

**AGENDA**  
**NOTICE OF REGULAR CITY COUNCIL MEETING**  
**CITY OF KEMPNER, TEXAS**  
**November 20, 2020**  
**7:00 PM**  
**12288 E. Hwy 190 Kempner, Texas 76539**

NOTICE IS HEREBY GIVEN that the City Council of the City of Kempner, Texas will hold a special called meeting at the above-named date, time, and location for the consideration and action on all the items listed below:

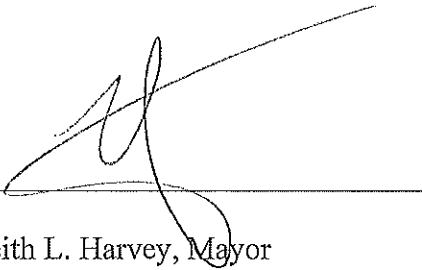
1. CALL TO ORDER, CALL OF ROLL/IDENTIFICATION OF A QUORUM
2. Invocation
3. Pledge of Allegiance/Pledge to the Texas Flag

**NON-ACTION ITEMS**

4. Citizens Comments – Must sign in and note whether Agenda or Non-Agenda items

**ACTION ITEMS**

5. Consider approval of the minutes of the Council meeting held on November 10, 2020.
6. Consider approval of the Resolution of Canvass of the November 3, 2020 Election.
7. Consider approval of the Requisites for hiring a City Manager.
  
8. Comments / Mayor final comments.
9. The date of the next regular meeting will be December 8, 2020.
10. Adjournment



Dr. Keith L. Harvey, Mayor

I, Keith Harvey, Mayor of the City of Kempner do hereby certify that the above notice of the SPECIAL CALLED Meeting of the City of Kempner City Council was posted at City Hall, 12288 East Highway 190, Kempner, Texas on the 16<sup>TH</sup> day of November 2020 before 3:30 p.m.

The City council may convene into executive session on any matter related to any of the above agenda items for a purpose, such closed session is allowed under Chapter 551, Texas Government Code.

This building is wheelchair accessible. Any requests for Interpretive Services must be made 48 hours in advance of the scheduled meeting.

\* The Citizen Comments: This portion of the agenda is reserved to provide citizens an opportunity to address the City Council on issues affecting the City. Citizens must sign in with City Secretary prior to meeting. Each citizen's comments are limited to a total of three (3) minutes; a total of 30 minutes has been allotted. You may speak on Agenda and Non-Agenda Items. Non-Agenda Items portion of the agenda is the citizen's opportunity to be heard at the City Council meeting and will be reserved for comments concerning city related issues not otherwise appearing on the meeting agenda.

STATE OF TEXAS \*

COUNTY OF LAMPASAS \*

CITY OF KEMPNER \*

BE IT REMEMBERED that on November 10, 2020, the City Council met in City Hall with the following members present: Council Members Betty Parker, Mack Ruskiewicz, Melba Vandever.

The meeting was called to order at 7:00 P.M. and the following business was conducted:

1. Roll Call- Mr. Wilkerson and Charlie Gipson were not present.
2. Council Member Mack Ruskiewicz Led the Invocation
3. Pledge of Allegiance/Pledge to the Texas Flag

### **Non-Action Items**

#### 4. Reports.

- Police Report
- Mayor- The R U Ok? And Code Red program is going along pretty well. Some have signed up and some are still inquiring. I would like to thank all the council members that have been serving this City. Thank you, Mrs. Parker and Mr. Gipson in his absence for the work you have done for the City. So at this time we will swear in our new council members.

Norman Parker,

Jared Jones, and

Melba Vandever.

### **ACTION ITEMS**

#### 6. Consider approval of the Minutes held on October 13, 2020.

- Mr. Ruskiewicz moves to make a motion to approve the Minutes from October 13, 2020.
- Mrs. Vandever seconds the motion.
- All in favor, motion carries.

7. Consider approval of the Accounts Payable dated November 5, 2020.

- Mr. Ruskiewicz moves to make a motion to approve the accounts payable from November 5<sup>th</sup>.
- Mrs. Vandever seconds the motion.
- Mr. Jones states I see in my packet I received the payables from September 1<sup>st</sup> am I looking in the right spot?
- Mayor states it is the right payables with the wrong date and reads off the payables everyone has the same numbers. We will make sure it has the corrected date.
- All in favor, motion carries.

