



**CITY OF BRADY COUNCIL AGENDA  
REGULAR CITY COUNCIL MEETING  
SEPTEMBER 2, 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. September 2, 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  
Mayor Pro Tem  
Council Member Place 1

Aaron Garcia  
Council Member Place 2

Curtis Owens  
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 August 19, 2025

**5. PRESENTATIONS:**

None

**6. PUBLIC HEARINGS:**

A. Public Hearing for the proposed Fiscal Year 2025-2026 Budget

AFTER ITEMS 7.A. AND 7.B.

B. Public Hearing for the proposed 2025 property tax rate for the  
FY 2026 Budget year

*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 **first reading of Ordinance No. 1399** of the City of Brady, Texas, to adopt the FY 2026 Budget as posted on [www.bradytexas.us](http://www.bradytexas.us)
- B. Discussion, consideration and possible action regarding ratification of the tax increase reflected in the FY 2026 Budget.

Public Hearing item 6.B.

- C. Discussion, consideration and possible action regarding **the first reading of Ordinance 1400** of the City of Brady, Texas to adopt the 2025 Property Tax Rate.
- D. Discussion, consideration and possible action regarding the **first reading of Ordinance 1401** of the City of Brady, Texas, adopting the Utility Rates and Fee Schedule for City Services.
- E. Discussion, consideration and possible action regarding the **second and final reading of Ordinance No. 1397** assigning Rights to Operate & Maintain a natural gas distribution system to West Texas Gas Utility LLC, Midland, Texas, and establishing a franchise fee.
- F. Discussion, consideration and possible action regarding the **second and final reading of Ordinance 1398** amending ordinance 982 of the City of Brady, Texas, designating truck routes in the City of Brady, Texas.
- G. Discussion, consideration and possible action regarding Resolution 2025-021 updating the City's Uniform Apparel Policy.

## 8. STAFF REPORTS:

### A. Upcoming Special Events/Meetings:

September 16		Regular City Council Meeting, 6:00 p.m.
September 20		<b>HAPPY BIRTHDAY GABE MORENO</b>
October 7		Regular City Council Meeting, 6:00 p.m.
October 13		<b>Columbus Day Holiday, City Offices Closed, Altered Trash Schedule – (Mon. 10/13 picked up Tues. 10/14 and Tues. 10/14 picked up Wed. 10/15)</b>
October 21		Regular City Council Meeting, 6:00 p.m.

## 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. COMMENTS ON FUTURE ITEMS FOR CONSIDERATION:

### 11. 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 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
- 

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

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

### 13. 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.*

\_\_\_\_\_  
*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, August 19, 2025 at 6:00 p.m. with Mayor Pro Tem Phillips presiding. Council Members present were Gabe Moreno, Terry Phillips, Aaron Garcia, Curtis Owens and Felix Gomez. City staff present were Finance Director Lisa McElrath, Public Works Director Steven Miller, Electric Superintendent Joe Solis, Police Sgt. Trevor Sutton, Golf Superintendent R. S. Bush, and City Secretary Tina Keys. Also in attendance were Casey Long, Chuck Jividen, Daniel Solis, Gerald Nobles, James Griffin, Melissa Goode, Margie Escobar, Hanna Jacoby, Kelly Christie, Charles Hodges, and Joseph Aguirre.

### 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.

### 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 Budget Work Sessions on July 15, 17, 22 and 29 and Regular Session meeting on August 5, 2025.

Council Member Moreno moved to approve the Consent Agenda. Seconded by Council Member Phillips. All Council Members voted “aye” and none “nay”. Motion passed with a 5 – 0 vote.

### 5. PRESENTATIONS:

- Electric Distribution System Annual Report – Joe Solis 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 regarding the **first reading of Ordinance 1397** assigning Rights to Operate & Maintain a natural gas distribution system to West Texas Gas Utility LLC, Midland, Texas and establishing a franchise fee. Steven Miller presented and reviewed the ordinance. Council Member Moreno moved to approve the first reading of Ordinance 1397. Seconded by Council Member Owens. All Council Members voted “aye” and none “nay”. Motion passed with a 5 – 0 vote.
- B. Discussion, consideration and possible action regarding the **first reading of Ordinance 1398** amending Ordinance 982 of the City of Brady, Texas designating truck routes in the City of Brady, Texas. Steven Miller presented. Council Member Phillips moved to approve the first reading of Ordinance 1398. Seconded by

Council Member Owens. All Council Members voted “aye” and none “nay”. Motion passed with a 5 – 0 vote.

- C. Discussion, consideration and possible action to award the purchase of one (1) 2026 HV607 SBA Commercial Side Load Trash Truck to Roberts Truck Center of San Angelo, TX, an approved Sourcewell vendor in the total amount of \$250,929.01. Lisa McElrath presented. Council Member Garcia moved to award the purchase of one (1) 2026 HV607 SBA Commercial Side Load Trash Truck to Roberts Truck Center of San Angelo, TX, an approved Sourcewell vendor in the total amount of \$250,929.01. Seconded by Council Member Phillips. All Council Members voted “aye” and none “nay”. Motion passed with a 5 – 0 vote.
- D. Discussion, consideration, and possible action regarding approval of Resolution 2025-019 to enter into a finance contract with Government Capital for the purpose of procuring (1) 2026 HV607 SBA Commercial Side Load Trash Truck (\$250,929.00). Lisa McElrath presented. Council Member Garcia asked if we can go with Commercial National since they are local even though their rate is higher. Lisa said they go with the best rates. Council Member Phillips moved to approve Resolution 2025-019 to enter into a finance contract with Government Capital Corporation for a total principal amount not to exceed \$250,929.00. Seconded by Council Member Moreno. Four Council Members voted “aye” and one, Council Member Garcia, voting “nay”. Motion passed with a 4 - 1 vote.
- E. Discussion, consideration and possible action regarding approval of Resolution 2025-020 opposing the proposed 765 kV transmission line routes that transect McCulloch County. Gerald Nobles said he is representing Friends of the San Saba. They are up to over 100 members. They met with LCRA in Austin and talked to them about how they came up with the routes. There are five lines that go across Texas. They’re going to build 4 of the 5. One segment affects us; goes from San Saba to Christoval. They asked LCRA how they came up with the route. They draw a line then do an aerial and give to their developers. They had a zoom meeting with Oncor who told them the same thing. They have no interest in coming here. They are going to trust their engineers. The decision on the final line will be made in December. If you object you have to go into a lawsuit against the PUC. All three lines to across the San Saba river multiple times. M. Nobles said he came here because of water. He is surprised how the state does not take care of the flow in our rivers. We have not seen a transmission line of this size in the state of Texas. The easement is over 200’ wide. The amount of clearing for the easement is amazing. There has been no research on how this will reflect wildlife. It’s very powerful electricity. They need to use existing easements and not bring it across our water. Land values will drop. Tax values will go down. It will affect hunting. Mr. Nobles asked to add to our resolution telling the state to stay away from the water. That’s what they’re going after. It’s a statewide problem. Council Member Phillips said he was in the powerline business. He worked on easements for power lines. When you clear cut land, we’ve seen evidence of flooding that caused catastrophic damage. He can’t see how them clear cutting and going across the river 4 – 5 times will do anything but be a negative impact. He’s not against transmission lines. We have to have them, but we have to do better at monitoring it and remediating the potential damage. Mr. Nobles handed out the resolution that was passed by McCulloch County Commissioners Court. There is a section he thinks should be added to our resolution. Council Member Moreno said we’re on the same side. We do have two different resolutions and it would need to be more refined before we vote on it. Council Member Garcia moved to

approve amendment to Resolution 2025-020 by adding “Whereas, the construction and maintenance of a 765kV electrical transmission line which may cross and run alongside the San Saba River and through its valley will have an adverse effect on the natural habitat, vegetation and wildlife that are associated with the San Saba River, will increase the risk of flash flooding during a high rain event and impair the value of land in the County to the detriment of its residents and property owners”. Motion was seconded by Council Member Phillips. All Council Members voted “aye” and none “nay”. Motion passed with a 5 – 0 vote. Council Member Garcia moved to approve Resolution 2025-020 as amended. Seconded by Council Member Phillips. All Council Members voted “aye” and none “nay”. Motion passed with a 5 – 0 vote.

- F. Discussion, consideration and possible action to award the Bank Depository proposal application for the City of Brady. Lisa McElrath presented. Council Member Moreno moved to award the City’s Depository Bank from September 1, 2025 to August 31, 2029 to Commercial National Bank. Seconded by Council Member Gomez. All Council Members voted “aye” and none “nay”. Motion passed with a 5 – 0 vote.
- G. Discussion, consideration and possible action for final approval for EDC to grant Frontera Healthcare a building improvement grant in the amount of \$45,000.00. Daniel Mendoza presented. Council Member Garcia asked if he should abstain since his wife works for Frontera Healthcare. Mayor Groves said no. Council Member Phillips moved to approve amendment to allow the EDC to grant Frontera Healthcare a building improvement grant in the amount of \$45,000. Seconded by Council Member Moreno. Four Council Members voted “aye” and Council Member Garcia abstained. Motion passed with a 4 – 0 vote.
- H. Discussion, consideration and possible action for final approval for EDC to grant Vision Heights Daycare a building improvement grant in the amount of \$10,000 and a façade grant in the amount of \$10,000. Totaling \$20,000. Daniel Mendoza presented. Council Member Garcia moved to approve amendment to allow the EDC to grant Vision Heights Daycare a building improvement grant and façade grant in the amount of \$20,000. Seconded by Council Member Gomez. All Council Members voted “aye” and none “nay”. Motion passed with a 5 – 0 vote.
- I. Discussion, consideration, and possible action approving the purchase of 850T Limestone Rock Asphalt, Type 1, Grade D (cold mix) material from Vulcan Construction Materials, LLC, San Antonio, TX in the amount of \$100,206.00. Steven Miller presented. Council Member Owens moved to approve the purchase of 850T of Limestone Rock Asphalt Type 1, Grade D (cold mix) material from Vulcan Construction Materials, LLC – San Antonio, Texas for the total purchase price of \$100,206.00. Seconded by Council Member Phillips. All Council Members voted “aye” and none “nay”. Motion passed with a 5 – 0 vote.

## 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:

August 20		<b>HAPPY BIRTHDAY TERRY PHILLIPS</b>
August 21		<b>HAPPY BIRTHDAY TONY GROVES</b>

August 28		Goat Cook-off Employee Appreciation Luncheon, Richards Park, 11:30 – 1:00
September 1		Labor Day Holiday – City offices closed, altered trash schedule, Mon. 9/1 picked up Tues. 9/2, Tuesday 9/2 picked up Wednesday 9/3
September 2		Regular City Council Meeting, 6:00 p.m.
September 16		Regular City Council Meeting, 6:00 p.m.
September 20		<b>HAPPY BIRTHDAY GABE MORENO</b>

## 9. ANNOUNCEMENTS

There were no announcements.

## 10. COMMENTS ON FUTURE ITEMS FOR CONSIDERATION

There were no comments.

## 11. 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 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.

Open session recessed at 7:29 p.m. Executive Session was opened at 7:37 p.m. and closed at 8:32 p.m. Regular Session resumed at that time.

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

Council Member Garcia moved to create a committee chaired by Council Member Owens to facilitate and complete construction of the Brady Fire Department facility as soon as possible, prior to construction of the police department building, at the location previously approved by the City Council (area adjacent to the Municipal Court building).

## 13. ADJOURNMENT

There being no further business, Council Member Owens moved to adjourn the meeting at 8:34 p.m.

\_\_\_\_\_  
Anthony Groves, Mayor

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

# City Council

## City of Brady, Texas

### Agenda Action Form

<b>AGENDA DATE:</b>	9-2-2025	<b>AGENDA ITEM</b>	6. A
<b>AGENDA SUBJECT:</b> Public Hearing for the proposed Fiscal Year 2025-2026 Budget			
<b>PREPARED BY:</b>	Lisa McElrath	<b>Date Submitted:</b>	8-27-2025
<b>EXHIBITS:</b>			
<b>BUDGETARY IMPACT:</b>			
		<b>Required Expenditure:</b>	\$00.00
		<b>Amount Budgeted:</b>	\$00.00
		<b>Appropriation Required:</b>	\$25,508,788
<b>CITY MANAGER APPROVAL:</b>			

<b>SUMMARY:</b>
<p>This time is provided for citizens to comment on the proposed budget for FY 26.</p>

<b>RECOMMENDED ACTION:</b>
<p>Open Public Hearing (announce the time for recording)          Allow for public input          Close the Public Hearing (announce the time for recording)</p> <p>Announce that the Council will now take action on the FY 26 Budget – Agenda item 7A and B</p>



# City Council City of Brady, Texas Agenda Action Form

<b>AGENDA DATE:</b>	9-2-2025	<b>AGENDA ITEM</b>	6.B
<b>AGENDA SUBJECT:</b>	Public Hearing for the proposed 2025 property tax rate for the 2026 Budget year.		
<b>PREPARED BY:</b>	Lisa McElrath	<b>Date Submitted:</b>	8-27-2025
<b>EXHIBITS:</b>	Notice of Public Hearing on Tax Rate ( published in the Brady Standard August 13, 2025 )		
<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>			

<b>SUMMARY:</b>		
<p>This budget will raise more total property taxes than last year's budget by an amount of \$68,106.38 which is a 6.78% increase from last year's budget. The property tax revenue to be raised from new property added to the tax roll this year is \$571. This tax rate includes a cemetery tax of .02 on each one-hundred dollars (\$100.00) valuation of property.</p> <p>The property tax rate will increase taxes for maintenance and operations on a \$100,000 home by approximately \$22.55</p> <p>The proposed tax rate is expected to raise about \$1,071,000 in taxes, and at a 97% collection rate \$1,042,000 is reflected in the FY 26 budget.</p>		
	Tax Rate	Adopted FY 2024-2025
Property Tax Rate	0.342092	Proposed FY 2025-2026
No New Revenue Rate	0.342092	0.337476
Voter Approval Tax Rate	0.379233	0.313861
Debt Rate	0.00000	0.349058
		0.00000

<b>RECOMMENDED ACTION:</b>
<p>Open Public Hearing (announce the time for recording)</p> <p>Allow for public comment</p> <p>Close the Public Hearing (announce the time for recording)</p> <p>Announce that the Council will now take action on the Proposed Tax Rate – Agenda item 7 C</p>

Statements required in notice if the proposed tax rate exceeds the no-new-revenue tax rate but does not exceed the voter-approval tax rate, as prescribed by Tax Code §§26.06(b-2)

# NOTICE OF PUBLIC HEARING ON TAX RATE

This notice only applies to a taxing unit other than a special taxing unit or municipality with a population of less than 30,000, regardless of whether it is a special taxing unit.

PROPOSED TAX RATE	\$ 0.337476	per \$100
NO-NEW-REVENUE TAX RATE	\$ 0.313861	per \$100
VOTER-APPROVAL TAX RATE	\$ 0.349058	per \$100

The no-new-revenue tax rate is the tax rate for the 2025 tax year that will raise the same amount of property tax revenue for City of Brady from the same properties in both the 2024 tax year and the 2025 tax year.

(current tax year)  
(name of taxing unit)  
(preceding tax year)  
(current tax year)

The voter-approval tax rate is the highest tax rate that City of Brady may adopt without holding an election to seek voter approval of the rate.

