

**NOTICE AND AGENDA OF SPECIAL CALLED MEETING  
MOUNT PLEASANT CITY COUNCIL**

**Monday, November 25, 2024 at 5:30 P.M.  
501 North Madison, Mount Pleasant, Texas**



**PURSUANT TO CHAPTER 551.127, TEXAS GOVERNMENT CODE, ONE OR MORE COUNCIL MEMBERS MAY ATTEND THIS MEETING REMOTELY USING VIDEOCONFERENCING TECHNOLOGY. THE VIDEO AND AUDIO FEED OF THE VIDEOCONFERENCING EQUIPMENT CAN BE VIEWED AND HEARD BY THE PUBLIC AT THE ADDRESS POSTED ABOVE AS THE LOCATION OF THE MEETING.**

Under the Americans with Disabilities Act, an individual with a disability must have equal opportunity for effective communication and participation in public meetings. Upon request, agencies must provide auxiliary aids and services, such as interpreters for the deaf and hearing impaired, readers, large print or Braille documents. In determining the type of auxiliary aid or services, agencies must give primary consideration to the individual's request. Those requesting auxiliary aids or services should notify the contact person listed on the meeting several days before the meeting by mail, telephone, or RELAY Texas. TTY: 7-1-1.

The public may participate by joining YouTube: <https://www.youtube.com/@thecityofmountpleasanttexas1157/streams>

**CALL TO ORDER**  
**SPECIAL AGENDA**

1. Public Comments:

*The City Council welcomes citizen participation and comments at all Council meetings. Citizen comments are limited to two minutes out of respect for everyone's time. The Council is not permitted to respond to your comments. The Texas Open Meetings Act requires that topics of discussion/deliberation be posted on an agenda not less than 72 hours in advance of the Council meetings. If your comments relate to a topic that is on the agenda, the Council will discuss the topic on the agenda at the time that the topic is discussed and deliberated.*

2. Reconsider Resolution 2024-18 adopted by the Council at the November 19, 2024, Regular City Council Meeting and consider adopting Resolution 2024-19 on Longevity Pay Policy.

3. Consider Canceling the December 3, 2024, Regular Meeting of the City Council.

*The City Council reserves the right to adjourn into executive session at any time to discuss any of the matters listed on the agenda as authorized by the Texas Government Code §551.071, (Consultation with Attorney), §551.072, (Deliberations about Real Property), §551.074, (Personnel Matters), §551.076, (Deliberations about Security Devices), §551.087, (economic development negotiations), or any other exception authorized by Chapter 551 of the Texas Government Code.*

**ADJOURN**

I certify the above notice of meeting is a true and correct copy of said notice and that same was posted on the bulletin board of City Hall of the City of Mount Pleasant, Texas, a place readily accessible to the general public at times, by 5:00pm on the 22<sup>nd</sup> of November 2024 and remained so posted for at least 72 hours preceding the scheduled of said meeting.

*Candias Webster*

**Candias Webster, City Secretary**



# AGENDA ITEM REPORT

**Meeting:** City Council - Nov 25 2024

**Department:**

---

**Subject: Public Comments:**

The City Council welcomes citizen participation and comments at all Council meetings. Citizen comments are limited to two minutes out of respect for everyone's time. The Council is not permitted to respond to your comments. The Texas Open Meetings Act requires that topics of discussion/deliberation be posted on an agenda not less than 72 hours in advance of the Council meetings. If your comments relate to a topic that is on the agenda, the Council will discuss the topic on the agenda at the time that the topic is discussed and deliberated.

---



# AGENDA ITEM REPORT

**Meeting:** City Council - Nov 25 2024

**Department:** Administration

---

**Subject: Reconsider Resolution 2024-18 adopted by the Council at the November 19, 2024, Regular City Council Meeting and consider adopting Resolution 2024-19 on Longevity Pay Policy.**

---

## **Item Summary:**

In September 1987, the 70<sup>th</sup> Legislature of the State of Texas enacted a bill stating that a municipality with a population of 10,000 or more must pay each full-time member of the fire or police department “longevity pay” of four dollars per month for each year of service in the department, not to exceed twenty-five (25) years. Over the years, many cities, including the City of Mount Pleasant, have included civilian employees in this benefit. In addition, due to recruitment and retention challenges, many cities, including the City of Mount Pleasant, have increased the amount paid per month in ranges up to ten dollars per month per employee.

The City of Mount Pleasant had implemented the ten dollars per month per employee in the budget FY '24-'25. On November 19, 2024, the City Council voted to change the amount to \$5 (five) per month per employee with a 25-year cap. This Resolution changes it to \$10 (ten) per month per employee with a 25-year cap.

## **Financial Impact:**

This item has already been budgeted in the 2024-2025 budget. There is no additional financial impact to the City’s current budget adopted on September 24, 2024.

## **Recommendation(s):**

staff recommendation to reconsider Resolution 2024-14 and consider staff’s earlier recommendation of \$10 per month with a 25-year cap approving Resolution 2024-19

## **Attachments:**

[Resolution 2024-19 Longevity Pay Policy](#)

## RESOLUTION 2024-19

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNT PLEASANT, TEXAS, RECONSIDERING AND REPLACING RESOLUTION 2024-18. APPROVING AND AUTHORIZING THE ADOPTION OF THE LONGEVITY PAY POLICY TO INCLUDE ALL FULL-TIME EMPLOYEES OF THE CITY OF MOUNT PLEASANT ALLOWING TEN DOLLARS PER EMPLOYEE PER MONTH FOR EACH YEAR OF SERVICE, NOT TO EXCEED TWENTY-FIVE YEARS.**

**WHEREAS**, in September, 1987, the Legislature of the State of Texas enacted a bill, **Title 5, Chapter 141; 141.032**, stating that a municipality with a population of 10,000 or more must pay each full-time member of the fire or police department “longevity pay” of four dollars per month for each year of service in the department, not to exceed twenty-five (25) years;

**WHEREAS**, the City of Mount Pleasant wishes to provide for compliance with the state statues and to outline procedures regarding longevity pay which is provided to recognize the value of long-term, loyal service to the City and its community;

**WHEREAS**, over the years the City of Mount Pleasant has included all full-time employees in the Longevity Pay benefit;

**WHEREAS**, the City of Mount Pleasant, in addressing the challenges of recruitment and retention, increased the amount paid per month to ten dollars per month per full-time employee since FY '20 -'21.