8. Consider approval of MDT replacement and funding under the Cares act through TDEM.

- Mrs. Kathy O'Conner speaks for Peacemaker Technology. She is the regional sales manager for the company.
- Mrs. O'Conner states that we handle the cares act which is grant money. The funding is already there you just have until November 13<sup>th</sup> to spend it and the City got roughly 65,000 based on population. Our company is manufactured and computed by ourselves we are found in organizations everywhere from Mcdonald's kiosks to Hospital computers. We asked the company how can we make our law enforcement computers medical grade. So what we did was turn these computers into medical grade and military-grade for the officers. The big problem right now is the law enforcement computers are at their end of life the windows 7 is shutting down and the old computers cannot hold windows 10 and you have to have windows 10 for security reasons to comply. We also run the I5 processor which is the fastest thing out there right now and it is tough we are police for police. She shows the equipment for the vehicle and it has GPS. Funding is the big thing and right we are approved by TDEM and the Cares act. Another question we get is about software issues. These computers will handle any police software and we have automatic install and design our Peacemaker live and it comes automatically in every computer and it has been the best for social distancing it allows you to interview a suspect or anything in the software and is used in official evidence as a statement. It makes the officer's job easier and safe during this pandemic. Part of our package for our program is a three year no fall warranty. This means if your keyboard breaks or your computer we send you a brand new one within three days or a loner within 24 hours. We replace it with no questions asked we upload everything from your old computer straight to your new one no problem. We have our installer because of our warranty our installer comes here sits in the parking lot and does it right there it takes him about an hour to two to install it fully. Which includes the printer and power supplies. Which what the power supply does is it automatically turns off the computer to a sleep mode after two hours to prevent the car from dying. The warranty is for three years but we do have an extended warranty and after you use our company you would

- Mayor states one thing I want you to reemphasize is the cares act is is grant money and TDEM reimburses us for everything.
- Mrs. O'Conner states the Cares act is based upon population and its funding is given to you and you either use it or lose it. You don't have to pay it back you use it on things covid related and that is something we are doing with these computers they are to prevent covid and protect the citizens and the first responders. How it works is you give us a check we show TDEM the canceled check and they send the money within three weeks and we are currently three weeks out for installation as well. So please use it for something you can use the money for this and get them for free or come up with the money to buy them when they need replacing. It is the latest and the greatest technology
- Mayor states I have been educated on this for a while now and we already received the 12,000 and if we don't use this opportunity to then we will be paying for it in full. Our officers have to do their duties and us being able to get the cares is a blessing so we either use it or lose it.
- Mr. Jones asks the pitch you gave is the latest and the greatest for the police officers and I love that and for a smaller municipality that makes only a total of 80 response calls and has 2 officers is there some sort of justification for the most expensive equipment.
- Mrs. O'Conner states you get what you pay for you can tray and get computers and make your own but these are geared for officers protection they are antimicrobial you don't have to clean them and officers before were messing up the keyboards by putting Lysol on them.
- Mayor states I've been educated on this before her being here and we have two full-time officers and we do have reserve officers. So we have 4 officers in total and more wanting to come on. We don't want anything substandard especially when it's at no cost for the city and if we miss this deadline we will have to pay this amount when it does go out.
- Mr. Ruskiewicz states I've done outside research and this price isn't that bad for what we're getting and I fully support Chief Rodriguez and I'm sure he would appreciate an updated system. What fund will the check be written out of?
- Mayor answers with we will give them a check and 12,000 is already sitting in our account and the full canceled check will be given if approved then everything comes back, what we are waiting on now Is the approval and we are also looking at ways to support the local businesses that took a lose during the Covid pandemic. The money is 100% sure to come back to the city through the cares act.
- Mr. Jones makes a motion to approve the replacement of the MDT through the Cares act.
- Mr. Parker seconds that motion.
- All in favor, motion carries.

#### 9. Consider approval of the Eagle Scout Project Plan.

- Mr. Davenport speaks to the council regarding The Eagle Scout Project,

only have to update the computer not the mounts and once we are done with the old computers give them to St. Jude Children's hospital. We also give you back \$75 per computer to get a new one and help purchase the next set. So it's a lot for what you get being military grade.

