



CITY OF BANDERA

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MINUTES FOR THE REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF BANDERA

THURSDAY, JANUARY 7, 2021 AT 6:00 PM
IN THE MUNICIPAL BUILDING AT 511 MAIN STREET, BANDERA, TEXAS

THIS MEETING WAS OPEN TO THE PUBLIC VIRTUALLY VIA ZOOM.

1. Call to order.

Mayor Schauman called the meeting to order at 6:00 pm. All councilmembers were present as well as City Attorney Dan Santee, Marshal Will Dietrich and City Secretary Jill Shelton.

2. Visitors to be heard.

This time is set aside for any person who wishes to address the City Council. Presentations should be limited to no more than 3 minutes. Individuals not able to attend due to space limitations may email the City Secretary at least two (2) hours prior to the meeting and provide your comments to be read.

Crystal Dobbs – Ms. Dobbs comments on her long personal and professional relationship with Ms. Shelton and how to tender her employment would be a detriment to the city.

James McGroarty – Mr. McGroarty comments that the city is better off with Jill Shelton as the City Secretary and explains his reasoning.

3. Consent Agenda.

a. Approval of minutes from:

- December 3, 2020 Regular Meeting
- December 17, 2020 Regular Meeting

Councilmember Kunz requests the minutes from December 3rd be moved to the regular agenda.

Councilmember Kunz requests on item 5a, on each a, b, and c, the words “responded to and answered council questions” be added. *Councilmember Kunz makes a motion to approve the minutes with her stated correction, seconded by Mayor Pro Tem Gibson. All in favor, none opposed. Motion passed.*

Councilmember Hasty makes a motion to approve the December 17th minutes, seconded by Mayor Pro Tem Gibson. All in favor, none opposed. Motion passed.

4. Discussion and possible action on the following items:

- #### a. Approval of a street closure request by James McGroarty of 11th Street Cowboy Bar for 11th Street between Cypress and Cedar Streets on Thursday, February 4, 2021 at 6:00 PM until Sunday, February 7, 2021 at 3:00 am for pedestrian and vendor and gumbo cook team safety for the 16th annual 11th Street Cowboy Mardi Gras Celebration.

Mayor Pro Tem Gibson made a motion to approve, seconded by Councilmember Hasty. There was discussion about the Governor’s order and how 11th Street plans to keep the public safe during the event. Mr. McGroarty stated he will submit a safety plan for the event to the Mayor soon. All in favor, none opposed. Motion passed.

- #### b. Removal of one or more members of the Board of Directors of the Bandera Economic Development Corporation.

Mayor Pro Tem Gibson made a motion to remove herself, seconded by Councilmember Hasty. There was discussion about the current state of the BEDC and getting the BEDC moving in the right direction. There was

also discussion about past members and current members. There was discussion about Mayor Pro Tem reconsidering her resignation. *All in favor, none opposed. Motion passed.*

Councilmember Hasty made a motion to remove DeAnna McCabe, seconded by Councilmember Kunz. There was extensive discussion about past questionable events concerning Ms. McCabe. Councilmember Hasty rescinds her motion.

Councilmember Kunz made a motion for discussion, seconded by Councilmember Hasty. Councilmember Kunz discussed the request of citizens to have Cindy Coffey and Andrea Jankoski removed from the BEDC. There was extensive discussion about getting more applications, getting the proper people into the position and the dynamics of the current board and current council.

Councilmember Kunz made a motion to remove Cindy Coffey, Andrea Jankoski and DeAnna McCabe, seconded by Councilmember Morse. Councilmembers Morse, Hasty and Kunz in favor. Councilmember Russe and Mayor Pro Tem Gibson opposed. Motion passed.

c. Appointment of one or more members to the Board of Directors of the Bandera Economic Development Corporation.

