



**CITY OF BRADY COUNCIL AGENDA  
REGULAR CITY COUNCIL MEETING  
APRIL 1, 2025, 6:00 P.M.**

NOTICE is hereby given of a meeting of the City Council of City of Brady, McCulloch County, State of Texas, to be held at **6:00 p.m. April 1, 2025**, at the City of Brady Municipal Court Building located at 207 S. Elm St., Brady, Texas, for the purpose of considering the following items. The City Council of the City of Brady, Texas, reserves the right to meet in closed session on any of the items listed below should the need arise and if applicable pursuant to authorization by Title 5, Chapter 551, of the Texas Government Code.

Tony Groves,  
Mayor

Terry Phillips  
Council Member Place 1

Missi Elliston  
Mayor Pro Tem  
Council Member Place 2

Vacant  
Council Member Place 3

Felix Gomez, Jr.  
Council Member Place 4

Gabe Moreno  
Council Member Place 5

James Stewart  
City Manager

Tina Keys  
City Secretary

Sharon Hicks  
City Attorney

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

**2. INVOCATION AND PLEDGE OF ALLEGIANCE**

**3. PUBLIC COMMENTS:** Reserved for items NOT listed on the agenda

*Please limit individual public comments to three (3) minutes. In accordance with TXAG opinion, any public comment addressing items not on the agenda, will only be heard by the City Council. No formal action, deliberation, discussion, or comment will be made by City Council. State Law prohibits any deliberation or decisions regarding items presented in public comments. City Council may only make a statement of specific factual information given in response to the inquiry; recite an existing policy; or request staff to place the item on an agenda for a subsequent meeting.*

**4. CONSENT AGENDA:** Reserved for routine items to save time

*Any item may be removed from the Consent Agenda at the request of a Council Member and considered separately following the Consent Agenda approval. All items listed on the Consent Agenda are to be with one motion "Move to approve Consent Agenda."*

- A. Approval of Minutes for Regular Session meeting on March 18, 2025

**5. PRESENTATIONS:**

- Annual Audit review by city Auditor: John Boekweg, Haynie & Company
- Annual PPM Report – Steve Morgan

**6. PUBLIC HEARINGS:**

None

*In the very heart of Texas, the City of Brady is dedicated to fostering a tight-knit community rooted in tradition, resilience, and rural pride. We strive to provide a welcoming, safe, and thriving environment where families flourish, local businesses prosper, and the spirit of the Lone Star State shines through our commitment to sustainable growth, preserving our heritage, and embracing the values of hard work, faith, and neighborly support.*

## 7. INDIVIDUAL CONCERNS:

**City Council Members are to deliberate the following items.** Staff will present the item and are prepared to answer City Council Member questions. The Mayor will recognize Council Members as the council discuss the item so everyone is heard. Once the City Council Members finish discussion, the Mayor will recognize attendees who have comments. Attendees and council members need to direct comments to the Mayor as they are recognized. When all comments are complete, the Mayor will call for a motion.

- A. Discussion, consideration and possible action regarding the second and final reading of Ordinance 1392 of the City of Brady, Texas amending Section 12.03.001 of the City of Brady Code of Ordinances replacing “traffic engineer” with “city police chief”, deleting “subject to the approval of council” and adding “an annual reporting of new traffic control signs, signals and devices will be presented to Council”.
- B. Discussion, consideration and possible action regarding filling vacant positions budgeted for in current fiscal year budget and implemented hiring freeze.
- C. Discussion regarding golf cart path project.
- D. Discussion, consideration and possible action regarding Emergency Interlocal Agreement with the City of Melvin for EMS services.
- E. Discussion, consideration and possible action regarding engaging an outside Human Resources consulting firm.
- F. Discussion, consideration and possible action to direct city staff on the approved budget item: Retain professional services for the sale of the City's Gas distribution system.

## 8. STAFF REPORTS:

- A. **Monthly Financial / Utility Reports**
- B. **Monthly Activity Reports:** Seniors, Golf, BPD, Fire-EMS Calls, BVFD Expense Report, Animal Control, Airport, Code Enforcement, Municipal Court
- C. **Upcoming Special Events/Meetings:**

April 15	Regular City Council Meeting, 6:00 p.m.
April 18	Good Friday Holiday, City Offices Closed, Altered Trash Schedule – Thurs 4/17 trash picked up Wed. 4/16 & Fri. 4/18 trash picked up Thurs. 4/17
April 23	Happy Birthday Missi Elliston!!
May 6	Regular City Council Meeting, 6:00 p.m. / Reception for outgoing council members, Swearing in of new council members
May 20	Regular City Council Meeting, 6:00 p.m.
May 26	Memorial Day Holiday, City Offices Closed, Altered Trash Schedule – Mon. 5/26 trash picked up Tues. 5/27 & Tues. 5/27 trash picked up Wed. 5/28

## 9. ANNOUNCEMENTS:

Pursuant to the Texas Government Code § 551.0415, City Council Members and City staff may make reports about items of community interest during a meeting of the governing body without having given notice of the report. Items of community interest include: Expressions of thanks, congratulations, or condolence; an honorary or salutary recognition of a public official, public employee, or other citizen, except that a discussion regarding a change in the status of a person's public office or public employment is not an honorary or salutary recognition for purposes of this subdivision; Information regarding a social, ceremonial, or community event organized or sponsored by an entity other than the governing body that was attended or is scheduled to be attended by a member of the governing body or an official or employee of the municipality; and announcements involving an imminent threat to public health and safety of people in the municipality that has arisen after the posting of the agenda.