(name of taxing unit)

The proposed tax rate is greater than the no-new-revenue tax rate. This means that City of Brady is proposing to increase property taxes for the 2025 tax year.

(name of taxing unit)  
(current tax year)

A PUBLIC HEARING ON THE PROPOSED TAX RATE WILL BE HELD ON September 2, 2025 - 6:00 pm at Brady Municipal Court Building at 207 S. Elm St, Brady, TX

(date and time)  
(meeting place)

The proposed tax rate is not greater than the voter-approval tax rate. As a result, City of Brady is not required to hold an election at which voters may accept or reject the proposed tax rate. However, you may express your support for or opposition to the proposed tax rate by contacting the members of the City Council of City of Brady at their offices or by attending the public hearing mentioned above.

(name of taxing unit)  
(name of governing body)

YOUR TAXES OWED UNDER ANY OF THE TAX RATES MENTIONED ABOVE CAN BE CALCULATED AS FOLLOWS:

$$\text{Property tax amount} = (\text{tax rate}) \times (\text{taxable value of your property}) / 100$$

(List names of all members of the governing body below, showing how each voted on the proposal to consider the tax increase or, if one or more were absent, indicating absences.)

FOR the proposal: Gabe Moreno, Curtis Owens, Terry Phillips

AGAINST the proposal: \_\_\_\_\_

PRESENT and not voting: Mayor Anthony Groves

ABSENT: Aaron Garcia, Felix Gomez

Visit [Texas.gov/PropertyTaxes](https://www.texas.gov/PropertyTaxes) to find a link to your local property tax database on which you can easily access information regarding your property taxes, including information about proposed tax rates and scheduled public hearings of each entity that taxes your property.

The 86th Texas Legislature modified the manner in which the voter-approval tax rate is calculated to limit the rate of growth of property taxes in the state.

The following table compares the taxes imposed on the average residence homestead by City of Brady last year  
(name of taxing unit)  
to the taxes proposed to be imposed on the average residence homestead by City of Brady this year  
(name of taxing unit)

	2024	2025	Change
<b>Total tax rate (per \$100 of value)</b>	0.342092	0.337476	(Decrease) of (0.004616) per \$100, or (-1.3)%
<b>Average homestead taxable value</b>	\$104,706	\$113,135	(Increase) of (8.05)%
<b>Tax on average homestead</b>	\$358.19	381.80	(Increase) of (\$23.61), or (6.59)%
<b>Total tax levy on all properties</b>	\$1,003,775.56	\$1,071,881.94	(Increase) of (\$68,106.38), or (6.78)%

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

<b>AGENDA DATE:</b>	9-2-25	<b>AGENDA ITEM</b>	7. A
<b>AGENDA SUBJECT:</b>	Discussion, consideration, and possible action regarding the <b>first reading of Ordinance 1399</b> of the City of Brady, Texas, to adopt the FY 2026 Budget as posted on <a href="http://www.bradytexas.us">www.bradytexas.us</a> .		
<b>PREPARED BY:</b>	Lisa McElrath	<b>Date Submitted:</b>	8-27-2025
<b>EXHIBITS:</b>	Ordinance 1399 with exhibit A Step-Grade Schedule and Certification Sheet Supplemental Decisions Summary for FY 26		
<b>BUDGETARY IMPACT:</b>	<b>Required Expenditure:</b>	\$00.	
	<b>Amount Budgeted:</b>	\$00.	
	<b>Appropriation Required:</b>	\$28,508,788	
<b>CITY MANAGER APPROVAL:</b>			

<b>SUMMARY:</b>	<p>After the City Council conducted several Budget workshops in July with staff, a Proposed FY26 Budget totaling \$28,508,788 after transfers was delivered to Council on 8-5-25 to consider for approval. The Proposed Budget was posted on the city website, and a summary was appropriately published in the City Newspaper on 8-13-25.</p> <p>Attached is the Supplemental Decision Summary detailing the Council's decision for each additional request beyond the base budget that was presented on June 30. The approved supplemental requests are included in the proposed FY 26 Budget.</p> <p>This budget will raise \$68,106.38 more total property taxes than last year's budget. The property tax revenue to be raised from new property added to the tax roll this year is estimated to be \$571 and continues to reflect collections of a cemetery tax levy of 2 cents per \$100 valuation of property. The Tax Rate Increase notice is posted on the City's website at: <a href="https://www.bradytexas.us/411/Taxes">https://www.bradytexas.us/411/Taxes</a>. If adopted, the proposed tax rate would increase the average homeowner's annual tax payment by \$23.61 or 6.59%.</p> <p>The Budget proposes utility rate increases in water, sewer and trash pick-up services and converting two part-time positions to full-time; one in Utility Support (Customer Service) and one in the Solid Waste Division.</p> <p>The Budget includes a 3% wage increase for qualified full-time employees, and continues the certification pay program. The City will continue its partnership agreement with the BISD funding 67% of the School Resource Officer salary and benefits.</p> <p>Water line improvements continue to be a major focus, along with electric system upgrades. Other major focuses include: an animal shelter, parks system upgrades and a remodel upgrades to City Hall.</p> <p>The proposed FY26 Budget promotes that ending fund balances should maintain required policy levels.</p>
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**RECOMMENDED ACTION:**

Mayor will ask: “Madam City Secretary please read the Ordinance Preamble for the record in accordance with the City Charter.” “Secretary reads preamble”

**Mayor calls for a motion:** Move to approve the first reading of Ordinance 1399

Mayor will ask: “Madam City Secretary please proceed with a Roll Call vote. ( 4 affirmative votes required)

**FISCAL YEAR 2026 BUDGET ORDINANCE  
ORDINANCE NO: 1399**

**AN ORDINANCE AS PRESCRIBED BY THE HOME RULE CHARTER, CITY OF  
BRADY, ADOPTING A FISCAL YEAR 2026 OPERATING BUDGET**

**WHEREAS**, State law and the Home Rule Charter requires formal adoption of an annual budget for operations for the City of Brady; and

**WHEREAS**, the City Manager presented a proposed budget to the City Council on August 5, 2025 per Home Rule Charter requirement Section 6.03 and desired amendments by the City Council have been incorporated; and

**WHEREAS**, a general summary of the proposed budget was posted in City Hall, on the city website and published in the official newspaper; and

**WHEREAS**, exhibit A, the Employee Grade/Step Schedule and Certification Pay is included for adoption that supports payroll budget costs for FY 2026;

**WHEREAS**, a public hearing was held on September 2, 2025, in accordance with State law and Home Rule Charter requirements; and

**WHEREAS**, Section 6.03 of the Home Rule Charter provides that in the event the budget has not been finally adopted by October 1st, the budget and desired amendments as submitted shall be deemed to have been finally adopted by the Council;

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

**SECTION 1:**

That the foregoing recitals are hereby found to be true and correct and are hereby adopted by City Council and made a part hereof for all purposes and findings of fact. City Council hereby certifies that the City has complied with all statutory notices, hearings, and requirements for the adoption of the FY 2026 Operational Budget.

**SECTION 2:**

That the Fiscal Year 2026 Operational Budget for the City of Brady, Texas, as presented to the City Council on September 2, 2025, and will hereby be deemed adopted on September 16, 2025 by requirement of State Law and Section 6.03 of the Home Rule Charter.

**SECTION 3:**

That a copy of the 2026 FY Operation Budget be filed with the City Secretary and other officials as designated under State law.

**SECTION 4:**

That the City Manager be empowered to administer the approved 2026 FY Operational Budget and

execute purchases and other expenditures in accordance with State law and the Home Rule Charter.

**SECTION 5:**

That this Ordinance be published by caption only pursuant to State law.

**SECTION 6:**

That this Ordinance shall be in force and effective on the 1st day of October 2025, that being more than 15 days after such publication, for the public hearing on the budget, pursuant to Section 6.03 (2) of the Home Rule Charter.

This Ordinance was presented at a public hearing held on September 2, 2025; was formally introduced on the 2nd day of September 2025 for the first reading; and was presented on the 16th day of September 2025 for the second and final reading.

**Roll Call Vote:**

☐ Terry Phillips, Mayor Pro Tem  
☐ Aaron Garcia, Council Member Place 2  
☐ Curtis Owens, Council Member Place 3  
☐ Felix Gomez, Jr., Council Member Place 4  
☐ Gabe Moreno, Council Member Place 5

**PASSED AND ADOPTED ON FIRST READING** on this 2nd day of September 2025.

**Roll Call Vote:**

☐ Terry Phillips, Mayor Pro Tem  
☐ Aaron Garcia, Council Member Place 2  
☐ Curtis Owens, Council Member Place 3  
☐ Felix Gomez, Jr., Council Member Place 4  
☐ Gabe Moreno, Council Member Place 5

**PASSED AND ADOPTED ON SECOND READING** on this 16th day of September 2025.

\_\_\_\_\_  
Anthony Groves, Mayor

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

CITY OF BRADY  
EMPLOYEE GRADE/STEP SCHEDULE  
Established October 1, 2014 - Effective October 1, 2025

EXHIBIT A - ORD 1399

CATEGORY	DESCRIPTION	GRADE	STEP											
			No experience			Some experience			Seasoned					
			01	02	03	04	05	06	07	08	09	10	11	12
MAINTENANCE	Aquatic Seasonal Employees*	10*	9.00	9.25	9.50	9.75	10.00	10.25	10.50	10.75	11.00	11.25	13.00	15.00
	Part Time/Seasonal Positions	11	10.00	10.30	10.61	10.93	11.26	11.59	11.94	12.30	12.67	13.05	13.44	13.84
	Airport serviceman, Landfill Attendant, Cooks	12	10.00	10.30	10.61	10.93	11.26	11.59	11.94	12.30	12.67	13.05	13.44	13.84
		13												
	Crewman I, Maint I, Groundskeeper I, & I	14	13.00	13.39	13.79	14.21	14.63	15.07	15.52	15.99	16.47	16.96	17.47	18.00
	Crew II, Maint II, Trk Driver, Heavy Equip Op	15	14.64	15.08	15.53	16.00	16.48	16.97	17.48	18.01	18.55	19.10	19.67	20.27
	Electric Lineman B, WWTP Operator	16	18.31	18.86	19.43	20.01	20.61	21.23	21.87	22.53	23.21	23.91	24.63	25.37
	Electric Lineman A	17	25.40	26.16	26.94	27.75	28.58	29.44	30.32	31.23	32.17	33.14	34.13	35.15
SUPPORT														
	Pro-Shop, Lake Store Attendants	21	13.00	13.39	13.79	14.21	14.63	15.07	15.52	15.99	16.47	16.96	17.47	18.00
	Custodian	22	13.25	13.65	14.06	14.48	14.91	15.36	15.82	16.30	16.78	17.29	17.81	18.34
	Clerks- Court, Finance, Permit, Records, Admin Asst**	23	13.46	13.86	14.28	14.71	15.15	15.60	16.07	16.55	17.05	17.56	18.09	18.63
PROFESSIONAL/TECHNICAL														
	Customer Service Representatives	31	13.25	13.65	14.06	14.48	14.91	15.36	15.82	16.30	16.78	17.29	17.81	18.34
	Lead: Equipment Op, Cust Ser Rep, Linesman	32	15.37	15.83	16.30	16.79	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26
	Purch Agt, Fin Assist, HR, Mechanic, Meter Tect	33	17.17	17.69	18.22	18.77	19.33	19.91	20.51	21.13	21.76	22.41	23.08	23.77
	WTP Operator-B	34	25.50	26.27	27.06	27.87	28.71	29.57	30.46	31.37	32.31	33.28	34.28	35.31
FIRE / EMS	2756 HRS:													
	Basic EMT only (FT or PT)	41	15.02	15.47	15.94	16.42	16.91	17.42	17.94	18.48	19.03	19.60	20.19	20.80
	Paramedic only (PT)	41a	18.95	19.52	20.10	20.71	21.33	21.97	22.63	23.31	24.01	24.73	25.47	26.23
	Basic EMT-Firefighter	42	16.41	16.91	17.41	17.94	18.47	19.02	19.59	20.18	20.79	21.41	22.05	22.72
	Advanced EMT- Firefighter	43	17.51	18.03	18.57	19.13	19.70	20.29	20.90	21.53	22.18	22.84	23.53	24.23
	Paramedic - Firefighter	44	19.39	19.97	20.57	21.19	21.82	22.48	23.15	23.85	24.56	25.30	26.06	26.84
	Captain - Basic EMT - Firefighter	45	19.02	19.60	20.18	20.79	21.41	22.05	22.72	23.40	24.10	24.82	25.57	26.33
	Captain - Advanced EMT - Firefighter	46	19.76	20.36	20.97	21.60	22.24	22.91	23.60	24.31	25.04	25.79	26.56	27.36
	Captain-Paramedic-Firefighter/ Lt.Training Off	47	20.87	21.49	22.14	22.80	23.48	24.19	24.91	25.66	26.43	27.22	28.04	28.88
	EMS Coordinator/ Asst Chief - 2080 HRS	48	34.85	35.90	36.97	38.08	39.22	40.40	41.61	42.86	44.15	45.47	46.84	48.24
POLICE														
	Police Officer - 2236 HRS	51	20.02	20.62	21.24	21.88	22.53	23.21	23.90	24.62	25.36	26.12	26.91	27.71
	Sergeant	52	20.60	21.22	22.07	22.73	23.41	24.12	24.84	25.59	26.35	27.14	27.96	28.80
	Lieutenant	53	24.82	25.56	26.33	27.12	27.93	28.77	29.63	30.52	31.44	32.38	33.35	34.35
	Captain	54	25.12	25.87	26.65	27.45	28.55	29.41	30.29	31.20	32.13	33.10	34.09	35.11
SUPERVISORY														
	Senior Center Director	61	16.07	16.55	17.05	17.56	18.09	18.63	19.19	19.77	20.36	20.97	21.60	22.25
	Airport Manager, Golf Course Superintendent	62	18.67	19.23	19.81	20.40	21.01	21.64	22.29	22.96	23.65	24.36	25.09	25.84
	Superintendents, WTP Operator-AA, Code Off, '	63	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.11	31.01	31.94	32.90	33.89
	Electric&WWTP Superintendents, Billing Manc	64	35.11	36.16	37.24	38.36	39.51	40.70	41.92	43.18	44.48	45.81	47.18	48.60
ADMINISTRATIVE														
	City Secretary	71	OPEN											
	Chief of Fire / EMS	72	OPEN											
	Chief of Police	73	OPEN											
	Deputy City Manager	74	OPEN											
	Director of Finance	75	OPEN											
	Director of Public Works	76	OPEN											
EXECUTIVE														
Series 80	City Manager	80	OPEN											

\*10/10 Pool Manager \$17.00; Asstaint Pool Manager \$15.00; Lead Lifeguards \$13.01

