

RESOLUTION NO. R-2024-179

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BASTROP, TEXAS IN SUPPORT OF EMPLOYEES ANDRES ROSALES, IRMA G. PARKER, VICTORIA PSENCIK, VIVIANNA NICOLE ANDRES, ELISHA PERKINS, DOUG HAGGERTY, KATHY DANIELSON, JAMES E. COWEY, LAURA ALLEN, JOHN EDDLETON, CURTIS HANCOCK, JAIME SALDIVAR, JIMMIE CAMPBELL AND TIM VANDE VORDE AS LISTED AND NAMED IN THE LEE DOSSIER AS SUBMITTED BY COUNCIL MEMBER CHERYL LEE; DIRECTING THIS DOCUMENT WITH ASSOCIATED EXHIBITS TO BE PREPARED WITH A CERTIFIED COPY DELIVERED TO EACH NAMED EMPLOYEE; DIRECTING THAT THIS DOCUMENT BE PROVIDED TO THE HUMAN RESOURCES DIRECTOR FOR INCLUSION IN EACH EMPLOYEE PERSONNEL FILE; PROVIDING FOR A REPEALING CLAUSE; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the city manager's annual evaluation is conducted annually to enable the entire council to participate in planning, reviewing, and providing feedback on the performance of the City Manager. Following a structured procedure ensures organizational accountability to citizens, employees, and local stakeholders. This systematic evaluation process is essential for maintaining alignment between the established goals of the City Council and the achievements attained. The evaluation serves as a tool for identifying the need for further professional development, education, or training for the Manager. Additionally, the evaluation process will lead to decisions regarding future compensation; and

WHEREAS, an annual evaluation was conducted at the November 12, 2024 City Council Meeting. The agenda item included the following description: *City Council shall convene into closed executive session pursuant to Texas Government Code Section 551.071 and Section 551.074 to seek the advice of legal counsel and to discuss the annual evaluation of the City Manager, Sylvia Carrillo-Trevino;* and

WHEREAS, following said meeting Council Member Lee and Mayor Lyle Nelson submitted a request to conduct a special meeting to discuss the employment of City Manager in Executive or Closed Session. The agenda item included the following description: *City Council shall convene into closed executive session pursuant to Texas Government Code Sections 551.071 and 551.074 to seek the advice of legal counsel regarding Resolution No. R-2024-XX of the City Council of the City of Bastrop, Texas, initiating an investigation by the City Council into the conduct of the City Manager;* and

WHEREAS, following established policy, a meeting was scheduled and held on Tuesday, November 19, 2024. During this meeting, specific allegations were presented in a dossier created and submitted by Council Member Lee. This dossier alleges fiscal misconduct and requests an investigation into the conduct of the City Manager. In

the dossier, Council Member Lee identifies the names and titles of specific City of Bastrop employees whom she claims are unqualified for their positions and have contributed to the fiscal corruption and mismanagement of the city; and

WHEREAS, upon a motion duly made and seconded to allow a rebuttal from City Manager Carrillo-Trevino to address the allegations was approved on a vote of 3 FOR and 2 Against, with Council Members Lee and Fossler voting against. The presentation specifically responded to each allegation outlined in the Lee Dossier. Additionally, Council Member Myers inquired about the preparation of Resolution No. R-2024-XX, specifically asking who directed its creation. It was clarified that the city attorney prepared the resolution under the direction of Council Member Lee; and

WHEREAS, Mayor Pro-Tempore opined that the language contained in the resolution and agenda item language was inflammatory. Council Member Meyer inquired as to who had prepared and submitted the agenda language. The city attorney acknowledged he had prepared and submitted as directed by Council Member Lee; and

WHEREAS, the city council acknowledged that in the digital world all employees listed in the Lee Dossier may be subjected to discrimination including but not limited:

1. to make decisions about or in connection with hiring, promoting, reassigning, or continuing to employ any person, including current or potential volunteers and household employees such as childcare workers, contractors, or home health aides;
2. to make decisions about or in connection with renting or selling a house, apartment, or other residential property to any person;
3. to make decisions about or in connection with lending money or extending credit to any person;
4. in connection with the underwriting of insurance;
5. for any purpose related to any eligibility determination about a person; or
6. for any other purposes that would require Federal Credit Reporting Act (FCRA) compliance; and

WHEREAS, following a properly made motion and second, the city council resolved that every employee listed in the Lee Dossier would be included in a resolution exonerating them of any wrongdoing to remedy the harm caused by the fake Lee Dossier. The motion passed with a vote of 4 in favor and 1 against, with Council Member Lee casting the lone vote.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BASTROP, TEXAS:

SECTION 1. All of the above premises are hereby found to be true and correct legislative and factual findings of the City Council of the City of Bastrop, Texas, and are hereby approved and incorporated into the body of this Resolution as if copied in their

entirety.

