



# EVERMAN CITY COUNCIL BUDGET WORKSHOP

Friday, July 22, 2022 at 1:00 PM

213 North Race Street Everman, TX 76140 - Suite 100

## MINUTES

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### 1. MEETING CALLED TO ORDER

Mayor called meeting to order at 1:03pm.

#### PRESENT

Mayor Ray Richardson  
Place 1 Linda Sanders  
Place 3 Johnnie Allen  
Place 4; Mayor Pro-Tem Susan Mackey  
Place 5 Judy Sellers  
Place 6 Miriam Davila

#### Others Present:

Mindi Parks, City Secretary  
Craig Spencer, City Manager  
Susanne Helgesen, Finance Director  
Gilbert Ramirez, Public Works Director  
Jennifer Nateros, Human Resource Director  
Michael Nicoletti, Economic Development Director  
Landon Whatley, Fire Chief  
Al Brooks, Assistant Chief  
Beverly Patton, Communications Director

### 2. INVOCATION

### 3. PLEDGE OF ALLEGIANCE

### 4. CITIZEN'S COMMENTS

We had no one present.

### 5. DISCUSSION ITEMS

A. Payroll and Benefits

This is under Expenditures.

B. Water and Sewer Fund and Special Revenue Expenditures

This is under Expenditures.

C. General Fund Expenditures

Director of Finance Susanne Helgesen started off with the Expenditures and had a packet for council to follow along with, starting on the second page. This page list all the Funds and summaries of the following pages. Moving to page four of the General Fund which is the Expenditure Summary By Department. This also has all the new Fund numbers. Moving to the discussion on page five. Susanne explained that this is a new Department called Non-Departmental. Basically, all the common charges for all of the Departments like utilities were in the City Manager Department and those have been pulled out and put in this Non-Departmental Fund. Those are the expenses listed on this page. Each Department had there own line item for this and now it is all in one, with consolidating and trying to keep it easier. All the same just in this Non-Departmental Fund now. Everything on this page stayed the same in the budget except the Electricity that was increased. Susanne moving to next page, the City Manager's Expenditure Summary by account. This had an increase in the Telephone, which is the telephones, email and the Verizon bill all in one and the Contingency Fund also increased. Craig stated this Fund is his emergency fund and he had to raise it and the goal is to have \$100,000 in it in the future. Craig also stated that any increase the council see's in the salary is related to the 3% annual increase and nothing else. Also, Craig wanted to point out that this is a bare bones budget being presented. There is no Capital Expenditures in this budget. Craig stated that there are some ARPA Funds available to utilize so that gives us some cushion there to spend on Capital Projects that may come up, including some emergencies, which always happen. Also, the Salary on this page includes EDC, Racheal and Craig. Council also asked about the Computer Programing and Maintenance, and this has most charges from Doug Keys for IT. We out source for IT and we spend a lot on this. Craig stated that in the future it would be beneficial to have someone else that can work close with Doug Keys to help him out with some of the small stuff. We do pay him for service and for hardware. Susanne moving to page seven, this would be the Finance expenditure summary by account. Susanne stated that there are not a lot changes and there is actually a few reductions in this budget. The Audit Service did go up \$2500 and the Computer Programing went up just a tad due to the Open Gov, that was a small increase but better security also and added modules to that also. Everything else remained the same. Susanne moving on to page eight to a new Department for Human Resources. These line items were in Finance and now have their own Department. Jennifer Nateros stated that Paylocity's implementation process has been rough and still working out certain things but it is a big help for her and makes a lot easier for her. Rick Management is there for training and some she will get for free for her. Jennifer just explained some of the line items and council had no more questions. Susanne moving to page nine, City Secretary. Susanne explained she did not have Computer and Programing budget so there has been a line item made for that and that will have \$500. Susanne also stated that they have increased the Election budget to double because we potentially have to have two Elections. This is for the Special Election in November and the General Election in May of 2023. Those were the main increases and a couple of reductions also in this expenditure summary other than that no changes. Susanne moving on to page ten. City Council. Susanne stated that there was an increase in the Computer and Programing because they have went over last year so she thought it would be a good idea to increase this. Susanne also stated that the only other increase was Training and Travel. She increased it to \$4200 which is \$700 per Council Member for Training. Johnnie Allen feels that is not enough for Training for one Council Member. Council would like to discuss this more on the next Budget meeting on Tuesday. Mayor Richardson stated he will look up Trainings and get more information on it

