

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, April 1, 2025 at 6:00 p.m. with Mayor Anthony Groves 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, Solid Waste Superintendent Brandon Roberts, Police Chief Randy Batten, Golf Superintendent R. S. Bush, Gas Superintendent Danny Galindo, Code Enforcement Officer Josh Soto, PPM Superintendent Steve Morgan, and City Secretary Tina Keys. Also in attendance were Curtis Owens, Marelina Brown, Rod Young, Matt Andrews, Carol Anderson, Daniel Mendoza, Charles Hodges, James Griffin, Don Bratton, Frank Trull, Randy Deans, Greg Torres, Mikkie Williams, Charles Bush, Bob Klem, Danny Updike, Ruben Ramon, Don Bratten, Dale Anderson, Christine Jones, Lorna Donahue, Kendra Holubec, Noah Garcia, Helen Villarreal, Willie Jacoby, and Tina Biberdorf.

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

Mayor Groves called the meeting to order at 6:00 p.m. Council quorum was certified. Judge Trull certified a quorum for County Commissioners.

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 18, 2025 Regular Session

Council Member Elliston 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.

Council recessed into Executive Session at 6:05 p.m. for Personnel Matters. Executive Session closed at 6:34 p.m.. Regular Session resumed at 6:35. No action was taken as a result of executive session.

5. PRESENTATIONS:

- Annual Audit review by city Auditor: John Boekweg, Haynie & Company presented to council. Council Member Gomez thanked Lisa McElrath for the amazing job that she does. City Manager James Stewart agreed and thanked Lisa for all she does.
- Annual PPM Report – Steve Morgan presented to council and said he has gotten quotes for a new roof at the lake store. Two years ago they got new lights. Three years ago they repainted the outside of the store. In over eight years they did 11 cabanas and turned them into cabins with money left over in the budget. Now we have 12. We might do one more. Council Member Elliston asked if those are pretty popular. Morgan said yes, they like that a/c. Morgan said at the gun range, they put eight to 10 shooting tables out there. The roof on the restrooms need to be replaced. They're getting pricing on that. They've done work on the restrooms. Morgan said they want to do work on the shower drains but it's about \$4,500 and doesn't get used that much. They have one full time person and one part time person who is

out right now. At the temporary boat ramp, they fixed some ruts in the road. They put some sand on the side so they can load their boats up. The launch is pretty nice. The pavilion bathrooms, they installed all new fixtures, everything new. They had the holding tank pumped out. Council Member Moreno asked how much money was spent. Morgan said he spent \$18,000. They noticed last week it wasn't flushing so they put a gauge on it and it was 24 psi. The valve wasn't turned on all the way. Now it has 55 psi and flushing like they should. Council Member Gomez said Erin mentioned before she left that we had a grant that was being worked on for the gun range. Morgan said he hadn't heard of anything. Council Member Gomez said they appreciate the upgrades. He said he works at Permian said he's trying to get sand donated. He said PW Gillibrand is willing to donate sand as well. Morgan said he called ZD Sand and the price they gave him was \$30,000. He called Jeremy at Permian and is waiting on a call back. Morgan said you have to watch out for the silica dust, it gets in the lungs and that's back. City Manager Stewart asked about issues with ricochet at the gun range, is that packed down? Morgan said it's rock. Stewart said that's an issue we need to address. We need to ensure the adjoining landowner that we are addressing that. Council Member Gomez asked if we can get signage at the ramp for the out of towners. Morgan said there is one right where you turn in. Morgan said as far as PPM, they cut all the salt cedars from the bank to the swim area. It will come back. It's a nightmare to kill. January, February and March was slower on mowing and weed eating. They picked up limbs, they unlock restrooms every morning, clean them then they go back through before they leave at 4:00. Council Member Elliston asked if there are security cameras. Morgan said there were, but they destroyed them. He will look into it. Day to day, they clean bathrooms, pick up trash, mow 250 acres to mow and 5 miles of right of way. Morgan said he has six guys doing it. Baseball season starts this week so they will be busy at the ballfield. Flat track racing is coming up. At the cemetery they dig graves and cover graves. They've cut down probably 25 dead trees this year. They grind them down below ground so it's easier to mow and maintain. They lost a lot of trees due to drought and cold weather. They do water leak repairs. Water lines are pretty rusted. They repair one and two days later it leaks again further down. They need to look at re-piping Richards park and Resthaven. Live oak there is no hope. Council Member Elliston asked if he's fully staffed. Morgan said he's down one full timer and one part timer. If somebody takes off vacation or sick, it's hard. Council Member Gomez said the worker out there is doing a great job. Morgan said he has a good group of guys.