## 10. EXECUTIVE SESSION:

The City Council of the City of Brady will adjourn into Executive Session for the following:

- Pursuant to Section 551.071 (Consultation with Attorney), the City Council will consult with the City Attorney about pending or contemplated litigation or on a matter in which the duty of the attorney to the City under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act:

- Pursuant to Section 551.074 (Personnel Matters) City Council will meet to deliberate the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee: City Manager / Interim City Manager duties & recommendations
- Pursuant to Section 551.072 (Deliberations about Real Property), the City Council will deliberate the purchase, exchange, lease, or value of real properties of the City as the deliberation in an open meeting will have the detrimental effect on the position of the City in negotiations with a third person: Police Station / Fire Station / G. Rollie White
- Pursuant to Section 551.072 (Deliberations about Real Property), the City Council will deliberate the purchase, exchange, lease, or value of real properties of the City as the deliberation in an open meeting will have the detrimental effect on the position of the City in negotiations with a third person

## 11. OPEN SESSION ACTION ON ANY ITEMS COMING OUT OF EXECUTIVE SESSION:

Discussion, consideration or possible action as a result of Executive Session, if any

## 12. ADJOURNMENT:

*I certify that this is a true and correct copy of the City of Brady City Council Meeting Agenda and that this notice as posted on the designated bulletin board at Brady City Hall, 201 E. Main St., Brady, Texas 76825; a place convenient and readily accessible to the public at all times, and said notice was posted on \_\_\_\_\_ by \_\_\_\_\_ a.m. / p.m.. and will remain posted continuously for 72 hours prior to the scheduled meeting pursuant to Chapter 551 of the Texas Government Code.*

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*Tina Keys, City Secretary*

In compliance with the American with Disabilities Act, the City of Brady will provide for reasonable accommodations for persons attending public meetings at City facilities. Requests for accommodation or interpretive services must be received at least 48 hours prior to the meeting. Please contact the City Secretary at 325-597-2152 or [tkeys@bradytx.us](mailto:tkeys@bradytx.us)

Attendance by Other Elected or Appointed Officials: It is anticipated that members of other governmental bodies, and/or city boards, commissions and/or committees may attend the meeting in numbers that may constitute a quorum of the body, board, commission and/or committee. The members of the boards, commissions and/or committees may be permitted to participate in discussion on the same items listed on the agenda, which occur at the meeting, but no action will be taken by such in attendance unless item and action is specifically provided for on an agenda for that body, board, commission or committee subject to the Texas Open Meetings Act.

The City Council of the City of Brady reserves the right to adjourn into Executive Session at any time during the course of this meeting to discuss any of the matters listed on this agenda as authorized by the Texas Government Code Sections 551.071 (Consultation with Attorney), 551.072 (Deliberations regarding Real Property), 551.073 (Deliberations regarding prospective Gifts or Donations), 551.074 (Personnel Matters), 551.076 (Deliberations regarding Security Devices), 551.086 (Deliberate, vote or take final action on competitive matters of the public power utility), and 551.087 (Deliberation regarding Economic Development).

This agenda has been reviewed and approved by the City's legal counsel and the presence of any subject in any Executive Session portion of the agenda constitutes written interpretation of the Texas Government Code Chapter 551 by legal counsel for the governmental body and constitutes an opinion by the attorney that the items discussed therein may be legally discussed in the closed portion of the meeting considering available opinions of a court of record and opinions of the Texas Attorney General known to the attorney. This provision has been added to this agenda with the intent to meet all elements necessary to satisfy Texas Government Code Chapter 551.104(c) and the meeting is conducted by all participants in reliance on this opinion.

STATE OF TEXAS

COUNTY OF McCULLOCH

CITY OF BRADY

The City Council of the City of Brady, Texas met in a Regular Meeting on Tuesday, March 18, 2025 at 6:00 p.m. with Mayor Pro Tem Elliston presiding. Council Members present were Missi Elliston, Gabe Moreno, Terry Phillips and Felix Gomez. City staff present were City Manager James Stewart, Interim City Manager Barbara Holly, Finance Director Lisa McElrath, Public Works Director Steven Miller, Police Chief Randy Batten, Police Patrol Officer Garrett McDonald, Fire Chief Lloyd Perrin, Streets Superintendent Manny Perez, Golf Superintendent R. S. Bush, City Attorney Sharon Hicks, and City Secretary Tina Keys. Also in attendance were Charles Hodges, James Griffin, Daniel Mendoza, Curtis Owens, Charles Bush, Robert Klem, and Casey Long.

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

Mayor Pro Tem Elliston called the meeting to order at 6:00 p.m. Council quorum was certified.

#### **2. INVOCATION AND PLEDGE OF ALLEGIANCE**

Council Member Phillips gave the invocation, and the Pledge of Allegiance was recited.

#### **3. PUBLIC COMMENTS**

There were no public comments.

#### **4. CONSENT AGENDA**

- A. Approval of Minutes for March 4, 2025 Regular Session and March 6, 2025 Special Session
- B. Discussion, consideration and possible action regarding approval of **Resolution 2025-011** to request TxDOT / City street closures for the 98<sup>th</sup> Annual **July Jubilee Parade** to be held on Saturday, July 5, 2025
- C. Discussion, consideration and possible action regarding approval of **Resolution 2025-012** to request TxDOT / City street closures for the 98<sup>th</sup> Annual **July Jubilee Street Dance** to be held on Saturday, July 5, 2025.
- D. Discussion, consideration and possible action regarding approval of a **noise variance** as requested by the Brady/McCulloch County Chamber of Commerce in downtown Brady for the **July Jubilee Street Dance** to be held on July 5, 2025.

Council Member Phillips moved to approve the Consent Agenda. Seconded by Council Member Moreno. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.

#### **5. PRESENTATIONS:**

- Pavement Conditions Index Street Map – Steven Miller presented to Council.
- Fire / EMS Annual Report & discussion regarding rates for emergency & non-emergency services by fire department for personnel, supplies and equipment – Chief Perrin presented to Council

#### **6. PUBLIC HEARINGS AND INDIVIDUAL CONCERNS ON PUBLIC HEARING**

There were no public hearings.