\*\* Complete listing on Job List page



Job Positions by Grade - Effective October 2025 EXHIBIT A - ORD 1396

CATEGORY	GRADE	DESCRIPTION
MAINTENANCE	10	Aquatic Seasonal Employees
	11	Part-Time / Seasonal Employees
	12	Airport Line serviceman Cook, Cook's Aide Landfill Attendant
	13	
	14	Crewman I Maintenance I Groundskeeper I and II
	15	Refuse Truck Driver Heavy Equipment Operator, Refuse Trk Driver Crewman II, Technician II, Maint II
	16	WWTP, GWTP Operator Electric Lineman B
	17	Electric Lineman A
SUPPORT	21	Pro-Shop Attendant Lake, Park Admin Asst.
	22	Custodian
	23	Animal Control Officer Records Clerk / Property Room Tech Court Clerk Administrative Assistant Compliance Coordinator (Permit Clerk) Finance Clerk
PROFESSIONAL/	31	Customer Service Representatives
TECHNICAL	32	Lead: Line serviceman, Customer Service Rep Equipment Operator
	33	Purchasing Agent Finance Assistant City Mechanic Human Resources Meter Technician-Billing & Code Assistant
	34	Water Treatment Plant Operator-B
FIRE / EMS	41	Basic EMT only (PT or FT)
	41a	Paramedic EMT-only (PT)
	42	Basic EMT-Firefighter
	43	Advanced EMT- Firefighter
	44	Paramedic EMT- Firefighter
	45	Captain- Basic EMT- Firefighter
	46	Captain- Advanced EMT- Firefighter
	47	Captain- Paramedic - Firefighter
	48	Lt. Training Officer EMS Coordinator/ Asst. Chief
POLICE	51	Police Officer
	52	Sergeant
	53	Lieutenant
	54	Captain
SUPERVISORY	61	Senior Citizens Center Director
	62	Airport Manager Golf Course Superintendent
	63	Water/ WW Collection Superintendent Solid Waste Superintendent  Facilities Manager Street Superintendent Water Treatment Plant Senior Operator-AA Code Enforcement Officer Building Official
	64	Electric Distribution Superintendent WWTP Superintendent Utility Billing Manager
ADMINISTRATIVE	71	City Secretary
	72	Chief of Fire / EMS
	73	Chief of Police
	74	Deputy City Manager
	75	Director of Finance
	76	Director of Public Works
EXECUTIVE	80	City Manager

CITY OF BRADY  
CERTIFICATION PAY SCHEDULE FOR FULL TIME EMPLOYEES\*

Incentive Level	Certification By Type	Monthly Incentive
Level One:	Permit Technician Certification Texas Pesticide Applicators License Texas Vector Control (Mosquito) License Electric Hotline Level One (I) <b>Pool Operator Certification</b>	\$50.00
Level Two:	Water Treatment/Distribution (C Certificate) Wastewater Treatment (C Certificate) Texas Irrigators License / Backflow License Electric Hotline Level Two (II) Customer Service Inspection (CSI) Gas Qualified Operator (Year 1) Instructor I License	\$75.00
Level Three:	EMT Intermediate Certified Court Clerk Certification (Level I) Municipal Solid Waste Management Class A License Certificate in Basic Code Enforcement Electric Hotline Level Three (III) <b>Fire Inspector</b>	\$100.00
Level Four:	Water Treatment/Distribution (B Certificate) Wastewater Treatment/Collection (B Certificate) Communications Officer Intermediate Certificate Certified Court Clerk Certification (Level II) Electric Hotline Level Four (IV) Gas Operator Qualification II (OQ II)	\$125.00
Level Five:	Firefighter Intermediate License Paramedic License Communications Officer Advanced Certification Building Inspection Plan Review Certification Supervisor Level Electrical Certification Instructor II License Gas Operator Qualification III (Superintendent)	\$150.00
Level Six:	Peace Officer Intermediate License Firefighter Advanced Certification Certified Court Clerk Certification (Level III) Communication Officer - Master	\$175.00
Level Seven:	Water Treatment/Distribution (A Certification) Wastewater Treatment/Collection (A Certification) Firefighter Master Certification Peace Officer Advance/Master License Certified Municipal Clerk	\$200.00

\*For full time positions / Effective 10-1-2014; revised 9-3-24 by Ordinance 1384

# SUPPLEMENTAL REQUESTS SUMMARY OF DECISIONS by CITY COUNCIL

Account Number	Line Item / Priority / Description	Page No.	Requesting Division	Program Revenue /Cost	Program Status		
					Not Approved	Approved	Requirements
PROPOSED 8-5-25							
GENERAL FUND (10)							
10-4-01-601.00	Voter Approval Tax Rate		City Council			60,000	NNR plus 2 cents
10-4-29-690.00	Loan Proceeds - Ambulance	18	EMS	365,000	365,000		
10-4-29-899.00	Trade-In - Ambulance	18	EMS	27,000	27,000		
			General Revenues	\$ 392,000	\$ 392,000	\$ 60,000	
10-5-13-203.00		25	Civic Center	48,000		48,000	
10-5-12-203.00	1 Professional Engineering Services for multi-year chip-seal design	15	Streets	200,000	200,000		
10-5-27-401.00	2 Construct New Animal Control Facility	17	Animal Control	300,000		300,000	
10-5-03-401.00	3 Replace Show Barn at Richards Park	4	PPM	300,000		300,000	conditional - see pg 4
10-5-13-306.00	4 Install Remote Door Opener at front door	16	Civic Center	6,000		6,000	
10-5-01-232.00	5 Agenda and Meeting Management Software with recurring fees	1	Administration	16,350	16,350		
10-5-08-402.00	6 Purchase 4-Wheel All-Terrain Vehicle	13	Police	25,000		25,000	
10-5-07-402.00	7 Purchase TeleCrib Kit and Strut Jack with Accessories	12	Fire	12,000		12,000	
10-5-01-203.00	8 Digitizing City Records	3	Administration	25,000		25,000	
10-5-05-203.00	9 Demolition of existing Golf Course House	8	Golf	5,000	5,000		
10-5-01-401.00	10 Remodel City Hall	2	Administration	100,000		100,000	
10-5-05-401.00	11 Remodel Restrooms near Proshop	6	Golf	25,000		25,000	
10-5-05-402.00	12 Purchase Pull behind Blower	11	Golf	12,000	12,000		
10-5-05-402.00	13 Purchase Greens Mower	9	Golf	50,000	50,000		
10-5-03-401.00	14 Install Shade Structure at Playground Area by Pool	5	PPM	46,000		46,000	
10-5-29-402.00	15 Replace 2016 Ambulance	18	EMS	392,000	392,000		
10-5-29-398.00/.01	Debt service expense - Ambulance	18	EMS	56,800	56,800		
10-5-05-402.00	16 Purchase Remote Control Mower	10	Golf	10,000	10,000		
10-5-05-401.00	17 Replace Cart Sheds at Brady Municipal Golf Course	7	Golf	200,000	200,000		
10-5-12-402.00	18 Replace 2006 Asphalt Pothole Patch Truck	14	Streets	300,000	300,000		
various	Reclass PT payroll to General Fund from Fund 50		Admin/Muni-Ct			21,686	
10-5-45-203.00	Building Official contract		Code	10,000		10,000	Contract to be negotiated
				\$ 2,091,150	\$ 1,242,150	\$ 918,686	
TOTAL GOVERNMENTAL FUND REVENUE REQUESTS				\$ 392,000		\$ 60,000	
TOTAL GOVERNMENTAL FUND EXPENDITURES REQUESTS				\$ 2,091,150	\$ 1,242,150	\$ 918,686	

## WATER AND SEWER FUND (30)

Various ☐ Increase Sewer svc base rate by \$2.00/ Water rate per 1,000 gal by \$0.20

30-5-31-401.00 ☐ 1 Replace Calf Creek Water main  
 30-5-35-401.00 ☐ 2 Construct Enclosure around Outdoor Pre-filters  
 30-5-35-401.00 ☐ 3 Construct Canopy at GWTP Entrance

## UTILITY SUPPORT FUND (50)

Various ☐ 1 Return 1 FT Employee  
 Reclass PT payroll to General Fund

## SOLID WASTE FUND (60)

Various ☐ Increase service rates by \$2 for polcart customers/ commercial dumpster fee by 6% / disposal fee to \$33 / \$42 per ton

Various ☐ 1 Change 1 Part-Time Position to Full-Time  
 60-5-14-401.00 ☐ 2 Flatwork near Recycling Building

19	Sewer/ Water Revenue	100,000			100,000	
		<b>\$ 100,000</b>	<b>\$ -</b>	<b>\$ 100,000</b>		
21	Water	275,000			275,000	
22	GWTP	75,000			75,000	
23	GWTP	8,000	8,000			
		<b>\$ 358,000</b>	<b>\$ 8,000</b>	<b>\$ 350,000</b>		
24	Utility Support	45,600			45,600	
					(21,686)	
		<b>\$ 45,600</b>	<b>\$ -</b>	<b>\$ 23,914</b>		
26	Solid Waste Revenue	100,000			100,000	
		<b>\$ 100,000</b>	<b>\$ -</b>	<b>\$ 100,000</b>		
29	Solid Waste	34,000			34,000	
28	Solid Waste	78,000	78,000			
		<b>\$ 112,000</b>	<b>\$ 78,000</b>	<b>\$ 34,000</b>		

**SUPPLEMENTAL REQUESTS**  
**SUMMARY OF DECISIONS by CITY COUNCIL**

Account Number	Line Item / Priority / Description		Page No.	Requesting Division	Program Revenue /Cost	Program Status		
						Not Approved	Approved	Requirements
PROPOSED 8-5-25								
STREET SANITATION FUND (61)								
61-5-18-402.00	1	Purchase Enclosed Cab Utility Task Vehicle	31	Street Sanitation	25,000	25,000		
61-5-18-402.00	2	Replace Street Sweeper	30	Street Sanitation	363,000	363,000		
					\$ 388,000	\$ 388,000	\$ -	
TOTAL UTILITY FUNDS - REVENUE REQUESTS					\$ 200,000	\$ -	\$ 200,000	
TOTAL UTILITY FUNDS - EXPENDITURES REQUESTS					\$ 903,600	\$ 474,000	\$ 407,914	

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

<b>AGENDA DATE:</b>	9-2-25	<b>AGENDA ITEM</b>	7. B
<b>AGENDA SUBJECT:</b>	Discussion, consideration and possible action regarding ratification of the tax increase reflected in the FY 2026 Budget.		
<b>PREPARED BY:</b>	Lisa McElrath	<b>Date Submitted:</b>	8-27-25
<b>EXHIBITS:</b>			
<b>BUDGETARY IMPACT:</b>	<b>Required Expenditure:</b>	\$00.00	
	<b>Amount Budgeted:</b>	\$00.00	
	<b>Tax Levy Increase:</b>	\$68,106.38	
<b>CITY MANAGER APPROVAL:</b>			

<b>SUMMARY:</b>
<p><b>Sec. 102.007(c) of the Texas Local Government Code requires a separate vote of City Council to ratify the property tax increase reflected in the budget if the adoption of the budget will require raising more revenue from property taxes than from the previous year. <i>See</i> Tex. Loc. Gov't Code § 102.007(c).</b></p> <p><b>This vote is in addition to and separate from the vote to adopt the budget or a vote to set the tax rate.</b></p> <p>This budget will raise more total property taxes than last year's budget by an amount of \$68,106.38 which is a 6.78% increase from last year's budget. The property tax revenue to be raised from new property added to the tax roll this year is \$571. This budget includes a cemetery tax levy of 2 cents per \$100 valuation of property.</p> <p>The proposed tax rate will raise taxes for maintenance and operations on a \$100,000 home by approximately \$22.55.</p>

<b>RECOMMENDED ACTION:</b>
<p>Move to ratify the property tax increase reflected in the budget.</p> <p>(No roll call or record vote is required)</p>

City Council  
City of Brady, Texas

**Agenda Action Form for Ordinance**

<b>AGENDA DATE:</b>	9-2-2025	<b>AGENDA ITEM</b>	7.C
<b>AGENDA SUBJECT:</b> Discussion, consideration, and possible action regarding the <b>first reading of Ordinance 1400</b> of the City of Brady, Texas, to adopt the 2025 Property Tax Rate.			
<b>PREPARED BY:</b>	Lisa McElrath	<b>Date Submitted:</b>	8-27-2025
<b>EXHIBITS:</b>	Ordinance 1400		
<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>			

<b>SUMMARY:</b>		
<p>The FY 26 budget will raise more property tax revenues than last year's budget by \$68,106.38 or 6.78%. and of that amount \$571 is tax revenue to be raised from new property added to the roll this year.</p> <p>3 City Council members voted in favor of the proposed Tax Rate at the August 5, 2025 regular council meeting.</p>		
Tax Rate	Adopted FY 2024-2025	Proposed FY 2025-2026
Property Tax Rate	<b>0.342092</b>	<b>0.337476</b>
No New Revenue Tax Rate	0.342092	0.313861
Voter Approval Tax Rate including all unused increment rate	0.379233	0.349058
Debt Rate	0.00000	0.00000

<b>RECOMMENDED ACTION:</b>
<p><b>Mayor will ask:</b> <u>"Madam City Secretary please read the Ordinance Preamble for the record in accordance with the City Charter."</u> "Secretary reads preamble"</p> <p><b>Mayor calls for a motion:</b></p> <p><b>THE COUNCILMEMBER THAT MAKES THE MOTION IS TO SAY THE FOLLOWING:</b></p> <p>"I move that the property tax rate be increased by the adoption of a tax rate of \$0.337476, which is effectively a 6.59% increase in the tax rate." by approving the first reading of Ordinance 1400.</p>

Mayor will ask: “Madam City Secretary please proceed with a Roll Call vote in accordance with the City Charter (3 affirmative votes required).”

City Council  
City of Brady, Texas

**Agenda Action Form for Ordinance**

<b>AGENDA DATE:</b>	9-2-2025	<b>AGENDA ITEM</b>	7.C
<b>AGENDA SUBJECT:</b>	Discussion, consideration, and possible action regarding the <b>first reading of Ordinance 1400</b> of the City of Brady, Texas, to adopt the 2025 Property Tax Rate.		
<b>PREPARED BY:</b>	Lisa McElrath	<b>Date Submitted:</b>	8-27-2025
<b>EXHIBITS:</b>	Ordinance 1400		
<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 FY 26 budget will raise more property tax revenues than last year's budget by \$68,106.38 or 6.78%. and of that amount \$571 is tax revenue to be raised from new property added to the roll this year.

3 City Council members voted in favor of the proposed Tax Rate at the August 5, 2025 regular council meeting.

Tax Rate	Adopted FY 2024-2025	Proposed FY 2025-2026
Property Tax Rate	0.342092	0.337476
No New Revenue Tax Rate	0.342092	0.313861
Voter Approval Tax Rate including all unused increment rate	0.379233	0.349058
Debt Rate	0.00000	0.00000

**RECOMMENDED ACTION:**

**Mayor will ask:** "Madam City Secretary please read the Ordinance Preamble for the record in accordance with the City Charter." "Secretary reads preamble"

**Mayor calls for a motion:**

**THE COUNCILMEMBER THAT MAKES THE MOTION IS TO SAY THE FOLLOWING:**  
"I move that the property tax rate be increased by the adoption of a tax rate of \$0.337476, which is effectively a 6.59% increase in the tax rate." by approving the first reading of Ordinance 1400.

**Mayor will ask:** "Madam City Secretary please proceed with a Roll Call vote in accordance with the City Charter (3 affirmative votes required).



