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Mayor
Jo Ann Wilson

City Council

Mayor Pro-Tem,
Place 3
Elaine Priest

Place 1
Josh McCabe

Place 2
Michelle Tye

Place 4
Sam Eason

Place 5
Ashley Majors

City
Administrator
Cynthia Northrop

City Attorney
Carvan Adkins

City Secretary
Shannon
Montgomery

Fire Chief
Darrell Fitch

Police Chief
Sam Love

Public Works
Director
Sean Densmore

MINUTES OF REGULAR MEETING OF THE RHOME CITY COUNCIL

Meeting Date: Thursday, March 11, 2021

Location: **VIA TELEPHONE CONFERENCE**

MEETING START TIME: **6:30 PM**

Call to Order and Establish a Quorum

Mayor Wilson called the meeting to order at 6:30pm, called roll, and announced a quorum of Council Members present.

Council Members Present:

Mayor Jo Ann Wilson

Council Member Sam Eason

Council Member Josh McCabe

Council Member Ashley Majors

Council Member Michelle Tye

Council Members Absent:

Mayor Pro Tem Elaine Priest

City Staff Present:

City Administrator Cynthia Northrop

Municipal Court Clerk Kristi Adams

City Attorney Carvan Adkins

Police Chief Sam Love

City Secretary Shannon Montgomery

Public Works Director Sean Densmore

Fire Chief Darrell Fitch

Public Presentations and Input

The Council is not permitted to take action on or discuss any presentations made to the Council at this time concerning an item not listed on the agenda. The Council will hear comments during this designated time. Request form, or email, must be submitted to the City Secretary, via email to citysecretary@cityofrhome.com, prior to 4:00pm to be recognized.

The following made Public Presentations to the Council:

- Cathy Coffee - Mount Lane, Rhome, Texas
- Joe Hernandez – School Road, Rhome, Texas
- Michelle Pittman Di Credico – Cheyenne Trail North, Rhome, Texas
- Tommie Eason – Mount Lane, Rhome, Texas
- Deborah BeCraft – West Second Street, Rhome, Texas

There was a brief recess from 6:43pm until 6:45pm due to technical difficulties.

Announcements from Mayor and Council Members

Mayor Wilson announced that Wise County has begun receiving vaccines, City Hall is now open until 4pm daily, and listed the next two Council Meeting Dates – Saturday, March 20, 2021 and Thursday, March 25, 2021.

Council Member Majors asked those with questions regarding their trash to call City Hall and, if needed, request a second trash container.

Consent Agenda

All items under this section are recommended for approval for the Consent Agenda. These items are of a routine nature and require only brief deliberation by Council. Council reserves the right to remove any item on the Consent Agenda for further deliberation.

- A. Minutes of City Council Regular Session dated February 25, 2021 (City Secretary)**
- B. Resolution authorizing continued participation with the Oncor Cities Steering Committee (City Secretary)**
- C. Receive the Rhome Police Department 2020 Racial Profiling Report (Police Chief)**

Motion made by Council Member McCabe, seconded by Council member Majors, to approve the Consent Agenda as presented.

Mayor Wilson asked for a roll-call vote:

| | |
|------------------------|-----|
| Council Member McCabe: | Aye |
| Council Member Tye: | Aye |
| Council Member Eason: | Aye |
| Council Member Majors: | Aye |

Motion carried unanimously.

CITY OF RHOME, TEXAS RESOLUTION NO. 2020-05

A RESOLUTION AUTHORIZING CONTINUED PARTICIPATION WITH THE STEERING COMMITTEE OF CITIES SERVED BY ONCOR; AND AUTHORIZING THE PAYMENT OF SIX CENTS PER CAPITA TO THE STEERING COMMITTEE TO FUND REGULATORY AND LEGAL PROCEEDINGS AND ACTIVITIES RELATED TO ONCOR ELECTRIC DELIVERY COMPANY, LLC.

Monthly Staff Reports and Board Minutes (Estimated 1 minute)

All items under this section are for informational purposes only; no action will be taken by Council.

- D. Departments: Administration, Building & Development, Fire Rescue, Municipal Court, Police, and Public Works (Department Heads)**
- E. Minutes of Regular Planning & Zoning Commission Meeting dated February 1, 2021 (City Secretary)**
- F. Minutes of Regular Parks & Recreation Meeting dated March 1, 2021 (City Secretary)**

Discussion only; no action taken.