and more training that is available and they will discuss it more then. Especially adding to this budget for New Council Member Training which is very important. It is 1:51pm and at this time Council took a break. Mayor Richardson called meeting back to order at 2:01pm. Continuing City Council Expenditures. Council Member Allen asked about the Awards and Banquets. Craig stated traditionally this would be for Employee Awards but last year we were able to cover those with donations so that is why there has been nothing spent out of that. This line item could be for plaques or Proclamations that council may want to present and any citizens awards also, this was given out last year to a citizen, Jimmy Reason for his Christmas light display at his house and this came out of that and also for Greg Saunders. This line item is also in the City Manager and City Secretary Budget to use for all these types of awards. Susanne moving on to the next page, page 11. This is Parks Expenditure Summary. Susanne stated that all the salaries have been moved to the Public Works Department. Parks is just expenses now. Council asked what is used for Minor Equipment and Gilbert Ramirez, Public Works Director stated that this is for small tools that are needed. Council also asked what Memorial Park would be for, and Gilbert explained that this is for flags because they do have to be changed pretty often and we use a lot of money for flags. Also, the Youth Sports association does not have a budget in this summary but with the Sports Sponsors there will be a Budget Amendment that will off set the cost in this line item. Mayor Richardson wanted to drop down to Lawn Care Services for \$50,000. Gilbert stated that he did a City verses a third party company and had a report for that, that he handed out to council. This report showed the savings using a third party company and that savings is about \$20,000. They would come out at least twice a month to mow but it would be as needed. This also would include some fertilizer, and seeds. s of now Gilbert explained that we have two guys that do the mowing right now plus all the other stuff. Where, this company would come out twice a month with ten guys to this job. This is all that our two guys have time to do is mowing. This would free up a lot of their time to do other things in that department. Council asked where this \$50,000 would come from, Craig stated that it would come from General Fund. They did add that Tree Trimming is going to be still our guys on the City Properties. Craig stated for council that they have zeroed out Capital Expenditures and increased Park Maintenance to \$30,000 from \$10,000. Our guys will still do abetments for mowing on properties that may need it. Susanne moving to page 12, Public Works. Craig stated the reminder about the salaries from Parks that rolled over to this budget so that is in here and the uniforms doubled because of that also. Craig also stated that there is \$35,000 in Street Improvement Tax for streets but they will get to that in another budget. Part Time Salary is there because it was moved form Parks. Council asked if all departments got \$1000 for miscellaneous and Susanne stated that some are \$500 and some are \$1000 just depends. This department has more employees so that is why it is at \$1000 plus things cost more in this department also. Mayor Richardson asked why the Salaries dropped if some were moved to this budget? Susanne stated that one large salary has been moved over to the water side. Council did add it was amazing that there are no expenditures for Major Equipment. Council did ask hat Drainage Maintenance was used for and is that \$2000 enough for that. Gilbert stated this is for any type of clean up and for the equipment used to do so, and no this is not enough for that. Craig stated once we get the Flood Study done we can identify what Drainage improvements need to occur. This \$2000 is just sitting there for a contingency and we don't plan on doing any Drainage Improvements this year so we will just keep it what it is for now just in case something comes up. Council Member Allen did ask if the trash contract is in this budget and Craig stated hat it is under Sanitation. She was asking to see if we could get a clean up day for trash included in that. Craig stated that we do get one day a year for free and we did do this last year and the turn out was great. We just need to choose a day for this year and get it out to the citizens. Susanne added maybe negotiating the contract next time to get another day to make it two times a year. The one day is a verbal agreement right now because it was not in the contract but they said they would honor that. Council had no more questions. Susanne moving to page 15, Dispatch since Beverly is already present. This is a new Department since Dispatch is now its own Department. Beverly is the Supervisor over this Department. Susanne stated that most of these numbers were already included in the PD Budget previously and the only increase is in the salaries due to the annual increase and there is one new line item called Charter Radio

