

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, November 4, 2025 at 6:00 p.m. with Mayor Anthony Groves presiding. Council Members present were Terry Phillips, Aaron Garcia, Curtis Owens and Gabe Moreno. City staff present were City Manager James Stewart, Public Works Director Steven Miller, Finance Director Lisa McElrath, Police Chief Randy Batten, Solid Waste Superintendent Brandon Roberts, Fire Chief Jeremy Ramon, and City Secretary Tina Keys. Also in attendance were James Griffin, Daniel Mendoza, Vickie Roddie, Jim Lero, Charles Hodges, Casey Long, Charles Bush, Kimberly Shade, and Jamey West.

#### **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 Regular Session meeting on October 21, 2025

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

#### **5. PRESENTATIONS**

There were no presentations.

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

There were no public hearings.

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

- A. Discussion, consideration and possible action regarding the **second and final reading of Ordinance 1402** of the City of Brady, Texas, to amend FY 2026 Budget transferring unfinished FY 2025 projects to the FY 2026 Budget cycle. Lisa McElrath presented. Council Member Moreno asked about running water from the golf course new well. James Stewart said it hasn’t been discussed but we can look into it. Council Member Moreno moved to approve the second and final reading of Ordinance 1402 with Exhibit A attached. Seconded by Council Member Owens. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.
- B. Discussion, consideration and possible action regarding approval of **Resolution 2025-024** to request grant funds from the Concho Valley Council of Governments (CVCOG) under the Regional Solid Waste Grants Program, Grant FY2025/2026 for purchase of baler recycling equipment for cardboard and aluminum products. Steven Miller presented. Council Member Phillips moved to approve Resolution

2025-024 authorizing the City Manager as signatory authority to execute a grant application with the CVCOG – San Angelo program in an amount not to exceed \$18,000. Seconded by Council Member Owens. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.

- C. Discussion, consideration and possible action authorizing the city manager to sign a sales quote with Warren CAT, San Angelo, TX, an action committing City Council to a future lease/purchase agreement with Caterpillar Financial Services Corporation for a CATERPILLAR D6 Dozer for city landfill operations. Steven Miller presented and introduced Jamey West with Warren CAT who explained the process. Mr. West said we have the right of refusal when it comes in with no restocking fee. This is just to get the order put in. Council Member Phillips asked how much we could get on the traded in dozer. Mr. West said the balloon payment is \$140,000. They shoot for more than that. They’re hoping the used market comes up and said we should have equity in it. Council Member Phillips asked, on the new one, if the sale price is \$600,000, is the price firm. Mr. West said very firm. They’ve been hit with a 4% price increase that this dozer will receive. Steven Miller said we have done this in the past so there is previous experience with this arrangement. We get really good customer service with Warren CAT. Lisa McElrath said we typically did not have to worry about signing the agreement ahead of time because turn around time was one month but this time it is taking longer. We have to come back to council with a resolution when we are ready to finance with CAT. Council Member Moreno moved to authorize the City Manager to sign a sales quote with Warren CAT for a Caterpillar D6 Dozer for City landfill operations. Seconded by Council Member Phillips. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.
- D. Discussion, consideration and possible action regarding the **first reading of Ordinance 1404** of the City of Brady, Texas repealing Ordinance 1099 regarding cost recovery fee schedule for fire services. James Stewart presented. Council Member Owens moved to approve the first reading of Ordinance 1404. Seconded by Council Member Garcia. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.
- E. Discussion, consideration and possible action approving amendment to Emergicon, LLC Emergency Medicine Consultants to include Emergifire, LLC for billing and collection fees for fire services provided by Brady Fire Department. James Stewart presented and said this is not a service that is going to be sending a bill to a customer. This is for services that will be billed to insurance companies on major accidents or structure fires. Jeremy Ramon said Emergifire is a sister company to Emergicon. He talked to some other departments that used them. We will not be billing individuals. Emergifire will read through the duty crew’s incident report and submit it to the insurance company for payment. There will not be bills sent to citizens. The goal is to offset the purchase of some new bunker gear, fire hose, air packs. Council Member Owens said we’re going to the call anyway, so we may as well get some compensation out of it. Council Member Moreno asked what about if it is an EMS call associated with the fire call, will they get two bills. Council Member Moreno also asked about the interlocal agreement with the county for EMS and fire and asked if we need to have an agreement with them. James Stewart said no. Council Member Moreno asked if it’s an annual contract. Jeremy Ramon said he’s not sure, but he will check. Council Member Phillips asked if we have the right to cancel. James Stewart said he will check. City Secretary Tina Keys found the Emergicon agreement and read it to Council which states it is an initial term of one year and will automatically renew unless terminated, and can be cancelled by either party with 30 days written notice. Council Member Moreno moved to approve Addendum C with Exhibit