## **ORDINANCE NO. 1400**

### **AN ORDINANCE LEVYING TAXES FOR THE USE AND SUPPORT OF THE MUNICIPAL GOVERNMENT OF THE CITY OF BRADY, TEXAS FOR THE TAX YEAR 2025**

**Whereas**, the Chief Appraiser of the McCulloch County Appraisal District has certified the 2025 Appraisal Roll for property taxable by the City of Brady, Texas; and

**Whereas**, based upon said Appraisal Roll, the Chief Appraiser has calculated the no-new revenue and voter approval rates for the City of Brady for 2025; and

**Whereas**, the City of Brady posted a Notice on August 13, 2025, in a local newspaper a proposed tax rate equal to 0.337476 per \$100 valuation; and

**Whereas**, the City Council is in favor of the proposed voter approval tax rate of 0.337476 as the 2025 tax year property rate as well;

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

**Section 1. Findings.** The foregoing recitals are hereby found to be true and correct and are hereby adopted by the City Council and made a part hereof for all purposes and findings of fact.

**Section 2. Cemetery Tax.** Under Section 713.006(b) of the Texas Health and Safety Code, that there is hereby levied and there shall be collected for the maintenance of the City's cemetery for the year two thousand twenty-five (2025), upon all property, real, personal and mixed, within the corporate limits of said City subject to taxation, a tax of \$00.02 on each one-hundred dollars (\$100.00) valuation of property.

**Section 3. Tax.** That there is hereby levied and there shall be collected for the use and support of the municipal government of the City of Brady, Texas for the year two thousand twenty-five (2025), upon all property, real, personal and mixed, within the corporate limits of said City subject to taxation, an M&O tax rate of \$00.337476 on each one-hundred dollars (\$100.00) valuation of property, and an I&S tax rate of \$00.00. The M&O tax includes the cemetery tax of \$00.02 on each one-hundred dollars (\$100.00) valuation of property.

**THE TAX RATE WILL EFFECTIVELY BE RAISED BY 6.78% AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$22.55.**

**Section 4.** The foregoing tax shall be due and payable at the office of the City Tax Collector on October 1, 2025 and shall be paid before February 1, 2026. All such taxes not paid prior to such date shall be deemed delinquent and shall be subject to all legal remedies, including maximum penalty and interest as allowed by law.

**Roll Call Vote:**

☐ Terry Phillips, Mayor Pro Tem  
☐ Aaron Garcia, Council Member Place 2  
☐ Curtis Owens, Council Member Place 3  
☐ Felix Gomez, Jr., Council Member Place 4  
☐ Gabe Moreno, Council Member Place 5

**PASSED AND ADOPTED ON FIRST READING** on this 2nd day of September 2025.

**Roll Call Vote:**

☐ Terry Phillips, Mayor Pro Tem  
☐ Aaron Garcia, Council Member Place 2  
☐ Curtis Owens, Council Member Place 3  
☐ Felix Gomez, Jr., Council Member Place 4  
☐ Gabe Moreno, Council Member Place 5

**PASSED AND ADOPTED ON SECOND READING** on this 16th day of September 2025.

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Mayor, Anthony Groves

ATTEST:

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Tina Keys, City Secretary

**CITY COUNCIL  
CITY OF BRADY, TEXAS  
AGENDA ACTION FORM for ORDINANCE**

<b>AGENDA DATE:</b>	09/02/2025	<b>AGENDA ITEM</b>	7.D.
<b>AGENDA SUBJECT:</b>	Discussion, consideration and possible action regarding <b>first reading of Ordinance 1401</b> of the City of Brady, Texas, adopting the Utility Rates and Fee Schedule for City Services.		
<b>PREPARED BY:</b>	Tina Keys	<b>Date Submitted:</b>	8/6/2025
<b>EXHIBITS:</b>	Ordinance No. 1401 Consolidated Utility Rates and Fee Schedule		
<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>			

<b>SUMMARY:</b>
<p>City Council has held several workshops to discuss various utility rates and fees for City Services for the FY 2026 Budget.</p> <p>Attached is the consolidated fee schedule for fees, utility rates and charges by the City of Brady as amended by City Council.</p>

<b>RECOMMENDED ACTION:</b>
<p><b>Mayor will ask:</b> <u>“Madam City Secretary please read the Ordinance Preamble for the record in accordance with the City Charter.”</u> <b>“Secretary reads preamble”</b></p> <p><b>Mayor calls for a motion:</b> Move to approve the <b>first</b> reading of Ordinance 1401</p>

**ORDINANCE NO. 1401**

**AN ORDINANCE OF THE CITY OF BRADY, TEXAS, UPDATING  
ORDINANCE NUMBER 1386 A SCHEDULE OF FEES, FOR THE  
ADMINISTRATION OF UTILITY RATES, PROGRAMS, REGULATIONS,  
AND OTHER OPERATIONS OF THE CITY; UPDATING THOSE FEES;  
PROVIDING FOR AN EFFECTIVE DATE, AND PROVIDING A  
SEVERANCE CLAUSE.**

**WHEREAS**, the City of Brady, Texas (hereinafter the “City”) has established numerous fees for the administration of programs and regulations by the City; and

**WHEREAS**, it is often appropriate and equitable for the individuals and businesses that use particular city services to bear the cost of providing those services; and

**WHEREAS**, many of those fees have become obsolete and no longer even approximate the cost to the city of providing those services; and

**WHEREAS**, appropriate fees will encourage the judicious use of city resources in light of the cost to the public of using those resources and the need for the benefit provided by those resources; and

**WHEREAS**, it is necessary to update the existing fee schedule on an as needed basis to keep the public up to date on applicable fees for a particular service, and

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

That the Fee Schedule attached hereto as “Exhibit A” to this 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, 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. Effective October 1, 2025.

PASSED, APPROVED on FIRST READING on this the \_\_\_\_\_ day of \_\_\_\_\_ 2025.

PASSED, APPROVED on SECOND READING on this the \_\_\_\_\_ day of \_\_\_\_\_ 2025.

\_\_\_\_\_  
Anthony Groves, Mayor

ATTEST:

\_\_\_\_\_  
Tina Keys, City Secretary

CITY OF BRADY  
Service Fees and Utility Rates Schedule  
Effective Oct. 1, 2025

**COMMUNITY & TOURISM SERVICES**

**BRADY LAKE**

*Staff is authorized to adjust retail prices and equipment rates as dictated by market forces to achieve fair market value*

**Camping Fees** Art 1.10, Ord 941

**RV Spaces**

		\$35	*per day - full hookups (50 or 30 amp electric, water, sewer)
		\$25	per day (water, 30 or 50 amp electric) (*1 week advance only)
		\$20	per day (electric only)
		\$450	per month, full hookup, approved by lake store manager as space available
		\$25	per day late fee
(with tent setup)	Add	\$10	per day per tent
RV spaces w/ electric only		\$20	per day

**Cabanas**

(Screened shelters, no A/C)  
(with tent setup)

	\$25	per day (maximum 10 days)
Add	\$10	per day per tent

**Cabin**

(with tent setup)

	\$50	per day (maximum 10 days)
Add	\$10	per day

**Tent Camping**

**Primitive Camping**

\$10	per day per tent (maximum 10 days)
\$5	per day per tent (maximum 10 days)

**Pavilion Rental**

\$50	per day / \$50 deposit
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**Dump Station Fee**

\$10	per use
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**Kayak Rental**

\$40	per use *	* must be brought back 15 min. before closing time
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**Paddle Board Rental**

\$10	per hour *
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**Storage Shed Rental**

\$45	per month
\$500	per year

**Gun Range \***

55 & up / under 12 / Veterans

Veterans

Annual Fee

\*everyone must sign in at store

\$5	per person / day
\$3	per person / day
free	
\$100	per person / day

Mon - Fri 8:00 am - 5:00 pm	Winter *
Sat - Sun 7:00 am - 5:00 pm	
Sun - Thurs 8:00am - 5:00 pm	Summer *
Fri - Sat 8:00 am - 7:00 pm	

**Boat Dock Annual Permit**

\$25	per year	*when time changes
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**AQUATICS CENTER**

Sec. 1.10.121, Ord 1152

*Staff is authorized to adjust retail prices and equipment rates as dictated by market forces to achieve fair market value*

**Swimming Fees** Sec. 1.10.121

Ages 3 and up

\$2	per day
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Season pass

\$60	per person	housing authority
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After school / non profit program fees

\$35	each additional family member / includes non-profit
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BUSD fee for programs scheduled outside of normal pool hours

Lifeguard rates: 1 senior guard at \$11 / hr & 1 lifeguards at \$9 / hr.

**Private Parties (3 hour maximum)** Sec. 1.10.122

up to 50 swimmers

\$100	*	hourly rate per lifeguard dependent upon number of kids
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51 - 100 swimmers

\$150	*	with a minimum of 2 lifeguards
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over 100 swimmers

\$200	*	* Paid at time of party
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Non-refundable deposit

\$50		must be paid at CITY HALL at time of reservation
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**WILLIE WASHINGTON PARK**

Sec. 1.10.001, Ord 1109, 1134

**Camping Fees** RV spaces

RV spaces	per day - full hook ups (50 amp electric, water, sewer)
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CITY OF BRADY  
Service Fees and Utility Rates Schedule  
Effective Oct. 1, 2025

**RICHARDS PARK**

**Camping Fees** Sec. 110.001, Ord 1109

RV Spaces	\$25	per day *	
Tent Camping	\$10	per day *	
Dump Station	\$10	per use	*maximum 10 days - maximum 20 days annually

**Showbarn Rental**

	\$50	per day / \$50 deposit	(hours: 6:00 a.m - 11:00 p.m. only)
Commercial Use	\$150	per day / \$50 deposit	

**ED DAVENPORT CIVIC CENTER**

**Facility Use** Art. A.2.006, Ord 849

Booking Deposit / Damage / Key:	\$200	* see rules for refunds
If alcohol is allowed, added damage deposit	\$200	* refundable if no damage
Weekday Daily Rental (Sunday - Thursday):	\$250	
Weekend Daily Rental (Friday or Saturday):	\$400	
Weekend Daily Rental (Friday or Saturday):	\$300	
Holiday / High Demand Rental, add:	\$100	
Daily Cleaning Fee:	\$150	
Cleaning fee Sunday - Thursday use	\$100	
Multi-day event cleaning fee	\$50	
McCulloch Co. 501(c)3 discount	\$100	one time per year
January & February rental discount	50%	off
Reservation Waiting List	\$100	refundable

*no fee for events hosted by Brady / McCulloch County Chamber of Commerce*

**REST HAVEN CEMETERY FEES**

**Cemetery Plots** Ord. 1049

Residents / Non-residents	\$350
Babyland	\$75

**Grave Opening & Closing**

Weekday Service	\$350
Saturday Service	\$425
Babyland	\$75
Permit to place monument	\$25 per year
Permit to Open/Close gravesite	\$25 per year

**MUNICIPAL GOLF COURSE**

Ord 1112 / Sec 1.10.151

*Staff is authorized to adjust retail prices and equipment rates as dictated by market forces to achieve fair market value*

**Green Fees - 18 holes**

Tuesday thru Thursday	\$15	per day	
Weekend (Fri/Sat/Sun)	\$30	per day	
Twilight (after 5:00pm)	\$5	per day	\$10
Youth 18 and under *	\$5	per day	
<i>* 18 years of age &amp; under enrolled in school - does not extend past the summer of the year they graduate from high school</i>			
Senior (over 75)	\$10	per day	(excluding tournament)

**Club Cart Rental**

1/2 cart	\$12.50	plus tax	
Full cart	\$25	plus tax	(\$12.50 twilight)

**Trail Fee for Personal Cart**

\$4

CITY OF BRADY  
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**MUNICIPAL GOLF COURSE (cont.)**

**Cart Shed Rental**

Monthly	\$25 member	\$30 non member
Annually	\$200 member	\$260 non member
New Shed (monthly)	\$50 member	\$75 non member
New Shed (annually)	\$500 member	\$800 non member

**Cart Shed Unlocking Fee**

\$25

**Range Balls Only**

Large bucket daily	\$5	\$6
Medium bucket daily	-	\$4
Small bucket daily	\$3	\$2

**Student Rate**

18 years of age and under enrolled in school	\$45 per year plus \$1 per day - Tues thru Fri.
	\$5 green fee Sat - Sun

**Tournament Course Closure Fee**

\$600 per day

**or a per player fee (to include cart)**

\$15 each

**(no charge for local youth and/or school tournaments / BGA)**

**Annual Membership**

Single	<del>\$500</del>	\$600.00
Couple	<del>\$700</del>	\$800.00

**Monthly Membership**

Single	<del>\$50</del>	\$60.00
Couple	<del>\$70</del>	\$80.00

**CURTIS FIELD AIRPORT**

*Retail prices and equipment rates as dictated by market forces to achieve fair market value*

**Fuel** Price per gallon call for current rates

**Hangar Rental**

**Monthly Aircraft Storage Fees:**

**Nightly Aircraft Storage Fees:**

Piston Single Engine	\$100 per month	\$30 per day
Piston Twin Aircraft	\$170 per month	\$60 per day
Turbine Aircraft	\$215 per month	\$70 per day
Jet Aircraft	\$565 per month	\$105 per day
Aircraft over 11,000 lbs	\$702 per month	\$170 per day
Helicopter	\$215 per month	\$70 per day

**\*\* Aircraft over \$15,000 lbs. will be negotiated between Operator and Airport**

*Non-Flying/Non-Airworthy Aircraft will be charged double the stated rate for the aircraft type*

*Storage of Non-Aviation related items, equipment, material is prohibited*

**Misc**

After hours call out fee	\$50
Ramp fee	\$70
Aeronautical maintenance storage fee	\$25 per month
Tie down fee	
Conditional tie down fee - applies after the 4th day on the tie down to customers not buying fuel and aircraft that are not airworthy	
Long Term Parking	\$30 per month

**Airport conference room rental**

\$100 per day

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**G. ROLLIE WHITE COMPLEX**

**Grandstand, infield arena, restrooms, utilities:**

3 day (Fri/Sat/Sun) wee	\$475
2 day (Sat/Sun or Fri/Sat) weekend	\$325
1 day (Mon-Thurs) over 4 hours	\$125
1/2 day (Mon-Thurs) up to 4 hours	\$75

Day rental of Infield Arena Grounds Only:	\$50 per day
Office Area:	\$50 per day
Pavilion:	\$100 per day
Horse Stalls:	\$15 per day
Show Barn:	\$150 per day
Trailer Spaces (contestants):	\$20 per day
All users security / cleaning deposit (per day or 1/2 day):	\$50 per day
(25% discount for Not-for-Profit youth service organizations)	
(McCulloch County youth organizations with current 501©3 status - No Charge)	