Link and this is to keep our radios connected. Everything else matches to last years budget stated Craig. Craig stated the reason he made Dispatch its own budget is because he is going to make Beverly a Director and with the merge with Tarrant County Fire Alarm and looking at Forest Hill Police and Fire coming on board with us as well this will need to happen. Beverly just had a baby and is out on leave and with that we have had to hire two more part time dispatchers. So right now we do have four full time and four part time and council will see some budget amendments due to this. Craig stated that they do have a copier that we do not own so that would be under Equip Lease Payment and the Notification System is the CTY Phone call out system to our citizens. Computer Programing and Maintenance is for all computers and IT and things like that and it was \$38,000 in PD but we left \$30,000 there and \$8,000 in Dispatch. With the new dispatch center coming in Craig does not anticipate any computer expenditures and all equipment is brand new. It is getting close and hoping to be operational next month. Council has no more questions for Dispatch. Susanne moving back to page 14 for Police. Craig wanted to point out looking at bottom dollar, why only a \$35,000 difference when dispatch has been moved out? They have added three additional officers for School Resource officers in this budget and the revenue for the School District will go up so when we get to Revenues you will see the increase in Intergovernmental. Craig also stated that Professional Services is \$10,000 and \$5000 is our Consultant with Doctor Del Carmen who provides our Racial Profiling Data Reviews and Audits. The rest of it is Doug Keys is included in some of that and drug tested, psychological, evaluations, physical exams that are required for Police Officer appointments. Craig noted that the Police is the biggest budget that we have. Craig explained that the Police car leases are always rolling over. There are no leases expiring this year. There is ten vehicles all together in the Police under the lease. It is every three to five years, so they are staggered. When we do renew lease we sell off the vehicle and that rolls into our budget to reduce that lease cost. Council Member Allen asked if there was any type of way to negotiate on what they maintenance on the Police vehicles and Craig stated that we can always negotiate but they will argue that because of the Police vehicles and how hard they have to be on them. They do come with a three year warranty though and anything under warranty they will replace but it would be hard to get them o do batteries and brakes and things like that. We pay \$37 per month per vehicle for the maintenance which is oil changes, free wipers, battery replacement, tire repairs, and tire rotations. Craig also stated that the Laboratory Fees are killing him since they are going up so much and Officer productivity is way up. So with any cases that may have evidence that they have to get tested this is used for that. The Rangers help out with our big cases and we get to use their labs for that at no charge so that helps out on that. Crime scene supplies and printer ink for the finger printer, is what is used for Prisoner Proc/Film/Crime. Mayor called a break at 2:48pm. Mayor called meeting back from break at 2:59pm. Craig stated that we are running low on time and we still have a ways to go so we need to burn through some of this. Moving on to Fire Expenditure Summary. Craig wanted council to keep in mind that they allocated funds from ARPA to cover three additional Fire Fighter positions. In this budget we are continuing those positions, which means we will need to allocate \$200,000 from ARPA Funds in this Budget to maintain those positions this year. Craig just wanted to point that at in the increase in the budget number of \$213,721 and that is \$200,000 that is going towards that and will offset that amount. Council member Allen asked what the Communications expenditure was for and that amount of \$20,000 will be moved to dispatch and removed from here all together. Landon stated also that we do get a grant from the ESD and that covers the expenditures that go under the ESD Grant and that is from the Emergency Service District and we get this every year. Also, the Minor Equipment is for axes, shovels, boots, and just things that ware out that needs to be replaced that is a small item. Landon did state that they did lower the Contract Labor-other, and using more towards employees since he can use them and not have to depend on volunteers that they absolutely cannot get at this time. Landon explained that there is three full-time, one lieutenant and wo fire fighters per shift for a total of nine with Landon being the tenth. There are positions for six part-time to assist and fill in when someone is on vacation as well. We do have one full-time vacancy right now, and they may be filled next week. This is already budgeted in this budget as well and we have three part-time openings that stay revolving. No more questions for Fire. Susanne stated Code Enforcement

