



CITY OF ALVARADO
County of Johnson
State of Texas
10/20/2025
City Council Minutes

The City Council of the City of Alvarado met in a Regular Called Session on Monday, October 20, 2025, at 6:30 p.m. The following were present:

Name	Title	Present	Absent	Excused
Jacob Wheat	Mayor	✓		
Carrie Keeton	Council Ward 1	✓		
Beverly Short	Council Ward 1	✓		
Lydia Moon	Council Ward 2	✓		
Cherry Bryant	Council Ward 2	✓		
Scott Arthur	Council Ward 3	✓		
Kevin Thomas	Mayor Pro-Tem Ward 3	✓		

Others Present:

Paul DeBuff	City Manager
Bobbie Jo Taylor	City Secretary
Beth Walls	Director of Human Resources
Ashley Dierker	City Attorney
Donielle Suber	Director of Administrative Services
Laura Cox	Chief Financial Officer
Hillary Cromer	Director of Economic Development
Justin French	Community Development Director
John Rodgers	Fire Chief
Anthony Tucker	Park Superintendent
Ben Moore	Assistant Police Chief
Gus Chavarria	City Engineer
Adam Sharp	Fire Marshal
Tom Griffith	Deputy City Marshal
David Fain	Interim Director of Public Services
Terri Wilson	Municipal Court Judge
Lindy Flores	Court Clerk

Mayor Jacob Wheat called the meeting to order at 6:30 p.m. and led the invocation.

CITIZEN PARTICIPATION AND PUBLIC INPUT

- Jameye Jones - Upcoming community events.
- Martha Dean - City of Alvarado beautification efforts.

COUNCIL COMMENTS

- Mayor Wheat — Read a thank you card received from the family of Mr. John Percifield.
- Councilmember Arthur - encouraged those in attendance to become familiar with foster care.
- Councilmember Moon - congratulated staff on a great Fall Fest and commented on upcoming community events.

EMPLOYEE RECOGNITION

1. Employees of the 1st and 2nd Quarter.

Director of Human Resources, Beth Walls, announced the Employee of the 1st Quarter, Mr. Jody Bellah, and the Employee of the 2nd Quarter, Mr. Thomas Gross.

INTRODUCTION OF NEW EMPLOYEES

New employees, Lindy Flores, Tom Griffith, and Sarah Licitra were introduced to the City Council.

CONSENT AGENDA

- 2. September 15, 2025, City Council Minutes. (Taylor)**
- 3. City of Alvarado - Resolution R2025-0037; a Resolution of the City of Alvarado, Texas finding that Oncor Electric Delivery Company LLC's application to change rates within the City should be denied; finding that the City's reasonable rate case expenses shall be reimbursed by the company; finding that the meeting at which this resolution is passed is open to the public as required by law; requiring notice of this resolution to the company and legal counsel. (Taylor)**
- 4. City of Alvarado - Resolution R2025-0038; A Resolution of the City of Alvarado, authorizing the City Manager to execute Global Opioid Settlement documents relating to the Kroger Settlement and authorizing the City Manager to execute any and all future Opioid Settlement documents; authorizing the City Manager to transmit those documents to the Attorney General; and providing for an effective date. (Taylor)**

Councilmember Moon requested items 3 and 4 be removed from the consent agenda.

Councilmember Moon motioned to approve all other consent agenda items.

Mayor Pro Tem Thomas seconded the motion.

No opposition, No abstentions

Vote: Motion passed Unanimously

The following items were discussed and considered individually.

