |
| 10-209-010 | SAL KERMIT PARKS SUPERV | \$ 1,378.40 | |
| 10-209-020 | SAL KERMIT PARKS PARK L | \$ 363.36 | |
| 10-213-011 | SAL GREENSKEEPER | \$ 499.44 | |
| 10-213-020 | SAL GOLF COURSE LABOR | \$ 645.60 | |
| 10-234-010 | MAINT ENGINEER | \$ 521.76 | |
| 10-236-010 | EMS | \$ 4,181.92 | |
| 10-403-020 | COUNTY JUDGE ASST | \$ 441.84 | |
| 10-404-011 | SALARIES DEPUTIES | \$ 2,101.28 | |
| 10-404-017 | CHIEF INVESTIGATOR | \$ 517.92 | |
| 10-404-023 | SALARIES JAILERS | \$ 3,846.08 | |
| 10-409-020 | SALARY DEP CLERK | \$ 358.08 | |
| 10-229-053 | UNEMPLOYEMENT | | \$ 1,714.12 |
| AMD-SICK TIME BUY OUT TO SALARIES | | | |

| | | | |
|---|----------------------|-----------|-----------|
| DISTRICT COURT | | | |
| 10-224-066 | OTHER CRT APPT PROF | \$ 240.00 | |
| 10-224-067 | OTHER LITIGATION EXP | | \$ 240.00 |
| AMD-OTHER LITIGATION EXP TO OTHER CRT APPT PROF | | | |

| | | | |
|---|-----------------------|-----------|-----------|
| COUNTY SHERIFF | | | |
| 10-404-060 | MILEAGE REIMB SHERIFF | \$ 900.00 | |
| 10-404-056 | GASOLINE EXPENSE | | \$ 900.00 |
| AMD-GASOLINE EXPENSE TO MILEAGE REIMB SHERIFF | | | |

| | | | |
|--|------------------|-----------|-----------|
| COUNTY SHERIFF | | | |
| 10-404-194 | DRUG DOG EXPENSE | \$ 500.00 | |
| 10-404-090 | JAIL MAINTENANCE | | \$ 500.00 |
| AMD-JAIL MAINTENANCE TO DRUG DOG EXPENSE | | | |

which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

A motion was made by Commissioner Neal and seconded by Commissioner Thompson to approve the following budget amendment(s):

WINKLER COUNTY
BUDGET ADJUSTMENTS
FEBRUARY 24, 2014

| | | | |
|--|------------------------|-------------|--|
| GOLF COURSE | | | |
| 10-213-090 | MAINTENANCE | \$ 1,900.00 | |
| 10-104-226 | TRANSFER FROM RESERVES | \$ 1,900.00 | |
| TO RECORD REVENUE AND EXPENSE FOR TRAILER FOR GOLF COURSE FROM COMMITTED FUNDS | | | |

| | | | |
|---|------------------------|-------------|--|
| COUNTY CLERK | | | |
| 10-402-186 | ELECTION EXPENSE | \$ 1,230.00 | |
| 10-104-226 | TRANSFER FROM RESERVES | \$ 1,230.00 | |
| TO RECORD REVENUE AND EXPENSE FOR ELECTION EXPENSE FROM COMMITTED FUNDS | | | |

| | | | |
|--|------------------------|--------------|--|
| EMERGENCY MANAGEMENT | | | |
| 10-235-210 | GRANT EXPENSE | \$ 37,414.00 | |
| 10-104-226 | TRANSFER FROM RESERVES | \$ 37,414.00 | |
| TO RECORD REVENUE AND EXPENSE FOR SHELL GRANT FROM COMMITTED FUNDS | | | |

| | | | |
|--|-------------------------|---------------|--|
| CAPITAL EXPENDITURES | | | |
| 10-230-080 | CAPITAL EXPENDITURES | \$ 111,908.00 | |
| 10-104-226 | TRANSFER FROM RESERVIES | \$ 111,908.00 | |
| TO RECORD REVENUE AND EXPENSE FOR HOSPITAL SOFTWARE FROM COMMITTED FUNDS | | | |

which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
 Noes: None

A motion was made by Commissioner Neal and seconded by Commissioner Stevens to receive the following Monthly Reports from County Officials of fees earned and collected for the month of January, 2014:

MONTHLY REPORTS

For the Month of

Feb 2014

| | Date Received | Amount |
|--|----------------------|----------------|
| Tommy Duckworth, Co Attorney Fee _____ Hot Check _____ | | |
| Bonnie Leck, County Judge _____ | | |
| Minerva Soltero, Tax Assessor _____ | for Jan 2014 2-11-14 | \$2950.62 |
| Shethelia Reed, County Clerk _____ | | |
| Glenda Mixon, JP Precinct #2 _____ | | |
| Sherry Terry, District Clerk _____ | | |
| DeLynn Trammell, JP Precinct #1 _____ | | |
| George Keely, Sheriff _____ | | |
| Eric DeAnda, Probation _____ | | |
| Billy Stevens, Commissioner Precinct #1 _____ | | |
| Robbie Wolf, Commissioner Precinct #2 _____ | | |
| Randy Neal, Commissioner Precinct #3 _____ | | |
| Billy Ray Thompson, Commissioner Precinct #4 _____ | | |
| Jeanna Willhelm, Auditor Investment _____ | | |
| Eulonda Everest, Treasurer _____ | for Jan 2014 2-11-14 | \$3,867,326.76 |
| Lee Wilson, Constable Pct #2 _____ | | |
| Richard Crow, Constable Pct #1 _____ | | |

which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
 Noes: None

A motion was made by Commissioner Wolf and seconded by Commissioner Stevens to examine and approve bills over \$500.00 and place in line for payment; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
 Noes: None

A motion was made by Commissioner Neal and seconded by Commissioner Stevens to approve claims against the County and pay as per list of vouchers submitted; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

A motion was made by Commissioner Stevens and seconded by Commissioner Neal to adjourn the meeting; which motion became an order of the Court upon the following vote:

Ayes: Commissioners Stevens, Wolf, Neal and Thompson
Noes: None

MINUTES approved the _____ day of _____, 20____.

COUNTY CLERK