There was discussion about leaving the BEDC without a quorum. Mayor Pro Tem Gibson made a motion to appoint Councilmembers Morse and Kunz to the BEDC, seconded by Councilmember Hasty. There was discussion about appointing councilmembers on a temporary basis to enable a quorum of the BEDC while applications are received for more permanent members. Mayor Pro Tem Gibson and Councilmembers Morse, Kunz and Hasty in favor, Councilmember Russe opposed. Motion passed.

d. Discussion and possible action on a resolution amending the City of Bandera Personnel Policy to include a Compensatory Time Off Policy.

There was discussion about whether or not exempt employees can earn compensatory time, at what rate it can be earned, use restrictions, and time limitation instead of buying back time. Mr. Santee provided clarification for some points. Councilmember Hasty made a motion to table, seconded by Mayor Pro Tem Gibson. There was extensive discussion about specifics to implement in the personnel policy. All in favor, none opposed. Motion passed.

Mayor Schauman then gave control of the meeting over to Mayor Pro Tem Gibson.

5. Closed Session.

The City Council will meet in closed session pursuant to Texas Government Code Section 551.071 to conduct a private consultation with its attorney on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter; to wit: available legal options for addressing complaints filed by Councilmember Russe against Mayor Suzanne Schauman and City Secretary Jill Shelton.

Mayor Pro Tem Gibson closes the open meeting to executive session at 7:04 pm.

Mayor Pro Tem Gibson reconvened the open meeting at 7:46 pm.

6. Closed Session.

The City Council will meet in closed session pursuant to Texas Government Code Section 551.074, personnel, to hear a complaint or charge against Mayor Suzanne Schauman; to wit: Violations of the City of Bandera Code of Ordinances Section 1.03.065 Statement of Purpose, Section 1.03.068 Comply with the Law, Section 1.03.069 Conduct of City Officials and Employees, Section 1.03.075 Political Advocacy, Section 1.03.076 Confidential Information, Section 1.03.077 Use of Public Resources, Section 1.03.080 Policy Role of City Officials and Employees, Section 1.03.082 Positive Work Place Environment and Section 1.03.083 Implementation. Mayor Suzanne Schauman may request said discussion be held as a public hearing.

Mayor Schauman requested to have the discussion as a public hearing.

Councilmember Russe made a brief opening statement explaining the basis of his complaints.

Mayor Schauman made a brief opening statement with specific points against various complaints.

Councilmember Russe requested to playback the recorded meeting from 29 minutes and 21 seconds. There was discussion about reasons to either play the entire recording or not play it at all. It was made clear that the audio is available for the public from multiple sources and, therefore, not necessary to be played during the meeting. Council has had access to the recording and do not need it to be played at the time for them to make a decision during the meeting.

Complaint #1

Sec. 1.03.065 Statement of Purpose.

The citizens and businesses of Bandera are entitled to have fair, ethical and accountable local government which earns the public's full confidence for integrity. The strong desire of the City of Bandera to fulfill this expectation therefore requires that city officials, both elected and appointed, and employees:

- Comply with both the letter and spirit of the laws and policies affecting the operations of government;
- Be independent, impartial and fair in their judgment and actions;
- The office or position be used for the public good, not for personal gain; and

To this end, the Bandera City Council has adopted this Code of Ethics and Conduct for city officials and employees to assure public confidence in the integrity of local government and its effective and fair operation.

Councilmember Hasty made a motion that the violation of Sec. 1.03.065 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #2

Sec. 1.03.068 Comply with the Law.

City officials and employees shall comply with the laws of the nation, the State of Texas, and the City of Bandera in the performance of their public duties. These laws include but are not limited to:

The United States and Texas Constitutions; laws pertaining to conflicts of interest, election campaigns, financial disclosures, employer responsibilities, and open processes of government; and City ordinances and policies.

Councilmember Hasty made a motion that the violation of Sec. 1.03.068 is unsustainable, seconded by Councilmember Kunz. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #3

Sec. 1.03.069 Conduct of City Officials and Employees.

The professional and personal conduct of city officials and employees must be above reproach and avoid even the appearance of impropriety. City officials and employees shall refrain from abusive conduct, personal charges or verbal attacks upon the character or motives of other city officials and employees, board, commission, and committee members and the public.

