

Exhibit A

Village of Jones Creek

7207 Stephen F. Austin

Jones Creek, TX 77541

(979)233-2700

CITY COUNCIL REGULAR CALLED MEETING AGENDA & PUBLIC HEARING

The Board of Alderman of the Village of Jones Creek, Texas will hold a Special Called Council Meeting & Public Hearing on the Budget and Tax Rate on September 20th, 2022 at the Village Hall located at 7207 Stephen F. Austin Road, beginning at 6:00 p.m.

Join Zoom Meeting <https://us06web.zoom.us/j/9792331826>

Meeting ID: 979 233 1826

Or dial the following toll free numbers and enter the Meeting ID: 979 233 1826 and #:

Or as an alternate method to join meeting dial the following toll free number: (844) 854-2222

This written notice, the meeting agenda, and the agenda packet, are posted online at

http://www.villageofjonescreektexas.com/city_government/agendas_and_minutes

The public will be permitted to offer public comments telephonically or in person at City Hall as provided by the agenda and as permitted by the presiding officer during the meeting. The members of the Board of Alderman will not be physically present at City Hall for this meeting, but will be available virtually. A recording of the telephonic meeting will be made, and will be available to the public in accordance with the Open Meetings Act upon written request. The matters to be discussed and acted on

1. CALL TO ORDER

2. INVOCATION AND PLEDGE OF ALLEGIANCE

3. ROLL CALL OF MEMBERS

4. BUSINESS OF VISITORS (limited to five minutes per person)

Members of the public may request permission to address the Board. Specific factual information or a recitation of existing policy may be furnished in response to an inquiry made by a member of the general public but any deliberation, discussion, or decision with respect to any subject about which the inquiry was made shall be limited to a proposal to place such subject on the agenda for a subsequent meeting for which notice is provided in compliance with the Texas Open Meetings Act.

5. OLD BUSINESS

- a. Discuss and approve the minutes for the previous meetings.
- b. Discuss and consider approval of the financial statements.

- c. Discuss and consider street and drainage updates from Drainage Liaison Corey Thomas.
- d. Discuss and consider Brazoria County Interlocal agreements and annual road plan.
- d. Discuss and consider updates on ARPA funds.
- e. Discuss and consider payment for Brazoria County Invoice for work completed under HUD on Arrington Lane.
- f. Discuss and consider upcoming events.
- g. Discuss IRS mileage rate increase .004 for Business'.

6. NEW BUSINESS

a. **Public Hearing on the 2022-2023 Budget**

b. **Consider an ordinance 540 adopting the 2022-2023 Budget.**

Matters related to an ordinance adopting the budget for the fiscal year beginning October 1, 2022 and ending September 30, 2023 appropriating funds for such budget; containing findings and provisions relating to the subject. *By Record Vote*

Glenn Jordan , Alderman For / Against / Abstain / Absent / No Vote

Corey Thomas, Alderman For / Against / Abstain / Absent / No Vote

Nicole Hardesty, Alderwoman For / Against / Abstain / Absent / No Vote

David Galloway, Alderman For / Against / Abstain / Absent / No Vote

AJ Jenkins, Alderman For / Against / Abstain / Absent / No Vote

Terry Jeffers, Mayor For / Against / Abstain / Absent / No Vote

- c. TxDOT Representative to discuss road expansion project plans and updates.
- d. Discuss and consider Rezone Application recommendation from the Zoning Commission.
Re: APPLICATION TO GRANT A REZONE AT SMITH STREET & HWY 36, JONES CREEK, TEXAS; LEGAL DESCRIPTION: A0020 S F AUSTIN TRACT 2D1 (DIV 17)ACRES 4.695 (JONES CREEK) FROM R-1 SINGLE FAMILY RESIDENTIAL DISTRICT TO A C-NEIGHBORHOOD BUSINESS DISTRICT.
- e. **Discuss and Consider approving city ordinances.**

Ordinance 536 Adding an administrative fee to permits of \$15

Ordinance 537 Trash rate increase
Ordinance 548 Court Fine increase for traffic tickets
Ordinance 539 Amendment to Ordinance 471 to also include Animal vs Animal attacks.

- f. Consideration and possible action to terminate the employment of the City Secretary.
City Secretary was never provided adequate training. Subsequently, City Secretary was not subject to Performance Improvement Plan (PIP) which should come in sequence only after adequate training.

7. ADJOURNMENT

CERTIFICATION

I hereby certify that Public Notice was placed on the Official Bulletin Board at City Hall and on the City's website on September 16, 2021 at 5:30 p.m.

Brittney Fairchild, City Secretary

NOTE: ITEMS WILL NOT NECESSARILY BE DISCUSSED AND ACTED ON IN THE ORDER THEY APPEAR ON THE AGENDA. THE BOARD OF ALDERMAN, AT ITS DISCRETION, MAY DISCUSS AND TAKE ACTION ON ANY OR ALL OF THE ITEMS LISTED IN A DIFFERENT ORDER IF A MAJORITY OF THE BOARD SO DETERMINES.

This notice is being posted pursuant to the Texas Open Meeting Act. (Chapter 551, Government Code). In compliance with the American with Disabilities Act, on request the Village of Jones Creek will provide for reasonable accommodations for persons attending meetings of its Board of Aldermen. Request for such accommodations or for interpreter services should be received 48 hours prior to any meeting. Please contact the Village Secretary's office at 979-233-2700 to request such accommodations.

Exhibit B

City of Hutto, TX City Council Meeting (Sept. 3, 2020) – Resolution 2020-081:

“...adopting the rules governing public comments at city council meetings; allowing members of the public three (3) minutes to address the city council; providing that individuals who are present may yield their time to another individual who has registered to speak, up to a maximum of nine (9) minutes.”

