

**STATE OF TEXAS  
COUNTY OF WALLER  
CITY OF HEMPSTEAD**

**BE IT REMEMBERED** that on the 10<sup>th</sup> day of August A.D., 2023 at 2:00 P.M. the City Council met in a Budget Workshop at the Hempstead City Hall, 1125 Austin Street, Hempstead, Texas, there being present, to-wit:

Erica Gillum, Mayor  
Lonnie Garfield, Mayor Pro-Tem  
Cindy Pearce, Councilmember  
Karon Neal, Councilmember  
Nora Hodges, Councilmember  
Mildred Jefferson, Councilmember

Sabrina Alvarez, City Secretary

**1. Call to order and invocation.**

Mayor Erica Gillum called the meeting to order at 2:09 P.M. and Public Works Director Fredrick Alexander gave the invocation.

**2. Pledge of Allegiance.**

The Pledge of Allegiance was given.

**3. Public Comments.**

No Public Comments.

**4. Discussion on 2023-2024 Budget**

Discussion was held on proposed 2023-2024 salaries. Manager of Operations Kollye Kilpatrick stated that the proposed salaries for the employees are 5% across the board with a few exceptions, the Mayor, City Secretary, Municipal Court Administrator, Assistant Director of Technology, Street/Grounds Supervisor, Gas Supervisor, Wastewater Supervisor, and the Police Officers. Kollye Kilpatrick stated the City Secretary has completed all her certifications and since being sworn in as City Secretary has done an excellent job in her position. Municipal Court Administrator Judge Stafford proposed more than the 5% percent increase for the Court Administrator. Assistant Director of Technology has completed several certifications to continue his job performance. Public Works Director Fredrick Alexander stated that the Street/Grounds Supervisor, Gas Supervisor, Wastewater Supervisor for the positions they are in, they are underpaid. They are hands on supervisors seven days a week, and they help in other departments. Chief David Hartley stated that there is still a shortage of police officers, that's why he recommends the step program and the certification pay for his police officers to keep the staff he has, the city police are competing with other neighboring cities that are paying more, and police officers are leaving. Mayor Pro-Tem Lonnie Garfield asked Kollye Kilpatrick what's the quality of people on city staff? Kollye Kilpatrick stated Chief of Police has over 30 years of experience, Fredrick Alexander has had his

water license since the 1990's, City Secretary has been with the city for 17 years and worked her way up, Tommy Bell has over 25 years of experience in electrical education and experience. Frank Rodriguez has over 20 plus years in inspections, he is the City's Fire Marshall and Flood Plain Administrator. Councilmember Cindy Pearce stated she was not in favor of the 5% raise increase. Councilmember Nora Hodges agreed with Councilmember Cindy Pearce. Mayor Pro-Tem Lonnie Garfield stated he would like to give a 3% cost of living raise. Councilmember Mildred Jefferson agreed with the 5% raise across the board. Mayor Erica Gillum stated that employees have gotten their certifications. Councilmember Nora Hodges is pleased with the direction that the city is going, she will be studying the job descriptions, and is not ready to decide on salaries. Mayor Pro-Tem Lonnie Garfield stated that the city never shuts down, he stated he will look at salaries and see what fits Hempstead, the staff is stretched out and we are competing for good employees.

Animal Control Department- Mayor Erica Gillum stated for this department, the city will budget for one person, we would have to house the animals for a short period of time. Upgrade the housing we have currently and to temporarily house the animals until the county picks them up.

#### **5. Adjourn City Council Meeting.**

Mayor Pro-Tem Lonnie Garfield made a motion to adjourn the meeting at 3:30 P.M. Councilmember Nora Hodges seconded the motion and it carried.

**PASSED AND APPROVED** this the 21<sup>st</sup> day of August, A.D., 2023.

**APPROVED:**

**/s/: Erica Gillum, Mayor**

**ATTEST:**

**/s/: Sabrina Alvarez, City Secretary**