Regular Session – Old Business

- G. Update, discussion and any necessary action regarding latest developments for COVID-19 and mitigation efforts and actions within the City (Estimated 1 minute - City Administrator)**

City Administrator Northrop updated the Council on the latest extension of the open meetings act suspension for thirty days. Northrop continued by stating that Wise County is encouraging masks and so is the City, and that the City Hall Lobby is back open until 4pm daily.

Northrop asked Council if they wished to continue the policy of only allowing one person in the lobby at a time. Consensus of Council was to continue limiting the lobby to one person at a time in the lobby.

Discussion only; no action taken.

Regular Session – New Business

H. Discussion and any necessary action regarding a Resolution Authorizing Submission of the 2021-2022 Texas Community Development Block Grant Program Application Agreement (Estimated 3 minutes – City Administrator)

City Administrator Northrop stated that the proposed Resolution is to authorize the City’s submission for the 2021-2022 Texas Community Development Block Grant Program.

Motion made by Council Member Majors, seconded by Council Member Eason, to approve the Resolution authorizing submission of the 2021-2022 Texas Community Development Block Grant Program.

City Secretary Montgomery asked for a roll-call vote:

Council Member McCabe: Aye
Council Member Tye: Aye
Council Member Eason: Aye
Council Member Majors: Aye

Motion carried unanimously.

**CITY OF RHOME, TEXAS
RESOLUTION NO. 2021-06**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RHOME, TEXAS, AUTHORIZING THE SUBMISSION OF A TEXAS COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM APPLICATION TO THE TEXAS DEPARTMENT OF AGRICULTURE FOR THE 2021-2022 COMMUNITY DEVELOPMENT FUND; AND AUTHORIZING THE MAYOR OR CITY ADMINISTRATOR TO ACT AS THE CITY’S EXECUTIVE OFFICERS AND AUTHORIZED REPRESENTATIVES IN ALL MATTERS PERTAINING TO THE CITY’S PARTICIPATION IN THE TEXAS COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM.

I. Discussion and any necessary action regarding a proposed Final Plat for Bluestem, Phase 1 of Lots 57-68, Block 3; Lots 63-77 & 1X, Block 7; Lots 1-25, 1X, & 2X, Block 9; Lots 1-43, Block 10; Lots 1-30, Block 11; Lot 1X, Block 12; Lots 1-23, Block 13; Lots 1-9 & 1X, Block 14; Lots 1-7, Block 15; Lots 1-14, Block 16; Lots 1-33 & 1X, Block 17; Lot 1X, Block 18; Lots 1-17 & 1X, Block 19; Lots 1-12, Block 20; & Lots 1-9 & 1X, Block 21 (92.792 Acres; 249 Residential Lots and 9 Private Open Space Lots) situated in the Smith County School Land Survey, Abstract No. 743, City of Rhome, Wise County, Texas as requested by PMB Rhome Developer West 1, LLC (Estimated 5 minutes - City Administrator)

City Administrator Northrop stated both City staff and City Engineers have reviewed and found the plat to be in conformance with the City of Rhome Code of Ordinances and the Rolling V Development Agreement. While no action on the construction plans is required by P&Z or City Council, the Engineer has reviewed and confirms they are in conformance with both standards and agreement. Northrop continued by stating that the Planning & Zoning Commission voted unanimously to recommend approval to the City Council.

Motion made by Council Member Eason, seconded by Council Member McCabe, to approve the proposed Final Plat for Bluestem, Phase 1 of Lots 57-68, Block 3; Lots 63-77 & 1X, Block 7; Lots 1-25, 1X, & 2X, Block 9; Lots 1-43, Block 10; Lots 1-30, Block 11; Lot 1X, Block 12; Lots 1-23, Block 13; Lots 1-9 & 1X, Block 14; Lots 1-7, Block 15; Lots 1-14, Block 16; Lots 1-33 & 1X, Block 17; Lot 1X, Block 18; Lots 1-17 & 1X, Block 19; Lots 1-12, Block 20; & Lots 1-9 & 1X, Block 21 (92.792 Acres; 249 Residential Lots and 9 Private Open Space Lots) as presented.

City Secretary Montgomery asked for a roll-call vote:

Council Member McCabe: Aye
Council Member Tye: Aye
Council Member Eason: Aye
Council Member Majors: Aye

Motion carried unanimously.

