

**MINUTES**  
**WALLER COUNTY COMMISSIONER'S COURT**  
**REGULAR SESSION**  
**WEDNESDAY – JANUARY 18, 2023**

**BE IT REMEMBERED** that the Honorable Commissioner's Court of Waller County, Texas, met in **REGULAR SESSION** on Wednesday, the 18<sup>th</sup> day of January 2023 at its meeting place in the Commissioners Courtroom of the Waller County Courthouse, Hempstead, Texas. The meeting was called to order by Waller County Judge Trey Duhon at 9:02 a.m. with the following members of the Court present to-wit:

Carbett "Trey" J. Duhon III, County Judge  
John A. Amsler, Commissioner Precinct 1  
Walter Smith, Commissioner Precinct 2  
Kendric D. Jones, Commissioner Precinct 3  
Justin Beckendorff, Commissioner Precinct 4  
Debbie Hollan, County Clerk

Delivery of Invocation by: Commissioner Amsler  
Pledge to the American Flag and Texas Flag led by: Commissioner Beckendorff

**1. Approval of Agenda.**

Motion made by Commissioner Jones, seconded by Commissioner Beckendorff.

**Motion carried** by 5-0 vote.

<i>Judge Trey Duhon – Yes</i>	<i>Commissioner Amsler – Yes</i>	<i>Commissioner Smith – Yes</i>
	<i>Commissioner Jones – Yes</i>	<i>Commissioner Beckendorff – Yes</i>

**PUBLIC COMMENT – None**

To slow the spread of COVID-19, the public may make public comment at the beginning of the meeting by teleconference. **Local callers should call 979-921-6212.** Non-local callers should call 800-576-1131. The user code for both numbers is **14329937**. Callers will be asked if they would like to make public comment. After public comment, the teleconference line will be closed. The public may continue to watch the meeting streamed online at <http://wallercountytexas.swagit.com/live>.

**CONSENT AGENDA**

Items identified within the consent agenda are of a routine nature, and will be passed with one vote without being discussed separately. If a member of the court or public requests that a particular item be discussed, that agenda item will be pulled from the Consent Agenda and discussed as part of the regular agenda at the appropriate time. One vote will approve the remaining items on the Consent Agenda.

2. Approval of the minutes – January 11, 2023 Regular Session
3. Request to approve payment on the following:
  - (a) \$800.00 for invoice # 12 to Stephen & Flowers Funerals and Cremations Funeral Home from line item 125-423-540705 [Transport to Morgue].
  - (b) \$85.00 for Invoice # 2357401 [Courthouse, Hold-Up Alarm], and \$995.00 for Invoice # 23112401 [Courthouse Camera Surveillance], for a total \$1,080.00 payable to TAC Security from line item 117-428-568425 [Courthouse Security/Misc. Security].

4. Request by County Auditor for approval and/or ratification of Accounts Payable.
5. Request by County Treasurer for approval of Treasurer's Monthly Report.
6. Request by County Treasurer for approval of payment for retiree insurance.
7. Request by County Treasurer for approval of payment for State Quarterly reports.
8. Request by County Treasurer for approval of amendments to the 2023 Salary Order correcting two hourly rates.
9. Request by County Treasurer for approval of Stale Dated Checks list.
10. Request by County Engineer for authorization to re-bid construction materials.
11. Request by County Engineer for authorization to bid Road and Bridge software.
12. Request by County Engineer for the approval of an Access Easement from John Bell for the purpose of cleaning an outfall ditch near Robinson Road.

Motion to approve consent agenda made by Commissioner Jones, seconded by Commissioner Beckendorff.

**Motion carried** by 5-0 vote.

Judge Trey Duhon – Yes	Commissioner Amsler – Yes	Commissioner Smith – Yes
	Commissioner Jones – Yes	Commissioner Beckendorff – Yes

## ECONOMIC DEVELOPMENT

13. Discuss and take action to approve Tax Abatement Agreement with Woods Road Industrial, L.L.C. and Igloo Products Corporation. Woods Road Industrial is the tax abatement applicant and owner of the real property located at 1519 & 1523 Woods Road in Brookshire, Texas. The property is in the reinvestment zone known as Waller County Woods Road Industrial Park Reinvestment Zone 13, located south of Interstate 10 and east Woods Road. Woods Road Industrial and Igloo Products Corporation will improve existing buildings with additional heavy equipment, security features, fencing, and related improvements at a cost of approximately \$13,000,000.

Motion made by Commissioner Jones, seconded by Commissioner Beckendorff.

**Motion carried** by 5-0 vote.

Judge Trey Duhon – Yes	Commissioner Amsler – Yes	Commissioner Smith – Yes
	Commissioner Jones – Yes	Commissioner Beckendorff – Yes

## COMMISSIONER, PRECINCT 2

14. Discussion of Maple Woods project in reference to reimbursement for the roundabout.  
*No action required.*

## COMMISSIONER, PRECINCT 3

15. Discuss and take action on Mobility Needs Assessment.

Motion made by Commissioner Jones, seconded by Commissioner Beckendorff.

Commissioner Jones made motion to amend to enter in negotiations with Half to begin the mobility needs assessment, seconded by Commissioner Beckendorff.

**Amendment carried** by 5-0 vote.

Judge Trey Duhon – Yes	Commissioner Amsler – Yes	Commissioner Smith – Yes
	Commissioner Jones – Yes	Commissioner Beckendorff – Yes

**Amended Motion carried by 5-0 vote.**

Judge Trey Duhon – Yes

Commissioner Amsler – Yes

Commissioner Jones – Yes

Commissioner Smith – Yes

Commissioner Beckendorff – Yes

**SHERIFF**

16. Discuss and take action to approve salary changes for several positions.

Motion made by Commissioner Beckendorff, seconded by Commissioner Jones.

**Motion carried by 5-0 vote.**

Judge Trey Duhon – Yes

Commissioner Amsler – Yes

Commissioner Jones – Yes

Commissioner Smith – Yes

Commissioner Beckendorff – Yes

**COUNTY ENGINEER**

17. Discuss and take action to approve the Final Plat of Lakeview Section 1 and accept the Maintenance Bond in Precinct 3.

Motion made by Commissioner Beckendorff, seconded by Commissioner Jones.

Motion to table made by Commissioner Beckendorff, seconded by Commissioner Jones.

**Motion carried by 5-0 vote. Item TABLED.**

Judge Trey Duhon – Yes

Commissioner Amsler – Yes

Commissioner Jones – Yes

Commissioner Smith – Yes

Commissioner Beckendorff – Yes

18. ~~Discuss and take action to approve the Final Plat of Lakeview Section 2 and accept the Maintenance Bond in Precinct 3. Item WITHDRAWN.~~

19. ~~Discuss and take action to approve the Final Plat of Lakeview Section 3 and accept the Maintenance Bond in Precinct 3. Item WITHDRAWN.~~

20. ~~Discuss and take action to approve the Final Plat of Lakeview Section 4 and accept the Maintenance Bond in Precinct 3. Item WITHDRAWN.~~

**DIRECTOR OF POLICY AND ADMINISTRATION**

21. Discuss and take action on Classification and Compensation Study RFP.

Motion made by Commissioner Jones, seconded by Commissioner Beckendorff.

Commissioner Beckendorff made motion to amend to allow them to enter into negotiations with Evergreen Solutions LLC, seconded by Commissioner Jones.

**Amendment carried by 5-0 vote.**

Judge Trey Duhon – Yes

Commissioner Amsler – Yes

Commissioner Jones – Yes

Commissioner Smith – Yes

Commissioner Beckendorff – Yes

**Amendment carried by 5-0 vote.**

Judge Trey Duhon – Yes

Commissioner Amsler – Yes

Commissioner Jones – Yes

Commissioner Smith – Yes

Commissioner Beckendorff – Yes

22. Discuss and take action to advertise the notice of intent to create a new County Court at Law for Waller County during the 88<sup>th</sup> Legislative Session in the Katy Times and Waller County Express. Funding to be paid from line item 125-401-544100 [Bid Notices and Printing].

Motion made by Commissioner Jones, seconded by Commissioner Beckendorff.

**Motion carried by 5-0 vote.**

Judge Trey Duhon – Yes

Commissioner Amsler – Yes

Commissioner Jones – Yes

Commissioner Smith – Yes

Commissioner Beckendorff – Yes

## **FIRE MARSHAL**

23. **Spread** upon the minutes the annual Texas Commission on Law Enforcement Racial Profiling Report for the Waller County Fire Marshal's Office.  
*No action required.*

## **AUDITOR**

24. Discuss and take action to certify the \$50,000.00 grant award from the **Southwest Southeast** Texas Housing Finance Corporation and approve budget amendment, WC 2023-01.

Motion made by Commissioner Jones, seconded by Commissioner Beckendorff.

Commissioner Jones made motion to amend to Southeast, seconded by Commissioner Beckendorff.  
**Amendment carried** by 5-0 vote.

Judge Trey Duhon – Yes	Commissioner Amsler – Yes	Commissioner Smith – Yes
	Commissioner Jones – Yes	Commissioner Beckendorff – Yes

**Amended Motion carried** by 5-0 vote.

Judge Trey Duhon – Yes	Commissioner Amsler – Yes	Commissioner Smith – Yes
	Commissioner Jones – Yes	Commissioner Beckendorff – Yes

25. **Spread** upon the minutes the certification of the \$6,000.00 grand award from HGAC and Juvenile Probation budget amendment, 2023-02.  
*No action required.*

26. Request by County Auditor for approval of quarterly reimbursement of Juror Payments.

Motion made by Commissioner Jones, seconded by Commissioner Beckendorff.

**Motion carried** by 5-0 vote.

Judge Trey Duhon – Yes	Commissioner Amsler – Yes	Commissioner Smith – Yes
	Commissioner Jones – Yes	Commissioner Beckendorff – Yes

## **MISCELLANEOUS**

27. ~~Discuss and take action to deliberate business and financial issues in executive session based on determination and recommendation from the District Attorney's Office that deliberation in an open meeting regarding business and financial issues related to the purchase, exchange, lease, or value of real properties would have a detrimental effect on the position of the County in negotiations with third persons.~~

**Item WITHDRAWN.**

28. ~~Discuss and take action to deliberate business and financial issues in executive session based on determination and recommendation from the District Attorney's Office that deliberation in an open meeting regarding business and financial issues related to contract negotiations for it would have a detrimental effect on the position of the County in negotiations with third persons.~~

**Item WITHDRAWN.**

## EXECUTIVE SESSION

29. Deliberate business and financial issues related to the purchase, exchange, lease or value of real properties pursuant to Government Code Sections 551.072 and 551.0725. Item WITHDRAWN.
30. Deliberate business and financial issues related to contract negotiations pursuant to Government Code 551.0725. Item WITHDRAWN.
31. Deliberate the evaluation and duties of the Construction Manager pursuant to Government Code Section 551.074. Item WITHDRAWN.
32. Deliberate the evaluation and duties of the County Engineer pursuant to Government Code Section 551.074. Item WITHDRAWN.
33. Consultation with District Attorney and outside counsel pursuant to Government Code Section 551.071. Item WITHDRAWN.
34. Reconvene in Open Session to take any action necessary on matters discussed in Executive Session. Item WITHDRAWN.

## **ADJOURN MEETING**

Motion to **adjourn** meeting by Commissioner Amsler, seconded by Commissioner Jones.  
**Motion carried** by 5-0 vote.

Judge Trey Duhon – Yes

Commissioner Amsler – Yes

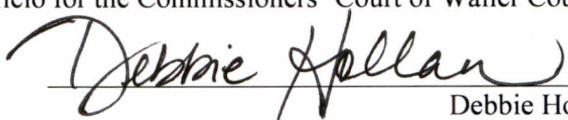
Commissioner Smith – Yes

Commissioner Jones – Yes

Commissioner Beckendorff – Yes

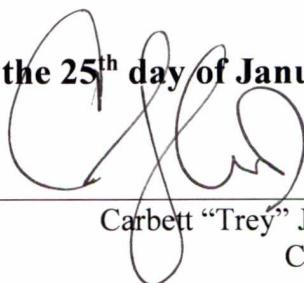
Meeting was **ADJOURNED** at 10:17 a.m.

I ATTEST that the above proceedings are the true and correct minutes taken in my capacity as Ex-Officio for the Commissioners' Court of Waller County.



Debbie Hollan  
Waller County Clerk

APPROVED this the 25<sup>th</sup> day of January 2023.



Carbett "Trey" J. Duhon, III  
County Judge

3a

Stephens & Flowers Funerals and Cremations  
4003 Front St. Brookshire, Texas 77423

Mailing address  
2702 Sunnyside Ln. Pearland, Tx 77584  
Office 713 859 6117  
Fax 281 375 9356

Waller county



## INVOICE

Invoice # 0000012

Invoice Date 12/13/2022

Due Date 12/27/2022

Item	Description	Unit Price	Quantity	Amount
	Pick up	1.00	400.00	400.00
	Transport to ME	1.00	400.00	400.00

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12/13/2022-12/27/2022

NOTES Picked up

Registration # 100939  
Joan Sargent Waller Co. Treasurer  
Deputy SJR Date 12/13/2022

Subtotal	800.00
Total	800.00
Amount Paid	0.00
Balance Due	\$800.00

**TAC SECURITY & VIDEO**

PO BOX 1049  
WALLER TX 77484-1049  
Since 1979 - State Lic B02362  
936-931-9632 / 713-686-2999  
[tacsecurity.net](http://tacsecurity.net)

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**WALLER COUNTY TREASURER  
836 AUSTIN ST STE 316  
HEMPSTEAD TX 77445-4673**

## INVOICE / STATEMENT

DATE	INVOICE #	ACCOUNT #	VENDOR #	ORDERED BY/ CONTACT/PO #	PREMISE PH #
1/1/23	23 5474 01	03 13 5474			979 826 3357
NAME	LOCATION			MAP #	
WALLER COURTHOUSE - HOLD-UP ALARM	836 AUSTIN ST - HEMPSTEAD TX 77445-4671				

ENV	PREMISE	TYPE SYSTEM	TYPE INSTALL	TYPE SALE	MONITORED	X	SERVICED
N	COMMERCIAL	HU	2 LYNXR-EN CONTROL UNITS	SUBSCRIBER	SERVICE INCL	X	1900 7/8/22

SALES TAX TAXABLE AMOUNT	BA-ACCESS	DVR-COMM	MONTHLY	STATE	CITY	TAX%	SALES TAX	TOTAL MONTHLY
	85.00		85.00				0.00	85.00

AMOUNT DUE 170.00

TAC SECURITY EIN/TIN: 46-1829748

85.00

**COMMERCIAL & RESIDENTIAL SECURITY SINCE 1979**  
SALES & SERVICE 713 686 2999 - 936 931 9632 / DISPATCH CENTER 1 866 491 3400  
Website: tacsecurity.net ~ Email: tac@tacsecurity.net  
*TAC makes no guarantee, warranty, claim, assertion, promise, representation, assurance or insurance, verbal or written, that the alarm, security equipment or monitoring will function as intended or prevent a loss.*  
TAC Security Systems - The Alarm Co. is licensed and regulated by the  
Texas Department of Public Safety - Private Security Bureau - License B02362  
Complaints may be directed to PO Box 4087 - Austin, Texas 78773-0001 - 1 512 424 7293

**TAC SECURITY & VIDEO**

PO BOX 1049  
WALLER TX 77484-1049  
Since 1979 - State Lic B02362  
936-931-9632 / 713-686-2999  
tacsecurity.net

JOHN D ZEMAN 058 AUDITOR

WALLER COUNTY TREASURER  
836 AUSTIN ST STE 316  
HEMPSTEAD TX 77445-4673

RECEIVED  
JOHN D ZEMAN  
AUDITOR  
WALLER COUNTY  
TREASURER

**INVOICE / STATEMENT**

DATE	INVOICE #	ACCOUNT #	VENDOR #	ORDERED BY/ CONTACT/PO #	PREMISE PH #			
1/1/23	23 1124 01	DVR 1124			979 826 4204			
NAME		LOCATION			MAP #			
WALLER COUNTY COURTHOUSE - 36 CAMERA SURVEILLANCE SYSTEM		836 AUSTIN ST - HEMPSTEAD TX 77445-4671						
ENV	PREMISE	TYPE SYSTEM	TYPE INSTALL	TYPE SALE	MONITORED SERVICE INCL MAIL O+C	SERVICED		
N	COMMERCIAL	DVR		LEASE	X	4/21/22		
SALES TAX TAXABLE AMOUNT	BA-ACCESS	DVR-COMM	MONTHLY	STATE	CITY	TAX%	SALES TAX	TOTAL MONTHLY
		995.00	995.00				0.00	995.00
DATE		DESCRIPTION					AMOUNT	
8/1/22	AUGUST 22					995.00		
8/19/22	PAYMENT - CHECK 1138349					-995.00		
9/1/22	SEPTEMBER 22					995.00		
9/23/22	PAYMENT - CHECK 1138789					-995.00		
10/1/22	OCTOBER 22					995.00		
10/21/22	PAYMENT - CHECK 1139152					-995.00		
11/1/22	NOVEMBER 22					995.00		
11/14/22	SERVICE - REPLACED DOWNSTAIRS CAMERA POWER SUPPLY					0.00		
11/25/22	PAYMENT - CHECK 1139604					-995.00		
12/1/22	DECEMBER 22 <i>Paid Check 1140066</i>					995.00		
1/1/23	JANUARY 23					995.00		

AMOUNT DUE **1,990.00**

TAC SECURITY EIN/TIN: 46-1829748

Registration # 001218  
Joan Sargent Waller Co. Treasurer  
Deputy QAC Date 11/10/23

995.00

COMMERCIAL & RESIDENTIAL SECURITY SINCE 1979

SALES & SERVICE 713 686 2999 - 936 931 9632 / DISPATCH CENTER 1 866 491 3400

Website: tacsecurity.net ~ Email: tac@tacsecurity.net

TAC makes no guarantee, warranty, claim, assertion, promise, representation, assurance or insurance, verbal or written, that the alarm, security equipment or monitoring will function as intended or prevent a loss.

TAC Security Systems - The Alarm Co. is licensed and regulated by the

Texas Department of Public Safety - Private Security Bureau - License B02362

Complaints may be directed to PO Box 4087 - Austin, Texas 78773-0001 - 1 512 424 7293



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Commissioner's Court Date: 01-18-23

It is ORDERED by this Court motion by Commissioner Jones, duly seconded by Commissioner Beckendorff that the following Accounts Payable be and the same are hereby APPROVED with warrants to be issued accordingly, with all members present voting in favor and 0 members present voting opposed.

Attest:

A handwritten signature of Debbie Hollan.

Debbie Hollan, County Clerk

Date: JAN 18 2023

Approved:

A handwritten signature of Alan Younts.

Alan Younts, County Auditor

Commissioners' Court Approval:

A handwritten signature of John A. Amsler.

John A. Amsler  
Commissioner, Precinct 1

A handwritten signature of Walter E. Smith.

Walter E. Smith  
Commissioner, Precinct 2

A handwritten signature of Kendric D. Jones.

Kendric D. Jones  
Commissioner, Precinct 3

A handwritten signature of Justin Beckendorff.

Justin Beckendorff  
Commissioner, Precinct 4

A handwritten signature of Carbett "Trey" J. Duhon.

Carbett "Trey" J. Duhon  
County Judge



Commissioner's Court Date: 01-18-23

It is ORDERED by this Court motion by Commissioner Jones, duly seconded by Commissioner Beckendorff that the following Accounts Payable be and the same are hereby RATIFIED with warrants to be issued accordingly, with all members present voting in favor and 0 members present voting opposed.

Attest:

Debbie Hollan  
Debbie Hollan, County Clerk

Date: JAN 18 2023

Approved:

Alan Younts  
Alan Younts, County Auditor

Commissioners' Court Approval:

John A. Amsler  
John A. Amsler  
Commissioner, Precinct 1

Walter E. Smith  
Walter E. Smith  
Commissioner, Precinct 2

Kendric D. Jones  
Kendric D. Jones  
Commissioner, Precinct 3

Justin Beckendorff  
Justin Beckendorff  
Commissioner, Precinct 4

Carbett "Trey" J. Duhon  
Carbett "Trey" J. Duhon  
County Judge



Waller County, TX

## Check Register

Packet: APPKT05347 - COMM CRT 01/18/2023

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
18363	4S DISTRIBUTING	01/18/2023	Regular	0.00	1,049.20	1140140
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
1255840	Invoice	01/03/2023	125/001196/ACCT#WCSD004/SO/PO 336	0.00	1,049.20	
	Supplies and Stationary		125/001196/ACCT#WCSD0		1,049.20	
14802	AT & T	01/18/2023	Regular	0.00	1,466.30	1140141
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
3231284789	Invoice	12/19/2022	125/001019/ACCT#831-000-7522 045/ET	0.00	1,466.30	
	Telephone/Equip & Svc		125/001019/ACCT#831-00		1,466.30	
16657	AT & T MOBILITY LLC	01/18/2023	Regular	0.00	3,802.33	1140142
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125/001008/ACCT#287296578005/COUN	Invoice	12/19/2022	125/001008/ACCT#287296578005/COUN	0.00	2,289.97	
	County Cell Phone		125/001008/ACCT#28729		1,929.97	
	Air Card/Wireless		125/001008/ACCT#28729		360.00	
125/001007/ACCT#28729906913/COUNT	Invoice	12/19/2022	125/001007/ACCT#28729906913/COUNT	0.00	1,296.57	
	County Cell Phone		125/001007/ACCT#28729		1,296.57	
125/001024/ACCT#287299693800/COIVD	Invoice	12/19/2022	125/001024/ACCT#287299693800/COIVD	0.00	215.79	
	County Cell Phone		125/001024/ACCT#28729		155.79	
	ARP Miscellaneous		125/001024/ACCT#28729		60.00	
11327	AMBASSADOR SERVICES LLC	01/18/2023	Regular	0.00	3,161.51	1140143
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125/001088/JANITORIAL SERVICES/JAN/	Invoice	01/01/2023	125/001088/JANITORIAL SERVICES/JAN/	0.00	3,161.51	
	Contract Labor		125/001088/JANITORIAL S		3,161.51	
12274	AMG PRINTING & MAILING	01/18/2023	Regular	0.00	89.50	1140144
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125/001145/INV#PC-461/EA/PO 32681	Invoice	10/13/2022	125/001145/INV#PC-461/EA/PO 32681	0.00	89.50	
	Stock Printing		125/001145/INV#PC-461/		89.50	
T.8502	APPEL FORD MERCURY	01/18/2023	Regular	0.00	818.33	1140145
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125/001106/REPAIRS UNIT#130/LAW ENF	Invoice	10/31/2022	125/001106/REPAIRS UNIT#130/LAW ENF	0.00	818.33	
	Parts and Repairs		125/001106/REPAIRS UNIT		818.33	
10919	ASCO EQUIPMENT	01/18/2023	Regular	0.00	76.95	1140146
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125/001075/CUST#BP0032649/R&B/PO 3	Invoice	12/20/2022	125/001075/CUST#BP0032649/R&B/PO 3	0.00	76.95	
	Fleet Operations		125/001075/CUST#BP003		76.95	
01340	BROOKSHIRE M.W.D.	01/18/2023	Regular	0.00	348.11	1140147
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
110/001011/ACCT#02-4600-00/11.16 TO	Invoice	12/23/2022	110/001011/ACCT#02-4600-00/11.16 TO	0.00	101.76	
	Utilities		110/001011/ACCT#02-460		101.76	

## Check Register

Packet: APPKT05347-COMM CRT 01/18/2023

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
1234567890	Invoice	12/23/2022	125/001012/ACCT#01-4350-00/LIB/11.16	0.00	46.73	
1234567890	Utilities		125/001012/ACCT#01-435		46.73	
1234567890	Invoice	12/23/2022	125/001013/ACCT#01-4340-00/LIB/11.16	0.00	99.62	
1234567890	Utilities		125/001013/ACCT#01-434		99.62	
1234567890	Invoice	12/23/2022	125/001014/ACCT#01-1450-00/TAX/11.1	0.00	100.00	
1234567890	Utilities		125/001014/ACCT#01-145		100.00	
01779	C & G WHOLESALE	01/18/2023	Regular	0.00	10,426.16	1140148
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
1234567890	Invoice	12/16/2022	125/001069/CUST#W79334/SO/PO 3360	0.00	54.99	
1234567890	Uniforms		125/001069/CUST#W7933		54.99	
1234567890	Invoice	12/16/2022	125/001068/CUST#W79334/SO/PO 3360	0.00	11.90	
1234567890	Uniforms		125/001068/CUST#W7933		11.90	
1234567890	Invoice	12/16/2022	125/001067/CUST#W79334/SO/PO 3360	0.00	84.88	
1234567890	Uniforms		125/001067/CUST#W7933		84.88	
1234567890	Invoice	12/21/2022	125/001066/CUST#W79334/SO/PO 3360	0.00	360.96	
1234567890	Uniforms		125/001066/CUST#W7933		360.96	
1234567890	Invoice	12/21/2022	125/001065/CUST#W79334/SO/PO 3360	0.00	147.99	
1234567890	Uniforms		125/001065/CUST#W7933		147.99	
1234567890	Invoice	12/30/2022	125/001192/CUST#W79334/SO/PO 3363	0.00	164.97	
1234567890	Uniforms		125/001192/CUST#W7933		164.97	
1234567890	Invoice	12/30/2022	125/001191/CUST#W79334/SO/PO 3363	0.00	219.96	
1234567890	Uniforms		125/001191/CUST#W7933		219.96	
1234567890	Invoice	12/30/2022	125/001194/CUST#W79334/SO/PO 3363	0.00	139.87	
1234567890	Uniforms		125/001194/CUST#W7933		139.87	
1234567890	Invoice	12/30/2022	125/001193/CUST#W79334/SO/PO 3364	0.00	408.00	
1234567890	Uniforms		125/001193/CUST#W7933		408.00	
1234567890	Invoice	12/30/2022	125/001202/CUST#W79334/SO/PO 3364	0.00	4,499.27	
1234567890	Uniforms		125/001202/CUST#W7933		4,499.27	
1234567890	Invoice	12/30/2022	125/001201/CUST#W79334/SO/PO 3364	0.00	288.00	
1234567890	Uniforms		125/001201/CUST#W7933		288.00	
1234567890	Invoice	12/30/2022	125/001200/CUST#W79334/SO/PO 3364	0.00	550.37	
1234567890	Uniforms		125/001200/CUST#W7933		550.37	
1234567890	Invoice	12/30/2022	125/001199/CUST#W79334/SO/PO 3364	0.00	3,000.00	
1234567890	Uniforms		125/001199/CUST#W7933		3,000.00	
1234567890	Invoice	12/30/2022	125/001199/CUST#W79334/SO/PO 3364	0.00	495.00	
1234567890	Uniforms		125/001199/CUST#W7933		495.00	
17969	CAPITAL ONE, N.A.	01/18/2023	Regular	0.00	1,204.93	1140149
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
1234567890	Invoice	12/08/2022	125/001081/ACCT#621483/LIB/PO 33400	0.00	252.70	
1234567890	Miscellaneous		125/001081/ACCT#62148		252.70	
1234567890	Invoice	12/08/2022	125/001081/ACCT#621483/LIB/PO 33399	0.00	22.96	
1234567890	Books, Etc		125/001081/ACCT#62148		22.96	
1234567890	Invoice	11/28/2022	125/001081/ACCT#621483/COMM/PO 33	0.00	34.97	
1234567890	Equipment & Supplies		125/001081/ACCT#62148		34.97	
1234567890	Invoice	12/16/2022	125/001081/ACCT#621483/EXT/PO 3357	0.00	619.10	
1234567890	Supplies and Stationary		125/001081/ACCT#62148		619.10	
1234567890	Invoice	12/15/2022	125/001081/ACCT#621483/SO/PO 33462	0.00	187.92	
1234567890	Supplies and Stationary		125/001081/ACCT#62148		187.92	
1234567890	Invoice	12/14/2022	125/001081/ACCT#621483/COUNTY CHRI	0.00	87.28	

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Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
	125/001081/ACCT#62148	Miscellaneous		125/001081/ACCT#62148	87.28	
03721	CITY OF HEMPSTEAD	01/18/2023	Regular	0.00	16,378.45	1140150
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125120	Invoice	12/31/2022	125/110/001026/UTILITIES/11.15 TO 12.1	0.00	16,378.45	
	Utilities		125/110/001026/UTILITIE		1,601.30	
	Utilities		125/110/001026/UTILITIE		14,777.15	
12774	CITY OF WALLER	01/18/2023	Regular	0.00	175.24	1140151
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
010123	Invoice	12/21/2022	125/INTERLOCAL/ISSUANCE OF MOTOR V	0.00	87.62	
	City of Waller/Interlocal		125/INTERLOCAL/ISSUANC		87.62	
	Invoice	01/04/2023	125/INTERLOCAL/ISSUANCE OF MOTOR V	0.00	87.62	
	City of Waller/Interlocal		125/INTERLOCAL/ISSUANC		87.62	
12663	COMMAND COMMUNICATIONS	01/18/2023	Regular	0.00	109,839.60	1140152
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125120	Invoice	12/16/2022	125/100921/RADIOS/SO/PO 33501	0.00	109,839.60	
	Equipment		125/100921/RADIOS/SO/P		109,839.60	
01110	CONSOLIDATED COMMUNICATIONS	01/18/2023	Regular	0.00	1,794.67	1140153
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
010123	Invoice	01/01/2023	125/001176/ACCT#281-375-5550/LIB/01.	0.00	456.13	
	Telephone/Equip & Svc		125/001176/ACCT#281-37		456.13	
	Invoice	01/01/2023	125/001175/ACCT#281-934-3516/LIB/01.	0.00	99.24	
	Telephone/Equip & Svc		125/001175/ACCT#281-93		99.24	
	Invoice	01/01/2023	125/001174/ACCT#000-961-9639/ANNEX	0.00	1,134.70	
	Telephone/Equip & Svc		125/001174/ACCT#000-96		1,134.70	
	Invoice	01/01/2023	125/001173/ACCT#281-934-3323/R&B/0	0.00	51.80	
	Telephone/Equip & Svc		125/001173/ACCT#281-93		51.80	
	Invoice	01/01/2023	125/001172/ACCT#281-934-2084/LIB/01.	0.00	52.80	
	Telephone/Equip & Svc		125/001172/ACCT#281-93		52.80	
19415	CYPRESS FLEET SERVICE	01/18/2023	Regular	0.00	36,184.22	1140154
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125120	Invoice	12/10/2022	125/100777/INV#1218/SO/PO 33449	0.00	5,381.06	
	Equipment		125/100777/INV#1218/SO		5,381.06	
	Invoice	12/10/2022	125/100776/INV#1219/SO/PO 33451	0.00	30,803.16	
	Equipment		125/100776/INV#1219/SO		30,803.16	
18099	DIGG COMMERCIAL, LLC	01/18/2023	Regular	0.00	7,084.82	1140155
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125120	Invoice	12/14/2022	241/100901/MELLMAN ROAD/R&B	0.00	7,084.82	
	ARP Miscellaneous		241/100901/MELLMAN R		7,084.82	
15599	DOBIE SUPPLY LLC	01/18/2023	Regular	0.00	2,560.00	1140156
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125120	Invoice	12/28/2022	110/001118/INV#40534/R&B/PO 33581	0.00	2,560.00	
	Sign & Striping Materials		110/001118/INV#40534/R		2,560.00	
15551	EDMINSTER HINSHAW RUSS & ASSC	01/18/2023	Regular	0.00	33,370.00	1140157

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Vendor Number Payable # Account Number	Vendor Name Payable Type Invoice	Payment Date Payable Date Account Name	Payment Type Payable Description Project Account Key	Discount Amount Payable Amount Dist Amount	Payment Amount Payable Amount	Number
		12/08/2022	110/100693/WOODS ROAD AT 290/R&B	0.00	33,370.00	
			Prof Consult/Flood Plain	110/100693/WOODS ROA	33,370.00	
T.13904	ENGEDI PEST CONTROL	01/18/2023	Regular	0.00	1,515.00	1140158
Payable # Account Number	Payable Type Invoice	Payable Date 12/07/2022	Payable Description Contract Labor	Discount Amount 0.00	Payable Amount 75.00	Dist Amount
			125/100962/ACCT#4462/BUILD MAINT/P			
			125/100962/ACCT#4462/B	75.00		
	AN531	12/06/2022	125/100963/ACCT#1142/BUILD MAINT/P	0.00	140.00	
			125/100963/ACCT#1142/B	140.00		
	AN531	12/09/2022	125/100967/ACCT#1135/BUILD MAINT/P	0.00	230.00	
			125/100967/ACCT#1135/B	230.00		
	AN531	12/12/2022	125/100965/ACCT#1130/BUILD MAINT/P	0.00	215.00	
			125/100965/ACCT#1130/B	215.00		
	AN531	12/16/2022	125/100964/ACCT#7822/BUILD MAINT/P	0.00	430.00	
			125/100964/ACCT#7822/B	430.00		
	AN531	12/22/2022	125/001032/ACCT#7915/BUILD MAINT/P	0.00	425.00	
			125/001032/ACCT#7915/B	425.00		
19546	FAIRFIELD INN & SUITES BY MARRIC	01/18/2023	Regular	0.00	553.70	1140159
Payable # Account Number	Payable Type Invoice	Payable Date 01/04/2023	Payable Description Training & Conference Ex	Discount Amount 0.00	Payable Amount 553.70	Dist Amount
			125/001059/ICAC TRAINING 01.22 TO 01.			
			125/001059/ICAC TRAININ	553.70		
18461	GOLDEN LEGACY VETERINARY CLINI	01/18/2023	Regular	0.00	60.00	1140160
Payable # Account Number	Payable Type Invoice	Payable Date 12/05/2022	Payable Description Animal Housing/Care	Discount Amount 0.00	Payable Amount 60.00	Dist Amount
			125/001190/INV#INV0067/SO/PO 33634			
			125/001190/INV#INV0067	60.00		
08199	GRAINGER	01/18/2023	Regular	0.00	414.58	1140161
Payable # Account Number	Payable Type Invoice	Payable Date 09/13/2022	Payable Description Repair & Replacement	Discount Amount 0.00	Payable Amount 327.02	Dist Amount
			125/100978/ACCT#839948247/BUILD MA			
			125/100978/ACCT#83994	327.02		
	9415100	10/17/2022	125/100980/ACCT#839948247/BUILD MA	0.00	55.22	
			125/100980/ACCT#83994	55.22		
	9415100	11/29/2022	125/100981/ACCT#839948247/BUILD MA	0.00	32.34	
			125/100981/ACCT#83994	32.34		
17745	HARRIS COUNTY ACCOUNTS RECEIV	01/18/2023	Regular	0.00	4,183.00	1140162
Payable # Account Number	Payable Type Invoice	Payable Date 12/05/2022	Payable Description Autopsy	Discount Amount 0.00	Payable Amount 4,183.00	Dist Amount
			125/100550/CUST#0000003180/AUTOPS			
			125/100550/CUST#00000	4,183.00		
12714	HEISE TRUCKING, LLC	01/18/2023	Regular	0.00	14,496.23	1140163
Payable # Account Number	Payable Type Invoice	Payable Date 12/19/2022	Payable Description ARP Miscellaneous	Discount Amount 0.00	Payable Amount 14,496.23	Dist Amount
			241/100915/MELLMAN ROAD/R&B			
			241/100915/MELLMAN R	14,496.23		
10209	HENRY, GREG	01/18/2023	Regular	0.00	548.55	1140164

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Vendor Number Payable # Account Number	Vendor Name Payable Type	Payment Date		Payment Type		Discount Amount Payable Amount	Payment Amount	Number
		Payable Date	Payable Description	Project Account Key	Item Description			
		Account Name	Dist Amount					
030723	Invoice	11/01/2022	125/001206/REIMB IPAD CASE COMM CO			0.00	548.55	
		Equipment			125/001206/REIMB IPAD C		548.55	
03897	HOMETOWN HARDWARE	01/18/2023	Regular			0.00	227.48	1140165
Payable # Account Number	Payable Type	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Number
151881/2	Invoice	12/21/2022	125/100935/CUST#149/BUILD MAINT/PO			0.00	13.98	
		Supplies			125/100935/CUST#149/B		13.98	
151882/2	Invoice	12/21/2022	125/100903/CUST#149/BUILD MAINT/PO			0.00	51.48	
		Repair & Replacement			125/100903/CUST#149/B		51.48	
151887/2	Invoice	12/22/2022	125/100935/CUST#149/BUILD MAINT/PO			0.00	47.49	
		Supplies			125/100935/CUST#149/B		47.49	
152010/2	Invoice	12/27/2022	125/100976/CUST#149/BUILD MAINT/PO			0.00	47.56	
		Repair & Replacement			125/100976/CUST#149/B		47.56	
152011/2	Invoice	12/29/2022	125/101025/CUST#149/BUILD MAINT/PO			0.00	8.99	
		Supplies			125/101025/CUST#149/B		8.99	
152236/2	Invoice	01/05/2023	110/001096/CUST#878/R&B/PO 33622			0.00	57.98	
		Field Supplies			110/001096/CUST#878/R		57.98	
00389	HOUSTON GALVESTON AREA COUN	01/18/2023	Regular			0.00	2,271.76	1140166
Payable # Account Number	Payable Type	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Number
030122	Invoice	12/31/2022	125/100883/MEMBER DUES 2023/CC 01.			0.00	2,271.76	
		County Organizational Du			125/100883/MEMBER DU		2,271.76	
T.10114	INDOFF INC.	01/18/2023	Regular			0.00	1,061.25	1140167
Payable # Account Number	Payable Type	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Number
1502540	Invoice	10/24/2022	125/001091/CUST#340223/EXT/PO 3358			0.00	55.50	
		Supplies and Stationary			125/001091/CUST#34022		55.50	
1510538	Invoice	12/29/2022	125/001090/CUST#340223/EXT/PO 3357			0.00	216.10	
		Supplies and Stationary			125/001090/CUST#34022		216.10	
1510539	Invoice	12/29/2022	125/001089/CUST#340223/EXT/PO 3357			0.00	736.95	
		Supplies and Stationary			125/001089/CUST#34022		736.95	
1511821	Invoice	01/05/2023	125/001146/CUST#133964/DA/PO 33597			0.00	52.70	
		Supplies and Stationary			125/001146/CUST#13396		52.70	
04180	INGRAM LIBRARY SERVICES	01/18/2023	Regular			0.00	37.94	1140168
Payable # Account Number	Payable Type	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Number
15146300	Invoice	12/08/2022	125/001093/ACCT#2043979/LIB/PO 3359			0.00	9.00	
		Books, Etc			125/001093/ACCT#20439		9.00	
15146301	Invoice	12/08/2022	125/001103/ACCT#2043979/LIB/PO 3359			0.00	10.06	
		Books, Etc			125/001103/ACCT#20439		10.06	
1521700	Invoice	12/14/2022	125/001105/ACCT#2044683/LIB/PO 3359			0.00	4.76	
		Books, Etc			125/001105/ACCT#20446		4.76	
1521705	Invoice	12/20/2022	125/001104/ACCT#2043979/LIB/PO 3359			0.00	7.66	
		Books, Etc			125/001104/ACCT#20439		7.66	
15291686	Invoice	12/30/2022	125/001092/ACCT#2044683/LIB/PO 3359			0.00	6.46	
		Books, Etc			125/001092/ACCT#20446		6.46	
17787	INTELEPEER HOLDINGS INC.	01/18/2023	Regular			0.00	530.13	1140169

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Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount		
Account Number	Account Name	Project Account Key	Item Description	Dist Amount			
125-422-567102	Invoice	12/01/2022	125/001102/CUST#1028436/ANNEX/DEC	0.00	530.13		
	Telephone/Equip & Svc		125/001102/CUST#10284		530.13		
18412	JENNIFER L. ROCKETT, PHD, PLLC	01/18/2023	Regular	0.00	750.00	1140170	
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount		
Account Number	Account Name	Project Account Key	Item Description	Dist Amount			
125-422-567102	Invoice	12/30/2022	125/001055/CAUSE#22-08-18236/506TH	0.00	750.00		
	Mental Health/Competen		125/001055/CAUSE#22-08		750.00		
00871	K&H PORTABLE TOILETS INC.	01/18/2023	Regular	0.00	125.00	1140171	
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount		
Account Number	Account Name	Project Account Key	Item Description	Dist Amount			
125-422-567102	Invoice	12/23/2022	125/001020/I-10 WEIGH STATION	0.00	125.00		
	Utilities		125/001020/I-10 WEIGH S		125.00		
04420	KARISCH, CHARLES J.	01/18/2023	Regular	0.00	1,835.00	1140172	
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount		
Account Number	Account Name	Project Account Key	Item Description	Dist Amount			
125-422-567102	Invoice	12/01/2022	125/001136/ATTY FINES AND FEES/DEC	0.00	1,340.00		
	Collection For Others D C		125/001136/ATTY FINES A		1,340.00		
	125-422-567102	Invoice	12/16/2022	125/001162/ATTY FINES AND FEES/NOV	0.00	495.00	
			125/001162/ATTY FINES A		495.00		
16993	KATY TIMES	01/18/2023	Regular	0.00	1,035.13	1140173	
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount		
Account Number	Account Name	Project Account Key	Item Description	Dist Amount			
125-422-567102	Invoice	12/08/2022	125/001083/BW-RFPWALLER/R&B	0.00	147.00		
	Bid Notices and Printing		125/001083/BW-RFPWALL		147.00		
125-422-567102	Invoice	12/08/2022	125/001084/BW-COMPBIDNTCWALLER/R	0.00	343.00		
	Bid Notices and Printing		125/001084/BW-COMPBI		343.00		
125-422-567102	Invoice	12/15/2022	125/001085/BW-COMPBIDNTCWALLER/R	0.00	343.00		
	Bid Notices and Printing		125/001085/BW-COMPBI		343.00		
125-422-567102	Invoice	12/22/2022	125/001082/BW-WCCDBGMITMOD/R&B	0.00	202.13		
	Bid Notices and Printing		125/001082/BW-WCCDBG		202.13		
13702	KERN, ROBERT J.	01/18/2023	Regular	0.00	87.98	1140174	
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount		
Account Number	Account Name	Project Account Key	Item Description	Dist Amount			
125-422-567102	Invoice	12/19/2022	125/001054/REIMBURSEMENT MILEAGE	0.00	87.98		
	Miscellaneous Court Cost		125/001054/REIMBURSE		87.98		
04680	LANSDOWNE-MOODY CO., INC.	01/18/2023	Regular	0.00	42.02	1140175	
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount		
Account Number	Account Name	Project Account Key	Item Description	Dist Amount			
125-422-567102	Invoice	12/21/2022	110/100956/CUST#029314/R&B/PO 3359	0.00	42.02		
	Fleet Operations		110/100956/CUST#02931		42.02		
T.10368	LINEBARGER, GOOGIN, BLAIR,	01/18/2023	Regular	0.00	4,711.00	1140176	
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount		
Account Number	Account Name	Project Account Key	Item Description	Dist Amount			
125-422-567102	Invoice	12/01/2022	125/001107/ATTY FINES AND FEES/DEC 2	0.00	3,886.00		
	Collection For Others D C		125/001107/ATTY FINES A		3,886.00		
125-422-567102	Invoice	12/16/2022	125/001138/ATTY FINES AND FEES/NOV	0.00	825.00		
	Collection For Others D C		125/001138/ATTY FINES A		825.00		
13251	MARINO, BRENDA G.	01/18/2023	Regular	0.00	121.50	1140177	