There was discussion about what words were spoken by whom during the recorded meeting and why the conversation was initially recorded. There was also discussion about the conduct of staff and elected officials, chain of command and what was appropriate to discuss in a meeting and how it should be discussed.

Councilmember Hasty made a motion that the violation of Sec. 1.03.069 is sustained, seconded by Councilmember Kunz. All in favor, none opposed. Motion passed.

Complaint #4

Sec. 1.03.075 Political Advocacy

(a) City officials and employees shall not utilize the city's name or logo for purposes of endorsing any political candidate or business. City employees shall not engage in electioneering while on the job. Electioneering means working for the election of a candidate to political office.

(b) City employees shall not be appointed or retained on the basis of their political support or activities. Employees shall not engage in political activities relating to a campaign for elective office while in uniform or on active duty. Employees elected to city offices shall be required to resign their employment upon acceptance of the office.

(c) City employees are prohibited from using their municipal title or position in any advertisement or endorsement of products, persons or activities, without exclusive authorization by the City Council.

Councilmember Hasty made a motion that the violation of Sec. 1.03.075 is unsustainable, seconded by Mayor Pro Tem Gibson. All in favor, none opposed. Motion passed.

Complaint #5

Sec. 1.03.076 Confidential Information

City officials and employees shall respect the confidentiality of information concerning City property, personnel or proceedings of the City. They shall neither disclose confidential information without proper legal authorization, nor use such information to advance their personal interests.

Councilmember Hasty made a motion that the violation of Sec. 1.03.076 is unsustainable, seconded by Mayor Pro Tem Gibson. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #6

Sec. 1.03.077 Use of Public Resources

City officials and employees shall not use public resources generally unavailable to the public, such as City staff time, equipment, supplies or facilities, for private gain or personal purposes.

Councilmember Hasty made a motion that the violation of Sec. 1.03.077 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #7

Sec. 1.03.080 Policy Role of City Officials and Employees

City officials and employees shall respect and adhere to the Bandera city governmental structure as outlined in State law, the City's policies and procedures. In this structure, the City Council determines the policies of the City with the advice, information and analysis provided by the public, boards, commissions, and committees and City staff. Except as provided by the City ordinance, city officials therefore shall not interfere with the administrative functions of the City or the professional duties of the City staff; nor shall they impair the ability of staff to implement Council policy decisions.

Councilmember Hasty made a motion that the violation of Sec. 1.03.080 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #8

Sec. 1.03.082 Positive Workplace Environment

City officials shall support the maintenance of a positive and constructive workplace environment for City employees and for citizens and businesses dealing with the City. City officials shall recognize their special role in dealing with City employees and refrain from creating the perception of inappropriate direction to staff.

Councilmember Hasty made a motion that the violation of Sec. 1.03.082 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #9

Sec. 1.03.083 Implementation

(a) As an expression of the standards of conduct for city officials and employees expected by the City, the Bandera Code of Ethics and Conduct is intended to be self-enforcing. It therefore becomes most effective when city officials and employees are thoroughly familiar with it and embrace its provisions.

(b) Ethical standards shall be included in the regular orientations for candidates for City Council, applicants to boards, commissions, and committees and newly elected and appointed officials and new employees.

(c) City officials and employees entering office, including those appointed to boards, commissions and committees shall sign a statement affirming they have read and understood the City of Bandera Code of Ethics and Conduct. In addition, the Code of Ethics and Conduct shall be reviewed periodically by the City Council, boards, commissions, and committees, and the City Council shall consider recommendations from boards, commissions, committees, employees, and citizens for revision as it becomes necessary.

Councilmember Hasty made a motion that the violation of Sec. 1.03.077 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #10

Sec. 1.03.084 Compliance and Enforcement

(a) The Bandera Code of Ethics and Conduct expresses standards of ethical conduct expected for city officials and employees of the Bandera City Council, boards, commissions, and committees.

(b) City officials and employees themselves have the primary responsibility to assure that ethical standards are understood and met, and that the public can continue to have full confidence in the integrity of government.