3. **City of Alvarado - Resolution R2025-0037; a Resolution of the City of Alvarado, Texas, finding that Oncor Electric Delivery Company LLC's application to change rates within the City should be denied; finding that the City's reasonable rate case expenses shall be reimbursed by the company; finding that the meeting at which this resolution is passed is open to the public as required by law; requiring notice of this resolution to the company and legal counsel. (Taylor)**

City Secretary Bobbie Jo Taylor advised that on June 26, 2025, Oncor Electric Delivery Company LLC ("Oncor" or the "Company") filed an application with cities retaining original jurisdiction seeking to increase system-wide transmission and distribution rates by approximately \$834 million, or roughly 13% over current revenues. Ms. Taylor stated that the purpose of the proposed Resolution is to deny Oncor's requested rate increase. Once adopted, Oncor will have 30 days to appeal the decision to the Public Utility Commission of Texas ("PUC"), where the appeal will be consolidated with Oncor's existing filing (PUC Docket No. 58306) currently pending before the PUC.

Councilmember Moon motioned to approve Resolution R2025-0037; a Resolution of the City of Alvarado, Texas, finding that Oncor Electric Delivery Company LLC's application to change rates within the City should be denied; finding that the City's reasonable rate case expenses shall be reimbursed by the company; finding that the meeting at which this resolution is passed is open to the public as required by law; requiring notice of this resolution to the company and legal counsel.

Councilmember Keeton seconded the motion.

No opposition, No abstentions

Vote: Motion passed Unanimously

4. **City of Alvarado - Resolution R2025-0038; A Resolution of the City of Alvarado, authorizing the City Manager to execute Global Opioid Settlement documents relating to the Kroger Settlement and authorizing the City Manager to execute any and all future Opioid Settlement documents;**

authorizing the City Manager to transmit those documents to the Attorney General; and providing for an effective date. (Taylor)

City Secretary Taylor also presented Resolution R2025-0038. Ms. Taylor advised that the City has obtained information indicating that certain drug companies may be added to litigation alleging potential fraudulent or reckless marketing related to opioids, which could have contributed to addiction and/or overdoses. This conduct has resulted in significant financial costs to the City. In May 2020, the state and a negotiation group entered into an agreement titled "Texas Opioid Abatement Fund Council and Settlement Allocation Term Sheet", which approved the allocation of settlement funds to the City. Resolution R2025-0038 authorizes the City Manager to execute, on the City's behalf, any future opioid lawsuit settlement.

Councilmember Moon motioned to approve Resolution R2025-0038; A Resolution of the City of Alvarado, authorizing the City Manager to execute Global Opioid Settlement documents relating to the Kroger Settlement and authorizing the City Manager to execute any and all future Opioid Settlement documents; authorizing the City Manager to transmit those documents to the Attorney General; and providing for an effective date.

Councilmember Short seconded the motion.

No opposition, No abstentions

Vote: Motion passed Unanimously

NEW BUSINESS

5. Consideration and action related to approval of an update to the City of Alvarado, Texas, Personnel Policy Manual. (Walls)

Director of Human Resources Beth Walls presented proposed updates to the City of Alvarado Personnel Policy, including permitting Fire and Police employees to wear shorts when allowed under their respective Department Uniform Policies; aligning language in the Vacation Leave and Separation Pay sections for consistency; authorizing the use of Floating Holidays immediately upon employment; updating the maximum sick leave carryover for sworn Fire personnel to 434 hours; revising holiday leave accruals and usage for non-sworn employees, sworn police, and sworn firefighters; and removing the Subsistence Expenses section, with related expenses to be processed through city-issued credit cards when applicable. The Council further discussed the vacation separation policy with Director Walls.

Councilmember Moon motioned to approve the update to the City Personnel Policy Manual and to update the policy to state that vacation pay would be paid upon separation of employment if an employee is eligible after six (6) months.

Councilmember Keeton seconded the motion.

No opposition, No abstentions

Vote: Motion passed Unanimously

6. Recommendations on Future Staffing needs for the City of Alvarado as presented by Human Resources. (Walls)

Director Walls led the Council in a discussion regarding future staffing needs for the City of Alvarado. She presented population statistics and projections in relation to staffing requirements and reviewed survey results from other cities. The survey recommended that the City develop a five-year strategic staffing plan for each department, utilize technology or contract services to manage increased workloads, maintain competitive compensation and benefits, and ensure that Public Safety Departmental needs do not overshadow the needs of other departments.