**J. Discussion and any necessary action regarding Letter of Intent from Atomic Ranch for a Utility Agreement
(Estimated 15 minutes – City Administrator)**

City Administrator Northrop stated that Atomic Ranch, located within Aqua Texas’s CCN and the City’s ETJ south of 114 and east of 287, will need wastewater services. Atomic Ranch is requesting these services from the City of Rhome; Atomic Ranch will bring in and pay for the infrastructure needed to their property.

Atomic Ranch developers briefly presented their plan and addressed questions from Council.

Motion made by Council Member McCabe, seconded by Council Member Majors, to authorize the City Administrator to execute the Letter of Intent for a Utility Agreement with Atomic Ranch on behalf of the City.

City Secretary Montgomery asked for a roll-call vote:

Council Member McCabe: Aye
Council Member Tye: Aye
Council Member Eason: Aye
Council Member Majors: Aye

Motion carried unanimously.

K. Discussion and any necessary action regarding the roles and responsibilities of City Council Members and the Chain of Command (Estimated 10 minutes – Council Member Eason)

Council Member Eason read the following statement:

Intuitively, I’ve always recognized that following a defined chain of command is critical to the performance, effectivity and especially the moral of an organization. I have personally witnessed, and yes been guilty of, the violation of the chain of command to a disastrous result. I’ve seen money lost, projects fail, employees lose their jobs and high-ranking executives sacked all because people violated the chain of command. I’ve done some internet surfing on the subject. I will share some of it with you now.

Internet surfing results

A chain of command exists to assure efficient and accurate communication, orderly and organized operations, and proper allocation of time and resources. When the chain of command is broken, the entire business can suffer.

Ideally, everyone from the top down will adhere to the chain of command. However, there are instances when people will bypass the chain of command and initiate communications with people two or more rungs above or below them on the ladder. This is always bad business etiquette. Such behavior inevitably creates issues for the immediate supervisor, and it can result in:

- 1. A supervisor not being made aware of issues, thereby having no opportunity to address or remedy them.*
- 2. The appearance to the supervisor’s boss/higher-ups/citizens that there is ineffective and/or poor communication with employees.*
- 3. The supervisor being unable to make effective and informed decisions regarding issues and workplans, thanks to the staff rerouting important information outside of the department*

Naturally, skipping the immediate supervisor will create tension and friction, which can often spill over into the rest of the department. Not only is overall morale lowered when the supervisor feels marginalized and disrespected by employees, but it places the offending employee’s job security in jeopardy.

Dipping Down

When an owner, executive, or senior-level manager “dips down” to engage their direct report’s employees, this is also a bypassing of the chain of command, but from the opposite direction. A few reasons why a boss or owner might “dip down:”

1. *The boss may have little or no confidence in the supervisor's ability to effectively perform the job, with the resulting frustration leading them to engage the supervisor's subordinates directly.*
2. *The boss may overreact to minor issues, believing they must fix every little problem.*
3. *The boss has a social management style, and likes to mingle and help employees.*
4. *The boss has an inflated ego, which causes him or her to overstep their boundaries and unnecessarily flex their power and authority.*
5. *The boss may be unaware or oblivious that he or she is creating a problem.*

In most cases of dipping down, the owner/boss will not inform the supervisor they are communicating with his or her subordinates. Thus, unless the employees say something, the supervisor is unaware that the boss is directing the staff.

Ramifications of Bypassing

The consequences of frequent bypassing in either direction can range from bruised egos to organizational chaos; and, despite what the initiator may believe, bypassing has a negative impact on every party involved.

Owner-operators, high-level managers, and executives

Owner-operators and execs who dip down, cause problems for not only their direct reports and the frontline staff, but themselves. By appropriating the time and manpower resources of their direct reports, the business as a whole will likely experience a number of lowered performance metrics; and, if the higher-up's education and experience is in an area such as strategic planning, they may lack the knowledge and qualifications to effectively manage employees on the front line (meaning they don't necessarily understand that aspect of the business, and would be a poor proxy for the supervisor anyway). Additionally, interfering with the direct report's job duties distracts from their own responsibilities, also causing their individual performance to suffer.

Now, back to me

With all this said, a city is just like a business. I want to encourage everyone, elected, appointed or employed by the City of Rhome to respect the chain of command. It has come to my attention that Rhome is suffering from violations of the chain of command. I don't know why Chief Love has decided to resign; but, a violation of the chain of command may have contributed. We have a well-defined reporting hierarchy. Please respect it and follow it. We will all be more effective and benefit for it. - Thank you.