#### **7. INDIVIDUAL CONCERNS**

- A. Discussion, consideration and possible action to award the purchase of one (1) P5 DuraPatcher One Operator Truck from Cimline, Inc. of Minneapolis, MN in the amount of \$314,620.00 or an alternate Rosco

RA400 Patcher a One Operator Patch Truck from Closner Equipment Co. of Manor TX in the amount of \$287,055. Lisa McElrath presented. Lisa said council asked staff to bring back information on the P5 truck. In researching to get most current pricing, our purchasing agent reaches out to more than one source. The P5 is under Sourcewell that Simline is associated with, but we also got another bid from another company off of Buyboard. Steven Miller, Street Superintendent Manny Perez and Purchasing Agent Taylor Hoffpaur looked at both products and thought they looked very comparable. This is quite a bit cheaper than the P5 model. Steven Miller spoke with an individual Jasper County, GA who uses the machine and also found council minutes from Quebec. There are competitors to the P5. We were tied to the P5 because that was really the only bid we received. When we went out again, this product came up at a better price. They are equal equipment. The gentleman in Jasper had several and they're all doing what he wants them to do. It's comparing apples to apples. Council Member Phillips said we're good with saving money if we don't have to give something up. Mayor Pro Tem Elliston asked Miller if he's comfortable with this different model. Miller said from everything he learned, they're the same. This one is more price competitive. Council Member Moreno moved to award the purchase of one (1) One-Operator Patch Truck to Closner Equipment Co. for \$287,055. Seconded by Council Member Gomez. All Council Members voted "aye" and none "nay". Motion passed with a 4 – 0 vote.

- B. Discussion, consideration and possible action regarding approval of Resolution 2025-002 to enter into a finance contract with Government Capital for the purpose of procuring (1) DuraPatch Truck \$314,620). Item was not considered since other truck was approved in item A.
- C. Discussion, consideration and possible action regarding approval of Resolution 2025-002 to enter into a finance contract with Government Capital for the purpose of procuring (1) Rosco RA400 Patcher Truck (\$287,055). Lisa McElrath presented. Council Member Gomez moved to approve Resolution 2025-002 to enter into a finance contact with Government Capital Corporation for a total amount not to exceed \$287,055. Seconded by Council Member Moreno. All Council Members voted "aye" and none "nay". Motion passed with a 4 – 0 vote.
- D. Discussion, consideration and possible action regarding approval of Resolution 2025-009 to enter into a finance contract with Government Capital Corporation (GCC) for the purpose of procuring (2) Water Utility trucks (\$132,483.50). Lisa McElrath presented and said Council approved the purchase at the last meeting. Council Member Phillips moved to approve Resolution 2025-009 to enter into a finance contract with Government Capital Corporation for a total principal amount not to exceed \$132,483.50. Seconded by Council Member Gomez. All Council Members voted "aye" and none "nay". Motion passed with a 4 – 0 vote.
- E. Discussion, consideration and possible action regarding approval of Resolution 2025-010 to enter into a finance contract with Government Capital Corporation (GCC) for the purpose of procuring (12) sets of fire service Bunker Gear (\$49,564.47). Lisa McElrath presented. Council Member Gomez moved to approve Resolution 2025-010 to enter into a finance contract with Government Capital Corporation for a total principal amount not to exceed \$49,654.47. Seconded by Council Member Phillips. All Council Members voted "aye" and none "nay". Motion passed with a 4 – 0 vote.

- F. Discussion, consideration and possible action to approve the Brady Golf Association request for HOT funds in the amount of \$5,000. Daniel Mendoza presented. Council Member Moreno moved to approve request. Seconded by Council Member Gomez. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.
- G. Discussion, consideration and possible action regarding the **first reading of Ordinance 1392** of the City of Brady, Texas amending Section 12.03.001 of the City of Brady Code of Ordinances replacing “traffic engineer” with “City police chief”, deleting “subject to the approval of council” and adding “an annual reporting of new traffic control signs, signals and devices will be presented to the city council”. Barbara Holly presented and said this will allow the police chief to change street signs. There have been a series of accidents where yield signs could have been prevented with stop signs. Council Member Elliston moved to approve the first reading of Ordinance 1392. Seconded by Council Member Moreno. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.
- H. Discussion, consideration and possible action for a \$20,000 change order submitted by Eikon to accommodate design changes requested by City Council. James Stewart said he and Barbara Holly had a virtual meeting today with Eikon. They’re requesting additional \$20,000 to move to the next phase. James Stewart said he and Barbara are working out several details. The next phase has to do with surveying. With the plans approved in January, they were developing a combined connected facility on this lot. James Stewart said he and Barbara as well as the fire chief and police chief met today to get caught up. This is continuing with the path set in January. Mayor Pro Tem Elliston said we discussed not connecting fire and police. Council Member Phillips said he thought they were not connected initially due to police security issues. Chief Batten said if they touch their building, they have to get it back to Code. Chief Batten said he suggests having fire not connected then worry about PD later. Barbara Holly said the agreement in October said they would be combined, then council said they don’t want them combined. We need a topographical survey. There is a 10 foot fall across it. James Stewart said they have a plan to work with them and make sure we get what we want. Approving the change order will allow us to do it. This is number one on the priority list, but he’s not going to just give them the money. He will make sure it’s being done right. Council Member Moreno moved to approve \$20,000 change order. Seconded by Council Member Elliston. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.
- I. Discussion, consideration and possible action on hiring freeze for City of Brady new employees and new positions. Council Member Gomez said we’ve talked about this in previous budgets. This has been over a year that they thought they had a hiring freeze. James Stewart said currently we have two openings in police and one opening in PPM and those were in the budget approved last year. There have been no additional hirings. There was a position where somebody left, and somebody was hired to replace that position. Mayor Pro Tem Elliston said their intent was when somebody leaves, let’s see if those duties can be divided up with other departments. James Stewart said we’re working within the confines of the budget and said he thinks citizens will think the city is in trouble when they hear hiring freeze. It raises red flags. Mayor Pro Tem Elliston said they’re trying to cut needless spending. James said he understands council wants a more efficient way. Council Member Moreno said this came up when we did the budget in 2023.