is next and there are not any changes in this budget but they did point out the Professional services and Craig stated that this is for stuff like demolition, abatement and those sorts of things. This has had the budget of \$10,000 for the last five years and have not spent a dime. Craig does not see the need to keep this anymore so he has knocked that down to \$5000. Susanne moving on to Animal Control. The only adjustments you will see is in the salaries and the only increase is the over-time budget for overages. Susanne did point out that they had more and the new budget still is not enough but with moving around their schedules and not having them both there all the time will help that too. They are both full-time positions. Also, Craig pointed out that they are also working with Forest Hill but only on good faith and no agreement and we are not housing their animals but they are in a bind and they are needing to use our facility and we are just trying to iron some things out for that. The only contracts we have with housing animals is Kennedale, and Edge Cliff Village. Council Member Allen did ask if we needed to go up on the supplies and Craig stated that with all the donations and supplies that they have been getting we do not have to. Craig did state with some changes in policies there has been some increase in revenues also. This is all a big help. Moving on to Court. Allen mentioned the increase for the Computer Programming and Maintenance and this is due to her new software. Also, the Municipal Court Judge increased and we increase that because his fees increased and the Legal Services is our City Attorney. We do have Court once a month. The cases are going up though so there has been talk on two court sessions with her being so backed up. Susanne moving on to Civic Center. She stated that basically everything has stayed the same and the only thing they added was Janitorial Services for the rentals of the Civic Center and they added \$4,000 to this line item for that clean-up service and that is a pass through expense to the renters of the Civic Center. Also, Minor Equipment is used to replace any chairs, computer equipment, cables and things like that. Craig also stated that the advertisement, market and publish line item is for the marketing of the Civic Center and getting it out about the Building being able to be rented out for big special events and as well as using it for business meetings and training and venues. Susanne moving on to Library. Susanne did point out that the Librarian is also a part-time position. Also, she stated that they have reduced the amount of Computer Programming and Maintenance due to a lot of the computers have been being replaced already. They are five people on the part-time salaries. Allen asked if that was enough budgeted for Books and Magazines and Susanne seems to think that has been so far. Susanne is ordering twenty to thirty books a month for them. Susanne moving on to the Fleet formally known as the Maintenance Garage. This is all the city owned vehicles. The lease payment for the vehicles come out of here and the maintenance that is not covered by the contract comes out of here also. There is a slight increase on the lease payments because they were not calculated correctly. Anything that is not included in the lease payments is in this budget. Also, \$137,000 net equity is coming back in although the increase happened in this budget. This budget also pays for maintenance for the vehicles we own and the gas which is going up of course. Moving on to the Water and Sewer Fund. Susanne stated that page twenty-three is just the Summary of all the Departments within the Water and Sewer Fund. They have added the Non-Departmental but nothing is hitting that since it is new. First thing under water and sewer is the debt service which is the debt payments for the water side. The long-term note on our water meters back from 2015-16 was never ran through debt service and was just posted as an expense in the regular department, so it is now in debt service where it belongs. All water debt is listed here. That's really all for this and there is nothing new or changes. Moving on to Water Expenditures. Craig stated he wanted to point out that and for council to keep in consideration when they are seeing the half a million dollar jump in expenses in the bottom line, the main reason for that is administrative transfer were previously coming out of Utility Billing and we moved that to Water rather than UB since it covers their vehicles, admin cost, and everything that comes out so it makes more sense to come out of the Water Fund. This is the Transfer out at the bottom of the page for \$381,887. They are also doing some realignment in the salaries, TCEQ is requiring us to have a new Sewer Maintenance Program. This will be for our current Director of City Facilities and he will focus more on Water so his salary will come from Water Fund instead of General Fund so there is a significant salary impact there. Street Maintenance in this budget is for main breaks and sewer repairs for like sand to take care of that hole. Gilbert stated that Chemical

