



EVERMAN CITY COUNCIL REGULAR MEETING

Tuesday, November 01, 2022 at 6:30 PM
212 North Race Street Everman, TX 76140

AGENDA

1. MEETING CALLED TO ORDER

2. INVOCATION

3. PLEDGE OF ALLEGIANCE

4. CONSENT AGENDA

5. PRESENTATIONS

A. Oath of Office - Officer Ashley Bolliger

B. Timberview Farmstead Presentation

6. CITIZEN'S COMMENTS

7. DISCUSSION ITEMS

A. Meetings of Boards & Commissions - Councilwoman Johnnie Allen

B. Everman Police Department Retention Pay Proposal

8. CONSIDERATION AND POSSIBLE ACTION

A. RESOLUTION # 2022-11-01 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EVERMAN, TEXAS, AUTHORIZING THE IMPLEMENTATION OF A RETENTION COMPENSATION POLICY FOR THE EVERMAN POLICE DEPARTMENT TO REDUCE EMPLOYEE ATTRITION BY PROVIDING A BONUS TO QUALIFIED POLICE OFFICERS; PROVIDING FOR THE REPEAL OF ANY AND ALL RESOLUTIONS IN CONFLICT; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING FOR AN EFFECTIVE DATE.

B. Approve Ordinance #792 - AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF EVERMAN, TEXAS, AMENDING THE CODE OF ORDINANCES OF THE CITY OF EVERMAN, TEXAS BY ADDING A NEW SECTION 2-72 "SENIOR CITIZENS ADVISORY BOARD" TO ARTICLE V "BOARDS AND COMMISSIONS" OF CHAPTER 2 "ADMINISTRATION"; PROVIDING A SEVERABILITY CLAUSE, PROVIDING A REPEALING CLAUSE; AND PROVIDING FOR AN EFFECTIVE DATE.

C. Consideration of Appointment/Re-Appointment of members to the Economic Development Corporation Board

D. Consideration of Appointment/Re-Appointment of members to the Public Library Board

E. Consideration of Appointment/Re-Appointment of members to the Planning and Zoning Commission

- F. Consideration of Appointment/Re-Appointment of members to the Senior Citizen Advisory Board
- G. Consideration of Appointment/Re-Appointment of members to any other Boards & Commissions
- H. Approve the allocation of \$80,000.00 of American Rescue Plan Funds for overhaul of all electrical equipment at the Columbine Well Site
- I. Approve the allocation of up to \$90,000 of American Rescue Plan Funds for necessary replacement of the roof of Everman City Hall
- J. Approve the allocation of \$48,000.00 of American Rescue Plan Funds for Community Facility and Park Facility Improvements

9. EXECUTIVE SESSION

- A. Section 551.071 & 551.074 - Everman Animal Control and the Everman Animal Shelter

10. CITY MANAGERS REPORT

11. MAYOR'S REPORT

12. ADJOURN

I hereby certify that this agenda was posted on the City of Everman bulletin board at or before 5:00 p.m. on Friday October 28, 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/

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. 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.

Everman Police Department Retention Pay Proposal

Rank	Name	Bonus Option 1	Bonus Option 2	Bonus Option 3
Chief	Craig Spencer	\$ -	\$ -	\$ -
Assistant Chief	Al Brooks	\$ -	\$ -	\$ -
CID Sergeant	James Robinson	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
Detective/SRO	William Morgan	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
SRO Sergeant	Doug Kilgore	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
SRO Corporal	Robert Patton	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
School Resource Officer 1	Kristin Sneed	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
School Resource Officer 2	Colby Rhea	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
School Resource Officer 3	Enrique Morado	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
Patrol Sergeant	James Thompson	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
Patrol Officer 1	Michael Treppa	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
Patrol Officer 2	John Westmoreland	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
Patrol Officer 3	Jaelyn Brooks	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
Patrol Officer 4	Bo Spurgeon	\$ -	\$ -	\$ -
Patrol Officer 5	Troy Schrader	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
Patrol Officer 6	Ashley Bolliger	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
Patrol Officer 7	Vacant	\$ 1,000.00	\$ 1,250.00	\$ 1,500.00
Code Enforcement Officer	Scott Dabbs	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00
TOTAL:		\$ 29,000.00	\$ 36,250.00	\$ 43,500.00

Retention Pay will be paid in two separate payments - November 15th & December 15th

Employee must meet the following criteria in order to receive Retention payments

- 1) Employed full time by the City of Everman at the time payments are distributed
- 2) Not be under any sort of disciplinary suspension or probation
- 3) Have not submitted a notice of termination of employment
- 4) Employed prior to November 2nd for payment 1
- 5) Employed prior to November 30th for payment 2



