

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 December 5, 2023 at 5:00 p.m. with Mayor Aaron Garcia presiding. Council Members present were Missi Elliston, Larry Land, and Gabe Moreno. City staff present were City Manager Erin Corbell, Public Works Director Steven Miller, City Attorney Sharon Hicks, Police Chief Randy Batten, and City Secretary Tina Keys.

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

Mayor Pro Tem Elliston called the meeting to order at 5:05 p.m. Council quorum was certified.

2. PUBLIC COMMENTS

There were no public comments.

3. INDIVIDUAL CONCERNS

- A. Discussion regarding City of Brady Personnel Policy Manual. City Manager Corbell presented. City Manager Corbell asked for comments or top priorities rather than sit and read the whole manual. Council Member Elliston said she highlighted questions. Mayor Garcia arrived at 5:08 after a quorum was certified.
- Council Member Moreno asked who executive staff is as mentioned on page 5.
- Council Member Elliston asked about an employee promoted
- Council Member Elliston asked about providing medical, dental, and life, we had discussed previously if we cannot provide full medical dental and life.
- Council Member Elliston said the HR person oversees everything employee related, hiring, firing, making decisions. City Manager Corbell said decisions would not be done without supervisors. Council Member Elliston said we really need to encourage the person in that position to have an HR degree. City Manager Corbell said she did go through state HR training.
- Attorney Hicks reworded the paragraph about benefits to read “may be available”.
- Mayor Garcia said there is an employee who is about to retire who has a massive amount of sick time. He understands we do not pay sick time. Is there any way to give good employees their sick time on retirement. They didn’t use the sick time because they came to work. Council Member Moreno said he gets that, but it states on the policy manual if you don’t use it, you lose it. That employee chose not to use it. City Manager Corbell said she thinks if council decides to pay it, we should cap it. Council Member Moreno said he thinks we should discuss at another time when all council members are present. Attorney Hicks said she has heard of places who cap at 90 days. Council Member Elliston said she would not be in favor of paying out sick time. Council Member Moreno said he wants to review the step grade policy. He doesn’t think it belongs in the personnel policy manual. City Manager Corbell said it is addressed annually in the budget. Attorney Hicks said we can remove the “12 step” reference and just say “pay system”.
- Council Member Moreno said we don’t want to do Erin’s job, but we do have to hold supervisors accountable.
- Council Member Moreno asked who the panel was on 4.06 – City Manager Corbell said it hasn’t been created but a council member can be added.
- Council Member Elliston said on page 15, residency, she thinks current employees should be grandfathered. Attorney Hicks said we can get a current list. City Manager Corbell said our current policy already says if you receive standby pay, you have to live in the city limits.
- Council Member Elliston asked how Flex Time as referenced on page 22 works. City Manager Corbell explained.

Council Member Elliston says manual states tardy is 10 minutes. She thinks that late is late. Council Member Elliston said she disagrees with 4.18.5, if you're representing the city, it should constitute hours worked. City Manager Corbell said that 4.18.4 addresses what Council Member Elliston was concerned about.

City Attorney Hicks asked the Mayor if he would like to recess until after the regular city council meeting and then reconvene the work session.

The work session was recessed at 5:57 p.m. and reconvened at 7:15 p.m.

Council Member Elliston said she thinks 20+ year employees should get 20 vacation days per year. City Attorney will look at other cities and get back with council.

Council Member Elliston said regarding possession of firearms, she thinks certain staff should be allowed to carry with the trying times we are in but she would like it to be clear. City Manager Corbell said she feels like the city manager could authorize an individual to carry such as if they have successfully completed a handgun license class and keep current with renewal. Mayor Garcia agreed that City Manager Corbell should be the one to authorize.

City Manager Corbell and Attorney Hicks will provide a revised draft for Council to continue review.

4. ADJOURNMENT

There being no further business, Mayor Garcia adjourned the meeting at 7:51 p.m.



Aaron Garcia, Mayor

Attest: 

Tina Keys, City Secretary