Supplies is going up since the chlorine has went up three times this year so he wants to prepare for that expense. It was also asked and stated that Gilbert did not have a computer at all so there is now a line-item for that added with \$1500 in it which is Computer Programming and Maintenance. Gilbert also stated another big purchase is the water meters and hydrants and those have both gone up and each hydrant is about \$3000 a piece and we need to replace three a year to get where we need to be. We have about four of them not working right now. Allen asked if Water Well Maintenance for \$10,000 is enough. Craig stated that is a loaded question but the hope is that yes it will be because of the significant investments we have made this year and still are making. Allen asked about the amount used for Professional Services and why it is going down and not up if we used \$101,415 and he is budgeting only \$45,000. Craig stated that those were in result of special projects and not reoccurring things so we will not have to increase that. Susanne moving onto Sewer. No changes there. Moving onto Utility Billing, formally known as Water Administration. Susanne stated that the Computer Programming and Maintenance was reduced. We did add the expense of the Newsletter under this budget under Utility Billing Print. Allen wanted to know if we could add more money to have more Newsletters go out as needed. Susanne added that when the new Utility Billing System goes live, the hope is that we are printing our own bills so that line item should be reduced, and with doing that in house it is easier to add additional things to the water bills. The line-item Utility Bill Print will pay for the machine that will fold the water bills and insert them into envelopes. We have no bids for those machines at this time we have just started looking into it. There is one part-time and two full-time in the Utility Billing right now and a part-time that has not been filled yet and talking about eliminating this position all together if they can. Susanne stated that transfers out is other departments paying General Fund for services. Craig passed out a report that actually shows those transfers broke down to council. Susanne moving on to Debt Service Fund and the first page is just the summary and she is moving to page thirty is the Debt Service and this is General Fund Debt. Susanne stated that interest is up slightly and the only new thing that council will notice is the new fire engine tank payment which comes from General Fund. Allen asked about the payment for the Civic Center and that is in this Fund under the 2020 CO Issue at 80,000. Allen also asked about the monies that come in for the use of the building and if that helps pay for the building. Craig stated that this has been discussed and we may need to take official action on it but that was that the revenue brought in for the rentals would go to EDC to help offset the Bond payment that they are making to this CO Bond. This is just payments that are coming out of General Fund on this page. Mayor announced a quick break at this time. Mayor announced back from break at 4pm. Craig continued on page thirty-two Special Revenue Funds. This is just a summary of the different funds. The next page is the TCOLE fund and we have to have a special fund for that. No changes there. Moving on to Economic Development. Mike Nicoletti explained that for Advertising he would like to advertise more and utilize the drone but to get businesses to come here. Because of all the changes being made in the city we are getting a lot of attention right now. Allen asked what the \$20,000 in incentives is used for and Nicoletti explained that is used for cash type stuff. Cash incentives to businesses that want to come here. He also explained that the \$20,000 in Big Grants is for existing businesses that want to improve their properties. We will have one Big Project come out of this budget this year being that we had one sign up. Travel Training and Schools on this budget is just for Mike. If the council would like to send any of the EDC Board members to training that would have to come out of the council budget Craig stated. Michael Nicoletti Salary has been moved from this budget to the General Fund budget because we should not be paying directly out of EDC. Moving to Street Improvement. This is zeroed out for Capital Expenditures this year. We have none. We do have things that are coming up for this fund but Susanne stated that we are using other sources of funding first, so we are trying to let this fund build a little bit. At this time Craig handed out an ARPA Fund allocation sheet that council has not approved yet with some expenses that will be paid out of that and left over funds for them to allocate for things they want to do and this is partially way there are no Capital Expenditures this year. Moving on to Crime Control District. These are the lease payments for the vehicles. This has one lease renewal this year only and the Capital expenditures on this is what your seeing for this police car such as the lights and decals, sirens and so on. Last we have the 2020 CO Issue- 2021

Tax Notes Fund and this is the last of the funds for the Civic Center this will be closed this year. This has no budget. Craig stated that he had a handout for council before they start on Compensation & Benefits. He handed out a Market Review of Payroll \$ Benefits. He also displayed this on the big screen for council to see. Craig did want to start with Benefits and he did get from our Insurance Broker that we are looking at a zero percent increase on Benefits. We do not have to increase health, dental or vision at all this year. He have had lower claims and the demographics have changed for the city and that has helped get this zero percent increase. Craig then moved on to Employee Demographics and it is important for council to understand this. The average age within the city is Millennials. The Baby Boomers are at 19%, the Gen X Generation is 21%, the Millennials are 35%, and Gen Z are 25%. Craig stated that the Baby Boomers and Gen X are more worried about Benefits where the Millennials and Gen Z are instant satisfaction and instant gratification type folks and don't care about benefits like they do pay. This is important to understand and also historically the city has always been more heavy on benefits than they have on pay. The city will need to get at a point to balance the different generations. Craig stated that currently the city has 65 employees and the average tenure is 4.7 years. We have 17% salary and 83% hourly employees here at the city. Next, Craig wanted to share the Consumer Price Index. Overall the increase in all items are at 9.10%, food is 10.40%, energy is at 41.60%, and all items less food and energy are at 5.90%. The average household is spending an additional \$327 per month. Craig also wanted to show them the TML Salary Survey. This showed like size cities in Regions 8, &13 and included Aledo, Sunnyvale, Joshua, Lake Worth, Providence Village, Northlake, Hutchins, Wilmer, and Woodway. The City of Everman is -16.21 below what the other like size cities are at. Council stated that a lot of these cities have a lot of businesses. That is a big difference and they have money to spend on this. Craig stated that he would like to know who we should compare ourselves to if he can't do it to like size cities or even Mansfield, Burleson and Forest Hill. Mackey replied that Mansfield, Burleson and Forest Hill have big roads and are full of businesses and Craig stated that he is not arguing that but who would he compare us to. Council stated that they are like size cities on this report and the population is the same but the tax dollars are way bigger in those other cities. Craig stated that he understands all of that and the sales tax dollars is much lower than any other places. That's an Economic Development issue stated Craig. Craig also stated that the jobs the employees do are the same even if the revenue is \$10,000 or 10 million dollars. Council understands that. Craig stated that the bottom line is that his job is to make happen what the council wants. Mackey replied that we do want to give pay raises but we want to be able to afford what we can give. Craig asked to continue his presentation for council. He is displaying the Statewide Survey for Salaries for Police, Fire, and Public Works. We are very low compared to other agencies. The next slide was an HR Work Group Survey showing 30% not doing Market Adjustments for FY23 and 70% showing that yes, they are doing the Market Adjustment for FY23. Market adjustment is where they start fresh to get employees up to where they need to be. Also, Craig pointed out in this slide about the marketing going on around our city for other hiring cities that are very competitive and we need to do the same in getting new employees and keeping the ones we have and we need to do what we can to do that. Craig listed some of the things we are doing currently which is, TMRS 5% - 2:1 Match, Excellent Benefit Packages paid for by city, Longevity Pay- \$4/Month, Family First Policies, Continuously Evaluated Leadership, Career Growth & Training Opportunities, and Employee Assistance Programs. Craig wanted to include that these numbers that were pulled on this report was before the inflation. Craig stated that he shares this with the council because we were already behind when the inflation started to occur and as the inflation continues and the market changes we are falling further behind the curve and we are struggling to hire people and our salaries are far far behind of where we need them to be. Craig strongly urges the council to look and understand this information when deciding what we are going to do for our employees this next year. Craig just added that if the council wants a nice size pay raise for the employees, it is his job to find where we are going to pay for that and make that happen and give council the options they have came up with. Mackey stated at the end that with everything that Craig has presented that she believes that we should give at least a 15% increase. Miriam added that are we going to keep just doing this every year to satisfy our employees and Craig stated that since we are