CITY OF EVERMAN
212 North Race Street Everman, TX 76140
STAFF REPORT

AGENDA TITLE: Everman Police Department Retention Pay Proposal
MEETING DATE: 11/01/2022
PREPARED BY: C. W. Spencer

RECOMMENDED ACTION:

Approval

BACKGROUND INFORMATION:

The Everman Police Department is currently being faced with an unprecedented staffing shortage that has had a significant negative impact on the department and operations. This fiscal year, the Everman ISD approved three additional School Resource Officers. This created three vacancies within the department that we have not been able to fill. Additionally, one patrol officer has accepted a position with the Parker County Sheriff's Office. Another patrol officer is currently in the hiring phase with the Fort Worth Police Department, and a third has submitted notice that he is also applying with another agency. Nearly all law enforcement agencies in the DFW area are hiring right now, which makes the competition for recruitment that much more difficult. Administrative Staff is working diligently on this issue, however, in the meantime, the current patrol officers and supervisors have been carrying the burden.

Currently, we have several officers who are working 7-10 days straight before having a complete day off. We are spreading the workload as evenly as possible, however, this increased workload is detrimental to the morale of the department. Department morale is of paramount importance in the recruitment and retention of employees.

Staff is proposing the implementation of a one-time retention pay event for the Police Department. The purpose of these funds is to provide additional compensation to police department employees for their incredibly hard work during these difficult times. Staff believes that this proposal will assist with showing current employees that their efforts during this time are truly appreciated.

THE PROPOSAL:

Everman Police Department employees at the rank of Sergeant and below will receive a Retention Pay Compensation in the amount of \$3,000.00. This bonus will be paid in two equal payments occurring on November 15th, 2022 and December 15th, 2022. In order to qualify for the additional compensation, employees must meet the following criteria:

- A) Employed Full-Time by the City of Everman at the time the payments are distributed
- B) Not be under disciplinary suspension or disciplinary probation

C) Have not submitted a written notice of termination of employment

D) Employed prior to November 2, 2022 for payment #1

E) Employed prior to November 30, 2022 for payment #2

The total fiscal impact for this proposal is estimated to be \$43,500, however, this amount will be offset due to extensive salary savings that exist from the currently vacant positions.

FISCAL IMPACT:

None

RESOLUTION NO. 2022-11-01

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EVERMAN, TEXAS, AUTHORIZING THE IMPLEMENTATION OF A RETENTION COMPENSATION POLICY FOR THE EVERMAN POLICE DEPARTMENT TO REDUCE EMPLOYEE ATTRITION BY PROVIDING A BONUS TO QUALIFIED POLICE OFFICERS; PROVIDING FOR THE REPEAL OF ANY AND ALL RESOLUTIONS IN CONFLICT; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, it is in the best interest of the citizens of the City of Everman to have a fully staffed Police Department; and

WHEREAS, the Police Department is experiencing a chronic and significant staffing shortage which is placing great demands upon the current Everman Police Department personnel; and

WHEREAS, the Police Department seeks to be more competitive by offering a retention and stability bonus to qualified police officers; and

WHEREAS, in an effort to hire and retain qualified, dedicated, and dependable police personnel, the City Manager recommends implementing a Retention Compensation Policy that would provide a retention bonus under the terms set forth in the policy, attached hereto as Exhibit A; and

WHEREAS, the City Council finds it is in the best interest of the citizens of the City of Everman that a Retention Compensation Policy be implemented under the terms and conditions of the Policy attached hereto as Exhibit A;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EVERMAN, TEXAS, THAT:

SECTION 1. The City Council hereby approves and authorizes the immediate implementation of the Retention Compensation Policy for the Everman Police Department attached hereto and incorporated herein by this reference as Exhibit "A" and specifically authorizes the City Manager to implement said policy by providing to the Police Department personnel identified in Exhibit "A" the November 15, 2022 and December 15, 2022 retention compensation payments) for which they qualify based on the following criteria:

1. Must be continuously employed full-time by the City of Everman, for the November 15, 2022 payment, since November 2, 2022 and, for the December 15, 2022 payment, since November 30, 2022;
2. Must not be under any disciplinary suspension or probation, for the November 15, 2022 payment, at any time from November 2, 2022 to November 15, 2022 and, for the December 15, 2022 payment, at any time from December 1, 2022 to December 15, 2022; and

- 3. Must not have submitted a written notice of termination of employment at any time prior to date of payment.

SECTION 2. All resolutions of the City of Everman heretofore adopted which are in conflict with the provisions of this resolution are hereby repealed and all resolutions of the City not in conflict with the provisions hereof shall remain in full force and effect.