6. PUBLIC HEARINGS AND INDIVIDUAL CONCERNS ON PUBLIC HEARING

There were no public hearings.

7. INDIVIDUAL CONCERNS

- 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". Barbara Holly presented. Council Member Elliston moved to approve the second and final reading of Ordinance 1392. 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 filling vacant positions budgeted for in current fiscal year budget and implemented hiring freeze. James Stewart presented and said there were two open positions that had qualified applicants in Electric, and one position in PPM and one in solid waste. Missi said we should have included electric department as essential. Those are grueling hours they work and when you're that many short, that's a dangerous position to be tried and still have to perform. Should

consider adding electric to fire, pd and ems as critical and not included in the hiring freeze. James said solid waste is a man down. Gabe thinks PPM is not crucial right now. James said he is bringing every position back to council. Motion to allow 2 electric employees and in solid waste to allow those three. Elliston Moved to hire 2 electric and one solid waste employee. Seconded by Council Member Moreno. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.

- C. Discussion regarding golf cart path project. James Stewart presented and said he summarized in an email. We had a donor reach out to BGA and who wants to improve the golf course and make a sizeable donation for golf cart paths. He was trying to figure out how to get a chip seal cart path. The BGA worked on numbers considering every aspect and costs. We are working with Rusty and the BGA to find out the best path which is about \$500. They are working with the total number of dollars that it would cost and chip seal came out to about \$200,000 with anticipation of less than that. The donor is committed to \$130,000. They are trying to figure out where they can get the most bang for the buck. BGA will commit to \$40,000. Council Member Elliston said she would like to give local concrete companies the opportunity to bid. Curtis Owens said the donor is ready to go. He's good for \$130,000. They had a meeting. They got like \$10,000 cash they can put in. They're willing to commit \$40,000 which ties their hands for several years on other projects, but this is important; it will probably run through BGA because they're a non-profit. It can't exceed what their limits are. They do not know of any other donations at this time. Curtis said they understand that the city can't commit because the budget is set. They're not asking the city for anything. Mayor Groves said we have a definite offer for \$130,000. Curtis confirmed. Mayor Groves said that needs to be formalized in some way. Council Member Moreno said they need clarification on the next step. Are we going to allow BGA to do what they decide or does council want to have a part in the decision making. Council Member Elliston said she thinks the city council should give the final stamp. Curtis said James has a say in what they're doing and Rusty has a say in what they're doing. He wants city people involved.
- D. Discussion, consideration and possible action regarding Emergency Interlocal Agreement with the City of Melvin for EMS services. James Stewart presented and thanked everyone for attending and went on to say this is a follow up to the situation the county and city have encountered with EMS services. The county made their position known that they are not able to offer EMS coverage to Melvin because of their incorporation status so it falls back to the agreement between the city and Melvin. He is asking the council to consider the letter submitted by the mayor of Melvin. If he understands the process correctly, we are both in the same boat, we can't provide the service at no payment. The state reached out. We have a guest from the Concho Valley Regional Advisory Council to see if there are options. It was discussed to split the cost 3 ways but that was not an option for the county. James Stewart said he hopes we can give Melvin comfort knowing they will not be left stranded. Council Member Moreno said they met with Melvin last year and gave them ample time. They said they couldn't pay. We were trying to come up with a solution but Melvin said there was nothing they can do. We are willing to work with the county and are ok with splitting it 3 ways. The city is not going to pay anything unless someone is willing to pay the difference. It is a service. When Melvin incorporated, then they are supposed to provide their own citizens. Melvin Mayor Brown said they do not have to. Council Member Moreno said if their council chooses not to do that, it's on them. Mayor Groves said the money we are out is from out city taxpayers. If we don't get money back, we are not free to spend city taxpayers on anybody other than city taxpayers. Mayor Groves

