



City Council Agenda 11/4/2025

Notice is hereby given of a regular meeting of the City Council of City of San Angelo to be held November 4, 2025 at 8:30 AM at the McNease Convention Center – South Meeting Room, 501 Rio Concho Drive, San Angelo, Texas, for the purpose of considering the following agenda items.

1. Call to Order

2. Chaplain Prayer & Pledges

3. Proclamations/Recognitions

- a. Proclamation of November 2025, as National Adoption Month
- b. Proclamation of November 11, 2025, as Veterans Day

4. Public Comment

Members of the public may raise issues or concerns not listed on the Regular Agenda during this time. To participate, please sign in with the City Clerk prior to the beginning of the meeting. Speakers will be called in the order they signed in. When speaking, citizens must speak from the podium, address all comments to the dais, begin by stating your name and address or Single Member District number, and limit their remarks to three minutes or less.

5. Consent Agenda

- a. Consider approving the October 21, 2025, City Council regular meeting minutes (Heather Stastny)
- b. Consider awarding RE-01-26 City Farm Lease for +/-282.94 acres to Weishuhn Brothers Farms, LLC. in the amount of \$2,850 for the first year, with a 2% increase per year and authorizing the City Manager to execute all related documents (Sarah Tackett-Torres, Shane Kelton)
- c. Consider approving a renewal of the Aquatic Plants Specialist agreement with San Angelo International Waterlily Collection, LLC for the operation and maintenance of the International Water Lily Collection and authorizing the City Manager to negotiate and execute all related documents (Carl White)
- d. Consider authorizing an interlocal agreement with Tom Green County providing for Crisis Intervention Unit Services and making provision for the city's participation in costs associated with the Crisis Intervention Unit not to exceed \$46,871 for fiscal year 2026 and authorizing the City Manager to negotiate and execute all related documents (Travis Griffith)
- e. Consider authorizing an interlocal agreement with Tom Green County providing for Mental Health Unit services with associated costs not to exceed \$174,419 for fiscal year 2026 and authorizing the City Manager to negotiate and execute all related documents (Travis Griffith)
- f. Second reading of an ordinance for ROW25-06, a request to abandon an unimproved portion of street right-of-way measuring 60 ft. by 100 ft. south of the intersection of Montague Ave. and Koberlin St. (Aaron Vannoy)

6. Regular Agenda

Comments regarding items on the Regular Agenda may be made by the public when each item is discussed as outlined above. To participate, please sign in with the City Clerk prior to the beginning of the meeting. Speakers will be called in the order they signed in. Comments are limited to less than three minutes. Applicants, proponents, and appellants are exempt from the time limit above and instead must limit their remarks to less than five minutes.

- a. Consider accepting or rejecting the highest sealed bids for three lots that were struck-off to the City from the July 1, 2025, Tax Sale and, if accepted, authorizing the Mayor to execute a Quit Claim Deed on behalf of the City:
 1. 209 W. 9th St.
 2. 506 N. Browning St.
 3. 201 W. 20th St. (Presentation made by Real Estate Manager Sarah Tackett-Torres)
- b. Consider authorizing staff to issue an RFQ for revisions and updates to the City of San Angelo Comprehensive Plan (Presentation made by Planning & Development Services Director Aaron Vannoy)
- c. Consider the following items regarding Meet & Confer:
 1. Approval of an agreement with the San Angelo Police Officers Coalition, establishing certain terms and conditions of employment for covered Police Officers, to be effective October 1, 2025 through September 30, 2026, and authorizing the City Manager to negotiate and execute all related documents; and
 2. First reading and public hearing of an ordinance amending the budget for the fiscal year beginning October 1, 2025, and ending September 30, 2026, for Police Department pay plan and staffing levels (Presentation made by Human Resources Director Veronica Sanchez, SAPOC President Noel Anderson and Finance Director Tina Dierschke)
- d. Second reading of an ordinance amending Chapter 2 "Administration and Personnel", Article 2.07 "Boards, Committees and Commissions", Division 1 "Generally", Section 2.07.001 "Organization and Procedure", by providing for alternate board members; providing for severability; and, providing for an effective date (Presentation made by City Attorney Brandon Dyson)

7. Closed Session

Executive Session under the provision of Government Code, Title 5. Open Government; Ethics, Subtitle A. Open Government, Chapter 551. Open Meetings, Subchapter D. Exceptions to Requirement that Meetings be Open under the following sections:

- a. Section 551.072 - Deliberations about real property regarding 505 S. Chadbourne and 404 S. Irving.

8. Follow Up and Administrative Issues

- a. Consider items discussed in Executive Session, if needed
- b. Consider approving various Board nominations
Civic Events Advisory Board: Mariah Holguin (Mayor) to an unexpired term ending December 2026
- c. Announcements and consideration of Future Agenda Items

9. Adjournment

CERTIFICATION

I hereby certify that the above notice of meeting was posted on the bulletin board at City Hall in the City of San Angelo, Texas, on the 29th day of October 2025, at 5:21 p.m.


Heather Stastny, City Clerk

All agenda items are subject to action. The City Council reserves the right to consider business out of posted order and/or adjourn into closed session on any item on this agenda and at any time during the course of this meeting to discuss matter as authorized by law or by the Open Meetings Act, Texas Government Code Sections 551.071 (Consultation with Attorney), 551.072 (Deliberations Regarding Real Property), 551.073 (Deliberations Regarding Prospective Gifts), 551.074 (Personnel Matters), 551.076 (Deliberations Regarding Security Devices or Security Audits), 551.087 (Deliberations Regarding Economic Development Negotiations), and 551.089 (Deliberations Regarding Security Devices or Security Audits). Any final action or vote on any Closed Session item will be taken in Open Session.

In compliance with the Americans with Disabilities Act, the City of San Angelo will provide for reasonable accommodations for persons attending City Council meetings. To better serve you, requests should be received 48 hours prior to the meetings. Please contact the ADA Coordinator at 325-657-4407 for request, or by completing a request form online at cosatx.us/ada.

Citizen requests to display materials on the city's monitors must submit the request 96 hours prior to the meeting by email to Heather.Stastny@cosatx.us. Time limits for discussion are as stated above and materials cannot exceed 10-pages. Citizens bringing materials for distribution to City Council members during the meeting must bring a minimum of 12 copies.

City Council regular meetings are broadcast on SATV Channel 17-Government Access at 10:30 a.m. and 7:00 p.m. every day, beginning the evening of the meeting until the evening of the next meeting.

Proclamation

All children deserve a safe home and a family to help them flourish and grow. Each year, many Texas children find a forever home thanks to adoptive families. In Tom Green County, there are still many children currently in foster care awaiting a forever family to bring them home.

During the month of November, communities across the country come together to observe National Adoption Month to encourage and celebrate adoption. This effort, along with similar celebrations in all 50 states, will offer children the chance to live with stable and loving families and encourage other dedicated individuals to make a powerful difference in the lives of children through adoption.

The City of San Angelo recognizes National Adoption Month in support of the adoptive families here in our own community and encourages others to open their hearts and homes to children in need of forever families.

Therefore, I, Tom Thompson, Mayor of the City of San Angelo, Texas, on behalf of the City Council, do hereby proclaim November 2025 as

NATIONAL ADOPTION MONTH

and call on all citizens to remember the children and families who have joined their lives through the miracle of adoption; open their hearts and minds to the idea of opening their own homes to children in need; and congratulate the new families to be formed during National Adoption Month.

In witness whereof, I have hereunto set my hand and caused the seal of Official Seal of the City of San Angelo, to be affixed this 4th day of November 2025.

Tom Thompson
Mayor of the City of San Angelo

Proclamation

The City of San Angelo is extremely pleased and honored to pay tribute to our distinguished Veterans of the Armed Forces, and Active-Duty, Reserve and National Guard personnel of the United States of America for their service and sacrifice to our great nation. These brave men and women in military uniform serve our nation with honor, distinction, and dedication, in war, international conflicts and during times of peace.

Our nation's well-being, prosperity and sense of peace is largely due to the sacrifices made by our men and women in the military. The courageous veterans in our community have earned our everlasting gratitude for serving our nation with devotion and love of country. During their service and afterwards, Veterans and Active-Duty personnel contribute to the San Angelo community, Texas, and our nation by offering their skills, education, leadership, maturity, and dedication learned in the armed forces.

Furthermore, let us also honor the families of armed service members missing-in-action, that continue to endure uncertainty of the fate of their loved ones that are "unaccounted for". Finally, may we praise the families of all those who have served quietly, with little recognition, for their undying commitment to and support of their veteran

In celebration of this day, as we proudly wave our flags, watch holiday parades, and sing patriotic songs, let us stop for a moment to remember the sacrifices that our women and men in uniform have made for us so that we can enjoy the privileges and freedoms of our great nation.

Therefore, I, Tom Thompson, Mayor of the City of San Angelo, Texas, in accordance with an Act of Congress dated 1 June 1954, do recognize November 11, 2025, as

VETERANS DAY

in San Angelo. Further be it known that the citizens of San Angelo, Texas remember with eternal respect the service and sacrifices of all our former and current active-duty personnel of the Armed Forces of the United States of America.

In witness whereof, I have hereunto set my hand and caused the seal of Official Seal of the City of San Angelo, to be affixed this 4th day of November 2025.

Tom Thompson
Mayor of the City of San Angelo

City of San Angelo, Texas
Regular City Council Meeting
Tuesday, October 21, 2025

Present:

Mayor Tom Thompson
Mayor Pro Tem Tommy Hiebert, SMD 1
Council Member Harry Thomas, SMD 3
Council Member Patrick Keely, SMD 4
Council Member Karen Hesse Smith, SMD 5
Council Member Mary Coffey, SMD 6

1. Call to Order

With a quorum of the City Council Members present, Mayor Thompson called the regular session of the San Angelo City Council to order at 8:31 a.m. on Tuesday, October 21, 2025, at the San Angelo McNease Convention Center, 501 Rio Concho Drive, San Angelo, Texas 76903.

2. Chaplain Prayer & Pledges

An invocation was provided by San Angelo Police Chaplain Marcella Jenkins, and pledges were led by San Angelo Police Chaplain Gary Jenkins.

3. Proclamations/Recognitions

October 23 to October 31, 2025 was proclaimed as Red Ribbon Week.

October 2025 was proclaimed as Community Planning Month.

October 2025 was proclaimed as Energy Efficiency Month.

4. Public Comment

USSBA Public Affairs Specialist Arleace Green provided information for the Disaster Assistance Program available to homeowners, businesses and non-profits.

Citizen Mike Burnett (SMD 1) introduced two new CVCAA staff members: Community Care Director Melissa Hernandez & Community Resiliency Director Marcus Osbourn.

5. Consent Agenda

- a. Approval of the October 7, 2025, City Council regular meeting minutes (Heather Stastny)
- b. Approval of an Electric Distribution Service agreement in the amount of \$234,961.53 and corresponding utility access easement between AEP and the San Angelo Regional Airport, finding a public purpose in granting such easement, and authorizing the City Manager to negotiate and execute all related documents (Justin Fletcher)
- c. Approval of a fence encroachment agreement on property located at 719 S. David to allow a fence and backyard space encroaching 5 ft. into the ROW of W. Ave. D and authorizing the City Manager to negotiate and execute all related documents (Aaron Vannoy)
- d. Approval of Change Order 1 with Basic IDIQ in the amount of \$162,060 for the 29th St. Sports Complex project, and authorizing the City Manager to negotiate and execute all related documents (Carl White)

- e. Approval of a three-year software contract with Leads Online for Night Hawk and Real Time Crime Investigations system, for a total contract cost of \$120,439.71, with annual renewals in October beginning October 1, 2025, and authorizing the City Manager to negotiate and execute all related documents (Craig Thomason)
- f. Adoption of a resolution updating the standard detail "S-X-1 street end barricade (January 08)" to include slip wedge pole base, breakaway pole standards, and sign reference to TxDOT OM4-3 coordinating subdivision installations to match citywide traffic sign hardware (Kevin Pate) (Pg. 473, 2025-099)
- g. Adoption of a resolution authorizing signatories for contractual documents, and documents requesting funds pertaining to the Community Development Block Grant, Mitigation and Local Hazard Mitigation Planning Program (Jose Rivera) (Pg. 475, 2025-100)
- h. Adoption of an ordinance amending the budget for the fiscal year beginning October 1, 2025, and ending September 30, 2026, for additional Water Lake Patrol funding and staffing levels for Police administration (Tina Dierschke) (Pg. 477, 2025-101)
- i. Adoption of an ordinance amending Chapter 2 "Administration and Personnel", Article 2.07 "Boards, Committees and Commissions", Division 1 "Generally", Section 2.07.001 "Organization and Procedure", by providing for alternate board members; providing for severability; and, providing for an effective date (Brandon Dyson)

Motion: Council Member Thomas made a motion, seconded by Council Member Hesse Smith, to approve the Consent Agenda as presented, with the exception of items 5f. and 5i. The motion carried unanimously (6) ayes to (0) nays with no public comment.

Motion: Council Member Coffey made a motion, seconded by Council Member Hiebert, to approve Item 5f. as presented by Public Works Executive Director Shane Kelton. The motion carried unanimously (6) ayes to (0) nays with no public comment.

Motion: Council Member Hesse Smith made a motion, seconded by Council Member Keely, to table Item 5i. for further research regarding alternates. The motion carried unanimously (6) ayes to (0) nays with no public comment.

6. Regular Agenda

- a. Approval of the over 65 retiree coverage at the recommended premium and authorizing the City Manager to negotiate and execute all related documents (Presentation made by Human Resources Director Veronica Sanchez)

Citizens Russell Smith (SMD 6) and Allen Gilbert (SMD 1) spoke in opposition to an out-of-pocket increase for the retirees.