- Mr. Jones asks is there any additional software that has to be purchased after the initial purchase?
- Mrs. O'Conner answers no not for us we work with whatever software company the city uses.
- Mr. Ruszkiewicz states thank you for coming back another week And giving us some good information and is it user friendly? How many miles can it communicate?
- Mrs. O'Conner answers with yes it is user friendly and it depends on the set up that is why we put ours on the windshield because that is the best position and I am unsure of the exact miles but we have never had any signal issues.
- Chief Rodriguez states the laptops we currently have run off of a first net connection from AT&T which is a wireless connection like your phone and the only way we won't have service is if a line goes down and even then the service we have is for first responders so we never lose connection.
- Mr. Ruszkiewicz asks Chief Rodriguez if we can communicate with local agencies?
- Chief Rodriguez states yes through the software we can talk to anyone that has the same software we use across the state.
- Mr. Ruszkiewicz asks is there going to be a cost to update it?
- Chief Rodriguez answers no we are just needing to update the hardware, not the service.
- Mrs. O'Conner states that they were going to give agencies till the end of the year to replace their hardware because they are shutting down any hardware that still has windows 7.
- Mr. Ruszkiewicz asks how is the battery life on it?
- Mrs. O'Conner answers I have one myself that I carry around and I charge it about once a week and as soon as they put it back in the docking station in the car it's charging.
- Mr. Ruszkiewicz states this is my last question. So who does the reprogramming of the computer?
- Mrs. O'Conner answers we can help you with that what we do is when we come and install it within 10 minutes we call Copsync and have them load the software and get it up and running and if we know what the program is we will actually preload it before we come and install it so it is already done.
- Mr. Ruszkiewicz states so basically it is about 7200 per computer including the printer as a full package.
- Mrs. O'Conner states it is the full package and we only do the best mounts when we install because we have so many SUV's and trucks in rural areas we don't want the computer to sit there and vibrate we want it to be sturdy.

- Mr. Davenport states I am a boy scout looking to becoming an eagle scout and to do that I have to make an eagle scout project and I want to make it in Kempner. I have been a boy scout in Kempner and all the projects are based in Lampasas and since I live here I wanted to make it here in Kempner and I noticed the park and all its great amenities for children and spectating parents and the one thing it lacked was something for teenagers. There is space available and I have the components to make something for it.
- Mayor asks what is the total cost?
- The area, transport, and cornhole boards with the assistance will be around 5000.
- Mr. Parker asks if it is cement?
- Mr. Davenport answers yes the cornhole boards are made of high-quality cement and are nearly impossible to move after installation.
- Mr. Jones asks what does being an Eagle Scout mean to you?
- MR. davenport answers with being an eagle scout is a great honor. I have been looking forward to this my whole life and it means a great deal to me.
- Mayor states the projection is as soon as the council approves it they will start immediately.
- Mr. Jones moves to make a motion to approve the Eagle Scout Project Plan.
- Mrs. Vandever seconds the motion.
- Mr. Parker asks is it just two boards?
- Mr. Davenport answers yes the 5000 is the total cost for the materials and labor for the project.
- All in favor, motion carries.

#### 10. Comments/Mayor's final comments.

- With it being the holiday season we are down to one meeting for this month and December.

#### 11. Date of the next regularly scheduled meeting will be December 8, 2020

#### 12. Adjournment

- Mr. Ruszkiewicz moves to make a motion to adjourn.
- Mr. Jones seconds.
- All in favor, the meeting is adjourned

ATTEST: \_\_\_\_\_

Hayleigh Robello –City Secretary

APPROVED: \_\_\_\_\_

Dr. Keith L. Harvey- Mayor



RESOLUTION NO.   R-2020-11-20-001  

**A RESOLUTION OF THE CITY OF KEMPNER, TEXAS CANVASSING THE ELECTION RETURNS AND DECLARING ELECTION RESULTS IN THE GENERAL AND SPECIAL ELECTIONS HELD IN THE CITY OF KEMPNER ON NOVEMBER 3, 2020 FOR THE PURPOSE OF ELECTING THREE COUNCIL MEMBERS AND A PROPOSITION RELATIVE TO THE ADOPTION OF A CITY MANAGER FORM OF GOVERNMENT FOR THE CITY AUTHORIZED UNDER SECTION 25.021, TEXAS LOCAL GOVERNMENT CODE; AND PROVIDING FOR RELATED MATTERS.**