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		Payable Date	Payable Description	Project Account Key	Item Description		
		Account Name	Dist Amount				
11837 120122	MCKERLEY, CARRIE M Invoice 123.411-563300	12/31/2022 In County Travel	125/001231/MILEAGE REIMBURSEMENT/ 125/001231/MILEAGE REI		0.00 0.00	67.50 67.50	
11837 NOVEMBER 2022	Invoice 123.411-563300	12/31/2022 In County Travel	125/001232/MILEAGE REIMBURSEMENT/ 125/001232/MILEAGE REI		0.00 0.00	54.00 54.00	
11837 Payable # Account Number	MCKERLEY, CARRIE M Payable Type	01/18/2023 Payable Date	Regular Payable Description			0.00 Discount Amount	1,350.00 Payable Amount
11837 120122	Invoice 123.411-563300	12/01/2022 Collection For Others D C	125/001135/ATTY FINES AND FEES/DEC 125/001135/ATTY FINES A		0.00 0.00	495.00 495.00	
11837 120122	Invoice 123.411-563300	12/27/2022 Foster Care/Ad Litem Atty	125/001058/CAUSE#22-05-27011/CCAL A 125/001058/CAUSE#22-05		0.00 0.00	150.00 150.00	
11837 120122	Invoice 123.411-563300	12/27/2022 Foster Care/Ad Litem Atty	125/001057/CAUSE#21-10-26804/CCAL A 125/001057/CAUSE#21-10		0.00 0.00	225.00 225.00	
11837 120122	Invoice 123.411-563300	12/27/2022 Foster Care/Ad Litem Atty	125/001056/CAUSE#22-09-27132/CCAL A 125/001056/CAUSE#22-09		0.00 0.00	480.00 480.00	
02024 Payable # Account Number	MICROCHIP ID Payable Type	01/18/2023 Payable Date	Regular Payable Description			0.00 Discount Amount	195.00 Payable Amount
02024 120122	Invoice 123.515-581700	12/21/2022 Equipment	125/001204/CUST ID#C28972/ANIMAL C 125/001204/CUST ID#C28		0.00 0.00	195.00 195.00	
01695 Payable # Account Number	NAPA AUTO PARTS Payable Type	01/18/2023 Payable Date	Regular Payable Description			0.00 Discount Amount	2,379.61 Payable Amount
01695 120122	Invoice 123.515-581700	10/07/2022 Repair & Replacement	125/99423/CUST#278/BUILD MAINT/PO 125/99423/CUST#278/BUI		0.00 0.00	142.38 142.38	
01695 120122	Invoice 123.515-581700	12/08/2022 Parts and Repairs	125/001048/CUST#294/LAW ENF/PO 335 125/001048/CUST#294/LA		0.00 0.00	1,859.98 1,859.98	
01695 120122	Invoice 123.515-581700	12/14/2022 Fleet Operations	125/100895/CUST#294/LAW ENF/PO 334 125/100895/CUST#294/LA		0.00 0.00	123.55 123.55	
01695 120122	Invoice 123.515-581700	12/19/2022 Parts and Repairs	125/001049/CUST#294/LAW ENF/PO 335 125/001049/CUST#294/LA		0.00 0.00	144.68 144.68	
01695 120122	Invoice 123.515-581700	12/19/2022 Parts and Repairs	125/001050/CUST#249/LAW ENF/PO 335 125/001050/CUST#249/LA		0.00 0.00	77.04 77.04	
01695 120122	Invoice 123.515-581700	12/20/2022 Parts and Repairs	125/001047/CUST#294/LAW ENF/PO 335 125/001047/CUST#294/LA		0.00 0.00	31.98 31.98	
18826 Payable # Account Number	ODP BUSINESS SOLUTIONS, LLC Payable Type	01/18/2023 Payable Date	Regular Payable Description			0.00 Discount Amount	2,547.63 Payable Amount
18826 120122	Invoice 123.515-581700	12/08/2022 Supplies and Stationary	125/001044/ACCT#30113665/DIST CLERK 125/001044/ACCT#30113		0.00 0.00	201.84 201.84	
18826 120122	Invoice 123.515-581700	12/08/2022 Supplies and Stationary	125/001045/ACCT#30113665/DIST CLERK 125/001045/ACCT#30113		0.00 0.00	369.98 369.98	
18826 120122	Invoice 123.515-581700	12/09/2022 Supplies and Stationary	125/001046/ACCT#30113665/DIST CLERK 125/001046/ACCT#30113		0.00 0.00	42.49 42.49	
18826 120122	Invoice 123.515-581700	12/13/2022 Furniture & Equipment	125/001124/ACCT#30113665/CCAL/PO 3 125/001124/ACCT#30113		0.00 0.00	1,498.74 1,498.74	
18826 120122	Invoice 123.515-581700	12/07/2022 Supplies and Stationary	125/001125/ACCT#30113665/AUDITOR/P 125/001125/ACCT#30113		0.00 0.00	98.99 98.99	
18826 120122	Invoice 123.515-581700	12/13/2022 Furniture & Equipment	125/100987/ACCT#30113665/AUDITOR 125/100987/ACCT#30113		0.00 0.00	197.98 197.98	

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Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
6237547536000	Invoice	12/27/2022	125/001017/ACCT#30113665/DIST CLERK	0.00	117.35	
125-417-10000	Supplies and Stationary		125/001017/ACCT#30113		117.35	
6237547536000	Invoice	12/23/2022	125/001018/ACCT#30113665/DIST CLERK	0.00	20.26	
125-417-10000	Supplies and Stationary		125/001018/ACCT#30113		20.26	
00559	OMNIBASE SVCS OF TX	01/18/2023	Regular	0.00	6.00	1140182
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
422-0022000	Invoice	12/31/2022	125/001095/4TH QTR 2022 (OCT-DEC)/JP	0.00	6.00	
125-201-10000	TLFTA Fee/Omni		125/001095/4TH QTR 202		6.00	
00928	O'REILLY AUTO PARTS	01/18/2023	Regular	0.00	265.68	1140183
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
0603-4501000	Invoice	12/19/2022	125/001108/ACCT#1804710/LAW ENF/PO	0.00	225.09	
125-518-00000	Parts and Repairs		125/001108/ACCT#18047		225.09	
0603-4503000	Credit Memo	12/19/2022	125/001109/ACCT#1804710/LAW ENF	0.00	-22.00	
125-518-00000	Parts and Repairs		125/001109/ACCT#18047		-22.00	
0603-4503000	Invoice	12/19/2022	110/100896/ACCT#1804716/R&B/PO 334	0.00	11.49	
110-518-00000	Fleet Operations		110/100896/ACCT#18047		11.49	
0603-4503000	Invoice	12/19/2022	125/001110/ACCT#1804710/LAW ENF/PO	0.00	5.65	
125-518-00000	Parts and Repairs		125/001110/ACCT#18047		5.65	
0603-4519400	Invoice	12/28/2022	110/001120/ACCT#1804716/R&B/PO 335	0.00	45.45	
125-518-00000	Fleet Operations		110/001120/ACCT#18047		45.45	
18816	PECHUKAS, ROBERT	01/18/2023	Regular	0.00	121.25	1140184
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
05100000000	Invoice	12/31/2022	125/001086/MILEAGE REIMBURSEMENT/	0.00	121.25	
125-518-00000	In County Travel		125/001086/MILEAGE REI		121.25	
T.9966	PERDUE, BRANDON, FIELDER, COLLI	01/18/2023	Regular	0.00	108.39	1140185
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
0603-0021100	Invoice	12/31/2022	125/001181/ATTY FINES AND FEES/JP#2	0.00	108.39	
125-518-00000	CAF/JP2		125/001181/ATTY FINES A		108.39	
T.9966	PERDUE, BRANDON, FIELDER, COLLI	01/18/2023	Regular	0.00	3,396.00	1140186
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125-518-00000	Invoice	12/16/2022	125/001139/ATTY FINES AND FEES/NOV	0.00	3,396.00	
125-518-00000	Collection For Others D C		125/001139/ATTY FINES A		3,396.00	
T.9966	PERDUE, BRANDON, FIELDER, COLLI	01/18/2023	Regular	0.00	1,346.00	1140187
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
0101100	Invoice	12/31/2022	125/001161/ATTY FINE AND FEES/DEC	0.00	1,346.00	
125-518-00000	Collection For Others D C		125/001161/ATTY FINE AN		1,346.00	
17688	PRECISION UTILITY, LLC	01/18/2023	Regular	0.00	267.75	1140188
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
125-518-00000	Invoice	01/01/2023	125/001006/WATER SYSTEM ANNEX/JAN	0.00	267.75	
125-518-00000	Utilities		125/001006/WATER SYSTE		267.75	
01823	PROSPERITY BANK	01/18/2023	Regular	0.00	401.18	1140189

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Vendor Number	Vendor Name	Payment Date		Payment Type		Discount Amount	Payment Amount	Number
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/22/2022	125/001155/CHECK SUPPLIES VARIOUS A			0.00	401.18	
		Depository Charges		125/001155/CHECK SUPPL			401.18	
17650	QUADIENT LEASING USA, INC	01/18/2023	Regular			0.00	210.27	1140190
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/27/2022	110/001116/CUST#01267789/R&B/PO 33			0.00	210.27	
		Postage		110/001116/CUST#01267			210.27	
06120	QUILL CORPORATION	01/18/2023	Regular			0.00	277.40	1140191
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/20/2022	125/001060/ACCT#6339342/SO/PO 3361			0.00	277.40	
		Supplies and Stationary		125/001060/ACCT#63393			277.40	
T.13454	RALSTON JR., OWEN	01/18/2023	Regular			0.00	495.00	1140192
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/01/2022	125/001137/ATTY FINES AND FEES/DEC			0.00	495.00	
		Collection For Others D C		125/001137/ATTY FINES A			495.00	
06150	RB EVERETT & COMPANY	01/18/2023	Regular			0.00	2,516.17	1140193
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/14/2022	110/100900/CUST ID#C13884/R&B/PO 3			0.00	528.73	
		Fleet Operations		110/100900/CUST ID#C13			528.73	
06150	RB EVERETT & COMPANY	01/18/2023	Regular			0.00	31.33	1140193
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/15/2022	110/100899/CUST ID#C13884/R&B/PO 3			0.00	31.33	
		Fleet Operations		110/100899/CUST ID#C13			31.33	
06150	RB EVERETT & COMPANY	01/18/2023	Regular			0.00	1,956.11	1140193
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/18/2022	110/100898/CUST ID#C13884/R&B/PO 3			0.00	1,956.11	
		Fleet Operations		110/100898/CUST ID#C13			1,956.11	
19079	RCI TECHNOLOGIES, INC	01/18/2023	Regular			0.00	8,986.65	1140194
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/21/2022	128/001205/INV#47514/DIST CLERK/CC 1			0.00	8,986.65	
		RPF/Digitizing DC		128/001205/INV#47514/D			8,986.65	
11846	REPUBLIC SERVICES #473 *	01/18/2023	Regular			0.00	187.94	1140195
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/26/2022	125/001009/ACCT#3-0473-0004704/COM			0.00	187.94	
		Utilities		125/001009/ACCT#3-0473			187.94	
11846	REPUBLIC SERVICES #473 *	01/18/2023	Regular			0.00	137.76	1140196
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/26/2022	125/001036/ACCT#3-0473-0013617/ANN			0.00	137.76	
		Utilities		125/001036/ACCT#3-0473			137.76	
11846	REPUBLIC SERVICES #473 *	01/18/2023	Regular			0.00	2,399.13	1140197
Payable #	Payable Type	Payable Date	Payable Description			Discount Amount	Payable Amount	
Account Number		Account Name	Project Account Key	Item Description			Dist Amount	
123456789012345678	Invoice	12/31/2022	110/001170/ACCT#3-0473-1019421/R&B			0.00	2,399.13	
		Dumpster Fees		110/001170/ACCT#3-0473			2,399.13	
11846	REPUBLIC SERVICES #473 *	01/18/2023	Regular			0.00	137.76	1140198

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Vendor Number Payable # Account Number	Vendor Name Payable Type Invoice	Payment Date		Payment Type		Discount Amount	Payment Amount	Number
		Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Dist Amount
		Account Name	12/26/2022	125/001035/ACCT#3-0473-0013616/ANN	125/001035/ACCT#3-0473	0.00	137.76	137.76
11846	REPUBLIC SERVICES #473 *	01/18/2023	Regular			0.00	505.23	1140199
Payable # Account Number	Payable Type Invoice	Payable Date 12/26/2022	Payable Description 125/001010/ACCT#3-0473-0013302/ANN	Project Account Key 125/001010/ACCT#3-0473	Item Description	Discount Amount 0.00	Payable Amount 505.23	Dist Amount 505.23
14381	RICOH USA, INC.	01/18/2023	Regular			0.00	89.90	1140200
Payable # Account Number	Payable Type Invoice	Payable Date 12/31/2022	Payable Description 125/001143/CUST#12569042/FM/PO 289	Project Account Key 125/001143/CUST#12569	Item Description	Discount Amount 0.00	Payable Amount 89.90	Dist Amount 89.90
10724	RJ VARGAS INVESTIGATIONS	01/18/2023	Regular			0.00	504.68	1140201
Payable # Account Number	Payable Type Invoice	Payable Date 11/25/2022	Payable Description 125/001053/CAUSE#20-07-17387/506TH	Project Account Key 125/001053/CAUSE#20-07	Item Description	Discount Amount 0.00	Payable Amount 504.68	Dist Amount 504.68
19516	ROCA CLEANING SERVICES	01/18/2023	Regular			0.00	1,050.00	1140202
Payable # Account Number	Payable Type Invoice	Payable Date 12/20/2022	Payable Description 125/100855/CLEAN 12/8;12/11;12/12/M	Project Account Key 125/100855/CLEAN 12/8;1	Item Description	Discount Amount 0.00	Payable Amount 450.00	Dist Amount 450.00
		Contract Labor						
		12/20/2022	125/100856/CLEAN 12/13-14;12/17-18/	125/100856/CLEAN 12/13-		0.00	600.00	
		Contract Labor						
06520	SAFETY-KLEEN SYSTEMS, INC.	01/18/2023	Regular			0.00	322.15	1140203
Payable # Account Number	Payable Type Invoice	Payable Date 12/27/2022	Payable Description 110/001119/CUST#WA23382/R&B/PO 33	Project Account Key 110/001119/CUST#WA233	Item Description	Discount Amount 0.00	Payable Amount 322.15	Dist Amount 322.15
06680	SCHMIDT FUNERAL HOME	01/18/2023	Regular			0.00	1,100.00	1140204
Payable # Account Number	Payable Type Invoice	Payable Date 12/02/2022	Payable Description 125/100486/1ST CALL AND TRANSPORT/C	Project Account Key 125/100486/1ST CALL AN	Item Description	Discount Amount 0.00	Payable Amount 1,100.00	Dist Amount 1,100.00
		Transport To Morgue						
06680	SCHMIDT FUNERAL HOME	01/18/2023	Regular			0.00	1,050.00	1140205
Payable # Account Number	Payable Type Invoice	Payable Date 12/02/2022	Payable Description 125/100487/1ST CALL AND TRANSPORT/C	Project Account Key 125/100487/1ST CALL AN	Item Description	Discount Amount 0.00	Payable Amount 1,050.00	Dist Amount 1,050.00
		Transport To Morgue						
01929	SCOTT, YANCY	01/18/2023	Regular			0.00	415.74	1140206
Payable # Account Number	Payable Type Invoice	Payable Date 12/31/2022	Payable Description 110/001164/REIMB FOR INDEED ADVERTI	Project Account Key 110/001164/REIMB FOR I	Item Description	Discount Amount 0.00	Payable Amount 415.74	Dist Amount 415.74
		Engineering Expenses						
19549	SMITH & SONS ROOFING LLC	01/18/2023	Regular			0.00	2,340.00	1140207

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Vendor Number Payable # Account Number	Vendor Name Payable Type Invoice	Payment Date		Payment Type		Discount Amount	Payment Amount	Number
		Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Dist Amount
		Account Name	12/08/2022	125/100904/ROOFING LIBRARY/BUILD M	Repair & Replacement	125/100904/ROOFING LIB	0.00	2,340.00
DAN	SPARKLETT'S & SIERRA SPRINGS	01/18/2023	Regular			0.00	138.40	1140208
Payable # Account Number	Payable Type Invoice	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Dist Amount
14129928-120127	110-524-5874N	12/31/2022	110/001117/ACCT#646481614429928/R		110/001117/ACCT#64648	0.00	72.43	
15029056-120127	125-416-530279	12/31/2022	125/001002/ACCT#677195615229056/TR	Supplies and Stationary	125/001002/ACCT#67719	0.00	65.97	65.97
17739	SPARKLIGHT	01/18/2023	Regular			0.00	983.47	1140209
Payable # Account Number	Payable Type Invoice	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Dist Amount
12012928-120127	125-416-530279	01/01/2023	125/001027/ACCT#132975657/DPS/12.2		125/001027/ACCT#13297	0.00	208.89	
010123-LIB	125-416-530279	01/01/2023	125/001030/ACCT#132001140/LIB/12.27	Internet Service	125/001030/ACCT#13200	0.00	456.15	
010123-MAIN	125-416-530279	01/01/2023	125/001031/ACCT#126978766/MAINT/12	Internet Service	125/001031/ACCT#12697	0.00	318.43	
T.13070	STEEN, HENRY G. JR	01/18/2023	Regular			0.00	925.00	1140210
Payable # Account Number	Payable Type Invoice	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Dist Amount
121522	125-3101271111	12/16/2022	125/001140/ATTY FINES AND FEES/NOV		125/001140/ATTY FINES A	0.00	925.00	
			Collection For Others D C				925.00	
T.15370	TDCAA NOW TRUST FUND	01/18/2023	Regular			0.00	350.00	1140211
Payable # Account Number	Payable Type Invoice	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Dist Amount
120123	125-416-530279	01/04/2023	125/001052/PROSECTOR	COURSE/R.JENS	125/001052/PROSECTOR	0.00	350.00	
			Training & Conference Ex				350.00	
13755	TEXAS ASSOCIATION OF COUNTIES	01/18/2023	Regular			0.00	125.00	1140212
Payable # Account Number	Payable Type Invoice	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Dist Amount
109918-2023	125-403-554481	01/01/2023	125/001087/CDCAT MEM DUES/D.HOLLA		125/001087/CDCAT MEM	0.00	125.00	
			Miscellaneous				125.00	
14805	TEXAS ASSOCIATION OF COUNTIES	01/18/2023	Regular			0.00	70.00	1140213
Payable # Account Number	Payable Type Invoice	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Dist Amount
120123-CONSTR	125-416-530279	01/01/2023	125/001153/JPCA MEMBERSHIP/HSMITH		125/001153/JPCA MEMBE	0.00	70.00	
			Miscellaneous				70.00	
01909	TEXAS ASSOCIATION OF COUNTIES	01/18/2023	Regular			0.00	1,616.50	1140214
Payable # Account Number	Payable Type Invoice	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Dist Amount
1200-00005317	125-411-552307	11/29/2022	125/100983/CLAIM#PO20222646-1/ME		125/100983/CLAIM#PO20	0.00	1,616.50	
			Ins Equip/Build/Pub Liab				1,616.50	
01909	TEXAS ASSOCIATION OF COUNTIES	01/18/2023	Regular			0.00	2,500.00	1140215
Payable # Account Number	Payable Type Invoice	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount	Dist Amount
1200-00005317	125-411-552307	11/29/2022	125/100982/CLAIM#PO20222624-1/ME		125/100982/CLAIM#PO20	0.00	2,500.00	
			Ins Equip/Build/Pub Liab				2,500.00	
T.8080	TEXAS COMMISSION ON ENVIRONM	01/18/2023	Regular			0.00	970.00	1140216

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Vendor Number Payable # Account Number	Vendor Name Payable Type	Payment Date Payable Date	Payment Type Payable Description	Discount Amount Discount Amount	Payment Amount Payable Amount	Number Dist Amount
WIR006141416 125.509.563000	Invoice	12/31/2022 ENV. - Septic	125/001021/ACCT#0620196/ FY23 1ST Q 125/001021/ACCT#06201	0.00	970.00 970.00	
17760	TEXAS POLICE TRAINERS, LLC	01/18/2023	Regular	0.00	175.00	1140217
Payable # Account Number	Payable Type	Payable Date Account Name	Payable Description Project Account Key	Discount Amount Item Description	Payable Amount Dist Amount	
NDS 88.2022 125.509.563000	Invoice	12/28/2022 Training & Conference Ex	125/001003/REG FEE DETECTIVE SCHOOL 125/001003/REG FEE DETE	0.00	175.00 175.00	
00891	THE WALLER TIMES	01/18/2023	Regular	0.00	55.78	1140218
Payable # Account Number	Payable Type	Payable Date Account Name	Payable Description Project Account Key	Discount Amount Item Description	Payable Amount Dist Amount	
124122 125.401.544100	Invoice	12/21/2022 Bid Notices and Printing	125/001004/CDBG-MIT MOD 12.21.2022 125/001004/CDBG-MIT M	0.00	55.78 55.78	
HARLO	THOMSON REUTERS - WEST PAYME	01/18/2023	Regular	0.00	211.00	1140219
Payable # Account Number	Payable Type	Payable Date Account Name	Payable Description Project Account Key	Discount Amount Item Description	Payable Amount Dist Amount	
514/050275 125.423.571000	Invoice	12/15/2022 Supplies and Stationary	125/001094/ACCT#1000627201/CO CLER 125/001094/ACCT#10006	0.00	211.00 211.00	
14134	TIEMANN, BRANDEE	01/18/2023	Regular	0.00	118.51	1140220
Payable # Account Number	Payable Type	Payable Date Account Name	Payable Description Project Account Key	Discount Amount Item Description	Payable Amount Dist Amount	
124122 125.401.544100	Invoice	12/22/2022 Furniture & Equipment	125/001132/REIMB FOR OFFICE SUPPLIES 125/001132/REIMB FOR O	0.00	118.51 118.51	
11422	TRANSUNION RISK & ALTERNATIVE	01/18/2023	Regular	0.00	175.00	1140221
Payable # Account Number	Payable Type	Payable Date Account Name	Payable Description Project Account Key	Discount Amount Item Description	Payable Amount Dist Amount	
46-012022121 125.516.561000	Invoice	01/01/2023 Dues and Subscription	125/001071/ACCT#48601/SO/PO 33599 125/001071/ACCT#48601/	0.00	175.00 175.00	
18352	TRINITY SERVICES GROUP INC.	01/18/2023	Regular	0.00	9,101.01	1140222
Payable # Account Number	Payable Type	Payable Date Account Name	Payable Description Project Account Key	Discount Amount Item Description	Payable Amount Dist Amount	
124122 125.505.563000	Invoice	12/29/2022 Groceries	125/001072/CUST#F303350000/INMATE 125/001072/CUST#F30335	0.00	4,286.64 4,286.64	
124122 125.505.563000	Invoice	12/29/2022 Groceries	125/001070/CUST#F303350000/INMATE 125/001070/CUST#F30335	0.00	545.23 545.23	
124122 125.505.563000	Invoice	01/06/2023 Groceries	125/001198/CUST#F303350000/INMATE 125/001198/CUST#F30335	0.00	4,206.17 4,206.17	
124122 125.505.563000	Invoice	01/06/2023 Groceries	125/001197/CUST#F303350000/SO/PO 3 125/001197/CUST#F30335	0.00	62.97 62.97	
19416	UNITED STATES MARSHALS SERVICE	01/18/2023	Regular	0.00	3,417.00	1140223
Payable # Account Number	Payable Type	Payable Date Account Name	Payable Description Project Account Key	Discount Amount Item Description	Payable Amount Dist Amount	
124122 125.516.561000	Invoice	12/31/2022 Out Of State Travel	125/001073/PRISONER TRANSPORT/SO 125/001073/PRISONER TR	0.00	3,417.00 3,417.00	
17478	VAN HORN, MELISSA L.	01/18/2023	Regular	0.00	4,140.00	1140224
Payable # Account Number	Payable Type	Payable Date Account Name	Payable Description Project Account Key	Discount Amount Item Description	Payable Amount Dist Amount	
124122 125.516.561000	Invoice	01/02/2023 Animal Housing/Care	125/001064/INV#202212/SO/PO 33609 125/001064/INV#202212/	0.00	4,140.00 4,140.00	
12590	VERIZON	01/18/2023	Regular	0.00	4,169.60	1140225

## Check Register

Packet: APPKT05347-COMM CRT 01/18/2023

Vendor Number Payable #	Vendor Name Payable Type	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Account Number	Payable Date	Payable Description	Project Account Key	Item Description	Discount Amount	Payable Amount
Account Name	Account Name	Project Account Key	Item Description	Dist Amount	Dist Amount	
99236814081201	Invoice 125-441-581816	12/23/2022	125/001038/ACCT#542011369-00001/C Air Card/Wireless	125/001038/ACCT#54201	0.00	37.99
99236814081200	Invoice 125-441-581816	12/23/2022	125/001038/ACCT#542011369-00001/CO Air Card/Wireless	125/001038/ACCT#54201	0.00	151.96
99236814081201	Invoice 125-441-581805	12/23/2022	125/001038/ACCT#542011369-00001/CO County Cell Phone	125/001038/ACCT#54201	0.00	3,735.84
99236814081201	Invoice 125-441-581816	12/23/2022	125/001038/ACCT#542011369-00001/FM Air Card/Wireless/Softwa	125/001038/ACCT#54201	0.00	75.98
99236814081201	Invoice 125-441-581816	12/23/2022	125/001038/ACCT#542011369-00001/IT/ Air Card/Wireless	125/001038/ACCT#54201	0.00	129.84
99236814081201	Invoice 125-441-581816	12/23/2022	125/001038/ACCT#542011369-00001/VE Air Card/Wireless	125/001038/ACCT#54201	0.00	37.99
12588	VERIZON	01/18/2023	Regular	0.00	37.99	1140226
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount	Dist Amount	
99236814081201	Invoice 125-441-581817	12/23/2022	125/001023/ACCT#642011445-00001/JP# Technology Enhancement	125/001023/ACCT#64201	0.00	37.99
17789	VICTORY SUPPLY, LLC	01/18/2023	Regular	0.00	299.60	1140227
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount	Dist Amount	
99236814081201	Invoice 125-441-581818	08/16/2022	125/001188/CUST#WALLER COUNTY JAIL( Supplies and Stationary	125/001188/CUST#WALLE	0.00	149.60
99236814081201	Invoice 125-441-581818	08/23/2022	125/001189/CUST#WALLER COUNTY JAIL( Supplies and Stationary	125/001189/CUST#WALLE	0.00	150.00
T.10401	WALLER COUNTY PAINT & BODY SH	01/18/2023	Regular	0.00	5,013.50	1140228
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount	Dist Amount	
10864101	Invoice 125-518-536400	11/02/2022	125/001129/REPAIRS UNIT#104/LAW ENF Parts and Repairs	125/001129/REPAIRS UNIT	0.00	3,716.10
121823	Invoice 125-518-536400	12/18/2022	125/001051/TOWING UNIT#148/LAW EN Parts and Repairs	125/001051/TOWING UNI	0.00	115.00
11824	Invoice 125-518-536400	11/29/2022	125/001111/INSPECTION UNIT#308/LAW Parts and Repairs	125/001111/INSPECTION	0.00	7.00
44873	Invoice 125-518-536400	11/30/2022	125/001113/INSPECTION UNIT#322/LAW Parts and Repairs	125/001113/INSPECTION	0.00	7.00
44958	Invoice 125-518-536400	12/09/2022	125/001112/INSPECTION UNIT#318/LAW Parts and Repairs	125/001112/INSPECTION	0.00	7.00
45023	Invoice 125-518-536400	12/15/2022	125/001121/INSPECTION UNIT#1/LAW E Fleet Operations	125/001121/INSPECTION	0.00	7.00
45023	Invoice 125-518-536400	12/16/2022	125/001114/INSPECTION UNIT#138/LAW Parts and Repairs	125/001114/INSPECTION	0.00	7.00
45023	Invoice 125-518-536400	12/16/2022	125/001115/INSPECTION UNIT#140/LAW Parts and Repairs	125/001115/INSPECTION	0.00	7.00
45023	Invoice 125-518-536400	09/20/2022	125/001130/REPAIRS UNIT#142/LAW ENF Parts and Repairs	125/001130/REPAIRS UNIT	0.00	1,140.40
16216	WE BRAND IT PROMOTIONS	01/18/2023	Regular	0.00	2,544.00	1140229
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount	Dist Amount	
51184	Invoice 125-518-536400	12/21/2022	125/001062/INV#51184/SO/PO 33611 Equipment	125/001062/INV#51184/S	0.00	2,514.00
					2,514.00	

## Check Register

Packet: APPKT05347-COMM CRT 01/18/2023

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
14939	WELLS FARGO VENDOR FIN SERV	12/21/2022	125/001061/INV#51290/SO/PO 33612	0.00	30.00	
	Equipment		125/001061/INV#51290/S		30.00	
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
14939	Invoice	01/02/2023	125/001144/CUST#3008616037/CSCD/P	0.00	176.43	1140230
	Copier/Printer		125/001144/CUST#30086		176.43	
08900	XEROX CORPORATION	01/18/2023	Regular	0.00	35.60	1140231
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
08900	Invoice	12/09/2022	110/001078/ACCT#CO182:608145/R&B	0.00	35.60	
	Copier/Printer		110/001078/ACCT#CO182:		35.60	
15772	XEROX FINANCIAL SERVICES	01/18/2023	Regular	0.00	872.13	1140232
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
15772	Invoice	12/12/2022	125/001077/CONTRACT#010-0100353-00	0.00	872.13	
	Copier/Printer		125/001077/CONTRACT#0		872.13	
15772	XEROX FINANCIAL SERVICES	01/18/2023	Regular	0.00	179.00	1140233
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
15772	Invoice	12/12/2022	110/001076/CONTRACT#010-0157959-00	0.00	179.00	
	Copier/Printer		110/001076/CONTRACT#0		179.00	

## Bank Code APBNK Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	191	94	0.00	337,947.36
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	0	0	0.00	0.00
EFT's	0	0	0.00	0.00
	<b>191</b>	<b>94</b>	<b>0.00</b>	<b>337,947.36</b>

## Fund Summary

Fund	Name	Period	Amount
998	POOLED CASH	1/2023	337,947.36 <b>337,947.36</b>



Waller County, TX

# Check Register

Packet: APPKT05349 - RAITIFIED CHECK 01/18/2023

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
<b>Bank Code: APBNK-APBNK</b>						
T.8893	TEXAS DEPARTMENT OF LICENSING	01/17/2023	Regular	0.00	120.00	1140237
Payable #	Payable Type	Payable Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Project Account Key	Item Description	Dist Amount		
011223	Invoice	12/31/2022	125/001282/ELEVATOR FEES- JUDICIAL &	0.00	120.00	
125-411-568400	Miscellaneous		125/001282/ELEVATOR FE		120.00	

## Bank Code APBNK Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	1	1	0.00	120.00
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	0	0	0.00	0.00
EFT's	0	0	0.00	0.00
	1	1	0.00	120.00

## Fund Summary

Fund	Name	Period	Amount
998	POOLED CASH	1/2023	120.00
			<b>120.00</b>

**Monthly Report of Joan Sargent, Waller County Treasurer**  
**DECEMBER 2022**

THE STATE OF TEXAS  
COUNTY OF WALLER



**AFFIDAVIT**

Pursuant to LGC 114.026, I, Joan Sargent, Waller County Treasurer do hereby submit The Treasurer's Monthly Report. This report includes, but is not limited to, money received and disbursed, debts due to and owed by the County, and other financial proceedings in the Treasurer's Office. The Treasurer's Books agree with the Auditor's General Ledger and the Bank Statements have been reconciled.

All investments are in compliance with both the Public Funds Investment Act and the Waller County Investment Policy. The investment strategy is passive, which maintains a liquid cash flow and safety of the investment as priorities. As your Treasurer, I keep a watchful eye to ensure that the "return of our principal" takes precedent over the "return on our principal". {GC 2256.023}

Therefore, Joan Sargent, County Treasurer of Waller County, Texas, who being fully sworn, upon oath says that the whithin and foregoing report is true and correct to the best of her knowledge.

Filing with accompanying vouchers this

**18th day of January 2023**

Page 1 General Operating Account Funds report of money received and disbursed

Page 2 Special Funds report of money received and disbursed

Page 3 Investment Portfolio by fund

Page 4 Long Term Debt

Attachment A Unpaid claims



Joan Sargent, CIO, CCT  
Waller County Treasurer

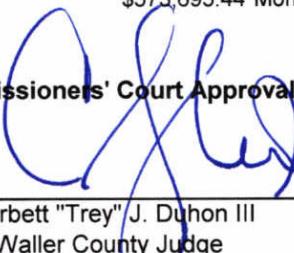
Commissioners' Court having reviewed the Treasurer's Report as presented, having taken reasonable steps to ensure its accuracy and based upon presentations of the Treasurer's Office approve the report, subject to the county auditor's review and request that it be filed with the official minutes of this meeting. {LGC 114.026(c)}

In addition, the below signatures affirm that the Treasurer's Report complies with statutes as referenced. {LGC 114.026(d)}

The affidavit must state the amount of the cash and other assets that are in the custody of the County Treasurer at the time of the examination.  
{LGC 114.026(d)}

\$573,695.44 Month Ending Balance

Commissioners' Court Approval:



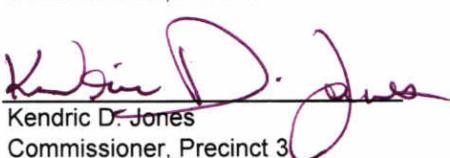
Carbett "Trey" J. Duhon III  
Waller County Judge



John A. Amsler  
Commissioner, Precinct 1



Walter E. Smith  
Commissioner, Precinct 2



Kendric D. Jones  
Commissioner, Precinct 3



Justin Beckendorff  
Commissioner, Precinct 4

**ATTEST:**



Debbie Hollan, County Clerk  
JAN 18 2023

Date



**Monthly Report of Joan Sargent, Waller County Treasurer**  
**DECEMBER 2022**

**General Operating Account**

Fund	Beginning Balance	Total Received	Total Disbursed	Adjustments	Account Balances	TexPool Investments	TX Class Investments	Total Fund Balance
101 Voter Reg/Chapter 19	\$5,892.06	\$1.18	\$0.00	\$0.00	\$5,893.24	\$0.00	\$0.00	<b>\$5,893.24</b>
108 Elections	\$124,707.19	\$25.00	\$0.00	\$0.00	\$124,732.19	\$44,498.04	\$0.00	<b>\$169,230.23</b>
110 Road & Bridge	-\$4,810,680.29	\$4,546,795.16	\$2,198,296.79	\$546,500.39	-\$1,915,681.53	\$0.00	\$8,097.36	<b>-\$1,907,584.17</b>
111 Law Library	\$54,950.81	\$3,870.56	\$0.00	\$0.00	\$58,821.37	\$123,135.57	\$0.00	<b>\$181,956.94</b>
112 Title IV Juv. Justice	\$14,528.51	\$2.91	\$0.00	\$0.00	\$14,531.42	\$75,811.06	\$0.00	<b>\$90,342.48</b>
113 DC Recs. Pres.	-\$25,007.68	\$35,295.72	\$8,292.50	\$0.00	\$1,995.54	\$20,397.37	\$0.00	<b>\$22,392.91</b>
114 County RMPF	\$38,517.36	\$3,559.34	\$0.00	\$0.00	\$42,076.70	\$28,507.99	\$0.00	<b>\$70,584.69</b>
115 CC Recs. Pres.	\$296,838.32	\$11,679.40	\$25,295.19	\$0.00	\$283,222.53	\$218,214.86	\$0.00	<b>\$501,437.39</b>
116 CC Preservation	\$6,943.77	\$116.42	\$0.00	\$0.00	\$7,060.19	\$21,976.91	\$0.00	<b>\$29,037.10</b>
117 Crthse. Security	\$33,406.79	\$5,394.30	\$0.00	\$0.00	\$38,801.09	\$136,124.59	\$0.00	<b>\$174,925.68</b>
118 Graffiti	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$640.07	\$0.00	<b>\$640.07</b>
119 JP Technology	-\$790.03	\$3,991.73	\$2,214.84	\$0.00	\$986.86	\$123,654.01	\$0.00	<b>\$124,640.87</b>
120 DC/Child Abuse Prev	\$733.09	\$15.85	\$0.00	\$0.00	\$748.94	\$685.04	\$0.00	<b>\$1,433.98</b>
121 Family Protection	\$8,297.81	\$1.66	\$0.00	\$0.00	\$8,299.47	\$29,334.24	\$0.00	<b>\$37,633.71</b>
122 Guardianship	\$16,714.08	\$873.53	\$0.00	\$0.00	\$17,587.61	\$31,874.71	\$0.00	<b>\$49,462.32</b>
123 Justice Crt. Sec.	\$4,790.12	\$29.76	\$0.00	\$0.00	\$4,819.88	\$31,872.73	\$0.00	<b>\$36,692.61</b>
124 CC-Technology	\$1,952.61	\$72.82	\$0.00	\$0.00	\$2,025.43	\$5,151.66	\$0.00	<b>\$7,177.09</b>
125 General	\$7,861,067.03	\$4,033,884.40	\$3,247,236.50	\$4,629.21	\$8,652,344.14	\$0.00	\$35,282,436.52	<b>\$43,934,780.66</b>
126 DC-Technology	\$1,158.04	\$30.85	\$0.00	\$0.00	\$1,188.89	\$2,614.38	\$0.00	<b>\$3,803.27</b>
127 CC-RPD	\$8,984.80	\$1.80	\$0.00	\$0.00	\$8,986.60	\$25,725.01	\$0.00	<b>\$34,711.61</b>
128 DC-RPD	\$25,606.64	\$224.32	\$4,286.18	\$0.00	\$21,544.78	\$35,990.02	\$0.00	<b>\$57,534.80</b>
129 DA Pretrial Div. Fee	\$71,168.22	\$4,064.79	\$1,458.04	\$0.00	\$73,774.97	\$0.00	\$0.00	<b>\$73,774.97</b>
131 Juv. Case Manager	\$2,534.63	\$59.68	\$0.00	\$0.00	\$2,594.31	\$0.00	\$0.00	<b>\$2,594.31</b>
135 Court Facility	\$15,902.89	\$2,208.64	\$0.00	\$0.00	\$18,111.53	\$0.00	\$0.00	<b>\$18,111.53</b>
137 Justice Crt. Support	\$20,062.83	\$2,842.09	\$0.00	\$0.00	\$22,904.92	\$0.00	\$0.00	<b>\$22,904.92</b>
181 Available School	\$0.01	\$0.00	\$0.00	\$0.00	\$0.01	\$0.00	\$756,278.50	<b>\$756,278.51</b>
186 Ogg Trust	\$19,778.40	\$3.97	\$0.00	\$0.00	\$19,782.37	\$0.00	\$0.00	<b>\$19,782.37</b>
191 Narcotic Program	\$10.69	\$0.00	\$0.00	\$0.00	\$10.69	\$0.00	\$0.00	<b>\$10.69</b>
192 Federal Forfeiture	\$95,894.38	\$93,491.78	\$0.00	\$0.00	\$189,386.16	\$31,983.31	\$0.00	<b>\$221,369.47</b>
212 SCAAP-Federal Rev.	\$39,901.13	\$25,009.00	\$0.00	\$0.00	\$64,910.13	\$0.00	\$0.00	<b>\$64,910.13</b>
228 CJD-VOCA #4254701	-\$16,323.28	\$1,613.02	\$7,049.12	\$0.00	-\$21,759.38	\$0.00	\$0.00	<b>-\$21,759.38</b>
234 STEP CMV-00029	-\$1,087.64	\$0.00	\$768.58	\$332.83	-\$1,523.39	\$0.00	\$0.00	<b>-\$1,523.39</b>
235 STEP COMP-00094	-\$1,549.13	\$0.00	\$1,733.56	-\$332.83	-\$3,615.52	\$0.00	\$0.00	<b>-\$3,615.52</b>
241 ARP Grant	\$8,655,698.30	\$0.00	\$245,087.33	-\$550,992.62	\$7,859,618.35	\$0.00	\$0.00	<b>\$7,859,618.35</b>
307 SAVNS Grant#1446517	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
311 Formula Grant	-\$13,425.75	\$13,425.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
318 TJJD-A	\$37,205.42	\$0.00	\$22,908.95	\$0.00	\$14,296.47	\$0.00	\$0.00	<b>\$14,296.47</b>
320 MVCAP Grant	-\$20,000.00	\$0.00	\$0.00	\$0.00	-\$20,000.00	\$0.00	\$0.00	<b>-\$20,000.00</b>
412 Ctr for Tech & Life Grant	\$11,919.03	\$0.00	\$0.00	\$0.00	\$11,919.03	\$0.00	\$0.00	<b>\$11,919.03</b>
515 Debt Service	\$310,865.76	\$443,000.27	\$0.00	\$0.00	\$753,866.03	\$0.00	\$690,459.90	<b>\$1,444,325.93</b>
602 Tax Notes, Series 2020	-\$146,408.71	\$450,001.42	\$296,500.00	\$0.00	\$7,092.71	\$0.00	\$682,331.33	<b>\$689,424.04</b>
603 Tax Notes, Series 2022	-\$1,070,784.19	\$1,070,785.00	\$682,981.91	\$0.00	-\$682,981.10	\$0.00	\$4,834,801.46	<b>\$4,151,820.36</b>
604 Co. Courthouse Project	\$3,412,860.47	\$0.00	\$3,412,860.47	\$0.00	\$0.00	\$0.00	\$3,415,556.77	<b>\$3,415,556.77</b>
999 Payroll	\$441,317.95	\$2,811,466.85	\$2,815,267.74	\$0.00	\$437,517.06	\$0.00	\$0.00	<b>\$437,517.06</b>
<b>Totals</b>	<b>\$15,534,152.44</b>	<b>\$13,563,838.97</b>	<b>\$12,972,237.70</b>	<b>\$136.98</b>	<b>\$16,125,890.69</b>	<b>\$988,191.57</b>	<b>\$45,669,961.84</b>	<b>\$62,784,044.10</b>
					Plus Outstanding Checks	\$312,748.91		
					Treasurer's Bank Balance	<b>\$16,438,639.60</b>		
					PB Statement Balance	\$16,438,639.60		
					Reconciled Bank Balance	<b>\$16,438,639.60</b>		