SECTION 3. If any article, paragraph, subdivision, clause or provision of this resolution be adjudged invalid or held unconstitutional for any reason, such judgment or holding shall not affect the validity of this resolution as a whole or any part or provision thereof other than the part so declared to be invalid or unconstitutional.

SECTION 4. This resolution shall take effect immediately from and after its passage.

DULY RESOLVED AND ADOPTED by the City Council of the City of Everman, Texas, on the 1st day of November, 2022.

APPROVED:

Ray Richardson, Mayor

ATTEST:

Mindi Parks, City Secretary

APPROVED AS TO FORM:

Victoria W. Thomas, City Attorney
Hunter W. Mattocks, Asst. City Attorney
(102422vwtTM132044)

EXHIBIT "A"
[Retention Compensation Policy]

**AN ORDINANCE OF THE CITY OF EVERMAN, TEXAS
ORDINANCE NO. 792**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF EVERMAN, TEXAS, AMENDING THE CODE OF ORDINANCES OF THE CITY OF EVERMAN, TEXAS BY ADDING A NEW SECTION 2-72 “SENIOR CITIZENS ADVISORY BOARD” TO ARTICLE V “BOARDS AND COMMISSIONS” OF CHAPTER 2 “ADMINISTRATION”; PROVIDING A SEVERABILITY CLAUSE, PROVIDING A REPEALING CLAUSE; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City Council determines that the City’s government functions in a manner that best serves the needs of the community when interested citizens participate and assist in advising the Council; and

WHEREAS, the City Council desires to seek the input of its senior citizens on municipal government issues; and

WHEREAS, the City Council has determined that a Senior Citizens Advisory Board should be created to serve the City Council in an advisory capacity and to perform the duties set forth herein;

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

SECTION 1. The Code of Ordinances of the City of Everman, Texas is hereby amended by adding a new Section 2-72 “Senior Citizens Advisory Board” to Article V “Boards and Commissions” of Chapter 2 “Administration”, to read in its entirety as follows:

“

“Section 2-72 Everman Senior Citizens Advisory Board

(a) *Creation and purpose.* There is hereby created a Senior Citizens Advisory Board for the City of Everman, Texas. The purposes of the Senior Citizens Advisory Board shall be:

- (1) To act in an advisory capacity to the City Council in matters pertaining to the City’s senior citizens;
- (2) To help identify the needs of senior citizens and enhance their quality of life within the City;
- (3) To use all available resources to inform senior citizens of community services; and

(4) To coordinate and plan community events for senior citizens of the City.

(b) *Membership.*

(1) Members of the Board shall be appointed by a majority vote of the City Council. The Board shall consist of seven (7) regular members. Initially, three members shall be appointed to serve a one-year term and four members shall be appointed to serve a two-year term. Thereafter, all appointments shall be made for two-year terms. Members may be reappointed to successive two-year terms. Members serve at the pleasure of the City Council and may be removed by majority vote of the City Council with or without cause. The City Council shall, by majority vote, appoint a replacement to fill any vacancy for the unexpired term of a member whose position on the Board becomes vacant.

(2) Members of the Board must meet the following qualifications:

- (i) Be a qualified voter of the City;
- (ii) Shall have resided in the corporate limits of the City for at least one (1) year prior to appointment;
- (iii) Continue residency in the City during the term of office;
- (iv) Shall not be delinquent in payment of City taxes or financially delinquent to the City; and
- (v) Shall achieve compliance with all city codes prior to appointment and maintain such compliance for the duration of the appointment..

(c) *Organization, rules and requirements.*

(1) On or before January 9 of each year, the membership of the Board shall determine, by majority vote, a chair and a vice chair. The terms of the chair and vice chair shall be one (1) year. It will be the duty of the chair to preside over meetings and to assist in setting meeting agendas. If the chair is absent or unable to perform the duties of the chair, the vice chair shall assume the duties of that office.

- (2) Members of the Board shall meet at least one (1) time per month, on a regular day and time selected by majority vote of the members. The chair may call special meetings as necessary.
- (3) The Board shall conduct meetings and govern its proceedings according to the City Council's adopted rules of order, abide by the Texas Open Meetings Law, and shall keep a record of its proceedings, including votes and attendance, and shall submit these records to the City Secretary's Office.
- (4) Members of the Board shall not take any action unless a quorum is present. A quorum shall consist of four (4) members. Each member, including the chair, is entitled to one(1) vote, and action of the Board shall require an affirmative vote of a majority of those members present.
- (5) The City Manager shall designate a City employee to serve as staff liaison to the Board.
- (6) Members of the Board may receive reimbursement of authorized expenses attendant to the performance of their duties.