**MISCELLANEOUS PERMITS & SERVICES**

**Permitting**     *Ord 1077*

Solar Panels     (Ord 1188)	\$100
Fence Permit	\$75
Demolition Permit, Residential	\$50
Demolition Permit, Commercial	\$150
Swimming Pool In Ground	\$100
Swimming Pool Above Ground (24" or deeper)	\$75
Carport	\$75
Accessory building larger than 150 sq. ft.	\$50
Customer Service Inspection (CSI) - Commercial	\$125
Customer Service Inspection (CSI) - Residential	\$50 in-house inspector
Sign Permit (less than 50 sq. ft.)	\$75
Sign Permit ( larger than 50 sq. ft.)	\$125
Seasonal Permit Fee	\$100 with a \$50 - 90 day extension fee
Mobile Food Vendor Permit Fee	\$100
Manufactured Home Moving / Relocation	\$200
House Moving	\$200
Driveway / Curb Cut	\$40
<b>Pull and haul curb</b>	<b>\$85</b>
Street or Alley Closing	\$125
Peddler Permit	\$35 per year
Garage Sale Permit	0 1 per quarter, 3 continuous day maximum
Cargo / Shipping Container Pern	\$50
Grease Trap	\$40
Underground & above ground fuel tanks	\$100
Gasoline fuel pumps	\$10
LPG permit	\$10
Fuel gas line	\$40
<b>Gas test permit</b>	<b>\$20</b>
Preliminary plan review - residential	\$125
Preliminary plan review - commercial	\$200
<b>Right of way</b>	<b>\$100</b>

Certificate of Occupancy - Commercial	
Per ownership change	\$75 each



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**MISCELLANEOUS PERMITS & SERVICES (cont.)**

Contractor Registration	\$50
Return Check Sec. 13.03.049	\$30
Alcoholic Beverage Permits Sec. 4.03.032	
Package Store Permit (P)	\$250.00 per year
Local Distributor's Permit (LP)	\$50.00 per year
Wine and Beer Retailer's Permit (BG/V/Y)	\$87.50 per year
Wine and Beer Retailer's Off-Premise Permit (BQ)	\$30.00 per year
Mixed Beverage Permit (MB/RM)	\$350.00 per year
Beer Retailers Off Premise Permit (BF)	\$30.00 per year
Wine Only Package Store Permit (Q)	\$37.50 per year
Package Store Tasting Permit (PS)	\$12.50 per year
Winery (G)	\$37.50 per year

**BUILDING PERMITS - DELETE AND REPLACE**

(a) Commercial and Multi-Family construction plan review Sec. A5.001, Ord. 1134

Valuation	Fee
\$1.00 to \$10,000.00	\$50
\$10,001 to \$25,000	\$70.60 for the 1st \$10,000 + \$5.46 for ea. add'l \$1,000
\$25,001 to \$50,000	\$152.59 for the 1st \$25,000 + \$3.94 for ea. add'l \$1,000
\$50,001 to \$100,000	\$251.09 for the 1st \$50,000 + \$2.73 for ea. add'l \$1,000
\$100,001 to \$500,000	\$387.59 for the 1st \$100,000 + \$2.19 for ea. add'l \$1,000
\$500,001 to \$1,000,000	\$1,263.59 for the 1st \$500,000 + \$1.85 for ea. add'l \$1,000
\$1,000,001 and up	\$2,188.59 for the 1st \$1,000,000 + \$1.23 for ea. add'l \$1,000
Valuation is based on construction valuation for project	

(b) Commercial and Multi-Family construction inspection Sec. A.001, Ord. 1134

Valuation	Fee
\$1.00 to \$10,000.00	\$76.92
\$10,001 to \$25,000	\$108.75 for the 1st \$10,000 + \$8.40 for ea. add'l \$1,000
\$25,001 to \$50,000	\$234.75 for the 1st \$25,000 + \$6.06 for ea. add'l \$1,000
\$50,001 to \$100,000	\$386.25 for the 1st \$50,000 + \$4.20 for ea. add'l \$1,000
\$100,001 to \$500,000	\$596.25 for the 1st \$100,000 + \$3.36 for ea. add'l \$1,000
\$500,001 to \$1,000,000	\$1,940.25 for the 1st \$500,000 + \$2.85 for ea. add'l \$1,000
\$1,000,001 and up	\$3,365.25 for the 1st \$1,000,000 + \$1.89 for ea. add'l \$1,000

The construction valuation is determined by the greater of the declared valuation of the project or the valuation calculated using the International Code Council Building Valuation Data table, first update of each calendar year.

**Residential Construction Plan Review Permits & Inspections**

City of Brady			
Square Footage	Permit Fee	Plan Review	Alterations by Trade
0-800	\$75	\$0.00	\$75.00 per trade
800-1,500	\$500	\$75.00	\$75.00 per trade
1,501-10,000	\$500 for the first 1,500 s.f. plus \$0.35 for ea. add'l s.f. up to 10,000 s.f.	\$75.00	Building, Mech, Elec. Plumbing
over 10,000		included	

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<b>Bureau Veritas</b>			
0-800	\$100	-	
800-1,500	\$785	included	\$100 per listed trade - gas;
1,501-10,000	\$785 for the first 1,500 s.f. plus \$0.35 for ea. add'l s.f. up to 10,000 s.f.	included	mech, elec, bldg, plumbing
over 10,000	\$3,760 for the first 10,000 + \$0.15 for ea. add'l s.f.	included	included

**Plan Review Only**

per dwelling unit, a new plan for previously reviewed plan or master plan	\$200	per plan or address
Plan review fee when a permit has been issued for the dwelling and the construction plans are altered such that an additional plan review is required (excludes new plan)	\$150	per plan or address

**Public Works Services**

Public Works Inspection Only	2.5% of the cost of construction
Public Works Plan Review and Inspection	3.0% of the cost of construction
Temporary Back-Up Inspection	\$150/hr, minimum 4 hours

**Back-up Inspections**

Backup Inspections will be performed during times of inspector absence due to illness, vacation or training at the listed rates. All other project activity will utilize the tables above.

Single Family Residential	\$76.92 per address/building
Commercial and non-Single Family Residential	\$125 per address/building/unit

*All services performed by Bureau Veritas will have a 15% administrative fee added to the total cost to cover City staff time*

<b>Bureau Veritas - Miscellaneous Services</b>	
Solar Panels	\$160
Manufactured Homes	\$400
Pools	based on valuation

**Fire Code Plan Review Services (Fire Alarm and/or Sprinkler System) Sec. A5.002, Ord. 1134**

Valuation	Fee
\$1.00 to \$250,000	\$500.00
\$250,001 to \$500,000	\$850.00
\$500,001 to \$1,000,000	\$1,100.00
\$1,000,001 to \$3,000,000	\$1,600.00
\$3,000,001 to \$6,000,000	\$2,400.00
\$6,000,001 and up	\$2,400.00 for first \$6,000 + \$0.25 for ea. add'l \$1,000,000

**Fire Code Inspection Services (Fire, Alarm and/or Sprinkler System) Sec. A5.002, Ord. 1134**

Valuation	Fee
\$1.00 to \$250,000	\$750.00
\$250,001 to \$500,000	\$1,050.00
\$500,001 to \$1,000,000	\$1,100.00
\$1,000,001 to \$3,000,000	\$1,350.00
\$3,000,001 to \$6,000,000	\$1,900.00
\$6,000,001 and up	\$2,850.00 for first \$6,000,000 plus

CITY OF BRADY  
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**BUILDING PERMITS**

**PERMIT & APPLICATION FEES**

**A. Building**

1 Single Family Residential New	\$220.00 min. (.05/sq.ft.)
2 Multi-family Residential or Commercial	\$325.00 min. (.05/sq.ft.)
3 Addition or outbuilding	\$50 min. (.05/sq.ft.)

**B. Plumbing**

1 Single Family Residential Project	\$50 min. (.05/sq.ft.)
2 Multi-family Residential or Commercial	\$50 min. (.05/sq.ft.)
3 Lawn Irrigation System	\$40

**C. Electric**

1 Single Family Residential Project	\$50 min. (.05/sq.ft.)
2 Multi-family Residential or Commercial	\$50 min. (.05/sq.ft.)

**D. Mechanical (HVAC)**

1 Single Family Residential Project	\$50 min. (.05/sq.ft.)
2 Multi-family Residential or Commercial	\$50 min.

**E. ROW Construction**

Construction working in ROW	\$100
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**F. Plan Review**

\$50

**Platting, Zoning and Re-Inspection Fees**

*Sec. A5.003 and A5.004, Ord 1134*

Re-inspection Fee	\$50	
Zoning Application Fee	<del>\$200</del>	\$250
Zoning Variance Fee		\$250
Filing Fee for Preliminary Plats	<del>\$200</del>	\$300
Filing Fee for Final Plats	<del>\$100</del>	\$300
Minor Plat		\$100

**On-Site Sewage Facility Permit**

*Sec. A5.005, Ord 884*

Septic Tank System	TCEQ Fee	\$10
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**FIRE & EMS SERVICES**

**Annual Fire Safety Inspections - Commercial Property - State Law** *Sec. A7.001*

	<u>Staff</u>	<u>Outside</u>
Annual Fire Safety Inspection Program setup for City (one-time fee)	\$500	\$1,000
Annual Fire Safety Inspection and each re-inspection (per location)	\$50	\$150
Annual Fire Safety Foster Home Inspection	\$25	\$100

**Ambulance Stand-by Fee (per game)**

\$75

**Fire/EMS Staff Stand-by (paid direct to personnel)**

\$30 per hour

**Burn Permit**

\$50

**POLICE SERVICES**

**TxDOT Crash Report**

\$6

**Funeral Procession** *sec. 1.12.041, Ord. 1067*

On-duty officers (when available)	\$0
Off-duty officers (2 hour minimum)	\$25 per hour

**Security fee to police staff**

\$50 per hour - paid direct to personnel

**Wrecker Service**

\$150 per call (paid to vendor)

CITY OF BRADY  
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**ANIMAL SERVICES**

**City Ordinance Fees**

Impounded Animal, (Sec 2.02.009 ) Required to pay all fees incurred-Boarding and Compliance

First Offense	<del>\$75</del>	\$25
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Second Offense	<del>\$150</del>	\$50
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Each Subsequent Offense	<del>\$200</del>	\$150
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Daily Boarding Fee	<del>\$15</del> per day	\$20
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Redemption of Quarantined Animal, (Sec 2.114) After payment of all fees incurred  
\$10 per day for 10 days minimum

Animal Pick-up by (Surrender to) ACO requested by owner

Dog	\$50 each, if altered
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Dog	\$90 each, if not altered
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Cat	\$5 each, if altered
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Cat	\$10 each, if not altered
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Evidence leading to conviction of poisoning any animal (Sec 2.104 )	\$50 award
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Annual Exotic Animal Permit (Expires Each December) (Permits held by City Secretary)

\$25 per year for 1st year

\$15 per year for 2nd (or subsequent) year

\$15 to amend permit

Adoption Fee	\$50
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CITY OF BRADY  
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**UTILITY RATES & PUBLIC WORKS**

**ELECTRIC**

**ELECTRIC UTILITY RATES**      *Sec. 13.05.031, Ord. 1104*

**Residential rates:**

Meter Service Charge	\$10.25	per month, plus;
Distribution Charge	\$0.0720	per kWh for all kWh per mo, plus;
Power Cost Adjustment		a component adjusted monthly based on wholesale power costs

**Small Commercial:**

Meter Service Charge	\$12.25	per month, plus:
Distribution Charge	\$0.0630	per kWh for all kWh per mo, plus;
Power Cost Adjustment		a component adjusted monthly based on wholesale power costs

**Large Commercial:**

Meter Service Charge	\$22.25	per month, plus;
Distribution Charge	\$0.0451	per kWh for all kWh per mo, plus;
Demand Charge	\$3.92	per kW, plus;
Power Cost Adjustment		a component adjusted monthly based on wholesale power costs

**Industrial:**

Meter Service Charge	\$1,000	per month for service, plus
Distribution Charge	\$0.0351	per kWh for all kWh, plus;
Demand Charge	\$3.92	per kW, plus;
Power Cost Adjustment		a component adjusted monthly based on wholesale power costs

**Distributed Generation**    *Ord 1245*

The Brady Electric Utility will determine the Delivered kWh and the Received kWh on an ongoing, monthly basis  
 Delivered kWh (energy) will be billed on the standard applicable rate schedule  
 Received kWh (energy) will be multiplied by the utility's Avoided Cost of Generation Rate (ACGR)  
 ACGR is based on the actual cost of generation from the City of Brady's wholesale supplier(s) divided by the total retail sales by the City for the billing period  
 Any credit related to the ACGR shall be remitted by the Brady Utility billing service to the Customer in the billing period that the energy received was metered.  
 One-time non-refundable installation set up fee of \$50.00 will be required  
 Monthly meter data processing fee will be charged at the rate of \$3.00 per billing cycle  
 Actual cost of the specialized DG meter will be charged to the Customer  
 Penalty: \$1,000 if solar company starts work or energizes without inspections and approvals

**Security Lights**      *Art. 13.05.033, Ord. 1092*

**Installation Fees**

on existing City pole	<del>\$3</del> <del>\$50 175 watt</del> <b>70 watt</b> \$15 LED
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The Electric Division will neither start work nor will the Electric Division order materials until it receives payment in full

Transformer Installation Fee:	Transformers, KVA Size/Fee	CT Metering Set
	<u>Residential</u>	
	15kVA / \$1,200	\$0.00 Charge applies to a single use container
	25kVA / \$1,400	\$0.00 Charge applies to a single use container
	<u>Small Commercial</u>	
	50kVA / \$1,800	<del>\$0.00</del> actual cost
	100kVA / \$2,000	<del>\$0.00</del> actual cost
	<u>Large Commercial</u>	
	50kVA / actual cost	actual cost
	100kVA / actual cost	actual cost
Greater than 100kVA	Actual Cost	actual cost
Pad Mounted transformers	Actual Cost	actual cost

CITY OF BRADY  
Service Fees and Utility Rates Schedule  
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**ELECTRIC (cont.)**

**Advanced Meter Opt-out program fees:**

Exchange fee from advanced to digital meter	\$50
Onsite monthly meter reading fee	\$15

**GAS**

**GAS UTILITY RATES**     *Sec. 13.13.06.003 Definitions, Ord. 947*

**Residential Rates**     *Sec. 13.1207*

Monthly Service Charge	\$9.00 per meter *
Distribution Charge	\$5.00 per 1000 cu ft (MCF)
plus	
cost of fuel adjustment	

\*The minimum bill shall be \$10 per month

**Commercial Rates**     *Sec. 13.06.003*

Monthly Service Charge	\$9.50 per meter *
Distribution Charge	\$5.00 per 1000 cu ft (MCF)
plus	
cost of fuel adjustment	

\*The minimum bill shall be \$10 per month

**Transmission Fee**     \$0.97 per mcf

**Industrial Rates:**     *Sec. 13.06.003*

Monthly Service Charge	\$150.00 per meter
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**Cost of Fuel Adjustment**     *Sec. 13.1210, Ord 1118*

Equal to the rate charged to the city for all gas purchases times the customer's gas consumption

**Relight Pilot Light**     *Sec*

During normal Business Hours 8 a.m. to 5 p.m.

Citizens age 60 and above	no charge
Citizens age 59 and below	\$25.00

Before 9:00 a.m. or after 5:00 p.m. (not during normal business hours)

1st time lighting	\$25.00
2nd time lighting	\$35.00
3rd time lighting	\$45.00

**Gas - Regulator Fees - New Construction or Remodel**

The Gas division will neither start work nor will the Gas Division order materials until it receives full payment.

In the event a customer desires to increase the capacity of an existing service and it is agreeable with the City, the charge of such will be at the actual cost of installing a new regulator.