Motion: Mayor Thompson made a motion, seconded by Council Member Thomas, to increase the premium for the Post-65 Retiree by \$13.52/mo. (total premium of \$33.96), to cover the 4.18% increase of \$62,624.64 annually as presented. The motion carried (4) ayes to (2) nays with Council Members Hesse Smith and Coffey casting the dissenting votes.

- b. Discussion and direction on infrastructure assistance in new residential developments (Presentation made by Public Works Executive Director Shane Kelton)

Citizens Russell Gully (SMD 1) and Eric von Rosenberg (SMD 1) expressed appreciation to the City for its collaboration with the development community in identifying solutions that benefit all parties and promote the development of affordable housing within the community.

Direction: Council directed staff to continue efforts and collaboration with the development community to develop a policy for oversized infrastructure.

- c. Consider an appeal by the Public Works Executive Director and the Planning and Development Services Director of the Planning Commission's August 18, 2025, approval of two variances associated with the Elsie Gayer, Section One Final Plat and a sidewalk waiver appeal:
1. Variance from Section 10.III.A.2 to allow a minimum pavement width of ~20 ft. in lieu of the required 26 ft. for N. Poe St. from the intersection of E. 18th Bypass and N. Poe St. to the intersection of E. 14th St. and N. Poe St, a local street;
 2. Variance from Section 9.III.A.5.a(3) to allow no curbing in lieu of the required header curbs on E. 18th St., E. 18th Bypass, N. Poe St., current private roads Northstar Dr. and Northgate Dr.; and
 3. Variance from Section 9.V.D.1 and 2. e sidewalks along the existing Major Collector E. 14th St.; sidewalks along local roads abutting a Planned Development with an RM-1 underlying zoning (E. 18th St., E. 18th St. Bypass, N. Poe St., Northstar Dr. and Northgate Dr.) (Presentation made by Planning & Development Services Director Aaron Vannoy and Public Works Executive Director Shane Kelton)

Quorum for Remainder of Meeting:

Mayor Tom Thompson
Mayor Pro Tem Tommy Hiebert, SMD 1
Council Member Harry Thomas, SMD 3
Council Member Patrick Keelyl, SMD 4
Council Member Mary Coffey, SMD 6

Citizen Jerry Davenport (SMD 4) spoke in opposition of the City taking over maintenance of the roads within the retirement community.

Citizen Russell Gully (SMD 1) spoke in favor of the item as presented.

Motion: Council Member Hiebert made a motion, seconded by Council Member Thomas, to approve the item as presented. The motion carried unanimously (5) ayes to (0) nays.

- d. First reading and public hearing of an ordinance for ROW25-06, a request to abandon an unimproved portion of street right-of-way measuring 60 ft. by 100 ft. south of the intersection of Montague Ave. and Koberlin St. (Presentation made by Planning & Development Services Director Aaron Vannoy)

Motion: Council Member Keely made a motion, seconded by Council Member Hiebert, to approve the item as presented. The motion carried unanimously (5) ayes to (0) nays with no public comment.

7. Closed Session

Executive Session under the provision of Government Code, Title 5. Open Government; Ethics, Subtitle A. Open Government, Chapter 551. Open Meetings, Subchapter D. Exceptions to the Requirement that Meetings be Open under the following sections:

- a. Section 551.072 — Deliberations about real property regarding 3129 Red Bluff Rd.
- b. Section 551.072 — Deliberations about real property regarding 7409 Knickerbocker Rd.
- c. Section 551.072 — Deliberations about real property regarding approximately 512 acres out of EJ Wortham Survey, Abstract – 3945; 534 acres out of TJ Smith Survey, Abstract – 5145; 545 acres out of JW Johnson Survey, Abstract 8134; and 3 acres out of JA Eggleston Survey, Abstract – 4984

- d. Section 551.072 — Deliberations about real property regarding approximately 3.179 acres out of FT Beaver Re-Subdivision of Block 49, Fort Concho Addition
- e. Section 551.087 — Business prospect negotiations regarding
 - 1. Project Hyperspace
 - 2. Project Gateway

8. Follow Up and Administrative Issues

- a. Consideration of items discussed in Closed Session, if needed
- b. Approval of various Board nominations:
 - Airport Advisory Board:** Mark Clark (SMD 3) to a third term and Sam Strahan (SMD 5) to a second term, both ending October 2027
 - Design & Historic Review Commission:** Donna Crisp (SMD 5) and Brooks Wehner (SMD 6) both to a second term ending September 2027
 - Public Art Commission:** Mark Stevenson (SMD 1) to a second term and Raul Ruiz (SMD 5) to a third term, both ending April 2027
 - Tax Increment Reinvestment Zone Board:** Carlos Rodriguez (SMD 5) to a second term ending July 2027

Motion: Council Member Thomas made a motion, seconded by Council Member Hiebert, to approve the item as presented. The motion carried (5) ayes to (0) nays with no public comment.

- c. Announcements and consideration of Future Agenda Items

9. Adjournment

Motion: Mayor Hiebert made a motion, seconded by Council Member Thomas, to adjourn the meeting. The motion carried unanimously (5) ayes to (0) nays.

There being no further business, the meeting adjourned at 11:52 a.m.

THE CITY OF SAN ANGELO, TEXAS:

ATTEST:

Tom Thompson, Mayor

Heather Stastny, City Clerk

In accordance with Chapter 2, Article 2.300, of the Official Code of the City of San Angelo, the minutes of this meeting consist of the preceding Minute Record and the Supplemental Minute Record. Details of Council meetings may be obtained from the City Clerk's Office, or a video of the entire meeting may be purchased from the Public Information Officer at 481-2727. (Portions of the Supplemental Minute Record video tape recording may be distorted due to equipment malfunction or other uncontrollable factors.)

REPORT TO MAYOR & MEMBERS OF CITY COUNCIL



Requestor: Sarah Tackett, Real Estate Manager, Real Estate

Meeting Date: November 4, 2025

Item type: Consent Item

Caption:

Consider awarding RE-01-26 City Farm Lease for +/-282.94 acres to Weishuhn Brothers Farms, LLC. in the amount of \$2,850 for the first year, with a 2% increase per year and authorizing the City Manager to execute all related documents (Sarah Tackett-Torres, Shane Kelton)

Staff Recommendation:

Approve

Summary/History:

City Farm Leases for +/-282.94 acres is scheduled to expire December 31, 2025. A request for bids (RE-01-26) was sent out; a total of 1 bid was received. The term of the new lease will be 5 years; January 1, 2026 – December 31, 2030. The rate for year 1 will be the bid amount; a 2% increase for each subsequent year.

Funding Source(s):

Financial Impact:

Other Information/Recommendation:

Attachments:

- | | | |
|----|-------------------------|-----------------------------|
| 1. | RE-01-26 Bid Tabulation | RE-01-26 Bid Tabulation.pdf |
|----|-------------------------|-----------------------------|

Presentation:

Sarah Tackett

Approvals/Reviews:

Sarah Tackett	Created/Initiated
Sarah Tackett	Approved
Brandon Dyson	Approved
Jeremy Miller	Approved

Jeffrey Tomlinson
Brandon Dyson
Heather Stastny

Approved
Approved
Final Approval



City of San Angelo Purchasing Division

RFB Bid Tabulation

RE-01-25 • City Farm Lease - 282.94 Acres

Thursday, October 16, 2025 2:00 p.m.

**Weishuhn Brothers
Farms, LLC**

Tract 1: 282.94 Acres (1st Year Lease)	\$2,850.00
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Total	\$2,850.00
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REPORT TO MAYOR & MEMBERS OF CITY COUNCIL



Requestor: Carl White, Parks and Recreation Director, Parks and Recreation

Meeting Date: November 4, 2025

Item type: Consent Item

Caption:

Consider approving a renewal of the Aquatic Plants Specialist agreement with San Angelo International Waterlily Collection, LLC for the operation and maintenance of the International Water Lily Collection and authorizing the City Manager to negotiate and execute all related documents (Carl White)

Staff Recommendation:

Approve

Summary/History:

Staff recommends approving a new Aquatic Plants Specialist agreement between the City of San Angelo and Mr. Taylor C. Twombly's LLC, San Angelo International Waterlily Collection, for the operation of the International Water Lily Collection. Mr. Twombly has successfully been operating the collection and displays for almost the last three years.

Mr. Twombly earned nearly 20 years' experience working with Mr. Ken Landon in operating the Collection and has a background in Horticulture. Staff has full confidence in Mr. Twombly's knowledge, skills and abilities to operate the Collection to the expected standards.

The basic recommended terms are:

- A 3-year term with two separate one-year extensions (with mutual agreement, in writing).
- Mutual termination or 90 days notice from either party (as well as termination for not being able to provide the required services).
- Annual payment of \$121,659 through fiscal year 2025–2026 and following fiscal years increased by 2.5% annually.

Funding Source(s):

Financial Impact:

There is no new fiscal impact related to this item.

Other Information/Recommendation:

The Parks and Recreation Advisory Board recommended approval of renewing the agreement with the proposed terms listed above at their September 3, 2025 meeting.

Attachments:

Presentation:

Carl White

Approvals/Reviews:

Carl White	Created/Initiated
Brandon Dyson	Approved
Jeffrey Tomlinson	Approved
Tina Dierschke	Approved
Brandon Dyson	Approved
Heather Stastny	Final Approval

REPORT TO MAYOR & MEMBERS OF CITY COUNCIL



Requestor: Gail Smith, Budget Analyst, Police

Meeting Date: November 4, 2025

Item type: Consent Item

Caption:

Consider authorizing an interlocal agreement with Tom Green County providing for Crisis Intervention Unit Services and making provision for the city's participation in costs associated with the Crisis Intervention Unit not to exceed \$46,871 for fiscal year 2026 and authorizing the City Manager to negotiate and execute all related documents (Travis Griffith)

Staff Recommendation:

Approve

Summary/History:

During budget preparation for the current fiscal year, staff included a line item for disbursement to Tom Green County for Crisis Intervention Unit Services. The Crisis Intervention Unit responds to crisis calls involving crime victims. They provide crisis counseling, assessment of needs, information and referrals, emergency transportation, and assist with emergency protective orders for victims of family violence. This agreement details services which are provided to the City by the Crisis Intervention Unit.

Funding Source(s):

Financial Impact:

The City of San Angelo will pay the County \$46,871 to support the Crisis Intervention Unit. The funds for this are budgeted in the Police Department 2026 budget.

Other Information/Recommendation:

Attachments:

1. FY2026 TGC Crisis Intervention Svcs Invoice FY2026 TGC Crisis Intervention Svcs Invoice.pdf

Presentation:

Travis Griffith

Approvals/Reviews:

Gail Smith
Travis Griffith
Brandon Dyson
Tina Dierschke
Brandon Dyson
Heather Stastny

Created/Initiated
Approved
Approved
Approved
Approved
Final Approval



Dianna Spieker CCT, CIO
"Your" Tom Green County Treasurer

October 9, 2025

San Angelo Police Department
C/O Budget Analyst Gail Smith
401 W Beauregard
San Angelo, TX 76903

RE: Invoice for Tom Green County Crisis Intervention Unit.

Tom Green County Crisis Intervention Unit Staff response to city calls

Please make your check payable to Tom Green County Treasurer

FY2026	Crisis Intervention Services	\$46,871.00
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Due November 30, 2025

Remittance: Treasurer Dianna Spieker
113 W. Beauregard
San Angelo, TX 76903

Please call if you have any questions.

Thank You,

Dianna Spieker
County Treasurer

00013900-43946 Internal Reference

Certified County Treasurer (CCT)-Certified Investment Officer (CIO)

Court Compliance
3020 N Bryant
San Angelo, Texas 76903
325-659-6469
325-659-3243 Fax
compliance@co.tom-green.tx.us

Treasurer
113 West Beauregard
San Angelo, Texas 76903
325-659-6520
325-659-6440 Fax
treasurer@co.tom-green.tx.us

Indigent Health Care
19 N Irving
San Angelo, Texas 76903
325-659-6566
325-659-4863 Fax
indigenthealthcare@co.tom-green.tx.us

REPORT TO MAYOR & MEMBERS OF CITY COUNCIL



Requestor: Gail Smith, Budget Analyst, Police

Meeting Date: November 4, 2025

Item type: Consent Item

Caption:

Consider authorizing an interlocal agreement with Tom Green County providing for Mental Health Unit services with associated costs not to exceed \$174,419 for fiscal year 2026 and authorizing the City Manager to negotiate and execute all related documents (Travis Griffith)

Staff Recommendation:

Approve

Summary/History:

During the Budget process, the City Council approved contributions to Tom Green County for provision of Mental Health Unit services. The Mental Health Unit responds to crisis calls involving mentally ill, suicidal, or homicidal subjects for assessment and transport to the appropriate and safe facility. This agreement details services which are provided to the City by the Mental Health Unit.

Funding Source(s):

Financial Impact:

The City of San Angelo will pay the County \$174,419 to support the Mental Health Unit. The funds for this are budgeted in the Police Department 2026 budget.

Other Information/Recommendation:

Attachments:

- | | | |
|----|---------------------------------------|---|
| 1. | FY2026 TGC Mental Health Unit Invoice | FY2026 TGC Mental Health Unit Invoice.pdf |
|----|---------------------------------------|---|

Presentation:

Travis Griffith

Approvals/Reviews:

Gail Smith
Travis Griffith

Created/Initiated
Approved

Brandon Dyson
Tina Dierschke
Brandon Dyson
Heather Stastny

Approved
Approved
Approved
Final Approval



Dianna Spieker CCT, CIO
"Your" Tom Green County Treasurer

October 9, 2025

San Angelo Police Department
C/O Budget Analyst Gail Smith
401 W Beauregard
San Angelo, TX 76903

RE: Invoice for Tom Green County Mental Health Unit.

Tom Green County Mental Health Unit officers' response to city calls for Mental Health services.