7. Consideration and action related to City of Alvarado — Ordinance No. 2025-0023; an Ordinance of the City of Alvarado, Texas, approving and adopting the new voting district reapportionment map of the City and revising the municipal ward boundaries in response to the 2020 Census and subsequent growth; providing for the redistricting of the three (3) City Council Wards within the City of Alvarado, Texas; providing a repealing clause, providing a severability clause, and providing an effective date. (Taylor)

City Secretary Taylor presented Ordinance No. 2025-0023 to the City Council for approval. She advised that the City of Alvarado operates under a ward-based council structure, with elected representatives serving specific geographic areas. In accordance with state and federal law, ward boundaries must be periodically reviewed and adjusted to reflect population changes identified in the decennial U.S. Census or other significant growth events. Ms. Taylor noted that Town Hall meetings were held in July, during which the Council directed staff to proceed with the proposed ordinance. The ordinance is scheduled to take effect for the next municipal election cycle, ensuring a seamless transition.

Councilmember Moon motioned to approve Ordinance No. 2025-0023; an Ordinance of the City of Alvarado, Texas, approving and adopting the new voting district reapportionment map of the City and revising the municipal ward boundaries in response to the 2020 Census and subsequent growth; providing for the redistricting of the three (3) City Council Wards within the City of Alvarado, Texas; providing a repealing clause, providing a severability clause, and providing an effective date.

Councilmember Short seconded the motion.

No opposition, No abstentions

Vote: Motion passed Unanimously

- 8. Consideration and action related to City of Alvarado — Ordinance No. 2025-0024; an Ordinance of the City of Alvarado, Texas authorizing an Advanced Funding Agreement (AFA) for Local Government Maintenance of Railroad pavement markings and signs. (Chavarria)**

City Engineer Gus Chavarria presented Ordinance No. 2025-0024. He explained that four off-system railroad crossings will be addressed under the City's AFA, while the remaining crossings are on-system and fall under state or county responsibility. The project is part of TxDOT's effort to bring all crossings into compliance with the TMUTCD and improve safety and visibility. TxDOT will install or replace required pavement markings, signage, and necessary traffic control, while the City will maintain its pavement markings and advance warning signs in accordance with the TMUTCD..

Councilmember Moon motioned to approve Ordinance No. 2025-0024; an Ordinance of the City of Alvarado, Texas authorizing an Advanced Funding Agreement (AFA) for Local Government Maintenance of Railroad pavement markings and signs.

Councilmember Arthur seconded the motion.

No opposition, No abstentions

Vote: Motion passed Unanimously

- 9. Second reading of City of Alvarado - Resolution R2025-0036; A Resolution of the City of Alvarado, Texas, approving the Alvarado Economic Development Corporation's authorization of a \$15,000 economic development incentive for Leap of Faith and ratifying the board's direction for the Economic Development Director and/or City Manager to negotiate and execute the agreement. (Cromer)**

Director of Economic Development Hillary Cromer presented Resolution R2025-0036 to the City Council, noting that the first reading of the resolution was completed at the September 15, 2025, City Council meeting. She advised that at the August 25, 2025, Alvarado Economic Development Corporation Board meeting, all Board members unanimously approved a \$15,000 incentive for Leap of Faith. Ms. Cromer stated that staff is recommending approval of Resolution R2025-0036 following the second reading, which would ratify the EDC Board's decision and authorize the Economic Development Director and/or City Manager to negotiate and execute the agreement with Leap of Faith.

Councilmember Keeton motioned to approve Resolution R2025-0036; A

Resolution of the City of Alvarado, Texas, approving the Alvarado Economic Development Corporation's authorization of a \$15,000 economic development incentive for Leap of Faith and ratifying the board's direction for the Economic Development Director and/or City Manager to negotiate and execute the agreement.