**Residents/Non-residents**

Any utility division will not, under any circumstances, authorize or construct an utility extension in conflict with City of Brady Ordinances.

Utility divisions will neither start work nor will utility division order materials until it receives full payment.

CITY OF BRADY  
Service Fees and Utility Rates Schedule  
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**WATER**

**WATER USE RATES**

*Sec. A10.006, Ord 1051*

**Inside City Limits**

**Residential**

Customer Meter Charge	\$23.10	
0 - 10,000 gallons	<del>\$6.10</del> per 1000 gallons	\$6.30
10,001 to 50,000 gallons	<del>\$6.45</del> per 1000 gallons	\$6.65
50,001 to 100,000 gallons	<del>\$7.40</del> per 1000 gallons	\$7.60
over 100,000 gallons	<del>\$7.80</del> per 1000 gallons	\$8.00

**Commercial**

Customer Meter Charge	\$24.40	
0 - 10,000 gallons	<del>\$6.10</del> per 1000 gallons	\$6.30
10,001 to 50,000 gallons	<del>\$6.45</del> per 1000 gallons	\$6.65
50,001 to 100,000 gallons	<del>\$7.40</del> per 1000 gallons	\$7.60
over 100,000 gallons	<del>\$7.80</del> per 1000 gallons	\$8.00

**Outside City Limits**

**Residential**

Customer Meter Charge	\$23.10	
0 - 10,000 gallons	<del>\$8.05</del> per 1000 gallons	\$8.25
10,001 to 50,000 gallons	<del>\$8.60</del> per 1000 gallons	\$8.80
50,001 to 100,000 gallons	<del>\$9.60</del> per 1000 gallons	\$9.80
over 100,000 gallons	<del>\$10.00</del> per 1000 gallons	\$10.20

**Commercial**

Customer Meter Charge	\$24.40	
0 - 10,000 gallons	<del>\$8.05</del> per 1000 gallons	\$8.25
10,001 to 50,000 gallons	<del>\$8.60</del> per 1000 gallons	\$8.80
50,001 to 100,000 gallons	<del>\$9.60</del> per 1000 gallons	\$9.80
over 100,000 gallons	<del>\$10.00</del> per 1000 gallons	\$10.20

**Bulk Water**

Standpipe Rate	\$25.00 per 1,000 gallons
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**SEWER**

**SEWER RATES**

*Sec. A.10.007, Ord. 1051*

**Monthly Rates - Class A Residential Users**

Customer Base Rate Charge	<del>\$23.10</del>	\$25.10
\$3.40 per thousand gallons for the average monthly consumption metered to the customer during December, January and February, adjusted annually every October 1		

**Monthly Rates - Class B Commercial Users**

Customer Base Rate Charge	<del>\$23.80</del>	\$25.80
\$5.05 per thousand gallons for the average monthly consumption metered to the customer during December, January and February, adjusted annually every October 1		
Outside City Limits per gallon	<del>\$0.25</del>	

**New Customer Rate**

<del>\$43.50</del> **	\$45.50
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\*\* Assessed for a residential account that does not have consumption history for December, January and February until an average can be established

**Septic Tank Disposal Fees**

inside & outside city limits per gallon	\$0.25
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**SOLID WASTE**

**Solid Waste Disposal - Monthly Rates** *Sec. A10.008, Ord. 1051*

	Inside City Limits		Outside City Limits	
<b>Commercial Dumpster single container</b>				
Two pick ups per week	<del>\$116.00</del>	<b>\$123.00</b>	\$126.00	<b>\$133.50</b>
Three pick ups per week	<del>\$174.00</del>	<b>\$184.50</b>	\$189.00	<b>\$200.25</b>
Four pick ups per week	<del>\$232.00</del>	<b>\$246.00</b>	\$252.00	<b>\$267.00</b>
Five pick ups per week	<del>\$290.00</del>	<b>\$307.50</b>	\$315.00	<b>\$333.75</b>
Six pick ups per week	<del>\$348.00</del>	<b>\$369.00</b>	\$378.00	<b>\$400.50</b>
<b>Commercial Dumpster shared container</b>				
Two customers per container				
Two pick ups per week	<del>\$58.00</del>	<b>\$61.50</b>	\$63.00	<b>\$66.75</b>
Three pick ups per week	<del>\$87.00</del>	<b>\$92.25</b>	\$94.50	<b>\$100.13</b>
Four pick ups per week	<del>\$116.00</del>	<b>\$123.00</b>	\$126.00	<b>\$133.50</b>
Five pick ups per week	<del>\$145.00</del>	<b>\$153.75</b>	\$157.50	<b>\$166.88</b>
Six pick ups per week	<del>\$174.00</del>	<b>\$184.50</b>	\$189.00	<b>\$200.25</b>
Three customers per container				
Two pick ups per week	<del>\$38.70</del>	<b>\$41.00</b>	\$42.00	<b>\$44.50</b>
Three pick ups per week	<del>\$58.05</del>	<b>\$61.50</b>	\$63.00	<b>\$66.75</b>
Four pick ups per week	<del>\$77.40</del>	<b>\$82.00</b>	\$84.00	<b>\$89.00</b>
Five pick ups per week	<del>\$96.75</del>	<b>\$102.50</b>	\$105.00	<b>\$111.25</b>
Six pick ups per week	<del>\$116.10</del>	<b>\$123.00</b>	\$126.00	<b>\$133.50</b>
Four customers per container				
Two pick ups per week	<del>\$29.00</del>	<b>\$30.75</b>	\$31.50	<b>\$33.38</b>
Three pick ups per week	<del>\$45.90</del>	<b>\$46.13</b>	\$47.25	<b>\$50.00</b>
Four pick ups per week	<del>\$58.00</del>	<b>\$61.50</b>	\$63.00	<b>\$66.75</b>
Five pick ups per week	<del>\$72.50</del>	<b>\$76.88</b>	\$78.75	<b>\$83.44</b>
Six pick ups per week	<del>\$87.00</del>	<b>\$92.25</b>	\$94.50	<b>\$100.13</b>
<b>Residential - one pick up per week</b>	<del>\$21.00</del>	<b>\$23.00</b>	\$25.00	<b>\$27.00</b>
<b>Commercial Mechanically flipped carts</b>	<del>\$29.00</del>	<b>\$31.00</b>	\$33.00	<b>\$35.00</b>
<b>Churches - dumpster collection</b>	<del>\$58.00</del>	<b>\$61.50</b>		
<b>Churches - Mechanically flipped carts</b>	<del>\$15.00</del>	<b>\$16.00</b>		
<b>Additional dumpster pick up (drive-by)</b>	\$15.00		per dump	
<b>Additional dumpster pick up (reload)</b>	\$30.00		per dump	
<b>Additional 96-gallon cart</b>	\$10.00		per month	
<b>Landfill</b> <i>Sec. A.10.008, Ord 1111, 773</i>				<b>Greater than 1T is Pro-rated</b>
Inside City	<del>\$28.00</del>	<b>\$33.00</b>	per ton	per load up to one ton (1T)
Outside City <b>800</b>	<del>\$37.00</del>	<b>\$42.00</b>	per ton	per load up to one ton (1T)
Any load less than <del>1,000 lbs (1/2 ton)</del> <b>.040 ton</b> (rate applies to both inside and outside city.) (no leaves, yard clippings or bagged waste)	\$15.00			per load up to 1/2 ton inside and outside city
Unsecured Load	\$10.00			





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**MISCELLANEOUS (cont.)**

**Bulk Trash Pickup**      *Sec. A10.015*

Classification: (Load size assessed at time of service)

Extra Small load	\$35.00 less than 3 yards
Small load	\$75.00 3 yards to 6 yards
Large load	\$90.00 greater than 6 yards
General debris	\$85.00 furniture, large mattresses (excludes concrete, tires, appliances)

**Heavy Equipment** - Federal Emergency Management Agency (FEMA) published equipment rate charges are hereby **adopted** and are applicable to job cost estimates and may vary

**METER TAMPERING / DAMAGE FEES**      *Art A.10.016.300, Ord 1062*

Charges will include cost of parts and equipment including service rate of \$50 per hour

**Water:**

MXU (radio transceiver)	
Single	<del>\$180.44</del> actual cost
Dual	<del>\$239.71</del> actual cost
 <u>Water Meter</u>	
** 3/4"	<del>\$163.33</del> actual cost
** 1"	<del>\$253.43</del> actual cost
** 1 1/2" R2	<del>\$655.99</del> actual cost
** 2 R2	<del>\$920.40</del> actual cost
Meter Cables	<del>\$23.39</del> actual cost
Housing Unit	<del>\$45.74</del> actual cost
Meter Box	
3/4" - 1 1/2"	<del>\$104.80</del> actual cost
2" and up	<del>\$214.70</del> actual cost
Lid	
3/4" - 1 1/2"	<del>\$52.80</del> actual cost
2" and up	<del>\$107.35</del> actual cost
**Rates subject to vary based on third-party charge.	

**Gas:**

Gas Meter	
** Sensus R275	<del>\$224.53</del> actual cost
** Sonix 600	<del>\$1,271.17</del> actual cost
** Sonix 880	<del>\$1,417.44</del> actual cost
** 2" Romet 3000	<del>\$2,959.31</del> actual cost
** 3" Romet 7000	<del>\$4,696.11</del> actual cost
**rates subject to vary based on 3rd party charges	
 <u>Electric Meter</u>	
** 2s Single Phase	<del>\$153.42</del> actual cost
** APX 3 Phase	<del>\$540.53</del> actual cost
9S	<del>\$540.53</del> actual cost
16S	<del>\$540.53</del> actual cost
45S	<del>\$540.53</del> actual cost
** 2SE 320A Single Pha	<del>\$169.19</del> actual cost
2s Single Phase	
** w/ Remote Disconnect	<del>\$227.81</del> actual cost
Net Meter (solar)	actual cost
**rates subject to vary based on 3rd party charges	

CITY OF BRADY  
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**MISCELLANEOUS (cont.)**

**Meter Tap Fees**      *Sec. A10.017, Ord 972*

	<u>Sewer Tap</u>	<u>Water Meter Size</u>	<u>Water Tap</u>	
<b>Inside City Limits</b>	\$250	3/4" meter	\$ 710.00	*
		1" meter	\$ 710.00	*
		1-1 1/2" meter	\$ 1,360.00	*
		2" meter	\$ 1,550.00	*
		larger than 2" meter	Actual Cost	

\* Plus meter exchange charge based on the actual cost of the meter installed less the cost of the 3/4" meter

	<u>Gas Tap Size</u>	<u>Gas Tap</u>	
	1" inch	\$ 750.00	*
	1-1/4" inch	\$ 832.00	*
	2" inch	\$ 938.00	*
	Larger than 2" inch	Actual Cost	

\* Plus meter exchange charge based on the actual cost of the meter installed less the cost of a Sensus R275 meter

\* Plus Street Cut Charge per tap, *1975 Code of Ordinances*

Small Asphalt Cut and Repair	\$ 300.00
Large Asphalt Cut and Repair	\$ 500.00
*** to be determined by superintendent	
Concrete Cut & Repair	\$ 900.00

Outside City Limits: Same as above plus 50% surcharge

**Fees for services not specifically addressed in this ordinance will be charged in the amount of the actual cost of performing the service.**

**Note: Installation of standard utility main extension is at actual cost for gas, sewer and water.**

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

<b>AGENDA DATE:</b>	09-02-2025	<b>AGENDA ITEM</b>	7. E.
<b>AGENDA SUBJECT:</b>	Discussion, consideration and possible action regarding the <b>second and final reading of Ordinance No. 1397</b> assigning Rights to Operate & Maintain a natural gas distribution system to West Texas Gas Utility LLC, Midland, Texas, and establishing a franchise fee.		
<b>PREPARED BY:</b>	S. Miller	<b>Date Submitted:</b>	08-13-2025
<b>EXHIBITS:</b>	Ordinance No. 1397 Exhibit A-1		
<b>BUDGETARY IMPACT:</b>	<b>Required Expenditure:</b>		\$0
	<b>Amount Budgeted:</b>		\$0
	<b>Appropriation Required:</b>		\$0
<b>CITY MANAGER APPROVAL:</b>			

<b>SUMMARY:</b>
As part of properly arranging the transfer of operations & maintenance of the city's natural gas distribution system to West Texas Gas Utility, LLC, an ordinance is required. This ordinance establishes the formal assignment of operations and maintenance including the setting of a franchise fee to West Texas Gas Utility, LLC, which is slated to begin on October 1, 2025, at 12:01 a.m.

<b>RECOMMENDED ACTION:</b>
<b>Mayor will ask:</b> “ <b>Madam City Secretary please read the Ordinance Preamble for the record in accordance with the City Charter.</b> ” (City Secretary reads preamble)
<b>Mayor calls for a Motion:</b> Do I have a Motion to approve the second and final reading of <b>Ordinance 1397</b>

**ORDINANCE NO. 1397**

AN ORDINANCE OF THE CITY OF BRADY, TEXAS GRANTING TO WEST TEXAS GAS UTILITY, LLC. (A LIMITED LIABILITY COMPANY WITH ITS PRINCIPAL OFFICE IN THE CITY OF MIDLAND, MIDLAND COUNTY, TEXAS) THE FRANCHISE AND RIGHTS TO CONDUCT IN SAID CITY THE BUSINESS OF ACQUIRING, MAINTAINING, CONSTRUCTING, LAYING, INSTALLING, REPAIRING, REMOVING, REPLACING, OPERATING AND DISPOSING OF A NATURAL GAS DISTRIBUTION SYSTEM AND RELATED FACILITIES AND EQUIPMENT FOR THE SALE, TRANSMISSION AND DISTRIBUTION OF NATURAL GAS WITHIN THE MUNICIPAL BOUNDARIES OF THE CITY OF BRADY AND TO THE RESIDENTS AND BUSINESSES LOCATED THEREIN FOR LIGHT, HEAT, POWER, AND ANY OTHER PURPOSES, AND THE RIGHT TO USE THE PRESENT AND FUTURE STREETS, ALLEYS AND OTHER PUBLIC RIGHTS-OF-WAY IN SAID CITY FOR SAID PURPOSES; PRESCRIBING THE TERMS AND CONDITIONS UNDER WHICH SAID FRANCHISE AND RIGHTS ARE SUBJECT; AND PRESCRIBING THE TERM OF SAID FRANCHISE AND RIGHTS.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF BRADY (hereinafter referred to as "City", which said terms means the corporate entity of the City of Brady, Texas, the City Council or the corporate limits of the City of Brady, whenever either of said meanings shall be appropriate in the context of this Ordinance):

THAT WEST TEXAS GAS UTILITY LLC (hereinafter called "Grantee"), its successors and assigns, be and it is hereby granted the franchise, right and privilege to conduct in the City the business of acquiring (by purchase, lease or otherwise), maintaining, constructing, laying, installing, repairing, removing, replacing, operating and disposing of a natural gas system and related facilities and equipment for the sale, transmission and distribution of natural gas within the municipal boundaries of the City and to the residents and businesses located therein for light, heat, power, and any other purposes, upon the following terms, provisions and conditions, to-wit:

### **Section 1.**

The term of this grant shall be a period of time commencing on October 1, 2025, and remain in effect for a term of ten (10) years, and year to year thereafter unless terminated in writing by City with six (6) months' notice of termination to Grantee.