**Monthly Report of Joan Sargent, Waller County Treasurer**  
**DECEMBER 2022**

**Miscellaneous Accounts**

188 Dismuke Estate	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$66,822.58	\$0.00	\$66,822.58
			Bank Statement Balance		\$0.00			
189 Hospital Trust	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,089.82	\$0.00	\$3,089.82
			Bank Statement Balance		\$0.00			
238 GLO Buyout/Acq Grant	\$13.34	\$0.00	\$0.00	\$0.00	\$13.34	\$0.00	\$0.00	\$13.34
			Add Outstanding Checks		\$0.00			
			Bank Statement Balance		\$13.34			
239 GLO Infrastructure Grant	\$231.60	\$0.05	\$0.00	\$0.00	\$231.65	\$0.00	\$0.00	\$231.65
			Add Outstanding Checks		\$0.00			
			Bank Statement Balance		\$231.65			
801 JP1 Report Acct	\$16,444.24	\$24,868.16	\$24,509.54	\$0.00	\$16,802.86	\$0.00	\$0.00	\$16,802.86
			Bank Statement Balance		\$16,802.86			
802 JP2 Report Acct	\$7,739.06	\$12,468.73	\$18,654.50	\$0.00	\$1,553.29	\$0.00	\$0.00	\$1,553.29
			Bank Statement Balance		\$1,553.29			
803 JP3 Report Acct	\$9,150.12	\$14,369.19	\$16,221.40	\$0.00	\$7,297.91	\$0.00	\$0.00	\$7,297.91
			Bank Statement Balance		\$7,297.91			
804 JP4 Report Acct	\$8,083.90	\$21,907.43	\$28,348.79	\$0.00	\$1,642.54	\$0.00	\$0.00	\$1,642.54
			Bank Statement Balance		\$1,642.54			
805 DC E-Filing	\$1,531.20	\$10,525.50	\$11,193.50	\$0.00	\$863.20	\$0.00	\$0.00	\$863.20
			Bank Statement Balance		\$863.20			
807 CC Recording Fee	\$10,642.09	\$36,246.46	\$32,635.00	\$0.00	\$14,253.55	\$0.00	\$0.00	\$14,253.55
			Bank Statement Balance		\$14,253.55			
808 CC Credit Card	\$3,555.42	\$10,961.35	\$10,781.50	\$0.00	\$3,735.27	\$0.00	\$0.00	\$3,735.27
			Bank Statement Balance		\$3,735.27			
810 CC E-Filing	\$7,565.89	\$6,176.53	\$10,184.00	\$0.00	\$3,558.42	\$0.00	\$0.00	\$3,558.42
			Bank Statement Balance		\$3,558.42			
811 DC Credit Card	\$105.23	\$18,610.63	\$18,607.50	\$0.00	\$108.36	\$0.00	\$0.00	\$108.36
			Bank Statement Balance		\$108.36			
812 R&B Credit Card	\$1,211.84	\$34,813.27	\$23,895.40	\$0.00	\$12,129.71	\$0.00	\$0.00	\$12,129.71
			Bank Statement Balance		\$12,129.71			
814 FM Credit Card	\$38,554.30	\$11,579.66	\$47,236.43	\$0.00	\$2,897.53	\$0.00	\$0.00	\$2,897.53
			Bank Statement Balance		\$2,897.53			
815 Environmental Cr Card	\$4,602.98	\$9,590.37	\$13,015.00	\$0.00	\$1,178.35	\$0.00	\$0.00	\$1,178.35
			Bank Statement Balance		\$1,178.35			
816 JP1 Efile	\$564.84	\$766.13	\$568.00	\$0.00	\$762.97	\$0.00	\$0.00	\$762.97
			Bank Statement Balance		\$762.97			
817 JP2 Efile	\$99.23	\$683.04	\$782.00	\$0.00	\$0.27	\$0.00	\$0.00	\$0.27
			Bank Statement Balance		\$0.27			
818 JP3 Efile	\$365.74	\$480.08	\$480.00	\$0.00	\$365.82	\$0.00	\$0.00	\$365.82
			Bank Statement Balance		\$365.82			
819 JP4 Efile	\$165.35	\$535.03	\$698.00	\$0.00	\$2.38	\$0.00	\$0.00	\$2.38
			Bank Statement Balance		\$2.38			
820 Treasurer Credit Card	\$32.69	\$2,564.35	\$2,514.33	\$0.00	\$82.71	\$0.00	\$0.00	\$82.71
			Bank Statement Balance		\$82.71			

**WALLER COUNTY**  
**INVESTMENT PORTFOLIO FOR MONTH ENDING**  
**DECEMBER 2022**

**ACTIVITY**

FINANCIAL INSTRUMENT AND INVESTED FUND	PURCHASE PRICE	MTD YIELD	BEGINNING BALANCE	TRANSFERS	MTD INTEREST	ENDING BALANCE
<b>TEXAS CLASS INVESTMENTS</b>						
125-General	\$35,153,326.85	4.3170%	\$35,153,326.85	\$0.00	\$129,109.67	\$35,282,436.52
110-R&B	\$3,697,812.62	4.3170%	\$3,697,812.62	(\$3,697,812.00)	\$8,096.74	\$8,097.36
515-Debt Service	\$687,933.29	4.3170%	\$687,933.29	\$0.00	\$2,526.61	\$690,459.90
181-Permanent School	\$753,511.02	4.3170%	\$753,511.02	\$0.00	\$2,767.48	\$756,278.50
602-Tax Notes, Series 2020	\$1,131,970.82	4.3170%	\$1,128,852.74	(\$450,000.00)	\$3,478.59	\$682,331.33
603-Tax Notes, Series 2022	\$6,417,088.54	4.3170%	\$5,885,558.35	(\$1,070,785.00)	\$20,028.11	\$4,834,801.46
604-Co Courthouse Project	\$3,410,498.47	4.3170%	\$3,410,498.47	\$0.00	\$5,058.30	\$3,415,556.77
<b>TEXPOOL INVESTMENTS</b>						
108-Elections	\$44,348.18	3.9799%	\$44,348.18	\$0.00	\$149.86	\$44,498.04
111-Law Library	\$122,720.79	3.9799%	\$122,720.79	\$0.00	\$414.78	\$123,135.57
112-Title IV Juvenile Justice	\$75,555.67	3.9799%	\$75,555.67	\$0.00	\$255.39	\$75,811.06
113-RPF District Clerk	\$55,253.41	3.9799%	\$55,253.41	(\$35,000.00)	\$143.96	\$20,397.37
114-County RMPF	\$28,411.97	3.9799%	\$28,411.97	\$0.00	\$96.02	\$28,507.99
115-RPF County Clerk	\$217,479.76	3.9799%	\$217,479.76	\$0.00	\$735.10	\$218,214.86
116-CC Preservation	\$21,902.87	3.9799%	\$21,902.87	\$0.00	\$74.04	\$21,976.91
117-Courthouse Security	\$135,666.03	3.9799%	\$135,666.03	\$0.00	\$458.56	\$136,124.59
118-Graffiti	\$637.90	3.9799%	\$637.90	\$0.00	\$2.17	\$640.07
119-JP Technology	\$125,732.06	3.9799%	\$125,732.06	(\$2,500.00)	\$421.95	\$123,654.01
120-DC Child Abuse Prev.	\$682.71	3.9799%	\$682.71	\$0.00	\$2.33	\$685.04
121-Family Protect Fee	\$29,235.43	3.9799%	\$29,235.43	\$0.00	\$98.81	\$29,334.24
122-Guardianship	\$31,767.31	3.9799%	\$31,767.31	\$0.00	\$107.40	\$31,874.71
123-Justice Court Security	\$31,765.34	3.9799%	\$31,765.34	\$0.00	\$107.39	\$31,872.73
124-CC Technology	\$5,134.27	3.9799%	\$5,134.27	\$0.00	\$17.39	\$5,151.66
126-DC Technology	\$2,605.52	3.9799%	\$2,605.52	\$0.00	\$8.86	\$2,614.38
127-CC RP Digitizing	\$25,638.37	3.9799%	\$25,638.37	\$0.00	\$86.64	\$25,725.01
128-DC RP Digitizing	\$35,868.79	3.9799%	\$35,868.79	\$0.00	\$121.23	\$35,990.02
192-Federal Forfeiture	\$31,875.54	3.9799%	\$31,875.54	\$0.00	\$107.77	\$31,983.31
188-Dismuke	\$66,597.45	3.9799%	\$66,597.45	\$0.00	\$225.13	\$66,822.58
189-Hospital	\$3,079.41	3.9799%	\$3,079.41	\$0.00	\$10.41	\$3,089.82
<b>TOTALS</b>	<b>\$52,344,100.39</b>		<b>\$51,809,452.12</b>	<b>(\$5,256,097.00)</b>	<b>\$174,710.69</b>	<b>\$46,728,065.81</b>

**STATISTICS**

1. THIS PORTFOLIO IS IN COMPLIANCE WITH THE WALLER COUNTY INVESTMENT POLICY AND APPLICABLE LAW.
2. CURRENT INVESTMENTS ARE AVAILABLE SAME OR NEXT DAY TO MAXIMIZE OPERATING FUNDS.
3. AS A COMPARATIVE BENCHMARK THE AVERAGE 90 DAY T-BILL RATE THIS MONTH: **4.25%**
4. THE TOTAL AMOUNT OF INVESTED DOLLARS FOR MONTH END: **\$46,728,065.81**
5. PROSPERITY BANK PLEDGED COLLATERAL MARKET VALUE: **\$79,087,576.00**  
THIS AMOUNT WAS ADEQUATE TO SECURE ALL DEPOSITS AT PROSPERITY BANK.
6. TexPool Rated: AAA by Standard & Poor's.
7. Texas CLASS Rated: AAA by Standard & Poor's.
8. THIS REPORT IS PROVIDED ON A MONTHLY BASIS EXCEEDING THE PUBLIC FUNDS INVESTMENT ACT AND WALLER COUNTY INVESTMENT POLICY REQUIREMENTS TO KEEP THE COMMISSIONERS' COURT FULLY INFORMED.

**WALLER COUNTY, TEXAS****Summary of Debt****As of December 31, 2021****Prepared by Alan Younts, Waller County Auditor****Total Capital Leases**

Year	Principal	Interest
2022	\$79,176.73	\$3,320.68
2023	\$0.00	\$0.00
2024	\$0.00	\$0.00
2025	\$0.00	\$0.00
2026	\$0.00	\$0.00
2027-2031	\$0.00	\$0.00
2032-2036	\$0.00	\$0.00
2037-2038	\$0.00	\$0.00
	<b>\$79,176.73</b>	<b>\$3,320.68</b>

**Total Bonds**

Year	Principal	Interest
2022	\$2,755,000.00	\$1,334,723.36
2023	\$2,742,000.00	\$1,245,875.56
2024	\$2,825,000.00	\$1,156,313.26
2025	\$2,350,000.00	\$1,069,897.26
2026	\$2,435,000.00	\$986,532.26
2027-2031	\$10,550,000.00	\$3,657,835.30
2032-2036	\$11,610,000.00	\$1,860,528.17
2037-2038	\$5,210,000.00	\$180,475.00
	<b>\$40,477,000.00</b>	<b>\$11,492,180.17</b>

Treasurer's Record of Unpaid Claims		As of	12/31/22
Vendors		Date Registered	Amount Registered
JEFFERSON COUNTY CLERK		02/01/22	93428 \$ 457.00
AT&T		06/22/22	96866 \$ 1,616.94
AT&T		07/20/22	97488 \$ 1,695.40
HOMETOWN HARDWARE		07/26/22	97569 \$ 33.98
HOMETOWN HARDWARE		07/27/22	97580 \$ 6.99
ASCO		08/11/22	97979 \$ (1,725.76)
UTILITY TRAILER SALES		08/11/22	97981 \$ (4,108.80)
HP INC.		09/07/22	98515 \$ 2,335.98
GRANT WORKS		09/22/22	98902 \$ 11,734.80
GULF COAST		09/22/22	98898 \$ 170,640.52
QUIDDITY		09/22/22	98896 \$ 38,958.70
QUIDDITY		09/22/22	98897 \$ 1,091.50
HOMETOWN HARDWARE		09/26/22	98944 \$ 29.99
NAPA		10/17/22	99423 \$ 142.38
ALL COAST INSPECTIONS		10/27/22	99687 \$ 2,362.00
REPUBLIC SERVICES		11/01/22	99803 \$ 137.69
WE BRAND IT PROMOTIONS		11/01/22	99824 \$ 216.00
DELL TECHNOLOGIES		11/03/22	99850 \$ 142.99
MUSTANG CAT		11/08/22	100008 \$ (633.89)
HART INTERCIVIC		11/15/22	100170 \$ 65.75
FEDEX		11/17/22	100198 \$ 6.76
INDOFF INCORPORATED		11/17/22	100217 \$ 860.38
XEROX		11/17/22	100210 \$ 728.79
HALFF		11/18/22	100244 \$ 18,526.88
TEXAS STATE UNIVERSITY		11/22/22	100322 \$ 185.00
NAPA		11/28/22	100326 \$ (1,260.60)
ODP BUSINESS SOLUTIONS		12/01/22	100418 \$ 43.48
ODP BUSINESS SOLUTIONS		12/01/22	100419 \$ 44.57
TURNER, PIERCE, & FULTZ		12/01/22	100457 \$ 748.48
BROOKSHIRE HARDWARE		12/05/22	100525 \$ 77.98
HARRIS COUNTY RADIO SERVICES		12/05/22	100479 \$ 30.00
HOMETOWN HARDWARE		12/05/22	100497 \$ 95.97
IMPACT PROMOTIONAL SERVICES		12/05/22	100478 \$ 418.57
INNOVATIVE COMMUNICATION SYSTEMS		12/05/22	100545 \$ 435.00
SCMIDT FUNERAL HOME		12/05/22	100486 \$ 1,100.00
SCMIDT FUNERAL HOME		12/05/22	100487 \$ 1,050.00
HARRIS COUNTY ACCOUNTS RECEIVABLE		12/06/22	100550 \$ 4,183.00
KIMBALL MIDWEST		12/06/22	100553 \$ (694.56)
QUADIENT LEASING		12/06/22	100551 \$ 74.13
AT&T		12/08/22	100670 \$ (97.99)
HART INTERCIVIC		12/08/22	100621 \$ 183.25
MAGNOLIA FUNERAL HOME		12/08/22	100667 \$ 1,295.00
TAC SECURITY & VIDEO		12/08/22	100585 \$ 995.00
TAC SECURITY & VIDEO		12/08/22	100586 \$ 85.00
EDMINSTER HINSHAW RUSS & ASSOC.		12/12/22	100693 \$ 33,370.00
EDMINSTER HINSHAW RUSS & ASSOC.		12/12/22	100695 \$ 14,800.00
EDMINSTER HINSHAW RUSS & ASSOC.		12/12/22	100696 \$ 370.00
FATERKOWSKI'S TRANSMISSIONS		12/12/22	100710 \$ 5,006.81
INDOFF		12/12/22	100715 \$ 670.57
UNITED STATES POST OFFICE		12/12/22	100714 \$ 7,250.00

Treasurer's Record of Unpaid Claims		As of	12/31/22	
Vendors		Date Registered	Reg #	Amount Registered
VERIZON		12/12/22	100692	\$ 862.66
XEROX		12/12/22	100724	\$ 255.06
XEROX		12/12/22	100728	\$ 172.09
XEROX		12/12/22	100730	\$ 405.67
XEROX		12/12/22	100731	\$ 184.33
XEROX		12/12/22	100732	\$ 148.20
ALPHAGRAPHICS		12/13/22	100756	\$ 118.93
APPEL FORD		12/13/22	100757	\$ 902.59
INDOFF INCORPORATED		12/13/22	100744	\$ 256.48
NAPA		12/13/22	100747	\$ 929.99
R.B. EVERETT		12/13/22	100754	\$ 113.45
STRIPES & STOPS		12/13/22	100753	\$ 10,342.52
AMG PRINTING & MAILING		12/15/22	100784	\$ 1,225.25
ATRON SOLUTIONS		12/15/22	100798	\$ 11,740.28
COLORADO VALLEY TRANSIT DISTRICT		12/15/22	100794	\$ 5,000.00
CYPRESS FLEET SERVICE		12/15/22	100776	\$ 30,803.16
CYPRESS FLEET SERVICE		12/15/22	100777	\$ 5,381.06
DOBIE SUPPLY, LLC		12/15/22	100787	\$ 1,073.75
DOBIE SUPPLY, LLC		12/15/22	100788	\$ 440.00
DOBIE SUPPLY, LLC		12/15/22	100789	\$ 5,935.00
DR. M.K. HAMZA		12/15/22	100782	\$ 2,000.00
GULF COAST RAIL DISTRICT		12/15/22	100792	\$ 5,000.00
HARRIS COUNTY ACCOUNTS REC		12/15/22	100796	\$ 6,224.00
HOMETOWN HARDWARE		12/15/22	100791	\$ 29.98
MAGNOLIA FUNERAL HOME, INC		12/15/22	100795	\$ 1,295.00
MELISSA VAN HORN		12/15/22	100773	\$ 6,230.00
NAPA		12/15/22	100786	\$ 91.99
O'REILLY		12/15/22	100790	\$ 9.99
TEXAS A&M AGRILIFE EXTENSION SERVICE		12/15/22	100801	\$ 175.00
TEXAS A&M AGRILIFE EXTENSION SERVICE		12/15/22	100802	\$ 59.00
WALLER COUNTY ECONOMIC DEV		12/15/22	100800	\$ 37,500.00
WE BRAND IT PROMOTIONS LLC		12/15/22	100774	\$ 7,642.00
XEROX CORPORATION		12/15/22	100785	\$ 424.83
ATRON		12/16/22	100810	\$ 25,312.42
DELL		12/16/22	100808	\$ 12,279.72
HOMETOWN HARDWARE		12/16/22	100826	\$ 1,100.00
HOMETOWN HARDWARE		12/16/22	100827	\$ 38.34
HOUSTON COPIER CONNECTION		12/16/22	100824	\$ 153.64
STEINHAUSER'S SEALY		12/16/22	100822	\$ 37.50
TIMEKEEPING SYSTEMS		12/16/22	100823	\$ 8,788.74
TURNER, PIERCE & FULTZ		12/16/22	100834	\$ 400.00
AMERICAN STAMP & MARKING PROD		12/19/22	100837	\$ 70.11
HOMETOWN HARDWARE		12/19/22	100853	\$ 138.96
LJA ENGINEERING		12/19/22	100835	\$ 50.00
LJA ENGINEERING		12/19/22	100836	\$ 100.00
ODP		12/19/22	100839	\$ 40.80
ODP		12/19/22	100840	\$ 197.74
ODP		12/19/22	100841	\$ 14.99
ODP		12/19/22	100842	\$ 134.81
ODP		12/19/22	100843	\$ 118.09

Treasurer's Record of Unpaid Claims		As of	12/31/22	
Vendors		Date Registered	Reg #	Amount Registered
QUADIENT		12/19/22	100852	\$ 77.52
AT&T		12/20/22	100892	\$ 94.99
C&G WHOLESALE		12/20/22	100874	\$ 335.70
C&G WHOLESALE		12/20/22	100875	\$ 459.89
C&G WHOLESALE		12/20/22	100876	\$ 294.67
C&G WHOLESALE		12/20/22	100877	\$ 396.96
C&G WHOLESALE		12/20/22	100878	\$ 1,627.47
C&G WHOLESALE		12/20/22	100879	\$ 163.76
C&G WHOLESALE		12/20/22	100880	\$ 1,368.00
DELL		12/20/22	100862	\$ 665.97
DEPARTMENT OF INFO RESOURCES		12/20/22	100894	\$ 538.86
DIGG COMMERCIAL LLC		12/20/22	100901	\$ 7,084.82
DISCOUNT ID		12/20/22	100863	\$ 139.50
EMBASSY		12/20/22	100860	\$ 337.00
H OUSTON-GALVESTON AREA COUN		12/20/22	100883	\$ 2,271.76
HOMETOWN HARDWARE		12/20/22	100884	\$ 11.18
HP INC.		12/20/22	100891	\$ 589.80
JACKSON, JACQUELYN		12/20/22	100893	\$ 100.00
JK GRAPHICS		12/20/22	100857	\$ 879.25
JONES, CINDY		12/20/22	100858	\$ 22.18
JONES, CINDY		12/20/22	100859	\$ 22.50
LE, MARK D.		12/20/22	100870	\$ 75.00
LE, MARK D.		12/20/22	100871	\$ 75.00
LE, MARK D.		12/20/22	100872	\$ 75.00
LE, MARK D.		12/20/22	100873	\$ 75.00
NAPA		12/20/22	100895	\$ 123.55
O'REILLY		12/20/22	100896	\$ 11.49
PALMER CAP-CHUR EQUIPMENT		12/20/22	100882	\$ 300.00
PERDUE, BRANDON, FIELDER, COLLINS		12/20/22	100861	\$ 1,563.94
PETROLEUM TRADERS CORPORATION		12/20/22	100897	\$ 20,047.01
R.B. EVERETT		12/20/22	100898	\$ 1,956.11
R.B. EVERETT		12/20/22	100899	\$ 31.33
R.B. EVERETT		12/20/22	100900	\$ 528.73
ROCA CLEANING		12/20/22	100855	\$ 450.00
ROCA CLEANING		12/20/22	100856	\$ 600.00
SCY IMAGING INC		12/20/22	100868	\$ 450.00
TEXAS ASSOCIATION OF COUNTIES		12/20/22	100886	\$ 250.00
TEXAS ASSOCIATION OF COUNTIES		12/20/22	100887	\$ 250.00
TEXAS ASSOCIATION OF COUNTIES		12/20/22	100888	\$ 250.00
TEXAS ASSOCIATION OF COUNTIES		12/20/22	100890	\$ 250.00
TOSHIBA FINANCIAL SERVICES		12/20/22	100889	\$ (257.77)
TRINITY SERVICES GROUP		12/20/22	100881	\$ 4,392.95
VERIZON		12/20/22	100869	\$ 200.17
WARREN, Z'AUNDRIA		12/20/22	100864	\$ 32.00
WARREN, Z'AUNDRIA		12/20/22	100865	\$ 76.25
WARREN, Z'AUNDRIA		12/20/22	100866	\$ 76.25
INNOVATIVE COMMUNICATION SYSTEMS		11/03/22	99848	\$ 1,046.80
KYLE OFFICE PRODUCTS		12/22/22	100902	\$ 186.45
HOMETOWN HARDWARE		12/22/22	100903	\$ 51.48
SMITH & SONS ROOFING		12/22/22	100904	\$ 2,340.00

Treasurer's Record of Unpaid Claims		As of	12/31/22
Vendors		Date Registered	Amount Registered
KING ARCHITECTURAL CONSULTING		12/22/22	\$ 1,887.72
NAPA		12/22/22	\$ 995.00
MONTGOMERY COUNTY JUV DEPT		12/22/22	\$ 1,500.00
QUILL		12/22/22	\$ 16.05
WALLER COUNTY PAINT & BODY		12/22/22	\$ 7.00
WALLER COUNTY PAINT & BODY		12/22/22	\$ 7.00
QUILL		12/22/22	\$ 217.10
O'REILLY		12/22/22	\$ 87.72
JARVIS TIRE PROS		12/22/22	\$ 12,688.33
ASCO		12/22/22	\$ (288.80)
HEISE TRUCKING		12/22/22	\$ 14,496.23
HEISE TRUCKING		12/22/22	\$ 14,826.83
FRANK, MICHAEL		12/22/22	\$ 60.63
WCS WILDLIFE CONTROL SUPPLIES		12/22/22	\$ 1,704.33
VANISH DOCUMENT SHREDDING		12/22/22	\$ 155.00
CAVEMAN ARMS		12/22/22	\$ 1,535.00
COMMAND COMMUNICATIONS		12/22/22	\$ 109,839.60
QUILL		12/22/22	\$ 74.11
QUILL		12/22/22	\$ 1,249.25
QUILL		12/22/22	\$ 30.50
QUILL		12/22/22	\$ 227.16
QUILL		12/22/22	\$ 532.39
QUILL		12/22/22	\$ 547.46
QUILL		12/22/22	\$ 272.16
QUILL		12/22/22	\$ 115.67
QUILL		12/22/22	\$ 184.76
WALLER COUNTY FEED HEMPSTEAD		12/22/22	\$ 44.99
SNAP-ON INDUSTRIAL		12/22/22	\$ 1,130.13
ALSCO		12/22/22	\$ 59.93
R.B. EVERETT		12/22/22	\$ 830.16
HOMETOWN HARDWARE		12/22/22	\$ 13.98
R.B. EVERETT		12/22/22	\$ (528.73)
R.B. EVERETT		12/22/22	\$ (31.33)
KYLE OFFICE PRODUCTS		12/22/22	\$ 302.50
STEPHENS & FLOWERS		12/22/22	\$ 800.00
BOYD, JENINE C. PHD		12/22/22	\$ 1,000.00
BECKWORTH, BENJAMIN		12/22/22	\$ 225.00
BECKWORTH, BENJAMIN		12/22/22	\$ 225.00
BECKWORTH, BENJAMIN		12/22/22	\$ 195.00
BECKWORTH, BENJAMIN		12/22/22	\$ 300.00
BECKWORTH, BENJAMIN		12/22/22	\$ 270.00
CANON FINANCIAL SERVICES		12/22/22	\$ 418.00
IMPACT PROMOTIONAL SERVICES		12/22/22	\$ 267.62
DISA		12/22/22	\$ 39.00
TEXAS A&M AGRILIFE EXT SER		12/28/22	\$ 100.00
TAE4-HYDP, DISTRICT 9		12/28/22	\$ 110.00
LANSDOWNE-MOODY		12/28/22	\$ 286.85
TRINICOM COMMUNICATIONS		12/28/22	\$ 131.24
TRINICOM COMMUNICATIONS		12/28/22	\$ 201.64
TRINICOM COMMUNICATIONS		12/28/22	\$ 241.97

Treasurer's Record of Unpaid Claims		As of	12/31/22	
Vendors		Date Registered	Reg #	Amount Registered
TRINICOM COMMUNICATIONS		12/28/22	100955	\$ 45.68
LANSDOWNE-MOODY		12/28/22	100956	\$ 42.02
WOOLLEY, JR		12/28/22	100957	\$ 110.93
WOOLLEY, JR		12/28/22	100958	\$ 152.50
HOMETOWN HARDWARE		12/28/22	100959	\$ 47.49
WOOLLEY, JR		12/28/22	100960	\$ 354.00
HP INC		12/28/22	100961	\$ 638.36
ENGEDI PEST CONTROL		12/28/22	100962	\$ 75.00
ENGEDI PEST CONTROL		12/28/22	100963	\$ 140.00
ENGEDI PEST CONTROL		12/28/22	100964	\$ 430.00
ENGEDI PEST CONTROL		12/28/22	100965	\$ 215.00
ENGEDI PEST CONTROL		12/28/22	100966	\$ 75.00
ENGEDI PEST CONTROL		12/28/22	100967	\$ 230.00
SBEC		12/28/22	100968	\$ 285.15
QUILL		12/28/22	100969	\$ 750.66
QUILL		12/28/22	100970	\$ 385.95
STEINHAUSER'S HEMPSTEAD		12/28/22	100971	\$ 44.99
QUILL		12/28/22	100972	\$ 256.29
OFFICEMAKERS		12/28/22	100973	\$ 1,050.00
DIRECT TV		12/28/22	100974	\$ 162.48
4S DISTRIBUTING		12/28/22	100975	\$ 459.70
HOMETOWN HARDWARE		12/28/22	100976	\$ 47.56
R.J. VARGAS INVESTIGATIONS		12/28/22	100977	\$ 527.87
GRAINGER		12/28/22	100978	\$ 327.02
NAPA		12/28/22	100979	\$ 142.38
GRAINGER		12/28/22	100980	\$ 55.22
GRAINGER		12/28/22	100981	\$ 32.34
TEXAS ASSOC OF COUNTIES RISK MAN		12/28/22	100982	\$ 2,500.00
TEXAS ASSOC OF COUNTIES RISK MAN		12/28/22	100983	\$ 1,616.50
ODP		12/28/22	100984	\$ 77.99
ODP		12/28/22	100985	\$ 142.09
ODP		12/28/22	100986	\$ 299.90
ODP		12/28/22	100987	\$ 197.98
ODP		12/28/22	100988	\$ 131.20
ODP		12/28/22	100989	\$ 87.62
ODP		12/28/22	100990	\$ 51.85
ODP		12/28/22	100991	\$ 557.19
AT&T		12/28/22	100992	\$ 41.00
CONSOLIDATED		12/28/22	100993	\$ 147.74
CONSOLIDATED		12/28/22	100994	\$ 57.65
AT&T		12/28/22	100995	\$ 80.00
TRINITY SERVICES GROUP		12/29/22	100996	\$ 4,236.20
DSI		12/29/22	100997	\$ 2,191.28
BUCKEYE CLEANING CENTER		12/29/22	100998	\$ 1,106.93
BUCKEYE CLEANING CENTER		12/29/22	100999	\$ 245.19
HOMETOWN HARDWARE		12/29/22	101000	\$ 13.99
VOYAGER		12/29/22	101001	\$ 30,708.37
STEINHAUSER'S HEMPSTEAD		12/29/22	101002	\$ 123.97
SUSTAINABLE SECURITY SOLUTIONS		12/29/22	101003	\$ 3,132.25
SUSTAINABLE SECURITY SOLUTIONS		12/29/22	101004	\$ 18,110.00

Treasurer's Record of Unpaid Claims		As of	12/31/22	
Vendors		Date Registered	Reg #	Amount Registered
QUILL		12/29/22	101005	\$ 260.49
QUILL		12/29/22	101006	\$ 22.00
QUILL		12/29/22	101007	\$ 9.47
QUILL		12/29/22	101008	\$ 63.99
QUILL		12/29/22	101009	\$ 1,225.59
QUILL		12/29/22	101010	\$ 32.77
QUILL		12/29/22	101011	\$ 63.53
XEROX		12/29/22	101012	\$ 104.81
STEINHAUSER'S HEMPSTEAD		12/29/22	101013	\$ 59.80
STEINHAUSER'S HEMPSTEAD		12/29/22	101014	\$ 44.99
WILEY, ROBYN CSR		12/29/22	101015	\$ 942.00
ROCKETT, JENNIFER PHD		12/29/22	101016	\$ 750.00
HP INC.		12/29/22	101017	\$ 589.80
LOW VOLTAGE SECURITY SOLUTIONS		12/29/22	101018	\$ 245.00
RICOH		12/29/22	101019	\$ 130.12
PITNEY BOWES		12/29/22	101020	\$ 513.59
WILKE, SHAWNA		12/29/22	101021	\$ 594.79
HENSLEY, DEAN		12/29/22	101022	\$ 71.35
O'BRIEN COUNSELING SERVICES		12/29/22	101023	\$ 1,000.00
AUSTIN EDUCATION		12/29/22	101024	\$ 1,100.00
HOMETOWN HARDWARE		12/29/22	101025	\$ 8.99
<b>TOTAL UNPAID</b>				<b>\$ 811,092.98</b>



Waller County, TX

# Payable Register

## Payable Detail by Vendor Name

Packet: APPKT02694 - 01/31/23 RET INS

Payable #	Payable Type	Post Date	Payable Date	Due Date	Discount Date	Amount	Tax	Shipping	Discount	Total
Payable Description		Bank Code			On Hold					
<b>Vendor: 18425 - AMWINS GROUP BENEFITS</b>										<b>Vendor Total: 20,900.00</b>
Feb 2023 County Portion Feb 2023	Invoice	2/1/2023 APBNK - APBNK	2/1/2023	2/1/2023	2/1/2023 No	20,900.00	0.00	0.00	0.00	20,900.00
<b>Items</b>										
<b>Item Description</b>		<b>Commodity</b>		<b>Units</b>	<b>Price</b>	<b>Amount</b>	<b>Tax</b>	<b>Shipping</b>	<b>Discount</b>	<b>Total</b>
County Portion Feb 2023		N/A		0.00	0.00	20,900.00	0.00	0.00	0.00	20,900.00
<b>Distributions</b>										
<b>Account Number</b>		<b>Account Name</b>		<b>Project Account Key</b>		<b>Amount</b>		<b>Percent</b>		
<u>125-685-520303</u>		Health Insurance				20,900.00		100.00%		
<b>Vendor: 07548 - TAC HEBP</b>										<b>Vendor Total: 20,860.21</b>
Feb 2023 County BCBS Co Portion Ret Prem Feb 2023	Invoice	2/1/2023 APBNK - APBNK	2/1/2023	2/1/2023	2/1/2023 No	15,048.00	0.00	0.00	0.00	15,048.00
<b>Items</b>										
<b>Item Description</b>		<b>Commodity</b>		<b>Units</b>	<b>Price</b>	<b>Amount</b>	<b>Tax</b>	<b>Shipping</b>	<b>Discount</b>	<b>Total</b>
BCBS Co Portion Ret Prem Feb 2023		N/A		0.00	0.00	15,048.00	0.00	0.00	0.00	15,048.00
<b>Distributions</b>										
<b>Account Number</b>		<b>Account Name</b>		<b>Project Account Key</b>		<b>Amount</b>		<b>Percent</b>		
<u>125-685-520303</u>		Health Insurance				15,048.00		100.00%		
<b>Feb 2023 Retiree BCBS Retiree Payment Feb 2023</b>	<b>Invoice</b>	<b>2/1/2023 APBNK - APBNK</b>	<b>2/1/2023</b>	<b>2/1/2023</b>	<b>2/1/2023 No</b>	<b>5,812.21</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>5,812.21</b>
<b>Items</b>										
<b>Item Description</b>		<b>Commodity</b>		<b>Units</b>	<b>Price</b>	<b>Amount</b>	<b>Tax</b>	<b>Shipping</b>	<b>Discount</b>	<b>Total</b>
BCBS Retiree Payment Feb 2023		N/A		0.00	0.00	5,812.21	0.00	0.00	0.00	5,812.21
<b>Distributions</b>										
<b>Account Number</b>		<b>Account Name</b>		<b>Project Account Key</b>		<b>Amount</b>		<b>Percent</b>		
<u>999-203-111200</u>		Medical Insurance				5,812.21		100.00%		

## Payable Summary

Type	Count	Gross	Tax	Shipping	Discount	Total	Manual Payment	Balance
Invoice	3	41,760.21	0.00	0.00	0.00	41,760.21	0.00	41,760.21
	<b>Grand Total:</b>	<b>41,760.21</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>41,760.21</b>	<b>0.00</b>	<b>41,760.21</b>

**Account Summary**

<b>Account</b>	<b>Name</b>	<b>Amount</b>
<u>125-685-520303</u>	Health Insurance	35,948.00
	<b>Total:</b>	<b>35,948.00</b>

<b>Account</b>	<b>Name</b>	<b>Amount</b>
<u>999-203-111200</u>	Medical Insurance	5,812.21
	<b>Total:</b>	<b>5,812.21</b>



Please do not write in space above

7

a. ■ 07120 Original Report

# TEXAS DYED DIESEL BONDED USER FUELS TAX REPORT

-- For 2004 and later

c. Taxpayer number  
**1-74-6001079-0**d. Due date  
**01/25/2023**e. Filing period  
**QTR END 12/31/2022**

f.

g. Taxpayer name and mailing address

**WALLER COUNTY**  
**836 AUSTIN ST STE 316**  
**HEMPSTEAD, TX 77445-4673**

h.

1 Blacken this box if your address has changed.  
 Show changes by the preprinted information.

2 Blacken this box if you are no longer in business and enter the last business date   

i.

j.

FM

**WHO MUST FILE**

Every licensed dyed diesel fuel bonded user must file this report. Failure to file this report and pay applicable tax may result in collection action as prescribed by Title 2 of the Tax Code.

**WHEN TO FILE**

This report must be filed on or before the 25th day of the month following each calendar quarter; or, on or before the 25th day of January if filing an annual report.

**GENERAL INSTRUCTIONS**

- Please TYPE or PRINT all information only in white areas.
- Complete all applicable items that are not preprinted.
- If any preprinted information is not correct, mark out the incorrect item and write in the correct information.
- ROUND ALL GALLONAGE FIGURES TO WHOLE GALLONS.

Print your numerals in boxes as shown **0 1 2 3 4 5 6 7 8 9**

**You have certain rights** under Chapters 552 and 559, Government Code, to review, request, and correct information we have on file about you. Contact us at the address or phone number listed on this form.

**ENTER WHOLE GALLONS****1. Beginning physical inventory of dyed diesel fuel**

This inventory must agree with your prior report's ending inventory **1. ■**

**21,206****2. Tax-free purchases of dyed diesel fuel from license holders**

Complete the "Texas Schedule of Tax-Free Purchases of Dyed Diesel Fuel," (Form 06-170), to obtain the necessary information for this item. **2. ■**

**17,821****3. Loss by fire, theft, or accident**

Enter the combined net total gallons lost by fire, theft or accident.

Attach a letter explaining how the loss occurred. **3. ■**

**0****4. Tax-free uses of dyed diesel fuel**

(Enter the number of gallons of dyed diesel fuel used in a nontaxable manner.) **4. ■**

**7,685****5. Taxable uses of dyed diesel fuel**

(Enter the number of gallons of dyed diesel fuel used in a taxable manner.) **5. ■**

**10,853****6. Ending inventory of dyed diesel fuel****6. ■****20,489****7. Tax due on net taxable gallons (Multiply Item 5 by **0.200**)****7. ■****2,170.60****8. Penalty** - If report is filed or tax paid after due date, enter the penalty. - 1-30 days late, enter 5% of Item 7. - more than 30 days late, enter 10% of Item 7. (Minimum penalty \$1.00)

NOTE: An additional \$50 late filing penalty will be assessed each time a report is filed after the due date. **8. ■**

**9. Interest** - If any tax due is unpaid 61 days after the due date, enter interest on the amount in Item 7. Calculate interest at the rate published online at [www.comptroller.texas.gov/](http://www.comptroller.texas.gov/) or call the Comptroller at (877) 447-2834, for the applicable rate. **9. ■****10. TOTAL AMOUNT DUE AND PAYABLE** (Item 7 plus Items 8 and 9) **10. ■**

Taxpayer name

**Waller County****i.****m.**

Make the amount in Item 10 payable to **STATE COMPTROLLER**. Our mailing address is **P.O. Box 149357, Austin, TX 78714-9357**.

If you have any questions regarding fuels tax, you may contact the Texas State Comptroller's field office in your area or call (800) 252-1383 or (512) 463-4600.

I declare that the information in this document and all attachments is true and correct to the best of my knowledge and belief.

**sign here**

Authorized agent

Preparer's name  
(Please print)

**Charles Marshall**

Daytime phone  
(Area code & number)

**979-221-3827**Date **1/4/2023**



a. ■ 07195 Original

## Texas Schedule of Tax-Free Purchases of Dyed Diesel Fuel

c. Taxpayer number

■ 17460010790

• Type or print

d. Filing period

■ 224

e. Taxpayer name

WALLER COUNTY

1-800-252-1383 f.



1. Seller name <b>Petroleum Traders Corporation</b>			2. Seller taxpayer number <b>1-35-1462227-6</b>
3. Product type <b>228</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■ SUM</b>	6. Invoiced gallons <b>■ 17,821</b>
1. Seller name <b>Three L., Inc.</b>			2. Seller taxpayer number <b>1-74-1934700-4</b>
3. Product type <b>228</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>
1. Seller name			2. Seller taxpayer number <b>■</b>
3. Product type <b>■</b>	4. Date removed <b>■</b>	5. Shipping doc. no. <b>■</b>	6. Invoiced gallons <b>■</b>

**TOTAL INVOICED GALLONS**

**FOR ALL PAGES** (Enter on Item 2 of  
Texas Dyed Diesel Fuel Bonded User  
Tax Report, Form 06-169)

**TOTAL INVOICED GALLONS**  
(Sum of Item 6)  
**FOR THIS PAGE ONLY**



## Child Safety Seat and Seat Belt Violation Fines

a. T Code ■ 32170

c. City/County Identification Number ■ 1-74-6001079-0	d. Report for fiscal year ending 12/31/2022	e. ■	f. Due date of report 01/30/2023
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g. City/County name and mailing address

JOAN SARGENT  
WALLER COUNTY  
836 AUSTIN ST STE 316  
HEMPSTEAD, TX 77445-4673

You have certain rights under Chapters 552 and 559, Government Code, to review, request and correct information we have on file about you. Contact us at the address or phone numbers listed on this form.

- Report must be filed even if no payment is due.

### h. IMPORTANT

Blacken this box if your address has changed. Show changes by the preprinted information. 1 ■

i. ■	j. ■
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Please check if fiscal year has changed from previous report

Transportation Code, Sections 545.412 (h) and 545.413 (b) and (j)

Notwithstanding Section 542.402(a), a municipality or county, at the end of the municipality or county's fiscal year, shall send to the Comptroller an amount equal to 50 percent of the fines collected by the municipality or the county for violations of sections 545.412 and 545.413 (b).

Municipal and county officials should use this form to submit payment of 50 percent of the fines collected on these violations during their fiscal year. This report is due 30 days after the end of the city or county's fiscal year.

1. Total amount of fines collected ..... 1. ■ \$ 2,337.58

X .50

2. Total amount of fines due the state (Multiply amount in Item 1 by .50) ..... 2. 1,168.79

40-138  
(Rev.1-19/8)

\*\*\* DO NOT DETACH \*\*\*

3. TOTAL AMOUNT OF PAYMENT (Same as Item 2) ..... 3. ■ \$ 1,168.79

City/County name

WALLER COUNTY

■ T Code ■ Identification no. ■ Period

32060 1-74-6001079-

I, (type or print name) JOAN SARGENT certify that the information above is true as shown in the records of the city or county named.

sign here

Authorized agent



Title

TREASURER

Date

1/18/23

Daytime phone (Area code and number)

979-826-7707

Complete this report and make the amount in Item 3 payable to:  
State Comptroller

Mail to: Comptroller of Public Accounts  
P.O. Box 149361  
Austin, TX 78714-9361

## Texas Home Visiting Program Trust Fund—Voluntary Contributions

City or County name <b>WALLER COUNTY</b>		Identification number <b>74-6001079</b>
Contact name <b>JOAN SARGENT</b>	Phone (Area code and number) <b>979-826-7707</b>	

Month <b>DECEMBER</b>	Year <b>2022</b>
--------------------------	---------------------

Amount of payment ..... \$ **65.00**

Complete this form and make the amount payable to <b>STATE COMPTROLLER</b>	
Mail to <b>COMPTROLLER OF PUBLIC ACCOUNTS</b> P.O. Box 149361 Austin, TX 78714-9361	

For assistance, call 1-800-531-5441, ext. 3-4276, or 512-463-4276.

