



**ELGIN CITY COUNCIL AGENDA
ELGIN PUBLIC LIBRARY ANNEX COUNCIL CHAMBERS
404 NORTH MAIN STREET
November 26, 2024
6:30 PM**

Members of the public may watch the meeting at:

https://www.youtube.com/channel/UC3OGBV_loV0Nr3AqM1jJTzA

I. CALL TO ORDER

II. ROLL CALL

III. NEW BUSINESS

- 1. A RESOLUTION OF THE CITY OF ELGIN, TEXAS, AUTHORIZING THE CITY MANAGER TO EXECUTE EMPLOYMENT AGREEMENTS WITH THE CITY SECRETARY, THE DIRECTOR OF PUBLIC WORKS, THE DIRECTOR OF HUMAN RESOURCES, THE DIRECTOR OF ECONOMIC DEVELOPMENT, AND THE DIRECTOR OF COMMUNITY SERVICES; MAKING FINDINGS OF FACT; AND PROVIDING FOR RELATED MATTERS.**

IV. EXECUTIVE SESSION

The City Council may announce that it will adjourn the public meeting at any time during the meeting and convene in Executive Session pursuant to Chapter 551 of the Texas Government Code to discuss any matter as specifically listed on the agenda and/or as permitted by Chapter 551 of the Texas Government Code.

- 1. The City Council will convene into Executive Session pursuant to Texas Government Code, Section 551.074 (Personnel Matters) to deliberate the employment, evaluation, reassignment, duties, discipline, or dismissal of the City Manager.**
- 2. The City Council will convene into Executive Session pursuant to Texas Government Code Section 551.071 (Consultation with Attorney) to seek legal advice and discuss potential litigation.**

V. RECONVENE

The City Council will reconvene into open session to discuss and consider possible action regarding the employment of the City Manager. The City Council will reconvene into open session to discuss and consider any necessary action related to the matters discussed in Executive Session.

VI. ADJOURNMENT

The City Council may retire to executive session any time between the meeting's opening and adjournment for the purpose of consultation with legal counsel pursuant to Chapter 551.071 of the Texas Government Code; discussion of personnel matters pursuant to Chapter 551.074 of the Texas Government Code; deliberation regarding real property pursuant to Chapter 551.072 of the Texas Government Code; deliberation regarding economic development negotiations pursuant to Chapter 551.087 of the Texas Government Code; and/or deliberation regarding the deployment, or specific occasions for implementation of security personnel or devices pursuant to Chapter 551.076 of the Texas Government Code. Action, if any, will be taken in open session.

Attendance By Other Elected or Appointed Officials: It is anticipated that members of other city board, commissions and/or committees may attend the meeting in numbers that may constitute a quorum of the other city boards, commissions and/or committees. Notice is hereby given that the meeting, to the extent required by law, is also noticed as a meeting of the other boards, commissions and/or committees of the City, whose members may be in attendance. The members of the boards, commissions and/or committees may participate in discussions on the same items listed on the agenda, which occur at the meeting, but no action will be taken by such in attendance unless such item and action is specifically provided for on an agenda for that board, commission or committee subject to the Texas Open Meetings Act.

Notice of Assistance at Public Meetings, the City of Elgin is committed to compliance with the Americans with Disabilities Act. Elgin City Hall and Council Chambers are wheelchair accessible and special marked parking is available. Persons with Disabilities who plan to attend this meeting and who may need assistance are requested to contact the City Secretary's Office at (512)229-3223. Please provide forty-eight hours notice when feasible.

I, Peyton Standifer, City Secretary for the City of Elgin, hereby certify this notice was posted at the City Hall Annex of the City of Elgin, Texas on or before Friday, November 22, 2024, in accordance with Chapter 551 of the Texas Government Code.

A handwritten signature in black ink, appearing to read "Peyton Standifer". The signature is written in a cursive, flowing style.

Peyton Standifer, City Secretary



Elgin City Council Meeting Agenda Item Executive Summary

ITEM: A RESOLUTION OF THE CITY OF ELGIN, TEXAS, AUTHORIZING THE CITY MANAGER TO EXECUTE EMPLOYMENT AGREEMENTS WITH THE CITY SECRETARY, THE DIRECTOR OF PUBLIC WORKS, THE DIRECTOR OF HUMAN RESOURCES, THE DIRECTOR OF ECONOMIC DEVELOPMENT, AND THE DIRECTOR OF COMMUNITY SERVICES; MAKING FINDINGS OF FACT; AND PROVIDING FOR RELATED MATTERS.

DEPARTMENT: Executive

PROPOSED ACTION: Approval of a Resolution authorizing the City Manager to execute Employment Agreements with members of the Senior Management Team.

BACKGROUND:

The current City Manager has assembled a highly skilled and productive Senior Management Team that includes the City Secretary, the Director of Public Works, the Director of Human Resources, the Director of Economic Development, and the Director of Community Services.