(d) *Powers and Duties.*

- (1) The Board is advisory only and shall not have any decision-making authority.
- (2) The Board shall have the following duties:
 - (i) To study and identify the needs of senior citizens with the aim of enhancing their quality of life within the City and to advise the City Council thereon;
 - (ii) To recommend to the City Council city/community events and programs designed to meet the needs of senior citizens;
 - (iii) To originate, plan, and coordinate City Council approved programs and events for the senior citizen segment of the population. Efforts should be made by the Board to assure that all recommendations will utilize existing facilities and organizations within the city in order to provide recreational, leisure, educational, community, and other community events and programs to the senior citizen residents of the City. If the Board determines that using facilities or organizations outside of the Everman city limits is necessary, it shall include in its

recommendation to the City Council an explanation as to the reasons for such necessity;

- (iv) To act with and assist other municipal boards, staff, or regional associations and the City Council in formulating proper plans for community programs and events to meet the needs of senior citizens;
- (v) To aid and assist in informing senior citizens of community services, events and programs; and
- (vi) As may be necessary to accomplish these duties, the Board may establish subcommittees. Any subcommittee shall be chaired by a Senior Citizens Advisory Board member. An unspecified number of community volunteers may be chosen by the Board as working subcommittee members.”

SECTION 2. Should any word, sentence, paragraph, subdivision, clause, phrase or section of this ordinance, be adjudged or held to be void or unconstitutional, the same shall not affect the validity of the remaining portions of said ordinance which shall remain in full force and effect.

SECTION 3. All ordinances of the City of Everman, Texas, in conflict with the provisions of this ordinance be, and the same are hereby, repealed; provided, however, that all other provisions of said ordinances not in conflict with the provisions of this ordinance shall remain in full force and effect.

SECTION 4. This ordinance shall take effect immediately from and after its passage, as the law and charter in such cases provide.

DULY ORDAINED, PASSED AND ADOPTED by the City Council of the City of Everman, Texas, on the _____ day of November, 2022.

CITY OF EVERMAN, TEXAS

ATTEST:

APPROVED:

Mindi Parks, City Secretary

Ray Richardson, Mayor

APPROVED AS TO FORM:

Victoria W. Thomas, City Attorney
Hunter W. Mattocks, Asst. City Attorney
(102522vwtTM132053)



CITY OF EVERMAN
212 North Race Street Everman, TX 76140
STAFF REPORT

AGENDA TITLE: Approve the allocation of \$80,000.00 of American Rescue Plan Funds for overall of all electrical equipment at the Columbine Well Site

MEETING DATE: 10/18/2022

PREPARED BY: C. W. Spencer

RECOMMENDED ACTION:

Approval

BACKGROUND INFORMATION:

During the first tranche of ARPA allocation, the Everman City Council approved the allocation of funds for the overhaul of electrical equipment at the High School, Shelby Rd., and Police Department well sites. This allocation would allow for the overhaul of the electrical equipment at the Columbine Well Site, which will bring all of the City of Everman well sites to current standards.

FISCAL IMPACT:

\$80,000 allocation of American Rescue Plan Funds



CITY OF EVERMAN
212 North Race Street Everman, TX 76140
STAFF REPORT

AGENDA TITLE: Approve the allocation of \$48,000.00 of American Rescue Plan Funds for Community Facility and Park Facility Improvements

MEETING DATE: 11/01/2022

PREPARED BY: C. W. Spencer

RECOMMENDED ACTION:

Approval

BACKGROUND INFORMATION:

The allocation of these funds will allow for significant upgrades and the completion of projects at the Everman Memorial Park and Mobile Food Truck Park. Approval of these funds will not only complete outstanding projects, but will serve as beautification in these areas and help encourage individuals to spend more time outdoors.

MEMORIAL PARK

Live Oak Trees	\$	750.00
Extend Front Flowerbeds w/Name & Address	\$	1,200.00
Brick Columns and Bronze Plaques	\$	3,600.00
Swing Gates for Parking Lot	\$	2,800.00

MOBILE FOOD TRUCK PARK

30x30 Metal Pavilion	\$	5,000.00
Grass Seed & Treatment	\$	300.00
8' Picnic Tables	\$	8,000.00
Swing Gates	\$	2,800.00
Brick Structure for Name & Address	\$	500.00
7' Privacy Fence	\$	17,000.00
Stormwater approved Trash Cans	\$	6,000.00

TOTAL: \$ 47,950.00

FISCAL IMPACT:

\$48,000 – American Rescue Plan Funds