*Detach and return the bottom portion only.  
Keep the top portion for your records.*

## Texas Home Visiting Program Trust Fund—Voluntary Contributions

City or County name <b>WALLER COUNTY</b>			Amount of payment ..... <b>\$ 65.00</b>
Identification number <b>74-6001079</b>	Month <b>DECEMBER</b>	Year <b>2022</b>	Contact <b>JOAN SARGENT</b>
			Phone (Area code and number) <b>979-826-7707</b>





4 0 1 3 9 0 0 W 1 0 2 1 0 7 \*

## SEXUAL ASSAULT / SUBSTANCE ABUSE PROGRAMS

c. County identification number ■ 1-74-6001079-0	d. Report for quarter ending 12-31-2022	e. ■	f. Due date of report 01-31-2023
g. County name and mailing address WALLER COUNTY 836 AUSTIN ST STE 316 HEMPSTEAD TX 77445-4673			
h. IMPORTANT Blacken this box if your address has changed. Show changes by the preprinted information. → 1 ■			i. ■
			j. ■

### SEXUAL ASSAULT PROGRAM FUND (Code of Criminal Procedure Art. 42A.653)

If the court grants probation to a person convicted of an offense under Sections 21.08, 21.11, 22.021, 25.02, 25.06, 43.25 or 43.26 of the Penal Code, the court shall require as a condition of probation that the person pay to the supervising probation officer a fine of \$5 each month during the period of probation. This fine is in addition to court cost or any other fee or fine imposed on the person. A court clerk or a community supervision department shall deposit the fines collected under Subsection (e) to be sent to the Comptroller no later than the last day of the month following a calendar quarter. The Comptroller shall deposit these funds in the Sexual Assault Program Fund under Section 420.008 of the Government Code.

Use supplement pages to list all fines collected. Enter the total number of supplement pages included on line 1, and the total amount of fines due on all supplement pages on line 2.

1. Number of Supplement pages (for Sexual Assault Program fines).....	1.....
2. Total Fines Collected For Sexual Assault Program.....	2. ■ \$ 145.00

### SUBSTANCE ABUSE FELONY PROGRAM--Residential Aftercare Program (Code of Criminal Procedure Art. 42A.303)

If a judge requires as a condition of community service that the defendant serve a term of confinement and treatment in a substance abuse treatment facility under this section, the judge shall also require as a condition of community supervision that on release from the facility the defendant:

- (1) participate in a drug or alcohol abuse continuum of care treatment plan; and
- (2) pay a reimbursement fee in an amount established by the judge for residential aftercare required as part of the treatment plan.

A court clerk or a community supervision department shall deposit the payments made by defendants required to pay residential aftercare fees (under Subsection (c) (2)), to be sent to the Comptroller no later than the last day of the month following a calendar quarter.

Use supplement pages to list all fees collected. Enter the total number of supplement pages included on line 3, and the total amount of fees due on all supplement pages on line 4.

3. Number of Supplement pages (for Substance Abuse Felony Program fees).....	3.....
4. Total Fees Collected for Substance Abuse Felony Program .....	4. ■ \$ 0.00
5. TOTAL FINES AND FEES DUE FOR THIS PERIOD (Total of Item 2 and Item 4).....	

\*\*\*DO NOT DETACH \*\*\*DO NOT DETACH \*\*\*DO NOT DETACH \*\*\*

6. TOTAL AMOUNT DUE AND PAYABLE (Same as Item 5)..... 6. ■ \$ 145.00

County name WALLER COUNTY	k. ■	l. ■
------------------------------	------	------

■ T Code ■ County identification no. ■ Period

32660 1-74-6001079-

For assistance call 800-531-5441, ext. 3-4276.

The Austin number is 512-463-4276.

Complete this report and make the amount in Item 6 payable to: STATE COMPTROLLER
Mail to: COMPTROLLER OF PUBLIC ACCOUNTS P.O. Box 149361 Austin, Texas 78714-9361

I, (type or print name) <b>JOAN SARGENT</b> certify that the information above is true as shown in the records of the Treasury of the county named.	
sign here	Authorized agent
Title	TREASURER
Daytime phone (Area code and number) <b>979-826-7707</b>	
Date <b>1/18/2023</b>	



## Specialty Court Program Account

a. T Code ■ 32260

c. County Identification Number ■ 1-74-6001079-0	d. Report for quarter ending (mm/dd/yy) QUARTER ENDING 12-31-22	e. ■	f. Due date of report 01-31-2023
---	--	------	-------------------------------------

g. County name and mailing address

JOAN SARGENT  
WALLER COUNTY  
836 AUSTIN ST STE 316  
HEMPSTEAD, TX 77445-4673

### h. IMPORTANT

Blacken this box if your address has changed. Show changes by the preprinted information.

1

i. ■

j. ■

**A specialty court is defined in Gov. Code 772.0061(2)(A-D) as: Gov. Code, Chapter 122, family drug court program; Chapter 123, drug court program; Chapter 124, veterans court program; and Chapter 125, a mental health court program.**

Code of Criminal Procedures Article 102.0178; **Costs Attendant to Certain Intoxication and Drug Convictions.**

REPEALED EFFECTIVE JANUARY 1, 2020 - USE THIS FORM TO REPORT PREVIOUSLY ASSESSED COSTS THAT ARE COLLECTED AFTER JANUARY 1, 2020.

(a) In addition to other costs on conviction, a person shall pay \$60 (Previously Drug Court Program Account, \$50 for offenses between 6/15/07-12/31/09 or \$60 for offenses on or after 1/1/10-8/31/2013) as a cost of court on conviction of an offense punishable as a Class B misdemeanor or any higher category of offense under:

- (1) Chapter 49, Penal code (Intoxication and Alcoholic Beverage Offenses); or
- (2) Chapter 481, Health and Safety Code (Texas Controlled Substance Act).

(e) A county is entitled to:

- (1) if the custodian of the county treasury complies with subsection (d), retain 10 percent of the funds collected under this article by an officer of the county during the calendar quarter as a service fee; and
- (2) if the county has established a drug court program or establishes a drug court program before the expiration of the calendar quarter, retain in addition to the 10 percent authorized by Subdivision (1) another 50 percent of the funds collected under this article to be used exclusively for the maintenance of drug court programs operated within the county.

County treasurers should use this form to report their county's collections of this court cost and to submit payment of the appropriate portion of these costs, for collections of costs assessed prior to the repeal of Code of Criminal Procedures Art. 102.0178 on January 1, 2020. No return is required if there are no collections to report.

1. Total amount of specialty court program fees collected	1. ■ \$ 53.11
2. Amount retained ( 50%) for established specialty court programs within the county (per CCP 102.0178(e)(2), 50% of Item 1, if applicable)	2. ■ \$ 0.00
3. Allowable service fee for timely filing (per CCP 102.0178(e)(1), 10% of Item 1, if applicable)	3. ■ \$ 5.31
4. AMOUNT DUE THE STATE (Subtract Items 2 and 3 from Item 1.)	4. ■ \$ 47.80

40-147  
(Rev.8-19/7)

\*\*\* DO NOT DETACH \*\*\*

5. TOTAL AMOUNT OF PAYMENT (Same as Item 4) 5. ■ \$ 47.80

County name <b>WALLER COUNTY</b>	k. ■	l. ■
-------------------------------------	------	------

■ T Code ■ County identification no. ■ Period

32080

Complete this report and make the amount in Item 5 payable to: <b>State Comptroller</b>
Mail to: Comptroller of Public Accounts P.O. Box 149361 Austin, TX 78714-9361

I, (type or print name) **JOAN SARGENT** certify that the information above is true and correct as shown in the records of the reporting office of the county named.

sign here   
Authorized agent

Title **TREASURER**

Daytime phone  
(Area code and number)

1/18/2023

979-826-7707



## Electronic Filing System - State Fund

a. T Code ■ 32480

c. County Identification Number ■ 1-74-6001079-0	d. Report for quarter ending (mm/dd/yy) QUARTER ENDING 12-31-22	e. ■ 224	f. Due date of report 01-31-23
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County name and mailing address

g. WALLER COUNTY  
836 AUSTIN ST STE 316  
HEMPSTEAD TX 77445-4673

### h. IMPORTANT

Blacken this box if your address has changed. Show changes by the preprinted information.

i. ■	j. ■
------	------

### Government Code 51.851: *Electronic Filing Fee*

- (b) In addition to other fees authorized or required by law, the clerk of the supreme court, a court of appeals, a district court, a county court, a statutory county court, or a statutory probate court shall collect a \$30 fee on the filing of any civil action or proceeding requiring a filing fee, including an appeal, and on the filing of any counterclaim, cross-action, intervention, interpleader, or third-party action requiring a filing fee to be used as provided by Section 51.852 (assessed as \$20 prior to Sept. 1, 2015). REPEALED for district court, county court, statutory county court and statutory probate court, effective January 1, 2022.
- (c) In addition to other fees authorized or required by law, the clerk of a justice court shall collect a \$10 fee on the filing of any civil action or proceeding requiring a filing fee, including an appeal, and on the filing of any counterclaim, cross-action, intervention, interpleader, or third-party action requiring a filing fee to be used as provided by Section 51.852. REPEALED, effective January 1, 2022.
- (d) Criminal costs REPEALED effective January 1, 2020. Costs assessed on offenses prior to January 1st are still to be reported and remitted when they are collected by the county.

Lines 1 - 3 are ONLY to be used for reporting collected filing fees, dated prior to January 1, 2022. See (b)(c) above. Per Local Government Code 133.058(d), no service fees are allowed.

### Filing Fees (Civil Cases)

1. District Court filing fees (@ \$30) .....	1. ■ \$ 1,210.00
2. County Courts filing fees ( <i>Constitutional, Statutory and Statutory Probate Courts</i> ) (@ \$30) .....	2. ■ \$ 0.00
3. Justice Courts filing fees (@ \$10) .....	3. ■ \$ 0.00
4. Total amount of filing fees collected ( <i>All Courts</i> ) .....	4. ■ \$ 1,210.00

### Criminal Costs on Convictions (\$5 in all courts - not assessed after Dec. 31, 2019)

5. District Court convictions .....	5. ■ \$ 6.03
6. County Courts convictions ( <i>Constitutional and Statutory Courts</i> ) .....	6. ■ \$ 0.00
7. Total amount of criminal costs collected ( <i>All Courts</i> ) .....	7. ■ \$ 6.03
8. TOTAL AMOUNT DUE ( <i>Add Items 4 and 7</i> ) .....	8. ■ \$ 1,216.03

40-151  
(Rev.11-21/6)

\*\*\* DO NOT DETACH \*\*\*

9. TOTAL AMOUNT OF PAYMENT (*Same as Item 8*) .....

9. ■ \$ 1,216.03

County name <b>WALLER COUNTY</b>	k. ■	l. ■
-------------------------------------	------	------

■ T Code ■ County identification no. ■ Period

32470 17460010790 224 7

Complete this report and make the amount in Item 9 payable to: <b>State Comptroller</b>
Mail to: Comptroller of Public Accounts P.O. Box 149361 Austin, TX 78714-9361

I, (type or print name) **JOAN SARGENT** certify that the information above is true and correct as shown in the records of the reporting office of the county named.

sign here	Authorized agent <i>Joan Sargent</i>	Date 1/18/23
Title TREASURER	Daytime phone (Area code and number) <b>979-826-7707</b>	

a. T Code ■ 32650

**Civil Fees**

- QUARTERLY REPORT -

• DO NOT WRITE IN SHADED AREAS



c. City / County identification number ■ 1-74-6001079-0
--

f. Report for quarter ending QUARTER ENDING 12-31-22	g. ■ 224
---	----------

e. Due date of report 01-31-23
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City / County name and mailing address

d. WALLER COUNTY 836 AUSTIN ST STE 316 HEMPSTEAD TX 77445
---

h. IMPORTANT Blacken this box if your address has changed. Show changes by the preprinted information. <input checked="" type="checkbox"/>	
i. ■	j. ■

DESCRIPTION — SEE BACK FOR INSTRUCTIONS —	COLUMN 1 Number (#) issued/filed	COLUMN 2 TOTAL COLLECTED	COLUMN 3 AMOUNT DUE
1. Birth Certificate Fees	■ 352	\$ 633.60	1. \$ 633.60
2. Marriage License Fees	■ 87	\$ 2,610.00	2. \$ 2,610.00
3. Declaration of Informal Marriage	■ 4	\$ 50.00	3. \$ 50.00
4. Juror Donations	■ 12	\$ 120.00	4. \$ 120.00
5. JP Consolidated Civil Fee	■ 114	\$ 2,394.00	5. \$ 2,394.00
6. Statutory Probate Court	6a. Consolidated Civil Fee 6b. Filing fee for other actions	■ 0 \$ 0.00	6a. \$ 0.00 6b. \$ 0.00
7. Statutory County Court	7a. Consolidated Civil Fee 7b. Filing fee for other actions	■ 2 \$ 274.00	7a. \$ 274.00 7b. \$ 0.00
8. Constitutional County Court	8a. Consolidated Civil Fee 8b. Filing fee for other actions	■ 0 \$ 0.00	8a. \$ 0.00 8b. \$ 0.00
9. District Court	9a. Consolidated Civil Fee 9b. Filing fee for other actions	■ # 119 \$ 12,625.92 ■ # 17 \$ 765.00	9a. \$ 12,625.92 9b. \$ 765.00
10. County Alternative Dispute Resolution Fund	■ 413 \$	\$ 5,017.40	10. \$ 5,017.40
11. TOTAL OF LINES 1-10		\$ 24,489.92	11. \$ 24,489.92
12. TOTAL FROM LINE 9 OF CIVIL FEES SUPPLEMENT FORM 40-155 (Repealed line items)		\$ 2,386.00	12. \$ 2,386.00
13. TOTAL DUE FOR THIS PERIOD (Total of Items 11 and 12)		\$ 26,875.92	13. \$ 26,875.92

\*\*\* DO NOT DETACH \*\*\* DO NOT DETACH \*\*\* DO NOT DETACH \*\*\*

14. TOTAL AMOUNT DUE AND PAYABLE (Same as Item 13) \$ 26,875.92

City/County name <b>Waller County</b>	k. ■	l. ■
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■ T Code ■ City/County identification no. ■ Period

32640 17460010790 224 2

For assistance call 800-531-5441, ext. 3-4276, or 512-463-4276.

I, (type or print name) <b>JOAN SARGENT</b> certify that the information above is true as shown in the records of the treasury of the city/county named.
Authorized agent <b>sign here</b>
Title <b>TREASURER</b> Date <b>01/18/2023</b>
Phone number (Area code and number) <b>979-826-7707</b>

Complete this report and make the amount in Item 12 payable to: <b>STATE COMPTROLLER</b>
Mail to: <b>COMPTROLLER OF PUBLIC ACCOUNTS</b> P.O. Box 149361 Austin, Texas 78714-9361



## State Criminal Costs and Fees

• COUNTY QUARTERLY REPORT - This report must be filed by the due date even if no payment is due.  
An amount or a zero (0) MUST be entered on all lines for Columns 1 and 3.

c. County identification number ■ 1-74-6001079-0	f. Report for quarter ending QUARTER ENDING 12-31-22	g. ■ 224	e. Due date of report 01-31-23
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d. JOAN SARGENT WALLER COUNTY 836 AUSTIN ST STE 316 HEMPSTEAD, TX 77445-4673	County name and mailing address	h. IMPORTANT Blacken this box if your address has changed. Show changes by the → 1 ■	
		i. ■	j. ■

• See back for instructions.

SECTION I  
Reports for offenses committed

SECT. II  
As appl.

23. TOTAL DUE FOR THIS PERIOD (Total of Items 1 through 22 in Column 3.) ■ \$ 86,695.61

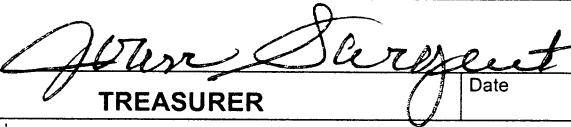
\*\*\* DO NOT DETACH \*\*\*

24. TOTAL AMOUNT DUE AND PAYABLE (Same as Item 23)	■ \$	
County name WALLER COUNTY	k. ■	l. ■

■ T Code ■ County identification no. ■ Period

32620 17460010790 224 6

For assistance call 800-531-5441, ext. 3-4276 or 512-463-4276.

I, (type or print name) <b>JOAN SARGENT</b> certify that the information above is true as shown in the records of the treasury of the county named.
sign here ▶ 
Title <b>TREASURER</b> Date <b>1/18/23</b>
Phone number (Area code and number) <b>979-826-7707</b>

WALLER COUNTY  
2023 SALARY ORDER

Amended 01.18.23

8

12 Jailer II  
9 Truck Driver

2023 PAY RATE
\$ 19.29
\$ 18.03

**Waller County Outstanding Checks  
Stale Dated  
01/18/2023 Commissioners' Court**

9

Total \$ 1,581.74

Waller County Commissioners' Court  
Waller County Courthouse  
836 Austin Street  
Hempstead, Texas 77445

12

Gentlemen;

I hereby grant access onto my property to the Waller County Road and Bridge Department. My property is approximately 118 acres situated in the H + TCR Co. (survey name) on Robertson Road. I understand that this access is for the purpose of Clean out out Fall. I also understand that this will be a one-time effort on the part of the Waller County Road and Bridge Department and that there will be no requirements or obligation on the County's part to provide future maintenance.

John Bell  
Print Name

*John Bell*  
Signature

33435 Howell Rd (PCT 2)  
Address

936.931.9258  
Phone

Upon motion by Commissioner Jones, duly seconded by  
Commissioner Beckendorff, all members present voting  
AYE, and 0 members present voting NAY, the hereinabove request is  
approved.

Carbett "Trey" Duhon III, County Judge

ATTEST:

EST.  
*Debbie Hollan*  
Debbie Hollan, County Clerk

JAN 18 2023

Date \_\_\_\_\_



**STATE OF TEXAS §**

**COUNTY OF WALLER §**

**TAX ABATEMENT AGREEMENT BETWEEN**  
**WALLER COUNTY, TEXAS,**  
**WOODS ROAD INDUSTRIAL L.L.C., AND**  
**IGLOO PRODUCTS CORP.**

This Agreement is entered into by and between the County of Waller, Texas (“COUNTY”), duly acting herein by and through the County Judge, Woods Road Industrial LLC (“OWNER”) which is the owner of the taxable real property located within Waller County, Texas, at 1519 & 1523 Woods Road in Brookshire, Texas, in Waller County Woods Road Industrial Park Reinvestment Zone 13, a Reinvestment Zone (“REINVESTMENT ZONE”), and Igloo Products Corp. (“TENANT”) lessee and owner of the taxable personal property, on this the 18th day of January, 2023.

**RECITALS:**

WHEREAS, on June 8, 2022 the County passed an Order, establishing a Reinvestment Zone for commercial/industrial tax abatement (“ORDER”), as authorized by Texas Tax Code Chapter 312, herein attached as Exhibit “C”; and

WHEREAS, the County has previously adopted Tax Abatement Policy Guidelines & Criteria (“POLICY”) governing Tax Abatement Agreements and Reinvestment Zones; and

WHEREAS, the POLICY constitutes appropriate guidelines and criteria governing Tax Abatement Agreements to be entered into by the County; and

WHEREAS, the County has adopted a resolution stating that it elects to participate in tax abatement; and

WHEREAS, in order to maintain and/or enhance the commercial/industrial economic and employment base of County, to otherwise further the goals of the POLICY previously adopted by County, and for the long-term benefit of the County;

**NOW THEREFORE**, the parties do hereto mutually agree as follows:

**COVENANTS AND AGREEMENTS:**

1. The property that is the subject of this Agreement shall be referred to as the “Premises”, and the Premises are described in Exhibit “A,” which is attached hereto and incorporated herein.
2. OWNER shall make or cause to be made real and personal property improvements (the “Improvements”) at the Premises, and the Improvements shall be of the kind, number, and location specifically described in Exhibit “B,” which is attached hereto and incorporated herein. In addition, OWNER shall install or maintain at the Premises a taxable value of the Improvement types described on Exhibit “B” hereto for purposes of allowing OWNER to operate the Premises as required in Section 3.
  - a. OWNER shall ensure the Improvements are diligently and faithfully undertaken and completed in a good and workmanlike manner, in compliance with all applicable federal, state, and local laws and regulations.
  - b. OWNER shall have additional reasonable time to complete the Improvements in the event of “force majeure,” if OWNER is diligently and faithfully pursuing completion of the Improvements. “Force majeure” shall mean any contingency or cause beyond the reasonable control of OWNER including, without limitation, an act of God, public enemy, war, riot, civil commotion, insurrection, or labor strikes.

3. OWNER shall, by YEAR 1 of the Abatement Period referenced in Section 9.a., and until the expiration of this Agreement, continuously operate and maintain the Premises as a distribution facility. If OWNER operations at the Premises are prevented due to force majeure, such interruption of operations shall not constitute a default hereunder.
4. OWNER and TENANT shall file the Forms 50-116, 50-141, 50-142, and any other required documentation, to verify personal property values and continued compliance for the abatement granted, to the Waller County Appraisal District annually during the term of this Agreement for so long as the law requires annual application. Failure to do so will result in the termination of this Agreement.
5. OWNER and TENANT shall, in writing in a form reasonably acceptable to both OWNER and the County and, until the expiration or termination of this Agreement, annually certify compliance with this Agreement, including the Employee requirements set forth herein.
6. EMPLOYEES: For the duration of this Agreement, ("TENANT") shall employ an agreed number of persons as set forth below.
  - a. By the end of YEAR 1 of the Abatement Period, and continuing through December 31 of the final year of the Abatement Period, at least twenty-two (22) total Employees (as defined herein) must be employed at or based from the Premises. The parties agree and understand that the number of Employees within a certain class may increase or decrease and that TENANT follow the Employee requirements so long as twenty-two (22) total Employees are employed during the term of this agreement, as described herein, regardless of the number of new Employees in each position.

- b. An Employee is a person who (i) is an employee or contract employee of TENANT and paid directly, or in the case of a contract employee, paid directly or indirectly, by TENANT, and (ii) regularly works at least 40 hours a week at or based from the Premises, excluding time taken for holidays, vacations, sick leave, or other regular leave.
- c. To the greatest extent possible, and where there are qualified applicants living in Waller County, TENANT shall make a good faith effort to employ all such persons living in Waller County, Texas. If TENANT finds a resident of Waller County can be hired, but only after additional training, TENANT will contact the County to assist in obtaining applicable training grants, if available, to ensure that citizens of Waller County are given every opportunity for employment.
- d. TENANT, upon request by the County, shall validate compliance with the terms of this Section 6 by allowing the County to review TENANT records and documents on location at the Premises that are directly related to TENANT obligations with regards to the Employees for the sole purpose of verification of the information contained in the compliance certifications due pursuant to Section 5; provided, however, such review must be done during normal business hours no more than once per calendar year, the County shall not be permitted to photocopy any documentation. TENANT may withhold any information it reasonably deems to be sensitive (subject to the requirements of any applicable statute), the County agrees it will make best efforts not to interrupt the TENANT business with such reviews, and TENANT shall not be required to disclose the names or other sensitive

personally identifiable information (such as social security numbers, home addresses or telephone numbers) of specific Employees.

7. It is understood, and agreed among the parties, that beginning YEAR 1 of the Abatement Period and continuing each year thereafter, the Premises and any and all Improvements shall be appraised at market value effective January 1 of each tax year, including the value of any partially completed Improvements.
8. INVENTORY: Beginning with the YEAR 2 of the Abatement Period, and continuing during the term of the Agreement, TENANT shall maintain a minimum of \$60,000,000 rendered taxable inventory value at the Premises as a result of the Improvements listed in Exhibit "B." TENANT agrees to render the Personal Property for tax valuation purposes with the Chief Appraiser for the Waller County Appraisal District annually and within the deadline for filing renditions. TENANT shall give the Waller County Appraisal District any necessary permission required for the Waller County Appraisal District to provide copies of TENANT tax documents to the County for the purpose of verifying rendered inventory values.
9. Subject to the terms and conditions of this Agreement, and subject to the rights of the holders of any outstanding bonds of the County, a portion of the ad valorem property taxes only for real and personal property Improvements for the Premises, which would otherwise be owed to the County shall be abated for a period of years, commencing January 1, 2024 and terminating December 31, 2033 ("Abatement Period").
  - a. Said Abatement Period shall be only for qualifying real and personal property Improvements, referenced in Exhibit "B", in an amount equal to the percentages listed below:

Real Property				Personal Property (excluding inventory)			
YEAR	1	2024	100%	YEAR	1	2024	75%
YEAR	2	2025	75%	YEAR	2	2025	75%
YEAR	3	2026	75%	YEAR	3	2026	75%
YEAR	4	2027	75%	YEAR	4	2027	75%
YEAR	5	2028	75%	YEAR	5	2028	75%
YEAR	6	2029	50%	YEAR	6	2029	75%
YEAR	7	2030	50%	YEAR	7	2030	75%
YEAR	8	2031	50%	YEAR	8	2031	75%
YEAR	9	2032	50%	YEAR	9	2032	75%
YEAR	10	2033	50%	YEAR	10	2033	75%

- b. The abatement percentages in Section 9(a) shall be applied only to the taxes assessed for each year during the Abatement Period on the value of the real and personal property Improvements only of the types shown on Exhibit "B."
- c. OWNER shall have the right to protest any appraisals of the Premises, Improvements, or any portion thereof, during the term of this Agreement. Nothing in this Agreement shall affect OWNER's right to protest and/or contest any taxes assessed on the Premises and any and all Improvements, and the abatement percentages shall be applied to the amount of taxes finally determined to be due as a result of any such protest and/or contest.
- d. If the certified appraised value of the real property Improvements is reduced, regardless of the initial appraised value, as the result of OWNER's protest, the percentage of abatement granted herein will be adjusted downward by the same percentage, then rounded to the nearest whole number. For example, if the protest

of the certified appraised value is reduced by 6.6% then the percentage of the tax abatement granted in any given year under this Agreement on the Improvements would be decreased by the same percentage, rounded to the nearest whole number, thereby reducing the abatement by 7%.

**DEFAULT:**

10. OWNER and TENANT shall be in default if any of the following occurs:
  - a. Improvements are not installed in accordance with this Agreement as described in Exhibit "B", except where force majeure is provided under Section 2(b);
  - b. TENANT fails to employ the number of persons in accordance with this Agreement for any consecutive 90-day period, which would reduce the abatement by the same percentage as noted in Section 12;
  - c. OWNER fails to timely file annual renditions for the Premises and any and all Improvements or OWNER fails to file an annual application with the appraisal district for so long as the law requires such an application;
  - d. OWNER allows their ad valorem taxes owed to the County, or any other taxes owed to any other taxing entity located in whole or in part in the County, to become delinquent without timely and properly following the legal procedures for protest and/or contest of any such taxes;
  - e. OWNER operates the Premises in violation of public health and safety laws, or allows the Premises or any part thereof to become a public nuisance, as provided under the appropriate ordinances of Waller County, or the State of Texas;
  - f. Starting January 1, 2024, and through the duration of the Abatement Period, if TENANT fails to maintain a minimum \$10,000,000 rendered taxable value of

inventory at the Premises as a result of the Improvements listed in Exhibit B, then TENANT shall not be entitled to the abatement of property taxes for the year in which the default occurs.

11. In the event OWNER or TENANT defaults as described in Section 10, the County shall give OWNER and TENANT written notice of such default. If OWNER and TENANT have not cured such default under Section 10 within sixty (60) days of said written notice or, if the nature of such default is such that sixty (60) days is not sufficient to affect such cure, does not commence such cure within such sixty (60) days and diligently pursue it to completion, the County may take the actions permitted in Section 13.
12. In the event that TENANT fails to maintain the required minimum number of Employees at the Premises for any consecutive 90-day period, the tax abatement granted by this Agreement will be reduced as a percentage based on the difference. The amount of the tax abatement granted by this Agreement for the tax year following the year in which the requirement was not met is reduced by the same percentage, rounded to the nearest whole number, as the percentage decrease in the actual number of Employees that is maintained in the 90-day period. For example, if the actual average number of Employees is reduced by 6.6% then the percentage of the tax abatement granted in any given year under this Agreement on the Improvements would be decreased by the same percentage, rounded to the nearest whole number reducing the abatement by 7%. Should TENANT not maintain the required number of employees, and OWNER reduces the taxable value of real property as a result of tax protest, then the greater of the two shall be applied to the reduction of the tax abatement.

13. In the event of default under Section 10(a) and Section 10(c-e), the County may (after notice and opportunity to cure as provided for herein) terminate this Agreement, and the County, in such event, shall be entitled to recapture any and all property taxes which have been abated as a result of this Agreement for those years in which OWNER or TENANT were in default under Section 10(a) and Section 10 (c-e) and all such taxes shall be paid to the County within sixty (60) days of the expiration of the cure period described in Section 11.
  - a. In addition to any taxes due as a result of default hereunder, interest on any amounts subject to recapture or not current as of the time of default may be charged at the statutory rate of delinquent taxes, as determined by Chapter 33 of the Texas Tax Code.
  - b. Notwithstanding subsection (a) above, in the event of default or termination, no penalty shall be charged under Chapter 33 of the Texas Tax Code.

**MISCELLANEOUS:**

14. The County represents and warrants that the Premises do not include any property that is owned by a member of the Waller County Commissioners Court, or owned by any party responsible for the approval of this Agreement.
15. The terms and conditions of this Agreement are binding upon the successors and assigns of all parties. However, this Agreement cannot be assigned by OWNER or TENANT without the County's written consent, which shall not be unreasonably withheld. Notwithstanding the foregoing, OWNER may assign this Agreement without written consent from the County if such assignment is to any entity that, directly or indirectly, is controlled by, or is in common control with OWNER; provided that OWNER shall provide

notice of any such assignment to the County at least thirty (30) days prior to the effective date of such assignment. This Agreement does not inure to the benefit of any third-party, except permitted successors or assigns.

16. It is understood and agreed between the parties that OWNER and TENANT are acting independently in the performance of its obligations hereunder, and the County assumes no responsibilities or liabilities for OWNER or TENANT's performance of this Agreement. OWNER and TENANT agree to defend, indemnify, and hold harmless the County, including but not limited to the County's officials, officers, employees, agents, and affiliates, and the affiliated appraisal district, from any and all claims, losses, damages, injuries, suits, judgments, and reasonable attorney's fees relating to OWNER and TENANT's performance of this Agreement or OWNER or TENANT's Premises or Improvements.
17. OWNER and TENANT agree that the County and its agents or employees shall have the reasonable right of access to the Premises to inspect the Improvements to ensure that the Improvements have been made and are being made in accordance with this Agreement. After completion of the Improvements, the County shall have the continuing right to ensure that the Premises are thereafter maintained and operated in accordance with this Agreement, during the term of this Agreement. The County agrees (i) to give OWNER and TENANT notice of its intent to inspect the Premises a reasonable amount of time prior to such inspections, (ii) that such inspections shall be during normal business hours, and (iii) OWNER and TENANT shall be permitted to have a representative accompany the County's representative(s) at all times during such inspections. The County's inspections, if any, shall not constitute an acknowledgment or certification to OWNER, TENANT, or

any third party, that OWNER or TENANT followed federal, state, or local laws or regulations.

18. This Agreement shall be construed and interpreted in accordance with Texas law, and it is performable in Waller County, Texas. Should any part of this Agreement be found unenforceable by a court of competent jurisdiction, all other parts of this Agreement shall continue in full force and effect, and this Agreement shall be reformed to as closely as possible reflect the original terms of this Agreement. Any disputes regarding this agreement shall be litigated or mediated in Waller County, Texas.
19. This Agreement was authorized by the minutes of the Commissioners Court of Waller County, Texas at this meeting on January 18, 2023, whereupon it was duly determined that the County Judge would execute the Agreement on behalf of Waller County, Texas.
20. All amendments and additions to this Agreement and its Exhibits must be approved by OWNER, TENANT, and the Waller County Commissioners Court.
21. Signatories to this Agreement represent and warrant that they have the authority to bind the respective parties.
22. Except as otherwise expressly set forth in this Agreement, each of the parties will bear its own expenses in connection with the transactions contemplated by this Agreement.
23. In the event any section, subsection, paragraph, subparagraph, or sentence herein is held invalid, illegal or unenforceable, the balance of this Agreement shall stand, shall be enforceable and shall be read as if the parties intended at all times to delete said invalid section, subsection, paragraph, subparagraph, or sentence. In such event there shall be substituted for such deleted provisions a provision as similar as possible in terms and in effect to such deleted provision that is valid, legal and enforceable.

24. Except as may otherwise be provided herein, this Agreement constitutes the entire understanding among the parties with respect to the subject matter hereof and none of the parties hereto has relied upon any fact or representation not expressly set forth herein. No obligations, agreements, representations, warranties, or certifications, expressed or implied, shall exist among the parties except as expressly stated herein.
25. All headings and captions used herein are for the convenience of the parties only and are of no meaning in the interpretation or effect of this Agreement.
26. OWNER and TENANT shall endeavor to mark any confidential documents or other information provided to the County as such. In the event that the County receives any open records requests regarding any such confidential document or information or directly regarding this Agreement or any documents or information related to or prepared in connection therewith, the County will make good faith efforts to promptly notify OWNER and TENANT of the request.
27. OWNER and TENANT, as parties to this Agreement, shall be deemed proper and necessary parties in any litigation questioning or challenging the validity of this Agreement or any of the underlying ordinances, resolutions, or County actions authorizing same, and OWNER and TENANT shall be entitled to intervene in said litigation.
28. Notices delivered hereunder shall be in writing and shall be delivered by personal delivery or certified mail, return receipt requested. Any notice or certification to be provided pursuant to this Agreement shall be delivered to the following persons, unless a substitute representative is designated in writing:

For County:

County Judge  
836 Austin Street, Suite 203  
Hempstead, Texas 77445

For Woods Road Industrial, L.L.C.:

Attn: Cory Driskill  
750 Town & Country Blvd #250  
Houston, TX 77024

For Igloo Products Corporation:

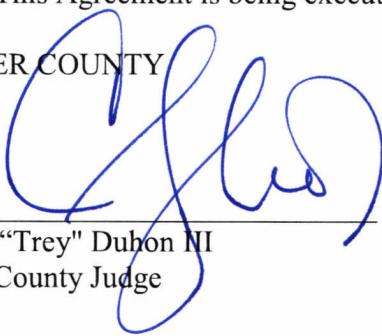
Attn: Angela Sizemore  
777 Igloo Road  
Katy, TX 77494

Any party may designate a different notice party or address by giving the other parties at least ten (10) days written notice in the manner prescribed above.

This Agreement is being executed on January 18, 2023.

WALLER COUNTY

Carbett "Trey" Duhon III  
Waller County Judge

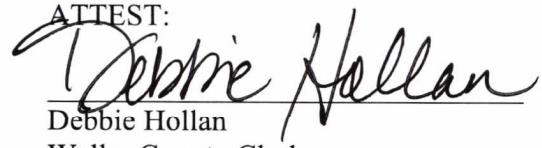


Date

1/18/23

ATTEST:

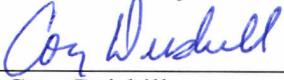
Debbie Hollan  
Waller County Clerk



Date

1/18/2023

WOODS ROAD INDUSTRIAL, L.L.C.



By: Cory Driskill

Title: Vice President

1/18/23

Date

IGLOO PRODUCTS CORPORATION



By: Angela Sizemore

Title: Vice President & Controller

2/3/2023

Date

**EXHIBIT A - SUPPORT DOCUMENTATION FOR REINVESTMENT ZONE  
OR SITE PLAN**

Attach copy of plat and legal description (generally available from Title Company at closing) and a site plan showing the location of real property and improvements (buildings, driveways and fences, etc.). Drawing doesn't have to be an engineered drawing, but must show all proposed improvements in the reinvestment zone. Please provide the address if you have one. Include as many documents as needed to provide the information.

**Attach legal description, plat (if any) and site plan, and survey**

Please provide a clear copy of the plat, site plan and survey containing the appropriate GPS coordinates identifying the boundary, including the coordinates at each change in direction of the boundary. If possible, include it on paper no larger than legal size. This may be difficult for some attachments. If you need to use a larger page size to ensure readability, then please do.

# OVERALL SITE PLAN SOUTH TRACT - OPTION A

SITE AREA : +/-64.95 AC (2,829,351 SF)

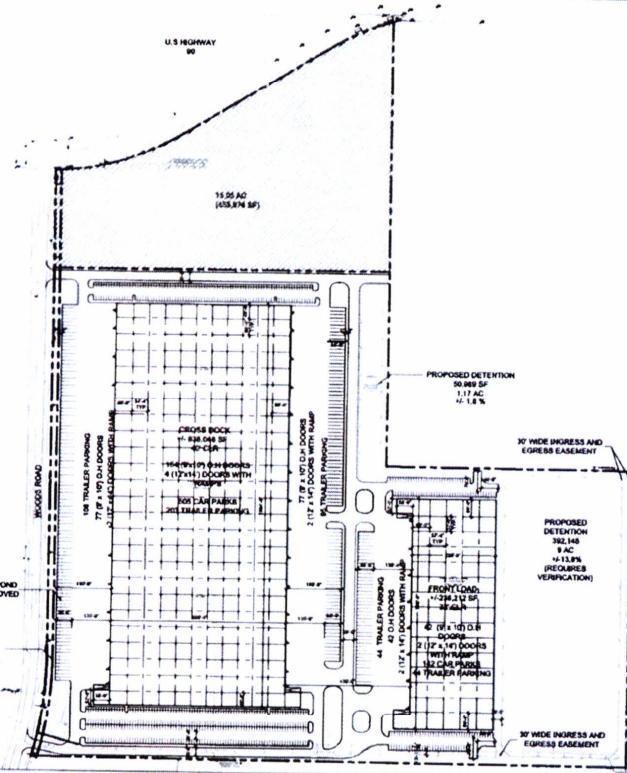
BUILDING AREA : 1,072,258 TOTAL SF

COVERAGE : 37.8%

CAR PARKING : 647 SPACES

CAR PARKING W/ FUTURE PARKING : 688

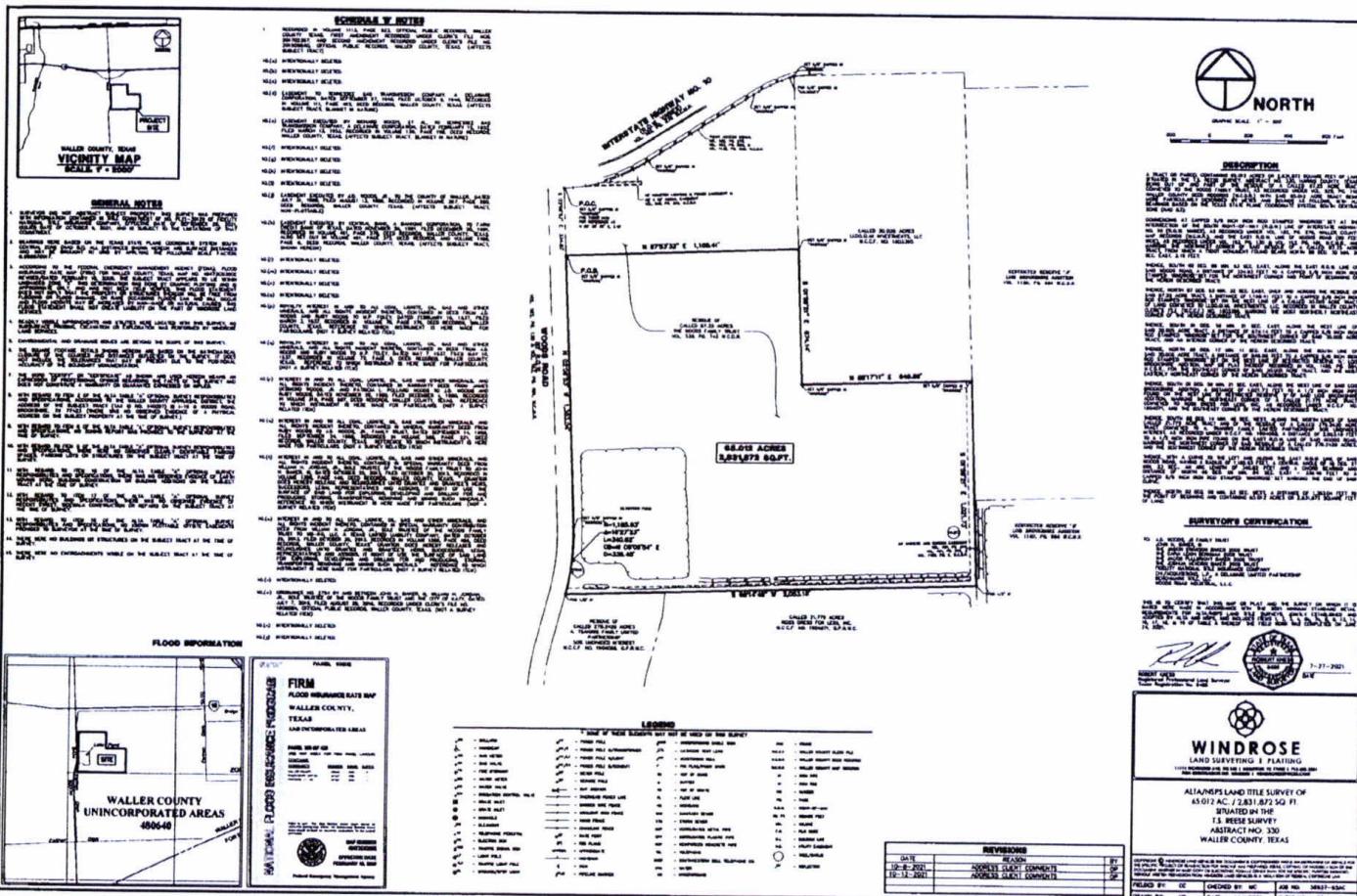
TRAILER PARKING : 247 SPACES



\* PRELIMINARY NOT FOR CONSTRUCTION, PERMIT, OR REGULATORY APPROVAL. \* BOUNDARY LINES AND EASEMENTS ARE PRELIMINARY & REQUIRE VERIFICATION. SURVEY NOT PROVIDED. \* ALL BUILDING AREAS ARE APPROXIMATE UNTIL BUILDING FOOTPRINT/ ENTRY DESIGNS ARE FINALIZED. \* PRELIMINARY DETENTION CALCULATIONS. CALCULATIONS ARE SUBJECT TO CHANGE AND NEED TO BE CONFIRMED BY A LICENSED ENGINEER.

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CHINDUSTRIAL





## **EXHIBIT B - SUPPORT DOCUMENTATION FOR IGLOO PRODUCTS CORP REAL AND (OR) PERSONAL PROPERTY COVERED BY THE ABATEMENT**

Personal property and fixed equipment. Total values for both should match those totals provided in the economic impact data sheet.

**“Personal Property”** as designated by the Waller County Appraisal District is anything that can be removed from the building without destroying or changing the building. This category would include any machinery or equipment that may be bolted to the floor but has a shorter life than the building and is used in the primary line of business as designated by the qualifying business type set here in the Waller County Abatement Policies.

Please attach a list of personal property to be covered by the abatement. Include value, model numbers and make for easy identification.

Real Property Improvements:

**“Real Property”** real property improvements as designated by the Waller County Appraisal District are any buildings, including any buildings that are built on skids or portable buildings, parking areas and any fences attached to the land.

**NOTE: Do not include the land values as land is not eligible for tax abatement.**

Please attach a list of the value for each building, fencing, driveways and other real property improvements along with the total value.