A attached. Council Member Phillips said he thinks we really need to communicate with the public so they have a clear understanding. Seconded by Council Member Phillips. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.

- F. Discussion, consideration and possible action regarding the **first reading of Ordinance 1405** of the City of Brady, Texas amending Ordinance 1401, a Schedule of Fees for the Administration of Utility Rates, Programs, Regulations and other Operations of the City, adding rates for the deployment of emergency and non-emergency services provided by the Brady Fire Department. James Stewart presented. Council Member Phillips moved to approve the first reading of Ordinance 1405. Seconded by Council Member Moreno. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.
- G. Discussion, consideration and possible action for final approval for EDC to grant a loan to Shade & Associates LLC in the amount of \$250,000 at a 2% interest rate for 10 years. Daniel Mendoza presented and introduced Kimberly Shade who said they have purchased 7 homes in Brady and renovated them and have purchased more homes and are renovating them as well. They do everything from roofing, plumbing, electrical, they don’t cut any corners. Council Member Phillips said the financial packet they presented to the EDC was quite impressive. Council Member Garcia moved to approve amendment to allow the EDC to loan \$250,000 at 2% interest for a 10-year term to Shade & Associates LLC. Seconded by Council Member Moreno. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.
- H. Discussion, consideration and possible action regarding hiring freeze. James Stewart presented and said we do have several openings and is asking if we can formally rescind the hiring freeze based on only hiring positions approved in the budget. Council Member Moreno said originally they were looking to be more efficient. He thinks James has done a great job finding efficiencies. He doesn’t have a problem removing it. What they wanted done, James did it. Council Member Garcia said we still need to address merit raises and pay scales and the step program. James said starting pay rates and retention needs to be looked into and it’s a high priority. Council Member Garcia moved to approve lifting the hiring freeze with the understanding that pay raises and pay entry points will still be addressed by the City Manager. Seconded by Council Member Phillips. All Council Members voted “aye” and none “nay”. Motion passed with a 4 – 0 vote.

## 8. STAFF REPORTS

### A. Upcoming Special Events/Meetings:

November 11	Veteran’s Day Holiday, City Offices Closed, Altered Trash Schedule – Tues 11/11 picked up Wed. 11/12
November 18	Regular City Council Meeting, 6:00 p.m
November 27	Thanksgiving Day Holiday, City Offices Closed, Altered Trash Schedule – see below
November 28	Day After Thanksgiving Holiday, City Offices Closed, Altered Trash Schedule – Thursday & Friday 11/27 & 11/28 picked up on Wednesday 11/26
December 2	Regular City Council Meeting, 6:00 p.m.
December 16	Regular City Council Meeting, 6:00 p.m.
December 25	Christmas Day Holiday, City Offices Closed, Altered Trash Schedule – see below

December 26

Floating Christmas Holiday, City Offices Closed, Altered Trash Schedule – Thursday 12/25 and Friday 12/26 pickups move to Wednesday 12/24

**9. ANNOUNCEMENTS**

There were no announcements

**10. COMMENTS ON FUTURE ITEMS FOR CONSIDERATION**

Council Member Moreno wants a continued discussion on the Fire station.

**11. EXECUTIVE SESSION**

There was no Executive Session

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

n/a

**13. ADJOURNMENT**

There being no further business, Council Member Phillips moved to adjourn. Seconded by Council Member Moreno. Meeting adjourned at 7:03 p.m.

  
Anthony Groves, Mayor

Attest:   
Tina Keys, City Secretary