



NOTICE
SPECIAL SESSION CITY COUNCIL MEETING
CITY OF EAST MOUNTAIN, TEXAS
CITY HALL CONFERENCE ROOM
Monday August 31, 2026
6:00 P.M.

All agenda items are subject to action. The City of East Mountain Council reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters below, with respect to and as authorized by Texas Government Code Sections 551.071, .072, .074 and .087

CALL TO ORDER, INVOCATION, PLEDGE OF ALLEGIANCE AND ROLL CALL

PUBLIC COMMENTS:

AGENDA ITEMS

1. Budget Workshop-Mayor Marc Covington
2. Adjournment

CERTIFICATION

I hereby certify that the above notice of meeting was posted on the bulletin board outside of City Hall, City of East Mountain, TX, a place readily accessible to the general public at all times, on the 25th day of August 2026, by 4:30 pm and remained posted for at least 3 continuous days preceding the scheduled time of said meeting

Lisa Stewart

Lisa Stewart, City Secretary



CITY COUNCIL SPECIAL SESSION MINUTES-BUDGET

August 31, 2026

The meeting was called to order at 6:00 PM by Mayor Marc Covington. Mr. Eugene Brown gave the invocation. All present participated in the Pledge of Allegiance.

Roll Call:

The Council Members present were: Mr. Danny Medlin, Mr. Eugene Brown, Mr. Terry Johnson, Mr. Billy Morrow, and Mr. John Adams.

Agenda Item One: Budget Workshop.

Mr. Terry Johnson asked about the interest shown on the yearly and next year's budget and why there was such a difference. City Secretary explained to him that what it shows for 2024-2025-2026 has the interest added from reserve and water deposit accounts also, and they are not included in the budget figures.

Mr. Johnson also asked about the budget amount for building maintenance, as it seemed low. Let him know there isn't usually a lot of maintenance, just maybe once a year that we have to have the air conditioning serviced.

Education Training amount was also asked about by Mr. Johnson. That it was more for the next year. Explained that there are beginning to be more training sessions for each department with so many changes. Stephen mentioned that a lot of his training is at no charge. The court clerk trainings are usually free; she may only have to pay for hotel, fuel, and meals. A lot of her training is close. Water/city secretary training: we have to pay for all.

Payroll: Asked for a breakdown for the last three years. One year it was \$1.00, next year it was \$2.00, and we put in for more next year due to more having to be done due to new govt policies.

Chief mentioned he added \$2000.00 for him and \$2000.00 for Josh. He let council know he did not ask for a raise last year since he was asking for another office and wasn't going to this year but.....

Mr. Danny Medlin mentioned that he thought we deserved a raise but not that amount. He then asked if we were hourly or salaried. City Secretary let him know she and Linda are hourly and then asked what we had been getting for a raise. City Secretary let him know \$1.00 one year and last year \$2.00 an hour.

City Secretary mentioned that the state is now requiring more to be filed with them, and also the court clerk found out that a form that should have been filed with the state never got filed when the other clerk was employed, and she had to go back and file all of them. Mr. Danny Medlin also mentioned/questioned wasn't all that in the job description. Once again mentioned that the % was way too high.

Mr. John Adams suggested a COLA raise each year and let the Mayor decide on a merit raise.

One of the council members stated: need to stop giving wild amounts to just see if can get it, need to set a max amount to go by and should not be any more than 7% (COLA and merit together).

Mr. John Adams asked what the Mayor thought about it, and he responded that they are going in the right direction just need to make some decisions and guidelines. Needs to be put on the agenda and voted on.

Mr. Eugene Brown asked what about 10 yrs from now? Will have to decide on something that will be fair then.

Mr. Terry Johnson suggested it be a performance raise instead of a merit raise.

The Mayor mentioned that he usually doesn't do evaluations since he hears from us and sees things when he comes by. He knows things are running smoothly if Lisa isn't calling him or Bobby isn't calling to complain about something the office is not doing right, if Linda is calling about something, or Stephen is complaining to him about someone. The Mayor suggested that there needs to be policies and procedures changed, and to come up with a predetermined form to fill out. Mr. Danny Medlin asked how to figure out the pay scale, saying that this is the most important.

Council asked what all employees get now. Mayor asked Lisa how much vacation she received at this time. She let him know that in March she will start receiving 3 weeks a year and 96 hours (8 hours a month) of sick time. We all get 11 holidays a year. Mr. Danny Medlin asked what our retirement is now. Lisa let him know the council voted on 16.77% last year, and employees put in 8%. The Chief asked about this year, since no one can agree; should we put each raise asked for together and divide between the four of them? Mr. Danny Medlin said that that would be a big raise. Example: \$14000.00 divided by 4..

Mr. Terry Johnson asked about the amounts from this year to next year. Lisa let him know that this year's totals aren't complete yet since it goes til September 30th.

The Mayor mentioned at one point that they will have to cap out. Only get COLA raise. No bonuses can be given.

Mr. Eugene Brown talked about how they need to agree on a COLA raise every year and then a performance raise that will cap out.

You can not put a bonus in a budget, and we go over budget. Mr. John Adams asked about the difference that is saved by employees getting their own insurance. Mr. Eugene Brown mentioned they are not obligated to pay insurance. It was looked at, and the city is obligated to pay for insurance. If not every employee agreed to the TML then TML would not cover just one.

Mayor also brought up how giving a bonus could cause issues in the city. Someone in the city could be disgruntled, and then it would have to be discussed in an open meeting. Don't need these issues.

The Mayor put out that what ever cost of living is will be their base raise and for performance just go up by the same percentage. Example: COLA 4%-performance 4%

Mayor suggested that it be put on next month's agenda. Mr. Danny Medlin said it needs to be set and no more trying to give a large amount. That a top-out pay needs to be set.

Mr. Billy Morrow suggested going by cost of living and performance and going from there.

COLA always goes up and down each year. Won't know exact til October.

Mr. Eugene Brown also suggested that it be put on the agenda for next month.

Mayor asked do we leave salary til next meeting or agree on. Mayor said to drop water to 70,000 and court to 40,000. They could not agree on what to do with police. Going down will have a ripple effect; retirement and taxes will go down.

Next question: Roads- how was it 3100 this year and 50,000 next year? How is this? Most went to the water this year; water is top priority. Someone mentioned that people see the roads. A lot kept Bobby busy with water most of the year also.

Agenda Item Two: Adjourn

Mr. Billy Morrow moved to adjourn, and Mr. Eugene Brown seconded. The vote was unanimous.
Adjourned at 7:10 pm


Mayor, Marc Covington

Attested Lisa Stewart
City Secretary, Lisa Stewart