**Real Property Improvements (Note you can replace the sample below with your own table or spreadsheet)**

<b>Description</b>	<b>Value</b>
Tenant Improvements	\$ 7,948,726.00
See included EXHIBIT B SUPPORTING SCHEDULE for improvement details	

**Personal Property Equipment (fixed-in-place and primary equipment)**

Please copy and paste a spread sheet here with details of personal property.

<b>Description</b>	<b>Value</b>
Phase 1: Material handling equipment and racking as of January 1, 2024	\$ 5,700,000.00
Phase 2: Material handling equipment and racking as of January 1, 2025	\$ 5,700,000.00
See included EXHIBIT B SUPPORTING SCHEDULE for improvement details	

EXHIBIT B – SUPPORTING SCHEDULE

**Woods Road Industrial Park**  
**Igloo Tenant Improvements**

<b>Upfit Item</b>	<b>Cost</b>
Offices	\$ 1,500,000.00
Dock Equipment	\$ 3,000,000.00
HVLS Fans	\$ 230,000.00
Warehouse Lighting	\$ 1,000,000.00
Electrical with Switch Gear	\$ 200,000.00
Forklift Charging Stations	\$ 85,000.00
Life Safety	\$ 500,000.00
Floor Joint Calking	\$ 300,000.00
Guardhouse - Allowance	\$ 30,000.00
Fencing and gates	\$ 750,000.00
Cabling/fiber/cabinets/install cameras/install access point	\$ 259,108.00
S2 Control Access	\$ 94,618.00
<b>Total</b>	<b>\$ 7,948,726.00</b>
Phase 1: Estimated material handling equipment and racking cost as of January 1, 2024	\$ 5,700,000.00
Phase 2: Estimated material handling equipment and racking cost as of January 1, 2025	\$ 5,700,000.00
<b>Total Tenant Improvement Cost</b>	<b>\$ 19,348,726.00</b>

## Exhibit B - Building 1

### EXHIBIT B - SUPPORT DOCUMENTATION FOR REAL AND PERSONAL PROPERTY THAT QUALIFY FOR ABATEMENT

Personal property and fixed equipment. Total values for both should match those totals provided in the economic impact data sheet that was submitted prior to the application.

Real Property Improvements (does not include land):

**“Real Property”** real property improvements, as designated by the Waller County Appraisal District, are any buildings, including any buildings that are built on skids or portable buildings, parking areas, and any fences attached to the land. Do not include cost of detention.

Please attach a list of the value for each building(s), fencing, driveways, parking, and other real property improvements along with the total value.

**Real Property Improvements (Note you can replace the sample below with your own table or spreadsheet)**

Description	Value
Buildings	\$28,676,806.02
Driveways & Parking	\$6,534,453.90
Fencing	
Other Improvements	\$3,726,135.66
Total	\$38,937,395.58

**“Personal Property”** as designated by the Waller County Appraisal District is anything that can be removed from the building without destroying or changing the building. This category would include any machinery or equipment that may be bolted to the floor but has a shorter life than the building and is used in the primary line of business as designated by the qualifying business type set here in the Waller County Abatement Policies.

#### **Qualifying Personal Property Equipment (fixed-in-place and primary equipment)**

Please insert a spread sheet here with details of personal property. As specific types and models of equipment may be deemed a trade secret, you only need to provide classes of equipment and first-year values, not specific make, model, or serial numbers. However, the information must be sufficient enough for the appraisal district to match information here, which may ultimately included on an abatement agreement, with those on your personal property rendition form. The values listed here must not be less than the first-year value used on the annual property rendition form submitted to the appraisal district.

## Exhibit B - Building 2

### EXHIBIT B - SUPPORT DOCUMENTATION FOR REAL AND PERSONAL PROPERTY THAT QUALIFY FOR ABATEMENT

Personal property and fixed equipment. Total values for both should match those totals provided in the economic impact data sheet that was submitted prior to the application.

Real Property Improvements (does not include land):

**“Real Property”** real property improvements, as designated by the Waller County Appraisal District, are any buildings, including any buildings that are built on skids or portable buildings, parking areas, and any fences attached to the land. Do not include cost of detention.

Please attach a list of the value for each building(s), fencing, driveways, parking, and other real property improvements along with the total value.

**Real Property Improvements (Note you can replace the sample below with your own table or spreadsheet)**

Description	Value
Buildings	\$9,040,286.25
Driveways & Parking	\$1,843,051.10
Fencing	
Other Improvements	\$1,050,961.34
Total	\$11,934,298.69

**“Personal Property”** as designated by the Waller County Appraisal District is anything that can be removed from the building without destroying or changing the building. This category would include any machinery or equipment that may be bolted to the floor but has a shorter life than the building and is used in the primary line of business as designated by the qualifying business type set here in the Waller County Abatement Policies.

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STATE OF TEXAS  
COUNTY OF WALLER

IN THE COMMISSIONERS COURT  
OF WALLER COUNTY, TEXAS

ORDER DESIGNATING REINVESTMENT ZONE  
WALLER COUNTY WOODS ROAD INDUSTRIAL PARK REINVESTMENT ZONE 13  
PURSUANT TO SECTIONS 312.401 AND 312.201 OF THE TAX CODE  
(THE PROPERTY REDEVELOPMENT AND TAX ABATEMENT ACT)

BE IT REMEMBERED at a meeting of Commissioners Court of Waller County, Texas, held on the 8<sup>th</sup> day of June, 2022, on motion made by Jones, Commissioner of Precinct No 3, and seconded by Beckendorff, Commissioner of Precinct No 4, the following Order was adopted:

WHEREAS, the Commissioners Court of Waller County, Texas desires to create the proper economic and social environment to induce the Investment of private resources in productive business enterprises located in the county and to provide employment to residents of the area; and,

WHEREAS, it is in the best interest of the county to designate Woods Road Industrial LLC the property owned by Woods Road Industrial LLC located in the area described as a tract or parcel containing 65.012 acres or 2,831,872 square feet of land situated in the T.S. Reese Survey, Abstract No. 330, Harris County, Texas, being out of and part of the residue of a called 87.25 acre tract conveyed to the Woods Family Trust, as recorded under vol. 529, pg. 745, as a reinvestment zone, pursuant to Sections 312.401 and 312.201 of the Tax Code (The Property Redevelopment and Tax Abatement Act)

IT IS THEREFORE ORDERED BY THE COMMISSIONERS COURT OF WALLER COUNTY, TEXAS

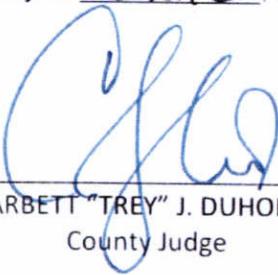
- Section 1. That the Commissioners Court hereby designates as Woods Road Industrial LLC the property owned by Woods Road Industrial LLC located at, as depicted in the T.S. Reese Survey, Abstract No. 330, as further depicted in the survey attached hereto as Exhibit "A", and made apart hereof for all purpose; WALLER COUNTY WOODS ROAD INDUSTRIAL PARK REINVESTMENT ZONE 13
- Section 2. That the Commissioners Court finds that the Zone area meets the qualifications of the Texas Redevelopment and Tax Abatement Act;
- Section 3. That the Commissioners Court has heretofore adopted Tax Abatement and Incentives Policy Guidelines & Criteria for Waller County;
- Section 4. That the Commissioners Court held a public hearing to consider this Order on the 8<sup>th</sup> day of June, 2022;

Section 5. The Commissioners Court finds that such improvements are feasible and will benefit the Zone after the expiration of the agreement;

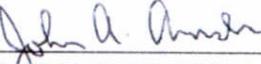
Section 6. The Commissioners Court finds that creation of the Zone is likely to contribute to the retention or expansion of primary employment in the area and/or would contribute to attract major investments that would be a benefit to the property and that would contribute to the economic development of the community; and

Section 7. That this Order shall take effect from and after its passage as the law in such cases provides.

Signed this 8<sup>th</sup> day of June, 2022.



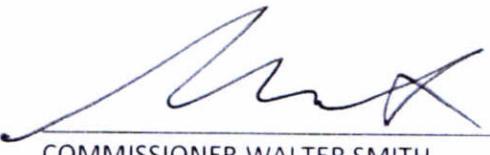
CARBETT "TREY" J. DUHON III  
County Judge



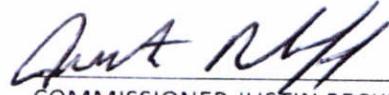
\_\_\_\_\_  
COMMISSIONER JOHN A AMSLER  
Precinct No. 1



\_\_\_\_\_  
COMMISSIONER KENDRIC JONES  
Precinct No. 3



\_\_\_\_\_  
COMMISSIONER WALTER SMITH  
Precinct No. 2



\_\_\_\_\_  
COMMISSIONER JUSTIN BECKENDORFF  
Precinct No. 4

**EXHIBIT A - SUPPORT DOCUMENTATION FOR REINVESTMENT ZONE  
OR SITE PLAN**

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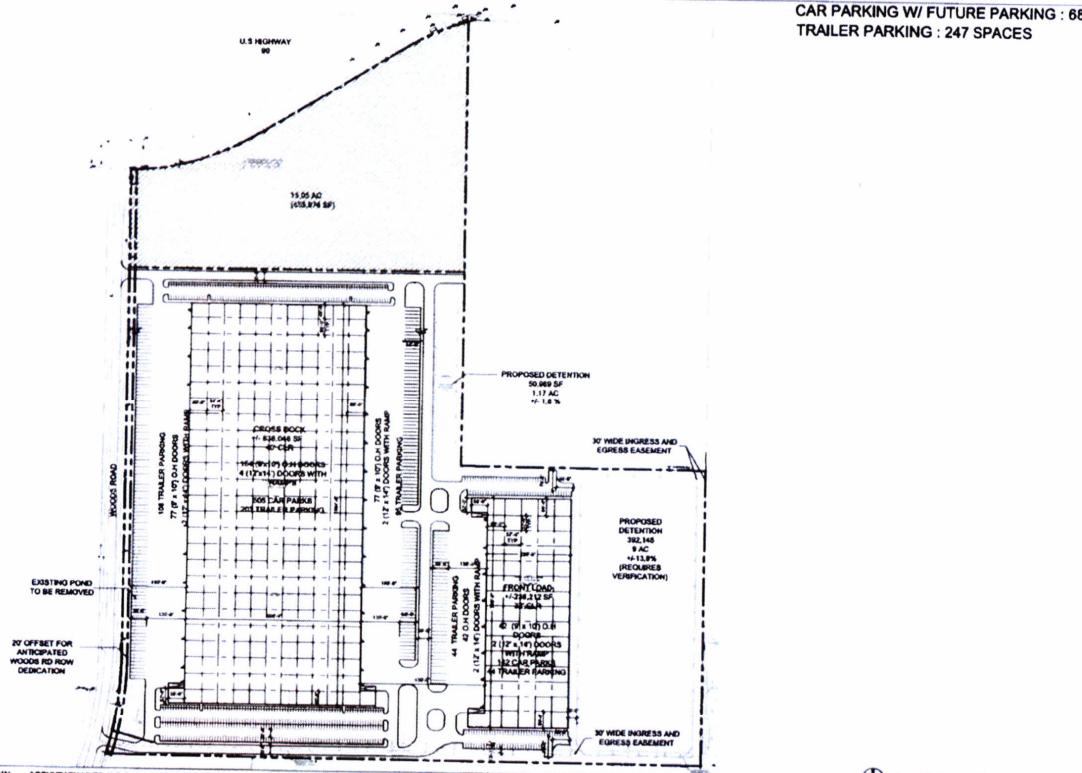
BUILDING AREA : 1,072,258 TOTAL SF

COVERAGE : 37.8%

**CAR PARKING : 647 SPACES**

CAR PARKING W/ FUTURE PARKING : 688

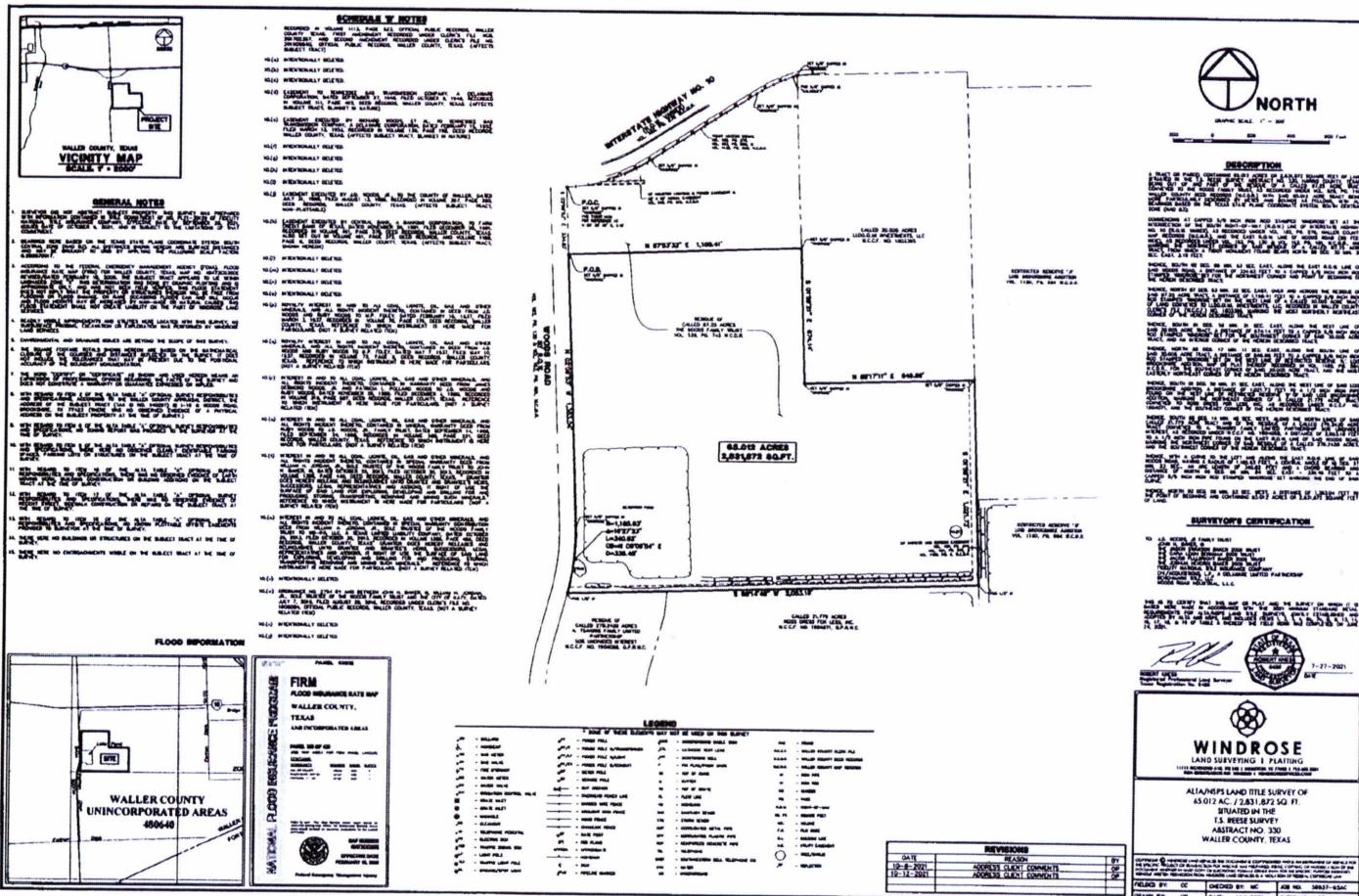
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Salary changes requested:

Increase the pay of Evidence Technician to \$22.35

Increase the pay of two new deputy positions to \$24.72 to reflect new minimum salary.

Increase the pay of animal control position "1 Assistant" to \$21.59

Increase the pay of animal control position "2 Assistant" to \$19.29

**CLASSIFICATION AND COMPENSATION****STUDY RFP SCORES**

<b><u>FIRM NAME</u></b>	<b><u>SCORE</u></b>	<b><u>RANK</u></b>
Evergreen Solutions, LLC	97.75	1
Baker Tilly	87	2
Gallagher	DQ	DQ

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21

# A Proposal to Conduct a Classification and Compensation Study and Analysis for Waller County, TX

RFP #22-11-003

Submitted to:

Waller County Auditor's Office  
836 Austin Street, Suite 221  
Hempstead, Texas 77445

Submitted by:



Evergreen Solutions, LLC  
2878 Remington Green Circle  
Tallahassee, Florida 32308  
(850) 383-0111 (ph) / (850) 383-1511 (fax)

**January 10, 2023**



# Evergreen Solutions, LLC

2878 Remington Green Circle - Tallahassee, Florida 32308  
850.383.0111 - fax 850.383.1511

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January 6, 2023

Waller County Auditor's Office  
836 Austin Street, Suite 221  
Hempstead, Texas 77445

To Whom It May Concern:

Evergreen Solutions, LLC is pleased to submit a proposal to conduct a Classification and Compensation Study and Analysis for Waller County. Our response is based on our review of your Request for Proposal (RFP #22-11-003), our experience in working with hundreds of local governments and other public sector organizations, our understanding of the Texas labor market, and our knowledge of best practices in local government human resources management. **Evergreen is well qualified to provide the work being requested by Waller County as we have conducted more than 1,100 similar studies throughout the country.**

Evergreen was formed in 2004 to provide an alternative to traditional consulting practices. We provide an innovative and effective option by focusing on clients needing partners and not simply another service provider. Evergreen is licensed to transact business in the State of Texas under the name Recio and Ling Consulting, LLC (#32059488299).

As a national firm, Evergreen Solutions continues to grow and our territory now includes clients in 46 states, including many clients in the State of Texas. For example, Evergreen has worked with, or is currently on contract to work with, the following public sector organizations in various human resource and management capacities: City of Athens; City of Lockhart; City of Portland; City of Lakeway; City of Austin; City of Conroe; City of Coppell; City of Seabrook; City of Rowlett; City of Seguin; City of Buda; City of Missouri City; City of Amarillo; City of Denton; City of Farmers Branch; City of Mont Belvieu; City of DeSoto; City of Fate; City of Sachse; City of Gonzales; City of South Padre Island; City of Odessa; City of Haskell; City of Duncanville; City of Harlingen; City of Pflugerville; City of Texas City; City of Fredericksburg; City of Sunset Valley; Fort Bend County; Hood County; Randall County; Denton County; Blanco County; Kaufman County; Burnet County; Jefferson County; Travis County; San Patricio County; Brazoria County; Town of Little Elm; Dallas Area Rapid Transit; Texas City Management Association; Brazos River Authority; Bexar Met; Denton County Fresh Water Supply District; Barton Springs/Edwards Aquifer Conservation District; New Braunfels Utilities; Montgomery County Emergency Communication District; University of Texas at Tyler; Alvin Community College; South Texas College; Tarrant County College District; Sul Ross State University; Lone Star College System; El Paso Community College District; Midwestern State University; Austin Community College; Texas A & M University – San Antonio; Sam Houston State University; San Jacinto Community College; Texas Wesleyan University; Angelo State University; Trinity University; and the Wayside School District. A detailed description of the services provided to some of these clients can be found in **Section 1** of our proposal.

Outside of Texas, our consultant team has worked with, or is currently on contract to work, the following local governments in providing work similar in scope to the services being requested: City of Santa Fe, NM; City of Carlsbad, NM; City of Page, AZ; City of Flagstaff, AZ; City of Prescott, AZ; Yavapai County, AZ; Town of Sahuarita, AZ; Ogden City Corporation, UT; City of Camarillo, CA; City of Boulder City, NV; Columbia County, OR; City of Albany, OR; Spokane County, WA; City of Ridgefield, WA; City of Washougal, WA; City of Manitou Springs, CO; City of Fountain, CO; Grand County, CO; Ouray County, CO; City of Salina, KS; Sedgwick County, KS; Shawnee County, KS; City of Lee's Summit, MO; City of Branson, MO; City of Columbia, MO; City of Troy, MO; City of Dardenne Prairie, MO; Clay County, MO; Jefferson County, MO; St. Charles County, MO; City of Bloomington, IN; City of Urbana, IL; McLean County, IL; Mahoning County, OH; Carter County, TN; Blount County, TN; City of Murfreesboro, TN; City of Clarksville, TN; City of Morristown, TN; Carbon County, PA; City of Pittsburgh, PA; County of Montgomery, PA; Town of Bridgewater, MA; Kent County Levy Court, DE; City of Milford, DE; City of Hyattsville, MD; City of Annapolis, MD; City of Baltimore, MD; City of Westminster, MD; Howard Count, MD; Calvert County, MD; Charles County, MD; Washington County, MD; Allegany County, MD; City of Newport News,

VA; City of Williamsburg, VA; City of Falls Church, VA; City of Fredericksburg, VA; City of Covington, VA; City of Norfolk, VA; City of Suffolk, VA; County of Culpeper, VA; County of York, VA; Gloucester County, VA; King George County, VA; Louisa County, VA; Isle of Wight County, VA; Essex County, VA; City of Fayetteville, NC; City of Raleigh, NC; Transylvania County, NC; Union County, NC; New Hanover County, NC; Buncombe County, NC; Guilford County, NC; Gaston County, NC; City of Lancaster, SC; City of Columbia, SC; City of Beaufort, SC; City of Greenwood, SC; City of Myrtle Beach, SC; City of Conway, SC; City of Chester, SC; City of Goose Creek, SC; City of Isle of Palms, SC; City of Mauldin, SC; Town of Moncks Corner, SC; Town of Bluffton, SC; Town of Kiawah Island, SC; York County, SC; Charleston County, SC; Darlington County, SC; Berkeley County, SC; Beaufort County, SC; Laurens County, SC; Dorchester County, SC; City of Foley, AL; City of Daphne, AL; City of Hartselle, AL; City of Mobile, AL; City of Auburn, AL; Lee County, AL; Baldwin County, AL; Chambers County, AL; City of Kingsland, GA; City of Alpharetta, GA; City of Douglasville, GA; City of Savannah, GA; City of Statesboro, GA; City of Chamblee, GA; City of Garden City, GA; City of Dahlonega, GA; City of Brookhaven, GA; City of Powder Springs, GA; City of Roswell, GA; City of Stockbridge, GA; City of Dublin, GA; City of Albany, GA; City of Fayetteville, GA; City of Tybee Island, GA; City of Dunwoody, GA; Forsyth County, GA; Lumpkin County, GA; Effingham County, GA; Douglas County, GA; Cherokee County, GA; City of Palm Beach Gardens, FL; City of Jacksonville, FL; City of Hollywood, FL; City of Sunrise, FL; City of Orlando, FL; City of Ft. Myers, FL; Miami-Dade County, FL; Manatee County, FL; Monroe County, FL; Palm Beach County, FL; Pinellas County, FL; and many others.

The Evergreen Team is able to fully comprehend the challenges and goals of Waller County based on our vast understanding of local government human resources, and the fact that we possess the necessary experience and knowledge. Our team has significant expertise in conducting classification and compensation studies for local governments and other public sector organizations, as evidenced in **Section 1** of our proposal. Detailed resumes are available upon request.

Some of the human resource services Evergreen Solutions has focused on include: classification and compensation studies; salary and benefits studies; staffing studies; performance management studies; recruitment, hiring, and retention studies; strategic and workforce planning; and HR department reviews. Through our experience in conducting this wide range of projects, we have gained the knowledge of every aspect of the management, and operations involved in local government human resources management. As a result, our team understands how critical an effective classification and compensation system is to the overall operation of a proficient and progressive County. We have developed helpful methods and tools that assist clients in implementing and maintaining our study recommendations.

Evergreen's approach to conducting a classification and compensation study and analysis comes not only from extensive human resources work with local government clients, but also from direct feedback of our past clients. In essence, we offer tools that are innovative as well as have been proven to work in real places with real people. Some of the key facets of our approach as identified in **Section 2** of our proposal include:

- Emphasis on communication as the key to a successful study completion as well as implementation. Our Team understands that compensation by its very nature creates anxiety in staff and managers alike. In order to ensure a successful study process and gain "buy-in" at implementation, administrators, department heads and employees should be involved in each step of the process. This is a critical component of our communication plan and we ensure continuous communication through the use of meetings/conference calls and the submission of written progress reports.
- Our methodology utilizes the latest in technology in order to reduce the cost to our client partners and enhance wider participation, and our tools are offered in an electronic format. In essence, every step of the process can be completed on the Web. Further, our web-based **JobForce Manager** tool allows our client partners to facilitate implementation and eases the ongoing maintenance of the compensation system.
- Our methodology utilizes the latest in technology. In order to reduce the cost to our client partners and enhance wider participation, we offer all of our tools in an electronic format. In essence, every step of the process can be completed on the Web. We understand that one size does not fit all. Some consultants provide the same overall solution to every client; however, we provide a variety of alternatives that allow our client partners to select the solution that best meets their business and human capital needs.

As President of Evergreen Solutions, I am authorized to commit our firm contractually to this assignment. We appreciate this opportunity and pledge to you our best effort if selected for this engagement. If you have any questions, please feel free to contact me at (850) 383-0111, or via email at [jeff@consultevergreen.com](mailto:jeff@consultevergreen.com).

Sincerely,

Dr. Jeff Ling, President



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# 1.0 *Company Profile*

Evergreen Solutions is well qualified to conduct a Classification and Compensation Study and Analysis for Waller County as we have conducted more than 1,100 similar studies for local governments and other public sector organizations throughout the country, including many within the State of Texas. In this section we provide our company's background and history, a list of similar projects we have conducted, or currently on contract to conduct in the State of Texas, and the qualifications of our proposed project team.

## 1.1 Company's Background and History

Evergreen Solutions, LLC is a national, multidisciplinary, public sector management consulting company, which specializes in working with local governments and other public sector organizations across the nation. We provide a unique approach, rather than the "consulting as usual" method, by partnering with our clients to find innovative, real-world solutions to public management.

Evergreen was formed in 2004 to provide a modern, practical alternative to the typical consulting options. The firm is made up of management and human resources professionals as well as strategic partners who came together to form an innovative alternative that places clients and their needs before any individual, model, or corporate goal.

Evergreen's philosophy is based on an understanding that there is not a "one size that fits all" solution to compensation management. Our approach is built on working collaboratively with all parties to make sound, implementation-focused recommendations.

Evergreen is authorized to transact business in the State of Texas under the name of Recio and Ling Consulting, LLC (i.e., 32059488299).

Our main focus is on people, management, and technology. This focus allows our team to provide a broad variety of services, including, but not limited to: classification and compensation studies; salary and benefits surveys; performance appraisal reviews; workload analyses; staffing studies; disparity studies; training assessments; and strategic planning.

We invite you to browse our Web site at [www.ConsultEvergreen.com](http://www.ConsultEvergreen.com) or visit us on Facebook at [www.facebook.com](http://www.facebook.com) or LinkedIn at [www.linkedin.com](http://www.linkedin.com) for more information about our services, staff, and past experience.



**LinkedIn**



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Evergreen Solutions assists public sector professionals in exercising control over the inter-related elements that determine success or failure. We do that by applying a situation-responsive discipline that emphasizes:

- full visibility into the entire organization through research and discovery;
- a spirit of partnership with staff and leadership;
- sound recommendations based on best practices and proven methods; and
- a practical go-forward plan that leads to quantifiable results.

Collectively, the members of the Evergreen Solutions Team have:

- extensive experience in conducting classification and compensation studies for local governments and other public sector organizations throughout the country, including many in the State of Texas;
- comprehensive experience in all components vital to the successful completion of this engagement;
- knowledge of relevant Texas statutes and regulations as well as federal regulations;
- objectivity and flexibility due to the fact that we have no vested interests; and
- specialized analytical tools that we bring to the project.

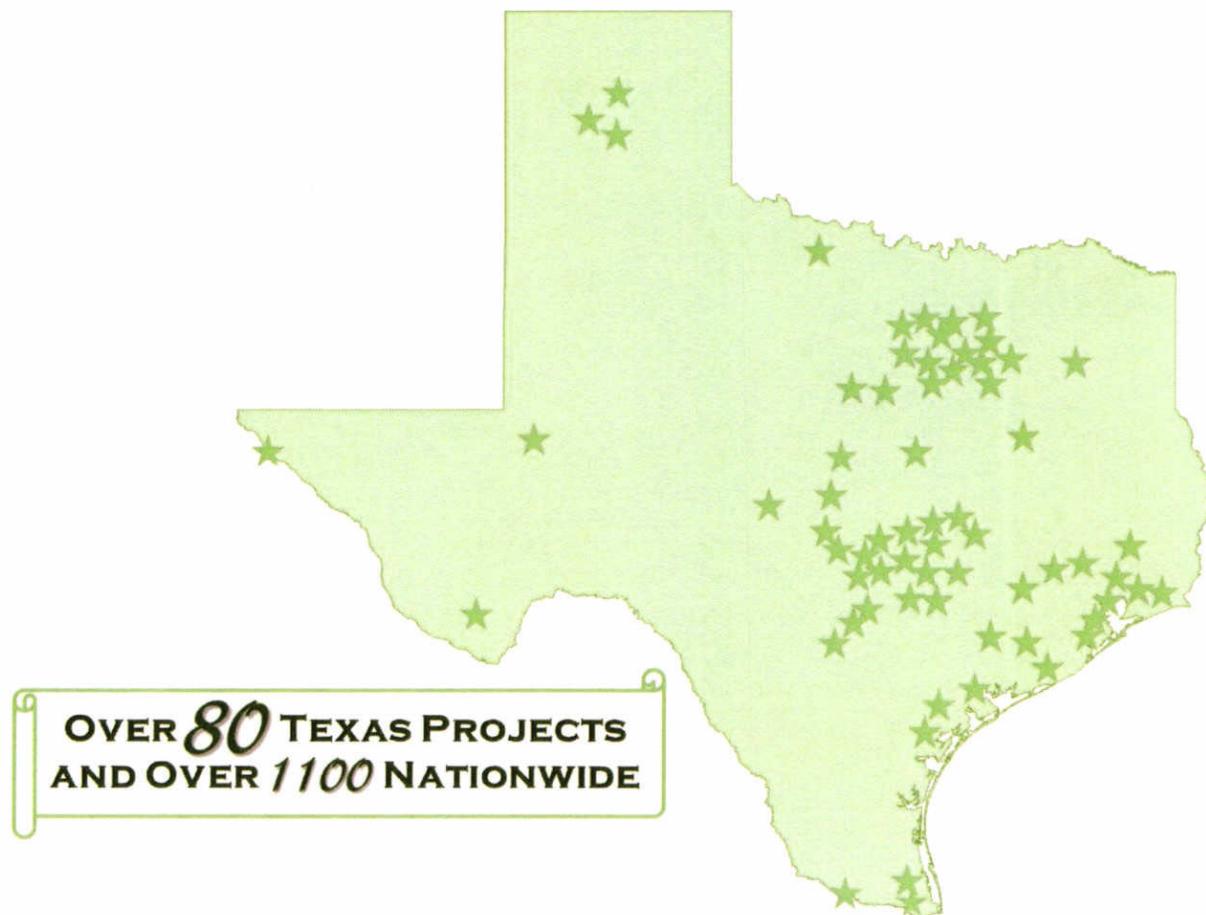
Clients nationwide have been successfully implementing recommendations from our team of professional consultants for decades. Evergreen has contracted with public sector, quasi-governmental, and non-profit organizations in 46 states throughout the country.

**Exhibit 1-1** includes a list of public sector clients in the State of Texas that our consultant team has worked with, or is currently in contract to work with, in providing work similar in scope to the services being requested.



## **Exhibit 1-1: Texas Public Sector HR Clients**

• Alvin Community College	• City of Haskell	• Fort Worth Housing Solutions
• Austin Community College	• City of Lakeway	• Harris-Galveston Subsidence District
• Barton Springs/Edwards Aquifer Conservation District	• City of Lockhart	• Hood County
• Bexar Metropolitan Water District	• City of Missouri City	• Jefferson County
• Blanco County	• City of Mont Belvieu	• Kaufman County
• Brazos River Authority	• City of Odessa	• Lone Star College System
• Brazoria County	• City of Pearland	• Midwestern State University
• Burnet County	• City of Pflugerville	• Montgomery County ECD
• City of Amarillo	• City of Portland	• New Braunfels Utilities
• City of Aransas Pass	• City of Rowlett	• Randall County
• City of Athens	• City of Sachse	• Sam Houston State University
• City of Buda	• City of Seabrook	• San Jacinto Community College
• City of Conroe	• City of Seguin	• San Patricio County
• City of Conway	• City of South Padre Island	• South Texas College
• City of Coppell	• City of Sunset Valley	• Sul Ross State University
• City of Desoto	• City of Temple	• Tarrant County Community College District
• City of Duncanville	• City of Texas City	• Texas A & M University - San Antonio
• City of Farmers Branch	• Dallas Area Rapid Transit	• Texas City Management Association
• City of Fate	• Denton County	• Town of Little Elm
• City of Fredericksburg	• Denton Co. Fresh Water Supply District	• Travis County
• City of Galveston	• El Paso Community College District	• University of Texas at Tyler
• City of Gonzales	• Fort Bend County	• Wayside School District



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## 1.2 Select Texas Experience

Because Evergreen has conducted more than 1,100 classification and/or compensation studies since its inception, we include in this section a list of similar local government projects that we have conducted or are currently on contract to conduct, in the State of Texas. **Note:** Evergreen has also worked for many other public sector organizations in the State of Texas as you can see in **Exhibit 1-1**.

### Classification and Compensation Study City of Athens

Evergreen Solutions was retained by the City of Athens to conduct a Classification and Compensation Study by revising and/or creating a job classification and compensation structure to ensure a fair and equitable system both internally and externally. Evergreen performed the following tasks: conducted job evaluations to establish and/or redefine grades/classifications groups and job relationships; identified benchmark jobs from each grade/classification to survey; determined a relevant job market; conducted a customized market salary and benefit package survey for all classification groups; performed survey data analysis and recommended pay structures; and met with City Management and key staff to determine implementation strategies (including multi-year implementation strategies if needed) to present to the City Council.

In the end, Evergreen provided recommendations for the ongoing internal administration and maintenance of the proposed compensation and classification plan.



### Job Classification, Salary Survey, Compensation Plan Study Services City of Duncanville

Evergreen was engaged with the City of Duncanville to provide professional Job Classification, Salary Survey, and Compensation Pay Plan Study Services that allowed the creation of a comprehensive job classification and compensation system and pay plans for employees within the City. Evergreen's consultants reviewed and analyzed the City's current structure and practices of job classifications and job descriptions including: conducting orientation sessions; providing questionnaires; conducting management and employee interviews; reviewing questionnaire responses with supervisory and management staff; performing a job analysis; and developing and/or revising job descriptions.

Evergreen prepared a customized market survey of salaries of the local and area municipalities that included all of the competitive markets where the city recruited employees. Evergreen established a system for an ongoing and easily understood maintenance of the new, or updated, pay plan that was easy for employees to understand and for managers to administer. The recommended pay plan effectively balanced market and internal equity, supported the classification system, and promoted an employee's perception



of organizational fairness and equity in the City. **Note:** Evergreen was recently hired to conduct a Classification and Compensation Study Update.



#### **Comprehensive Compensation and Classification Study City of Farmers Branch**

Evergreen was engaged with the City of Farmers Branch to conduct a Comprehensive Compensation and Classification Study. The primary objectives of the study were to: review and revise current classification system; determine relevant competitive markets; develop a custom compensation survey to distribute to peer organizations; propose guidelines for an improved or new compensation program and step/grade plan; and provide recommendations to keep the current pay structure competitive.

**Note:** Evergreen was again hired in 2021 to conduct a Compensation and Benefits Study.



#### **Classification and Compensation Study City of Lockhart**

Evergreen was retained by the City of Lockhart to conduct a classification and compensation study of its workforce. Employees participated in focus groups, interviews, and a job analysis was conducted to determine the best classifications for the work performed. In addition, pay ranges were analyzed in the public and private sector to determine the appropriate pay levels for all included jobs. Recommendations were provided to improve the fairness and equity in the current system.



#### **Classification, Compensation & Benefits Study City of Portland**

Evergreen was engaged with the City of Portland (City) to conduct a Classification, Compensation and Benefits Study. Evergreen's consultants evaluated jobs within the City and the current pay and benefits structure. A market survey of salary and benefits was conducted among peers approved by the City. Based on the survey results, Evergreen's consultants made recommendations for changes to the current classification and compensation system, as well as provided a maintenance tool that the Human Resources Department could use to keep the system current and equitable. Training on this maintenance tool was also provided.



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### Comprehensive Compensation and Benefits Study City of Rowlett

Evergreen was engaged with the City of Rowlett to conduct a comprehensive compensation and benefits study. The primary goal of the study was to ensure that the City was recognized as an employer of choice that provides a viable, cost effective and competitive pay structure. The study measured and provided a compensation analysis on (a) base salary, (b) pay/step plans, (c) employer-provided medical benefits packages and (d) any other incentive-based compensation options, to include “on call” pay. Evergreen’s consultants identified any weaknesses within the components of the City’s existing compensation package that would negatively impact the organization’s ability to attract and retain talented employees.



### Comprehensive Compensation and Benefits Study City of Sachse

Evergreen was hired by the City of Sachse to conduct a Comprehensive Compensation and Benefits Study. The study measured and provided an analysis on base salary, pay/step plans, employer-provided medical benefits packages and any other incentive-based compensation options, including “on call” pay. To ensure the project’s validity and applicability, Evergreen conducted a compensation analysis using similar-sized local municipalities for comparison and recommended comparator cities for consideration.

The following study components were compared:

- pay ranges with comparator cities performing the same or similar functions;
- actual employee pay with comparator cities performing the same or similar functions;
- pay/step plans/special assignment pay with comparator cities performing the same or similar functions; and
- city-provided comprehensive employee benefits packages with comparator cities performing the same or similar functions.

Evergreen recommended pay structure features that provided opportunities for advancement while minimizing salary overlap between levels of responsibility.

**Note:** Evergreen was again hired to conduct a classification study for select positions.



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### **Classification and Compensation Study**

#### **City of Conroe**

Evergreen was retained by the City of Conroe to conduct a Classification and Compensation Study. The scope of the study included the following major components: review and update and/or rewrite of all city job descriptions; work with a City management team to revise the existing pay plan for both Civil Service and non-Civil Service personnel structures; and evaluate current salary structure and compensation levels for all regular, classified positions and non-classified positions, and recommend appropriate adjustments.



### **Classification and Compensation Study**

#### **City of Seguin**

Evergreen was hired to assist the City of Seguin in designing and implementing a comprehensive classification and compensation plan for its workforce of 330 full-time employees. The scope of the project included two major components: (1) Working with a City management team to revise the existing pay plan and structures; and (2) Evaluating current salary structure and compensation levels for all regular, classified positions and recommending appropriate adjustments.

Specifically, Evergreen's consultants reviewed the City's current classification/compensation plan; surveyed management and identified problem areas regarding the classification and compensation system; conducted a salary survey to ensure external equity; reviewed current policies and procedures; reviewed salary structure to determine appropriateness; and provided technical assistance and training to City staff to facilitate the implementation and the maintenance of the recommended system and procedures.



### **Pay Structure Study**

#### **City of Fate**

Evergreen was hired to develop a new pay plan for the City of Fate. Evergreen performed the following tasks: reviewed the City's salary data; created a new pay plan for the City; slotted current jobs into the new pay plan; and verified the internal equity of the new pay plan.



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### **Classification and Compensation Study**

#### **City of Pflugerville**

Evergreen was hired by the City of Pflugerville to conduct a Classification and Compensation Study for its workforce of over 300 full- and part-time employees. Evergreen analyzed each position within the City by conducting interviews and job audits; evaluated employee position descriptions and duties; interviewed department heads and managers; and assessed classifications within positions (I, II, III, or Lead, Foreman). Evergreen reviewed current job descriptions, focusing on the purpose, job scope, essential duties and responsibilities, education/training requirements, physical job requirements, and working conditions, determined FLSA status (exempt/non-exempt) for positions under federal regulations, and recommended which positions were essential positions in the event the City had a temporary closure. Based on this review, Evergreen presented a proposed classification structure to City management and incorporated input into the final classification document, including a cost analysis for positions that would require adjustments.

Evergreen surveyed the cities of Georgetown, Round Rock, Hutto, Cedar Park, Leander, San Marcos, and College Station to compare compensation and benefit structures in addition to minimum and maximum rates of pay for select positions and will soon make recommendations toward appropriate ranges for rates of pay for each position identified. This included a minimum, mid-point, and maximum, with 1<sup>st</sup> and 3<sup>rd</sup> quartile designations. A Salary Grade Chart was prepared based on these recommendations and was presented to management for final approval.



### **Pay and Classification Study**

#### **City of Fredericksburg**

Evergreen was engaged with the City of Fredericksburg to conduct a Pay and Classification Study and make recommendations for implementation of a revised pay plan. The study included all employees and classifications in the City. As part of the study, Evergreen consultants conducted focus groups and interviews with employees, and employees completed a Job Assessment Tool (JAT). Evergreen consultants also conducted a comprehensive salary survey of local and regional employers to assess the market competitiveness of the City. Finally, a detailed plan was developed to provide the City with specific steps to implement an equitable and competitive pay plan.

**Note:** Evergreen is on retainer to provide the City with classification, pay grade assignments, organizational management and other on-going human resources support.



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**Human Resources Department Assessment (Classification and Compensation Study)  
City of Buda**

Evergreen was engaged with the City of Buda to conduct a Human Resources Department Assessment. Evergreen's consultants provided a job analysis questionnaire and procedures for future updating and new position creation and developed and fully defined a systematic procedure for evaluating positions using the "point factor method". A worksheet was developed for departments to request a job evaluation for upgrades within a position or for a new position for submission to Human Resources to ensure that job titles were consistently used on job descriptions and the pay plan.

Evergreen further created a new cost effective, affordable compensation structure and management plan that was systematically and equitably acknowledge and rewarded an employee's performance and skills.

Evergreen designed a compensation program that included a description and justification of the pay philosophy, a completed pay structure, and rules for moving employees through the pay structure based on their increasing contributions in support of the City. Evergreen consultant's gathered actual salary data from market surveys, local governmental agencies, benchmarked cities, and other appropriate data, as deemed necessary. The recommended compensation structure included a proposed training/career progression plan, including documentation as appropriate, and a plan that rewards employee performance fairly and equitably, with measures that can be documented.

Note: Evergreen was again selected by the City of Buda in 2020 to conduct a Market Salary Update.



**Classification and Compensation Study  
City of Sunset Valley**

Evergreen was hired by the City of Sunset Valley to assist with a City-wide Compensation and Classification Study, as well as development of a Performance Evaluation System. The study also included a Human Resources Audit and recommendations to strategically align the processes, procedures, staffing, and organization of human resources functions. All employees and classifications in the City were included in the study. As part of the study, the Evergreen Team conducted interviews and focus groups with all City employees. Evergreen consultants conducted a comprehensive salary survey of local and regional employers to assess the market competitiveness of the City. Finally, a detailed plan was developed to provide the City with specific steps to implement an equitable and competitive compensation plan.



