

STATE OF TEXAS

COUNTY OF McCULLOCH

CITY OF BRADY

The City Council of the City of Brady, Texas met in a Work Session Meeting on Tuesday November 21, 2023 at 5:00 p.m. with Mayor Aaron Garcia presiding. Council Members present were Missi Elliston, Larry Land, Gabe Moreno, Felix Gomez, Jr. and Jeffrey Sutton. City staff present were City Manager Erin Corbell, Finance Director Lisa McElrath, Fire Chief Lloyd Perrin, Police Chief Randy Batten, Airport Manager Lisa Perry, and City Secretary Tina Keys.

1. CALL TO ORDER, ROLL CALL & CERTIFICATION OF A QUORUM

Mayor Garcia called the meeting to order at 5:03 p.m. Council quorum was certified.

2. PUBLIC COMMENTS

There were no public comments.

3. INDIVIDUAL CONCERNs

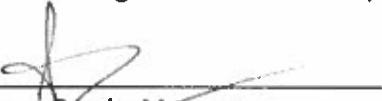
- A. Discussion regarding designation of essential and non-essential personnel for hiring purposes during a hiring freeze. Erin Corbell said she brought the item before council for clarification. Staff feels like there are certain situations where we might need to hire personnel during a hiring freeze and would like a designation of essential vs non-essential for the purposes of a hiring freeze. Mayor Garcia said he feels the hiring freeze was to look from a budget standpoint if we were heavy in any areas. Mayor Garcia said in solid waste, we have 2 CDL drivers with one about to retire plus one more. Mayor Garcia went on to say, are we holding all of the staff responsible for their duties. Are we holding everybody accountable to their positions. There are things that are essential, but there are some people who can't help. Mayor Garcia said what is essential to getting the job done. On Wednesdays we don't need 2 CDL drivers. We need to hire whatever we need to hire to get the job done but we need our supervisors to step in. Mayor Garcia said he doesn't know that we need all the positions listed on Erin's sheet. Council Member Sutton said he thinks council's job is more to set budget not micromanage each department. Mayor Garcia said he would like to look to make sure we're being efficient. Council Member Moreno said we are trying to see where we can be more efficient. Erin said she is bringing it because we're short at PD and on Fire/EMS. She is trying to operate some departments with some clarity. Council Member Elliston said she doesn't think PD is overstaffed. She thinks we need more officers. Council Member Gomez said he heard we're not having many people apply. Council Member Elliston said we need to establish that the hiring freeze does not include PD. Council Member Elliston said council determined that fire EMS, and PD are considered essential. If they have a position open, they have the authority to fill those positions. Non-essential is administration, a part time cook, maybe somebody at the golf course. Council Member Elliston said we're going to have to have a longer work session. Council Member Land said he doesn't think this needs to even be before council. Administration was hired to do their job. It's great that Mayor Garcia is asking questions, but he thinks it's better to have discussions with city manager and HR. Council Member Moreno said we need to do it in budget. We're trying to make it efficient. Council Member Sutton said if the job isn't getting done, we don't know about it. That's when we need to do something. We need to let Erin manage the whole deal and if there's a deficiency then it's her fault. We don't need to micromanage the whole plan. Council Member Gomez said we can hire a plethora of workers, if there is some kind of disconnect, then there's an issue. The supervisor needs to communicate to the workers. They need to be guided in the right direction. Council Member Moreno said if someone complains to us then we need to look into it. Council Member Land said we had budget workshops with supervisors and they meet and discuss what's required. Council Member Land asked when this hiring freeze was done. Erin said it was discussed during one of her evaluations. It wasn't voted on. Council Member Elliston said

fire, EMS and police are 100% not included in the hiring freeze. The positions must be filled. We can be active in filling those without bringing to council. We can't function without those departments. Council Member Elliston said as far as the trash truck, Mayor Garcia should tell us if it's essential. Mayor Garcia said there are a lot of issues in that department. Council Member Elliston said Erin needs to be aware of the issues. Mayor Garcia asked where is the supervisor. Council Member Elliston said you might not always get the whole story. Our supervisors need to efficiently run their departments and the city manager needs to be told what's going on and she needs to handle it. Erin said in the meantime, she will take on a study of efficiencies and how to determine where the deficiencies exist, and she will work closely with the directors that it affects. Council Member Land said he doesn't think it needs to go to council if we need someone in the trash department. Council Member Elliston said it was discussed in budget maybe where we can move some staff around. So, if we have an employee who leaves, maybe their duties can be divided among other employees. Council Member Sutton said it's Erin's job to manage her people. If council wants to know more, they can sit down with the city manager. Erin is supposed to handle staffing and if somebody says something to council about staff, council should take it to the city manager.

B. Discussion regarding funding opportunities at Curtis Field Airport. Lisa Perry asked if the ARPA funds were still an option. Erin said there was previous concerns about grant assurances. We've been hesitant to move forward. Mayor Garcia said a previous council had approved certain staffing levels so that's where we are going. Previous council disapproved this. Erin said if we're going to reject this funding it can't be staff who rejects it. Council Member Elliston said our world changed in 2020 and she would vote against anything with this wording. Lisa said every federal grant will have that language, so do we no longer accept any grant money? Council Member Land said he is over federal phobia. Mayor Garcia said he would vote to approve grants, but previous council was not in favor of these grants. Mayor Garcia said Lisa has done a fantastic job out there. Erin said Lisa needs to bring federal grant requests to council for consideration.

4. ADJOURNMENT

There being no further business, Mayor Garcia adjourned the meeting at 6:03 p.m.



Aaron Garcia, Mayor

Attest: 
Tina Keys, City Secretary