**WHEREAS**, in accordance with the general laws and Constitution of the State of Texas, the City Council of the City of Kempner ordered an election for Councilperson Place 1, Councilperson Place II, and Councilperson Place V;

**WHEREAS**, the City Council, after receiving a petition in accordance and compliance with Local Government Code section 25.022, also ordered a Special Election with a ballot proposition considering the adoption of the city manager form of government for said election to be held on Tuesday, November 3, 2020;

**WHEREAS**, the City Council has today considered the returns of both the General and Special Elections held on Tuesday, November 3, 2020, for the three (3) councilpersons and for the approval of the proposition of adopting the city manager form of government for the City; and

**WHEREAS**, it is found by the City Council that the results of said General and Special Elections have been tabulated, certified and provided by the Lampasas County Elections Division and that such tabulations are correct and are attached hereto and incorporated herein as Exhibit "A", the "Canvass Report";

**NOW, THEREFORE BE IT RESOLVED, BY THE CITY COUNCIL OF THE CITY OF KEMPNER, TEXAS:**

**Section 1.** That the tabulation of votes cast for the offices of three (3) Councilpersons for Places I, II and V in the General Election held on November 3, 2020, is hereby adopted as the official tabulation filed and recorded in the official records of the City of Kempner as the official canvass of said General Election.

**Section 2.** That said election was duly called, and the following votes were cast in the November 3, 2020 General Election for the three (3) Councilperson positions for the City Council:

<u>COUNCIL BY PLACE:</u>	<u>VOTES CAST:</u>
<b>FOR COUNCILPERSON, PLACE 1</b>	
<u>Norm Parker</u>	<u>252</u>
Vance Rodgers	156
<b>FOR COUNCILPERSON, PLACE II</b>	
<u>Jared B. Jones</u>	<u>260</u>
Betty M. Parker	156
<b>FOR COUNCILPERSON, PLACE V</b>	
<u>Melba Vandev eer</u>	<u>231</u>
Anelicia Cheney-Campbell	187

**Section 3.** That the tabulation of votes cast for the purpose of considering the adoption of the city manager form of government for said Special Election held on Tuesday, November 3, 2020, is hereby adopted as the

**Exhibit "A"**

**Canvass Report**

**Summary Results Report  
2020 General Election  
November 3, 2020**

**CANVASS REPORT  
Election Day, AV, EV  
Kempner**

**Councilperson Place I City of Kempner  
Vote For 1**

	TOTAL	Absentee	Early Voting	Election Day
Norm Parker	252	18	170	64
Vance Rodgers	156	15	106	35

**Councilperson Place II City of Kempner  
Vote For 1**

	TOTAL	Absentee	Early Voting	Election Day
Jared B. Jones	260	21	173	66
Betty M. Parker	156	12	107	37

**Councilperson Place V City of Kempner  
Vote For 1**

	TOTAL	Absentee	Early Voting	Election Day
Melba Vandevveer	231	13	152	66
Anelicia Cheney-Campbell	187	21	129	37

**Special Election to Adopt City Manager Kempner  
Vote For 1**

	TOTAL	Absentee	Early Voting	Election Day
For	262	19	169	74
Against	166	17	118	31

STATE OF TEXAS \*

COUNTY OF LAMPASAS \*

CITY OF KEMPNER \*

BE IT REMEMBERED that on NOVEMBER 20, 2020, the City Council met in City hall with the following members present: Council Members Norm Parker, Jared Jones, John Wilkerson, Mack Ruskiewicz, and Melba Vandever.

The meeting was called to order at 7:07 P.M. and the following business was conducted:

1. Roll Call
2. Council Member Mr. Parker Led the Invocation
3. Pledge of Allegiance/Pledge to the Texas Flag

### **Non-Action Items**

4. Citizens Comments

No citizen comments.

Mayor Harvey corrected item 7 on agenda, should not read consider approval, it should read discuss. Recognized Amariah and Abigail Parker for their work in cleaning up trash at the Sylvia Tucker Memorial Park.