Please make your check payable to Tom Green County Treasurer

FY2026	Mental Health Unit Services	\$174,419.00
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Due November 30, 2025

Remittance: Treasurer Dianna Spieker
113 W. Beauregard
San Angelo, Texas 76903

Please call if you have any questions.

Thank You,

Dianna Spieker
County Treasurer

00013900-43950 Internal Reference

Certified County Treasurer (CCT)-Certified Investment Officer (CIO)

Court Compliance
122 West Harris
San Angelo, Texas 76903
325-659-6469
325-659-3243 Fax
compliance@co.tom-green.tx.us

Treasurer
112 West Beauregard
San Angelo, Texas 76903
325-659-6520
325-659-6440 Fax
treasurer@co.tom-green.tx.us

Indigent Health Care
19 N Irving
San Angelo, Texas 76903
325-659-6566
325-659-4863 Fax
indigenthealthcare@co.tom-green.tx.us

REPORT TO MAYOR & MEMBERS OF CITY COUNCIL



Requestor: Aaron Vannoy, Director, Planning and Development Services

Meeting Date: November 4, 2025

Item type: Consent Item

Caption:

Second reading of an ordinance for ROW25-06, a request to abandon an unimproved portion of street right-of-way measuring 60 ft. by 100 ft. south of the intersection of Montague Ave. and Koberlin St. (Aaron Vannoy)

Staff Recommendation:

Adopt

Summary/History:

The request from the property owner is to abandon a small portion of Montague which has never been built. This is a step to allow the property owner to the south to consolidate their property into one large lot to build their homestead. The abandonment does not impair long-term development in the area. A utility easement will be reserved so the City can access and maintain the water water line which is currently located in the inbuilt roadway.

Funding Source(s):

Financial Impact:

Other Information/Recommendation:

Attachments:

- | | | |
|----|--|--|
| 1. | ROW25-06 - 1900 Block Koberlin St Staff Report | ROW25-06 - 1900 Block Koberlin St Staff Report.pdf |
| 2. | ROW25-06 - Ordinance v3 | ROW25-06 - Ordinance v3.docx |

Presentation:

Aaron Vannoy

Approvals/Reviews:

Aaron Vannoy

Created/Initiated

Holly Crooks
Brandon Dyson
Aaron Vannoy
Heather Stastny

Approved
Approved
Approved
Final Approval

PLANNING COMMISSION – September 15, 2025

STAFF REPORT

City Council 1st reading: October 21, 2025



APPLICATION TYPE:		CASE:	
Street Right-of-Way Abandonment		ROW25-06: 1900 Block Koberlin St.	
SYNOPSIS:			
The applicant has requested the abandonment of a stubbed-out portion of public street right-of-way south of the intersection of Koberlin Street and Montague Avenue. This area is unimproved and is not used as a primary access point for any property. The area being abandoned measures 60 feet by 100 feet.			
LOCATION:		LEGAL DESCRIPTION:	
South of the intersection of Koberlin Street and Montague Avenue		Area lacking a current legal description between Block 19 of the Bell Addition, Block 3 of the Bryan Chapple Addition, and Block 10 of the Douglas J E Addition.	
SM DISTRICT / NEIGHBORHOOD:	ZONING:	FUTURE LAND USE:	SIZE:
District: #4 Patrick Keely Neighborhood: Ft. Concho East	Single-Family Residential (RS-1)	Neighborhood	6,000 square feet or .0137 acres
THOROUGHFARE PLAN:			
Koberlin Street – Local Road Montague Avenue – Local Road			
NOTIFICATIONS:			
21 notifications mailed on 08/29/2025. Zero (0) received in support or in opposition.			
STAFF RECOMMENDATION:			
Staff recommend <u>APPROVAL</u> of the Right-of-Way Abandonment subject to three (3) conditions .			
PROPERTY OWNER/PETITIONER:			
Owners: Joe F. Schriever			
STAFF CONTACT:			
Austin Reed Senior Planner (325) 657-4210, Extension 1550 austin.reed@sanangelo.gov			

Additional Information:

There is an existing sewer main within the area. When the property plats to incorporate the abandonment, they will be required to place an easement over this sewer main. There are no other City utilities within the area. The area of abandonment has never been improved and is not used for access.

Rationale:

- *Traffic patterns:* Planning Staff believe that existing or anticipated traffic patterns would not be affected in any way by the current request.
- *Utilities:* There is an existing sewer main which will need an easement
- *Community Impact:* The Planning staff has sent adjacent owners public notice of the meeting. There have been no responses to date.
- *Public Benefit:* Unused right-of-way hinders the surrounding property owners' abilities to develop unused land and results in unnecessary complications.

Recommendation:

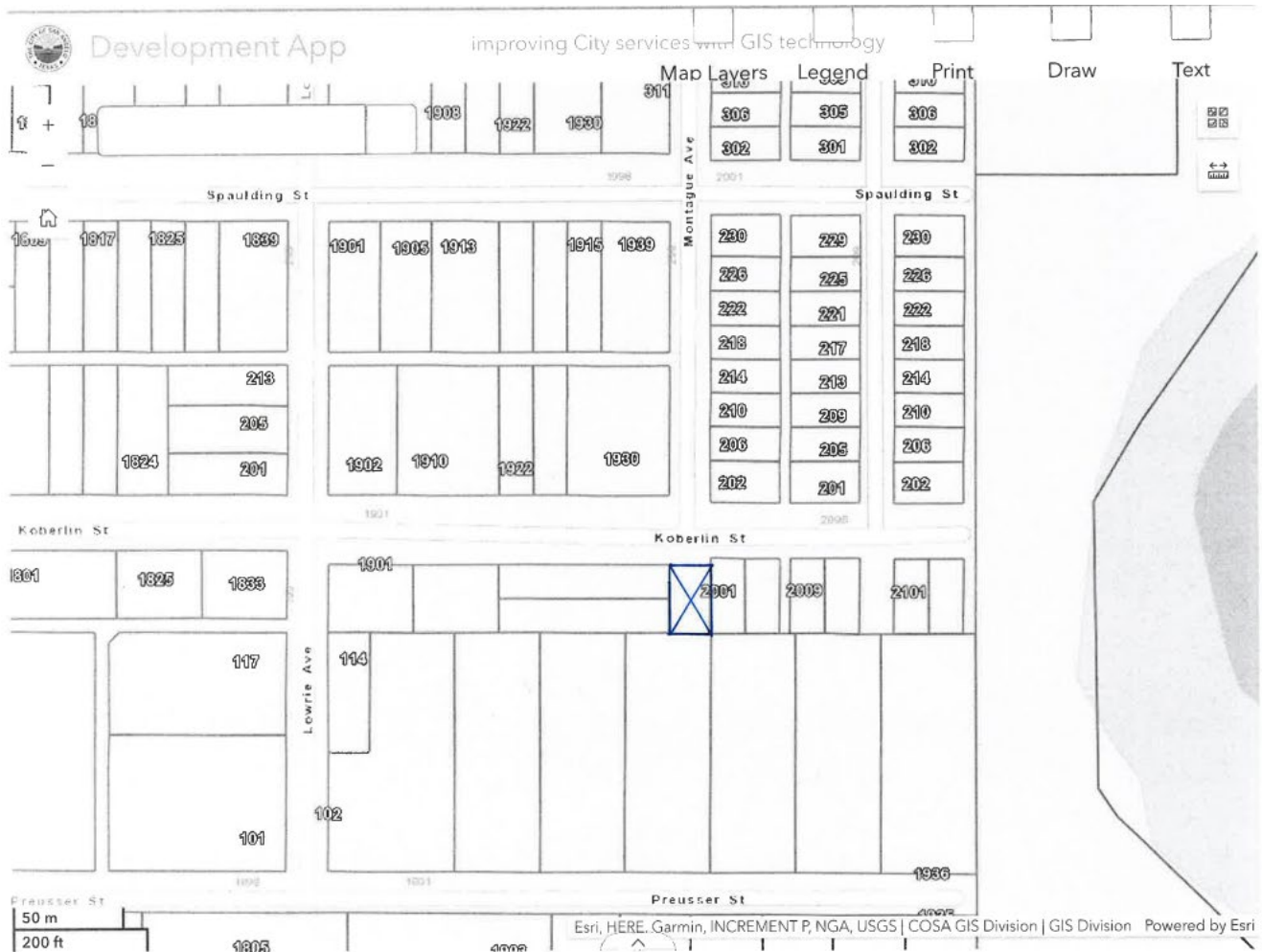
Staff recommend **APPROVAL** of the proposed abandonment **subject to three (3) conditions of approval:**

1. Per the most current Schedule of Fees and Charges adopted by City Council, payment shall be remitted, per the assessment formula, for all of the abandoned right-of-way.
2. After approval of the associated plat and payment, request issuance and recordation of a Quit Claim Deed from the City's Real Estate Division conveying the City's interest in the entirety of the abandoned right-of-way.
3. Submit, obtain approval of, and officially record a subdivision replat absorbing all of the abandoned right-of-way into adjacent lot(s) meeting all requirements of the Land Development and Subdivision Ordinance within 24 months of City Council's decision. As part of this replat, dedicate an easement for the existing sewer main within the abandoned area.

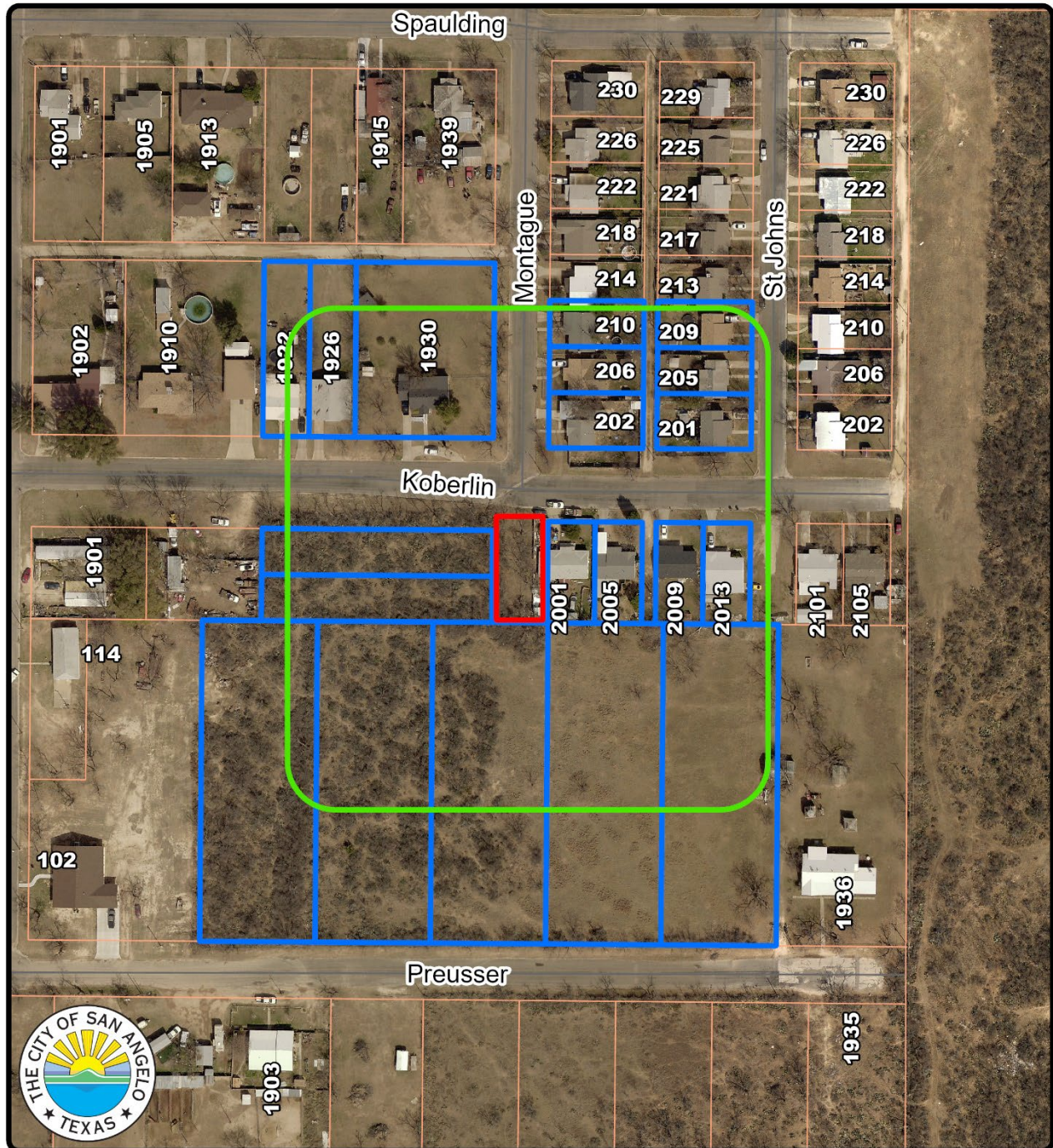
Attachments:

Abandonment
Notification Map

Abandonment



Notification Map



Notification Map
ROW25-06: 1900 Blk Koberlin

Council District: #4 - Patrick Keely
Neighborhood: Ft Concho East

Scale: 0 0.010.01 0.03 0.04 0.06 Miles

200' Range: —

Subject Property: —

Notified Properties: —



AN ORDINANCE PROVIDING FOR ABANDONMENT AND VACATION OF A PORTION OF STREET RIGHT-OF-WAY COMPRISING OF 6000 SQUARE FEET IN THE 1900 BLOCK OF KOBERLIN STREET; AUTHORIZING CONVEYANCE THEREOF BY QUITCLAIM DEED TO ABUTTING PROPERTY OWNERS; AND PROVIDING TERMS AND CONDITIONS OF ABANDONMENT AND CONVEYANCE.

