NOTICE OF REGULAR CITY COUNCIL MEETING
CITY OF EAST MOUNTAIN, TEXAS
CITY HALL CONFERENCE ROOM
MONDAY, October 12, 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:
September 14, 2026

AGENDA ITEMS

1. Discuss and Approve Removing Linebarger from collecting for Municipal Court-Mayor Marc Covington
2. Discuss and Adopt Resolution for Grant-Mayor Marc Covington
3. Discuss Pay Raise amounts (cost of living and Merit)-Mayor Marc Covington
4. 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 6th day of October, 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
IN GOD WE TRUST * SINCE 1978

CITY COUNCIL REGULAR SESSION MINUTES
October 12, 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. Eugene Brown, Mr. Terry Johnson, Mr. Billy Morrow, and Mr. John Adams. Mr. Danny Medlin was absent.

Open Discussion:
No open discussion

Approval of the Previous Minutes:
Mr. Billy Morrow approved the September 14, 2026, 2026, minutes, and Mr. Eugene Brown seconded. The vote was unanimous.

Agenda Item One: Discuss and Approve Removing Linebarger from collecting for Municipal Court-
The board discussed that removing Linebarger from collecting for Municipal Court would bring more back to the city. Linda has been talking to people with citations, getting them to pay. As shown on the sheets from Linebarger, they do not make many contacts or send many letters out each month. Linda is doing all the work, making sure each citation is paid. Mr. Eugene Brown made a motion to remove them, and Mr. Terry Johnson seconded. The vote was unanimous.

Agenda Item Two: Discuss and Adopt Resolution for Grant-
A grant is available through the Texas Department of Agriculture for up to $750,000.Landon White from Hayes Engineering gave Lisa information about the grant and how to apply. It is requested that a resolution be made to attach to the application when applying. They gave the format of the resolution, and we just had to complete it and get it adopted before the deadline. The resolution was presented to council, and Mr. Eugene Brown made a motion to approve, and Mr. Billy Morrow seconded. The vote was unanimous.

Agenda Item Three: Discuss Pay Raise amounts (COLA and Merit)-
Mr. Eugene Brown asked if we would need to have an Ordinance or Resolution. An Ordinance will be needed to determine when pay raises would go into effect, have COLA raise plus the merit raise, and set them together at a certain percent. Need to have a starting pay and each year a COLA increase plus Merit by evaluation. With a resolution having a 4-to-5 vote to change the pay scale. Wanting to have a sample Ordinance & Resolution and table til next meeting. Mr. Terry Johnson and Mr. Eugene Brown made a motion to table til November meeting.
A discussion of how much the COLA would top out at was mentioned: 5%.
With an ordinance, the salaries need to be set at a minimum and don't need to be where the employees are now, Terry Johnson asked the Mayor which evaluation form he would want to use. Mayor told them that it wasn't his decision; it is up to council.
John Adams mentioned that the Mayor knows more about the employees and Stephen would know more about his police officers.
Stephen asked what happens if he doesn't agree with his evaluation. Mayor mentioned it would go to the council next. John Adams says you don't sign it, and Billy Morrow says you sign it and write in space that you do not concur

John Adams mentioned again how Danny Medlin came to him upset about the amount put in for raises, that it was an enormous amount, that he did not like that. John Adams then mentioned maybe there needs to be a max per year to be able to get.
It was brought up that raises were put on the budget. The Mayor mentioned that they need to start working on raise amounts in August before the budget, then it could be put in on the budget. John Adams mentioned that TML shows that raises go from Jan-Jan. This is not our fiscal year, though. Most cities go by their fiscal year and give them in October after the budget is adopted. Other cities have several meetings before the budget and discuss the amount if there is a raise.
Terry Johnson mentioned that he thought the budget should be done first, then they could see what was left to give raises. Mayor added that a City is different than a corporation, they aren't gaining large amounts or loosing its pretty close to knowing how much each year.
If an Ordinance is decided on for raises, then it would need to have a 10-year plan to revisit. A resolution would need the minimum and possible maximum.
Mayor asked if they had any decisions, and it was decided to discuss in November once again.

Agenda Item Four: Adjourn-
Mr. Billy Morrow made a motion to adjourn, and Mr.Eugene Brown seconded. The vote was unanimous.
Adjourned at 7 pm

Mayor, Marc Covington

Attested Lisa Stewart
City Secretary, Lisa Stewart