### **ACTION ITEMS**

- 
5. Consider approval of the minutes from the Council meeting held on November 10, 2020.

Mr. Jones made motion to approve minutes. Mr. Parker second. Mr. Jones, Mr. Parker, Mr. Ruskiewicz, Mrs. Vandever approved. Mr. Wilkerson abstained.

6. Consider approval of the Resolution of Canvass of the November 3, 2020 election.

Mr. Wilkerson made motion to approve Resolution. Mr. Jones second, all in favor, none opposed.

7. Discuss requisites for hiring a City Manager.

Mr. Parker: In paperwork there are applications, I would like to see the applications.

Mayor Harvey: is there an application online chief?

Chief Rodriguez: There is a city application.

Mayor Harvey: we will bring it to the front page. (put application on front page.)

Mr. Parker: take myself off the floor.

Mr. Jones: add in newspaper was set 7-10 years, how did we come up with that prerequisite.

Mayor Harvey: it is actually a low number based on years incorporated. You would have to have someone with experience to come in. To have a novice come in would be a travesty. To have someone with those requisites and to have the salary attached to it, they need the experience. We do not want just anyone coming in. I have been here almost 30 years. I know how some things were done in the past. We want to do things right we want to put the city on the right path. The city was not prepared for it but we are prepared to answer.

Mr. Jones: city regs state only requisites says they must have the admin experience. If we put 7-10 year on it, we might be missing out on some good candidates with 2-5 years experience.

Mayor Harvey: they are going to have to have experience, we need someone that has been through this and can navigate the changes. This is not a normal city. There is a lot of changes, there is a lot of excitement. Someone that can navigate it with a level head. Cities best interest. Council will decide on applicants.

Mr. Jones: I have fired sergeants and put privates in and had a better time.

Mr. Wilkerson: Mayor and council, a lot of your comments I agree with, city needs someone that can take bull by horns. I also agree with Mr. Jones.

Mayor Harvey: Please silence phones.

~~Mr. Wilkerson: A lot of cities have something similar to a city manager. Many have been titled differently. Maybe we need to change wording to capture more of an applicant pool. Change years of experience. Different wording on years. How many years of management and experience do we want them to have?~~

Mayor Harvey: Anyone can apply. If you have more years you can apply. If you have less, everything can be looked at by the council. The council will decide what happens. The council has an obligation. This is going to happen. As the applicants come in, they will be disseminated directly to the council. Legal council will draft up ordinances and give to council. You must decide

Mr. Ruskiewicz: I am glad we are having this meeting even though it is a Friday. There is an issue with the add in the paper. Have we had any applicants?

Mayor Harvey: Two sealed envelope applicants have arrived.

Mr. Ruskiewicz: As a council member and doing the best for the citizens, I would think we would want as many possible applicants as possible. How many outlets do we have for our advertising? Personally, I have been asking people I know if they know anyone. If we all worked together on that we can strategize. Radiogram, newspaper, TV ad, to me right now we need to get the word out there. I have asked other city managers if they wanted the job, but they did not want it. We need to get the word out. We definitely do want the most qualified person. It could cause the city a lot of problems. They must know municipal law, hopefully some experience in executive and background as city secretary. Let us put ourselves together and try to help someone fill the position. We are under the gun; we need to get one. The more we have the better qualified.

Mayor Harvey: Mr. Ruskiewicz. I agree with you and Mr. Wilkerson to get in as many as we possibly can. If we only have two, we want to be able to say we made the best selection for the city. We have a budget, yes there are ads in the paper, radiogram. When you start talking television, news you are talking airtime. It is going to cost. Everything costs. This is the point I was making months ago; it is going to cost. Sir, are you ok?

Mr. Jones: Yes, I had to catch my breath.

Mayor Harvey: You can excuse yourself. You all must do your jobs. You must. It is going to cost something. This is not going to go by ok this is free. It is going to cost. Did we not know that? I know we have new council members, but to the others, we were told it is going to cost. We had someone come in here and say you should not do this, it is going to cost, the city is not big enough. We have an obligation.

Mrs. Vandever: Is there a deadline?

Mayor Harvey: Yes, ma'am there is.

Mrs. Vandever: That is what I thought.