WHEREAS, the City Council of the City of San Angelo, Texas, acting pursuant to law, is of the opinion that the public right-of-way described herein, is no longer needed for public use and therefore deems it advisable to abandon said portion of right-of-way; and,

WHEREAS, the City Council is of the opinion that the best interest and welfare of the public will be served by conditionally conveying the underlying abandoned public right-of-way to the abutting property owners;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF SAN ANGELO THAT:

SECTION 1: The public right-of-way located in the City of San Angelo, comprising of 6000 square feet in an area lacking a current legal description between Block 19 of the Bell Addition, Block 3 of the Bryan Chapple's Resubdivision, and Block 10 of the Douglas J E Addition, the boundary of which extends 100 feet south from the intersection of Koberlin Street and Montague Avenue and being 60 feet wide, Tom Green County, Texas, more particularly described and depicted in **Exhibit "A,"** attached hereto and made a part hereof for all purposes, be and the same is hereby vacated, abandoned and closed insofar as the right, title and easement of the public are concerned, subject to the conditions and restrictions herein set forth.

SECTION 2: The abandonments and conveyances provided for herein are made and accepted subject to all present zoning and deed restrictions, if the latter exist, and all existing easements, if any, whether apparent or not, aerial, surface, underground or otherwise.

SECTION 3: The abandonments and conveyance provided for herein shall extend only to the public right, title, easement and interest and shall be construed to extend only to the interest which the governing body for the City of San Angelo may legally and lawfully abandon and vacate.

SECTION 4: The following conditions precedent to the abandonment shall apply and be part of the consideration for conveyance by quitclaim deed(s) of the underlying tracts of land to owners of abutting properties:

1. Per the most recent *Schedule of Fees and Charges* adopted by City Council, remit payment per the assessment formula for all of the abandoned street right-of-way.
2. Submit, obtain approval, and officially record a subdivision replat absorbing all of the abandoned street right-of-way into adjacent lot(s) meeting all requirements of the Land Development and Subdivision Ordinance within 24 months of City Council's decision. As part of this replat, dedicate an easement for the existing City sewer main within the abandoned area.
3. After approval of the associated plat and payment, request issuance and recordation of a Quit Claim Deed from the City's Real Estate Division conveying the City's interest in the entirety of the abandoned street.

SECTION 5: The terms and conditions set forth hereinabove shall be applicable to the conveyances of rights-of-way herein provided for, and shall be binding upon Grantees thereof and their heirs, successors and assigns.

SECTION 6: Upon confirmation from the Planning Director of compliance with conditions hereinabove set forth, the City Manager or Mayor of the City of San Angelo is hereby authorized to execute and deliver quit claim deeds conveying the subject tracts of abandoned right-of-way described and depicted in **Exhibit "A,"** to the owners of the designated abutting properties.

SECTION 7: Upon confirmation from the Planning Director of compliance with conditions hereinabove set forth, the City Clerk is hereby authorized and directed to certify a copy of this adopted Ordinance for recordation in the Official Real Property Records of Tom Green County, Texas, wherein the tracts of land are located.

INTRODUCED on the **21st day of October 2025**, and finally PASSED, APPROVED AND ADOPTED on this the **4th day of November 2025**.

THE CITY OF SAN ANGELO

Tom Thompson, Mayor

ATTEST:

APPROVED AS TO FORM:

Heather Stastny, City Clerk

Brandon Dyson, City Attorney

Exhibit “A”



Ordinance Map ROW25-06: 1900 Block Koberlin

Council District: #4 - Patrick Keely
Neighborhood: Ft. Concho East

Scale: 0 0.01 0.01 0.02 0.03 0.04 Miles

Subject Property: —



REPORT TO MAYOR & MEMBERS OF CITY COUNCIL



Requestor: Sarah Tackett, Real Estate Manager, Real Estate

Meeting Date: November 4, 2025

Item type: Regular Item

Caption:

Consider accepting or rejecting the highest sealed bids for three lots that were struck-off to the City from the July 1, 2025, Tax Sale and, if accepted, authorizing the Mayor to execute a Quit Claim Deed on behalf of the City:

1. 209 W. 9th St.
2. 506 N. Browning St.
3. 201 W. 20th St. (Presentation made by Real Estate Manager Sarah Tackett-Torres)

Staff Recommendation:

Direction from Council

Summary/History:

The subject properties were auctioned off at the Sheriff's Sale on July 1, 2025. No offers were received, causing the subject properties to be struck-off to the City, as Trustee for the taxing entities. The properties were posted for sale by the Real Estate Division. The following are the highest bids received for each property:

1. 209 W. 9th - \$5,600.00
2. 506 N. Browning - \$7,500.00
3. 201 W. 20th - \$20,050.00

Funding Source(s):

Financial Impact:

Other Information/Recommendation:

Attachments:

Presentation:

Sarah Tackett

Approvals/Reviews:

Sarah Tackett

Sarah Tackett

Brandon Dyson

Tina Dierschke

Brandon Dyson

Heather Stastny

Created/Initiated

Approved

Approved

Approved

Approved

Final Approval

REPORT TO MAYOR & MEMBERS OF CITY COUNCIL



Requestor: Aaron Vannoy, Director, Planning and Development Services

Meeting Date: November 4, 2025

Item type: Regular Item

Caption:

Consider authorizing staff to issue an RFQ for revisions and updates to the City of San Angelo Comprehensive Plan (Presentation made by Planning & Development Services Director Aaron Vannoy)

Staff Recommendation:

Approve

Summary/History:

The current City of San Angelo Comprehensive Plan is from 2003. It received a strategic plan update in 2006 and 2009 focused on San Angelo's Downtown areas. Through the FY24/25 Budget, funding was approved to seek a revision to the 2003 Comprehensive Plan. The Planning Division has also submitted a grant request to the Texas General Land Office for the Resilient Communities Program.

The discussion will center around fiscal stewardship being built into the plan. Areas of focus could be Economic Development, housing, land use, parks and recreation, commercial corridors and growth patterns. The team will consider major investment through the Capital Investment Program (CIP) to lead infrastructure to support existing conditions, growth potential and connectivity plans for resiliency. Results will be driven through data and community input to create the vision for the community over the next 20 years. The long-term policies which will be devolved through this process will lead to evaluations of current ordinances to sustain a growth pattern for the San Angelo community.

Funding Source(s):

Financial Impact:

Other Information/Recommendation:

Attachments:

1. Comprehensive Plan General Background Comprehensive Plan General Background.docx

Presentation:

Aaron Vannoy

Approvals/Reviews:

Aaron Vannoy

Aaron Vannoy

Brandon Dyson

Aaron Vannoy

Heather Stastny

Created/Initiated

Approved

Approved

Approved

Final Approval

Comprehensive Plan: General Background

A guided, non-regulatory document focused on land use, transportation, community character, parks and recreation, and more

A vision for growth and development at a community scale, created by the community and for the community to record shared goals and desires for themselves and their fellow residents

Examine what a community is, where it came from, and crafts a coordinated road map for the next 10 to 20 years

Analyzes a community both quantitatively and qualitatively

Set the context for public and private development and protection of others (e.g., neighborhoods to industry)

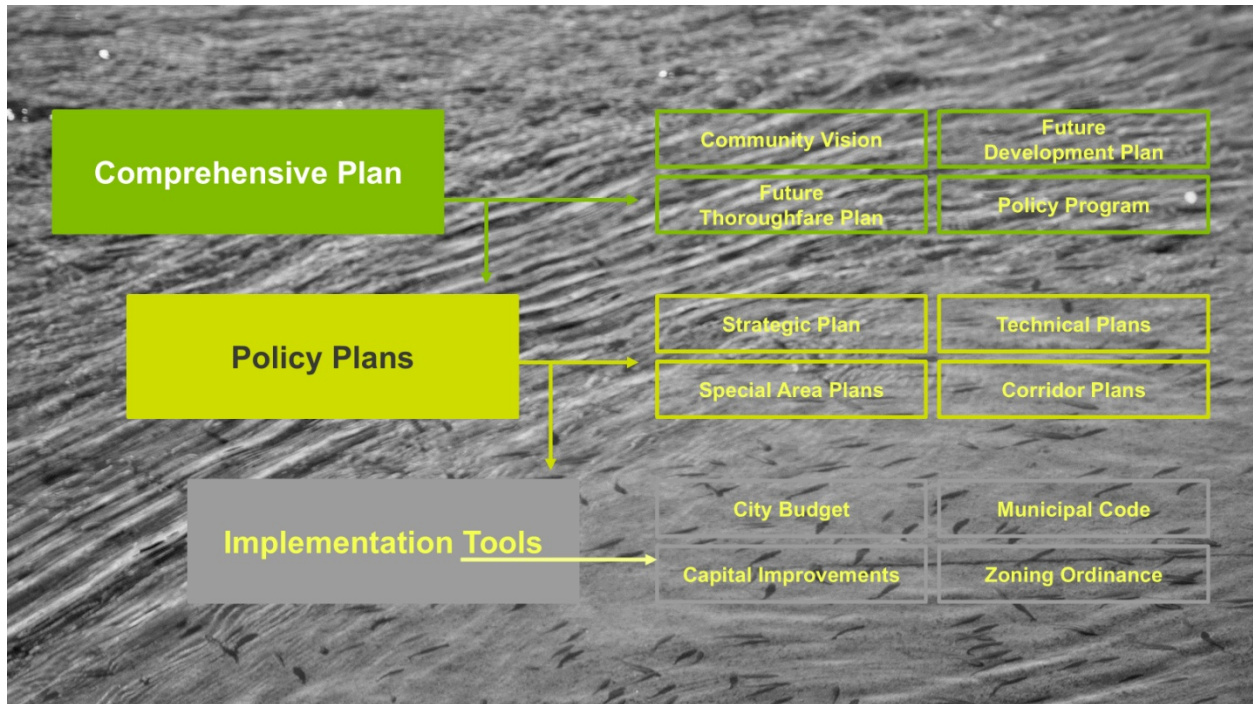
May assist with future funding opportunities

A process that seeks to **engage all members of the community** to create a more **prosperous, convenient, equitable, healthy, and attractive place** for present and future generations.”

- American Planning Association

A **comprehensive plan**
is the **consensus-built community vision** which depicts
the *spirit* of the law.

Zoning is the law.



REPORT TO MAYOR & MEMBERS OF CITY COUNCIL



Requestor: Veronica Sanchez, Dir of HR/RM, Human Resources/Risk Management

Meeting Date: November 4, 2025

Item type: Regular Item

Caption:

Consider the following items regarding Meet & Confer:

1. Approval of an agreement with the San Angelo Police Officers Coalition, establishing certain terms and conditions of employment for covered Police Officers, to be effective October 1, 2025 through September 30, 2026, and authorizing the City Manager to negotiate and execute all related documents; and
2. First reading and public hearing of an ordinance amending the budget for the fiscal year beginning October 1, 2025, and ending September 30, 2026, for Police Department pay plan and staffing levels (Presentation made by Human Resources Director Veronica Sanchez, SAPOC President Noel Anderson and Finance Director Tina Dierschke)

Staff Recommendation:

Approve

Summary/History:

In October 2024, the City and San Angelo Coalition of Police (SACOP) entered into a Meet and Confer Agreement that expires December 31, 2025. Negotiations between the two parties for another agreement have concluded, and the parties have reached a tentative agreement that includes the following:

- 5% pay increases for police officers
- Inclusion of counting vacation leave, emergency leave, WOW days, and United Way days as regular hours worked for the purpose of computing overtime.
- Development of a sick leave payout structure that assists with retention and unnecessary use of sick leave.
- Inclusion of the appointment of 2 Deputy Chiefs.
- Flexibility for handling disciplinary suspensions not otherwise permitted under the Code (i.e. forfeiture of vacation time).
- Alternative disciplinary options by agreement requiring an officer to complete a program of counseling/rehabilitation.
- Upon agreement of the parties, the option to have disciplinary appeals decided by written briefs which will save time and money.
- Contract dispute resolution procedures requiring individual officer disputes to be vetted through the Association before being filed with the City. Options for mediation and agreed arbitration.
- Provisions regarding confidentiality of records utilized in internal affairs investigations.

The agreement will be effective from October 1, 2025, through September 30, 2026.

This proposed Budget amendment contains the following items (additional information attached):

- The Police Department will utilize the funds allocated during the 2026 budget process of 5% to update the pay plan effective October 1, 2025, as covered by the Meet & Confer Agreement.
- The conversion of two lieutenant positions into deputy chief positions as allowed by the Meet & Confer Agreement.

Funding Source(s):

Financial Impact:

See the attached amendment to the ordinance for additional details. Raises for Police officers were included in the fiscal year 2026 budget and therefore don't have an additional financial impact.

Other Information/Recommendation:

Attachments:

- | | | |
|----|--|---|
| 1. | Signed Tentative Agreement | Signed Tentative Agreement.pdf |
| 2. | 2025 11-04 Ordinance - Meet & Confer Agreement | 2025 11-04 Ordinance - Meet & Confer Agreement.docx |

Presentation:

Noel Anderson, Veronica Sanchez, Tina Dierschke

Approvals/Reviews:

- | | |
|------------------|-------------------|
| Veronica Sanchez | Created/Initiated |
| Tina Dierschke | Approved |
| Brandon Dyson | Approved |
| Heather Stastny | Final Approval |

**Tentative Agreement
Between the City of San Angelo
And
The San Angelo Police Officers Coalition**

The San Angelo Police Officers Coalition and the City of San Angelo, through their respective representatives, tentatively agree as follows:

The Meet and Confer Agreement is approved by both parties in substantially the form attached hereto subject to formatting corrections.


City of San Angelo


San Angelo Police Officers Coalition

Date: 10/27/25



Meet and Confer Agreement

BETWEEN THE CITY OF SAN ANGELO
AND
THE SAN ANGELO POLICE OFFICERS COALITION

October 1, 2025 through September 30, 2026

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This Agreement is to be effective for the period of October 1, 2025 through September 30, 2026, and is entered into in Tom Green County, Texas by and between the City of San Angelo and The San Angelo Police Officers Coalition pursuant to the authority of Chapter 142 of the Texas Local Government Code.

