

**Written Minutes for the  
Special City Council Meeting  
Held on September 18, 2018  
6:30 PM  
Elmendorf City Hall  
8304 FM 327  
Elmendorf, Texas 78112**

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At any time during the City Council Meeting, the City Council may meet in executive session for consultation concerning attorney-client matters (real estate, litigation, contracts, personnel, and security).

**I. City Council will convene for a Special City Council Meeting at the Elmendorf City Hall at 6:30 pm September 18, 2018.**

**Call to Order**

The meeting is called to order at **6:30 PM** by Mayor Gonzales.

**Pledge of Allegiance**

**Roll Call**

Mayor	Michael J. Gonzales	Present
Alderman Place 1	Tracy Riojas	Present
Alderman Place 2	R.M. "Andy" Anderson	Present
Alderman Place 3	Hipolito "Polo" Maldonado	Present
Alderman Place 4	Richard B. Rodriguez	Present
Alderman Place 5	Linda Pena Ortiz	Present

Also, present City Administrator Cody Dailey, City Secretary Roxanne De Leon, Chief Marco Pena, Sergeant David Reyes, Officer Luis Vela, Officer Leroy Garcia, Officer Anthony Vain, Officer Scarborough, Municipal Court Clerk Angie Mojica, Water Clerk Jennifer Rodriguez, Water Operator Shawn Cooper, Maintenance David Battiest and Frankie Murillo, Reserve Officer Palomo, and three (3) voting judges for Senate 19 Runoff. Water Supervisor Stephen Mayfield is not present due to family illness.

**Citizens Participation**

Alderman Anderson and Alderman Rodriguez take part in Citizens Participation.

**Alderman Anderson** Doesn't understand why we are here discussing these items on the agenda. Mayor Gonzales explains that the majority of the City Council wished to have a meeting to review all city staff.

**Alderman Rodriguez** Does not agree with this item as he tried to conduct this type of review last year but City Administrator Cody Dailey and City Attorney Mike Guevara did not allow him to. Mr. Dailey explains that the reviews were not permissible last year due to the manner he was trying to conduct the salary evaluation. An employee must be notified in advance and the agenda must specifically name the employee in order to discuss each employee individually. Mr. Dailey further states he is not "pulling a fast one" and that he is only following the orders of the mayor. Mayor Gonzales states he advised Mr. Dailey to make this agenda due to the majority consensus of the City Council which Alderman Rodriguez was a part of. Mayor Gonzales verified Alderman Rodriguez's agreement to these items from the

recorded meeting. Alderman Maldonado states the reason he wanted to put these items up for discussion because he noticed how little the one and a half percent and three percent increases would affect an employee's salary adjustment.

Alderman Rodriguez motions for the salary increases for all employees to remain at one and a half percent. Alderman Anderson seconds.

Mayor Gonzales asks if this is a valid motion. Mr. Dailey states he doesn't believe so as it is not an item for discussion on the agenda. Alderman Anderson and Alderman Rodriguez stage a walk out at 6:45 PM.

Alderman Ortiz comments to Alderman Anderson and Alderman Rodriguez that it is dirty how they are walking out when they don't get their way and the employees need to be recognized. Mayor Gonzales comments they are turning their backs on the city staff.

Officer Richard Scarborough approaches City Council to state that his resignation will be coming soon.

Alderman Riojas apologizes to the staff for the disrespect of Alderman Rodriguez and Alderman Anderson. She believes everyone's performance should be reviewed individually and asks what this means for the annual budget. Mr. Dailey states the budget will have to pass with the one and a half percent salary increase for everyone.

Mayor Gonzales wishes to revisit this item at the October regular meeting so that a super quorum would not be necessary if the two aldermen wish to step out again. Alderman Riojas, Alderman Maldonado, and Alderman Ortiz all confirm they would attend in order to revisit these agenda items.

Maintenance David Battiest asks if it would be beneficial for employees to attend this third attempt of a meeting. Mr. Battiest states he has been taking the time away from his family to clean up the building and stay for the meeting when those councilmembers couldn't even give him a handshake. He feels disrespected and unappreciated. Mayor Gonzales and Mr. Dailey assure Mr. Battiest is valued. Mr. Battiest comments that if it wasn't for his family, he wouldn't care about a raise because he likes working for Elmendorf. Mr. Battiest states during his years he has watched all the employees put their heart and soul into their work and they all believe in the city.

Mayor Gonzales again states for the record that all three (3) councilmembers in current attendance agree to revisit these items at the next regular council meeting in October. Mayor Gonzales extends his apologies to the city staff for Alderman Anderson and Alderman Rodriguez turning their backs; it was a coward act, unprofessional, and disrespectful.

Reserve Officer Palomo asks if there are any repercussions to their actions and if they are elected in. This incident has made him no longer want to

work here. Mr. Dailey states there are issues in every city and it is not always greener on the other side. Mr. Dailey further states that he has been working for the city for 12 years and it has come a long way. In the past, the citizens were not always getting the good service their taxes were paying for and he believes that now they are because of the staff. The city staff is not 100% perfect but they strive for it and they learn from their mistakes. The staff should be recognized for the city's improvement and all Mr. Dailey can do is ask that employees be patient for this one last shot at a meeting to see what can be done.

## II. Adjournment

Mayor Gonzales adjourns the City Council Meeting.

Special City Council Meeting is adjourned at:

**6:55 PM**

The minutes were passed and approved on:

**October 18, 2018**

  
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Mayor Mike Gonzales

Attest:  
  
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City Secretary Roxanne De Leon