(c) The chairs of boards, commissions, and committees and the Mayor have the additional responsibility to intervene when city officials' actions appear to be in violation of the Code of Ethics and Conduct and are brought to their attention.

(d) The City Council may impose sanctions, such as reprimand, formal censure, or loss of committee assignment, on city officials whose conduct does not comply with the City's ethical standards. The City Council also may act to remove members of boards, commissions, and committees from office.

There was discussion about the inappropriate language whether it was used in a joking manner or not.

Councilmember Hasty made a motion that the violation of Sec. 1.03.084 is sustained, seconded by Councilmember Morse. Councilmembers Kunz, Hasty, Russe and Morse in favor, Mayor Pro Tem Gibson opposed. Motion passed.

There was discussion about being held to a higher standard as elected officials and city employees. There was also discussion about an appropriate reprimand for conversational language that was used.

Mayor Pro Tem Gibson made a motion that the City Council of the City of Bandera, based upon the foregoing findings, and having sustained two of the ten complaint allegations, does hereby sanction Mayor Suzanne Schauman for the allegations in the complaint filed by Councilmember Russe and does hereby issue a public verbal reprimand for the conduct found to be in violation. All in favor, none opposed. Motion passed.

Mayor Pro Tem Gibson called for a recess.

Mayor Pro Tem Gibson reconvenes the meeting at 9:16 pm.

7. Closed Session.

The City Council will meet in closed session pursuant to Texas Government Code Section 551.074, personnel, to hear a complaint or charge against City Secretary Jill Shelton; to wit: Violations of the City of Bandera Code of Ordinances Section 1.03.065 Statement of Purpose, Section 1.03.067 Act in the Public Interest, Section 1.03.068 Comply with the Law, Section 1.03.069 Conduct of City Officials and Employees, Section 1.03.073 Conflicts of Interest and Disclosure, Section 1.03.075 Political Advocacy, Section 1.03.076 Confidential Information, Section 1.03.077 Use of Public Resources, Section 1.03.078 Representation of Private Interests, Section 1.03.080 Policy Role of City Officials and Employees, Section 1.03.083 Implementation, Section 1.03.084 Compliance and Enforcement, and Section 1.03.039 Agenda Officer. City Secretary Jill Shelton may request said discussion be held as a public hearing.

Ms. Shelton requested to have the discussion as a public hearing.

Councilmember Russe did not have an opening statement.

Ms. Shelton made an opening statement with specific points against various complaints. She emphasized she believes all these complaints are retaliatory against her after her initial complaint that was not based on the recorded meeting.

Complaint #1

Sec. 1.03.065 Statement of Purpose.

The citizens and businesses of Bandera are entitled to have fair, ethical and accountable local government which earns the public's full confidence for integrity. The strong desire of the City of Bandera to fulfill this expectation therefore requires that city officials, both elected and appointed, and employees:

- Comply with both the letter and spirit of the laws and policies affecting the operations of government;
- Be independent, impartial and fair in their judgment and actions;
- The office or position be used for the public good, not for personal gain; and

To this end, the Bandera City Council has adopted this Code of Ethics and Conduct for city officials and employees to assure public confidence in the integrity of local government and its effective and fair operation.

Councilmember Hasty made a motion that the violation of Sec. 1.03.065 is unsustainable, seconded by Councilmember Kunz. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #2

Sec. 1.03.067 Act in the Public Interest.

Recognizing that stewardship of the public interest must be their primary concern, city officials and employees will work for the common good of the people of Bandera and not for any private or personal interest, and they will assure fair and equal treatment of all persons, claims and transactions coming before the Bandera City Council, boards, commissions, and committees.

Councilmember Hasty made a motion that the violation of Sec. 1.03.067 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #3

Sec. 1.03.068 Comply with the Law.

City officials and employees shall comply with the laws of the nation, the State of Texas, and the City of Bandera in the performance of their public duties. These laws include but are not limited to:

The United States and Texas Constitutions; laws pertaining to conflicts of interest, election campaigns, financial disclosures, employer responsibilities, and open processes of government; and City ordinances and policies.