SECTION 2. That City Manager Sylvia Carrillo-Trevino has prepared and attached hereto Letters of Commendation and Support to the Employees named and listed in the Fake Lee Dossier as follows: Exhibit 1-Andres Rosales; Exhibit 2-Irma G. Parker; Exhibit 3-Victoria Psencik; Exhibit 4-Vivianna Nicole Andres; Exhibit 5-Elisha Perkins; Exhibit 6-Doug Haggerty; Exhibit 7-Kathy Danielson; Exhibit 8-James E. Cowey; Exhibit 9-Laura Allen; Exhibit 10-John Eddleton; Exhibit 11-Curtis Hancock; Exhibit 12-Jaime Saldivar; Exhibit 13-Jimmie Campbell and Exhibit 14-Tim Vande Vorde.

SECTION 3. All orders, ordinances, and resolutions, or parts thereof, which are inconsistent with any provision of this Resolution are hereby repealed to the extent of such conflict, and the provisions of this Resolution shall be and remain controlling as to the matters resolved herein.

SECTION 4 . Should any portion or part of this Resolution be held for any reason invalid or unenforceable by a court of competent jurisdiction, the same shall not be construed to affect any other valid portion hereof. Still, all valid portions hereof shall remain in full force and effect.

SECTION 5. This Resolution shall be in full force and effect from and after its passage.

SECTION 6. The City Council hereby finds and declares that written notice of the date, hour, place, and subject of the meeting at which this Resolution was adopted was posted and that such meeting was open to the public as required by law at all times during which this Resolution and the subject matter hereof were discussed, considered and formally acted upon, all as required by the Texas Open Meetings Act, Chapter 551, Texas Government Code, as amended.

DULY RESOLVED AND ADOPTED by the City Council of the City of Bastrop this the **10th** day of **DECEMBER** 2024.

CITY OF BASTROP, TEXAS

Lyle Nelson, Mayor

Mayor Pro-Tempore John Kirkland

Council Member Cheryl Lee

Council Member Cynthia Meyer

Council Member Kevin Plunkett

Council Member Kerry Fossler

ATTEST:

APPROVED AS TO FORM:

Irma G. Parker, City Secretary

Alan Bojorquez, City Attorney

EXHIBIT 1

COMMENDATION PRESENTED TO Andres Rosales, Assistant City Manager

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Assistant City Manager.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 2

COMMENDATION PRESENTED TO Irma G. Parker, Consultant/Part-time City Secretary

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as City Secretary.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 3

COMMENDATION PRESENTED TO Victoria Psencik, Assistant City Secretary

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Assistant City Secretary.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 4

COMMENDATION PRESENTED TO Vivianna Nicole Andres, Assistant to the City Manager

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Assistant to the City Manager.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 5

COMMENDATION PRESENTED TO Elisha Perkins, Project Manager Coordinator

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Project Manager Coordinator.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 6

COMMENDATION PRESENTED TO Doug Haggerty, Fleet and Facilities Manager

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Fleet and Facilities Manager.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 7

COMMENDATION PRESENTED TO Kathy Danielson, Community Engagement Director

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Community Engagement Director.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 8

COMMENDATION PRESENTED TO James E. (Doc) Cowey, Development Services Director and Building Official

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-___.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Development Services Director and Building Official.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 9

COMMENDATION PRESENTED TO Laura Allen, Assistant Finance Director

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Assistant Finance Director.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 10

COMMENDATION PRESENTED TO John Eddleton, Streets and Drainage Director

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Streets and Drainage Director.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 11

COMMENDATION PRESENTED TO Curtis Hancock, Water and Wastewater Director

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Water and Wastewater Director.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 12

COMMENDATION PRESENTED TO Jaime Saldivar, Information Technology (IT) Director

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Information Technology (IT) Director.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 13

COMMENDATION PRESENTED TO Jimmie Campbell, Capital Improvement Project (CIP) Financial Analyst

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-____.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Capital Improvement Project (CIP) Financial Analyst.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File

EXHIBIT 14

COMMENDATION PRESENTED TO Tim Vande Vorde, Street and Drainage Superintendent

At the direction of the Bastrop City Council, I would like to thank you for your contributions to the citizens of Bastrop during these challenging times, as mentioned in the Lee Dossier noted in Resolution 2024-___.

Your dedication to our fellow employees, as well as to the elected and appointed officials of the City, has played a vital role in ensuring that we continue to provide the best services to our constituents during this challenging time. The unity of our team in these efforts has been remarkable. Your extraordinary commitment, innovative ideas, excellent cooperation, selfless service, and devotion to duty have been truly inspiring. Thank you for your hard work and dedication. You have gone above and beyond what is expected of you in your position as Street and Drainage Superintendent.

I am delighted to send you this Letter of Commendation as a mark of the City Council and my appreciation.

Sincerely,

Sylvia Carrillo-Trevino
City Manager

Cc: Personnel File