

## RESOLUTION NO. R-2025-10

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BASTROP, TEXAS IN SUPPORT OF EMPLOYEE KENNEDY HIGGINS OMITTED FROM RESOLUTION R-2024-179 ADOPTED ON DECEMBER 10, 2024 AND NAMED IN THE LEE DOSSIER AS SUBMITTED BY COUNCIL MEMBER CHERYL LEE; DIRECTING THIS DOCUMENT WITH A CERTIFIED COPY IS DELIVERED TO EMPLOYEE; DIRECTING THAT THIS DOCUMENT BE PROVIDED TO THE HUMAN RESOURCES DIRECTOR FOR INCLUSION IN THIS EMPLOYEE'S PERSONNEL FILE; PROVIDING FOR A REPEALING CLAUSE; AND ESTABLISHING AN EFFECTIVE DATE.**

**WHEREAS**, during the city manager's annual evaluation conducted at the November 12, 2024 City Council Meeting Council Member Lee and Mayor Lyle Nelson requested an agenda item to discuss the employment of City Manager in Executive or Closed Session; and

**WHEREAS**, during this meeting, specific allegations were presented in a dossier created and submitted by Council Member Lee. This dossier alleges fiscal misconduct and requested an investigation into the conduct of the City Manager. In the dossier, Council Member Lee identified City of Bastrop Employees Andres Rosales, Irma G. Parker, Victoria Psencik, Viviana Nicole Andres, Elisha Perkins, Doug Haggerty, Kathy Danielson, James E. Cowey, Laura Allen, John Eddleton, Curtis Hancock, Jaime Saldivar, Jimmie Campbell, Tim Vande Vorde and Kennedy Higgins whom she claims are unqualified for their positions and have contributed to the fiscal corruption and mismanagement of the city; and

**WHEREAS**, Mayor Pro-Tempore Kirkland opined that the language contained in the resolution and agenda item language was inflammatory and in today's 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; and

**WHEREAS,** after the presentation of Resolution No. 2024-179, Human Resources Department advised that employee Kennedy Higgins was omitted from said Resolution and requested this omission be corrected.

**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.** Staff was directed to correct this omission. The attached Commendation and updated Resolution has been prepared for adoption. City Manager Sylvia Carrillo-Trevino has prepared and attached hereto a Letter of Commendation and Support to Kennedy Higgins who was named and listed in the Fake Lee Dossier.

**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 14<sup>th</sup> day of JANUARY 2025.

**CITY OF BASTROP, TEXAS**

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Lyle Nelson, Mayor

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Mayor Pro-Tempore John Kirkland

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Council Member Cheryl Lee

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Council Member Cynthia Meyer

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Council Member Kevin Plunkett

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Council Member Kerry Fossler

**ATTEST:**

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Irma G. Parker, City Secretary



## EXHIBIT 1

### COMMENDATION PRESENTED TO Kennedy Higgins, Senior Planner

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. You were mentioned in the Lee Dossier and unfortunately omitted from Resolution No. 2024-179 which was presented and adopted at the December 10, 2024 Council Meeting.

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 Senior Planner in the Building Development Department.

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