Mayor Harvey: We want more, we want the verbiage, tweet. It can be done. We still want the best for the city. There is a lot of people that have put their heart and soul into this city. The very first mayor, hats off to him for his jobs and duties, for getting it incorporated. Second mayor getting the building and the park. People have poured their heart into making Kempner a wonderful place. Mr. Cook, Mrs. Crane. I live up here constantly, a year and 5 months. This is my lot, and I will deal with it. But the love of the city has not changed. I do not want any of the mayors before me have anything erased, damaged, undone. Let us get it together, let's make sure we are getting quality people that have a love for the city, that want to help the city move forward, that want to help the city progress.

Mr. Parker: We all agree we want to do what is best for the city. If we have so little time to find a city manager, whatever candidates have been turned in, can we immediately start looking at them?

Mayor Harvey: Intent of the 8<sup>th</sup> is that all applications be given. When ever we get resume's, we will send them to councilmembers. You will get the resume of the individual and the name of them. You will have it. I really wish I had 15 right now to give to you. I can tell you Mr. Ruszkiewicz, you have been out word of mouth, people have come to me. And they are like too much drama. We are going to have to show the people we can work together as a council; we do not have to put each down behind closed doors. I do not want everyone to like Mayor Harvey. I want you to do your jobs. It should not matter who is sitting in this seat. We must move the city forward. As soon as I get more applicants, I have them all sealed. I have not broken one seal. Once I break that seal and put it in the Ricoh then I will look at it. If those are the only things we must tweak, we will do it. I will look at our advertising line.

Mr. Wilkerson: Mayor I do not know if you have considered or other council, on the 8<sup>th</sup> we can come in an hour early to have a workshop session to discuss the salary, working requirement. Ordinance. My concern, while I agree with Mr. Ruszkiewicz if I go out and put it on social media if someone contacts me and asks for workload.

Mayor Harvey: I am glad you asked that question because that is why we are here tonight. Salary, workload, hours all that. That is what we are discussing, requisites. How many hours do you want them to work? Budget, hours? Manage, hours? And what do you think they should receive as a salary or compensation for that work? They are planning, mitigating, managing and they have a little bit of finance in there. If you do not know some things, it is going to hurt the city. When I first came in, I put a budge together and took it to Mr. Clarke, he said, "I'd approve that." You cannot be a novice. If you are saying you want to come in here and work three hours, four hours, wrong answer. It is a city, people are constantly working, police department until 2 or 4 in the morning chasing people in the woods.

Mr. Parker: Motion to adopt what Mr. Wilkerson said and come in an hour early next meeting.

Mayor Harvey: We can do it; you do not have to make a motion to do it. You must plan. When you start moving a train in a direction you need to plan for A and B. If this does happen this is what we are going to do if it does not its business as usual. You should have had all this ready to go, especially the person pushing the train. Why don't we have the answers? We see it on social media, but we are not hearing it here. Why are we silent, why can't we say it here?

Mr. Ruszkiewicz: A couple areas, hopefully there is some kind of consensus on advertising, I made my view known. As far as the applicants, Mr. Parker wanted the resumes. Right now, we must have some set pay scale, responsibilities, before we look at applications. I do have a

question; I know we had council member signed the petition. My question would be what is your suggestions on how we would come up with the money? Is there any answer to how we are going to come up with the money?

Mr. Wilkerson: I would like to address, any time a petition to change the style of government. Early I was conflicted yes or no. I have made that decision best for me as tax payor. City managers out there have multiple departments. City of Kempner we have two main departments. Admin/police. Looking at how you pay for that the pay would reflect on job responsibilities. Mayor does not support part time. I disagree. A part time city manager can work. I signed the petition because the voters have a choice and I support that.

Mr. Ruskiewicz: The question was, it is not a question of whether we have the right to sign a petition, but it was never brought before us. Where is this money going to come from? Exactly where will the funding come from? What do we have to do to pay for a city manager? Being on the council and reading through budgets I understand our city has maybe a \$30,000 discretionary. Talking to seasoned managers they said wow, that is a tough budget to work with. How do we come up with the money? I am not trying to have any ill intent. Where will the money come from?