With the apparent upcoming change in City Managers, it is anticipated the Senior Management Team will be heavily relied upon to play a crucial role for the City of Elgin as it maintains and transitions operations.

However, current circumstances have created a reasonable concern among the Senior Management Team as to their respective job security, including the fact that any future City Manager or Acting City Manager may terminate any or all such employees at any time without cause.

It is therefore warranted and appropriate that members of the Senior Management Team be provided some limited protection against the impacts of an arbitrary decision regarding their employment, including severance compensation if any such employee is terminated without cause.

BUDGET/FINANCIAL IMPACT:

Funding for this item was {} included {} not included in the current-year budget {X} N/A

RECOMMENDATION:

Approval of a Resolution authorizing the City Manager to execute Employment Agreements with the City Secretary, the Director of Public Works, the Director of Human Resources, the Director of Economic Development, and the Director of Community Services.

ATTACHMENTS:

1. ResDHEmpAgr1124

- { Staff will be making a detailed presentation on this agenda item at the meeting.
- {X} Staff will provide brief comments and answer questions on this item at the meeting.
- { This is a routine procedural item and no presentation is planned for the meeting.

Councilmembers who have any detailed questions or would like to request additional information regarding this item are encouraged to contact the City Manager at their earliest convenience.

RESOLUTION NO. _____

A RESOLUTION OF THE CITY OF ELGIN, TEXAS, AUTHORIZING THE CITY MANAGER TO EXECUTE EMPLOYMENT AGREEMENTS WITH THE CITY SECRETARY, THE DIRECTOR OF PUBLIC WORKS, THE DIRECTOR OF HUMAN RESOURCES, THE DIRECTOR OF ECONOMIC DEVELOPMENT, AND THE DIRECTOR OF COMMUNITY SERVICES; MAKING FINDINGS OF FACT; AND PROVIDING FOR RELATED MATTERS.

WHEREAS, the Elgin City Charter Article 5, Section 1(A.) provides that the Elgin City Manager “shall appoint and remove any (fulltime) officer or employee of the city. . .”; and,

WHEREAS, the current City Manager has assembled a highly skilled and productive Senior Management Team that includes the City Secretary, the Director of Public Works, the Director of Human Resources, the Director of Economic Development, and the Director of Community Services; and,

WHEREAS, with the apparent upcoming change in City Managers, it is anticipated that the Senior Management Team will be heavily relied upon to play a crucial role for the City of Elgin as it maintains and transitions operations; and,

WHEREAS, current circumstances have created a reasonable concern amongst the Senior Management Team as to their respective job security, including the fact that any future City Manager or Acting City Manager may terminate any or all such employees at any time without cause; and,

WHEREAS, it is warranted and appropriate that members of the Senior Management Team be provided some limited protection against the impacts of an arbitrary decision regarding their employment, including severance compensation if any such employee is terminated without cause.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ELGIN, BASTROP AND TRAVIS COUNTY, TEXAS THAT:

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

Section 2. Authorization. The City Manager is hereby authorized to execute Employment Agreements with the City Secretary, the Director of Public Works, the Director of Human Resources, the Director of Economic Development, and the Director of Community Services, copies of said Agreements being attached hereto and marked Exhibit A; and made part of this Resolution as if copied verbatim herein.

Section 3. Open Meetings. The City Council hereby finds and declares that written notice of the date, hour, place, and subject of the meeting at which this Resolution was adopted was posted and that such meeting was open to the public as required by law at all times during which this Resolution and the subject matter hereof were discussed, considered, and formally acted upon, all as required by the Open Meetings Act, Chapter 551, Texas Government Code, as amended.

Section 4. This Resolution shall take effect immediately upon passage.

PASSED AND ADOPTED this 26th day of November, 2024

THERESA Y. MCSHAN, Mayor
City of Elgin, Texas

ATTEST:

PEYTON SANDIFER, City Secretary



Elgin City Council Meeting Agenda Item Executive Summary

ITEM: The City Council will convene into Executive Session pursuant to Texas Government Code, Section 551.074 (Personnel Matters) to deliberate the employment, evaluation, reassignment, duties, discipline, or dismissal of the City Manager.

DEPARTMENT: Executive

PROPOSED ACTION:

BACKGROUND:

BUDGET/FINANCIAL IMPACT:

Funding for this item was {} included {} not included in the current-year budget {X} N/A

RECOMMENDATION:

ATTACHMENTS:

None

- { } Staff will be making a detailed presentation on this agenda item at the meeting.
- {X} Staff will provide brief comments and answer questions on this item at the meeting.
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Elgin City Council Meeting Agenda Item Executive Summary

ITEM: The City Council will convene into Executive Session pursuant to Texas Government Code Section 551.071 (Consultation with Attorney) to seek legal advice and discuss potential litigation.

DEPARTMENT: Executive

PROPOSED ACTION:

BACKGROUND:

BUDGET/FINANCIAL IMPACT:

Funding for this item was {} included {} not included in the current-year budget {X} N/A

RECOMMENDATION:

ATTACHMENTS:

None

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