The parties hereby agree as follows:

Article I. Definitions

The following terms, abbreviations, and acronyms shall have the meanings stated below whenever referenced or used throughout the document:

Agreement shall mean the Meet and Confer Agreement for the period of October 1, 2025 through September 30, 2026.

Break in Service shall mean the event which occurs when an officer resigns from their position with the SAPD, retires from the SAPD, or is indefinitely suspended from the SAPD and the indefinite suspension is upheld pursuant to the appeal process or the timeframe for the appeal has expired and not appeal is filed. A temporary suspension does not create a break in service.

City shall mean the City of San Angelo, Texas.

M&C shall mean meet and confer as set out in Chapter 142 of the Texas Local Government Code.

Police Officer and Officer shall mean a member of the San Angelo Police Department who was appointed in substantial compliance with Chapter 143 of the Texas Local Government Code or with the provisions of the Meet and Confer Agreement if hired on or after October 1, 2025.

SAPOC shall mean the San Angelo Police Officers Coalition.

SAPD shall mean the San Angelo Police Department.

Seniority shall mean years, months, and days of service with the SAPD that have elapsed since the date of an officer's commission with the SAPD. Unless provided otherwise in this Agreement, in determining seniority, temporary suspension days will be subtracted from an officer's length of service, and that deduction may be used to break what otherwise might be a tie on a promotion exam score or other purpose for which seniority is used by SAPD.

TCOLE shall mean the Texas Commission on Law Enforcement.

TLGC shall mean the Texas Local Government Code.

Article II. Recognition

Section 1. M & C Agent Recognized.

The City recognizes the SAPOC as the sole and exclusive M & C agent for all covered police officers, pursuant to Section 142.053 of the TLGC.

Section 2. Officers Excepted.

The parties agree that police officers, as defined in Section 142.052 of the TLGC, are properly included as M & C unit employees for purposes of meet and confer under Chapter 142, TLGC, except as listed below. The following police officers, as defined under Section 142.052 of the TLGC, are excluded from meet and confer:

- (a) Chief of Police of the SAPD,
- (b) Assistant Chiefs and appointed Deputy Chiefs of the SAPD, who are excluded under Section 142.058(b) of TLGC; and
- (c) All police officers within the Airport, the City Marshal's department, and the Fire Marshal's Office.

Section 3. Preemption.

In the event that any provisions of this Article conflict or are inconsistent with any applicable provisions of Chapter 142 or 143, TLGC, or any other civil service provision or statute setting standards or rights for SAPD employees, this Agreement and any duly approved Amendment thereto shall prevail, notwithstanding any such provision of Chapter 142 or 143, TLGC, or any other civil service provision or statute.

Article III. Hiring Process

Section 1. Applicability.

This Article applies only to applicants applying for beginning positions and previously commissioned officers applying for lateral transfer with SAPD.

Section 2. Applicants (Non-Certified).

- (a) Application with City:
 - 1. Applications pre-screened for immediate disqualifiers as determined by the Department that would eliminate applicant for employment (pass/fail).
 - 2. Maximum age of 45 at the time of application.
 - 3. Qualifying applicants proceed to the Physical Agility exam.

- (b) Physical Agility Test:
 - 1. Pass/fail.
- (c) Civil Service Exam:
 - 1. The Civil Service Exam will now be open testing, allowing for the Department to accept and process applications, conduct background examinations, and hire Recruits throughout the year as long as there is a vacancy or expected vacancies.
 - 2. Applicants are required to take a written or electronic test which is graded with a numerical score.
 - 3. A minimum score of 70 (without military or loyalty points) is required in order to pass the exam.
 - 4. An eligibility list will not be created. A ranking roster will be determined upon completion of the academy.
- (d) Background Process and Personal History Statement (PHS):
 - 1. Pass/fail
- (e) Oral Board Composition
 - 1. An Oral Board shall be created composed of the following members:
 - Chief or designee
 - Training Supervisor or designee
 - Civil Service Director or designee
 - Representative from Association
 - Supervisor
 - Two (2) Officers
- (f) Oral Board Selection Process:
 - 1. Applicants who pass background will be interviewed.
 - 2. Each interviewer will score the applicant based on the overall conduct of the applicant.
 - 3. The sum of the scores will be turned in for tally.

4. The highest and lowest scores will be discarded and the final sum of remaining scores will be used for a pass/fail.
5. All applicants who “pass” the oral board will interview with the Chief of Police, who will ultimately determine if the applicant is extended a conditional job offer for Police Recruit.
6. Conditional offers of employment are contingent on successfully completing a medical, physical, and psychological exam, as required by TCOLE and the City of San Angelo.

(g) Class Ranking

1. A ranking roster will be created to establish seniority within the Police Department.
2. A Recruit’s position on the ranking roster will be determined by their overall score from the Police Academy, including military or loyalty points, if applicable.
3. A maximum of five (5) military or loyalty points will be added to the overall score from the Police Academy.
 - a. Five (5) military points are awarded to recruits who have served in the armed forces of the United States for at least two (2) years and who have received an honorable discharge.
 - b. Five (5) military points are awarded to recruits who are or who have served in one of the reserve components of the armed forces of the United States for at least two (2) years and has a letter from their unit commander indicating they are in good standing, or have discharge paperwork indicating an honorable discharge.
 - c. Five (5) loyalty points are awarded to Recruits who have served as department (SAPD or Public Safety Communications) employees for two (2) years prior to being hired as a Recruit.
4. Whenever two (2) or more Recruits attain the same final grade, the tie will be broken by date of original application.

Section 3. Certified Officers or Lateral Transfers.

(a) Application with City

1. Applications shall be pre-screened for anything that would eliminate applicant for employment (pass/fail).

(b) Applicants shall hold a peace officer certificate.

- (c) Maximum age of 56 at the time of application.
- (d) Physical Agility Test:
 - 1. Pass/fail
- (e) Background Process and Personal History Statement (PHS):
 - 1. Pass/fail
- (f) Oral Board Selection Process:
 - 1. Applicants who pass background are interviewed.
 - 2. Each interviewer will score the applicant based on:
 - a. Their responses to each standardized question.
 - b. The sum of the scores will be turned in for tally.
 - c. The highest and lowest scores will be discarded and the final sum of remaining scores will be used for a pass/fail.
 - 3. All applicants who “pass” will be ranked after all applicants are interviewed and the final selections are made based on the number of open positions.

Section 4. Compensation for Experienced Entry-Level Police Officers.

- (a) Newly hired TCOLE-certified police officers, who have prior law enforcement experience in a comparable law enforcement agency as determined by the Chief of Police, will receive Police Officer compensation that reflects the officer’s certification level in accordance with adopted pay schedules.
- (b) Nothing in this Article allows for use of prior service with another law enforcement agency for purposes of seniority, longevity, or promotions.
- (c) Newly hired TCOLE-certified police officers, who have prior law enforcement experience in a comparable law enforcement agency as determined by the Chief of Police shall not be eligible for promotion for four years.

Section 5. San Angelo Police Department Academy requirement.

At the sole discretion of the Chief of Police, experienced entry level officers may be required to attend and successfully complete part or all of the San Angelo Police Academy training for new officers.

Section 6. Preemption.

In the event that any provisions of this Article conflict or are inconsistent with any applicable provisions of Chapter 143, TLGC, including but not limited to Sections 143.021, 143.022, 143.023, 143.024, 143.025, and 143.026, or any other civil service provision or statute setting standards or rights for SAPD employees, this Agreement and any duly approved Amendment thereto shall prevail, notwithstanding any such provision of Chapter 143, TLGC, or any other civil service provision or statute.

Article IV. Probationary Period

Section 1. Applicability

This Article applies only to the SAPD, including the ranks of Police Recruit and Probationary Police Officer, neither of which are civil service positions until the below specified applicable probationary period is satisfactorily served and completed.

Section 2. Police Recruits

Non-TCOLE certified applicants who are hired as Police Recruits by the SAPD will serve a probationary period of twelve (12) months from the date of swearing in as a Police Officer by the SAPD.

Section 3. Probationary Police Officers.

TCOLE-certified applicants who are hired as Police Officers by the SAPD will serve a probationary period of twelve (12) months from the date of swearing in as a Police Officer by the SAPD.

Section 4. Preemption.

In the event that any provisions of this Article conflict or are inconsistent with any applicable provisions of Chapter 143, TLGC, including but not limited to Section 143.027 or any other civil service provision or statute setting standards or rights for SAPD employees, this Agreement and any duly approved Amendment thereto shall prevail, notwithstanding any such provision of Chapter 143, TLGC, or any other civil service provision or statute.

Article V. Part-Time Police Officers

Section 1. Applicability.

This Article applies only to the SAPD.

Section 2. Part-Time Employment of Police Officers.

(a) The SAPD may employ as part-time employees TCOLE-certified officers who have honorably separated as full-time Texas Peace Officers with a minimum of five (5) years' experience in Texas or a minimum of two (2) years' experience with the SAPD. Part-time employment is discretionary and is subject to the needs of the SAPD. Such part-time employees are at-will employees, and they are not Civil Service employees.

(b) Part-time officers will work as assigned by the Chief of Police or his designee. Part-time officers are subject to the supervision of the chain of command of their particular assignment and are subject to all the rules and procedures of the SAPD.

(c) Part-time officers will be hired to supplement the number of full-time positions authorized by the City Council as set out in Section 2.1502 of the City Code. The employment of these part-time officers will not result in a temporary or permanent reduction in that number of positions currently authorized.

(d) Approval of part-time officers will be subject to adequate funding and approved by the City Manager.

Section 3. Rate of Pay and Maximum Number of Hours Per Calendar Year.

(a) Part-time officers employed by the SAPD will receive a rate of pay commensurate with their TCOLE proficiency certification. They will not receive any additional compensation such as longevity and education incentive pay. They will not be eligible for pay step increases nor be eligible for promotions.

(b) Part-time officers may work no more than nine hundred and ninety-nine (999) hours per calendar year.

Section 4. Outside Law Enforcement Employment.

Part-time officers of the SAPD may be assigned to off-duty law enforcement employment at the Chief's discretion.

Section 5. Application Process and Requirements.

(a) Applications for part-time employment as police officers will be submitted to the City of San Angelo Human Resources Department.

(b) Applicants who apply for part-time employment within one-hundred eighty (180) days of their separation from the SAPD can be processed for employment immediately upon meeting the requirements of the pre-employment physical examination including essential function testing and verification of meeting all TCOLE requirements for license reactivation. These applicants may commence employment after meeting the physical requirements and reactivation of the license by TCOLE.

(c) Applicants who have been separated from the SAPD more than one-hundred eighty (180) days and applicants who did not work for the SAPD will be subject to SAPD hiring procedures including background check, polygraph examination if determined to be necessary by the Chief of Police, oral interview board, pre-employment physical examination, pre-employment essential function testing, and pre-employment psychological examination before being hired. Such applicants will be required to meet all TCOLE licensing standards including educational requirements at their own expense before they may commence part-time employment. Subsequent annual TCOLE training requirements will be provided by the SAPD.

Section 6. Exclusion from City Benefits.

Part-time officers will not qualify for city benefits; however, worker's compensation will be provided for on-the-job injuries but will not include the benefit of salary continuation.

Section 7. Preemption.

In the event that any provisions of this Article conflict or are inconsistent with any applicable provisions of Chapter 143, TLGC, including but not limited to Sections 143.021, 143.022, 143.023, 143.024, 143.025, and 143.026, or any other civil service provision or statute setting standards or rights for SAPD employees, this Agreement and any duly approved Amendment thereto shall prevail, notwithstanding any such provision of Chapter 143, TLGC, or any other civil service provision or statute.

Article VI. Administrative Investigations and Rights of Officers

Section 1. Effect of Article.

The following provisions shall apply to the administrative investigation of complaints based on alleged misconduct and/or other actions by Department officers. To the extent of any conflict between this Agreement and the provisions of Chapter 143 of the Texas Local Government Code and provisions of Chapter 614 of the Texas Government Code, the provisions of this Agreement shall control. To the extent of any conflict between this Article and any other provision of this Agreement, this Article shall control.

Section 2. Definitions In this Article:

(a) The term "complaint" means any signed written document by the complainant setting forth allegations that form the basis of future allegations of misconduct or other violations of policy against an officer and which serves as the basis for initiating an investigation.

(b) The term "investigation" means an administrative fact-finding investigation of a complaint based on alleged misconduct or other violations of policy by an officer that could result in disciplinary action.

- (c) The term "investigator" means an agent or employee of the Department, City, or an Independent Investigator who participates in investigating.
- (d) The term "statement" means any written communication setting forth particulars or facts regarding the alleged misconduct under investigation.
- (e) The term "evidence" means statements, reports, records, recordings, documents, computer data, text, graphics, videotape, photographs, or other tangible forms of information, including a "complaint."
- (f) The term "counsel/representative" means the officer's attorney.
- (g) The term "Buddy Officer" means an officer on the department chosen by the officer being investigated. The primary purpose of the Buddy Officer is to assist the officer under investigation as a support system to maintain the physical and mental health of officers that are being investigated and as such are allowed to conduct this duty while on their regular tour of duty.
- (h) The term "Disciplinary Action" means suspension, indefinite suspension, demotion in rank, or any combination of those.

Section 3. Access to Complaint, Officer's Statement and Related Procedures.