It was understood that they did say that. The misconception was when the old city manager asked for a clarification for essential and non-essential workers. There was always a hiring freeze from that budget. Council Member Gomez asked where did that change. If there's an understanding, that's the way it should be. Council feels like they gave a directive and it was not followed. He does not want to micromanage. This was voted on. There was a hiring freeze. Mayor Pro Tem Elliston said citizens should not be alarmed. We are trying to spend their dollars as efficiently as we can. The biggest overhead is staff so the more efficient we can be with that, the better it is for the citizens to avoid rate increases or tax increases. Mayor Pro Tem Elliston said we need to be clear what a hiring freeze includes and does not include. Fire, PD and EMS were essential. Anything else was to be brought to council. James Stewart said if an employee leaves you want it to go to council to see if they can be replaced? Mayor Pro Tem Elliston said it's to see if those duties can be assigned to somebody else. James said that's what you have a city manager for. Mayor Pro Tem Elliston said we've had issues where a higher paid employee leaves, the replacement with less experience starts with the same salary as the previous person. Council Member Phillips said we're trying to improve efficiency and avoid any waste. Mayor Pro Tem Elliston said the city manager can visit with council and they will tell him if he can replace that person. James Stewart said it's his job to improve efficiency and avoid waste. Council Member Moreno moved to implement a hiring freeze that will be revisited at budget on new positions and replacement positions except first responders; fire, police and EMS. Seconded by Council Member Gomez. All Council Members voted "aye" and none "nay". Motion passed with a 4 – 0 vote.

- J. Discussion and status of water grant for water well to golf course. James Stewart said we are waiting for TWDB to put us on their agenda to hear if we have been approved for well grant. We're at the mercy of the TWDB. Council Member Moreno said we agreed to match \$400,000 for this grant. Lisa McElrath said yes. Council Member Moreno asked if there was a time frame. Lisa said no; we submitted the application and all of the documents they requested. It's now a matter of TWDB reviewing and awarding these grants. Steven Miller said we reached out eHT for the Rural Water Assistance Fund. We rose to the top for consideration. The fund is being awarded to cities. We are not on the agenda yet. Keith Kindle said he thinks it will be a few months.
- K. Discussion and status of new fire station. James Stewart said it was discussed earlier. That's where we are. This is going to be a challenge. He does not want to waste money and he wants us to get us something workable.
- L. Discussion and status of Brady Lake boat ramp plan and extension. James Stewart said he spent time on the lake and with Steve Morgan. There is a temporary launch location. It's quite effective. He went fishing last week. It's the south side of the main boat ramp. About a hundred feet down. It's a rocky not steep solid bottom. You don't need 4-wheel drive. We're working on information about a temporary modification; we have samples of mats. It's a porous plastic mat designed for pedestrian walkways or the other can go at the end of a boat ramp that would keep the boat or trailer from sinking in. The north side ramp could be used if we needed it, but he doesn't know that it's necessary. James said they're going to do some Garmin mapping of the bottom of the lake near the ramps. The main boat ramp backs up to a creek and you get to the point where the trailer will actually fall off if someone uses that ramp. Council Member Moreno asked James if he looked at the swimming area and said there is no sand at all. James said he will

check into sand. Council Member Gomez said he thought council agreed to explore bids to extend the existing ramps. Barbara Holly said there is a RFQ out right now. These samples handed out to council are temporary measures that are not expensive. Council Member Gomez said we're already in the spring. People are already wanting to fish. We're going to take a big hit this year. James said Steve Morgan is going to clear out that area; it's usable. We talked about temporary signage directing people to the boat ramp. There's not a lot of room. It's workable but it's not ideal. Council Member Moreno asked if there is an item on the agenda if we can have a supervisor at the meeting. James said yes. He told Steve Morgan that he didn't need to be here because James had all the info.

- M. Discussion and status of Brady Lake small bathroom near pavilion repairs and upgrades. James referred council to photos on the screen and said there are new commodes, new sinks, paint, fixed the hole. Council Member Gomez asked if the plumbing issues were fixed. Mayor Pro Tem Elliston said that's on a septic. Steven Miller said it might be as simple as pumping our tank. James Stewart said he would check and get back with council. Council Member Gomez said we have talked about these things over and over and there's no solution. Daniel Mendoza asked what happened to Keep Brady Beautiful that could help with these things. Mayor Pro Tem said they disband it. Daniel said he wrote a letter for them to receive a grant. He emailed it to Sylvia. Daniel said they were only taking volunteers that worked for the City. James said he will find out.
- N. Discussion, consideration and possible action on Brady Creek clean up. Council Member Moreno said the creek is low so he wanted to discuss if we could go in and clean it up since it's so low; cut branches and leaves, clean up. James said he instructed Steve Morgan to schedule a day to pull logs and anything like that out. Council Member Moreno said the dam has a crack in it. James will look into it.

## 8. STAFF REPORTS

- A. Upcoming Special Events/Meetings:
- B. Monthly Activity Reports: Seniors, Golf, BPD, Fire-EMS Calls, BVFD Expense Report, Animal Control, Airport, Code Enforcement, Municipal Court
- C. Upcoming Special Events/Meetings:

April 1	Regular City Council Meeting, 6:00 p.m.
April 15	Regular City Council Meeting, 6:00 p.m.
April 18	Good Friday Holiday, City Offices Closed, Altered Trash Schedule
April 23	HAPPY BIRTHDAY MISSI ELLISTON
May 6	Regular City Council Meeting, 6:00 p.m. – reception for outgoing council members / swearing in of new council members

## 9. ANNOUNCEMENTS

There were no announcements.