said we're trying to solve the problem. Mayor said the Concho Valley Regional Advisory Council could pay the bill as a temporary solution. Mayor Groves said he was told the state contacted this gentleman and asked him to look into it. Mayor Groves said he did not throw blame on anybody, just explained the situation. Danny Updyke with the Concho Valley Regional Advisory Council said they were formed by the State of Texas. They cover every county in Texas; they're a 501c3, they work with hospitals and EMS systems. A month ago, the state got wind that there was a little town in McCulloch county that would all of a sudden have no EMS service. He reached out to Jeremy Ramon who explained the situation and said we would continue to work on it. Ramon then he notified him of the March 28th deadline. The state reached back out to see if he could come up with a solution. There is \$14,000 owed. He doesn't think there is a problem, that they will pay that while we continue to work this problem out. He thinks Melvin needs to take some responsibility. You're going to have to come up with something. The taxpayers in the city of Brady should not be footing the entire bill for EMS service in Melvin. EMS is not a mandated service in Texas. He understands it's a complex issue. it adds up over the years. They will make the payment if we will continue to work on the problem. He has never had an area not covered by EMS. There are independent providers but that \$14,000 cost is way cheaper than the hundreds of thousands of dollars. Danny Updyke asked if they've talked to hospital. James Stewart said no. Mr. Updyke asked what happens when they're in San Angelo doing a transfer when somebody in Melvin has a heart attack. Mayor Groves said that figure is for the previous year, this gets us to the next point. Council Member Gomez said he appreciates everyone being here. He is with Council Member Moreno. It's frustrating because we have been working to come up with a solution. We had a meeting in 2023 and another meeting on 3/5/24 and 4/1/24 so this has been a recurring thing. A life is worth more than any amount of money. He just wants the county and city to come to terms, he wants to protect our citizens and taxpayers. He is ok with the Concho Valley paying for it but we have to have some kind of assurance that Melvin will take care of themselves after that. Kendra Holubec said she was told by Mayor Brown, this \$15,000 was for services provided without an interlocal agreement. It is something they never signed an agreement agreeing to pay that at all. We're not legally bound to have to pay something that we never agreed to. You can assume agreement since you provided service, and they agreed to that service, but you cannot just bill somebody. Mayor Groves said we're not debating that. Kendra Holubec said he's willing to pay something that she doesn't think is due. Mayor Groves said we can go back and resettle if that number turns out to be different. We're looking for the opportunity to work it out. Mayor Groves said we were under the understanding that the County would pay that. Kendra Holubec said they were under that assumption as well. Mayor Groves said council needs to decide if they will accept that money. Council Member Moreno asked Kendra Holubec if she is a citizen of Melvin. She said she was. Council Member Moreno said we need people to be on city council of Melvin to help us. Kendra Holubec said she suggested that we feel we are providing us service so they should provide something in return, cash or whatever. Their city has a helipad that is used by the City's ambulance service. Their volunteer fire department goes out and ensures safe transfer, lights, helps move people, all at no cost. The city council of Melvin researched it and it was about \$5,000 per use. So they brought it to the council. The council said no because this saves people's lives. We're not willing to charge for something that saves lives. They're not going to charge for that. Their fire department gets no money from taxes or anything. Ms. Holubec said she is asking Council to consider in lieu of a \$5,000 per event charge, that ambulance will have to drive to San Angelo. They would like council to consider continued use of their helicopter pad with their fire department servicing and helping in exchange for

continued EMS services. They do not have money, but they have a service. They would like to do that in exchange. Council Member Moreno said he has talked to citizens of Melvin and hasn't gotten anything. Mayor Groves said he promises that will be considered. Council Member Gomez said he spoke with Mayor Brown about reaching out to State reps too. Mayor Brown said she agrees to the reimbursement. They have an asset manager coming in. Everybody keeps saying raise taxes. If they raise taxes, it would cost \$100 for 100 people per month to pay. Ruben Ramon said he has 30 years of experience in EMS. It has always been a battle between city and county. He does feel there is an option and solution that we can work out. There is a plan we can put in place and pay a little extra on water meter every month. He doesn't mind paying an extra \$10 a month. We do have the helipad. Maybe we can work out a cheaper rate. Every time the ambulance is paged out there, the fire department is paged out and they help. Council Member Moreno said the city wants to help; Melvin needs to tell us what they can do. He's being told they can't do anything. Council Member Moreno said he thinks the county should pay it because there was an agreement with the county at that time. Mayor Groves called for the question. Council Member Elliston moved to accept the money so we can continue these discussions. Seconded by Council Member Gomez. All Council Members voted "aye" and none "nay". Motion passed with a 4 – 0 vote. Mayor Groves said we all want a solution to this.