Councilmember Hasty made a motion that the violation of Sec. 1.03.068 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #4

Sec. 1.03.069 Conduct of City Officials and Employees.

The professional and personal conduct of city officials and employees must be above reproach and avoid even the appearance of impropriety. City officials and employees shall refrain from abusive conduct, personal charges or verbal attacks upon the character or motives of other city officials and employees, board, commission, and committee members and the public.

Councilmember Hasty made a motion that the violation of Sec. 1.03.069 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #5

Sec. 1.03.073 Conflicts of Interest and Disclosure.

City officials and employees shall familiarize themselves and abide by the following conflicts of interest and disclosure statutes and principles:

(e) City employees shall disclose potential conflicts of interest to their supervisor and avoid participation in the handling of matters wherein employees have a personal interest.

(f) In order to assure their independence and impartiality on behalf of the public good, city officials and employees are prohibited from using their positions to influence government decisions in which they have a personal interest.

Councilmember Hasty made a motion that the violation of Sec. 1.03.073 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #6

Sec. 1.03.075 Political Advocacy

(a) City officials and employees shall not utilize the city's name or logo for purposes of endorsing any political candidate or business. City employees shall not engage in electioneering while on the job. Electioneering means working for the election of a candidate to political office.

(b) City employees shall not be appointed or retained on the basis of their political support or activities. Employees shall not engage in political activities relating to a campaign for elective office while in uniform or on active duty. Employees elected to city offices shall be required to resign their employment upon acceptance of the office.

(c) City employees are prohibited from using their municipal title or position in any advertisement or endorsement of products, persons or activities, without exclusive authorization by the City Council.

Councilmember Hasty made a motion that the violation of Sec. 1.03.075 is sustained, seconded by Councilmember Russe. There was discussion about the amount of time the comment regarding this specific violation was made, whether or not it was enough to sustain the violation, and the context around the comment.

Councilmember Hasty withdraws her motion. Mayor Pro Tem Gibson called for a vote.

Councilmember Russe in favor, Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse opposed. Motion failed.

Complaint #7

Sec. 1.03.076 Confidential Information

City officials and employees shall respect the confidentiality of information concerning City property, personnel or proceedings of the City. They shall neither disclose confidential information without proper legal authorization, nor use such information to advance their personal interests.

Councilmember Russe rescinded this complaint.

Complaint #8

Sec. 1.03.077 Use of Public Resources

City officials and employees shall not use public resources generally unavailable to the public, such as City staff time, equipment, supplies or facilities, for private gain or personal purposes.

Councilmember Hasty made a motion that the violation of Sec. 1.03.077 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #9

Sec. 1.03.078 Representation of Private Interests

In keeping with their role as stewards of the public interest, city officials and employees shall not appear on behalf of private interests of third parties before the Council or any board, commission, committee, or proceeding of the City.

Councilmember Hasty made a motion that the violation of Sec. 1.03.078 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Complaint #10

Sec. 1.03.080 Policy Role of City Officials and Employees

City officials and employees shall respect and adhere to the Bandera city governmental structure as outlined in State law, the City's policies and procedures. In this structure, the City Council determines the policies of the City with the advice, information and analysis provided by the public, boards, commissions, and committees and City staff. Except as provided by the City ordinance, city officials therefore shall not interfere with the administrative functions of the City or the professional duties of the City staff; nor shall they impair the ability of staff to implement Council policy decisions.

Councilmember Russe rescinded this complaint.

Complaint #11

Sec. 1.03.083 Implementation

(a) As an expression of the standards of conduct for city officials and employees expected by the City, the Bandera Code of Ethics and Conduct is intended to be self-enforcing. It therefore becomes most effective when city officials and employees are thoroughly familiar with it and embrace its provisions.

(b) Ethical standards shall be included in the regular orientations for candidates for City Council, applicants to boards, commissions, and committees and newly elected and appointed officials and new employees.

(c) City officials and employees entering office, including those appointed to boards, commissions and committees shall sign a statement affirming they have read and understood the City of Bandera Code of Ethics and Conduct. In addition, the Code of Ethics and Conduct shall be reviewed periodically by the City Council, boards, commissions, and committees, and the City Council shall consider recommendations from boards, commissions, committees, employees, and citizens for revision as it becomes necessary.