## 10. EXECUTIVE SESSION

The City Council of the City of Brady adjourned into Executive Session for the following:

- Pursuant to Section 551.071 (Consultation with Attorney), the City Council will consult with the City Attorney about pending or contemplated litigation or on a matter in which the duty of the attorney to the City under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act:
- Pursuant to Section 551.074 (Personnel Matters) City Council will meet to deliberate the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee: City Manager / Interim City Manager contract & duties
- Pursuant to Section 551.072 (Deliberations about Real Property), the City Council will deliberate the purchase, exchange, lease, or value of real properties of the City as the deliberation in an open meeting will have the detrimental effect on the position of the City in negotiations with a third person: Police Station / Fire Station / G. Rollie White

Regular Session was recessed at 7:29 p.m. Executive Session opened at 7:24 p.m. and closed at 8:13 p.m.  
Regular Session resumed at 8:13.

#### **11. OPEN SESSION ACTION ON ANY ITEMS COMING OUT OF EXECUTIVE SESSION**

There was no action as a result of Executive Session.

#### **12. ADJOURNMENT**

There being no further business, Mayor Groves adjourned the meeting at 8:14 p.m.

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Anthony Groves, Mayor

Attest: \_\_\_\_\_  
Tina Keys, City Secretary

**City Council  
City of Brady, Texas**

**Agenda Action Form for Ordinance**

<b>AGENDA DATE:</b>	04/01/2025	<b>AGENDA ITEM</b>	7.A.
<b>AGENDA SUBJECT:</b> Discussion, consideration, and possible action regarding the <b>second and final reading of Ordinance 1392</b> of the City of Brady, Texas amending Section 12.03.001 of the City of Brady Code of Ordinances replacing “traffic engineer” with “city police chief”, deleting “subject to the approval of council” and adding “an annual reporting of new traffic control signs, signals, and devices will be presented to the city council”			
<b>PREPARED BY:</b>	B. Holly / T. Keys	<b>Date Submitted:</b>	3/12/2025
<b>EXHIBITS:</b> Ordinance 1392			
<b>BUDGETARY IMPACT:</b>		<b>Required Expenditure:</b>	0.00
		<b>Amount Budgeted:</b>	0.00
		<b>Appropriation Required:</b>	0.00
<b>CITY MANAGER APPROVAL:</b>			
<b>SUMMARY:</b> Section 12.03.001 requires two readings of an ordinance before traffic control devices (stop signs, yield signs, etc.) can be installed or changed. Staff recommends delegating this to the police chief with an annual report to the City Council. We've had a number of accidents that have occurred where 2-way yield signs are installed, and this would speed up the process of protecting our driving public.			

<b>RECOMMENDED ACTION:</b>
<b>Mayor will ask:</b> “Madam City Secretary please read the Ordinance Preamble for the record in accordance with the City Charter.” “Secretary reads preamble”
<b>Mayor calls for a motion:</b> Move to approve the <b>second and final</b> reading of Ordinance 1392.

**ORDINANCE NO. 1392**

**AN ORDINANCE OF THE CITY OF BRADY, TEXAS, UPDATING  
SECTION 12.03.001 OF THE CITY CODE OF ORDINANCES, POWERS  
AND DUTIES OF TRAFFIC ENGINEER**

**WHEREAS**, the City Council of the City of Brady, finds that Section 12.03.110, Code of Ordinances, City of Brady should be amended to strike “traffic engineer” and replace with “city police chief” and delete “subject to the approval of the city council” and adding “an annual reporting of new traffic control signs, signals and devices will be presented to the city council; and

**WHEREAS**, it is often appropriate to review and update those ordinances; and

**WHEREAS**, many of these regulations have become obsolete and no longer meet the demand of the City; and

**WHEREAS**, the Brady police chief is responsible for the placement and maintenance of traffic control signs, signals and devices; and

**WHEREAS**, the City Council agrees that it is necessary and proper for the good and order of the City of Brady to amend Chapter 12.03.001 of the Brady Code of Ordinances; and

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF  
BRADY, TEXAS, THAT:**

The amendment to Section 12.03.001 of the City of Brady Code of Ordinance is hereby adopted.

If any section, subsection, sentence, clause, phrase, or portion of this ordinance is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, that portion shall be deemed a separate, distinct, and independent provision and such holding shall not affect the validity of the remaining portions of this ordinance.

If any section, subsection, sentence, clause, phrase, or portion of this ordinance is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct, and independent provision and such holding shall not affect the validity of the remaining portions of this ordinance.

All provisions of any ordinance in conflict with this Ordinance are hereby repealed to the extent they are in conflict; but such repeal shall not abate any pending prosecution for violation of the repealed ordinance, nor shall the repeal prevent the prosecution from being commenced for any violation if occurring prior to the repeal of the ordinance. Any remaining portion of conflicting ordinances shall remain in full force and effect.

**APPROVED UPON FIRST READING THIS THE \_\_\_\_\_ DAY OF \_\_\_\_\_, 2025**

**APPROVED AND PASSED UPON SECOND READING THIS THE \_\_\_\_\_ DAY OF \_\_\_\_\_, 2025..**

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Anthony Groves, Mayor

ATTEST:

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Tina Keys, City Secretary

**City Council  
City of Brady, Texas  
Agenda Action Form**

<b>AGENDA DATE:</b>	04/01/2025	<b>AGENDA ITEM</b>	7.B.
<b>AGENDA SUBJECT:</b>	Discussion, consideration and possible action regarding filling vacant positions budgeted for in current fiscal year budget and implemented hiring freeze		
<b>PREPARED BY:</b>	J. Stewart	<b>Date Submitted:</b>	3/27/2025
<b>EXHIBITS:</b>			
<b>BUDGETARY IMPACT:</b>	<b>Required Expenditure:</b>	\$0.00	
	<b>Amount Budgeted:</b>	\$0.00	
	<b>Appropriation Required:</b>	\$0.00	
<b>CITY MANAGER APPROVAL:</b>			
<b>SUMMARY:</b> <p>Two budgeted positions in the electric department are open. Interviews have been conducted and there are two candidates interested in the jobs. Joe and his department have been without these positions filled for some time and with the spring weather, dealing with storms and power outages in a safe and timely manner is critical.</p> <p>One position in the solid waste department has come open due to termination. An employee who rides the back of the trash truck would like to move over to that position which will leave an opening for that position.</p> <p>One position is open in the PPM department. With the growing season starting, crews will be busy with maintenance and upkeep.</p>			
<b>RECOMMENDED ACTION:</b> <p>Approve hiring employees necessary to effectively serve citizens of Brady</p>			

**City Council  
City of Brady, Texas  
Agenda Action Form**

<b>AGENDA DATE:</b>	04/01/2025	<b>AGENDA ITEM</b>	7.C.
<b>AGENDA SUBJECT:</b>	Presentation of golf cart path project being developed for Brady Golf Course.		
<b>PREPARED BY:</b>	J. Stewart	<b>Date Submitted:</b>	3/27/2025
<b>EXHIBITS:</b>			
<b>BUDGETARY IMPACT:</b>	<b>Required Expenditure:</b>	\$0.00	
	<b>Amount Budgeted:</b>	\$0.00	
	<b>Appropriation Required:</b>	\$0.00	
<b>CITY MANAGER APPROVAL:</b>			
<b>SUMMARY:</b> A sizeable donation from a private citizen has been offered to be utilized at the golf course as long as it is dedicated to the long-term creation and refurbishment of cart paths. The Brady Golf Association, on behalf of the donor, has been working with the city manager and course Supt. Rusty Bush to develop a couple of options of how to best utilize the gift and get the best plan put in place to continue improving our city asset.			

<b>RECOMMENDED ACTION:</b>
Receive the report and accept the donation.

# City Council

## City of Brady, Texas

### Agenda Action Form

<b>AGENDA DATE:</b>	04/01/2025	<b>AGENDA ITEM</b>	7.D.
<b>AGENDA SUBJECT:</b>	Discussion, consideration and possible action regarding Emergency Interlocal Agreement with the City of Melvin for EMS services		
<b>PREPARED BY:</b>	J. Stewart	<b>Date Submitted:</b>	3-24-25
<b>EXHIBITS:</b>	City of Melvin Resolution 2024-EMS City of Melvin Request Letter		
<b>BUDGETARY IMPACT:</b>	<b>Required Expenditure:</b>	\$00.00	
	<b>Amount Budgeted:</b>	\$00.00	
	<b>Appropriation Required:</b>	\$00.00	
<b>CITY MANAGER APPROVAL:</b>			

#### **SUMMARY:**

The Mayor of Melvin has requested to enter into an emergency interlocal agreement to address providing the citizens of Melvin with immediate EMS coverage. Their coverage officially ended on 3/28/25 after the City of Brady provided them written notice of intent to discontinue service.

Melvin officials petitioned the County Commissioners on 3/24/25 to enter into an interlocal agreement to extend the coverage they (the rest of the county) have as residents of the unincorporated areas of the county. That request was denied.

An informal offer to split the City of Melvin's past due balance of +/- \$15K equally between the City of Brady, the county and the City of Melvin was suggested to the commissioners and they also declined that proposal.

Mayor Brown is petitioning the City of Brady to provide EMS services for the residents of their community until such a time as an agreement can be reached.

#### **RECOMMENDED ACTION:**

Direct staff as desired.

**CITY OF MELVIN, TEXAS**

**RESOLUTION NO. 2024-EMS**

A RESOLUTION EXPRESSING OFFICIAL INTENT REGARDING PROVISION OF EMERGENCY MEDICAL SERVICES.

**WHEREAS**, the City Council of the City of Melvin (the “City”) seeks to promote the health, safety and general welfare of the citizens of the City, and the best interests of the City; and

**WHEREAS**, the City is an incorporated municipality within McCulloch County, Texas (the “County”); and

**WHEREAS**, pursuant to Texas Local Government Code § 51.001, the City Council is authorized to adopt an ordinance or resolution that is for the good government, peace or order of the City and is necessary or proper for carrying out a power granted by law to the City; and

**WHEREAS**, pursuant to Texas Local Government Code § 51.032, the City Council is authorized to adopt an ordinance or resolution, not inconsistent with state law, that the governing body considers proper for the government of the City; and

**WHEREAS**, the City Council must prudently allocate the limited tax proceeds it receives annually pursuant to its adopted budget; and

**WHEREAS**, previously, the City of Brady, Texas (“Brady”) had provided emergency medical services to residents of the City of Melvin pursuant to an interlocal cooperation agreement between Brady and the County in which the County paid for the provision of emergency medical services by Brady to residents the County, including citizens residing within the City; and

**WHEREAS**, on or about August 14, 2023, the County authorized an interlocal cooperation agreement regarding the provision of emergency medical services by Brady within the County that specifically excludes citizens residing within the City; and

**WHEREAS**, Brady has proposed an interlocal agreement to the City by which it would provide emergency medical services to residents of the City, but charging the City for that service; and

**WHEREAS**, the costs of the interlocal agreement proposed by Brady by which it would provide emergency medical services to residents of the City are prohibitive and not within the City’s current budget.