- E. Discussion, consideration and possible action regarding engaging an outside Human Resources consulting firm. James Stewart said they've looked at what options are available. They came down to the realization that there is one that shines. These companies cost a lot of money and want HR and payroll. We already have software that we're using for payroll which is very effective. This consulting firm will be a benefit. They recommend Cano HR Group. Council Member Ellison asked if they have vetted all of them and still lean to Cano? James Stewart and Barbara Holly said yes. Council Member Elliston said she would like to go with the higher level of service with them. Council Member Gomez said this is something we have been talking about since December 2023. We want to be more efficient when it comes to that. Mayor Groves said one of the key things is the potential for if something goes wrong, personnel issues can bite you and cause the most problems, so getting a good handle on personnel is very important. Council Member Gomez moved to engage Cano HR Group for the full service. 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 direct city staff on the approved budget item: Retain professional services for the sale of the City's Gas distribution system. Steven Miller presented. Council Member Moreno asked if we got information on what it's worth. Barbara Holly said a consultant did tell us that it wasn't as dyer as we thought, that we've done the work as expected. Council Member Moreno said council voted to get someone to give us an actual amount. Steven Miller said they had two meetings to start the process to develop the RFP. In a general sense, they said you don't really get a lot for these systems. We lost a large stream of revenue. He was trying to show it's sort of a break-even operation. Miller went over projects that have been identified over the years. We're on our own out here. Nobody is going to come in and help us, so how do we fix our gas system. We have issues. We have a line under a house. Mayor Groves said government regulations are on us so strong and we have no way to meet those demands. Those demands require us to sell this. We cannot meet their standards. Barbara Holly said they told us it had to do with the percentage of pipe you have to replace. We looked at our critical assets as a

whole. And we had to replace so much of that per year. Mr. Pena said you can break that out. We have been replacing what the state has required. He said you would also have data centers that can come in that are so needy of electricity, they're using natural gas to make their own electricity on site. So now there is not a need to sell it now. So, we need to know if we continue or let it ride. Council Member Moreno said they were told we needed to sell it because of regulations. They asked to find out how much we could get for it, and we haven't even gotten to that point. Council Member Elliston said we went through the election thinking our hands were tied and we had no choice. Miller said there is a capital component and a regulatory component. It's getting difficult to deal with it. Danny Galindo said they are sending out information monthly and we've taken care of our system this whole time. Very seldom do we bring in a contract. He handles everything. He does all the training for his employees which could be considered a risk. He does it and documents everything. Now they have companies come in and charge \$10,000 to \$15,000 per employee. Right now, there are three of them and a part timer and it's really hard to keep up with the bookwork and out in the field. You can't keep up with it, but they do it. We're going to have to change staffing to keep up. There's a lot of documentation that they are pushing on utilities. Steven Miller said Danny spends a lot of time trying to hold it together and he has done a remarkable job. Council Member Phillips said sometimes you have to sell things not to make money, but to reduce liability. Barbara Holly said it might be valuable to have Mr. Pena come in and talk to council at a workshop. Mayor Groves said once you sell it it's gone. Danny Galindo said it was sold before and we ended up buying it back, but if it gets sold this time, then the city probably wouldn't buy it back. Mayor Groves asked how much is the RFQ. Miller said \$35,000. Mayor Groves said he thinks we should spend the \$35,000 and know some facts. Council Member Moreno said we already allocated this money and we haven't even gotten an estimate on how much we would receive. Council Member Elliston said she thinks we could get information from Mr. Pena without spending the \$35,000. Council Member Moreno moved to hire Mr. Pena and spend the \$35,000. Seconded by Council Member Phillips. All Council Members voted "aye" and none "nay". Motion passed with a 4 – 0 vote.

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 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
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

Steve Morgan said April 11, LCRA will bring guys to paint the railing around the pool.

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:

Regular Session was recessed again at 8:48 p.m. Council went back into open session at 8:48 for a citizen comment. Bob Klem said last week he saw something on Facebook where a business owner posted that she had a brand new sign that looked really good and somebody helped her pay for it, and asked who is going to pay for a sign that announces Richards Park. It needs a lot of work. Council Member Moreno told him that one and the one on the Golf course are being done.

Executive Session was opened at 9:03 p.m. and closed at 9:35 p.m. Regular Session resumed at that time.

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

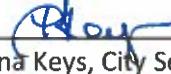
No action was taken as a result of executive session

12. ADJOURNMENT

There being no further business, Mayor Groves adjourned the meeting at 9:36 p.m.



Anthony Groves, Mayor

Attest: 
Tina Keys, City Secretary