Exhibit C

The following requests are hereby submitted to Jones Creek City Council by Justin Wright, residing at 27 Ivy Court, Jones Creek, TX 77541 – to be entered into record at City Council Regular Called Meeting Agenda & Public Hearing – September 20, 2022:

1. Take no action and table: New Business Item 6 (f) “Consideration and possible action to terminate the employment of City Secretary (Brittney Fairchild)” until the following have been successfully completed:
 - a. Initiate and complete a thorough and non-biased root cause investigation (RCI), which is free from conflict as to why a **legitimate succession and/or professional development plan**, including but not limited to job/task-specific and other standardized and adequate training was never developed and implemented through the initial onboarding phase or subsequent employment status (to-date) for City Secretary.
 - i. Make all investigation findings that are not in violation with Federal, State and/or Municipal laws, codes, regulations, et cetera, available to Jones Creek residents, including but not limited to the following:
 - a. Root cause(s)
 - b. Contributing factor(s)
 - c. Action item(s)
 - d. Corrective action(s)
 - e. Learnings
 - b. Develop and implement a **professional development plan**, including but not limited to job/task-specific and other standardized and adequate training as agreed upon by City Secretary and Jones Creek City Council members (including Mayor), that clearly define set learning objectives and competencies with target dates for completion.
 - c. If City Secretary fails to meet targets as set forth by the **professional development plan**, a progressive disciplinary program shall be utilized, that may include a **Professional Improvement Plan** (PIP) as agreed upon by City Secretary and Jones Creek City Council members (including Mayor).
 - d. Initiate and complete a thorough and non-biased root cause investigation (RCI), which is free from conflict regarding a potential “**hostile working environment**” (as defined by EEOC and in conjunction with good faith/practical terms that may not be covered by EEOC) that may have been imposed on City Secretary by Jones Creek City Council members (individually or collectively) and/or Jones Creek Marshals Department personnel (individually or collectively).

Exhibit C

- i. Make all investigation findings that are not in violation with Federal, State and/or Municipal laws, codes, regulations, et cetera, available to Jones Creek residents, including but not limited to the following:
 - a. Root cause(s)
 - b. Contributing factor(s)
 - c. Action item(s)
 - d. Corrective action(s)
 - e. Learnings

- e. Initiate and complete a thorough and non-biased root cause investigation (RCI), which is free from conflict regarding potential “**retaliation**” (as defined by EEOC and in conjunction with good faith/literal terms) that may have been imposed on City Secretary by Jones Creek City Council members (individually or collectively) and Jones Creek Marshals Department personnel (individually or collectively).
 - i. Make all investigation findings that are not in violation with Federal, State and/or Municipal laws, codes, regulations, et cetera, available to Jones Creek residents, including but not limited to following:
 - a. Root cause(s)
 - b. Contributing factor(s)
 - c. Action item(s)
 - d. Corrective action(s)
 - e. Learnings

- f. Initiate and complete a thorough and non-biased root cause investigation (RCI), which is free from conflict regarding one or more potential disabilities (e.g. adverse health conditions) that may have been caused and/or exacerbated by actions of Jones Creek City Council members (individually or collectively) and/or Jones Creek Marshals Department personnel (individually or collectively) – as protected under the Department of Labor – American with Disability Act (ADA) and in conjunction with reasonable standard of care that may not be covered under ADA.
 - i. Make all investigation findings that are not in violation with Federal, State and/or Municipal laws, codes, regulations, et cetera, available to Jones Creek residents, including but not limited to the following:
 - a. Root cause(s)
 - b. Contributing factor(s)
 - c. Action item(s)
 - d. Corrective action(s)
 - e. Learnings

EXHIBIT D

Goals and Expectations

For ~~Brittney Fairchild~~

7/22/2022

The VOJC Mayor Terry Jeffers and select specially designated taskforce members discussed general expectations for the position of City Secretary including and beyond the basic guidelines established in the job description for said position. Below is a list of items that were presented that require attention and the expectations of completion for each item:

1. Review separate accounts with CPA and assure that each budget dollar is attributed to its proper account. High Priority! Expectation deadline: August 23, 2022
Resources: CPA (TBA), Alderwoman Hardesty
2. Present evidence of progress regarding Municipal Secretary Training Certification as prescribed by employee contract. Medium Priority. Expectation deadline: August 23, 2022 ✓
3. Agenda Packets need to be issued on the Friday preceding meetings with the exception of emergency meetings, which packets shall be issued 72 hours prior or when publicly posted. High Priority! Expectation deadline: Ongoing ✓
4. Remove Ex-Alderman Justin Wright as signatory on all VOJC financial accounts and add Alderwoman Nicole Hardesty as signatory on all VOJC financial accounts. High Priority! Expectation deadline: July 30, 2022
5. Personal growth expectations: organization (daily punch lists, documentation of required duties for evidence of completion and success, assuring accurate application of accounting funds); seek out external training/growth programs via internet, workshops, professional development in areas of need such as accounting skills, technology training, customer service skills, etc. Medium Priority. Expectation deadline: ongoing as needed and directed ✓
6. Line-item review and discussion of general job description with Mayor Terry Jeffers to delineate required duties as City Secretary. High Priority/Low Urgency. Expectation deadline: August 15, 2022 ✓

Kenny bucket
* light boxes.
electrical boxes
* skip. particles.

Taskforce: Alderman A J Jinkins III, Alderwoman Nicole Hardesty, Mayor Terry Jeffers