Councilmember Russe rescinded this complaint.

Complaint #12

Sec. 1.03.084 Compliance and Enforcement

(a) The Bandera Code of Ethics and Conduct expresses standards of ethical conduct expected for city officials and employees of the Bandera City Council, boards, commissions, and committees.

(b) City officials and employees themselves have the primary responsibility to assure that ethical standards are understood and met, and that the public can continue to have full confidence in the integrity of government.

(c) The chairs of boards, commissions, and committees and the Mayor have the additional responsibility to intervene when city officials' actions appear to be in violation of the Code of Ethics and Conduct and are brought to their attention.

(d) The City Council may impose sanctions, such as reprimand, formal censure, or loss of committee assignment, on city officials whose conduct does not comply with the City's ethical standards. The City Council also may act to remove members of boards, commissions, and committees from office.

Councilmember Russe rescinded this complaint.

Complaint #13

Sec. 1.03.039 Agenda officer.

(a) The city secretary shall be the agenda officer with responsibility for proper and legal posting of the agenda.

(b) The city secretary will assume responsibility for issuing to newspaper, radio, and television stations a copy of the agenda advising them of any scheduled meeting.

(c) The city secretary shall distribute the agenda packets for all regularly scheduled meetings to the members of the governing body no later than 12:00 p.m. the Friday prior to the meeting date.

Councilmember Hasty made a motion that the violation of Sec. 1.03.039 is unsustainable, seconded by Councilmember Morse. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

Mr. Santee clarified that all the remaining complaints, from the Employee Handbook, have been factually unsustainable except for the first complaint and it would be the only one that needs to be addressed.

Complaint #14

B (4) – Disclosure of inside information which causes a conflict of interest. To disclose or use information relating to the City’s business for the personal profit or advantage of the individual or their immediate family. Disclosure of inside information by the employee, directly or indirectly, is strictly prohibited.

Councilmember Hasty made a motion that the violation of Chapter 38 of the Employee Handbook is unsustainable.

Councilmember Hasty amended her motion to state that all violations of the Employee Handbook are unsustainable, seconded by Mayor Pro Tem Gibson. Mayor Pro Tem Gibson and Councilmembers Kunz, Hasty and Morse in favor, Councilmember Russe opposed. Motion passed.

8. Action following Closed Session.

Following the closed session, or public hearing if held in open session, the City Council shall make findings upon each alleged violation and may impose sanctions, such as reprimand, formal censure, or loss of committee assignment, on city officials whose conduct does not comply with the city's ethical standards. The city council also may act to remove members of boards, commissions, and committees from office, or for appointees, as allowed by the City’s Personnel Policy.

There was no action on this item.

Mayor Pro Tem Gibson made a motion to table the next two agenda items, seconded by Councilmember Hasty. All in favor, none opposed.

9. Closed Session.

The City Council will convene in closed session pursuant to Texas Government Code 551.074, Personnel, to discuss the salaries of an officer or employee; to wit: Exempt employees, City Secretary / HR Director Jill Shelton, City Treasurer Amber Kinsey, Public Works Director, Martin Park, and Administrator.

This item was tabled.

10. Action following Closed Session.

The City Council will convene following closed session to consider any action recommended to be taken during the closed session.

This item was tabled.

11. Requests and Announcements.

a. Request by Council to place items on a future agenda.

The ordinance related to the agenda officer

The process to place items on the agenda

City Administrator position

Quarterly staff reports

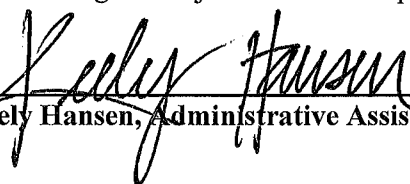
Workshop on January 28, 2021

b. Announcements by Council.

There were no announcements.

12. Adjourn.

The meeting was adjourned at 10:20 pm.


Keely Hansen, Administrative Assistant