### **Section 2.**

That the said Grantee is hereby granted the right to acquire, maintain, construct, lay, install, repair, remove, replace, operate and dispose of mains, pipes, facilities and equipment, and to construct and install such machinery, equipment, appurtenances and/or other facilities as may be necessary or advisable in its judgment for the proper performance of the service to be rendered to the City and the citizens and inhabitants thereof, and to the best interest of the gas consumers, in, under, along, and across all of the present and/or future streets, roads, highways, alleys and public ways of the City and controlled by the City; and to have at all times access to said streets, alleys, and public ways of the City for the purpose of maintaining, constructing, laying, installing, repairing, removing, replacing, and operating of such other appurtenances under this grant as may be needed from time to time during the term of this franchise or any extension thereof; provided, however, that the work done in connection with the construction, maintenance and operation of said system shall be subject to and governed by the regulations, rules and ordinances now legally in force or that may be hereafter lawfully adopted, to the extent that such regulations, rules and ordinances are not inconsistent with the provisions of this ordinance and do not deprive Grantee of its use and enjoyment of the franchise rights and privileges herein granted. Unless for emergency repair, City may impose reasonable time constraints as to use of City streets, alleys and public ways.

That the said Grantee is to have the right to lay mains, pipes and equipment, and to construct such buildings and install such machinery or equipment in locations as agreed between Grantee and City, and to sell or lease such equipment to the citizens of the City as may be necessary or advisable in their judgment for the proper performance of the service to be rendered to the City and to its citizens and inhabitants to the best interest of the gas consumers; and to have, at all times, access to the streets and alleys of said City for the purpose of laying such mains, pipes and equipment as may be needed from time to time during the term of this franchise,

or any extensions thereof, provided that at no time shall the grantee obstruct such streets or alleys so as to interfere with the public use thereof for a period longer than twenty-four hours, unless approved by the City's Director of Public Works, and that after such mains, pipes or equipment are laid and tested the same shall be covered and such streets or alleys shall be replaced in the same or as good condition as before such work was done.

That this franchise is granted upon and subject to the following provisions:

1. In maintaining its properties, the Grantee shall not unnecessarily or unreasonably impair or obstruct the streets, roads, highways, alleys, sidewalks and public ways.

2. The Grantee shall use reasonable precautions to avoid damage or injury to persons or property and shall hold and save harmless the City from all damages, losses, or expense caused by the negligence of the Grantee, its agents or employees, while exercising any of the rights herein granted.

3. In installing and constructing additional mains or lines of pipe, Grantee shall, insofar as practicable, install and construct the same along and under the alleyways, where alleys exist, rather than along and under streets, using the streets as necessary in connecting from one alley to another. Grantee shall give prior notice to the City's Director of Public Works before any construction or repair work on Grantee's lines obstructs any public street or roads.

4. All mains and pipelines shall be so laid that the top of said main or pipeline shall be a minimum 18-inches below the surface of the street or alley so as to protect and not interfere with existing paving, wire cables, water pipes, underground wires, or sewer laterals, as directed by and to the satisfaction of the City's Director of Public Works.

5. Grantee, at its expense, shall lay and extend all service connection with the gas mains and pipes to the property line of the consumer, but Grantee shall not be required to extend main lines more than one hundred fifty (150) feet to any one consumer unless said consumer pays for the additional extension footage. Each consumer of gas shall install and maintain suitable piping within his/her property lines and suitable appliances and fixtures, except meters.

The City reserves the right to lay and permit to be laid electric conduits, water, sewer and other pipelines or cables, and to do and permit to be done any underground work which may be deemed necessary or proper by the City in, across, along or under any street, alley, highway, or other public way occupied by the Grantee; and whenever by reason of changes in the grade of any street, or in the location or manner of constructing any City-owned water pipes, electric conduits, sewers or other underground structures, it shall be deemed necessary by the City to alter, change, adapt or conform gas mains and service pipes of Grantee in any street or alley lawfully dedicated to public use or other public ways occupied by Grantee, such alterations or changes shall be made by the Grantee when ordered in writing by the City or any supervisor or other representative thereof so authorized to act, without any claim for reimbursement for damages against the City; provided, however, that Grantee shall at all times be entitled to receive from appropriate governmental bodies, ***excluding*** the City, payments for relocation of its facilities to which it may be lawfully entitled to under applicable federal law or laws of the State of Texas with respect to relocation payments where highway construction or reconstruction is involved.

### **Section 3.**

The Grantee shall not discriminate against any person, corporation, firm or association in the charge for natural gas service or in the services rendered under like circumstances to customers of the same classification. The Grantee will not directly or indirectly grant any discount, rebate, or give things of value to circumvent the rate schedule.

### **Section 4.**

Grantee, its successors and assigns, shall file with the City Secretary of the City a schedule of all rates for the sale of natural gas and natural gas service to its general domestic and commercial customers who use natural gas within the City, which shall be the Grantee's statewide gas tariff rate as approved by the Railroad Commission of Texas; provided, however, nothing herein shall prohibit the Grantee from filing in the future its application for increase or decrease of such rates and the City acting thereon by ordinance. Attached hereto as Exhibit A-1 and incorporated herein for all purposes is the Grantee's Rates & Tariff Schedule approved by the Railroad Commission of Texas effective as of October 1, 2025 (hereinafter call the "General Service Rates").



### **Section 5.**

The City, by the granting of this franchise, does not surrender or to any extent lose, waive, imperil or lessen the lawful powers and rights now or hereinafter vested in the City under the Constitution and Statutes of the State of Texas and under the Charter of the City to regulate the rates for services of Grantee; and Grantee, by its acceptance of this franchise, agrees that all such lawful regulatory power and rights, as the same may from time to time be vested in the City, shall be in full force and effect and subject to the exercise thereof by the City of any time and from time to time.

### **Section 6.**

Subject to the provisions of Section 5 hereof, the Grantee, its successors and assigns, may make special contracts with industrial and other consumers covering the sale of natural gas and natural gas services at rates other than the established General Service Rates.

### **Section 7.**

The Grantee may require from any consumer of natural gas, before natural gas service is commenced or continued, a deposit or other precondition for a continuation of service in accordance with rules and regulations as adopted by the Railroad Commission of Texas for unincorporated areas.

### **Section 8.**

The City, or its duly authorized representatives, shall have the right, at all reasonable times, to inspect the books and records of the Grantee whether located in the City or elsewhere.

### **Section 9.**

The Grantee's undertakings shall be subject to its ability, by use of due diligence and normal business methods, to obtain and place in service the necessary materials and facilities. Moreover, the Grantee shall be excused from failure or delay in performing such obligations if, and to the extent, occasioned by act of God, fire, explosion, flood, act of a public enemy, contagion or contamination hazardous to human life or health, legal restraints, labor difficulties, material shortages, interruption or deficiency of natural gas supply not attributable to default of the Grantee or, without limitation, any other cause or combination of causes not reasonably within the Grantee's ability to anticipate or control. In any case of shortage of gas supply due to any

cause, where the Grantee by reason thereof is unable to furnish gas for all purposes, preference shall be given to residences, hospitals, schools, churches and other human needs customers in accordance with the rules of the Railroad Commission of Texas during the period of any such shortage.

#### **Section 10.**

The Grantee, its successors or assigns, shall prepare and file with the City Secretary a map setting forth its distribution system located within the City, which map shall be corrected and brought up-to-date from time to time thereafter. Such map shall be made available in portable document format (PDF).

#### **Section 11.**

The Grantee as consideration for the granting of this franchise and the rights and privileges hereunder and as an adequate compensation for such grant agrees to pay to the City a reasonable rental and charge for the use of the City's streets, alleys, highways, easements, parks, thoroughfares or other public ways or grounds, shall pay the aggregate sum of the FIVE PERCENT (5 %) of the gross receipts of the company, for natural gas energy used within the city limits of the City of Brady, Texas. The "gross receipts" upon which such rentals are based shall be computed as follows: from the total gross receipts from the sales of such natural gas energy within said city limits, it shall be deducted from the receipts from sale to the Federal government, Federal government departments and agencies, the County of McCulloch, the City of Brady, Texas, and other public government authorities upon such utility's published rates and the balance paid after such deductions, constitutes, the gross receipts upon which such rentals shall be paid.

Such payments shall be payable to the City on a quarterly basis due December 30, March 31, June 30, September 30 and the payments covering each prior period shall be made within thirty (30) days after each period. Such payments shall be in lieu of any and all other taxes or other exactions (except general ad valorem property taxes and special assessments for local improvements) upon the business, revenue or property of the Grantee or any part thereof in the City during the term of this franchise, and they shall continue only as long as the Grantee is not prohibited from making them by any lawful authority having jurisdiction in the premises and so long as the City does not charge, levy or collect or attempt to charge, levy or collect other franchise, license, privilege, occupation, excise or revenue taxes or other exactions (except general ad valorem property taxes and

special assessments for local improvements).

## Section 12.

The Grantee shall have the right and privilege of assigning this franchise with advance notice to City and only to an assignee who has the same or greater capability to adhere to all terms and provisions of federal, state and local provisions, and all the rights and privileges granted herein, and wherever the word “Grantee” appears herein it shall be construed as applying to its successors and assigns.

### Section 13.

If any section, paragraph, subdivision, clause, phrase, or provision hereof shall be adjudged invalid or unconstitutional, the same shall not affect the validity hereof as a whole, or any part of provision other than the part or provision so decided to be invalid or unconstitutional.

## Section 14.

Grantee shall, within thirty (30) days from the date of the final passage of this ordinance by the City, file with the City Secretary a written statement signed in its name and behalf by a duly authorized officer of Grantee in the following form:

“The Honorable Mayor and Council of the City of Brady, Texas:

“West Texas Gas Utility, LLC, for itself, its successors and assigns,  
hereby accepts the attached Ordinance finally passed by the City Council  
the day of \_\_\_\_\_, 202\_\_, and agrees to be bound  
by all of its terms and provisions.”

WEST TEXAS GAS UTILITY, LLC

By:           [do not sign]          

“Dated this, the \_\_\_\_\_ day of \_\_\_\_\_, 2025.”

On Motion of Council Member \_\_\_\_\_, seconded by  
Council Member \_\_\_\_\_, the foregoing Ordinance was passed on the \_\_\_\_\_ day  
of \_\_\_\_\_, A.D., 2025, by the following vote:

\_\_\_\_\_ Council Members voting "AYE":

\_\_\_\_\_ Council Members voting "NAY":

Passed and approved on the FIRST READING this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

Passed and approved on the SECOND READING this \_\_\_\_\_ day of \_\_\_\_\_, 2025

\_\_\_\_\_  
Anthony Groves, Mayor

ATTEST:

\_\_\_\_\_  
Tina Keys, City Secretary

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

<b>AGENDA DATE:</b>	09-02-2025	<b>AGENDA ITEM</b>	7. F.
<b>AGENDA SUBJECT:</b>	Discussion, consideration and possible action regarding the <b><u>second and final reading of Ordinance 1398</u></b> amending ordinance 982 of the City of Brady, Texas, designating truck routes in the City of Brady, Texas.		
<b>PREPARED BY:</b>	J. Stewart / T. Keys	<b>Date Submitted:</b>	08/11/2025
<b>EXHIBITS:</b>	Ordinance No. 1398		
<b>BUDGETARY IMPACT:</b>	<b>Required Expenditure:</b>	\$0	
	<b>Amount Budgeted:</b>	\$0	
	<b>Appropriation Required:</b>	\$0	
<b>CITY MANAGER APPROVAL:</b>			

<b>SUMMARY:</b>
This ordinance revision is being requested following the recent revelation that the City of Brady is responsible for the majority of West White Street which runs from Hwy. 377 west to Hwy. 87. The street has been part of an unofficial truck route which this ordinance will correct due to the extreme wear and tear trucks and trailers inflict on this roadway. Removing this street from any truck route will allow the city to prohibit trucks and heavy loads and enforce the 'no truck' restriction.

<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." (City Secretary reads preamble)
<b>Mayor calls for a Motion:</b> Do I have a Motion to approve the second and final reading of Ordinance 1398

**ORDINANCE NO. 1398**

**AN ORDINANCE OF THE CITY OF BRADY TEXAS AMENDING ORDINANCE  
982 DESIGNATING TRUCK ROUTES IN THE CITY OF BRADY, TEXAS AND  
LIMITING THE USE OF RESIDENTIAL STREETS FOR TRUCK PARKING**

**WHEREAS**, the City of Brady, Texas has previously established truck routes within the City Code; and

**WHEREAS**, the passage of heavy trucks over streets not constructed for heavy loads is detrimental to our streets and

**WHEREAS**, the City Council seeks to limit the damage to residential areas resulting from heavy truck traffic.

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

That the following street is hereby removed from the truck route map:

West White Street

**Passed and approved on the FIRST READING** this \_\_\_\_ day of \_\_\_\_\_, 2025.

**Passed and approved on the SECOND READING** this \_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
Anthony Groves, Mayor

ATTEST:

\_\_\_\_\_  
Tina Keys, City Secretary

**CITY COUNCIL  
CITY OF BRADY, TEXAS  
AGENDA ACTION FORM**

<b>AGENDA DATE:</b>	9-2-2025	<b>AGENDA ITEM</b>	7. G.
<b>AGENDA SUBJECT:</b>	Discussion, consideration, and possible action regarding <b>Resolution 2025-021</b> updating the City's Uniform Apparel Policy.		
<b>PREPARED BY:</b>	Lisa McElrath	<b>Date Submitted:</b>	8-26-25
<b>EXHIBITS:</b>	Resolution 2025-021 Uniform Apparel Policy		
<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>			

<b>SUMMARY:</b>
<p>City staff recognizes the need to promote uniformity, care, return, and replacement of city issued apparel and personal protective equipment. Staff has worked under the current Uniform policy for 7 years.</p> <p>Staff recognized a need to update the color and type of uniform for various departments. The recommended changes were reviewed with City Council during the 2026 Budget workshops held in July.</p>

<b>RECOMMENDED ACTION:</b>
Move to approve Resolution 2025-021 adopting the City's Uniform Apparel Policy as updated.

**RESOLUTION NO. 2025-021**

**A RESOLUTION OF THE CITY OF BRADY, TEXAS  
TO AMEND THE CITY OF BRADY'S UNIFORM APPAREL POLICY  
WHICH WAS ADOPTED IN 2016**

**WHEREAS**, December 2016, the City Council adopted the Uniform Apparel Policy to promote uniformity, care, return, and replacement of city issued apparel and personal protective equipment;

**WHEREAS**, the policy was last updated by Resolution in August 2018;

**WHEREAS**, after 7 years, the City staff are recommending updates to the color and type of uniform for various departments;

**WHEREAS**, the City wishes to proceed with revising the City Uniform Apparel Policy; and

**WHEREAS**, the City Charter requires City Council to set policy by resolution.

**NOW, THEREFORE BE IT RESOLVED** by the City Council of the City of Brady, Texas:

The City of Brady Uniform Policy, which was adopted December 2016, is hereby updated.