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### **Classification and Compensation Pay Plan**

#### **City of Amarillo**

Evergreen was engaged with the City of Amarillo to develop a Classification and Compensation Pay Plan. Evergreen's consultants: reviewed the City's existing classification/compensation system; worked with the City's Human Resources Director and staff to identify a market position for the City; gathered necessary information through the use of questionnaires, job audits, some personal interviews; discussed and determined the appropriate labor market for the compensation survey; analyzed existing internal hierarchy based on job relationships and proposed implementation methods to correct any identified specific problems; developed a pay plan identifying specific parameters; and reviewed and assigned all positions to an appropriate pay grade. In the end, Evergreen recommended implementation strategies including calculating the cost of implementing the study and provided the Human Resources staff with training to maintain and revise the system, as needed.



### **Compensation Market Review and Classification Study**

#### **City of Austin**

Evergreen was contracted to review the City of Austin's classification system for the Human Resources job family. The study's primary purpose was to review the City's classification structure for its human resources jobs and to ensure that all employees working in the human resources area were properly classified based upon the work they performed. To accomplish this purpose, Evergreen met with each Human Resources Manager and conducted extensive outreach sessions (desk audits) with a large percentage of human resources employees. In addition to the interviews and desk audits, Evergreen consultants reviewed Position Analysis Questionnaires (PAQs), job descriptions, organizational charts, and other documentation. The job analysis resulted in recommendations for a job hierarchy within the Human Resources family and the slotting of each individual within the proposed classification system. Evergreen consultants also worked with the Human Resources Department to ensure that the proposed classification system properly aligned with the compensation system. At the conclusion of the study, job descriptions were revised for each job and FLSA exempt status were provided for each job classification.



### **Classification and Compensation Study**

#### **City of Gonzales, Texas**

Evergreen was retained by the City of Gonzales to conduct classification and compensation study for all employees. Employees participate in focus groups, interviews, and job analysis to determine the best classifications for the work performed. Classifications were reviewed, as needed, and FLSA



determinations were made. Evergreen consultants conducted a market salary survey to identify pay ranges in the public and private sector in order to determine the appropriate pay levels for all included jobs in the City. Recommendations were provided to improve the fairness and equity within the City and a plan was provided to address maintenance of implemented changes to the City's classification and compensation system.



### **Salary Survey** **City of Lakeway**

Evergreen was retained by the City of Lakeway to provide consulting services for the Human Resource Department and to design and implement a salary survey which would classify all City positions appropriately within the plan structure. The Evergreen Team evaluated the City's current salary structure as compared to the specific job market for comparable positions in the public and private sectors. Additional reviews were conducted for existing job descriptions to recommend updates for specific requested positions. Evergreen ensured that content and titles were current, accurate, and consistent with Fair Labor Standards Act (FLSA) and Equal Employment Opportunity (EEO). **Note:** Evergreen was again hired in 2019 to conduct a staffing analysis for the City.



### **Comprehensive Compensation Plan** **City of South Padre Island**

Evergreen Solutions was retained by the City of South Padre Island to design and implement a comprehensive compensation plan for the City of South Padre Island that included a pay for performance component. The scope of this project included:

- working with an assigned committee to determine specific needs related to the City in regards to compensation;
- working with the committee to review and establish benchmark cities to be used in determining the City's "competitive market";
- conducting a job analysis to establish pay grades/classification groups for all City positions;
- reviewing current compensation philosophy, policies and plan and work with assigned committee to determine City's compensation philosophy;



- conducting a customized market salary and benefit analysis for all full-time positions that included additional pay types (i.e. assignment pay, certification pay, education pay, etc.);
- recommending and identifying a competitive position within the market (i.e., percentile of market);
- recommending pay structures (grades/classification groups and pay ranges);
- developing a complete, market-sustainable compensation plan that included a pay for performance structure that rewards those employees with high performance;
- coordinating with the City to illustrate initial (single) and/or multi-year implementation cost scenarios;
- meeting with the assigned committee and prepare and presenting to City Council, as required;
- creating and providing administrative policies related detailing the complete compensation plan for insertion into the Employee Handbook; and
- providing comprehensive training for key City staff members for implementation and ongoing maintenance of the approved compensation plan.



#### **Pay for Performance Study and Salary Survey City of Mont Belvieu**

Evergreen was retained by the City of Mont Belvieu to conduct a pay for performance study and a salary study. The study identified classifications that were below market and that need to be adjusted in order for the City to remain competitive among its market peers. In addition, Evergreen made recommendations regarding enhancements needed to the City's current performance evaluation system and provided the City with a performance evaluation tool.



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### **Compensation and Classification Study City of Mont Belvieu**

Evergreen Solutions was again retained by the City of Mont Belvieu to conduct a Compensation and Classification Study. Evergreen performed a comprehensive analysis of the City's current classification and compensation plan by performing the following tasks: placing positions in the current pay plan to ensure positions performing similar work with essentially the same level of complexity, responsibility, and knowledge, skills, and abilities are classified together; determining the accuracy of Federal Labor Standards Act ("FLSA") exemption status of all positions; determining the accuracy of position titles and descriptions regarding unique characteristics of the position, essential job functions, minimum qualifications, working conditions, licensing requirements, "on call" requirements and supervisory requirements; must accommodate the unique nature of certain functions and responsibilities characteristic of City government; identifying potential pay compression issues and providing potential solutions; and analyzing existing internal hierarchy and internal career ladders where appropriate and clearly outlining job progression opportunities and providing recognizable compensation growth.



### **Compensation and Classification Study City of Pearland**

Evergreen Solutions was gain hired by the City of Pearland to conduct a Compensation and Classification Study. The study included the review of the existing classification plan, position descriptions and methods of reclassification, the performance of a salary study and the preparation of pay plan schedules, job descriptions, etc. The purpose of the comprehensive compensation and classification study was to develop a clear, equitable, consistent and competitive classification and compensation structure that would foster retention of qualified individuals while providing opportunities for growth and development within and provides the Human Resources Department a framework to operate within to maintain the system. **Note:** Evergreen was previously hired by the City to conduct a Classification Study.



### **Classification and Compensation Study City of League City**

Evergreen Solutions is retained by the City of League City to conduct a Classification and Compensation Study. Evergreen will conduct a job analysis to determine the hierarchy of jobs within the City to ensure internal equity and will conduct a salary survey to determine whether the salaries at the City are competitive in the market. Evergreen will also review and update job descriptions and provide recommendations for the continued maintenance of the revised classification and compensation plan.



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### **Compensation and Classification Study**

#### **City of DeSoto**

Evergreen Solutions was engaged with the City of DeSoto to conduct a Compensation and Classification Study. Evergreen's consultants provided employee communication sessions and department head interviews, conducted a point factor job evaluation to determine internal equity, reviewed FLSA, conducted a salary survey to determine external equity, and developed a new pay structure based on survey results and job evaluation. In the end, Evergreen provided a final report that included fiscal impact estimates based on a variety of scenarios and materials for ongoing job evaluations system maintenance.



### **Compensation and Classification Study**

#### **City of Texas City**

Evergreen Solutions is engaged with the City of Texas City to conduct a Compensation and Classification Study. The purpose of the comprehensive study is to develop a clear, equitable, consistent and competitive classification and compensation structure that fosters retention of qualified individuals while providing opportunities for growth and development within and provides the Human Resources Department a framework to operate within to maintain the system. Evergreen will work with the City to develop a compensation program that is fair, equitable, and competitive with other municipalities in the surrounding geographic market area from which the City of Texas City recruits and lends itself to a total rewards package. Evergreen will further work with the City to develop a classification system that facilitates ongoing compensation analysis and reporting based on similarly-situated employees, similar skills, qualifications, responsibilities, and pay, using job family grouping and EEO job categories that comport with EEOC guidelines for government employees and will provide the City with a tool that the HR department can use to continue that evaluation/analysis process.

**Note:** This project is nearing completion.



### **Compensation and Classification Study**

#### **City of Coppell**

Evergreen Solutions is engaged with the City of Coppell to conduct a Compensation and Classification Study. Evergreen will review existing job functions by position as they pertain to the current and recommended structure; examine current market position using peer comparisons; develop a comprehensive labor market salary survey for the North Texas region that includes other local municipalities; analyze existing internal hierarchy based on job relationships and essential functions, identifying problem areas within the internal hierarchy system and propose implementation methods to correct identified problems; develop a pay



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plan; review and recommend assignments of all positions to an appropriate pay grade, as well as make recommendation(s) for corresponding education and experience requirements by classification; review and revise job descriptions; and recommend implementation strategies including calculating the cost of implementing the study results. **Note:** This project is nearing completion.



### **Classification and Compensation Study City of Seabrook**

Evergreen Solutions is engaged with the City of Seabrook to conduct a Classification and Compensation Study. The intent of the study is to:

- provide a comprehensive evaluation of every job within the City to determine relative worth within the organization for internal equity and for the establishment of pay ranges and step progressions within the ranges;
- review all current job classifications, confirm, and recommend changes to hierarchical order of jobs using your evaluation system or an agreed upon evaluation system;
- establish appropriate benchmarking standards and conduct salary surveys as needed for similar positions with comparable Texas municipalities as required;
- identify potential pay compression issues and provide potential solutions; and
- analyze and recommend changes to the present compensation structure to meet market analysis.

**Note:** This project is nearing completion.



### **Comprehensive Classification and Compensation Study City of Odessa**

Evergreen Solutions is retained by the City of Odessa to conduct a Comprehensive Classification and Compensation Study. Evergreen's consultants will review the current classification structure and propose retention, redesign, or replacement and will review all current compensation plans including non-salary/wage remuneration and non-cash components (benefits and perquisites) to develop an understanding of the organization's total compensation structure. Evergreen will further perform the following tasks:



- Review current staffing levels for both public safety and non-public safety departments with regard to identified objective criteria. Provide recommendations for consolidation or division of current departments, staff level changes, justifications for resulting staffing levels in each 10 department, and methodology for changing future staffing levels.
- Deliver and design implementation methodology and timelines for a competency-based system for applicable jobs which can be integrated into Consultant's core proposals in the classification and compensation deliverables.
- Design and deliver a performance evaluation system which can be used to drive Consultant's recommended classification and compensation career progression models.
- Design and deliver a permanently licensed, software-based succession planning system that will integrate with Consultant's other deliverables which includes components to identify positions to be monitored, evaluate personnel readiness, and manage organization-wide succession gaps and opportunities.

**Note:** This project is nearing completion.



#### **Classification and Compensation Study Town of Little Elm**

Evergreen was retained by the Town of Little Elm to conduct compensation and classification study of its employees. Employees participated in focus groups, interviews, and job analysis to determine the best classifications for the work performed. Classifications were also reviewed, as needed, and FLSA determinations will be made. The rank structure for police and fire department employees were reviewed against peer organizations to determine whether the current structure for each department is effective for its size. Evergreen consultants reviewed pay policies and practices and pay ranges in the public and private sector were analyzed to determine the appropriate pay levels for all included jobs. Recommendations were provided to improve the fairness and equity within the Town. Evergreen provided Town staff with the necessary training and materials so that an understanding of the methodology and how to implement, administer, and maintain the recommended total compensation system would be accomplished.



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### **Employee Compensation Consulting Services Ft. Bend County**

Evergreen was retained by Fort Bend County to provide employee compensation consulting services. Evergreen conducted the following tasks:

- reviewed current compensation plan including policy groups and salary structures;
- conducted Fair Labor Standards Act (FLSA) exempt/non-exempt status review of all positions;
- analyzed internal equity and possible compression issues;
- completed salary survey of City and County governments in the State of Texas as designated by the County;
- designed and executed a salary survey, analyzed results and made recommendations; and
- evaluated and determined each employee's proper step placement on the newly approved salary grade structure.

**Note:** Evergreen was again hired in 2020 to conduct an update of the County's Compensation Plan.



### **Compensation Analysis Travis County**

Evergreen assisted the Travis County Human Resources Department in determining the appropriate pay levels for all non-sheriff's office law enforcement personnel. Classifications reviewed included all Constable positions, Park Ranger positions and Investigators and Investigator Lieutenants in the County's Attorney's Office and District Attorney's Office. Evergreen consultants conducted a preliminary review of the current compensation structure, met with County departments to discuss compensation issues, analyzed existing market data, and conducted an analysis of the internal equity relationships between the respective law enforcement agencies and similar positions residing within the Travis County Sheriff's Office. As a result of the study, Evergreen presented the County with recommendations for changes to the County's non-TCSO pay scale, classification changes, and a three-year implementation plan to bring non-TCSO jobs into proper alignment with TCSO positions. The study solidified internal equity relationships while ensuring the County was competitive with current market conditions.



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### **Compensation Consulting Services Travis County**

Evergreen Solutions was engaged with Travis County to provide Compensation Consulting Services. Evergreen performed the following:

- Reviewed and provided input to the Travis County Compensation Manager and staff on their approach and strategy with redesigning the Travis County Classified compensation scale. Shared input and provided best practices to consider based on paygrades, band width, and other design elements.
- Reviewed the compensation work of the Travis County Compensation division related to the redesign of the Travis County Classified compensation scale. Provide input based on work product review.
- Discussed approach and strategy with the redesign of the Peace Office Pay Scale, to include minimum and maximum ranges based on Travis County's researched market data for FY2020.
- Discussed best practices with use of Peace Office Pay market data when determining how to gauge market competitiveness.
- Provided other consultative support with projects being proposed or implemented by the Travis County Compensation team.



### **Compensation, Classification, and Benefits Study Denton County**

Evergreen conducted a Comprehensive Compensation, Classification and Benefits Study for the more than 1,550 employees of Denton County. The County had not performed a comprehensive classification and compensation study in 15 years. Evergreen consultants conducted employee orientations, focus groups and interviews, and conducted job analysis of all included positions. This information was used to create an internal equity alignment that is consistent with current job duties and responsibilities. As part of the project, Evergreen conducted a comprehensive salary and benefits survey of local and regional labor market peers to properly assess the County's competitive position for wages and benefits. Evergreen provided customized and detailed recommendations for adjusting the County's compensation and classification structures based on internal and external equity. Implementation options that were equitable and cost efficient were developed and additional recommendations for maintaining the system over time were also provided. Additionally, revised classification descriptions with FLSA determinations were provided.



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### **Compensation and Classification Study Brazoria County**

Evergreen was retained by the Brazoria County to conduct a Compensation and Classification Study. Evergreen developed a compensation program for the County, evaluated current pay grades, and developed a classification system to facilitate the ongoing compensation analysis. Evergreen further assessed position titles and identified appropriate employee status in accordance with FLSA. Evergreen then proceeded to develop multiple alternative recommendations and a communication plan. Finally, Evergreen reviewed and developed different policies procedures and proposed different recommendations.



### **Salary Compensation Study Hood County**

Evergreen was engaged with Hood County to provide an update of their classification and compensation system. Evergreen evaluated the current system, collected and reviewed current environment data, and evaluated and built the projected classification plan. Evergreen identified a list of market survey benchmarks and conducted a market survey. Evergreen's consultants provided the County with the external assessment summary, developed strategic positioning recommendations, and developed and submitted draft and final reports and recommendations for compensation administration. Additionally, Evergreen updated and/or rewrote job descriptions for the County, as necessary, based on the recommendations.

**Note:** Evergreen was also hired in 2020 to conduct a staffing study for the County.



### **Classification and Compensation Study Kaufman County**

Evergreen Solutions was engaged with Kaufman County to conduct a Compensation Study. Evergreen worked with the County to establish appropriate benchmarking standards and conducted a salary survey for similar positions with comparable entities. Evergreen identified potential pay compression issues and provided potential solutions and analyzed and recommended changes to the current compensation structure that met market analysis. Evergreen also provided a comprehensive evaluation of every job within the County to determine relative worth within the organization for internal equity and reviewed all current job classifications, confirmed, and recommended changes to hierarchical order of jobs using an approved evaluation system.



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### **Classification and Compensation Study and Analysis San Patricio County**

Evergreen Solutions was engaged with San Patricio County to conduct a Classification and Compensation Study and Analysis. The purpose of the study was to address changes in San Patricio County operations and staffing over the past decades, which might have affected the type, scope, and level of work being performed. The primary objectives of the study were to: attract and retain qualified employees; ensure positions performing similar work with essentially the same level of complexity, responsibility, and knowledge, skills, and abilities are classified together; provide salaries commensurate with assigned duties; outline promotional opportunities and provide recognizable compensation growth; provide justifiable pay differential between individual classes; and maintain a competitive position with other comparable government entities and private employers within the same geographic areas.



### **Wage and Compensation Study Jefferson County**

Evergreen Solutions was engaged with Jefferson County to conduct a Wage and Compensation Study. The objective of the study was to enhance the County's ability to attract, motivate, and retain quality employees to efficiently and cost-effectively deliver services and programs to the citizens of the County through obtaining a Salary Range Comparison of 175 benchmarks positions – within the current surrounding local market and similarly situated Counties in Texas. Based on the market survey results, Evergreen updated the existing plan for the County, including the realignment of jobs within the County's current pay grade.



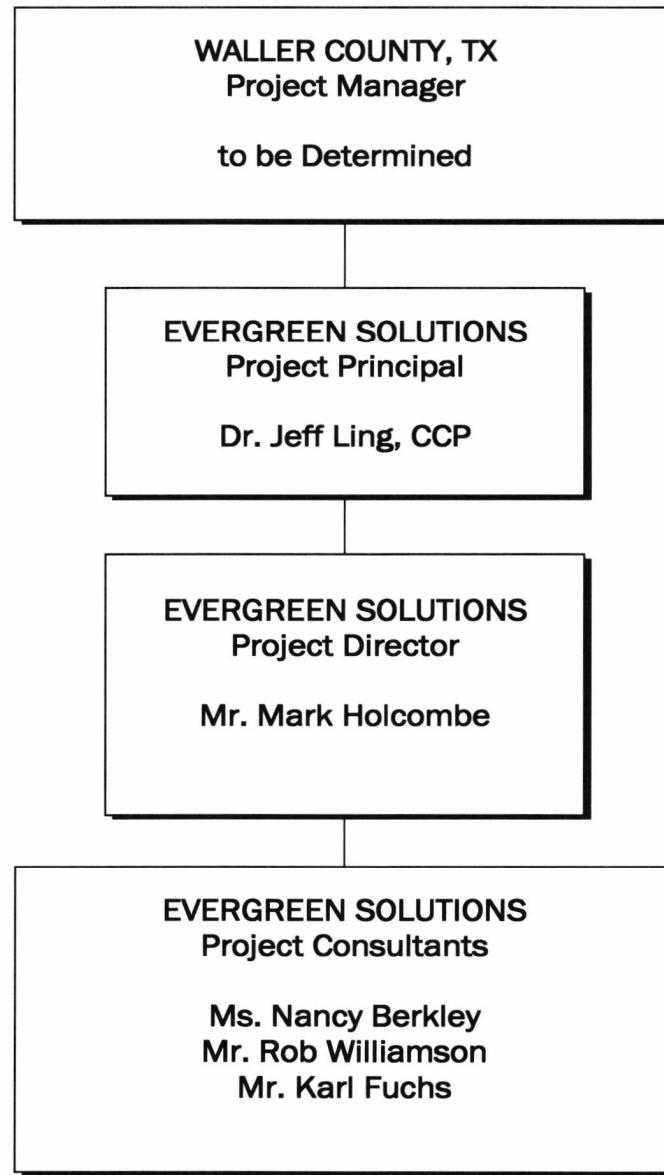
## **1.3 Proposed Project Team**

**Exhibit 1-2** reflects our proposed project management and personnel assignments. The structure has been designed to clearly define the roles and responsibilities of each part of the Classification and Compensation Study and Analysis so that there will be no confusion as to who is responsible for any aspect of this engagement with Waller County.



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**Exhibit 1-2**  
**Proposed Project**  
**Management**  
**Organization and**  
**Personnel**  
**Assignments**



**Waller County Project Manager.** With each project engagement, we work with the client to identify one specific point of contact to serve as a Project Manager. The County's Project Manager (CPM) will be our reference point throughout the engagement. We will take project direction, leadership, and guidance from the CPM and all project deliverables will be filtered through the CPM throughout the duration of the project.

**Evergreen Solutions' Project Principal.** Our Project Principal will have ultimate accountability for the success of this project. Evergreen Solutions' Project Principal is always a senior leader in our firm, typically the President. The Project Principal will have contractual authority over the contract, and will be our top level of project responsibility.



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**Evergreen Solutions' Project Director.** Evergreen Solutions designates a Project Director for each HR consulting project. The Project Director will work with the Project Principal regarding the scheduling of the project with the CPM. The Project Director will have the most frequent contact with the County and will assign project activities to the Project Consultants, and will ensure that deliverables are met within specified timelines.

**Evergreen Solutions' Project Consultants.** Our Project Consultants are a team of consultants who have worked together on numerous projects, and who will provide consulting and analytical work on all project activities. The Project Consultants will review pay plans, conduct orientation sessions and focus groups, administer the Job Assessment Tool (JAT) and Management Issues Tool (MIT), collect the data for the salary and benefits survey, review and revise job descriptions, and prepare draft and final reports.

Consultant Team Members must be thoroughly knowledgeable in the portion of the project they are responsible for, as well as have expertise in the issues that are unique to each individual client. Our firm is proposing an exceptional team of consultants who have worked together on many similar projects. We always make sure each project is sufficiently staffed to handle any additional tasks or unforeseen issues that may arise during the course of the study. The combination of our individual knowledge and skills form a superior team who will be able to competently perform all of the pieces of the Classification and Compensation Study and Analysis for Waller County.

## Key Personnel

### Project Principal Dr. Jeff Ling, CCP

Dr. Jeff Ling is the President of Evergreen Solutions who has been with the firm since its inception in 2004. He is a Certified Compensation Professional (CCP) who has more than 30 years consulting experience in the following areas: human resources; performance improvement; process analysis; strategic planning; statistical analysis; research methodology; data management; surveys and polling; technology analysis; change management; and risk analysis.

Dr. Ling has planned, organized, and managed studies on human resources assessment, survey analysis, government efficiency, technology planning, information utilization, public opinion, market expansion, and privatization. Each of these studies dealt with summarizing major alternatives for decision makers and providing viable recommendations. He has consulting experience in public sector Evaluation, research management, efficiency analysis, survey analysis, statistical modeling, and technology planning.

Dr. Ling has worked with a multitude of clients in the capacity of Project Principal. He has worked on hundreds of engagements across the nation and includes work in state and local governments, school districts, institutions of higher education, quasi-governmental agencies, and private industry.



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Dr. Ling has been instrumental in creating, reviewing, and evaluating the methodology employed by Evergreen Solutions on all human resource engagements. His background and skill set make him uniquely qualified for assessing organizational critical needs and strategy. He is also an expert in policy development and long-term planning.

A sample of the types of studies Dr. Ling has been involved with includes:

- **Compensation/Classification**– He developed the methodology and techniques for organizations to employ for successful data collection and implementation based on internal and external equity needs. He has been the Project Principal for numerous projects related to classification and/or compensation. **Note: He has served as the Project Principal or Project Director for more than 1,100 public sector projects related to Classification and/or Compensation, including more than 80 projects in the State of Texas.**
- **Performance Evaluation** – He has provided the framework for many organizations transitioning into goal-based performance evaluation systems or fully functional merit-based pay structures. He understands the importance of a well stratified, objective based review process and has been instrumental in assisting a number of large organizations transition from traditional systems into merit-based pay structures with minimal transitional costs and interruption.
- **Market Research** – He provided the basis for which market research was collected, analyzed, and review. He ensured that data collection procedures and methods were statistically reliable using his knowledge of statistics and overall market research.
- **Policy Development** – He has a thorough and firm understanding of policy development and has assisted many clients with implementing tailored policies and practices that reflect best practices.

Dr. Ling holds a Doctorate's Degree from Florida State University in Political Science and has taught courses addressing research methodology, statistical analysis, technological innovations, and political economy at various universities.

**Project Director**  
**Mr. Mark Holcombe**

Mr. Mark Holcombe is a Project Manager at Evergreen Solutions who has been with the firm more than five years. He has spent extensive time studying both micro and macro-economic labor markets, public sector economics, and has studied econometric modeling for displaying and communicating data in an effective way. He has been using his economics background both in running a business and in consulting since graduation.

Mr. Holcombe's role with Evergreen has focused on compensation and classification studies utilizing market data. His primary responsibilities include:



- working closely with project teams and project managers in coordinating salary and benefit survey initiatives;
- evaluating market data from surveys, government agencies, and private sector databases to provide comprehensive reviews of compensation packages; and
- designing clear and concise reports and displays to communicate nuanced results.

Recent public sector projects that Mr. Holcombe has been involved with include: a Compensation and Classification Study for the City of Pearland, TX; a Classification and Compensation Study for the City of Odessa, TX; a Compensation and Classification Study for the City of Denton, TX; a Classification and Compensation Study for Randall County, TX; Compensation Consultant Services for Dallas Area Rapid Transit, TX; Competency Modeling and Succession Planning for Dallas Area Rapid Transit, TX; a Compensation Study for the City of Missouri City, TX; a Classification and Compensation Study for the City of Mont Belvieu, TX; a Compensation and Classification Study for the City of DeSoto, TX; a Compensation Study for the City of Galveston, TX; a Compensation and Classification Study and Organizational Review of the RSMU Department for Brazos River Authority, TX; a Compensation Study for the Montgomery County Emergency Communications District, TX; a Staffing Study for the City of Pflugerville, TX; a Compensation and Classification Study for the City of Seabrook, TX; a Compensation and Classification Study for the City of League City, TX; a Wage and Compensation Study for Jefferson County, TX; a Compensation and Classification Study for the City of Coppell, TX; a Salary Analysis for Fort Worth Housing Solutions, TX; a Staffing Analysis for Midwestern State University, TX; a Job Description and Compensation Study for the University of Texas at Tyler; a Faculty Pay, Workload, and Promotion Study for Midwestern State University, TX; a Human Resource Department Review for Sam Houston State University, TX; an Employee Compensation Study for Tarrant County College District, TX; an Update of Policies for Faculty Placement, Promotions, and Advancement for the Tarrant County College District, TX; a Comprehensive Classification and Compensation Study for the Camarillo, CA; a Classification and Compensation Study for the Pleasant Valley Recreation and Park District, CA; a Compensation Study for Grand County, CO; a Classification and Compensation Study for the City of Prescott, AZ; A Compensation Study for the City of Flagstaff, AZ; a Classification, Compensation, and Benefits Study for Yavapai County, AZ; a Wage Compensation Study Services for Northern Arizona Intergovernmental Public Transportation Authority, AZ; a Performance Management Study for Northern Arizona Intergovernmental Public Transportation Authority, AZ; an Employee Engagement Survey for the Northern Arizona Intergovernmental Public Transportation Authority, AZ; a Compensation Study for the Metropolitan St. Louis Water District, MO; a Comprehensive Compensation Study for Shawnee County, KS; a Classification and Compensation and Race/Gender Equity Study for the City of Salina, KS; an Employee a Compensation Study for the County of Montgomery, PA; a Comprehensive Classification and Compensation Study for the Kentucky League of Cities; a Compensation



Study for the Knox County Sheriff's Office, TN; a Compensation Study for Western Reserve Transit Authority, OH; a Job Classification and Compensation Study for the City of Baltimore, MD; a Compensation and Classification Study for Allegany County, MD; a Classification and Compensation Study for Loudoun County, VA; a Classification and Compensation Study for the City of Norfolk, VA; a Compensation and Benefits Study for GRTC Transit System, VA; a Comprehensive Compensation Study for Chesterfield County, VA; a Compensation and Classification Study for Research Triangle Regional Transportation Authority (GoTriangle), NC; a Compensation Study for Chapel Hill-Carrboro City Schools, NC; a Pay Equity Analytics Model for Fire and Police Staff for the City of Raleigh, NC; a Salary and Compensation Comparability Study for the Raleigh Housing Authority, NC; a Pay and Classification Study for Dorchester County, SC; a Compensation Study for Laurens County, SC; a Classification and Compensation Study for the City of Mauldin, SC; a Classification and Compensation Study for Richland County, SC; an Organizational Assessment of the HR Department for York County, SC; a Staffing Study for the City of Fayetteville, GA; a Classification and Compensation Study for the Hillsborough County Clerk of Court and Comptroller, FL; a Compensation Study for Highlands County, FL; a Classification and Compensation Study for DeSoto County, FL; a Classification and Compensation Study for the City of North Miami Beach, FL; a Compensation and Classification Study for the Town of Davie, FL; a Classification and Compensation Study for the Early Learning Coalition, FL; a Classification and Compensation Study for Palm Beach County, FL; a Classification and Compensation Study for the Leon County Sheriff's Office, FL; a Compensation Study for the City of Key West, FL; a Performance Evaluation Study for the City of Key West, FL; a Classification and Compensation Study for the Wakulla County Board of County Commissioners, FL; a Classification and Compensation Study for Franklin County, FL; a Compensation Study for Brevard County, FL; a Classification and Compensation Study for the City of Apalachicola, FL; a Compensation Study for the City of Fort Myers, FL; a Classification and Compensation Study for the Leon County Clerk of the Court and Comptroller, FL; a Classification and Compensation Study for the Town of Hilliard, FL; a Review of Compensation for the Fire Department for Sarasota County, FL; and a Classification and Compensation Study for Pinellas County, FL.

Mr. Holcombe holds a Bachelor Degree in Economics with a concentration in Behavioral Economics and Criminology from Florida State University.

**Project Consultant**  
**Ms. Nancy Berkley**

Ms. Nancy Berkley is the Vice President of Evergreen Solutions who has been with the firm for more than nine years. She has over 30 years human resources experience as an HR Director and Consultant demonstrating a thorough knowledge of multiple HR disciplines including, recruiting and staffing, workforce planning and retention, on-boarding, compensation and benefits, employee and labor relations, employee leave administration, voluntary and in-voluntary employee separations, performance management, employee surveys, organizational design and development, organization effectiveness, employee learning, training, and development, employee records administration and retention, and awards and recognition programs.



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She has consistently enhanced organizational capability by integrating HR with strategic business planning, development and assessment. She has provided individualized executive coaching and led HR team development and high-performance teams. She has led corporate change initiatives and built talent-rich organizations by strengthening people and integrating processes and has directed human resources in high-volume, transactional service organizations and high-level, consulting organizations. She has excellent conflict resolution, negotiation, and influencing skills.

Ms. Berkley possesses expertise in the following HR areas:

- Designing and implementing a shared service, centralized virtual staffing organization, increasing efficiency of staffing function for hiring managers.
- Analyzing and responding to employee relation trends—positively influenced work environments reducing employee complaints by ~90 percent.
- Consulting with senior leaders and successfully leading project teams to develop new policies, programs and tools—including total revision and communication of a company's HR policies and practices to be in accordance with state and federal laws;
- Creating HR metrics reviews utilizing business goals and human resources information systems data—set improvement goals and developed action plans for unique business requirements.
- Conceptualizing and implementing complex workforce reduction plans—then redeployed ~50 percent of the affected employees.
- Representing companies in state and federal agency reviews, e.g. Office of Federal Contract Compliance Program (OFCCP) reviews—Equal Employment Opportunity Commission (EEOC)
- charges, workers compensation charges, and unemployment compensation claims.

A sample of some of the public sector projects in the State of Texas that Ms. Berkley has directed or served on the Evergreen Team includes: a Compensation Study for the City of Haskell, TX; a Classification and Compensation Study for the Town of Little Elm; a Human Resources Department Assessment for the City of Buda; a Market Salary Update for the City of Buda; a Classification and Compensation Study for the City of Pflugerville; a Classification and Compensation Study for the City of Conroe; a Comprehensive Compensation and Classification Study for the City of Farmers Branch; a Classification and Compensation Study for the City of Portland; a Comprehensive Compensation and Benefits Study for the City of Rowlett; a Compensation Plan Study for the City of South Padre Island; a Classification and Compensation Study for the City of Lockhart; a Salary Compensation Study for Hood County; and a Compensation and



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Classification Study for Brazoria County; a Classification and Compensation Study for Burnet County, TX; and a Classification and Compensation Study for Kaufman County. **Note:** She has directed more than 200 HR projects since joining Evergreen.

Ms. Berkley has a Bachelor's Degree in Psychology from Florida State University.

**Project Consultant**  
**Mr. Rob Williamson**

Mr. Rob Williamson is a Project Manager with Evergreen. He brings more than 20 years of proven leadership experience serving both private and public sector clients. His diverse leadership includes time as a business owner, County Commissioner, CEO of a mid-sized water and wastewater treatment utility, Executive Director of a three-member regional water utility provider, and most recently, Manager of the Florida Association of Counties' 23-county insurance trust.

During his career, Mr. Williamson has served on boards of directors for more than two dozen public, private, civic and charitable organizations. This includes time as Chairman of the Santa Rosa County Board of County Commissioners, RESTORE Council, Tourist Development Council, Florida/Alabama Transportation Planning Organization and as a member of the Florida Gulf Consortium, Florida Association of Counties Executive Board, Leadership Santa Rosa, and the Institute for County Government to name a few. He is also a member of the Florida Rural Water Association.

Mr. Williamson helps organizations create new strategic pathways to solve complex problems. His areas of focus include policy development, strategic planning, change management, government services, transportation planning, master planning, tourism, RESTORE Act implementation and leadership development.

Some of the recent projects that Mr. Williamson has directed or been involved with include: a Job Market Survey for New Braunfels Utilities, TX; a Compensation Study for the City of Aransas Pass, TX; a Classification and Compensation Study for Blanco County, TX; a Compensation Study for the Metropolitan St. Louis Water District, MO; a Compensation Study and Analysis for McLean County, IL; a Classification and Compensation Study for the City of Moline, IL; a Comprehensive Total Compensation Study for Cumberland County, PA; a Classification and Compensation Study for Barrow County, GA; a Classification and Compensation Study and Analysis for Columbus Consolidated Government, GA; a Classification and Compensation Study for the City of Jackson, GA; a Compensation Study for Cherokee County, GA; a Classification and Compensation Study for the City of Johns Creek, GA; a Classification and Compensation Study for the City of Jackson, GA; a Classification and Compensation Study for the City of Calhoun, GA; a Classification and Compensation Study for the City of Hampton, GA; a Classification and Compensation Study for the City of Sylvester, GA; a Compensation Study for Cobb County-Marietta Water Authority, GA; a Classification and Compensation Study and Analysis for Clayton County Water Authority, GA; a Compensation Study for Douglasville-Douglas County



Water and Sewer Authority, GA; a Classification and Compensation Study for the City of Vienna, GA; a Compensation Study for the City of Duluth, GA; a Classification and Compensation Study for the City of Auburn, AL; a Compensation and Benefits Study for the City of Mobile, AL; a Classification and Compensation Study for Riviera Utilities, AL; a Classification and Compensation Study for DeSoto County, FL; a Compensation Study for the Lake Apopka Natural Gas District, FL; a Comprehensive Classification and Compensation Study for Citrus County, FL; a Classification and Compensation Study for the City of Apalachicola, FL; a Compensation Study for the City of New Port Richey, FL; a Classification and Compensation Study for the City of Oldsmar, FL; a Compensation Study for the City of Bradenton, FL; a Classification and Compensation Study for the City of Cooper City, FL; a Classification and Compensation Study for the City of Kissimmee, FL; a Classification and Compensation Study for the Manatee County Sheriff's Office, FL; a Compensation Study for the Marion County Property Appraiser, FL; a Classification and Compensation Study for Culpeper County, VA; a Classification and Compensation Study for Dare County, NC; a Compensation Study for North Charleston Sewer District, SC; a Compensation Study for the Town of Central, SC; a Classification and Compensation Study and Analysis for Darlington County, SC; an Employee Compensation and Classification Study for the City of Greenwood, SC; an Employee Compensation and Classification Study for the City of Greenwood, SC; and a Compensation Study for the City of Orangeburg, Department of Public Utilities, SC.

Mr. Williamson has certifications from the Cambridge Leadership Institute and the Kenan-Flagler Business School Leadership Institute and possesses a Bachelor of Science Degree in Sociology from Florida State University.

**Project Consultant**  
**Mr. Karl Fuchs**

Mr. Karl Fuchs is a Senior Consultant with Evergreen with over 25 years of experience serving public sector organizations in various aspects of human resources management. His past roles include Human Resources Director and Plans and Operations Analyst. He is also a Retired Marine Corps Veteran. In addition to his regular duties while serving as a Human Resources Director, he successfully implemented creative recruiting and retention strategies which lessened time to hire and lengthened retention, especially in hard to fill positions. He streamlined and updated legacy processes and provided remedies for classification and compensation of non-bargaining unit employees.

Mr. Fuchs was a Plans and Operations Analyst working under DoD contract where he provided subject matter expertise on operational manpower and employment of U. S. Marine forces in the Middle East. He developed staffing requirements for Contingency Plans, multi-national joint exercises, and the deployment and redeployment of forces conducting combat operations. He also supervised staff in various HR roles such as pay management, employee recognition, and official travel.

While Mr. Fuchs was on active duty, he served in various capacities focusing on talent management and development. He also volunteered for assignments as DEI manager. He led and maintained compliance of programs including HRIS, pay / entitlements, promotions, limited duty,



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workplace investigations, performance management, employee recognition, corporate charge card, official travel, equal opportunity, separations / retirements, personnel accountability, and casualty affairs. Over the course of his career, he participated in training the Moroccan, Jordanian, and Afghan militaries.

Recent public sector projects that Mr. Fuchs has been involved with include: a Comprehensive Classification and Compensation Study for the City of Odessa, TX; Compensation Consultant Services for Dallas Area Rapid Transit, TX; a Compensation and Classification Study for the City of Denton, TX; a Compensation Study for Mountain Line, AZ; a Classification and Compensation Study for the City of Mauldin, SC; a Classification and Compensation Study for Richland County, SC; a Comprehensive Classification and Compensation Study for the Camarillo, CA; a Classification and Compensation Study for the Pleasant Valley Recreation and Park District, CA; and a Compensation and Classification Study for Allegany County, MD.

Mr. Fuchs earned his Juris Master from Florida State University, College of Law and Bachelor of Arts in Business Administration specializing in Management from Saint Leo University. He is currently working on a Master's in Public Administration focusing on Local Government Management.



**Note:** A team of experienced analytical and clerical support staff will contribute to this study, as needed.



## 2.0 *Study Work Plan*

In this section we include our approach and methodology for conducting the Classification and Compensation Study and Analysis for Waller County; a detailed work plan—identifying the tasks, activities, and milestones necessary to accomplish the deliverables required in the scope of work of the Request for Proposals; and a proposed timeline.

### 2.1 Approach and Methodology

Evergreen Solutions is uniquely qualified to conduct a Classification and Compensation Study and Analysis for Waller County as our team includes recognized experts in local government human resources management and understands that there is not a “one size fits all” solution to compensation management. Our approach is built on working collaboratively with all parties to make sound, implementation-focused recommendations. Specifically, we have developed a methodology that:

- focuses on market competitiveness;
- is based on the organization’s compensation philosophy;
- recognizes that compensation is comprised of more than just base pay levels;
- reflects changes in recent compensation strategies;
- designs custom solutions that take into account the diversity of needs present in the organization and allows you to select the components and options that best meet your overall needs; and
- produces a structure that improves the organization’s ability to recruit, reward, motivate, and retain talent in a competitive environment that includes both public and private sector employers.

We will work closely with the County’s designated Project Manager, County Judge, County Treasurer, Director Policy and Administration, County Auditor and the Human Resources Department throughout the process to ensure constant communication of issues, concerns, and potential outcomes. We work closely with your staff to gain a solid understanding of your current operational realities, challenges, and desired outcomes. Moreover, Evergreen will work with you to balance your need to meet your performance goals while carefully managing your resources.

Compensation management has undergone significant transformation in the private sector and over time public sector organizations have mirrored these changes. While compensation once centered on the separate administration of base pay and core benefits, a shift has occurred that has transformed compensation management.

Progressive organizations now recognize that to effectively recruit, reward, motivate, and retain employees, compensation management requires



strategic thinking and planning. Compensation management must support an organization's overall strategic direction. To accomplish this, effective organizations design a compensation philosophy that details where an organization wants to be in relation to the market in key areas. These key areas include cash compensation, benefits, and work/life balance. Compensation is thus a reflection of the organization's philosophy.

Evergreen realizes that we will need to tailor our approach to fit the operating, fiscal, and competitive needs of the organization. Recommendations must always reflect competitive needs while supporting the organization's overall mission.

Listed below is an overview of the typically recommended approach that Evergreen takes when conducting a study of this nature.

### **Kick Off Meeting**

Evergreen begins each engagement by meeting with our client's leadership team. Frequently, this initial meeting will accomplish several goals, including:

- finalizing the project work plan;
- identifying milestone and deliverable dates;
- gaining insight into the management structure and approach;
- collecting classification, compensation, and benefits data;
- identifying additional data needs; and
- developing preliminary schedules for subsequent tasks.

At this time, we will also request a copy of the employee database that reflects current classification and compensation data.

### **Communication Plan**

Communication is a critical component of any Classification and Compensation Study and Analysis. Communicating with employees directly and early in the process builds support for the process and the accompanying outcomes. As part of our communication plan, we meet first with key project staff to fully understand the nature and scope of the project. The results of these meetings are then communicated to employees during the project outreach through employee orientation sessions, focus groups, and interviews. Regular updates are provided to the client's Project Manager and can be posted on the client's intranet site, if available and desired. Additionally, the communication plan for the distribution of the end product, particularly how the results will be distributed to employees, is also critical.

### **Employee Orientation and Focus Groups**

Based on client feedback and a review of best practices, we have designed an orientation curriculum that provides employees insight into the process as well as provides a forum for answering questions and soliciting participation. Following the orientation sessions, we begin the focus group process. Focus groups are used to gain detailed insight into employee perceptions, concerns, and issues. The protocol for the sessions is provided to your project team in advance and refined to meet your needs.

We have found that employee orientation sessions and focus groups are critical venues for building employee participation and buy-in. Since they



take place at the outset of the project, they are a critical introduction to the project and the question-and-answer formats allow employees to become engaged in the process. During these sessions, Evergreen's consultants can also help to manage expectations since some employees may have unrealistic expectations based on anecdotal information.

### **Department Head Interviews**

Evergreen staff conduct one-on-one interviews with department heads and/or senior management (in addition to any other employees the client determines is necessary) to identify challenges for consideration. These interviews will allow our staff to add details to our understanding of the organization and its needs. They also allow our consultants the opportunity to better understand the organizational structure of each department as well as the unique recruiting and retention issues that may be present in each department. Frequently, department directors and senior management serve as invaluable resources in explaining how internal equity relationships have evolved over time and explaining the nuances between the differences in jobs.

### **Job Assessment Tool and Management Issue Tool**

Another important activity undertaken at this time is the distribution of Evergreen's Job Assessment Tool© (JAT). These questionnaires are central components of the job evaluation process. The JAT asks a series of questions regarding an employee's job that captures the nature of the job and how it interacts with work within the organization.

The JAT contains questions that ask about each of the following areas:

- scope of duties;
- complexity of work;
- supervision received and exercised;
- physical requirements;
- financial responsibilities;
- analytical/mental requirements;
- knowledge and skills required for the job; and
- level of responsibility/reporting relationships.