Council Member Majors thanked Council Member Eason for his statement.

No action taken.

L. Discussion and any necessary action regarding expending FY2020-2021 funds on a generator (Estimated 10 min – Mayor)

Mayor Wilson requested this agenda item to discuss the possibility of purchasing a generator for the water/wastewater treatment plants and lift stations.

Public Works Director Densmore stated a good estimate for a generator and all the transfers needed, plus the engineer and electrician costs would be between \$180-200,000. When asked, Densmore stated a portable generator would be beneficial in the future. He would prefer a portable model to be able to be taken to different well sites, treatment plants as needed.

Mayor Wilson asked Council to keep this in mind while budget planning.

Discussion only, no action taken.

M. Discussion regarding the City's Emergency Management Plan (Estimated 15 minutes – Mayor/Fire Chief)

Fire Chief Fitch provided the Council with an overview of the City's Emergency Management Plan, which follows Wise County's Emergency Management Plan and addressed questions from Council.

Discussion only, no action taken.

N. Discussion and any necessary action regarding a Proclamation of Appreciation to Police Chief Sam Love for his Service to the City (Estimated 5 minutes - Council Member McCabe)

Motion made by Council Member McCabe, seconded by Council Member Eason, to approve a Proclamation of Appreciation to Police Chief Sam Love for his Service to the City of Rhome.

City Secretary Montgomery asked for a roll-call vote:

Council Member McCabe: Aye
Council Member Tye: Aye
Council Member Eason: Aye
Council Member Majors: Aye

Motion carried unanimously.

O. Discussion and any necessary action regarding accepting resignation of Police Chief, Sam Love (Estimated 5 min – City Administrator)

Motion made by Council Member Eason, seconded by Council Member McCabe, to accept the resignation of Police Chief Sam Love.

City Secretary Montgomery asked for a roll-call vote:

Council Member McCabe: Aye
Council Member Tye: Aye
Council Member Eason: Aye
Council Member Majors: Aye

Motion carried unanimously.

Executive Session (Estimated 30 minutes)

Pursuant to the following designated section of the Texas Government Code, Annotated, Chapter 551 (Texas Open Meetings Act), the Council may convene into executive session to discuss the following:

- P. Section 551.071 Consultation with Attorney - pending or contemplated litigation, settlement offer or to seek advice from attorney**
- Q. Section 551.072 Deliberation regarding Real Property - purchase, exchange, lease, or value of real property if deliberation in an open meeting would have detrimental effect on position of the governmental body in negotiations with a third person**
- R. Section 551.074 Personnel – discuss appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee, or hear complaint or charge against officer or employee in executive session unless officer or employee requests public**
 - Chief of Police

S. Section 551.087 – Deliberations regarding Economic Development Negotiations – to discuss or deliberate regarding commercial or financial information that the City has received from a business prospect that the City seeks to locate, stay or expand in or near the City and with which the City is conducting economic development negotiations

Mayor Wilson convened into Executive Session at 8:00pm to discuss Sections 551.071, 551.072, and 551.074.

Mayor Wilson convened into Regular Session at 9:23pm.

Reconvene into Regular Session

T. Discussion and any necessary action as a result of Executive Session (Estimated 5 minutes)

Motion made by Council Member McCabe, seconded by Council Member Majors, to approve the document with the additional step that the Selection Committee will provide their recommendation to the Mayor, who will then provide her recommendation to the Council.

City Secretary Montgomery asked for a roll-call vote:

Council Member McCabe: Aye
Council Member Tye: Aye
Council Member Eason: Aye
Council Member Majors: Aye

Motion carried unanimously.

Future Agenda Items

Council Member Majors requested the following future agenda items:

- Social Media
- Trash/Bulk Trash Pick Up and Dumpster Days
- In Person Meetings

Council Member Tye requested an agenda item to discuss open records requests.

Adjourn


Motion made by Council Member McCabe, seconded by Council Member Eason to adjourn.

City Secretary Montgomery asked for a roll-call vote:

Council Member McCabe: Aye
Council Member Tye: Aye
Council Member Eason: Aye
Council Member Majors: Aye

Motion carried unanimously; meeting adjourned at 9:14pm.

Minutes approved the 25th day of March 2021.


JoAnn Wilson,
Mayor




Shannon Montgomery, TRMC
City Secretary