**PASSED AND APPROVED** this the 2nd day of September, 2025.

\_\_\_\_\_  
Anthony Groves, Mayor

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



CITY OF BRADY ADMINISTRATIVE PROCEDURES		
SUBJECT: <b>UNIFORM APPAREL POLICY</b>	EFFECTIVE DATE: <b>12-6-2016</b>	REVISED DATE: <b>6-30-25</b>
APPROVED: <b>9-02-2025</b>	Resolution No: <b>2025-021</b>	

### **INTRODUCTION:**

The purpose of this policy is to ensure the wear, care, return and replacement of City of Brady issued uniform apparel, including OSHA approved safety boots/shoes and other personal protective equipment (PPE) is maintained.

### **POLICY STATEMENT:**

The City of Brady promotes a healthy and safe work environment that includes providing employees with the required uniform apparel and PPE to service the public during daily operations.

### **DEFINITIONS**

**Employee(s):** an individual hired by the City as a full-time or a part-time employee.

**Uniform apparel:** Clothing items issued by the City of Brady to eligible employees may include but not limited to polo-type shirts, T-shirts, collared shirts, pants, jackets, coveralls and safety boots/shoes.

**Personal protective equipment (PPE):** Equipment worn to minimize exposure to serious workplace hazards. These hazards may result from contact with chemical, radiological, physical, electrical, mechanical or other workplace hazards including inclement weather conditions.

**Safety boots/shoes:** Protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, piercing of the sole, or when the use of protective footwear will protect the affected employee from an electrical hazard, chemical spill and/or the operation of small equipment.

**Authorized designee:** An individual who is authorized to approve, issue, replace or accept return of uniform apparel.

### **OBJECTIVES:**

Produce some guiding principles for ensuring employees receive the required uniform apparel, PPE, and financial accountability.

1. To establish a consistent uniform apparel policy for all City Departments/Divisions;
2. To identify employees involved in the delivery of services to the general public;
3. To define and standardize the number of apparel items issued and the frequency of replacement;
4. To identify certain clothing and PPE for the safety of employees engaged in duties that are dangerous or in areas that are hazardous;
5. To expedite ordering, delivery and replacement of uniforms uniformly throughout the City of Brady; and
6. To provide for financial accountability.

**PROCEDURES:**

1. Ordering of Uniform Apparel
  - a) Uniforms are ordered by an approved contract vendor and/or an approved local vendor.
  - b) Fire Department and Police Department ordering may require an on-site visit to the contract vendor for measurements or the contract vendor will schedule an appointment to be at a specific City location.
  - c) Uniforms for Community Services and Public Works employees are ordered at the Service Center.
    - a. Supervisor and/or authorized designee must complete with the employee a Uniform Order Sheet (see Exhibit 1).
    - b. The Uniform Order Sheet must be provided to the contract vendor to place order.
    - c. Contract vendor is at the Service Center every Monday, unless there is a scheduled holiday and a notice will be posted on a different date of service.
    - d. For local vendors the Uniform Order Sheet is completed by the supervisor and must include a copy of the invoice.
2. Replacement of Uniform Apparel
  - a) Uniforms for the Fire Department and Police Department are monitored and replaced by the Department's authorized designee.
  - b) Uniforms that are under contract for Community Services and Public Works employees are monitored by the vendor and replaced when needed because of wear and tear.
  - c) Division shirts purchased by a local vendor are monitored and replaced by the supervisor.

3. Issue of Uniform Apparel and PPE for employees with Community Services, Public Works, Utility Support - Meter Technician and Repair Shop - Mechanic
  - a) Departments/Divisions will determine the color, permissible styles and pieces of apparel as well as number of uniforms initially issued to an employee.
  - b) Uniform apparel that includes supervisor's name and logo may utilize embroidery.
  - c) Uniform apparel that includes employee's name and logo must utilize removable patches.
  - d) City issued embroidery or patches are considered part of a complete uniform and are to be worn as required.
  - e) When uniforms are replaced, only the number necessary to replace damaged, lost or stolen uniforms shall be ordered.
  - f) Employees may be provided with an annual \$75.00 stipend toward the purchase of safety boots/shoes. Employee must obtain supervisor approval and provide a receipt of purchase to obtain stipend.
  - g) Approved headwear to be added to the prescribed uniform:
    - a. Brimmed type hat with City logo
    - b. Baseball-type cap with City logo only
    - c. Sweatband and/or headbands are approved
  - h) Work jeans may be provided to Divisions that are exposed to chemicals or hazardous materials.
    - a. Work jeans will not be allowed to be taken home.
    - b. An employee will be required to change into or out of the work jeans at the beginning and at the end of each work day.
    - c. Work jeans are required to be placed in the clothes rack area at the Service Center to be picked up by the contractor for maintenance.
    - d. An employee may be allowed an exception to the rule but must be approved by the immediate supervisor.
  - i) Employee may be issued winter jackets or winter thermal wear every three years.
  - j) A new hire kit consisting of PPE are issued to all new employees, and are monitored and regulated by the Department/Division supervisor during the employee's employment with the City.
  - k) PPE may include but not limited to hard hats, safety vest, safety goggles/glasses and ear plugs. PPE issued to employees may vary by Department/Division.
4. Probationary Full-time Employees and Part-time Employees – ( employees with less than six (6) continuous months employment )
  - a) Each eligible probationary employee will be issued a temporary uniform apparel consisting of T-shirt(s) with the Department/Division color, supervisor or authorized designee will determine the quantity to be issued.
  - b) Some Departments/Divisions may require standard-issue uniforms because of public safety and work hazards, for example: Fire, Police, Electric and Gas.

- c) Upon successful completion of the probationary period, each employee may receive the contract uniforms as provided by each Division and eligible for the safety boots/shoes stipend as required for the employee's job requirements.
- 5. Non-Probationary Employees
  - a) Eligible non-probationary employees should have a minimum of 11 complete uniforms in serviceable condition in the required color for his/her Division (does not include Fire and Police).
  - b) Must complete and sign a Uniform Order Sheet.
  - c) Eligible for the stipend for purchase of safety boots/shoes if required by the employee's job requirements.

#### **EMPLOYEE RESPONSIBILITIES:**

1. Employees are required to report to work in a complete, clean, neatly maintained uniform.
2. An employee can be sent home for an incomplete uniform. Time away from work will not be paid and will be reported absent on the time sheet.
3. An employee may request a replacement due to stains, tears, excessive fading or size modifications. Employee shall notify the supervisor and/or authorized designee who will make the final determination.
4. If an employee loses or has uniform(s) stolen, employee shall report the loss as soon as possible but no later than by the end of the next business day.
5. Employee shall obtain prior approval from immediate supervisor or authorized designee before purchasing safety boots/shoes.
6. If an employee retires, resigns or is terminated, the employee must turn in all issued City apparel items to their immediate supervisor by close of business on the last day of employment.

As noted in the Personnel Policy Manual, **under page 66, 6.17 Dress Code and Uniforms:**  
If all apparel items are not returned, the City will deduct the cost of the items from the employee's last paycheck.

#### **DEPARTMENT/DIVISION RESPONSIBILITIES:**

1. Department Heads/Supervisors are required to enforce this policy and ensure that employees report for work in a complete and proper uniform that is neat and clean.
2. If the supervisor and/or authorized designee determines that a uniform is not reflective of a professional image for the City, a replacement item will be ordered.
3. Supervisor and/or authorized designee shall determine if part or all of replacement is due to employee's neglect or personal circumstances. The employee will be responsible for the replacement cost if neglect is determined.
4. When salvaging or discarding old uniform apparel owned by the City, all City identification patches are to be removed and uniforms with embroidery will require cutting out the name and logo before disposing.
5. Supervisor and/or authorized designee are responsible for maintaining an inventory checklist of all City property issued to an employee during the period of employment.

6. Ensure employees turn in all City issued uniform apparel items due to retirement, resignation or termination.

**COMPLIANCE:**

Employees shall comply with this policy and any subsequent policy or guidelines issued by the City Manager. Violations of this policy may subject an employee to disciplinary action up to and including indefinite suspension/termination. These responsibilities are to be included in the designated individual's performance evaluation.

## **COLOR AND TYPE OF UNIFORM BY DEPARTMENT**

### **Department - Community Services**

#### **Division – Aquatic**

- |              |             |                                  |
|--------------|-------------|----------------------------------|
| • Supervisor | Color Red   | T-Shirt (not required to return) |
| • Employee   | Color White | T-Shirt (not required to return) |

#### **Division – Code Enforcement**

- |                 |             |                 |
|-----------------|-------------|-----------------|
| • All employees | Color Black | Polo-Type Shirt |
|-----------------|-------------|-----------------|

#### **Division - Curtis Field Airport**

- |                 |                 |                                     |
|-----------------|-----------------|-------------------------------------|
| • All employees | Color Dark Teal | Vented Style Collared Shirt – LS/SS |
|-----------------|-----------------|-------------------------------------|

#### **Division - Golf Course**

- |              |             |         |
|--------------|-------------|---------|
| • Supervisor | Color Green | T-Shirt |
| • Employee   | Color Green | T-Shirt |

#### **Division - Lake**

- |              |            |                 |
|--------------|------------|-----------------|
| • Supervisor | Color Blue | Polo-Type Shirt |
| • Employee   | Color Tan  | T-Shirt         |

#### **Division - Public Property Maintenance (PPM)**

- |              |             |   |
|--------------|-------------|---|
| • Supervisor | Color Blue  | Polo-Type Shirt                               |
| • Employee   | Color Green | Maintenance Shirt – LS/SS – 65/35 Poly-Cotton |

### **Department – Finance**

#### **Division – Purchasing**

Various Colors	Polo-Type shirt
----------------	-----------------

#### **Division – Repair Shop**

Color Navy Blue	Maintenance Shirt – SS – 65/35 Poly-Cotton
-----------------	--

#### **Division – Utility Support**

- |                    |                  |   |
|--------------------|------------------|---|
| • Meter Technician | Color Royal Blue | Maintenance Shirt –LS - Flame Resistant 4.5 |
| • Customer Service | Various Colors   | Polo-Type Shirt                             |

## **Department – Fire/EMS**

Class "A" Uniform: Black dress coat, black slacks, with white button down shirt and black tie. Black belt with gold buckle, gold badge with rank, gold name badge, white dress hat with rank hat badge and black dress shoes.

Class "B" Uniform: White button down shirt with or without black tie. Gold badge with rank, gold name badge and black slacks. Black belt with gold buckle and black dress shoes.

Class "C" Uniform: Dark navy 511 pants and shirt. Dark Navy Blue Fire Department T-Shirt under 511 shirts. Pin or magnetic gold name badge and gold badge on 511 shirts. Black belt (Tactical) preferred and black shoes or boots.

### Lieutenants:

Class "A" Uniform: Black dress coat, black slacks, white button down shirt with black tie. Black belt with gold buckle, gold badge with rank, gold name badge, black dress hat with rank hat badge and black dress shoes.

Class "B" Uniform: White button down with or without black tie. Gold badge with rank, gold name badge and black slacks. Black belt with gold buckle and black dress shoes.

Class "C" Uniform: Dark navy 511 pants and shirt. Dark Navy Fire Department T-Shirt under 511 shirt. Pin or magnetic name badge and gold badge on 511 shirt. Black belt (Tactical) preferred and black shoes or boots. (Once temperature is above 90 degrees outer shirt does not have to be wore. Department ID badge must be wore at all times if no outer shirt).

### Firefighters:

Class "A" Uniform: Black dress coat, black slacks, light blue button down shirt with black tie. Black belt with silver buckle, silver badge with rank, silver name badge, black dress hat with rank hat badge and black dress shoes.

Class "B" Uniform: Navy button down with or without black tie. Silver badge with rank, silver name badge and black slacks. Black belt with silver buckle and black dress shoes.

Class "C" Uniform: Dark navy 511 pants and shirt. Dark Navy Fire Department T-Shirt under 511 shirt. Pin or magnetic name badge and silver badge on 511 shirt. Black belt (Tactical) preferred and black shoes or boots. (Once temperature is above 90 degrees outer shirt does not have to be wore. Department ID badge must be wore at all times if no outer shirt).

### All Personnel:

Winter Wear: Winter Coat and Job Shirt.

## Department – Police

Chief / Cpt. / Lt. / Admin Professional attire with City of Brady logo visible as to clearly identify the individual as a member of the Brady Police Department. Attire can be tactical, duty wear or business casual but individual must display a professional attire that is conducive to representing the City of Brady as a peace officer or member of the department.

- |                                    |                 |                               |
|------------------------------------|-----------------|-------------------------------|
| • <u>Police Officer</u>            | Color Navy Blue | Blauer Shirt LS / SS          |
|                                    | Color Grey      | Blauer Shirt LS / SS          |
|                                    | Color Navy Blue | T-Shirt                       |
|                                    | Color Navy Blue | Blauer Pants                  |
| Court Uniform:                     | Color Grey      | Blauer Shirt with Navy Tie LS |
| Off-duty security:                 | Color Grey      | Polo-Type Shirt               |
| • <u>Division – Animal Control</u> | Color Grey      | Polo-Type Shirt               |

## Department - Public Works

### Division – Electric

- |              |                  |  |
|--------------|------------------|--|
| • Supervisor | Color Royal Blue | Maintenance Shirt – LS - Flame Resistant 4.5 |
| • Employee   | Color Royal Blue | Maintenance Shirt – LS - Flame Resistant 4.5 |

### Division - Gas

- |              |           |  |
|--------------|-----------|--|
| • Supervisor | Color Tan | Maintenance Shirt – LS - Flame Resistant 4.5 |
| • Employee   | Color Tan | Maintenance Shirt – LS - Flame Resistant 4.5 |

### Division - Solid Waste

- |              |                       |   |
|--------------|-----------------------|---|
| • Supervisor | Color High Visibility | Maintenance Shirt – LS/SS – 65/35 Poly-Cotton |
| • Employee   | Color High Visibility | Maintenance Shirt – LS/SS – 65/35 Poly-Cotton |

### Division - Street Sanitation

- |              |                       |   |
|--------------|-----------------------|---|
| • Supervisor | Color High Visibility | Maintenance Shirt – LS/SS – 65/35 Poly-Cotton |
| • Employees  | Color Tan             | Maintenance Shirt – LS/SS – 65/35 Poly-Cotton |

### Division - Streets

- |              |                  |   |
|--------------|------------------|---|
| • Supervisor | Color Light Blue | Maintenance Shirt – LS/SS – 65/35 Poly-Cotton |
| • Employee   | Color Light Blue | Maintenance Shirt – LS/SS – 65/35 Poly-Cotton |



Division - Water & Sewer Collection

- |              |            |                 |
|--------------|------------|-----------------|
| • Supervisor | Color Blue | Polo-Type Shirt |
| • Employee   | Color Blue | Polo-Type Shirt |

Division – Water Treatment Plant

- |              |                 |                 |
|--------------|-----------------|-----------------|
| • Supervisor | Color Navy Blue | Polo-Type Shirt |
| • Employee   | Color Blue      | T-Shirt         |

Division – Wastewater Plant

- |              |                  |          |
|--------------|------------------|----------|
| • Supervisor | Color Camouflage | T-Shirts |
| • Employee   | Color Camouflage | T-Shirts |

Key:

LS – Long Sleeve

SS – Short Sleeve

**EXHIBITS:**

Exhibit 1 – Uniform Order Sheet