Mayor Harvey: This administration, since I have come on deck, many things have changed. Because never before has there been so much transparency, you did not see all the financials online, you did not see everything online. You can see it, it is all there, you can see what is being spent every month. It is completely open and one of the main reasons for the city manager was transparency. The second was to take the power from the mayor. There is a lot of things done to hurt me, but you cannot hurt me. I have a job to do and it should be respected. It is a very important seat, as yours is. No one talked about the costs Mr.

Ruskiewicz. Mr. Clarke gave the numbers to you. He said it would be foolish to do this, and we did it. We are here. To go back to say hey where is the money come from. They do not know. If you go back to look at the budget, it is tight. How do you get the money? Revenue. How do you get revenue? It is a basic class. These are the things I do day and night. Managing the budget, making sure the city has what it needs. Where does the money come from? It is real simple Mr. Ruskiewicz. They do not have to go behind closed doors and say the mayor is going to hurt the people, he is going to raise taxes, I did not do this. But you are going to do this, you are going to give them a salary, give them their scope, and execute. You sitting in this room are going to make this decision. I would recommend everyone go back and do their homework and look at the budget. No one sits in this room when a citizen comes in and says, "why is this happening?" The tears. "Why do you care so much?" Well it is very clear to see there are people who do not care. That is what I am here to do, to serve the city, protect the city, mitigate the city. All you must do is make a decision. I have taken notes for the advertisement, I have taken notes for verbiage. I was hoping we would get some salaries thrown out so when people call and ask what the salary is. No one wants to say what the salary. So that is my question, we are bold on social media but when you come in here



you will not say anything. Right now, we need to hear what salary are you thinking? Throw it out there. Yeah, we are going to discuss it more, but nothing is being done tonight. This meeting was called, and nothing is being done. We called this meeting to sit here and say we will have a workshop on the 8<sup>th</sup>, and we will talk about it then? That is why we did this? Think about what we are doing ladies and gentlemen. I love seeing all of you but if we are going to come here let us do some work. Let us shoot out some salaries. If we are not going to talk about the salary, if we are not going to discuss it, we need to close the meeting. When we come in this building we need to work. If we going to come in here, we are going to work. We owe it to them; we owe them a lot better than what they have been getting

Mr. Wilkerson: I want to go back and answer Mr. Ruskiewicz. Why this was not brought before the council? The petition filer would have to answer that, but we are all voters of the city. Where is the money going to come from? The budget, the budget is built by priority. We can sit here and ask the questions, resentments of why, but that is not going to get any closer. To address Mr. Mayor, salary, a part time position that salary can be between \$30-35K a year.

Mr. Jones: Agree with Mr. Wilkerson, it can be a part time position, I believe it is possible in a small town like this. When they are in this office, they work just like that. I would make a motion to make it a part time position.

Mayor Harvey: We are just discussing tonight; legal council will draw up papers.

Mr. Jones: On average, municipality makes about \$40k. larger cities up to \$60k. \$25K + experience and qualification. I do not think any one can argue with that.

Mayor Harvey: I have heard you and Mr. Wilkerson; you are looking for part time. Yours is \$25K and Mr. Wilkerson's is \$35K. I dare you to recheck your numbers, the numbers are much higher. You are looking at \$90's to \$100's, not \$60s. Make a call if you are not sure. I have heard you; we have some numbers out, I appreciate that. Where are we going to get it from the budget, what budget are you talking about? The budget has been approved. There are only two forms of revenue that comes into this city. How are we going to get more revenue? The budget is already set for every line item. To bring something in even if it is \$25k, where is the money coming from? Is there another budget you are referring to? The only way to get more money in the city is revenue. No revenue no money. Does everyone understand that? You must have revenue. What are the two forms of revenue in the city?

Mr. Jones: Tickets

Mayor Harvey: Police department is not a revenue generating entity, that is illegal

Mr. Parker: Mr. Mayor I think I got a pretty good background in finance. I would suggest you leave the floor open a little bit more to let others speak.

Mayor Harvey: Once you are recognized you are given the floor then you can speak. Then I can speak, Roberts rules.

