NOTICE OF REGULAR CITY COUNCIL MEETING
CITY OF EAST MOUNTAIN, TEXAS
CITY HALL CONFERENCE ROOM
MONDAY, September 14, 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:

At this time, anyone will be allowed to speak on any matter other than personnel matters or matters under litigation, for a length of time not to exceed 3 minutes. No Council discussion or action may take place on a matter until such matter has been placed on an agenda and posted in accordance with law.551.042

APPROVAL OF PREVIOUS MINUTES OF CITY OF EAST MOUNTAIN COUNCIL MEETINGS:
August 10 & 31, 2026

AGENDA ITEMS

1. Discuss and Approve Tax Rate Increase-Mayor Marc Covington
2. Discuss and Adopt Budget-Mayor Marc Covington
3. Discuss and Adopt Records Management Ordinance-Mayor Marc Covington & City Secretary Lisa Stewart
4. Discuss Pay Raise amounts (cost of living and Merit)-Mayor Marc Covington
5. Public Information Officer- Chief Stephen Rathbun
6. Natl' Night Out- Chief Stephen Rathbun
7. Adjourn

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 8th day of September. 2026, by 4:30 pm, and remained posted for 3 business days preceding the scheduled time of said meeting

Lisa Stewart
Lisa Stewart, City Secretary

This facility is wheelchair accessible, and accessible parking spaces are available. For further information, please contact the city office at 903-297-6041

CITY OF EAST MOUNTAIN
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CITY COUNCIL REGULAR SESSION MINUTES
September 14, 2026

The meeting was called to order at 6:00 PM by Mayor Marc Covington. Mr. Terry Johnson 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.

Open Discussion:
No open discussion

Approval of the Previous Minutes:
Mr. Billy Morrow approved the July 12, 2026, 2026, minutes, and Mr. Eugene Brown seconded. The vote was unanimous.

Agenda Item One: Discuss and Approve Tax Rate-
Mr. Eugene Brown made a motion to approve, and Mr. John Adams seconded. The vote was unanimous for the tax increase for 2026-2027.

Agenda Item Two: Discuss and Adopt the New Budget-
Leaving the budget as is with the payroll, and can amend if needed at a later date. Mr. Eugene Brown made a motion to approve the budget, and Mr. John Adams seconded. The vote was unanimous.

Agenda Item Three: Discuss and Adopt Records Management Ordinance-
Mayor Marc Covington talked about Lisa going to a class concerning records management and found out in this class that an ordinance must be adopted to be in compliance. The records management class gave information on when material could be disposed of (shredded) and what had to be kept for life for each department. The class also provided printouts to document each document that was shredded, when and why.
It was also mentioned that someone would need to oversee the policy in the office, and the city secretary was chosen to oversee it.
Mr. Eugene Brown made a motion to approve, and Mr. Billy Morrow seconded. The vote was unanimous.

Agenda Item Four: Discuss Pay Raises-
The council began discussing a way to set pay raises. First of all, Mr. Danny Medlin mentioned that there needs to be a top-out pay and that a pay scale needed to be decided on.
The mayor mentioned that council will have to decide on how much and when raises will be given. It wasn't all up to him. He is waiting on them to tell him what to go by.
The mayor mentioned that the payroll in the budget isn't a set amount; it can always be amended. We did not spend everything that was on budget last year. The money is just allotted
Mr. John Adams has included information in the books.
Everyone will need to be on the same page and in agreement about the raises.
Will need to get a starting point, decide how much the raises are, and how the raise is determined (evaluations or other ways, if they are given all at once or spaced out. Give each council member a copy of the evaluation to see if they agree. When the raise will be given. Mr. Eugen Brown mentioned that raises have

never been assessed, as far as he knows. We now have employees who are staying for a longer amount of time.
Salary employees will need a starting point, and also with the police is needs to be remembered that the police department gets a little extra from the start. They have supplied a take-home vehicle and gas daily.
Chief Rathbun mentioned that he is not considered a level 1 chief, and that he has a lot more experience. Level one is someone right out of the academy. Also, that Josh has 25yrs experience. The mayor mentioned that with Josh, he has a lot of flexibility with his schedule. That we let him set his own schedule.
Mr. John Adams mentioned that the pay raises yearly should be discussed before the budget so there will be flexibility. Need to formalize it.
Mr. Eugene Brown mentioned maybe an ordinance needs to be done, and also it would need to be updated in the handbooks. Mayor let him know that the handbooks would just need to be updated.
Mr. Danny Medlin asked the Mayor what he thought and let them know it wasn't up to him to make the decision; it was up to council.

Agenda Item Five: Public Information Officer-
Chief Stephen Rathbun let everyone know that he would be the public information officer for East Mountain. Chief has already had the training and can serve for the police and city. Mr. Danny Medlin made a motion to approve, and Mr. Billy Morrow seconded. The vote was unanimous.

Agenda Item Six: Natl' Night Out-
Natl' Night Out will be October 6th, with the fire department supplying hot dogs, buns, and the city supplying chips and water. It is for the public. Firemen will be showing off their new truck.

Agenda Item Seven: Adjourn-
Mr. Eugene Brown made a motion to adjourn, and Mr. Billy Morrow seconded. The vote was unanimous.

Marc Covington
Mayor, Marc Covington

Attested Lisa Stewart
City Secretary, Lisa Stewart