- (a) Not less than forty-eight (48) hours before the officer who is the subject of an investigation provides an initial statement to an investigator, the officer shall be provided a copy of the complaining party's original statement of complaint. The Department may omit the name and/or identity of the person making the complaint. In the event that the complaint(s) does not contain all allegations of misconduct or other wrongdoing under investigation the investigator must inform the officer in writing of the additional allegations being investigated. This section does not prohibit additional complaints from being investigated if they arise during the investigation. The 48-hour notice period shall not be extended if additional complaints arise during an interview with the officer. The 48-hour notice period shall reset or be extended as necessary if additional complaints arise prior to the interview with the officer. After the officer is advised in writing of his right to consult with an attorney, this 48-hour rule may be waived by the officer in writing. This paragraph does not apply to a hearing at which discipline is rendered or any other administrative hearing conducted for the purpose of determining whether the Department shall take disciplinary action against the officer.
- (b) An officer is entitled to a copy of his/her statement to the investigator at the time when the statement is finalized and signed by the officer, but the statement remains confidential in the hands of the officer pursuant to TLGC Sec. 143.089(g), Department policy, and orders of non-communication about internal investigations, except for consultations with his/her attorney or his Buddy Officer.

(c) Nothing in this Article shall be construed as requiring the Department to provide or make available for review by the officer or his/her representative any evidence from criminal investigations by the Department. No criminal investigation material that is part of the investigation case file can be released if a criminal investigation or judicial proceeding is pending or has been conducted, unless required by law, court order, or subpoena.

(d) Neither the officer nor his/her representative will be permitted to make copies of any witness statements, audio tapes, photographic or videotape evidence reviewed, except as provided in Sections 3(a) and 3(b) above.

(e) Not less than forty-eight (48) hours before any administrative hearing conducted for the purpose of determining whether the department shall take disciplinary action against an officer for alleged misconduct or other wrongdoing, the officer and his representative shall be allowed up to five (5) hours to review any and all evidence gathered or obtained during the investigation, and not previously reviewed by the officer. The evidence available for review shall include the administrative investigation report. Evidence does not include attorney client communications. Neither the officer nor his representative will be permitted to make copies of any of the evidence reviewed.

(f) The administrative investigation report provided to the officer for review shall include the applicable violation categories under the San Angelo Police Policy Manual - "Disciplinary Matrix", as amended. In making the final decision as to discipline, if any, the Chief shall not be restricted to the alleged policy violations and/or the range of discipline provided pursuant to this subsection.

(g) An officer notified of an investigation into their conduct may select a Buddy Officer. The Buddy Officer may not be someone involved as the subject, witness, or investigator in the investigation and should not be involved in the investigation in any way. Statements made to a Buddy Officer by the officer under investigation are confidential and they may not be ordered to speak to anyone else about the content of communication with the officer under investigation. If statements of criminal conduct, or any items the Buddy Officer is required to report by law, are made to the Buddy Officer, they shall report them in the appropriate manner to the Department and any other agency required by law immediately.

Section 4. Confidentiality of Records and Misuse of Information.

The access to records provided in Section 3 of this Article has been granted in exchange for the following agreements intended to ensure confidentiality and to prevent retaliation or the threat of retaliation against any witness in an investigation:

(a) Retaliation or the threat of retaliation by an officer, or by an individual at the direction of the officer, against the author of an Internal Affairs statement is strictly

prohibited. If the Department head finds a violation of this subsection has occurred, it shall result in either a temporary or indefinite suspension.

(b) Information remains confidential in the hands of the officer pursuant to TLGC Sec. 143.089(g), Department policy, and orders of non-communication about internal investigations, except for consultations with his/her attorney or his Buddy Officer.

(c) If an officer is suspended pursuant to this Section, the officer shall have the right to appeal the suspension pursuant to Article 7.

Section 5. Right to Representation for Complaints.

An officer who is the subject of an investigation shall have the right to be represented by an attorney of the officer's choice during any interviews provided the attorney complies with the interview protocol of the investigation. The interview protocol shall be determined at the sole discretion of the investigator or Chief. A minimum of 48 hours' notice of an interview must be provided to an officer, however, the officer can waive the notice if they choose. Under no circumstances shall an interview be required of the officer without the notice required under this section. In no way shall the availability of an attorney to be present cause a delay beyond the initial 48 hour time period that an officer is notified that an interview is needed.

Section 6. Violation of Officer's Rights.

If the department or any investigator violates any of the provisions of this article while conducting an investigation, the violation may be considered by the Civil Service Commission or a Hearing Examiner in any disciplinary appeal hearing if the violation substantially impaired the officer's ability to defend against the allegations of misconduct or other wrongdoing as determined by the Civil Service Commission or Hearing Examiner respectively.

Section 7. Scheduling of Interviews.

If the Investigator and the officer mutually agree upon a time and date for an interview that complies with this article, they may schedule the interview outside of the normal working hours for the officer provided the Department pays the officer Overtime for attending the interview.

Section 8. Preemption.

In the event that any provisions of this Article conflict or are inconsistent with any applicable provisions of Chapter 143, TLGC, including but not limited to Sections 143.010, 143.052, 143.053, 143.054, 143.055, 143.056, and 143.057, 143.089, or any other civil service provision or statute setting standards or rights for SAPD employees, this Agreement and any duly approved Amendment thereto shall prevail, notwithstanding any such provision of Chapter 143, TLGC, or any other civil service provision or statute.

Article VII. Assessment Center

Section 1. Applicability.

This Article applies only to the SAPD positions of Sergeant and Lieutenant.

Section 2. Assessment Center Process for Promotion to the Ranks of Sergeant and Lieutenant.

Officers who pass the Sergeant's or Lieutenant's written promotional examination with a score of 70% or higher, exclusive of seniority points, will proceed to the next step of the examination process, which is an Assessment Center.

Prior to the written test being administered, the Chief and Civil Service Director shall agree upon assessment criteria, based on job content and responsibility. The Civil Service Director will generate a list of consultants and will review that list with the Chief, who will approve the list, allowing for input from the Association President or designee.

The Consultant will confer with both the Chief and Civil Service Director on the needs or issues affecting the design of the Assessment Center. Any input from the Association will be in writing and made available to the Chief and Civil Service Director. The Consultant shall make all final decisions concerning the design and implementation of the Assessment Center.

The Consultant will design the Assessment Center from among the following exercises:

In-Basket

Problem Solving/Analysis

Written and Oral Resumes/Structured Interviews

Role-Playing

Memo/Report Writing

Oral Presentation/Plan Preparation

Staff Meeting

Special Event/Operations, or

Any other exercise the consultant recommends.

The Consultant is not required to utilize all of the listed exercises but may select or combine them as they are best suited for the particular rank.

The Consultant also selects the assessors, who shall meet the following criteria:

- (a) Active duty, sworn officers of similar rank to the promotion, or above, from cities with a population equal to or greater than that of San Angelo's;
- (b) Shall not reside in San Angelo;
- (c) Shall not be related to any candidates for promotion;
- (d) Shall not be known to, beyond mere acquaintance, any candidates for promotion;
- (e) Shall have four years of experience in the promoted or equivalent rank and intermediate certification for sergeants and advanced certification for lieutenants; and
- (f) Shall not be a current or former employee of the City of San Angelo.

Assessors shall be trained in the methods to be used in administering the test. The Civil Service Director shall conduct an orientation for candidates prior to administering the Assessment Center. Applicants will be allowed to attend these orientation sessions while on duty.

The assessors will evaluate the applicants, awarding up to one hundred (100) points to each. Nothing in the assessment center process may be appealed either to the Civil Service Commission, hearing examiner, or the District Court.

Section 3. Confidentiality

Neither the Chief of Police or the Civil Service Director may have any contact with the assessors regarding the assessment center or any candidate for promotion except as part of the assessment process. The process and all information related to candidates shall remain confidential until the conclusion of the assessment center.

Section 4. Promotion Eligibility List Formula for Sergeant and Lieutenant.

Applicants shall have six years as an officer and a minimum intermediate certification to promote to Sergeant.

Must have four years in rank of Sergeant and a minimum of advanced certification to promote to Lieutenant.

After the Assessment Center scoring has been completed for the rank of Sergeant or Lieutenant, the eligibility list shall be calculated as follows:

Written examination points:

Assessment Center:

Maximum exam points 100\100

Assessment Center points 100\100

Maximum seniority points +10\0*

Total maximum points: 110\100

Total maximum points: 100\100

*Seniority points: Each officer shall be entitled to a maximum of ten (10) seniority points, to be added to a passing written exam score, equivalent to one (1) point per year of service.

(Written examination points + seniority points) x .60 adjustment factor

+

(Assessment Center Points) x .40 adjustment factor

=

Total points for promotion list**

**Formula shall be carried to 3 decimal points and rounded up from .0005. Civil Service tie-breaking rules will be applied if necessary.

Section 5. Exception to Assessment Center.

The assessment center process shall not be utilized in the event the number of candidates for the rank does not exceed the number of vacancies.

Section 6. Preemption.

In the event that any provisions of this Article conflict or are inconsistent with any applicable provisions of Chapter 143, TLGC, including but not limited to Sections 143.028, 143.029, 143.031, 143.032, 143.033, 143.034, and 143.035, or any other civil service provision or statute setting standards or rights for SAPD employees, this Agreement and any duly approved Amendment thereto shall prevail, notwithstanding any such provision of Chapter 143, TLGC, or any other civil service provision or statute.

Article VIII. Promotion to Deputy Chief

Section 1. Two Deputy Chiefs

- (a) Upon identification of available funding, the Chief of Police may appoint two (2) Deputy Police Chiefs. Deputy Police Chief appointments shall be promoted only from the Civil Service rank of Lieutenant.
- (b) Should this Meet and Confer Agreement expire or should this Article not be included in a subsequent Meet and Confer Agreement, then the Deputy Chief positions, if filled, shall return to the rank of Lieutenant.

Section 2. Preemption.

In the event that any provisions of this Article conflict or are inconsistent with any applicable provisions of Chapter 143, TLGC, including but not limited to Sections 143.014, or any other civil service provision or statute setting standards or rights for SAPD employees, this Agreement and any duly approved Amendment thereto shall prevail, notwithstanding any such provision of Chapter 143, TLGC, or any other civil service provision or statute.

Article IX. Compensation

Section 1. Applicability.

This Article applies only to the SAPD officers.

Section 2. Compensation.

- (a) The City shall adopt the compensation plan as set out in the attached Appendix I, which will become effective for all members of the SAPD covered by this agreement who are employed on the date of full execution of this agreement.
- (b) In addition to the compensation set out in Appendix I, each member of the SAPD covered by this Agreement shall be entitled to a one-time signing stipend in the amount equal to \$71,136.00 inclusive of taxes and benefits divided by the number of officers covered by this Agreement and employed by SAPD on the date of full execution of this agreement.
- (c) It shall be the officer's responsibility to report the status of license change to Police Administration on a form agreed upon by Police Administration and Human Resources. The City is not responsible for the payment of back pay for the delinquent reporting of change in status. Compensation will be increased beginning the pay period that the report is submitted to Police Administration.
- (d) The parties adopt and agree to the Sick Leave Payout Policy attached hereto and incorporated herein for all purposes as Appendix II. It is intended that the Sick Leave Payout Policy specifically preempts TLGC Section 143.045 to the extent of any conflict.
- (e) In computing the hours in a work week or the average number of hours in a work week during a work cycle of a police officer, vacation time, holiday leave, compensatory time off, jury duty, military leave, emergency leave, WOW days, United Way Days, shall be included as hours worked.

Section 3. Funding Obligations.

The City agrees to include in the proposed budget for 2025-2026 a plan for compensation equal to or greater than the compensation plan set out in Appendix I and will fully and

promptly perform all the obligations of the City under this agreement. All obligations of the City shall be paid only out of current revenues or any other funds lawfully available therefore and appropriated for such purpose by the City Council, in compliance with the Texas Constitution. In the event the City of San Angelo cannot meet its funding obligations as provided in the State Constitution, this entire Agreement becomes null and void.

Section 4. Preemption.

In the event that any provision of this Article conflict or are inconsistent with any applicable provisions of Chapter 143 of the Texas Local Government Code, including but not limited to Sections 143.041(b) and 143.045 or any other civil service provision or statute setting standards or rights for SAPD employees, this Agreement and any duly authorized amendment thereto shall prevail notwithstanding any such provision of Chapter 143 of the Texas Local Government Code or any other civil service provision or statute.

Article X. Discipline

Section 1. Applicability.

This Article applies only to the SAPD police officers, including only the ranks of Police Officer (non-probationary), Sergeant, and Lieutenant.

Section 2. Appealable and Non-Appealable Suspensions.

It is understood that most officers, including those who are good, professional police officers, will makes some errors during their career involving rule violations. The parties agree that short disciplinary suspensions are also for the purpose of reinforcing the need for compliance with departmental standards and are not exclusively used as punishment.

The parties agree that when an officer is suspended for forty (40) hours or less, they may choose one of two methods of dealing with the suspension as listed below.

(a) Suspensions that may not be appealed. The officer may choose to use vacation or holiday time to serve the suspension, with no loss of pay and no break in service for purposes of seniority, retirement, promotion, or any other purpose. The officer must waive all right of appeal if this method of serving the suspension is chosen.

(b) Suspensions that may be appealed. The officer may appeal the suspension either to a Hearing Examiner or the Civil Service Commission if option (a) is not agreed upon by both the officer and the Chief of Police.

Section 3. Suspensions of Forty-One (41) to One Hundred Twenty (120) Hours

The Parties agree that when an officer is suspended for forty-one (41) to one hundred twenty (120) hours, they may choose one of two methods of dealing with the suspension as listed below.

(a) Suspensions that are not appealed. The Department Head may allow an officer to forfeit vacation or holiday time equal to the length of the suspension to serve the suspension with no loss of paid salary and no break in service for purposes of seniority, retirement, or promotion. The forfeited vacation or holiday time will not constitute hours worked. Approval of use of vacation or holiday time will be noted in the suspension paperwork. The officer must agree that there is no right to appeal the suspension nor right to bring a contract dispute under **Article X** regarding the suspension before any administrative or judicial body if this method of suspension is chosen and the officer must sign a waiver of appeal.