Mr. Ruskiewicz: I do not second guess citizens. There are a lot of other areas, we are throwing numbers out, ok that is fine. Dig a little deeper and do a little research. There is a lot of deliberation outside the room, not much inside the room. I want to hear the people that feel a certain way, where is that money coming from? We have a situation; it is not just writing an ordinance and hire a city manager. We are not really deliberating. We are coming in here throwing things here and there. I wasted a Friday night here. There is this little circle going round and round. I do not want to be blamed if things do not go right. I have six months left. We must do our part; we must reach out and try to get someone in this position. We have 40 days left. I sure do not want to come to another meeting and go in this circle. I have some ideas; we must get this job done. Priority of the citizens. Priority of the city, that is number one. We must look out for the city. I have been here 28 years. I am hearing things constituents are telling me. It better straighten out here.

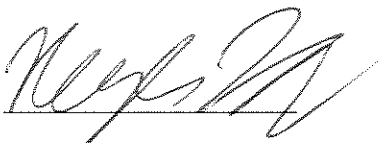
6. Staff Comments- None

7. The date of the next workshop will be December 8, 2020 at 6:00 pm immediately followed by a regular meeting at 7:00 pm.

8. Adjournment-

Mr. Wilkerson made motion to adjourn, Mr. Jones second. All in favor, none opposed.  
Meeting adjourned at 8:21pm.

ATTEST:

  
Tracie Martin – Assistant City Secretary  
Hayleigh City Secretary

APPROVED: \_\_\_\_\_

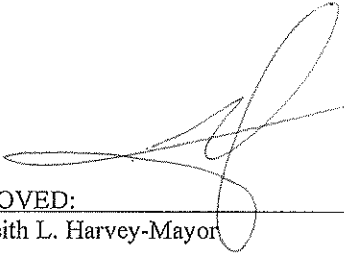
  
Dr. Keith L. Harvey- Mayor

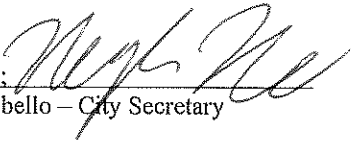
**ACCOUNTS PAYABLE 3 December 2020**

<u>NAME OF COMPANY</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
BANK OF AMERICA	<b>City of Kempner- Chief Rodriguez</b>	
	Shell Oil - \$31.00	
	Shell Oil - \$28.00	
	Shell Oil - \$26.00	
	Shell Oil - \$28.25	
	Shell Oil - \$19.50	
	Shell Oil - \$28.00	
	Shell Oil - \$25.00	
	Shell Oil - \$25.50	
	Shell Oil - \$29.00	
	Shell Oil - \$27.00	
	Shell Oil - \$28.00	
	Shell Oil - \$29.00	
	Shell Oil - \$31.00	
	Shell Oil - \$27.00	
	Shell Oil - \$26.00	
	Walmart - \$149.52	
	Fans Automotive - \$40.00	
	Laptopinventory.com - \$63.73	
	Fans Automotive - \$68.50	
	Fans Automotive - \$54.00	
	Lampasas County Tx - \$7.50	
	Lampasas Co SVC Fee - \$1.00	
	Fans Automotive - \$70.00	
	Dollar General Kempner - \$19.44	
		\$881.94
BANK OF AMERICA	<b>City of Kempner- Officer Sowder</b>	
	Shell Oil - \$34.05	
	Shell Oil - \$25.66	
	Shell Oil - \$33.05	
	Shell Oil - \$32.82	
	Shell Oil - \$34.12	
	Shell Oil - \$34.47	
	Shell Oil - \$32.94	
	7-Eleven - \$27.00	
	7-Eleven - \$27.00	
		\$312.65
BANK OF AMERICA	<b>City of Kempner – Mayor</b>	
	Intuit usage - \$10.80	
	ADOBE \$16.00	\$26.80
CENTURYLINK	City Services	\$430.05
McCREARY, VESELKA, BRAGG & ALLEN	Municipal Court	\$32.70
AWARD SPECIALTIES	Nameplates	\$24.00
TEXAS WORKFORCE COMMISSION	Unemployment Tax Services	\$272.58
KEMPNER WATER SUPPLY CO.	City Services	\$321.09
HAMILTON ELECTRIC	City Services	\$228.63

WELLS FARGO	Lease services	\$85.00
FIRSTNET	Telecomm/PD	\$165.64

Total \$2,781.08

  
APPROVED:  
Dr. Keith L. Harvey-Mayor

  
ATTESTED:  
Hayleigh Robello – City Secretary