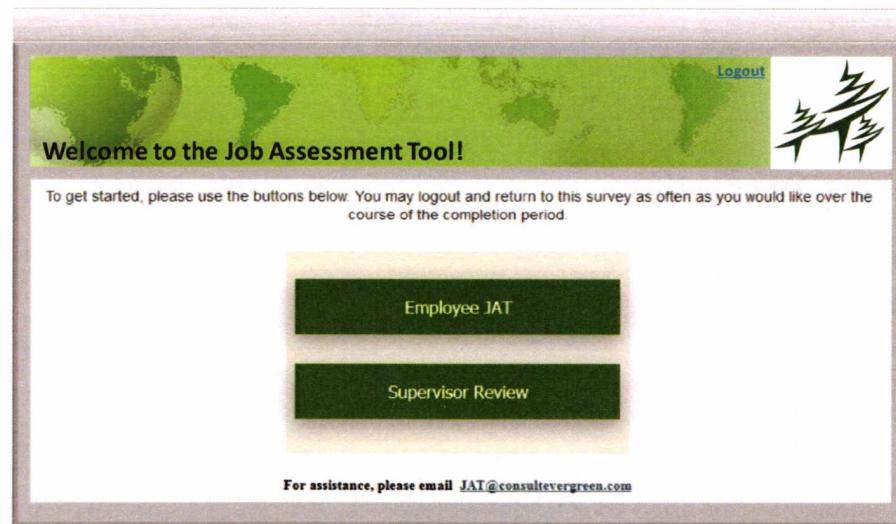
Evergreen will contact the client's Project Manager should there be a need to clarify question responses or issues with information collected from the JAT. Due to budgetary constraints faced by many of our clients, we have designed the JAT as a web-based tool so that data can be collected electronically. If requested, we can also provide a paper-based version of the tool.

**Exhibit 2-1** below depicts a screenshot of the JAT home screen showing the levels of access for a Supervisor. Supervisors have access to their own surveys in addition to the ability to review and approve the surveys of their direct reports. The supervisor review process ensures validation of the JAT data collected from employees and prevents comments made by employees from being taken out of context.



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### Exhibit 2-1 Supervisor's JAT Home Screen



Source: Evergreen Solutions, 2022

**Exhibit 2-2** illustrates how Evergreen uses the JAT to collect functional details of employee's jobs. Seeking to understand how employees summarize their responsibilities in their own words allows our analysis to expand beyond what may be conveyed in a traditional job description. An informal survey of municipal employees revealed that 90 percent felt that the job descriptions held on file with their employers were inaccurate or incomplete representations of their duties. Understanding this, Evergreen designed the JAT to fill in those gaps to ensure that the entirety of an employee's job is analyzed within the context of the study.



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## Exhibit 2-2

### Job Description and Responsibilities

**Basic Job-Related Information**

**Job Introduction**  
Briefly provide an overview of your job, including a description of the purpose of your job and the type of work you do. This may be the same as the introduction to your current job description, but it does not need to be.

**Description**

**Type of Work**  
Please select the level that best describes the type of work you perform.

**Type of Work**

- Clerical/Manual - Perform a variety of office and administrative support duties. OR unskilled, labor-intensive tasks.
- Laborer/Trade-Based Occupations - Performs work necessitating repetitive operations with their hands, physical skill and energy.
- Technical/Paraprofessionals - Performs tasks requiring a solid understanding of basic algebra and statistics OR use of heavy equipment.
- Administrator - Performs tasks directly related to the management or general business operations. Exercises discretion and judgment with matters of significance.
- Managerial/Professional - Performs tasks requiring advanced knowledge, which is predominantly intellectual in nature, OR tasks related to the control or administration of part of the organization.
- Executive/Advanced Professional - Performs tasks related to managing the organization, or managing a department OR perform work requiring highly advanced knowledge

**Education and Experience**  
Please select the level that best describes how much education and experience a new-hire should be required to have for your position.

**Education** -Select One-

**Experience** -Select One-

**Licenses and Certifications**  
Please list any licenses, certifications, or professional designations you believe should be required or preferred for your position.

**Required**

Source: Evergreen Solutions, 2022

**Exhibit 2-3** shows a similar page in which employees are asked to list the Essential Functions of their job. These are the tasks and activities that define the classification and make it unique. Gathering information such as this allows Evergreen to assess the validity of the present classification structure and identify classifications or individuals within classifications that need to be restructured or reclassified.



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### Exhibit 2-3 Job Functions

Task	Percent	Priority
Task 1	500	<input type="checkbox"/>
Task 2	500	<input type="checkbox"/>
Task 3	500	<input type="checkbox"/>
Task 4	500	<input type="checkbox"/>
Task 5	500	<input type="checkbox"/>
Task 6	500	<input type="checkbox"/>
Task 7	500	<input type="checkbox"/>
Task 8	500	<input type="checkbox"/>
Task 9	500	<input type="checkbox"/>
Task 10	500	<input type="checkbox"/>

Source: Evergreen Solutions, 2022

In addition to the JAT, Evergreen will also distribute our Management Issues Tool (MIT). The MIT is distributed to supervisors and managers and is used to collect specific information from supervisors and managers related to such issues as recruitment and retention problems, classification issues, pay equity issues, problems with titles, and other related issues. Each MIT will be logged and a specific response will be provided. The MIT process is designed to allow supervisors and managers to give direct input into the process and they serve as “red flags” to Evergreen staff during the analysis portion of the project.

#### Preliminary Assessment

As a starting point for analysis, Evergreen's project consultants review the client's database in comparison to the pay plan and information collected from the JATs to produce a preliminary assessment. The preliminary assessment summarizes the strengths and weaknesses of your human resource management system. The compensation analysis focuses on the number of pay grades, range widths, percentage differences between grades, step plans versus open range plans, and the expected time to reach full job competency. The overall analysis focuses on structure, movement, and equity (internal) as well as specific concerns such as turnover, longevity,



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	<p>compression, and range anomalies. The issues we identify in the assessment become core considerations in creating the potential solutions later in the process.</p>
<b>Job Evaluation</b>	<p>The next step in the process is to review responses to the JATs and identify any possible misclassifications. Once the review of the JATs has been completed, Evergreen's consultants will evaluate all jobs on each of the compensatory factors, score each position, and determine if there is any need for further investigation of specific positions. If serious discrepancies exist, Evergreen's consultants will work directly with the Client Project Manager to resolve any issues.</p>
	<p>Once work has been properly classified, changes in the current classification system rankings can be recommended. Our goal is to produce a classification system that reflects the internal equity relationships suggested by the JAT scoring conducted earlier.</p>
<b>Compensation</b>	<p>Our approach to compensation analysis is based on the belief that compensation should be organization-specific, fair, equitable, and directly tied to strategic goals. To ensure that all these criteria are met, we will conduct an extensive analysis on the relevant labor market, the internal structure and inter-relatedness of jobs within the organization, and the relative worth of jobs within the organization vis-à-vis the compensation philosophy.</p> <p>The most traditional component of a total compensation program is base pay (fixed pay). However, inclusion of benefits in total compensation strategy is not a new concept. Provision of benefits was originally a recruitment tool, though over time the provision of core benefits has become an expectation. Research shows that public sector organizations commonly use superior benefits packages as a way to offset structural disadvantages in base pay. The purpose of the survey is to collect information for comparison to current offerings, and making recommendations for change consistent with the parameters of the organization's compensation philosophy.</p>
<b>Market and Benefits Surveys</b>	<p>A key component of assessing compensation is to consider market position, which is sometimes referred to as external equity or competitiveness. Evergreen's consultants wait until well into the classification analysis to design the market survey to ensure that jobs are understood, anomalies in classification characteristics are documented, and sufficient input has been received. The market survey will obtain standard range information related to minimum, midpoint, and maximum salaries. Data collection will focus on the public sector, but will include information from the private sector where applicable. Further, we will look to include any employers to whom the organization has recently lost employees.</p> <p>In addition, a benefits survey will also be administered in tandem with the market survey. Special consideration can be given to select highly competitive, market-driven positions if necessary.</p>



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<b>Benchmarks</b>	<p>One of the most important components of the external assessment is in the selection and utilization of benchmark positions for the labor market survey. We will work with the client to identify the appropriate number of benchmark positions to best suit the client's needs in the labor market survey. Based on our experience, we have found that it is simply not practical to survey all positions within the organization—the resulting surveys become too cumbersome for labor market peers to complete, and the response rate on the whole suffers. We ensure, through multiple checks and balances, that the benchmark positions chosen will represent a broad spectrum of positions across the organization, from all job families, pay levels, and functional areas.</p>
<b>Targets</b>	<p>To conduct an external labor market assessment, we work with the client to identify the most appropriate targets to survey. Evergreen selects peer organizations based on the local labor competition, regional markets, and class-specific markets. Peer organizations should be those organizations that compete with the client for labor in at least one job family. An appropriate mix of peers in the public and private sectors will be included in the survey, and if necessary, augmented with published secondary data sources.</p> <p>Typically, Evergreen waits until the outreach process has been completed to identify the complete list of market peers. This is because we often will uncover specific information during the focus group and interview sessions that identifies potentially critical survey targets. Ideally, we would like to work with the client after the outreach has been concluded to identify the final list of potential market peers.</p> <p>An important factor of our methodology is that the client has the final approval of all aspects of the study. We will not proceed with the analysis unless the client is completely comfortable with the survey targets chosen. Often, there are different factors impacting an organization, such as proximity to a major metropolitan area, technology corridor, or specific market (i.e., military base), that have a direct effect on its ability to recruit and retain employees in specific positions. These factors have to be taken into account when selecting survey targets. Once the targets are selected and approved, the survey instrument is developed and sent to the client for final approval. Subsequent to client approval, the survey is then distributed to the targets in both paper and electronic formats.</p> <p>Evergreen uses a four-fold method of communicating with respondents. Our staff notifies the target group that the survey is being sent or made available, confirms receipt, and encourages participation. Once the data are received, they are cleaned, validated, and summarized. A separate report is issued that shows the results of the salary survey.</p>
<b>Unifying the Solution</b>	<p>After determining the appropriate division of work and market position, the compensation structure can be created. There is not a single, perfect solution for every client partner. The nuances and unique characteristics of each client necessitate a customized solution to best meet the organization's needs.</p>



The Evergreen Team has considerable experience in developing multiple solutions and working with client partners to determine the one that best meets their needs. Our analytical team uses a variety of tools to produce various potential solutions: regression analysis, market thresholds, and other human resource models. Several major options are presented to the client's team before the implementation plan is created.

It is at this stage in the process that we typically meet with the client to identify the direction of the final solution. We will present to the client a draft report for review and comment. We typically ask the client to examine the draft solution objectively and provide insights and recommendations on the direction of the report. When this process is completed, Evergreen's consultants will proceed with the final solution. The solution also contains information regarding fiscal impact and implementation.

### **Compensation Administration Guidelines**

In order for clients to maintain the recommended compensation system, Evergreen develops compensation administration guidelines for use by the client after completion of the study. The guidelines will include recommendations on installation and continuing administration of the system. The team first conducts a review of current practices and procedures then assesses their effectiveness, compliance with legal guidelines, and applicability to the recommended system.

Once this review and assessment are complete, revisions to the current practices and/or new guidelines can be recommended, as needed. At a minimum, the recommendations will address areas such as:

- how employees will move through the pay structure/system as a result of transfers, promotions, or demotions;
- how to pay employees whose base pay has reached the maximum of their pay range or value of their position;
- the proper mix of pay and benefits;
- how often to adjust pay scales and survey the market;
- timing of implementation; and
- how to keep the system fair and competitive over time.

### **System Maintenance**

Our goal is to produce recommendations that are effective and that can be maintained by our clients. We are strongly committed to providing transparent and replicable solutions. In essence, when we complete our core assignment, our goal is that our client's staff can maintain and update the system on their own. We are readily available to provide assistance, but our goal is to give our clients all the tools and training that are needed. Towards this end we will provide the Human Resources Department with all necessary tools and training to maintain the system over time.

Based on client needs and industry best practices, Evergreen has developed a compensation and classification maintenance tool to assist our clients with implementing, managing, and updating the solutions: **JobForce Manager**. This tool allows our clients to estimate future pay plan changes, update market information, make determinations on reclassifications, and create new jobs. By automating these tasks, **JobForce Manager** allows our



clients to not only streamline, but also increase the fairness and transparency of regular compensation and classifications tasks after solution implementation.

**Exhibit 2-4** displays the interface from **JobForce Manager** for determining a positions pay grade; additional features include a job scoring tabulation sheet, market survey results database and summary report, pay plan report, and employee salary calculators for modeling fiscal impacts of compensation changes at the employee level. All data and reports are downloadable and printable, so they can be provided to key decision makers.

**Exhibit 2-4**  
**JobForce Manager Tool**

Pay Plans	Scoring/Slotting	Compensation		Market	Account				
<a href="#">Download Data</a> <a href="#">Grid Edit</a>									
CURRENT TITLE ▲	PAY PLAN	JAT SCORE	REGRESSION MIDPOINT	MARKET MIDPOINT	POSITION MIDPOINT (SELECT)	GRADE	MINIMUM	MIDPOINT	MAXIMUM
Accounting Specialist II	ESP	212.5	\$30,100.27	\$31,220.80	\$31,508.69	105	\$22,702.21	\$31,508.69	\$40,315.17
Accounting Specialist III	ESP	281.3	\$39,058.27	\$34,379.43	\$40,213.96	110	\$28,974.42	\$40,213.96	\$51,453.51
Accounting Specialist IV	ESP	306.3	\$42,315.73	\$40,166.80	\$44,335.90	112	\$31,944.29	\$44,335.90	\$56,727.50
Accounting Supervisor	ESP	500.0	\$67,561.02	\$69,350.91	\$68,779.53	121	\$49,556.08	\$68,779.53	\$88,002.97
Acquisition Specialist	ESP	306.3	\$42,315.73	\$41,595.60	\$44,335.90	112	\$31,944.29	\$44,335.90	\$56,727.50
Administrative Aide	ESP	312.5	\$43,130.09	\$36,624.74	\$44,335.90	112	\$31,944.29	\$44,335.90	\$56,727.50
Administrative Recording Secretary	Professional	381.3	\$52,088.10	\$40,994.30	\$58,245.16	212	\$46,596.13	\$58,245.16	\$69,894.19
Administrative School Secretary I	ESP	206.3	\$29,285.91	\$31,619.17	\$33,084.13	106	\$23,837.32	\$33,084.13	\$42,330.93
Administrative School Secretary II	ESP	231.3	\$32,543.36	\$35,996.59	\$34,738.33	107	\$25,029.19	\$34,738.33	\$44,447.48
Administrative School Secretary III	ESP	256.3	\$35,800.82	\$37,701.80	\$38,299.01	109	\$27,594.68	\$38,299.01	\$49,003.35
Administrative Secretary I	ESP	231.3	\$32,543.36	\$32,190.02	\$33,084.13	106	\$23,837.32	\$33,084.13	\$42,330.93
Administrative Secretary I	ESP	206.3	\$29,285.91	\$32,190.02	\$33,084.13	106	\$23,837.32	\$33,084.13	\$42,330.93
Administrative Secretary II	ESP	231.3	\$32,543.36	\$33,919.04	\$34,738.33	107	\$25,029.19	\$34,738.33	\$44,447.48
Administrative Secretary II	ESP	231.3	\$32,543.36	\$33,919.04	\$34,738.33	107	\$25,029.19	\$34,738.33	\$44,447.48
Administrative Secretary III	ESP	256.3	\$35,800.82	\$35,971.01	\$38,299.01	109	\$27,594.68	\$38,299.01	\$49,003.35
Administrative Specialist	Professional	231.3	\$32,543.36	\$43,762.63	\$39,422.62	204	\$31,538.09	\$39,422.62	\$47,307.14
Administrative Specialist-School Food Services	Professional	275.0	\$38,243.91	\$42,861.08	\$45,636.61	207	\$36,509.29	\$45,636.61	\$54,763.93

Source: Evergreen Solutions, 2022



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## **2.2 Detailed Work Plan**

The detailed work plan that Evergreen proposes to use to conduct a Classification and Compensation Study and Analysis for Waller County is provided in this section. Evergreen understands the County has approximately 350 full- and 15 part-time employees who will be included in the study.

Our work plan consists of the following 11 work tasks:

- Task 1: Project Initiation
- Task 2: Evaluate the Current System
- Task 3: Collect and Review Current Environment Data
- Task 4: Evaluate and Build Projected Classification Plan
- Task 5: Identify List of Market Survey Benchmarks and Approved List of Targets
- Task 6: Conduct Market Salary and Benefits Survey and Provide External Assessment Summary
- Task 7: Develop Strategic Positioning Recommendations
- Task 8: Conduct Solution Analysis
- Task 9: Develop and Submit Draft and Final Reports
- Task 10: Develop Recommendations for Compensation Administration
- Task 11: Provide Revised Class Descriptions and FLSA Determinations

### **Task 1.0 Project Initiation**

#### **TASK GOALS**

- Finalize the project plan with the County.
- Gather all pertinent data.
- Finalize any remaining contractual negotiations.
- Establish an agreeable final time line for all project milestones and deliverables.

#### **TASK ACTIVITIES**

- 1.1      Discuss with the County's Project Manager (CPM), County Judge, County Treasurer, Director Policy and Administration, County Auditor and any other key personnel the following objectives:
  - the classification and pay plan study process;
  - understand mission and current compensation philosophy;
  - review our proposed methodology, approach, and project work plan to identify any necessary revisions;



- reach agreement on a schedule for the project including all assignments and project milestones/deliverables; and
- establish an agreeable communication schedule.

1.2 Identify potential challenges and opportunities for the study. Discuss the strategic direction of the County and some of the short- and long-term priorities. This activity serves as the basis for assessing where the County is going and what type of pay plan will reinforce current and future goals.

1.3 Obtain relevant materials from the County, including:

- any previous projects, research, evaluations, or other studies that may be relevant to this project;
- organizational charts for the departments and divisions, along with related responsibility descriptions;
- current position and classification descriptions, salary schedule(s), and classification system; benefits information; and
- personnel policies and procedures, including step placement policies.

1.4 Review and edit the project work plan and submit a timeline for the completion of each project task.

1.5 Provide the CPM with status reports throughout the study.

#### KEY PROJECT MILESTONES

- Comprehensive project management plan
- Comprehensive database of County staff

### Task 2.0 Evaluate the Current System

#### TASK GOAL

- Conduct a comprehensive preliminary evaluation of the existing compensation plan(s) for the County.

#### TASK ACTIVITIES

2.1 Obtain the existing pay structure and compensation philosophy (if any). Review the existing pay structure and look for potential problems and issues to be resolved.

2.2 Determine the strengths and weaknesses of the current pay plan(s) and structure for the County. Address any pay compression issues that may exist and discuss possible solutions.



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<p><b>Task 3.0</b>  <b>Collect and Review</b>  <b>Current</b>  <b>Environment Data</b></p>	<p>2.3 Complete an assessment of current conditions that details the pros and cons of the current system, taking into account the current benefit package as part of total compensation, as well as highlights areas for potential improvement in the final adopted solution.</p> <p><b>KEY PROJECT MILESTONES</b></p> <ul style="list-style-type: none"> <li>• Review of existing compensation plan(s)</li> <li>• Pay compression issues and solutions</li> <li>• Assessment of current conditions</li> </ul> <p><b>TASK GOALS</b></p> <ul style="list-style-type: none"> <li>• Conduct statistical and anecdotal research into the current environment within the County.</li> <li>• Guide subsequent analytical tasks.</li> </ul> <p><b>TASK ACTIVITIES</b></p> <ul style="list-style-type: none"> <li>3.1 Schedule and conduct employee orientation sessions to describe the scope of work and methodology.</li> <li>3.2 Interview department directors to obtain relevant information and statistical/anecdotal data on specific compensation issues and policies. Obtain insight into perceived current compensation system strengths and weaknesses.</li> <li>3.3 Hold focus groups with a sample of employees to obtain additional relevant information and statistical/anecdotal data on specific compensation issues and policies.</li> <li>3.4 Work with the CPM and Human Resources staff to administer the JATs (i.e., position description questionnaires) and MITs. Our staff utilizes a web-based tool for data collection, but we can provide paper copies as well as those for classifications without computers or Internet access. We will seek approval from the CPM before distribution of the JAT/MIT questionnaire.</li> <li>3.5 Review any data provided by the County that may provide additional relevant insight.</li> </ul> <p><b>KEY PROJECT MILESTONES</b></p> <ul style="list-style-type: none"> <li>• Job assessment tool distribution</li> <li>• Department director interviews</li> <li>• Employee focus groups and orientation sessions</li> </ul>
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**Task 4.0**  
**Evaluate and Build**  
**Projected**  
**Classification Plan**

**TASK GOALS**

- Identify the classification of existing positions utilizing the approved method for job evaluation.
- Characterize internal equity relationships within the County.

**TASK ACTIVITIES**

- 4.1 Review all draft class specifications with the CPM.
- 4.2 Review the work performed by each classification and score based on job evaluation. Include an evaluation of supervisory comments.
- 4.3 Review job evaluation scores and identify the classification of positions.
- 4.4 Schedule and conduct additional follow up with employees for jobs where uncertainty exists over data obtained from job evaluation.
- 4.5 Develop preliminary recommendations for the classification structure and discuss with the CPM. The classification system designed at this point would be based solely on internal equity relationships and would be guided by the job evaluation scores for each classification. Essentially, a structure of classifications would be established, and classifications with similar scoring would be grouped and spacing between jobs would be determined.
- 4.6 Categorize career ladders/promotional opportunities, as appropriate.
- 4.7 Review recommendations with the CPM.

**KEY PROJECT MILESTONES**

- Job evaluation scores by class
- Recommended classification changes
- Preliminary job structure based on internal equity

**Task 5.0**  
**Identify List of**  
**Market Survey**  
**Benchmarks and**  
**Approved List of**  
**Targets**

**TASK GOALS**

- Reach an appropriate number and identify the proper benchmark positions for the external labor market assessment of salary and benefits.
- Identify and develop a comprehensive list of targets for conducting a successful external labor market assessment of salary and benefits.



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## TASK ACTIVITIES

- 5.1 Identify, from the initial review, a list of classifications (benchmarks) to include in the labor market survey. **Note:** Evergreen will work with the CPM to select up to 80 classifications to use as benchmarks for the salary and benefits survey.
- 5.2 Finalize the list of positions with the CPM.
- 5.3 For each employee group review with the CPM peer organizations to use as targets for the salary and benefits survey. **Note:** Evergreen will work with the CPM to select up to 20 targets for the salary and benefits survey.
- 5.4 Develop a preliminary list of organizations for the external labor market survey of salary, placing a comparative emphasis on characteristics such as:
  - size of the organization;
  - geographic proximity to the Hempstead area;
  - economic and budget characteristics; and
  - other demographic data.
- 5.5 Develop a list of survey targets by employee group. Develop a system for use of secondary data including potential sources and weighting of secondary data, if necessary.
- 5.6 Review survey methodology with the CPM and refine survey methodology prior to distribution of surveys.
- 5.7 After approval of survey methodology, develop contact list of peer organizations and notify peers of impending surveys.

## KEY PROJECT MILESTONES

- Final list of benchmark positions for the external labor market assessment salary survey
- Initial list of survey peers
- Survey methodology
- Final list of survey organizations and contacts

**Task 6.0**  
**Conduct Market**  
**Salary and**  
**Benefits Survey**  
**and Provide**  
**External**  
**Assessment**  
**Summary**

## TASK GOALS

- Conduct the external labor market salary survey.
- Conduct benefits survey.
- Provide a summary of the market salary and benefits survey results to the CPM.



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#### **TASK ACTIVITIES**

- 6.1 Prepare a customized external labor market salary survey for the CPM's approval. Discuss questions and categories for the market survey.
- 6.2 Develop a listing of the current benefits provided by the County for comparisons with peer organizations.
- 6.3 Using the list of county provided benefits and major benefits offerings not provided by the County develop a list of benefits to include in the external labor market survey.
- 6.4 Prepare benefits survey to be included with salary survey developed in **Task 6.1**.
- 6.5 Contact the targets for electronic completion of the survey. Provide paper copies by fax, if requested.
- 6.6 Conduct necessary follow-up through e-mails, faxes, and phone calls.
- 6.7 Collect and enter survey results into Evergreen's electronic data analysis tools.
- 6.8 Validate all data submitted.
- 6.9 Develop summary report of external labor market salary and benefits assessment results.
- 6.10 Submit summary report of external labor market salary and benefits assessment results to the CPM.

#### **KEY PROJECT MILESTONES**

- Market survey instrument
- Benefits survey instrument
- Summary report of external labor market salary and benefits assessment results

#### **Task 7.0 Develop Strategic Positioning Recommendations**

#### **TASK GOALS**

- Assess the appropriateness of the current compensation philosophy for the County.
- Develop a plan for all employees, providing issue areas and preliminary recommendations for strategic improvement.



	<h3>TASK ACTIVITIES</h3> <ol style="list-style-type: none"> <li>7.1 Identify the compensation philosophy and accompanying thresholds.</li> <li>7.2 Using the market salary and benefits survey data collected in <b>Task 6.0</b>, and the classification data reviewed in <b>Task 4.0</b>, recommend the appropriate pay plan(s) for the County.</li> <li>7.3 Make recommendations and provide implementation strategies related to other key compensation practices based on market demands, including pay for performance, skill pay, special assignment pay, certification pay, bilingual pay, promotional pay, and acting assignment pay.</li> <li>7.4 Produce a pay plan for the County that meets its needs from an internal and external equity standpoint.</li> </ol>
<b>Task 8.0</b> <b>Conduct Solution Analysis</b>	<h3>KEY PROJECT MILESTONES</h3> <ul style="list-style-type: none"> <li>• Proposed compensation strategic direction, taking into account internal and external equity</li> <li>• Plan for addressing unique, highly competitive positions</li> </ul> <h3>TASK GOALS</h3> <ul style="list-style-type: none"> <li>• Conduct analysis comparing job evaluation values.</li> <li>• Survey results for the benchmark positions.</li> <li>• Produce several possible solutions for implementation.</li> </ul> <h3>TASK ACTIVITIES</h3> <ol style="list-style-type: none"> <li>8.1 Conduct regression analysis or other appropriate techniques to properly slot each classification into the proposed pay plan for the County.</li> <li>8.2 Place all classifications into pay grades based on <b>Task Activity 8.1</b>. Sort alphabetically by job class title, in descending order by range, and by old class title and new class specifications.</li> <li>8.3 Create implementation solutions for consideration that take into account the current position of the County as well as the findings from the classification and compensation analysis. Identify and prepare a range of compensation policy alternatives.</li> <li>8.4 Meet with the CPM to discuss the potential solutions.</li> <li>8.5 Determine the best solution to meet the needs of the County in the short-term and long-term.</li> </ol>



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8.6 Document the accepted solution.

#### KEY PROJECT MILESTONES

- Initial regression analysis
- Potential solutions
- Documented final solution

### Task 9.0 Develop and Submit Draft and Final Reports

#### TASK GOALS

- Develop and submit a draft and Final Report of the Classification and Compensation Study and Analysis to Waller County.
- Present the Final Report.

#### TASK ACTIVITIES

- 9.1 Produce a comprehensive draft report that captures the results of each previous step. Provide the draft report to the CPM for review that will include all costs associated with all recommendations as well as implementation strategies.
- 9.2 Make edits and submit necessary hard copies of the Final Report to the CPM.
- 9.3 Present the Final Report to the Commissioners' Court.
- 9.4 Develop a communication plan for sharing study results with employees of the City.
- 9.5 Develop a plan for maintaining recommendations over time.

#### KEY PROJECT MILESTONES

- Draft and final reports
- Final presentation
- Communication plan
- Implementation and maintenance database

### Task 10.0 Develop Recommendations for Compensation Administration

#### TASK GOALS

- Develop recommendations for continued administration by County staff to sustain the recommended compensation and classification system.
- Conduct training.



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## TASK ACTIVITIES

- 10.1 Develop recommendations and guidelines for continued administration and maintenance of the classification and compensation system by County staff, including recommendations and guidelines related to:
  - how employees will move through the pay structure/system as a result of transfers, promotions, or demotions;
  - how to pay employees whose base pay has reached the maximum of their pay range or value of their position;
  - the proper mix of pay and benefits;
  - how often to adjust pay scales and survey the market;
  - the timing of implementation; and
  - how to keep the system fair and competitive over time.
- 10.2 Recommend recruitment/retention strategies, where appropriate.
- 10.3 Present recommendations to the CPM for review.
- 10.4 Finalize recommendations.
- 10.5 Provide training and tools to Human Resources Department staff to ensure that staff can conduct audits/adjustments consistent with study methods until the next formal study is conducted using Evergreen's **JobForce Manager** tool that will enable Human Resources staff to estimate future pay plan changes, update market information, make determinations on reclassifications, and create new jobs – allowing for streamlining, and an increase in fairness and transparency of regular compensation and classification tasks after solution implementation.

## KEY PROJECT MILESTONES

- Recommendations for compensation administration
- Recommendations for recruitment/retention policies
- Training on Evergreen's **JobForce Manager** tool

**Task 11.0**  
**Provide Revised**  
**Class Descriptions**  
**and FLSA**  
**Determinations**

## TASK GOALS

- Update existing class descriptions.
- Create new class descriptions as needed, ensuring ADA, FLSA, EEO, etc. requirement satisfaction.
- Provide final version of all class descriptions/specifications in electronic format (i.e., MS Word).



## 2.3 Proposed Timeline

### TASK ACTIVITIES

- 11.1 Assess current class descriptions for form, content, validity, and ADA, FLSA, EEO compliance, etc.
- 11.2 Discuss any necessary changes to the class description format with the CPM.
- 11.3 Update classification descriptions based on data gathered from the job evaluation process.
- 11.4 Create new class descriptions based on the proposed classification structure by leveraging data from the job evaluation process, as needed. Provide complete listing of the allocation of job classes to salary range assignments.
- 11.5 Make FLSA determinations based on work performed and federal requirements.
- 11.6 Recommend a systematic, regular process for reviewing job descriptions.

### KEY PROJECT MILESTONES

- Updated class descriptions
- New class descriptions, as needed
- FLSA Determinations

Evergreen possesses the ability, staff, skills, and tools to conduct the Classification and Compensation Study and Analysis for Waller County in four months of the project start date and following the signing of the contract. This is based on a tentative start date of February 1, 2023, and a completion date of May 31, 2023.

This proposed timeline, as identified in **Exhibit 2-5**, can be modified in any way to best meet the needs of the County.



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**Exhibit 2-5**  
**Proposed Timeline**

PROJECT TASKS	2023				
	JAN	FEB	MAR	APR	MAY
1.0: Project Initiation					
2.0: Evaluate the Current System					
3.0: Collect and Review Current Environment Data					
4.0: Evaluate and Build Projected Classification Plan					
5.0: Identify List of Market Survey Benchmarks and Approved List of Targets					
6.0: Conduct Market Salary and Benefits Survey and Provide External Assessment Summary					
7.0: Develop Strategic Positioning Recommendations					
8.0: Conduct Solution Analysis					
9.0: Develop and Submit Draft and Final Reports					
10.0: Develop Recommendations for Compensation Administration					
11.0: Provide Revised Class Descriptions and FLSA Determinations					



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## 3.0 Cost Proposal

Evergreen Solutions, LLC is pleased to present our proposed cost to conduct a Classification and Compensation Study and Analysis for Waller County. We are committed to providing the highest quality consulting services to our client partners for a reasonable price. Our firm is fortunate that our overhead is minimal and our expenses are reasonable so we can pass that cost savings on to our clients.

Our total, not-to-exceed, fixed cost to complete all tasks identified in our detailed work plan in **Section 2** of our proposal is **\$48,500**. Our cost is all inclusive, and includes travel costs (meals and lodging), transportation, fringe benefits, indirect costs (overhead), clerical support, and all other out-of-pocket expenses. Our cost includes two onsite visits to the County to conduct the study as most of the work can be performed virtually.

Our preferred payment schedule is as follows:

- 25% - upon completion of Tasks 1 – 2
- 25% - upon completion of Tasks 3 – 4
- 25% - upon completion of Tasks 5 – 6
- 25% - upon completion of Tasks 7 – 11

**We are willing to negotiate the time, scope, and cost of the basic tasks, or any other options that Waller County wishes to identify.** Evergreen Solutions federal employer identification number is 20-1833438.



## 4.0 *References*

We have provided the following five references that we feel demonstrate our recent experience as it relates to the services being requested. We invite you to contact our client references as to the quality and timeliness of our consulting projects. Additional references are available upon request.

**Note:** A list of the local government clients we have worked with in the State of Texas can be found in **Section 1** of our proposal.

### **Comprehensive Classification and Compensation Study (Included staffing study)**

**City of Odessa, Texas**

**Contact Information:** Charles Hurst, Director of Human Resources, 411 W. 8<sup>th</sup> Street, Suite 104 Odessa, Texas, 79762, (432) 335-4158, [churst@odessa-tx.gov](mailto:churst@odessa-tx.gov)



### **Compensation Study**

**City of Duncanville, Texas**

**Contact Information:** Todd Siegel, Human Resources Director, 203 E. Wheatland Road, Duncanville, Texas 75116, (972) 780-5095, [tsiegel@duncanville.com](mailto:tsiegel@duncanville.com)



### **Compensation and Classification Study**

**City of Coppell, Texas**

**Contact Information:** Justin Vaughn, Assistant Director of Human Resources, 255 Parkway Boulevard, Coppell, Texas 75019, (972) 304-3611, [JVaughn@coppelltx.gov](mailto:JVaughn@coppelltx.gov)

**Note:** This project is nearing completion



### **Market Salary Update**

**City of Buda, Texas**

**Contact Information:** Vicki Fuchs, Human Resources Director, City of Buda, 405 East Loop Street, Building 100, Buda, Texas 78610, (512) 523-1043, [vfuchs@ci.buda.tx.us](mailto:vfuchs@ci.buda.tx.us)

**Note:** Evergreen previously conducted a Human Resources Department Assessment (Classification and Compensation Services)



### **Classification and Compensation Study**

**City of League City, Texas**

**Contact Information:** James Brumm, Director of Human Resources and Civil Service, 300 W. Walker Street, League City, Texas 77573, (281) 554-1006, [James.Brumm@leaguecitytx.gov](mailto:James.Brumm@leaguecitytx.gov)

**Note:** This project is nearing completion



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## 5.0 *Required Forms*

As required in the Request for Proposal (RFP), I have provided the following forms:

- RFP Cover Sheet
- Debarment Certification
- Resident/Nonresident Certification (N/A)
- No Israel Boycott Certification (Not included in the RFP)
- No Excluded Nation or Foreign Terrorist Organization Certification (Not included in the RFP)
- Historically Underutilized Business Certification
- Deviation and Compliance
- Proposer's Business Name
- No Energy Company Boycott Certification
- No Discrimination Against Firearm and Ammunition Industries Certification
- Certification on Indebtedness to County
- Certificate of Insurance
- Certificate of Interested Parties Texas Ethics Commission (Form 1295)
- Conflict of Interest Questionnaire





## WALLER COUNTY

STATE OF TEXAS

### REQUEST FOR PROPOSAL

The County of Waller intends to enter into a project specific contract. This Request for Proposal (RFP) is an invitation for interested Vendors to submit Proposals for consideration to be awarded the Contract.

**RFP Number: 22-11-003**

**RFP Title: CLASSIFICATION AND COMPENSATION STUDY AND ANALYSIS**

**Due Date: January 10, 2023**

Please return Original Proposal and four (4) copies in a sealed envelope to the Waller County Auditor's Office, 836 Austin Street, Suite 221, Hempstead, Texas 77445 by the Due Date. RFPs will be accepted by hand or mail according to the Terms and Conditions contained in this RFP.

Sealed envelopes must be clearly marked on the outside of the envelope with the following information: **RFP number, Proposer's company name, and "Classification and Compensation Study and Analysis."**

Proposals will be opened in public at the Waller County Commissioners' Court meeting on **Wednesday, January 11, 2023**.

Note: All dates subject to change based on the needs of Waller County.

#### **PLEASE READ THIS ENTIRE RFP CAREFULLY**

By submitting this proposal, the undersigned hereby certifies that said proposal has been independently arrived at and that price, terms, or conditions appearing or applicable hereto, have not and will not be disclosed by or on behalf of the Proposer to another contractor or competitor.

The undersigned by his/her signature represents that he/she is authorized to bind the Proposer to fully comply with the Terms and Conditions of the RFP for the amount(s) shown on the Proposal, and that Proposer is ready, willing, and able to perform if awarded the contract. By signing below, you certify that you have read the entire document and agreed to the terms therein. You further certify that all of the information contained in your proposal is truthful to the best of your knowledge and belief, and that the Proposal is made without prior understanding, agreement, connection, discussion, or collusion with an officer, employee, or agent of Waller County, Texas. **You MUST sign below in ink; failure to sign and return WILL disqualify the offer. All Proposals must be typewritten or written in ink.**

Company Name: Evergreen Solutions

Address: 2878 Remington Green Cir

Contact Name: Dr. Jeff Ling

City, State, Zip: Tallahassee, FL 32308

Contact Title: President

Phone Number: 850.383.0111

Signature: Dr. Jeff Ling

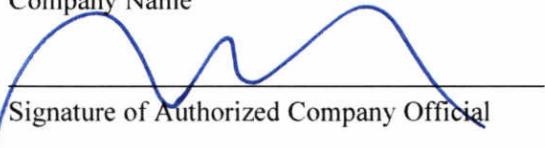
Fax Number: 850.383.1511



### **DEBARMENT CERTIFICATION**

Neither my company nor an owner or principal of my company has been debarred, suspended, or otherwise made ineligible for participation in Federal Assistance programs under Executive Order 12549, "Debarment and Suspension," as described in the Federal Register and Rules and Regulations. Neither my company nor an owner or principal of my company is currently listed on the government-wide exclusions in SAM, debarred, suspended, or otherwise excluded by agencies or declared ineligible under any statutory or regulatory authority. My company agrees to immediately notify Waller County if my company or an owner or principal is later listed on the government-wide exclusions in SAM, or is debarred, suspended, or otherwise excluded by agencies or declared ineligible under any statutory or regulatory authority.

By signature below, I certify that the above is true, complete, and accurate, and that I am authorized by my company to make this certification.

Evergreen Solutions, Inc  
Company Name  
  
Signature of Authorized Company Official

1/6/2023  
Date  
Dr. Jeff Ling  
Printed Name

### **RESIDENT/NONRESIDENT CERTIFICATION**

Chapter 2252, Subchapter A of the Texas Government Code establishes certain requirements applicable to proposers who are not Texas residents. Under the statute, a "resident" proposer is a person whose principal place of business is in Texas, including a contractor whose ultimate parent company or majority owner has its principal place of business in Texas. A "nonresident" proposer is a person who is not a Texas resident. Please indicate the status of your company as a "resident" proposer or a "nonresident" proposer under these definitions.

Please mark one of the following:

I certify that my company is a Resident Proposer.  
 I certify that my company is a Nonresident Proposer.

If your company is a Nonresident Proposer, you must provide the following information for your resident state (the state in which your company's principal place of business is located):

Evergreen Solutions, Inc  
Company Name  
Tallahassee  
City

2878 Remington Green Circle  
Address  
Florida 32308  
State Zip Code

A. Does your resident state require a proposer whose principal place of business in is Texas to under-price proposers whose resident state is the same as yours by a prescribed amount or percentage to receive a comparable contract?

Yes  No

B. What is the prescribed amount or percentage? \$ \_\_\_\_\_ or \_\_\_\_\_ %

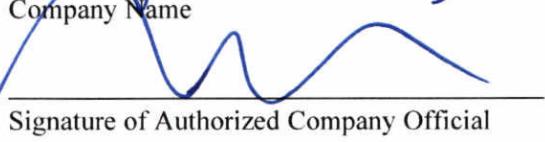


### **NO ISRAEL BOYCOTT CERTIFICATION**

Effective September 1, 2017, as amended effective May 7, 2019 (H.B. 793), a Texas governmental entity may not enter into a contract with a value of \$100,000 or more that is to be paid wholly or partly from public funds with a company (excluding a sole proprietorship) that has 10 or more full-time employees for goods or services unless the contract contains a written verification from the company that it: (1) does not boycott Israel; and (2) will not boycott Israel during the term of the Contract. (Tex. Gov't Code Ch. 2270). Accordingly, this certification form is included to the extent required by law.

“Boycott Israel” means refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations specifically with Israel, or with a person or entity doing business in Israel or in an Israeli-controlled territory, but does not include an action made for ordinary business purposes. Tex. Gov't Code §808.001(1).

By signature below, I certify and verify that Vendor does not boycott Israel and will not boycott Israel during the term of any contract awarded under this RFP, that this certification is true, complete, and accurate; and that I am authorized by my company to make this certification.

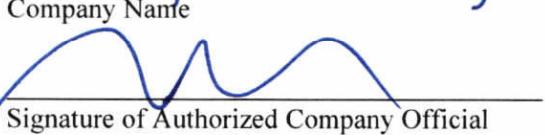
Evergreen Solutions, LLC  
Company Name  
  
Signature of Authorized Company Official

Dr. Jeff Linng  
Printed Name

### **NO EXCLUDED NATION OR FOREIGN TERRORIST ORGANIZATION CERTIFICATION**

Effective September 1, 2017, Chapter 2252 of the Texas Government Code provides that a Texas governmental entity may not enter into a contract with a company engaged in active business operations with Sudan, Iran, or a foreign terrorist organization – specifically, any company identified on a list prepared and maintained by the Texas Comptroller under Texas Government Code §§806.051, 807.051, or 2252.123. (A company that the U.S. Government affirmatively declares to be excluded from its federal sanctions regime relating to Sudan, Iran, or any federal sanctions regime relating to a foreign terrorist organization is not subject to the contract prohibition.)

By signature below, I certify and verify that Vendor is not on the Texas Comptroller's list identified above; that this certification is true, complete, and accurate; and that I am authorized by my company to make this certification.

Evergreen Solutions, LLC  
Company Name  
  
Signature of Authorized Company Official

1/6/2023  
Date  
Dr. Jeff Linng  
Printed Name



## **HISTORICALLY UNDERUTILIZED BUSINESS CERTIFICATION**

A Proposer that has been certified as Historically Underutilized Business (HUB) is encouraged to indicate its HUB certification status when responding to this RFP.

Please mark all that apply:

I certify that my company has been certified as a HUB in the following categories:

Minority Owned Business

Women Owned Business

Service-Disabled Veteran Owned Business (veteran defined by 38 U.S.C. §101(2), who has a service-connected disability as defined by 38 U.S.C. § 101(16), and who has a disability rating of 20% or more as determined by the U.S. Department of Veteran Affairs or Department of Defense.)

Certification Number:

Name of Certifying Agency:

My company has **NOT** been certified as a HUB.

By signature below, I certify that the above is true, complete, and accurate, and that I am authorized by my company to make this certification.

