



**City of Montgomery  
City Council  
Special Meeting Minutes  
September 15, 2025**

**OPENING AGENDA**

**1. Call Meeting to Order.**

The City Council Special Meeting of the City of Montgomery was called to order by Mayor Countryman at 6:00 p.m. on September 15, 2025, at City Hall 101 Old Plantersville Rd., Montgomery, TX and live video streaming.

With Council Members present a full quorum was established.

|          |                        |                 |
|----------|------------------------|-----------------|
| Present: | Mayor                  | Sara Countryman |
|          | Mayor Pro-Tem          | Cheryl Fox      |
|          | Council Member Place 1 | Carol Langley   |
|          | Council Member Place 2 | Casey Olson     |
|          | Council Member Place 5 | Stan Donaldson  |

|         |                        |               |
|---------|------------------------|---------------|
| Absent: | Council Member Place 3 | Tom Czulewicz |
|---------|------------------------|---------------|

**2. Invocation.**

Council Member Donaldson gave the invocation.

**3. Pledges of Allegiance.**

Mayor Countryman led the pledges of allegiance.

**PUBLIC FORUM**

No citizen comments presented for this meeting.

**PRESENTATION**

**4. Proclamation recognizing Mount Pleasant Missionary Baptist Church.**

Mayor Countryman read the proclamation recognizing Mount Pleasant Missionary Baptist Church.

**PUBLIC HEARING**

**5. Convene into a Public Hearing on the Proposed FY2026 City of Montgomery Annual Budget.**

Mayor Countryman convened the Montgomery City Council into a Public Hearing at 6:05 p.m.

Finance Director Maryann Carl said I just wanted to bring one thing forward this evening. As you know, we have been talking about the transition of events over to the City side. Looking at what was budgeted, we have that item on the MEDC budget, but it had not been in the proposed budget that was posted. The one change that we will be bringing forward tonight is to add \$60,000 to the general fund budget under public works for those quality of life events. This is the only change to the proposed budget, but I did want that to be brought to you during this time. Council Member Langley asked if we took it out of MEDC. Finance Director Carl said we have not made any changes on the MEDC side. We have not had a meeting to do so at this point. The other thing that was a little bit of a question is to what level of participation MEDC may still have in supporting those events, even though they are on the City side. There is still the ability for them to support events at some level. That is something that Mr. Walker and I have been talking about and that will need to circle back around with MEDC. At the moment, that has not come out of the EDC budget. That is something that we can do as we progress through the year. It is in addition to the proposed budget that has been posted.

Mayor Countryman reconvened the Montgomery City Council into a Regular Meeting at 6:07 p.m.

**6. Convene into a Public Hearing on the Proposed 2025 Tax Rate of \$0.4000 per \$100assessed valuation.**

Mayor Countryman convened the Montgomery City Council into a Public Hearing at 6:07 p.m.

No public comments were presented at this time.

Mayor Countryman reconvened the Montgomery City Council into a Regular Meeting at 6:08 p.m.

**SPECIAL AGENDA**

**7. Consideration and possible action regarding Ordinance 2025-12 of the City of Montgomery, Teas adopting an operating budget for the fiscal year 2025-2026.**

**THIS BUDGET WILL RAISE MORE REVENUE FROM PROPERTY TAXES THAN LAST YEAR'S BUDGET BY AN AMOUNT OF \$292,343, WHICH IS A 13.20 PERCENT INCREASE FROM LAST YEAR'S BUDGET. THE PROPERTY TAX REVENUE TO BE RAISED FROM NEW PROPERTY ADDED TO THE TAX ROLL THIS YEAR IS \$147,211.**

**TAXPAYER IMPACT STATEMENT**

**This notice informs taxpayers of the potential impact of the Proposed Tax Rate for Fiscal Year 2025-2026, comparing what would be paid under the No-New-Revenue Tax Rate versus the Proposed Tax Rate.**

Finance Director Carl said as I mentioned in the public hearing, the only change to the budget that has been posted as proposed for the preceding 30 days is an increase to the general fund budget under the public works department for a \$60,000 expenditure for quality of life events. As a result, the proposed surplus for the general fund will be reduced from \$411,483 to \$351,483. We still have a surplus. Council Member Langley asked if it is posted online. Finance Director Carl said yes, it has been posted on our website. Council Langley asked if the correction was posted. Finance Director said you cannot make any changes to that proposed budget once it is posted. It has to stay posted for those 30 days without changes. That is where we bring these changes forward this evening if there is any variation in that budget. That adopted budget is what will be posted as of 10-01-2025. Mayor Countryman asked would you say this is a healthy surplus? Finance Director Carl said absolutely. Mayor Pro-Tem Fox asked when was the last time we actually had a tax increase? I do not remember having a tax increase in quite a few years. Finance Director Carl said this is the part that gets to be kind of funny because it is where the increase is, and if you look back at your previous several years, you will have the exact same wording. The reason for that is we have been adopting slightly above that no new revenue rate. By doing so, you are actually bringing in some new revenue on existing properties. If you look at the chart that is on the agenda, and if you look at the 2025 no new revenue tax rate, the tax on a median homestead would be \$1,024.36. But since Council had given the guidance that you wanted to keep the tax rate at the \$0.40, that puts that tax at \$1,118.60. That is what you see as the increase in tax because it is above that no new revenue rate. So therefore, it is considered an increase over the known revenue rate, but the tax rate is the same as what you have had for the last six or seven years. Mayor Countryman said the reason why that is happening is because of property values increasing. Council Member Olson said if it was worded correctly, by definition, it is not a rate increase, it is a revenue increase. Our rate has stayed flat, but our revenue has increased based off of property valuation. Mayor Countryman said yes.