Office Hours:  
Monday-Wednesday  
9:00-3:00PM

City of Melvin  
P.O. BOX 777  
MELVIN, TX 76858  
1-855-481-0144

Marelina Brown,  
Mayor  
Marlinda Davis,  
City Secretary

March 24, 2025

This letter is to formally request that the City of Brady to extend Emergency Management Services for the City of Melvin past March 28, 2025, until an interlocal cooperation agreement can be reached between the City of Brady and Mc Culloch County to cover the cost of services to Melvin residents. Previously , the City of Brady, Texas had provided emergency medical services to residents of the City of Melvin pursuant to an interlocal cooperation agreement between Brady and the county in which the county paid for the provision of emergency medical services by Brady to residents of the County, including citizens residing within the City: and on or about August 14, 2023 , the County authorized an interlocal cooperation agreement regarding the provision of emergency medical services by Brady within the County that specifically excludes citizens residing within the City of Melvin. The costs of the emergency medical services to residents of the city of Melvin are prohibitive and are not within the City's current budget. The city of Melvin's resolution No. 2024-EMS expresses official intent regarding provision of emergency medical services to promote the health, safety and general welfare of the citizens of the city. Therefore, citizens are individually and personally responsible for the cost of any emergency medical services they may require.

If you have questions or concerns, please contact me at 1-855-481-0144.

Sincerely,



Marelina Brown

Mayor, City of Melvin

"I come from a town where a traffic jam is four cars behind a tractor"- Author unknown

**City Council  
City of Brady, Texas  
Agenda Action Form**

<b>AGENDA DATE:</b>	04/01/2025	<b>AGENDA ITEM</b>	7.E.
<b>AGENDA SUBJECT:</b>	Discussion, consideration and possible action regarding engaging an outside Human Resources consulting firm		
<b>PREPARED BY:</b>	J. Stewart	<b>Date Submitted:</b>	3/27/2025
<b>EXHIBITS:</b>	Vendor spreadsheet		
<b>BUDGETARY IMPACT:</b>	<b>Required Expenditure:</b>	\$12,000 or \$24,000	
	<b>Amount Budgeted:</b>	\$66,456	
	<b>Appropriation Required:</b>	\$0.00	
<b>CITY MANAGER APPROVAL:</b>			
<b>SUMMARY:</b> The City Council requested the city enhance its human resource capabilities. Staff reached out to multiple third-party HR firms and received seven responses. Tommy Cano's firm provides the best services at the best cost for the city. His firm has multiple people who are both certified and experts in their various HR areas. The \$12,000 option would utilize in-house staff. The \$24,000 proposal provides full-service human resource competencies.			
<b>RECOMMENDED ACTION:</b> Direct staff as desired			

Firm	Contact	Services Offered	Serve Local Government	Price	Recommendation
Insperity	Santiago	Does not do stand alone HR. Recommended checking out Bamboo HR	No		
APS		Only provides software. Demo 3/10/25 at 2:00 PM. Great forms and dashboard. Does not provide HR support but forms for existing HR personnel to use.			
Bamboo HR					
MyStaffingPro		Has great forms and dashboard. Uses LinkedIn, Indeed, Zip Recruiter, Glass Door, SimplyHired, Trovit, US Military Pipeline, JobTarget included in the price. Has the ability for automatic feed to these sites. Would need an on-site HR person. We'd have to have enough expertise to know what to do when. They do training.		\$3,767 per month (\$45,204 annually) with a one-time \$4,000 charge	
ADP	(Bryce) 855-802-1028:	Does not do stand alone HR. Would need to be do payroll as well. Would have to use a CSV into their payroll.	Must purchase ADP software plus a dedicated person who does the work for us. More proactive with compliance concerns. Must include payroll as well.	\$10-\$15K per year for payroll. HR business person is extra 40-50 per employee per month. \$40K-50K for the payroll side. Bid came in at \$52/staff member or \$63,648 annually.	
H2R Solutions	Karen Halladay	Does what we need at an hourly rate.		\$156,000 for one HR Consultant and one Senior HR Consultant for a maximum of 30 hours per week.	
Cano:	Tommy Cano	Will do what we need for \$12K per year with city employee or \$24K per year without an in-house person. Does not include payroll or benefits.		\$12,000 with in house HR employee or \$24,000 without in-house HR employee	

# City Council

## City of Brady, Texas

### Agenda Action Form

<b>AGENDA DATE:</b>	4-1-25	<b>AGENDA ITEM</b>	7. F.
<b>AGENDA SUBJECT:</b>	Discussion, consideration and possible action to direct city staff on the approved budget item: Retain Professional Services for Sale of City's Gas Distribution System.		
<b>PREPARED BY:</b>	L. McElrath / S. Miller	<b>Date Submitted:</b>	3-26-25
<b>EXHIBITS:</b>	Copy of 5-4-24 Referendum Proposition E Base Budget Supplemental Summary		
<b>BUDGETARY IMPACT:</b>	<b>Required Expenditure:</b>	\$0	
	<b>Amount Budgeted:</b>	\$35,000	
	<b>Appropriation Required:</b>	\$0	
<b>CITY MANAGER APPROVAL:</b>			
<b>SUMMARY:</b>			
The FY 25 Budget includes an approved expenditure to retain professional services to develop a Request for Proposal document to advertise to the public market the sale of the city's municipal gas utility system. Staff has currently entered into an Agreement with Simon R. Pena & Associates LLC, a specialty firm in RFP work with municipal gas systems. Staff is requesting direction on this budget item at this time so that work efforts are appropriately applied to the proposed sale of the gas distribution system.			
<b>RECOMMENDED ACTION:</b>			
Provide direction to staff.			

### Proposition C (Propuesta C)

Amendments to the City Charter revising the requirements for initiative, referendum and recall from a percentage of those who voted in the last election to a percentage of the number of qualified voters registered to vote at the last general City election?

(Deberán enmendarse los Estatutos de la Ciudad a fin de revisar los requerimientos de iniciativa, referéndum y el retiro de un porcentaje de quienes votaron en la última elección reemplazándolo por un porcentaje del número de votantes calificados registrados para votar en la última elección general de la Ciudad)

	FOR	AGAINST
EARLY VOTING	61	40
ELECTION DAY	48	56
<b>TOTAL</b>	<b>109</b>	<b>96</b>

### Proposition D (Propuesta D)

Shall Section 7.02 of the City Charter be amended to add no person may resign from their current City Council seat and run in an election during their unexpired term?