Evangreen Solutions, Inc

Company Name

Signature of Authorized Company Official

1/6/2023

Date

Dr. Jeff Ling

Printed Name



## **DEVIATION AND COMPLIANCE**

If your company intends to deviate from the Terms and Conditions, Specifications, or any other requirements contained in the RFP, you must identify on this form where the deviations are specified in your Proposal. Complete and detailed information regarding deviations must be clearly identified in your Proposal. The County will consider any deviations in its Contract award decision, and reserves the right to accept or reject a Proposal based upon any submitted deviation.

In the absence of the identification on this form of deviations in your Proposal, your company must fully comply with the Terms and Conditions, Specifications, and all other requirements associated with this RFP if awarded a Contract under this RFP. A deviation will not be effective unless it is accepted by the County. The County may, in its sole discretion, seek clarification from and/or communicate with Proposer(s) regarding any submitted deviation, consistent with general procurement principles of fair competition. The County reserves the right to accept or reject a Proposal based upon any submitted deviation.

Please mark one of the following:

Proposal contains NO deviations.  
 Proposal CONTAINS deviations.

Specifically identify the location of any proposed deviations in your Proposal:

---

---

Evangreen Solutions, LLC  
Company Name

  
Signature of Authorized Company Official

1/6/2023  
Date

Dr. Jeff Linney  
Printed Name



### **PROPOSER'S BUSINESS NAME**

By submitting a Proposal, Proposer is seeking to enter into a legal contract with the County. As such, a Proposer must be an individual or a legal business entity capable of entering into a binding contract. Proposers must completely and accurately provide the information requested below or your Proposal may be deemed non-responsive.

Name of Company: Evergreen Solutions, LLC

Type of Business (please check one):

- Individual/Sole Proprietor
- Corporation
- Limited Liability Company
- Partnership
- Other

If other, please specify \_\_\_\_\_

State of Incorporation (if applicable): TX

Federal Employer Identification Number: 20-1833438

List any other names the Company uses, or is known by (dba, aka, etc.): \_\_\_\_\_

Recs & Ling Consulting (Texas)

Evergreen Solutions, LLC

Company Name



Signature of Authorized Company Official

1/6/2023

Date

Dr. Jeff Ling

Printed Name



## **NO ENERGY COMPANY BOYCOTT CERTIFICATION**

Effective September 1, 2021, a Texas governmental entity may not enter into a contract with a value of \$100,000 or more that is to be paid wholly or partly from public funds with a company (excluding a sole proprietorship) that has 10 or more full-time employees for goods or services unless the contract contains a written verification from the company that it: (1) does not boycott energy companies currently; and (2) will not boycott energy companies during the term of the Contract. (Tex. Gov't Code Ch. 2274). Accordingly, this certification form is included to the extent required by law.

“Boycott Energy Companies” means without an ordinary business purpose, refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations with a company because the company:

- (a) engages in the exploration, production, utilization, transportation, sale, or manufacturing of fossil fuel-based energy and does not commit or pledge to meet environmental standards beyond applicable federal and state law; or
- (b) does business with a company described by Paragraph (a) above. Tex. Gov't Code §809.001(1).

“Company” means a for-profit sole proprietorship, organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, or any limited liability company, including a wholly owned subsidiary, majority-owned subsidiary, parent company or affiliate of those entities or business associations that exist to make a profit. (Tex. Gov't Code Ch. 2274.001(2)).

By signature below, I certify and verify that Vendor does not boycott energy companies and will not boycott energy companies during the term of any contract awarded under this RFP, that this certification is true, complete, and accurate; and that I am authorized by my company to make this certification.

Evergreen Solutions, LLC  
Company Name

  
Signature of Authorized Company Official

1/6/2023  
Date

Dr. Jeff Ling  
Printed Name



## **NO DISCRIMINATION AGAINST FIREARM AND AMMUNITION INDUSTRIES CERTIFICATION**

Effective September 1, 2021, Chapter 2274 of the Texas Government Code provides that a Texas governmental entity may not enter into a contract with a company (excluding a sole proprietorship) for the purchase of goods or services unless the contract contains a written verification from the company that it (1) does not have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association, and (2) will not discriminate during the term of the contract against a firearm entity or firearm trade association. (Tex. Gov't Code §2274). Accordingly, this certification form is included to the extent required by law.

"Discriminate against a firearm entity or firearm trade association" means, with respect to the entity or association, to (1) refuse to engage in the trade of any goods or services with the entity or association based solely on its status as a firearm entity or firearm trade association; (2) refrain from continuing an existing business relationship with the entity or association based solely on its status as a firearm entity or firearm trade association; or (3) terminate an existing business relationship with the entity or association based solely on its status as a firearm entity or firearm trade association. The phrase does not include (1) the established policies of a merchant, retail seller, or platform that restrict or prohibit the listing or selling of ammunition, firearms, or firearm accessories; and (2) a company's refusal to engage in the trade of any goods or services, decision to refrain from continuing an existing business relationship, or decision to terminate an existing business relationship:

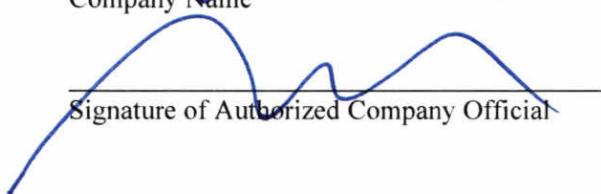
- (a) to comply with federal, state, or local law, policy, or regulations or a directive by a regulatory agency; or
- (b) for any traditional business reason that is specific to the customer or potential customer and not based solely on an entity's or association's status as a firearm entity or firearm trade association.

"Company" means a for-profit organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, or limited liability company, including a wholly owned subsidiary, majority-owned subsidiary, parent company, or affiliate of those entities or associations that exists to make a profit.

By signature below, I certify and verify that Vendor does not discriminate against firearm and ammunition industries; that this certification is true, complete, and accurate; and that I am authorized by my company to make this certification.

Evergreen Solutions, LLC

Company Name



Signature of Authorized Company Official

1/6/2023

Date

Dr. Jeff Ling

Printed Name



### **CERTIFICATION ON INDEBTEDNESS TO COUNTY**

Pursuant to Local Government Code 262.0276, and the Order Adopting Contracting Rules for Persons Indebted to County adopted on September 10, 2014, Waller County will not enter into any contract(s) with any person, business, or any other entity that proposes or otherwise seeks to enter into a contract or other transaction with Waller County that is indebted to the County.

Please provide the following information:

Taxpayer Identification Number (TIN): 20-1853438

Waller County Property Accounts: Real Estate — Personal Property —

Vendor hereby certifies that they do not owe a debt to Waller County, Texas.

By signature below, I certify that the above is true, complete, and accurate, and that I am authorized by my company to make this certification.

Evergreen Solutions, LLC

Company Name

Signature of Authorized Company Official

1/6/2023

Date

Dr. Jeff Ling

Printed Name

### **AGREEMENT TO PROVIDE CERTIFICATE OF INSURANCE**

I certify that certificates of insurance showing proof of coverages that meet the requirements outlined in this RFP shall be provided to Waller County within ten (10) calendar days of any Notice of Award.

Evergreen Solutions, LLC

Company Name

Signature of Authorized Company Official

1/6/2023

Date

Dr. Jeff Ling

Printed Name



EVERSOL-01

MSTOKES

## CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
1/6/2023

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERs NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME:	
	PHONE (A/C, No, Ext): (850) 386-1111	FAX (A/C, No): (850) 385-9827
INSURED	E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	
INSURER A : Cincinnati Indemnity Company		NAIC # 23280
INSURER B : Hartford Casualty Insurance Company		29424
INSURER C : Twin City Fire Insurance Company		29459
INSURER D :		
INSURER E :		
INSURER F :		

Hub International Florida  
1117 Thomasville Road  
Tallahassee, FL 32303

Evergreen Solutions, LLC  
2878 Remington Green Circle  
Tallahassee, FL 32308

COVERAGES		CERTIFICATE NUMBER:			REVISION NUMBER:		
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.							
INSR	LTR	TYPE OF INSURANCE	ADDL INSO	SUBR WWD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)
A	X	COMMERCIAL GENERAL LIABILITY			ENP0586601	8/17/2020	8/17/2023
		CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR					
		GEN'L AGGREGATE LIMIT APPLIES PER:					
	X	POLICY <input type="checkbox"/> PRO- JECT <input type="checkbox"/> LOC					
		OTHER:					
A	X	AUTOMOBILE LIABILITY			EBA0586601	8/17/2022	8/17/2023
		ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS					
	X	Hired AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY					
A	X	UMBRELLA LIAB	X	OCCUR	ENP0586601	8/17/2020	8/17/2023
		EXCESS LIAB		CLAIMS-MADE			
		DED		RETENTION \$			
B	X	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY	Y/N	N/A	21WECAB8IM0	10/24/2022	10/24/2023
		ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input type="checkbox"/>					
		(Mandatory in NH)					
		If yes, describe under DESCRIPTION OF OPERATIONS below					
C	X	Professional Liab			21PG025884622	8/17/2022	8/17/2023
C	X	Professional Liab			21PG025884622	8/17/2022	8/17/2023

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER	CANCELLATION
<p>Waller County 836 Austin Street Ste 221 Hempstead, TX 77445</p>	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE 

## **CERTIFICATE OF INTERESTED PARTIES**

**FORM 1295**

1 of 1

Complete Nos. 1 - 4 and 6 if there are interested parties.  
Complete Nos. 1, 2, 3, 5, and 6 if there are no interested parties.

**OFFICE USE ONLY**  
**CERTIFICATION OF FILING**

**Certificate Number:**  
2022-967428

Date Filed:  
12/28/2022

Date Acknowledged:

1 Name of business entity filing form, and the city, state and country of the business entity's place of business.

Evergreen Solutions, LLC  
Tallahassee, FL United States

2 Name of governmental entity or state agency that is a party to the contract for which the form is being filed.

### Waller County

3 Provide the identification number used by the governmental entity or state agency to track or identify the contract, and provide a description of the services, goods, or other property to be provided under the contract.

RFP-22-11-003

## Classification and Compensation Study and Analysis

**5 Check only if there is NO Interested Party.**

## 6 UNSWORN DECLARATION

My name is Dr. Jeff Ling, and my date of birth is 12/12/1980.

My address is 2878 Remington Green Cir Tulsa 74138 US  
(street) (city) (state) (zip code) (country)

I declare under penalty of perjury that the foregoing is true and correct.

Executed in Orlando County, State of FL, on the 6 day of June, 2023  
(month) (year)

Signature of authorized agent of contracting business entity  
(Declarant)

# CONFLICT OF INTEREST QUESTIONNAIRE

For vendor doing business with local governmental entity

FORM CIQ

This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.

This questionnaire is being filed in accordance with Chapter 176, Local Government Code, by a vendor who has a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the vendor meets requirements under Section 176.006(a).

By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the vendor becomes aware of facts that require the statement to be filed. See Section 176.006(a-1), Local Government Code.

A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.

## OFFICE USE ONLY

Date Received

1 Name of vendor who has a business relationship with local governmental entity.

Evergreen Solutions, LLC

2  Check this box if you are filing an update to a previously filed questionnaire. (The law requires that you file an updated completed questionnaire with the appropriate filing authority not later than the 7th business day after the date on which you became aware that the originally filed questionnaire was incomplete or inaccurate.)

3 Name of local government officer about whom the information is being disclosed.

N/A

Name of Officer

4 Describe each employment or other business relationship with the local government officer, or a family member of the officer, as described by Section 176.003(a)(2)(A). Also describe any family relationship with the local government officer. Complete subparts A and B for each employment or business relationship described. Attach additional pages to this Form CIQ as necessary.

A. Is the local government officer or a family member of the officer receiving or likely to receive taxable income, other than investment income, from the vendor?

Yes  No

B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer or a family member of the officer AND the taxable income is not received from the local governmental entity?

Yes  No

5 Describe each employment or business relationship that the vendor named in Section 1 maintains with a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership interest of one percent or more.

6  Check this box if the vendor has given the local government officer or a family member of the officer one or more gifts as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.003(a-1).

Signature of vendor doing business with the governmental entity

1/16/2023  
Date

We dont have a conflict of interest

22

# PUBLIC NOTICE

## Waller County

The 88th Texas Legislature intends on considering the creation of a new County Court at Law for Waller County. This new proposed court will have jurisdiction only in Waller County and over cases as prescribed in the proposed language of the bill.

This notice has been approved, and paid for, by the Waller County Commissioners Court.



01/09/2023

Chief Brian Cantrell  
Waller County Fire Marshal's Office  
836 Austin Street, Suite 203  
Hempstead, TX 77445

County Judge Trey Duhon  
Commissioner John Amsler  
Commissioner Walter Smith  
Commissioner Kendric Jones  
Commissioner Justin Beckendorff

County Judge and Commissioners:

Since Waller County Fire Marshal's Office is a law enforcement entity, we are required to submit a racial profiling report. The three racial profiling options are below:

- 1. Exempt** - Agencies that do not routinely make motor vehicle stops should fill out the 1 page online exempt status form. The exempt status report contains agency general public contact information for questions about its racial profiling filing status. Some agencies are not required to file annual reports.
- 2. Partial Exemption** - Agencies that routinely perform traffic stops or motor vehicle stops and have the vehicles that routinely perform these stops equipped with video and audio equipment must file an online report. The online report requires the completion of agency general public contact information and the completion of one of the following options:

  - a 1 page online form about the numbers of motor vehicles stops made **and**
  - optional uploading of an agency developed report in PDF format that contains all information of the one page online form (**Tier 1 Reporting**).

3. **Full Reporting** - Agencies that routinely perform traffic stops or motor vehicle stops and do not equip the vehicles that routinely perform these stops with video or audio equipment must file by online report. The online report requires the completion of agency general public contact information and requires completion of both:

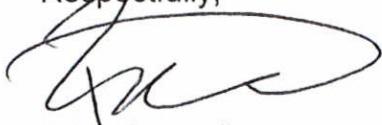
- a. a 1 page online form about the numbers of motor vehicles stops made **and**
- b. uploading a separate PDF document containing a statistical analysis of its motor vehicle stops compared to the gender and ethnic population of the agency's reporting area. The second document must also contain a statement as to if racial profiling complaints were made against the agency and if so, a listing of all racial profiling complaints and the corresponding resolutions (**Tier 2 Reporting**).

The Waller County Fire Marshal's Office does not routinely make motor vehicle stops so our report has been filed under exempt status.

Enclosed in this submission is confirmation the exempt report has been filed with the Texas Commission on Law Enforcement.

Should you have any questions, please feel free to contact me. As always, thank you for your service to Waller County.

Respectfully,



Brian Cantrell  
Fire Marshal  
Waller County, TX

# Racial Profiling Report | Exempt

---

Agency Name: Waller County Fire Marshal's Office  
Reporting Date: 01/09/2023  
TCOLE Agency Number: 473160

Chief Administrator: BRIAN D. CANTRELL

Agency Contact Information:

Phone: (979) 826-7700  
Email: wcfmo@wallercounty.us

Mailing Address:

836 Austin Street #203  
Hempstead, TX 77445

## FULL EXEMPTION RACIAL PROFILING REPORT

Article 2.132 CCP Law Enforcement Policy on Racial Profiling a.) In this article:

1.) "Law enforcement agency" means an agency of the state, or of a county, municipality , or other political subdivision of the state, that employs peace officers who make traffic stops in the routine performance of the officers' official duties.

I certify it is not the policy of this agency to make traffic stops in the routine performance of the officers' official duties.

Executed by: Brian Cantrell  
Chief

Date: 01/09/2023

Submitted electronically to the



The Texas Commission on Law Enforcement



## Order to Amend 2023 Budget

**Amendment #** **2023-01**

**Date Approved** **01-18-2023**

Under the local government code section 111.010 (C), 111.010 (D) and 111.011, the Commissioners' Court by order may amend the budget for county purposes. Therefore, the following budget amendments to the 2023 budget for Waller County, Texas are authorized.

G. L. #	FUND/ DEPARTMENT	DESCRIPTION	PREVIOUS BUDGET	DEBIT (CREDIT)	AMENDED BUDGET
<b><u>BUDGET AMENDMENTS:</u></b>					
413-000-423825	SETH Grant	Local Revenue	\$ -	\$ (50,000.00)	\$ (50,000.00)
413-411-581400	SETH Grant	Vehicles	\$ -	\$ 8,000.00	\$ 8,000.00
413-443-544701	SETH Grant	Septic System Repair & Replace	\$ -	\$ 12,000.00	\$ 12,000.00
413-443-582808	SETH Grant	Environmental	\$ -	\$ 30,000.00	\$ 30,000.00
<b>NET TOTAL BUDGET AMENDMENT:</b>			<hr/>	<hr/>	<hr/>
			\$ -		

**Purpose of budget amendment:**

To certify the grant award of \$50,000.00 from Southeast Texas Housing Financing Corporation (SETH) and amend the grant budget.

Other notes:

Name of Agency: Southeast Texas Housing Financing Corporation

Grant Period: Not specified.

**LGC : 111.0106 SPECIAL BUDGET FOR GRANT OR AID MONEY**

The county auditor shall certify to the commissioners court the receipt of revenue from all public grant or aid money that is available for disbursement in a fiscal year but not included in the budget for that fiscal year. On certification, the court may adopt a special budget for the limited purpose of spending the grant or aid money for its intended purposes.

**REVENUE CERTIFICATION**

---

**Alan Younts**  
**Waller County Auditor**  
836 Austin Street, Suite 221  
Hempstead, Texas 77445  
tel (979) 826-7740  
[a.younts@wallercounty.us](mailto:a.younts@wallercounty.us)



25

## Order to Amend 2023 Budget

**Amendment #** **2023-02**

**Date Approved** Next Juvenile Board Meeting

Under the local government code section 111.010 (C), 111.010 (D) and 111.011, the Commissioners' Court by order may amend the budget for county purposes. Therefore, the following budget amendments to the 2023 budget for Waller County, Texas are authorized.

G. L. #	FUND/ DEPARTMENT	DESCRIPTION	PREVIOUS BUDGET	DEBIT (CREDIT)	AMENDED BUDGET
<b><u>BUDGET AMENDMENTS:</u></b>					
125-000-423824	General Revenue	State Revenue	\$ -	\$ (6,000.00)	\$ (6,000.00)
125-507-547505	General-J.P. Detention	Psycho/Group/HGAC	\$ -	\$ 6,000.00	\$ 6,000.00
<b><u>NET TOTAL BUDGET AMENDMENT:</u></b>					
<hr/>					

**Purpose of budget amendment:**

To certify the grant award of \$6,000.00 from HGAC and amend the Juvenile Probation budget.

**Other notes:**

Name of Agency: HGAC

Grant Period: 09-01-2022 to 08-31-2023.

**Spread upon the CC minutes on 01-18-2023**

**LGC : 111.0106 SPECIAL BUDGET FOR GRANT OR AID MONEY**

*The county auditor shall certify to the commissioners court the receipt of revenue from all public grant or aid money that is available for disbursement in a fiscal year but not included in the budget for that fiscal year. On certification, the court may adopt a special budget for the limited purpose of spending the grant or aid money for its intended purposes.*

**REVENUE CERTIFICATION**

Alan Younts

**Alan Younts**  
**Waller County Auditor**  
836 Austin Street, Suite 221  
Hempstead, Texas 77445  
tel (979) 826-7740  
[a.younts@wallercounty.us](mailto:a.younts@wallercounty.us)

QUARTERLY REQUEST FOR COUNTY  
REIMBURSEMENT OF JUROR PAYMENTS

- Texas Government Code 61.0015 -

## COMPTROLLER USE ONLY

AGY	COBJ	TC	FUND	AY	PCA	APPROVAL	DOCUMENT NUMBER	DOCUMENT AMOUNT
241	7612	225	0328	23	04885			

County name/address for warrant or direct deposit notification  Liz Pirkle Waller County District Clerk 836 Austin St, Rm 318 Hempstead, Texas 77445-4673	County taxpayer identification number  17460010790	Mail code  001
Mail Completed Form to: <b>Comptroller's Judiciary Section</b> P.O. Box 13528 Austin, TX 78711-3528 Call 1-800-531-5441, ext: 3-4849 or email <a href="mailto:brenda.orona@cpa.texas.gov">brenda.orona@cpa.texas.gov</a>		

## JUROR PAYMENT REIMBURSEMENT REQUEST

CALENDAR CLAIM QUARTER	CLAIM DUE BY	CLAIM WILL BE PAID BY	AMOUNT REQUESTED		
Q4 Oct. 1 to Dec. 31 2022	Jan. 13, 2023	Feb. 17, 2023	2,652.00		

Per instructions on reverse side, please attach supporting documentation with this request for payment.

## COUNTY CERTIFICATION

THIS SECTION TO BE COMPLETED BY COUNTY

I, Carbeth "Trey" Dukon, the authorized official of the Commissioner's Court of

PRINT NAME

Waller County hereby certify that the amounts requested are due and payable pursuant to Section 61.0015 (b) of the Government Code and are to the best of my knowledge true and correct.

sign here 	Authorized Official/Commissioner's Court	Title	Date
		County Judge	JAN 18 2023

## COUNTY CONTACT INFORMATION

Person to contact regarding information on this form Name & Title	Contact E-mail	Contact Phone Number
Julie Loudin Asst. Auditor	<a href="mailto:j.loudin@wallercounty.us">j.loudin@wallercounty.us</a>	979-826-7740

## COMPTROLLER'S JUDICIARY SECTION APPROVAL

I approve this request for payment and to the best of my knowledge this request for payment is true and correct. This payment complies with Section 61.0015 of the Texas Government Code.

 Direct deposit  Check enclosed

Audited by:	Date
-------------	------

SEE REVERSE SIDE FOR PROCEDURES AND FURTHER INSTRUCTIONS



74-219  
(7-06)

STATE OF TEXAS  
COMPTROLLER'S JUDICIARY SECTION

QUARTERLY REQUEST FOR COUNTY  
REIMBURSEMENT OF JUROR PAYMENTS

- S.B. 1704, 79th Legislature Regular Session -

County Name	Quarterly Date Range	Grand Total Amount Requested
Waller County	10/1/22 - 12/31/2022	\$2,652.00

First Date of Service	Juror First /Last Name	Number of Days Served	Total Amount to Juror	Number of Days Paid \$40	Amount from State
9/23/22	Robert N. Anderson	3	\$90.00	2	\$68.00
9/23/22	Jacquelynn P. Artega	3	\$90.00	2	\$68.00
9/23/22	Larry G. Calhoun	3	\$90.00	2	\$68.00
9/23/22	Elena R. Frontaura	3	\$90.00	2	\$68.00
9/23/22	Adam M. Jackson	3	\$90.00	2	\$68.00
9/23/22	Richard E. Muegge	3	\$90.00	2	\$68.00
9/23/22	Kristy I. Patchett	3	\$90.00	2	\$68.00
9/23/22	Tiffiny L. Perry	3	\$90.00	2	\$68.00
9/23/22	Karen D. Rinehart	3	\$90.00	2	\$68.00
9/23/22	Joann M. Sette	3	\$90.00	2	\$68.00
9/23/22	Tina M. Solomon	3	\$90.00	2	\$68.00
9/23/22	Jamaal S. Uzziel	3	\$90.00	2	\$68.00
9/23/22	Maria T. Velazquez	3	\$90.00	2	\$68.00
10/11/22	Amy V. Abels	3	\$90.00	2	\$68.00
10/11/22	Latoya, D. Clark	3	\$90.00	2	\$68.00
10/11/22	Carson, W. Doiron	3	\$90.00	2	\$68.00
10/11/22	Rachael O. Flores	3	\$90.00	2	\$68.00
10/11/22	Susan C. Grendel	3	\$90.00	2	\$68.00
10/11/22	Christopher R. Hail	3	\$90.00	2	\$68.00
10/11/22	Wayne T. Lamont, Jr.	3	\$90.00	2	\$68.00
10/11/22	Jennifer L. Moehle	3	\$90.00	2	\$68.00
10/11/22	Joshua T. Morey	3	\$90.00	2	\$68.00
10/11/22	Kathryn M. Oney	3	\$90.00	2	\$68.00
10/11/22	Joey D. Pierce	3	\$90.00	2	\$68.00
10/11/22	Jaclyn M. Riley	3	\$90.00	2	\$68.00
10/11/22	Carita P. Seymore	3	\$90.00	2	\$68.00
10/24/22	Karina M. Alvarez	3	\$90.00	2	\$68.00
10/24/22	Heather D. Davis	3	\$90.00	2	\$68.00
10/24/22	Marta M. Gresham	3	\$90.00	2	\$68.00
10/24/22	Anthony S. Joh	3	\$90.00	2	\$68.00
10/24/22	Melissa A. Kleypas	3	\$90.00	2	\$68.00
10/24/22	Raquel S. Nafegar	3	\$90.00	2	\$68.00
10/24/22	Vanessa E. Palmer	3	\$90.00	2	\$68.00
10/24/22	Gabriela Paredes	3	\$90.00	2	\$68.00
10/24/22	Kelli L. Schmidt	3	\$90.00	2	\$68.00

Audited/ Judiciary	\$2,380.00
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County Name	Quarterly Date Range		Grand Total Amount Requested
Waller County	10/1/22	to	3/31/22

Audited/ Judiciary	\$272.00
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## Jurors Time

Term: July 2022

Court: 506th Judicial District Court

Date: September 23, 2022

Jury No. 26-506th-22

AGUILAR, MADISON PAYNE  
ANDERSON, ROBERT NICHOLAS  
ARTEAGA, JACQUELYNN PASCUALA  
BAILEY, DONNA MARIE  
BARNES, THOMAS JOE  
BUGGS, KENNETH WAYNE  
CABRERA, ANTONIO  
CALHOUN, LARRY GAINES  
CARPENTER, KIMBERLY REPKA  
CASTILLO, CLAUDIA E  
CORREA, CARLOS ENRIQUE  
COULTER, SARAH ALEXIS  
DECCELL, JOHN SCOTT  
DIMITRIC, DARKO  
ESIO, DARLENE LUMMUS  
EVANS, SANDRA KRAJNIK  
FLEMING, JESSICA LEIGH  
FOWLER, REBECCA DAWN  
FRONTAURA, ELENA RAZEPINA  
GARCIA, SARA LEANN  
GARZA, KATHRYN FLETCHER  
HADDOX, EULALIA GRACE

HOLMAN, GERALD WAYNE  
HOLLOWAY, WARREN ZEPH  
HOOD, GINA LYNN  
IGWE, JOY LINDA OBIAGELI  
JACKSON, ADAM MATTHEW  
JACKSON, CHEIKH AGYEMAN  
JACKSON, FRANK D  
JAMES, AUNDREAL LAVERNE  
JOHNSON, JULIE KATHLEEN  
KOCH, SANDRA PARROTT  
KONERDING, PHILIPP MICHAEL  
MATA, YVONNE AMADOR  
MCCOMBS, DAVID KEITH  
MCDOWELL, MARY LOU  
MENDEZ JR, RAMIRO GARCIA  
MUEGGE, RICHARD E  
OATESS, DAVID CAMERON  
PALACIOS, XIOMARA ODILI  
PATCHETT, KRISTY LOWE  
PAYNE, ALICIA MARIE  
PERES, MARIA ANGELES  
PERRY, TIFFINY LEASHAE  
PETER, EMMANUEL ODILLI  
PORTER, ANGELA ROCHELLE  
PORTILLO, YENISBELL  
RINEHART, KAREN D  
RIVENBARK, SUMMER POWELL  
ROBINSON, KIMBERLY MICHELE  
ROBISON, JOHN EDWARD  
RUCAS, MARTINA J

	W	X						\$10.00	Donated
		X						\$10.00	
	V	X						\$10.00	Donated
		X						\$10.00	
X		X	X	X			3	\$90.00	
	C	X						\$10.00	Donated
	W	X						\$10.00	Donated
		X						\$10.00	
	C	X						\$10.00	Donated
	W	X						\$10.00	Donated
	W	X						\$10.00	Donated
		X						\$10.00	
	V	X						\$10.00	Donated
		X						\$10.00	
	W	X						\$10.00	Donated
X		X	X	X			3	\$90.00	
		X						\$10.00	
		X						\$10.00	
X	W	X	X	X			3	\$90.00	Donated
		X						\$10.00	
		X						\$10.00	
X		X	X	X			3	\$90.00	
		X						\$10.00	
	C	X						\$10.00	Donated
	W	X						\$10.00	Donated
X		X	X	X			3	\$90.00	
		X						\$10.00	
	C	X						\$10.00	Donated
		X						\$10.00	
	C	X						\$10.00	Donated

SANCHEZ, SANJUANA GUADALUPE  
SETTE, JOANN MIKESKA  
SHEPPARD, CHERYL CALLOWAY  
SMITH, RICHARD JAMES  
SOLOMON, TINA MICHELLE  
SPENCE, WILLIAM DOUGLAS  
SPILMAN, KELLEY RAE  
SPOON, KAYSHA JOANN  
STEIN, HAZEL CATHERINE  
STILTS, LOGAN MATHEW  
STROUD, ANNA-CHRISTINE MARIE  
SWEPSTON, ELLEN ILENE  
TERRANOVA, REBECCA MORSE  
MALONE-THOMAS, SHERYL LYNNE  
URBAN, SCOTT D  
UZZIEL, JAMAAL SHEDEUR  
VANCE, TOMMY LEE  
VASQUEZ, JUAN ANTONIO  
VELAZQUEZ, MARIA TERESA  
WARREN, JARED THOMAS  
WASHINGTON, DAVID LEE  
WILLIAMSON, LISA CASE  
ZALOCHA, KARINA MAGALI  
ZAVIDNY, PAMELA RAYMOND

**Juror Donated Payment**

### Juror Selected

## Jurors Time

Term: July 2022

Court: 506th Judicial District Court

Date: October 11, 2022

Jury No. 29-506th-22

Selected	Charity	Juror							# Days Served	Amt Due to Jurors	Ck # to Juror	
		F	M	Tu	W	Th	F	M				
ABELS, AMY VU	X	C			X	X	X			3	\$90.00	Donated
ADDISON, SHARON RENEE		C			X					1	\$10.00	Donated
AVERY, LOUISE M				X						1	\$10.00	
AVILA, MARCO ANTONIO				X						1	\$10.00	
BARKER, MCKINLEY REECE				X						1	\$10.00	
BHAKTA, NIRANJAN DINUBHAI			#	X						1	\$10.00	
BHAKTA, SUNITABEN NIRANJANBHAI				X						1	\$10.00	
BLACKMON, TKEATHA CHEYENNE AMBARNISSA				X						1	\$10.00	
BRAHM, JOSEPH WILLIAM		V		X						1	\$10.00	Donated
CARSTENSEN, TANYA GARRARD				X						1	\$10.00	
CHEA, RITH				X						1	\$10.00	
CLARK, LATOYA DARLENE	X			X	X	X				3	\$90.00	
CLIFFORD, WILLIAM SCOTT				X						1	\$10.00	
COLE, BERTHA MAE				X						1	\$10.00	
COUNTS, DEWEY DEAN		W		X						1	\$10.00	Donated
DANIELS, STEPHAINNE LOUISE				X						1	\$10.00	
DICKERSON, CHRISTOPHER CONRAD				X						1	\$10.00	
DOIRON, CARSON WILLIAM	X			X	X	X				3	\$90.00	
DUHON, TORI MENARD				X						1	\$10.00	
ELY, COLTON WAYNE				X						1	\$10.00	
EVANS, SHARON RENEE				X						1	\$10.00	
FLORES, RACHAEL OLmos	X			X	X	X				3	\$90.00	
FOX, CHRISTIAN JAMES		W		X						1	\$10.00	Donated

FRANCONE JR,TONY  
 FULLER, PHYLLIS AVIS  
 GARCIA, ISIAH ANGELO  
 GREENE, PHYLLIS L  
 GRENDEL, SUSAN CORINNE  
 HAIL, CHRISTOPHER ROSS  
 HARBIN, DANDRE DONTÉ  
 HAWKINS JR,CHARLES ALLEN  
 HERNANDEZ, BEATRICE SOLIS  
 HORTON, EVA MARIE  
 HUNSUCKER JR,PAUL DAVID  
 HUNTER,CHAD JOSEPH  
 HUSS, JOSHUA DAVID  
 IVY, LISA KAY  
 JOHNSON II,EDWARD PAUL  
 JOPPLIN, JANICE RENEE  
 KAPINOS, ELAINE LYNDA  
 KROLL, VICTORIA RENEE  
 KULBECK, JOSHUA ANDREW  
 LAAKE, JAMES DOUGLAS  
 LAAS, HARVEY STEWART  
 LAGERSTROM, MELISA JOAN  
 LAMONT JR,WAYNE TERRELL  
 LEBLEU, ELIZABETH B  
 LEE, MARIA C  
 MILES, JOHN ASHFORD  
 MION, SERGIO PIETRO  
 MOE, JASON LEE  
 MOEHLE, JENNIFER LYNN  
 MOORE, KATHRYN ELAINE  
 MOREY, JOSHUA THOMAS

	C		X					1	\$10.00	Donated
			X					1	\$10.00	
			X					1	\$10.00	
	V		X					1	\$10.00	Donated
X			X	X	X			3	\$90.00	
X			X	X	X			3	\$90.00	
	C		X					1	\$10.00	Donated
			X					1	\$10.00	
	C		X					1	\$10.00	Donated
	C		X					1	\$10.00	Donated
			X					1	\$10.00	
	C		X					1	\$10.00	Donated
	C		X					1	\$10.00	Donated
			X					1	\$10.00	
	V		X					1	\$10.00	Donated
			X					1	\$10.00	
			X					1	\$10.00	
	W		X					1	\$10.00	Donated
	V		X					1	\$10.00	Donated
	C		X					1	\$10.00	Donated
			X					1	\$10.00	
X			X	X	X			3	\$90.00	
			X					1	\$10.00	
	C		X					1	\$10.00	Donated
			X					1	\$10.00	
	W		X					1	\$10.00	Donated
X			X	X	X			3	\$90.00	
	W		X					1	\$10.00	Donated
X			X	X	X			3	\$90.00	

MORRIS, ASHLEE WANNEE  
 NGUYEN, KIM THU THI  
 ONEY, KATHRYN MICHELLE  
 PELETZMAN, CAMERON TODD  
 PETERSON, JUDITH FERRIS  
 PIERCE, JOEY DEAN  
 POVLOSKI, NICHOLAS ZANE  
 RICHARDSON, ROBERT E  
 RILEY, JACLYN MICHELLE  
 ROCK, JONATHAN ERNEST  
 RODRIGUEZ, GLENN MATTHEW RYAN  
 ROGERS, DEBORAH LYNN  
 SCANLON, LIZBETH JAMES  
 SCHROEDER, DYLAN PAUL  
 SCOTT, TIFFANY NIKOLE  
 SEYMORE, CARITA PALMER  
 SIMON, RACHEL D ANN  
 SMITH, SHELBY LAWSON  
 SPRINGER, BRETT ALAN  
 SPRINGMANN, SCOTT PAUL  
 STEWART, DAVID ALLEN  
 THOMAS, KEVIN LEE  
 VANDEROORT, HENDRIKUS D  
 VANDIJK, GORDON ANDREW  
 VENIER, JASON  
 WELCH, LAURA JEAN

			X					1	\$10.00	
	C		X					1	\$10.00	Donated
X	C		X	X	X			3	\$90.00	Donated
	C		X					1	\$10.00	Donated
	V		X					1	\$10.00	Donated
X	C		X	X	X			3	\$90.00	Donated
			X					1	\$10.00	
			X					1	\$10.00	
X			X	X	X			3	\$90.00	
			X					1	\$10.00	
			X					1	\$10.00	
	W		X					1	\$10.00	Donated
			X					1	\$10.00	
			X					1	\$10.00	
X			X	X	X			3	\$90.00	
	W		X					1	\$10.00	Donated
			X					1	\$10.00	
			X					1	\$10.00	
	C		X					1	\$10.00	Donated
			X					1	\$10.00	
			X					1	\$10.00	
	V		X					1	\$10.00	Donated
			X					1	\$10.00	
			X					1	\$10.00	
			X					1	\$10.00	

Totals: \$1,840.00

**Jurors Chosen**  
**Juror Donated Payment**

## Jurors Time

Term: July 2022

Court: 506th Judicial District Court

Date: October 24, 2022

Jury No. 31-506th-22

FORD, FRANCINE PERSHALL  
GONZALEZ, JOSE RAFAEL  
GONZALEZ, MIGUEL M  
GRANTHAM, TODD M  
GRESHAM, MARTA MARIE  
GUERIN, SHEANA ANN  
HAMILTON, SANDRA  
HARBOR, QUINN CURTIS  
HICKMAN, LARRY ROY  
HOLMES-WILLIAMS, HOLLY ANN  
HOOTS, LESLIE KAREN  
HUBBARD, KEITH WAYNE  
JOH, ANTHONY SEONG  
KELLEY JR, CHARLES R  
KLEYPAS, MELISSA ANN  
LANGE, ALAN GREGORY  
LEACH, TRACEE  
LEMEROND, MICHELLE ELIZABETH  
MALONE, MICHAEL DAVID  
MARTIN, CHRISTOPHER THOMAS  
MARTINEZ GONZALEZ, LUIS A  
MILLER III, SPENCER JEEN  
MISHEY, LAILA MYKELL  
MOELLERS, PATRICIA WARD  
MOORE, PATRICIA ANN  
MOTT, JA'LEN DERRICK  
NAFEGAR, RAQUEL SALINAS  
NEWMAN, WALTER C  
ORRICO, CHARLES JAMES  
PALMER, VANESSA ELIZABETH  
PAREDES, GABRIELA

			X						1	\$10.00	
	C		X						1	\$10.00	Donated
	W		X						1	\$10.00	Donated
	W		X						1	\$10.00	Donated
X			X	X	X					\$90.00	
	C		X						1	\$10.00	Donated
			X						1	\$10.00	
			X						1	\$10.00	
			X						1	\$10.00	
			X						1	\$10.00	
			X						1	\$10.00	
	C		X						1	\$10.00	Donated
X			X	X	X					\$90.00	
			X						1	\$10.00	
X	C		X	X	X					\$90.00	Donated
	C		X						1	\$10.00	Donated
			X						1	\$10.00	
			X						1	\$10.00	
	C		X						1	\$10.00	Donated
			X						1	\$10.00	
			X						1	\$10.00	
	W		X						1	\$10.00	Donated
			X						1	\$10.00	
	C		X						1	\$10.00	Donated
			X						1	\$10.00	
			X						1	\$10.00	
X			X	X	X					\$90.00	
			X						1	\$10.00	
	W		X						1	\$10.00	Donated
X			X	X	X					\$90.00	
X			X	X	X					\$90.00	

PILCHER, WILLIAM KENNETH  
 PORTER, DARRIN NEAL  
 RAMIREZ, BETANIA MARGARITA  
 RAMIREZ, JORGE MIGUEL  
 RAUSCHKOLB, DANIAL J  
 REOCH, CAITLIN JANE  
 RIVERA, ANGELICA JOHANNA  
 RODGERS, LINDSAY ANN  
 ROSADO, LISA E  
 SCHMIDT, KELLI LYNNE  
 SCHWEIGERDT, WENDEE JOAN  
 SEDELMEIER, JERRI ANN  
 SHAFER, ELAINE  
 SHEFFIELD, JODY JEAN  
 SITTON, TIMOTHY DWAYNE  
 SMART, TRINA SUE  
 SMITH, CHRISTIE L  
 SPENNY, LORRIE ANN  
 SPRINGER, CATHI JEAN  
 STEVENSON-SMALLWOOD, GUGER JUNITA  
 STOORZA, HARRY A  
 TAPPAN, RICHARD DARRELL  
 TAYLOR, TINA BOBBITT  
 TERRY, KENDALL RANKIN  
 URBAN, CUTTER D  
 VILLALOVOZ, MELISSA  
 WESLEY, DWIGHT WAYNE  
 WINANS, JACOB DANIEL

	<b>C</b>	<b>X</b>					<b>1</b>	\$10.00	<b>Donated</b>
		<b>X</b>					<b>1</b>	\$10.00	
	<b>C</b>	<b>X</b>					<b>1</b>	\$10.00	<b>Donated</b>
		<b>X</b>					<b>1</b>	\$10.00	
		<b>X</b>					<b>1</b>	\$10.00	
		<b>X</b>					<b>1</b>	\$10.00	
	<b>W</b>	<b>X</b>					<b>1</b>	\$10.00	<b>Donated</b>
		<b>X</b>					<b>1</b>	\$10.00	
		<b>X</b>					<b>1</b>	\$10.00	
<b>X</b>		<b>X</b>	<b>X</b>	<b>X</b>				\$90.00	
	<b>W</b>	<b>X</b>					<b>1</b>	\$10.00	<b>Donated</b>
	<b>C</b>	<b>X</b>					<b>1</b>	\$10.00	<b>Donated</b>
		<b>X</b>					<b>1</b>	\$10.00	
	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>				\$90.00	
		<b>X</b>					<b>1</b>	\$10.00	
	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>				\$90.00	
	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>				\$90.00	
	<b>W</b>	<b>X</b>					<b>1</b>	\$10.00	<b>Donated</b>
	<b>C</b>	<b>X</b>					<b>1</b>	\$10.00	<b>Donated</b>
		<b>X</b>					<b>1</b>	\$10.00	
		<b>X</b>					<b>1</b>	\$10.00	
<b>X</b>		<b>X</b>	<b>X</b>	<b>X</b>				\$90.00	
	<b>C</b>	<b>X</b>					<b>1</b>	\$10.00	<b>Donated</b>
		<b>X</b>					<b>1</b>	\$10.00	
		<b>X</b>					<b>1</b>	\$10.00	
		<b>X</b>					<b>1</b>	\$10.00	
		<b>X</b>					<b>1</b>	\$10.00	
		<b>X</b>					<b>1</b>	\$10.00	

**Jurors Chosen**

**Juror Donated Payment**

QUARTERLY REQUEST FOR COUNTY  
REIMBURSEMENT OF JUROR PAYMENTS

- Texas Government Code 61.0015 -

## SUPPORTING DOCUMENTATION

1 2 3 4

County Name	Supporting Documentation		Grand Total Amount Requested
	Quarterly Date Range		
Waller	10-01-2022 to 12-31-2022		

	Date of Service	Juror First /Last Name	Number of Days Served	Amount Paid to Juror by county	Number of Days Requested from State (begin w 2 <sup>nd</sup> day)	Amount Requested from State
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
25						
26						
27						
28						
29						
30						
<b>Total this page</b>						

# Juror Calendar Year 2023

January						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February						
S	M	T	W	T	F	S
					1	2
					3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March						
S	M	T	W	T	F	S
					1	2
					3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May						
S	M	T	W	T	F	S
					1	2
					3	4
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June						
S	M	T	W	T	F	S
					1	2
					3	4
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

July						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August						
S	M	T	W	T	F	S
				1	2	3
				4	5	6
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September						
S	M	T	W	T	F	S
						1
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November						
S	M	T	W	T	F	S
				1	2	3
				4	5	6
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December						
S	M	T	W	T	F	S
						1
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

○ Claim form mailed out to county

■ Claim form due back to Judiciary

◇ Claim paid on or before this date