**WHEREAS**, this policy addresses the fiscal responsibility of the Council to review annually the City’s budget and to adjust, either by increasing or decreasing the dollar amount payable to employees, based on the economy, but not less than the four dollars per employee mandated for certain employees by the State of Texas; and

**WHEREAS**, the City Council passed Resolution 2024-18, at its Regular meeting on November 19, 2024, approving the City of Mount Pleasant’s Longevity Pay at \$5 per month per employee with a 25-year cap;

**WHEREAS**, the City has not implemented the policy approved by the City Council pursuant to Resolution 2024-18;

**WHEREAS**, a motion was passed at the City Council to reconsider Resolution 2024-18;

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MOUNT PLEASANT, TEXAS, AS FOLLOWS:**

SECTION 1. That the findings and provisions set out in the preamble to this resolution are hereby in all things approved and adopted.

SECTION 2. The attached Longevity Pay Policy applies to all City of Mt. Pleasant full-time employees meeting certain requirements, provides for payment of longevity pay at \$10 per month for up to 25 years of service and replaces the Longevity Pay Policy adopted by the Council pursuant to Resolution 2014-18 on November 19, 2024.

SECTION 3. That this resolution shall be effective immediately from and after its date of passage.

**PASSED AND APPROVED BY THE CITY COUNCIL OF THE CITY OF MOUNT  
PLEASANT, TEXAS, ON THIS 25TH DAY OF NOVEMBER 2024.**

**APPROVED:**


---

**TRACY CRAIG, MAYOR**

**ATTEST:**

---

**CANDIAS WEBSTER, CITY SECRETARY**

	<b>City Policies &amp; Administrative Directives</b>		
	Policy Number	Page Number 1 of 2	Origination Date: 2007 Revision Date: 11/19/2024
	Subject  <b>Longevity Pay</b>		Date: _____ City Manager Signature

**BACKGROUND**

The **Texas Local Government Code; Title 5, Chapter 141; 141.032**, states that a municipality with a population of 10,000 or more, each full-time member of the fire or police department is entitled to receive, in addition to all other money paid for services rendered in the department, longevity pay of \$4 a month for each year of service in the department, not to exceed twenty (25) years. The City of Mt. Pleasant includes all full-time civilian employees in this policy.

**PURPOSE**

To provide for compliance with the state statutes and to outline procedures regarding longevity pay which is provided to recognize the value of long-term, loyal service to the City of Mt. Pleasant.

**SCOPE**

All regular full-time employees that have completed a full continuous year of employment with the City are eligible for longevity pay.

**DEFINITIONS**

All employees (civilian, fire and police) that regularly work at least thirty (30) hours per week, or the equivalent of.


**POLICY**

All full-time employees are eligible to begin receiving longevity pay when they have completed one (1) full year of employment. Payment will be based on months of continuous service at the time of payment. This policy will be reviewed annually during the budget discussions in order to determine the accrual rate above the required \$4 per month as mandated by the **Texas Local Government Code; Title 5, Chapter 141; 141.032**.

**PROCEDURES**

All eligible employees will begin accruing at the rate of ten dollars (\$10) per month (*or the amount approved by the Council in the budget for the year*) for each full month of uninterrupted service, to a maximum of twenty-five (25) years. Employees who have left employment with the City and return within six (6) months of their separation date will receive longevity as if there were no break in service. Employees who have left employment with the City and returned after six (6) months after their separation date will begin accruing as a new employee.

Payment will be paid in a lump sum during the month of November of each year. Applicable taxes and withholdings will apply.

	<b>City Policies &amp; Administrative Directives</b>		
	Policy Number	Page Number 2 of 2	Origination Date: 2007 Revision Date: 11/19/2024
	Subject  <b>Longevity Pay</b>		Date: _____ City Manager Signature

The chart below shows a sample of longevity calculations based on the following formula: **Length of service in months X \$10.00 = Longevity Pay**. Longevity pay amounts shown below are gross amounts which are subject to all applicable taxes and withholdings. Upon separation, a pro-rated longevity pay amount will be paid.

Length of Service at Time of Eligibility	Gross Longevity Amount
12 months of service	\$120
24 months of service	\$240
36 months of service	\$360
48 months of service	\$480
52 months of service	\$520
60 months of service	\$600
120 months of service	\$1,200
300+ months of service ( <b>maximum</b> )	\$3,000

**REFERENCES/CITATIONS**

**Texas Local Government Code; Title 5, Chapter 141; 141.032**

<https://texas.public.law/statutes/tex. local gov't code section 141.032>



# AGENDA ITEM REPORT

**Meeting:** City Council - Nov 25 2024

**Staff Contact:** Greg Nyhoff, City Manager

**Department:** Administration

---

**Subject:** Consider Canceling the December 3, 2024, Regular Meeting of the City Council.

---

**Item Summary:**

We have no agenda items for this meeting so we are recommending that we cancel this meeting.

**Financial Impact:**

N/A

**Recommendation(s):**

Canceling the December 3, 2024 meeting