(b) Suspensions that may be appealed. The officer may appeal the suspension to the Civil Service Commission or a Hearing Examiner as provided in TLGC, section 143.057.

Section 4. Suspensions of One Hundred Twenty-One (121) to Seven Hundred Twenty (720) Hours

(a) Mutually Agreed. Either the Department Head or the officer facing discipline may offer to impose or accept a suspension without pay for a period from one hundred twenty-one (121) to seven hundred twenty (720) hours. If the officer accepts the mutually agreed suspension, there shall be no right to appeal the suspension nor right to bring a contract dispute under **Article X** regarding the suspension to any administrative or judicial body and the officer must sign a waiver of appeal. It is also understood and agreed that if the Department Head permits the forfeit of vacation or holiday time, either in full or partial satisfaction of the suspension, said allotted vacation or holiday time shall be considered as equal discipline to unpaid hours of suspension. Approval of use of vacation or holiday time will be noted in the suspension paperwork. In no case will sick leave be substituted for unpaid hours of suspension. The forfeited vacation or holiday time will not constitute hours worked.

(b) Non-Agreed. If the Department Head imposes a suspension under this section, the officer may appeal to the Commission or to a Hearing Examiner as provided in TLGC, section 143.057, may be selected.

Section 5. Alternative Discipline by Agreement

In considering appropriate disciplinary action, the Department Head may require that an officer be evaluated by a qualified professional designated by the Department Head. If that professional recommends a program of counseling and/or rehabilitation for the officer, the Department Head may offer the officer the opportunity to enter into an alternative disciplinary agreement. Under the agreement the Department Head may offer lesser

discipline than what the Department Head would have otherwise imposed, including temporary suspension in lieu of indefinite suspension, under the condition that the officer accept and agree to successfully complete the program of counseling and/or rehabilitation recommended by the qualified professional designated by the Department Head. The program of counseling and/or rehabilitation will be completed on the officer's off duty time, unless the Department Head approves the use of accrued vacation leave, holiday leave, or sick leave. The officer shall be responsible for paying all costs of the program of counseling and/or rehabilitation, which are not covered by the officer's health insurance plan. If the officer's misconduct involved alcohol or substance abuse related behavior, the Department Head may require that the officer submit to mandatory alcohol or drug testing, for a specified period of time. If the officer accepts the opportunity for agreed alternative discipline, the officer may not appeal any terms of the Agreement nor the disciplinary action. If the officer fails to successfully complete the program of counseling and/or rehabilitation, the officer may be indefinitely suspended, or ordered to serve the full temporary suspension that would have originally been rendered, without right of appeal and without right to bring any contract dispute under **Article X** regarding the Agreement or the disciplinary action, before any administrative or judicial body.

Section 6. Local Government Code Section 143.057 Hearing Examiner Retained for Suspensions

Subject to the terms herein, the City recognizes that during the term of this Agreement officers have the right to an appeal of an indefinite suspension before a Hearing Examiner as provided in section 143.057 of the TLGC. During the term of this Agreement, the Parties specifically agree to retain this right of appeal, as modified herein, notwithstanding any change to section 143.057 which may occur as a result of court or legislative action.

Section 7. Procedures for Hearings before Commission and Hearing Examiners

It is expressly agreed that Commission hearings and hearings before Hearing Examiners under 143.057, are informal administrative hearings and are not subject to discovery or evidentiary processes. Specifically, it is understood that neither the Texas Rules of Evidence (TRE) nor the Texas Rules of Court (TRC) apply to such hearings. The burden of proof shall be by a preponderance of the evidence.

Section 8. Appeal Procedures before Hearing Examiners

In any proceeding before a hearing examiner, the following procedures shall be followed:

- (a) The Department shall furnish the charge letter to the hearing examiner by delivering a copy far enough in advance, so that the hearing examiner receives the copy at least five (5) business days before the start of the hearing.
- (b) The officer may furnish a position statement to the hearing examiner by delivering copies to the hearing examiner and to the Department far enough in advance, so that the hearing examiner and the Department receives the copies at least five (5) business days before the start of the hearing.

(c) At the close of the presentation of evidence to a TLGC 143 Hearing Examiner, the Hearing Examiner shall render a decision within ten (10) working days. Post submission briefs shall only be allowed by mutual agreement of the Parties.

Section 9. Submission of Briefs in Lieu of a Hearing

(a) If the officer and the City agree, the appeal may be decided through the submission of written briefs to the Civil Service Commission or a Hearing Examiner, without holding a public hearing. The Agreement shall be reduced to writing and signed by the officer and the Police Chief, or their respective representatives.

(1.) The parties shall endeavor to agree to the parameters of the briefs, including the submission of exhibits, affidavits and issues to be decided.

(2.) Written briefs shall be submitted within thirty (30) calendar days of the date the written agreement is signed.

(3.) Reply briefs shall be submitted within fifteen (15) calendar days of the date the initial brief is submitted.

(4.) No additional briefs shall be allowed except upon permission of the Hearing Examiner / Civil Service Commission Chairperson.

(5.) The parties may mutually agree to extend the time periods; however, if no agreement is reached, additional time shall be granted to the parties only under extraordinary circumstances as determined by the Hearing Examiner / Civil Service Commission Chairperson.

(6.) The Hearing Examiner/ Civil Service Commission Chairperson may hold a telephone conference call(s) with the parties to address the contents of the briefs or any other relevant issues.

b) If the parties do not agree to decide the appeal through the submission of briefs, the appeal shall proceed to a public hearing as provided for in TLGC Chapter 143 and this Agreement.

c) The Hearing Examiner / Civil Service Commission shall endeavor to issue a ruling within thirty (30) calendar days after the receipt of the final briefs. This provision specifically supersedes the statutory requirement in TLGC Chapter 143 that the Commission must issue its decision on the same day a case is heard.

d) Failure of the Hearing Examiner / Civil Service Commission to meet their obligations as set out in this Subsection does not jeopardize the rights of either the City or the officer.

Section 10. Access to Internal Affairs File

If an officer appeals discipline, and provides a written request, the City will provide to the officer, or their legal counsel, a copy of the un-redacted Professional Standards file within 5 business days of receiving the request. Additionally, all individuals who have access by virtue of this Section to the Professional Standards file or investigative information shall be bound to the same extent as the San Angelo Police Department and the City to comply with the confidentiality provisions of this Agreement, Chapter 143 of the Texas Local Government Code, the Texas Public Information Act, and all other applicable law. The officer and their legal counsel shall not be provided information contained within a Professional Standards file that is made confidential by a law other than Chapter 143 of the Texas Local Government Code, such as medical records, records concerning juveniles, sexual assault victims, and individuals who have tested positive for HIV.

Section 11. Preemption.

In the event that any provisions of this Article conflict or are inconsistent with any applicable provisions of Chapter 143, TLGC, including but not limited to Sections 143.010, 143.052, 143.053, 143.054, 143.055, 143.056, and 143.057, 143.089, or any other civil service provision or statute setting standards or rights for SAPD employees, this Agreement and any duly approved Amendment thereto shall prevail, notwithstanding any such provision of Chapter 143, TLGC, or any other civil service provision or statute.

Article XI. Contract Interpretation Dispute Resolution Procedure

Section 1. Scope of Procedure.

The City and Association recognize that from time-to-time disagreements between the parties may arise as to the application or interpretation of this Agreement. The Parties therefore agree that the purpose of this dispute resolution procedure is to provide a just and equitable method for resolving disagreements between the Parties regarding the application or interpretation of the provisions of this Agreement. Matters involving the interpretation, application, or alleged violations of a specific provision of this Meet and Confer Agreement shall be subject to this dispute resolution procedure. Any matters for which the right of appeal is afforded by Subchapter D of Chapter 143 of the Texas Local Government Code are excepted from the scope of this Article.

Section 2. Application of Procedure.

If either the City or the Association has a dispute with the other Party regarding this Agreement, that Party should reduce the dispute to writing and deliver it to the other's designated representative, who for the Association shall be its President and for the City shall be the Civil Service Director or City Manager. An officer may not file a request for

contract dispute resolution directly with the City; all resolution requests must be approved and come from the Association.

Each matter shall state the factual basis for the dispute, identify the applicable sections of this Agreement and identify the specific remedy sought. Any claim or dispute by an officer or group of officers under this Agreement, which includes a claim for pay or benefits for any past pay periods, must be filed by the officer with the Association within ten (10) working days of the date when the officer knew or reasonably should have known of the claim. The Parties shall then again attempt to resolve the matter. It is intended that during the resolution process that the labor/management group that assisted in the formation of the Agreement will provide input to their respective sides as to what was intended. If the representatives have not been successful in resolving the issue within thirty (30) days from the Association's notification, the matter shall proceed to mediation first, or to arbitration if mutually agreed by both Parties.

Section 3. Mediation.

If the dispute is not resolved after thirty (30) days from the Association's notification, either party shall have the right to seek mediation of the dispute by requesting mediation in writing within ten (10) days. The mediation will proceed before a mutually agreed mediator. If a mediator is not mutually agreed upon, or if mediation is not successful, either party may elect to proceed with any legal remedy it may be entitled to by law, including agreed arbitration as set out in Section 4. In the event the Parties resolve the dispute as a result of mediation, the mediated resolution will be in writing and will be final and binding.

Section 4. Arbitration.

If arbitration is mutually agreed to in writing by the Parties, the Parties agree they will contact the American Arbitration Association to obtain a panel of seven qualified arbitrators, from which to select an arbitrator by each side striking names, beginning with the complaining party, from the list until a single name remains.

The arbitration shall be held at the earliest available date but may be continued for good cause shown or upon mutual agreement. The hearing shall be held at facilities of the City of San Angelo or at a location agreed by the Parties, and shall be conducted informally, without strict evidentiary or procedural rules. The arbitrator shall consider and decide only the issue(s) in the dispute statement or submitted in writing by agreement of the Parties. The hearing shall be concluded as expeditiously as possible. The arbitrator shall attempt to render a bench ruling, but in the event is unable to do so, the arbitrator shall render a written decision upon the matter within ten (10) business days after the close of the hearing.

Section 5. Decision Final and Binding.

The Parties specifically agree that the arbitrator's authority shall be strictly limited to interpreting and applying the explicit provisions of this Agreement. Any finding or ruling of the arbitrator on any legal issues which are determinative in the dispute are subject to judicial review. The arbitrator shall not have authority to add to, amend, modify, or subtract from the provisions of this Agreement in arriving at his decision on the issue or issues timely submitted in the grievance as originally submitted in Section 4 above and

shall confine his decision to the interpretation of this Agreement. The Parties agree that neither the City nor the Association shall have *ex parte* communications with the arbitrator concerning any matter involved in the grievance submitted to the arbitrator.

The written decision of the arbitrator shall be final and binding on both Parties and may not be appealed by either Party, except for any decision procured by fraud, collusion, unlawful means, or which exceeds the arbitrator's jurisdiction, or which is based on legal conclusions or interpretations which are clearly contrary to existing law.

Section 6. Expenses.

Each Party shall be responsible for its own expenses in preparing for and representing itself at mediation or arbitration including witness fees, but the fees and expenses of the mediator or arbitrator shall be borne equally by the Parties. In the event a Party desires a court reporter, that Party shall bear that cost one hundred percent (100%).

Section 7. Mutual Extension.

All deadlines within this article may be waived or extended by written mutual agreement by the Parties. If the last day of a time period herein falls on a Saturday, Sunday, or City holiday, the time period will be extended to the next business day.

Section 8. Non-Association Members and Expenses.

Dispute Resolution Requests of Non-Association members must follow the same procedure outlined by this article and, in accordance with the law, will be pursued by the Association, if accepted, until final resolution is reached.

Article XII. Miscellaneous

Section 1. Complete Agreement.

This Agreement constitutes the entire Agreement between City and SAPOC; and no party is bound by any contract, condition or stipulation, understanding or representation not contained herein. It is understood and agreed that this Agreement may only be amended in writing by mutual consent of the City and the SAPOC.

Section 2. Preemption.

In the event that any provisions of this Agreement conflict or are inconsistent with any applicable provision of Chapter 143, TLGC, or any other civil service provision or statute setting standards or rights for covered employees, this Agreement and any duly approved Amendment thereto shall prevail, notwithstanding any such provision of Chapter 143, TLGC or any other civil service provision or statutes.

Nothing in this Article or this contract is intended to supersede the provisions of Texas Government Code, Chapter 614, Sections 614.021 and 614.023.

Section 3. Savings Clause.

Should any provision of this Agreement be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. It is the intention of the parties that no portion of this Agreement, or any provision herein, shall become inoperative or fail by reason of the invalidity of any other portion or provision.

Section 4. Duration of Agreement.

This Agreement shall become effective October 1, 2025 after ratification by the covered employees pursuant to a vote conducted by the SAPOC and upon approval of the City by its City Council after compliance with any procedural or publication requirements imposed by Charter or Chapter 142 of the TLGC. It shall continue in effect until September 30, 2026 unless extended by written mutual agreement. This Agreement shall supersede and replace the prior Meet and Confer Agreement dated October 1, 2024, through December 31, 2025 (the "2025 Agreement"). The intent is to realign the term of this Agreement with the City of San Angelo's fiscal year. Except as to compensation to be provided pursuant to **Article V, Section 2(b)**, neither party shall have a cause of action or claim under this Agreement for any breach of a provision not included in the 2025 Agreement when such breach occurred, or is alleged to have occurred, prior to final ratification by both SAPOC and City Council. The parties further acknowledge and agree that all duties and obligations under the 2025 Agreement have been fully satisfied, and each party releases the other from all claims, demands, or liabilities related to the 2025 Agreement. This release covers all known and unknown issues, whether they exist now or may arise in the future.

Section 5. Subsequent Agreement Negotiation.

The Parties agree to open meet and confer negotiations for a successor agreement prior to City Council scheduled budget workshops in 2026.