Councilmember Arthur seconded the motion.

No oppositions, No abstentions

Vote: Motion passed Unanimously

- 10. Consideration and action related to City of Alvarado — Ordinance No. 2025-0025; An Ordinance amending Section 38-255, "On-Street Parking Prohibited," of Article III, "Stopping, Standing and Parking" of Chapter 38, Traffic and Vehicles," of the Alvarado Code prohibiting On-Street Parking on the entirety of Estates Boulevard during certain times; providing that this ordinance shall be cumulative of all ordinances; providing a severability clause; providing a penalty clause; providing for publication; and providing an effective date. (Moore)**

Assistant Chief of Police Ben Moore presented Ordinance No. 2025-0025 to the City Council, advising that the ordinance establishes a no-parking zone along Estates Boulevard during designated school arrival and dismissal times. Chief Moore noted that current congestion during peak periods has restricted traffic flow and obstructed access for emergency vehicles. He stated that implementing this ordinance will enhance public safety, improve roadway efficiency, and ensure that emergency response vehicles can travel through the area without delay.

Councilmember Moon motioned to approve Ordinance No. 2025-0025; An ordinance amending Section 38-255, "On-Street Parking Prohibited," of Article III, "Stopping, Standing and Parking" of Chapter 38, Traffic And Vehicles," of the Alvarado Code prohibiting On-Street Parking on the entirety of Estates Boulevard during certain times; providing that this ordinance shall be cumulative of all ordinances; providing a severability clause; providing a penalty clause; providing for publication; and providing an effective date.

Councilmember Arthur seconded the motion.

No oppositions, No abstentions

Vote: Motion passed Unanimously

EXECUTIVE SESSION

EXECUTIVE SESSION: Pursuant to the Texas Open Meetings Act, Chapter 551 of the Texas Government Code, the City Council may convene in executive session to deliberate regarding the following matters:

Mayor Wheat adjourned into Executive Session at 7:57 p.m.

11. § 551.071. Consultation with Attorney. The City Council may convene in executive session to conduct a private consultation with its attorney on any legally posted agenda item, when the City Council seeks the advice of its attorney about pending or contemplated litigation, a settlement offer, or on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the provisions of Chapter 551, including the following items:

- Any item on the agenda.
- Municipal Court Judge Contract

12. §551.074, Texas Government Code - Personnel Matters, to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee.

- Municipal Court Judge Contract

**RECONVENE INTO OPEN SESSION AND TAKE ANY ACTION NECESSARY
PURSUANT TO EXECUTIVE SESSION**

Mayor Wheat adjourned from Executive Session and reconvened into Open Session at 8:20 p.m.

Councilmember Moon motioned to appoint Judge Terri Wilson to a term to expire at the end of May 2027.

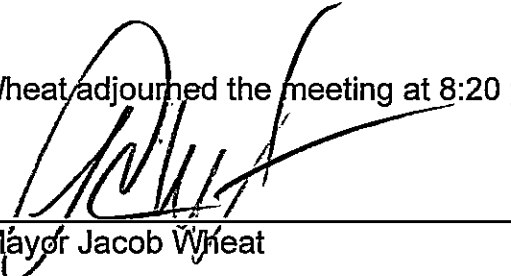
Mayor Pro Tem Thomas seconded the motion.

No opposition, No abstentions

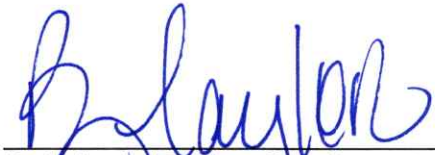
Vote: Motion passed Unanimously

ADJOURNMENT

There being no further business Mayor Wheat adjourned the meeting at 8:20 p.m.



Mayor Jacob Wheat


Bobbie Jo Taylor, City Secretary

