



City Of Seagraves

Meeting Minutes City of Seagraves, TX

SPECIAL SESSION
SEAGRAVES CITY COUNCIL
Thursday February 21st, 2019
City Hall

02-21-19

Guests: Hector Barrera, Renee Goodger

- 1.) Call to Order: 06:03 PM Mayor declared a Quorum
- 2.) Invocation: Charles Evans
- 3.) Roll Call: Charles Evans-Mayor, Cindy Durham, Debra Middleton, Kendra Sellers, Ruben Valles, Shannon Wadzeck
- 4.) Charles Evans began by announcing that the Council was meeting for one agenda item. He continued that the Council was going to hear the issue involving "retirement" He then asked the City Secretary to remain as a witness only during Executive Session.

06:05PM Council adjourn to Executive Session.

07:39PM Open Session resumed. Charles Evans said the Council had one question and the no decision had been made. He asked Ms. Goodger if she would consider re-hiring Mr. Barrera. Ms. Goodger replied that she could not justify having Mr. Barrera return to performing manual labor and said that it would not be good for the other employee's morale or for the fiscal well being of the city. Mayor Evans said that the Director of Public Works would not be compelled to re-hire Mr. Barrera but that the Council did have some comments. Mayor Evans continued by stating that he had respect for the Director and her ability to manage the Public Works Department, but he had a few items pertaining to professionalism he wished to discuss.

Example one. We have asked you to wear a uniform when performing your duties before but note that you do not always do so.

Example two. The Council feels that you did not handle the retirement issue very well and suggest that you document such situations better. He said that Ms. Goodger should always inform the Council of pending serious personnel situations prior to acting.

Example three. It is repeatedly reported or rumored your interactions with the public are gruff and rude. Ms. Goodger replied saying, I understand what you are saying but in the course of my duty in code inspection and enforcement, such accusations are common and to be expected due to the nature of such interaction. Kendra Sellers said that she had been told by someone who would not be named, that during one encounter Ms. Goodger had "rolled her eyes". Debra Middleton said that in most occupations where interaction with the public is part of the job gruff behavior is not acceptable. Shannon Wadzeck agreed. Ms. Goodger said that everyone has room for improvement and that she would try to improve. Debra Middleton said that we must all remember to act professionally whenever interacting with the public and again suggested that Ms. Goodger document such interactions. Cindy Durham and Ms. Wadzeck agreed and again repeated document everything.

Example four. Leaving Meetings. The Mayor said that it has been noted that Ms. Goodger frequently stans up and walks out during a meeting without saying anything. Ms. Goodger said that sometimes the meetings went on for several hours and that she needed to take a break and go outside to have a cigarette. The Mayor said that he would begin to call a recess if meetings lasted more than an hour. Cindy Durham asked Ruben Valles if he wished to share a quotation he read in executive session. Ruben Valles read the quote which reminds one that we must all answer to someone and that when we were instructed to do something by someone in authority, we should do so to the best of our ability. Mayor Evans said that the decision of the Council was to place the Director of Public Works on a ninety-day probation. Cindy Durham said she hoped that Ms. Goodger's life would smooth out. She continued by saying that the council did not mean to be harsh, that they realize Ms. Goodger has been under great stress due to many personal family losses over the past year. Mayor Evans said that it was not the intent of the Council to run anyone off but rater to try to improve the overall situation. Ms. Goodger was dismissed from the meeting and left.

Kendra Sellers motion to impose a ninety-day Probationary Period on the Director of Public Works, Second by Ruben Valles. Motion passed by unanimous vote. The City Secretary informed the council that it would be necessary to repeat a public hearing regarding the grant the city was applying for with the assistance of Grant Works. He explained that a minor error in the Spanish language version of the