Section 6. City Manager Vacancy

A representative of the Police Association shall be invited to participate in management-level "meet and greet" meetings for the purpose of fostering communication and collaboration between Association leadership and City management as the City recruits a City Manager during the 2026 contract year. The Association may submit a written or verbal recommendation to the hiring committee regarding selection of the City Manager.

Signature Page Follows.

City of San Angelo, Texas

San Angelo Police Officers Coalition

Daniel Valenzuela
City Manager

Noel Anderson
President

ATTEST:

ATTEST:

Heather Stastny, City Clerk

Secretary

APPENDIX I

Police Department

Civil Service Grade and Step Plan 10/1/2025

Grade Step Position

P05	1	Recruit	\$61,118
P15	1	Police Officer: Basic	\$65,725
P15	2	Police Officer: Intermediate	\$73,589
P15	3	Police Officer: Advanced	\$80,330
P15	4	Police Officer: Master	\$85,948
P20	1	Sergeant: Intermediate	\$87,633
P20	2	Sergeant: Advanced	\$94,374
P20	3	Sergeant: Master	\$99,430
P25	1	Lieutenant: Advanced	\$111,227
P25	2	Lieutenant: Master	\$116,844

Additional Pay

Crisis Negotiation	\$100/month
Critical Incident	\$100/month
Special Weapons & Tactics	\$100/month

College/Training	max of \$400/month
Longevity Per Year of Service (25 yr max)	\$4/month
Loyalty Per Year of Service (no max)	\$25/month
Drone Pay (4 positions max)*	\$100/month
Training Officer	\$100/month
Training Officer Assignment	\$50/day
Bilingual Pay	\$100/month

* On-call response is to be used when an employee is called out to work on their scheduled time off and does not apply to time extended on a shift with the exception of response to event requests from other agencies, departments, or divisions when response is necessary to ensure public safety and no alternative options are available with the approval of the Chief of Police or his designee. On-call response will be paid at 150% at a premium rate and will be eligible for FLSA overtime.

This overtime will be capped at the budgeted amount. Once this value is exceeded, on-call response overtime will convert to call out pay. Any expenses that exceed the budgeted amount will need to be funded through the police operating budget.

*Drone Pay is limited to the designated "Drone Team" responsible for responding in person to incidents in the field.

Appendix II

Sick Leave Payout Policy

Policy Statement

Employees who separate from City employment in good standing after a minimum of five (5) years of service as a civil service employee may be eligible to receive a payout of accrued, unused sick leave hours. The amount and rate of payout shall be determined based on the employee's total years of service as a police recruit, lateral transfer, or commissioned officer at the time of separation.

Eligibility

- Employees must have completed at least five (5) years of service as a civil service employee.
- Payout is based on the employee's accrued, unused sick leave balance as of the effective date of separation.

Payout Schedule

Years of Service	Maximum Hours Paid	Rate of Pay
Less than 5 years	No payout	N/A
5 – 9 years	Up to 240 hours	100% of rate
10 – 19 years	Up to 720 hours	100% of rate
20 + years	Up to 960 hours	100% of rate

Additional Provisions

- The payout will be calculated using the customary payout rate at the time of separation.

AN ORDINANCE OF THE CITY OF SAN ANGELO AMENDING THE BUDGET FOR THE FISCAL YEAR BEGINNING OCTOBER 1, 2025, AND ENDING SEPTEMBER 30, 2026, FOR POLICE DEPARTMENT PAY PLAN AND POLICE STAFFING LEVELS.

WHEREAS, the City of San Angelo has determined that the police department pay plan and staffing levels should be amended, and

WHEREAS, the resources necessary for these changes are available.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF SAN ANGELO, TEXAS THAT:

The City's budget for fiscal year 2025-2026 will be amended by the amounts contained in **Exhibit "A"** and **Exhibit "B"**.

INTRODUCED with public hearing on the 4th day of November 2025, and finally PASSED on this 18th day of November 2025.

ATTEST:

THE CITY OF SAN ANGELO, TEXAS:

Heather Stastny, City Clerk

Tom Thompson, Mayor

APPROVED AS TO CONTENT:

APPROVED AS TO FORM:

Tina Dierschke, Finance Director

Brandon Dyson, City Attorney

Exhibit A

City of San Angelo Police Department

Civil Service Pay Plan

GRADE	STEP	POSITION	ANNUALLY
P23	1	Recruit	\$61,118
P27	1	Police Officer: Basic	\$65,725
P27	2	Police Officer: Intermediate	\$73,589
P27	3	Police Officer: Advanced	\$80,330
P27	4	Police Officer: Master	\$85,948
P29	1	Sergeant: Intermediate	\$87,633
P29	2	Sergeant: Advanced	\$94,374
P29	3	Sergeant: Master	\$99,430
P30	1	Lieutenant: Advanced	\$111,227
P30	2	Lieutenant: Master	\$116,844
P31	1	Deputy Chief	\$126,957
P32	1	Assistant Chief	\$137,070

Additional Pay

CRISIS NEGOTIATION	\$100/month
CRITICAL INCIDENT	\$100/month
SPECIAL WEAPONS & TACTICS	\$100/month
INCENTIVE/COLLEGE TRAINING	max of \$400/month
LONGEVITY PER YEAR OF SERVICE (25 YR MAX)	\$4/month
LOYALTY PER YEAR OF SERVICE (NO MAX)	\$25/month
DRONE PAY (4 POSITIONS MAX)*	\$100/month
TRAINING OFFICER	\$100/month
TRAINING OFFICER ASSIGNMENT	\$50/day
BILINGUAL PAY	\$100/month

On-call response is to be used when an employee is called out to work on their scheduled time off and does not apply to time extended on shift with the exception of response to event requests from other agencies, departments, or divisions when response is necessary to ensure public safety and no alternative options are available with the approval of the Chief of Police or his designee.

On-call response will be paid at 150% at a premium rate and will be eligible for FLSA overtime. This overtime will be capped at the budgeted amount. Once this value is exceeded, on-call response overtime will convert to call-out pay. Any expenses that exceed the budgeted amount will need to be funded through the police operating budget.

*Drone Pay is limited to the designated "Drone Team" responsible for responding in person to incidents in the field.

Exhibit B

City of San Angelo

Classification plan for authorized positions:

FIRE CHIEF	1
ASSISTANT CHIEF	2
BATTALION CHIEF	4
FIRE CAPTAIN	12
FIRE LIEUTENANT	21
FIRE ENGINEER (OR DRIVER)	49
FIRE FIGHTER	89
FIRE DEPARTMENT – CIVIL SERVICE SUBTOTAL	178
POLICE CHIEF	1
ASSISTANT CHIEF	2
DEPUTY CHIEF	2
POLICE LIEUTENANT	7
POLICE SERGEANT	27
POLICE OFFICER	141
POLICE DEPARTMENT – CIVIL SERVICE SUBTOTAL	180
CIVILIANS	627
TOTAL STAFFING LEVELS	985

REPORT TO MAYOR & MEMBERS OF CITY COUNCIL



Requestor: Brandon Dyson, City Attorney, Legal

Meeting Date: November 4, 2025

Item type: Regular Item

Caption:

Second reading of an ordinance amending Chapter 2 "Administration and Personnel", Article 2.07 "Boards, Committees and Commissions", Division 1 "Generally", Section 2.07.001 "Organization and Procedure", by providing for alternate board members; providing for severability; and, providing for an effective date (Presentation made by City Attorney Brandon Dyson)

Staff Recommendation:

Adopt

Summary/History:

Council requested ordinance amendment to provide for the appointment of alternate members of City boards, commissions, and committees. Added provision clarifying term limits with respect to alternates.

Funding Source(s):

Financial Impact:

Other Information/Recommendation:

Attachments:

- | | | |
|----|----------------------------------|---------------------------------------|
| 1. | Alternate Board Member Ordinance | Alternate Board Member Ordinance.docx |
|----|----------------------------------|---------------------------------------|

Presentation:

Brandon Dyson

Approvals/Reviews:

Brandon Dyson	Created/Initiated
Brandon Dyson	Approved
Heather Stastny	Final Approval

AN ORDINANCE OF THE CITY OF SAN ANGELO TEXAS, AMENDING CHAPTER 2 "ADMINISTRATION AND PERSONNEL", ARTICLE 2.07 "BOARDS, COMMITTEES AND COMMISSIONS", DIVISION 1 "GENERALLY", SECTION 2.07.001 "ORGANIZATION AND PROCEDURE", BY PROVIDING FOR ALTERNATE BOARD MEMBERS; PROVIDING FOR SEVERABILITY; AND, PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, Article 2.07 of the San Angelo Code of Ordinances generally provides for the organization and procedures by which all City boards, committees, and commissions are governed; and,

WHEREAS, City Council desires to amend Article 2.07 to provide a procedure for appointment of alternate members who may serve in the absence of regular members of the City's boards, committees and commissions.

NOW THEREFORE, BE IT ORDAINED BY THE CITY OF SAN ANGELO, TEXAS

Section 1. That Chapter 2 "Administration and Personnel", Article 2.07 "Boards, Committees and Commissions", Division 1 "Generally", Section 2.07.001 "Organization and Procedure", Subsection (3) "Number of Members" of the City of San Angelo Code of Ordinances is hereby amended to read as follows:

(3) Number of members. Boards shall be composed of seven members. Alternate members may be appointed as necessary to serve in the absence of regular members. Alternates may be nominated by any member of City Council subject to confirmation by City Council in the same manner as regular members. No alternate member may be appointed while a vacancy exists for any regular member position.

Section 2. That Chapter 2 "Administration and Personnel", Article 2.07 "Boards, Committees and Commissions", Division 1 "Generally", Section 2.07.001 "Organization and Procedure", Subsection (14) "Term limit" of the City of San Angelo Code of Ordinances is hereby amended to read as follows:

(14) Term limit.

(A) No member may serve more than three consecutive terms, not including an unexpired term. For the purposes of this article, the current number of terms held as of the date of passage of this article stands, with respect to established term limits.

(B) Reappointments. Members who term out of, or resign from, a position are eligible for reappointment after one year.

(C) If an alternate member's appointment does not coincide with the full-term appointment of a regular member, the initial term of the alternate member shall expire in conjunction with the earliest expiring term of the regular member(s) of the board who are serving at the time of such alternate's appointment. Full terms served as an alternate count towards the term limits imposed herein if an alternate is later appointed as a regular member.

Section 3. The terms and provisions of this ordinance shall be deemed to be severable in that if any portion of this ordinance shall be declared to be invalid, the same shall not affect the validity of the other provisions of this ordinance.

Section 4. This Ordinance shall be effective on, from and after the date of adoption.

INTRODUCED with public hearing the 7th day of October, 2025, and finally PASSED this 4th day of November, 2025.

THE CITY OF SAN ANGELO, TEXAS:

Tom Thompson, Mayor

ATTEST:

APPROVED AS TO FORM:

Heather Stastny, City Clerk

Brandon Dyson, City Attorney

Board and Commissions Application

NOTE: This application is a public record. Public service opportunities are offered by the City of San Angelo without regard to race, color, national origin, religion, sex or disability.

Boards and commissions help shape the policies and priorities of the City of San Angelo. These appointed groups – made up of residents, subject matter experts and civic leaders –advise on issues ranging from planning and public safety to the arts and environmental sustainability.

By offering a structured way for the public to engage with local government, boards and commissions promote transparency, accountability and inclusive decision-making. Their work helps build public trust and ensures diverse voices are part of shaping San Angelo's future.

Name	Mariah Holguin
Email Address	
Address	
City	San angelo
State	Texas
Zip Code	76903
Phone Number	
Registered San Angelo voter? (yes or no)	Yes

Resident of San Angelo since: (year)	2010
City Council Single-member District in which you reside:	District 5
Occupation/business affiliation:	Performant Recovery
Occupation/business address:	2763 Southwest Blvd, San Angelo, TX 76902
Title/position:	Customer Service Representative
By executing this document, the applicant does hereby certify and affirm the truth and accuracy of the information contained herein. The applicant further authorizes the City Council, or its designee, to verify any information. The applicant agrees to release and hold harmless the City from all claims incident to the verification of information contained herein.	Yes
Today's date and time	10/21/2025 8:45 AM
Applying for:	Civic Events Board
Recommended by:	Tom Thompson
Based on your board selection, do you meet the membership criteria outlined on the PDF version of the application/Board Ordinance?	Yes
If no, which criteria?	NA
Tell us about yourself	
Education and/or professional licenses	High School Graduates
Current municipal and civic organization memberships (positions and dates)	NA
Previous municipal experience (positions, dates,	NA

where)

What personal qualifications can you bring to the board?	Past & current experience in organizing & promoting various events. Excellent organization & personable skills.
What is your personal vision for the City?	Breathing new life back into city events. I envision many more family & child oriented events for the city. Including new ways to boost revenue & organization of current events.
Why do you want to serve on this board?	I've always had a passion for our community. Including volunteering in several events & charities. I believe a fresh set of eyes on current & future events would improve all aspects of civic events & engagement from our community.
Is there anything else you would like to share about yourself?	I have 16 years of various customer service experience. From waitressing, bartending, club & business promoting. I am also a wedding planner & event coordinator, as well as an ordained minister. Taking care of people & perfecting the art of customer service is my calling. I would love to represent & serve our community in this role.

The City Council adopted the Code of Ethics for members of the City Council and for the City's boards and commissions to assure public confidence in the integrity of local government and its effective and fair operation. Therefore, all members shall comply with the laws of the nation, the State of Texas and the City of San Angelo in the performance of their public duties. If you been convicted of a MISDEMEANOR or FELONY, and/or placed on probation, fined or given a suspended sentence such as pretrial diversion or deferred adjudication in court within the last ten years, disclosure of such should be forwarded under separate cover. For a complete copy of the Code of Ethics, contact the City Clerk's Office at 325-657-4405.

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