so behind we are going to have to make a big jump and that if we do get up to a higher increase we will not have to do the big increase every year. Council would like Craig to get the 15% increase numbers for employees and bring it back to them. There is no more discussion.

D. Proposed Tax Rates and Revenues

**6. CONSIDERATION AND POSSIBLE ACTION**

A. Approve to accept Kelly Denison's resignation letter effective July 18, 2022.

Motion made by Place 4; Mayor Pro-Tem Mackey, Seconded by Place 5 Sellers.  
Voting Yea: Mayor Richardson, Place 1 Sanders, Place 3 Allen, Place 4; Mayor Pro-Tem Mackey, Place 5 Sellers, Place 6 Davila

Motion Carried.

**7. EXECUTIVE SESSION**

**8. ADJOURN**

Mayor adjourned the meeting 4:46pm.

I hereby certify that this agenda was posted on the City of Everman bulletin board at or before 1:00 p.m. on Tuesday, July 19, 2022.

/s/ Mindi Parks  
City Secretary

*Citizens may watch city council meetings live on YouTube. A link to the City of Everman YouTube channel is provided on the city website at: [www.evermantx.us/government/citycouncil/](http://www.evermantx.us/government/citycouncil/)*

*Pursuant to Section 551.071, Chapter 551 of the Texas Government Code, Council reserves the right to convene into Executive Session(s) from time to time as deemed necessary during this meeting, to receive advice from its attorney on any posted agenda item, as permitted by Law. Additionally, Council may convene into Executive Session to discuss the following:*

- A. Section 551.071 - Pending or Contemplated Litigation or to Seek Advice of the City Attorney.
- B. Section 551.072 - Purchase, Sale, Exchange, Lease, or Value of Real Property.
- C. Section 551.073 - Deliberation Regarding Prospective Gift.
- D. Section 551.074 - Personnel Matters.
- E. Section 551.087- Deliberation Regarding Economic Development Negotiations.
- F. Section 551.089 - Deliberations Regarding Security Devices or Security Audits.

*Citizens wishing to submit written comments should e-mail the City Secretary at [mparks@evermantx.net](mailto:mparks@evermantx.net). Comments that are received at least one-hour prior to the start of the meeting will be provided to all council members.*

*According to the City of Everman Policy on Governance Process, individual citizen comments will be restricted to three (3) minutes unless otherwise determined by a majority vote of the Council. The mayor is responsible to enforce the time limit. Citizens may address City Council either during the Citizen*



*Comments portion of the meeting or during deliberation of a listed agenda item. City Council is only permitted by Law to discuss items that are listed on the agenda. Citizens wishing to make comments should notify the City Secretary as soon as possible.*

*City Hall is wheelchair accessible. Parking spaces for disabled citizens are available. Requests for sign interpretative services must be made 48 hours prior to the meeting. To make arrangements, call 817.293.0525 or TDD 1.800.RELAY TX, 1.800.735.2989.*