

CITY OF SHEPHERD
BOARD OF ALDERMEN
Regular Called Meeting
28 N. Liberty, Shepherd City Council Chambers
Monday, October 13, 2025, 6:30 PM
OFFICIAL MINUTES

REGULAR CALLED MEETING:

Members Present: Mark Porter, Curtis Ainsworth, Yvonne Cones, Ray Marrs, Billy LaCoste

Members Absent: Charles Minton

City Staff Present: Debra Hagler, Kenneth LaVergne, Matthew Greer,

Others Present: Margaret Williams, Kolton Purvis, William Lee

CALLED TO ORDER /INVOCATION

Mayor Pro Tem, Mark Porter called the meeting to order at 6:30pm. Kolton Purvis led the prayer. The pledges were recited.

PUBLIC INPUT:

NONE

PUBLIC INPUT FOR ITEMS NOT LISTED ON AGENDA:

NONE

REPORTS:

POLICE: Chief Headley emailed his report to the council.

PUBLIC WORKS: Matthew reported that things are going well. He announced that Tractor Supply is planning a soft opening mid-November and a Grand Opening in January. The SISD Band and Cheerleaders are going to be invited. He also reported that they changed the parking lot from asphalt to concrete. He let the council know that the communication system is working well. At the current time there are no new developments.

OLD BUSINESS:

Discuss and take action to Adopt Ordinance #353 to regulate Speed Bumps.

Yvonne Cones made a motion to approve this Ordinance as presented. Curtis Ainsworth seconded and the motion carried with a unanimous vote. This ordinance was presented to the board in previous months. The board requested that the City Attorney whittle it down to only what the state requires for speed bumps. This was the final draft presented for approval.

NEW BUSINESS

Discuss and take action on request from Kelli Johnson and Jessica Smith to have safer, more inclusive, toddler and disability-oriented park equipment placed at the Community Center Park.

Neither of the citizens were present.

Discuss and take action regarding purchasing park equipment.

Billy LaCoste made a motion to approve this purchase and accept the quote from Cunningham Recreation for \$64,000.00. Yvonne Cones seconded the motion. The motion carried with a unanimous vote. This is a budgeted expenditure that requires Council action because of the amount of the expenditure. and Matthew got three quotes plus this is a "Buy Board" purchase. This package will include a piece for younger children, children with disabilities and three exercise stations to be placed around the track.

Discuss and take action on request from Abdallah Ibrahim to haul in dirt for his property at 120 Pitman and to property ID's 77742 & 77743 on the North Hwy 59 Feeder Road.

No action was taken on this matter. The City Attorney informed Mr. Ibrahim that this did not require council action, however he needs to check on permits and to make sure he does not interfere with existing drainage. The attorney suggested that Mr. Ibrahim visit with Matthew and discuss the drainage.

Discuss and take action to approve the Shepherd EDC grant writer contract.

Curtis Ainsworth made a motion to approve the contract. Billy LaCoste seconded the motion and it carried with a unanimous vote.

Discuss and take action to amend the Personnel Policy to include longevity pay, change the vacation accrual rate, and increase the certification pay.

Curtis Ainsworth made a motion to accept the changes as presented. Yvonne Cones seconded the motion. The motion approved with a unanimous vote.

➤ Longevity Pay:

Current Policy- NONE

Previous Policy-“ LONGEVITY PAY – Longevity pay will be paid at the rate of \$50 per year of service; to be paid only on the anniversary dates of ten, fifteen, twenty, twenty-five and thirty years of continuous service to the City.”

Proposed change: Add a longevity pay of \$5.00 per month of service to be paid annually from “date of hire” to November of the current year of payment.

➤ Vacation Schedule:

Current Policy:

Vacation Accrual Schedule

Vacation leave shall be accrued to an employee based on the time of service to the City unless otherwise contracted by the City.

20 years	= 4 weeks paid vacation
10-19 years	= 3 weeks paid vacation
5-9 years	= 2 weeks paid vacation
90 days – 4 years	= week paid vacation

Proposed

10 plus years	= 4 weeks (160 hours) paid vacation
5-9 years	= 3 weeks (120 hours) paid vacation
2-4 years	= 2 weeks (80 hours) paid vacation
90 days – 2 years	= 1-week (40 hours) paid vacation

➤ Incentive Pay:

Current \$1000 increase in annual salary per license. (.48 cents)

Proposed \$2080 increase in annual salary per license (\$1.00)

Minutes:

Yvonne Cones made a motion to approve the minutes of the previous meeting. Curtis Ainsworth seconded the motion. The motion passed unanimously.

Payment of the Bills:

Billy LaCoste made a motion to pay the bills. Mark Porter seconded, and the motion passed with a unanimous vote.

ANNOUNCEMENTS

None

ADJOURNMENT: 7:02pm

Curtis Ainsworth made a motion to adjourn, and Yvonne Cones seconded, and the motion passed unanimously.

Charles Minton, Mayor
Prepared by City Secretary, Debra Hagler