(Deberá enmendarse la Sección 7.02 de los Estatutos de la Ciudad a fin de agregar que ninguna persona puede renunciar a su actual banca en el Concejo Municipal y presentarse en una elección durante el período restante de su mandato)

	FOR	AGAINST
EARLY VOTING	72	28
ELECTION DAY	80	25
<b>TOTAL</b>	<b>152</b>	<b>53</b>

### Proposition E (Propuesta E)

Shall an ordinance be enacted authorizing the sale of real property, with improvements owned, held, or claimed by the city as its natural gas utility distribution system?

(Se deberá aprobar una ordenanza por la que se autorice la venta de bienes inmuebles, con mejoras que la ciudad posee, mantiene o reclama como su sistema de distribución de gas natural)

	FOR	AGAINST
EARLY VOTING	78	24
ELECTION DAY	79	26
<b>TOTAL</b>	<b>157</b>	<b>50</b>

## SECTION 4.

Charter Amendments Authorized. As a result of said election, and in conformity with law, this City Council is authorized to amend the Home Rule Charter to reflect the provisions of the propositions receiving a favorable vote of a majority of the resident, qualified voters participating in the Election.

**BASE BUDGET SUPPLEMENTAL DECISIONS**  
**SUMMARY OF DECISIONS BY FUND/DIVISION ORDER**

Account Number	Line Item / Priority / Description	Page No.	Requesting Division	Program Cost	Program Status						
					Not Approved	Approved	Requirements				
The following are included in the Base Budget to support the continuation of an established program											
<b>ELECTRIC FUND (20)</b>											
20-4-22-900.00	Loan Proceeds - Small Bucket Truck	8	Electric	225,000		225,000	5 YR TERM				
				\$ 225,000	\$ -	\$ 225,000					
20-5-22-901.00	8 Replace Small Bucket Truck	8	Electric	225,000		259,400	Finance				
20-5-22-203.00	9 Professional Services - High Voltage Contractor Qualifications	9	Electric	15,000		15,000					
				\$ 240,000	\$ -	\$ 274,400					
<b>WATER AND SEWER FUND (30)</b>											
30-4-31-900.00	Loan Proceeds/ Trade-in - 2 Utility Trucks	12	Water	130,000		130,000	5 YR TERM				
30-4-35-900.00	Loan Proceeds - Pickup with Lift Gate and Safety Rack	14	GWTP	48,000		48,000	4 YR TERM				
				\$ 178,000	\$ -	\$ 178,000					
30-5-23-402.00	10 Replace Automatic Sampler	10	Sewer	10,000		10,000					
30-5-23-402.00	11 Replace Lawn Mower with Utility Trailer	11	Sewer	15,000		15,000					
30-5-31-402.00	12 Replace 2 Utility Trucks	12	Water	130,000		148,400	Finance				
30-5-31-910.33	Transfers out to Fund 33	15	Water	687,000		687,000	Debt Service- CO 2024				
30-5-35-402.00	13 Purchase Commercial Grade Riding Mower	13	GWTP	7,000		7,000					
30-5-35-402.00	14 Purchase 1 1/2 ton Pickup with Lift Gate and Sately Rack	14	GWTP	48,000		56,800	Finance				
				\$ 897,000	\$ -	\$ 924,200					
<b>WATER CONSTRUCTION FUND (33)</b>											
33-4-33-689.00	EDAP program funds from TWDB -Luhr Subdivision project	15	DW Constr			1,585,500					
33-4-33-689.01	CO program funds from TWDB - Luhr Subdivision project	15	DW Constr			680,000					
33-4-33-910.30	Transfers in from Fund 30	15	DW Constr			687,000					
				\$ -	\$ -	\$ 2,952,500					
33-5-33-289.00	15 Replace small diameter water main - Luhr Subdivision	15	DW Construction	2,265,500		1,585,500	TWDB - EDAP				
33-5-33-289.01	Replace small diameter water main - Luhr Subdivision		DW Construction			680,000	TWDB - Loan CO 2024				
Various	Debt Service - CO 2024		DW Construction			687,000	Debt Service CO 2024				
				\$ 2,265,500	\$ -	\$ 2,952,500					
<b>GAS FUND (40)</b>											
40-2-42-203.00	16 Retain Professional Services for Sale of City's Gas System	16	Gas	35,000		35,000					
				\$ 35,000	\$ -	\$ 35,000					
<b>UTILITY SUPPORT FUND (50)</b>											
50-5-26-302.02	17 Maintain Parts for Utility Water Meters	17	Meter Services	15,000		15,000					
				\$ 15,000	0	\$ 15,000					
<b>SOLID WASTE FUND (60)</b>											
60-5-14-813.00	Concho Valley Council of Governments Grant - Trailer	18	Solid Waste	18,000		18,000					
	Loan Proceeds - Commercial Dumpster Truck	19	Solid Waste	250,000		250,000	5 YR TERM				
				\$ 268,000	\$ -	\$ 268,000					
60-5-14-330.00	18 Purchase Recycling Trailer	18	Solid Waste	18,000		18,000					
60-5-14-402.00	19 Replace the Commercial Dumpster Truck	19	Solid Waste	250,000		250,000	Finance				
60-5-14-203.00	20 Professional Services for Feasibility report for landfill expansion	20	Solid Waste	7,500		7,500					
				\$ 257,500	\$ -	\$ 275,500					
<b>TOTAL UTILITY FUNDS - REVENUE SUPPLEMENTS</b>											
<b>TOTAL UTILITY FUNDS - EXPENDITURES SUPPLEMENTS</b>											
<b>NET FUNDING REQUIRED</b>											
					\$ -	\$ 3,623,500					
					\$ -	\$ 4,476,600					
					\$ -	\$ 853,100					