**Motion:** Council Member Olson made a motion to accept Ordinance 2025-12, an Ordinance of the City of Montgomery, Texas adopting an operating budget for the fiscal year 2025-2026. This budget will raise more revenue from property taxes than last year's budget by an amount of \$292,343, which is a 13.20 percent increase from last year's budget. The property tax revenue to be raised from new property added to the tax roll this year is \$147,211. Mayor Pro-Tem Fox seconded the motion. Motion carried with all present voting in favor.

Council Member Langley – Aye  
Council Member Olson – Aye  
Mayor Pro-Tem Fox – Aye

Council Member Donaldson - Aye  
Mayor Countryman (only votes to break a tie)

**8. Consider, Adopt and Set by Ordinance the 2025 Ad Valorem Tax Rate for Maintenance and Operations, \$0.3258/\$100.**

Finance Director Carl said this item is just a separation of the overall tax rate that will be covered in the ordinance in the following item. The first motion would be for adopting the maintenance and operations tax rate of \$0.3258. Mayor Countryman asked if this could be a cumulative vote or does it still need to be independent? Finance Director Carl said this one can be cumulative. The record vote is going to come under number 10.

**Motion:** Council Member Langley made a motion to accept the 2025 Ad Valorem Tax Rate for Maintenance and Operations, \$0.3258/\$100.

Discussion: Council Member Olson asked is the date wrong? Finance Director Carl asked where it says 2025 ad valorem? Council Member Olson said yes. Finance Director Carl said it is not because we are currently in tax year 2025. Your taxes are based on your valuation as of January 1st of 2025, so even though we will be collecting it in January of 2026 and in the FY26 budget, it is for tax year 2025.

Council Member Olson seconded the motion. Motion carried with all present voting in favor.

**9. Consider, Adopt and Set by Ordinance the 2025 Ad Valorem Tax Rate for Debt Service, \$0.0742/\$100.**

Finance Director Carl said this is the debt service, the remaining portion of that \$0.40.

**Motion:** Council Member Donaldson made a motion to accept the 2025 Ad Valorem Tax Rate for Debt Service \$0.0742/\$100. Mayor Pro-Tem Fox seconded the motion. Motion carried with all present voting in favor.

**10. Consideration and possible action on an Ordinance 2025-13 of the City Council of the City of Montgomery, Texas, setting the ad valorem tax rate of the City of Montgomery, for the year 2025 at a rate of \$0.4000 per one hundred dollars (\$100) valuation on all taxable property within the corporate limits of the City of Montgomery as of January 1, 2025 specifying separate components of such rate for operations and maintenance and for debt service; levying an ad valorem tax for the year 2025 providing for due and delinquent dates together with penalties and interest; providing for collection and ordaining other related matters.**

Finance Director Carl said this is the ordinance that would set the tax rate at the 40 cents and calls out two items that you just previously approved which is the \$0.3258 for maintenance and operation and the \$0.0742 for debt service.

**Motion:** Council Member Olson made a motion to accept Ordinance 2025-13, an Ordinance of the City Council of the City of Montgomery, Texas, setting the ad valorem tax rate of the City of Montgomery, for the year 2025 at a rate of \$0.4000 per one hundred dollars (\$100) valuation on all taxable property within the corporate limits of the City of Montgomery as of January 1, 2025 specifying separate components of such rate for operations and maintenance and for debt service; levying an ad valorem tax for the year 2025 providing for due and delinquent dates together with penalties and interest; providing for collection and ordaining other related matters. Mayor Pro-Tem Fox seconded the motion. Motion carried with all present voting in favor.

Council Member Langley - Aye

Council Member Olson – Aye

Mayor Pro-Tem Fox – Aye

Council Member Donaldson – Aye

Mayor Countryman (only votes to break a tie)

**11. Consideration and possible action on adopting the recommended Evergreen Solutions new open range pay scale.**

Mayor Countryman said I understand going up and down and having the minimum, midpoint, maximum, but I do not know what qualifies what. Mayor Pro-Tem Fox said I wanted to know what the 106 range was, but I did not take time to go look for it. Do you know what the 106 range is? Council Member Olson said you have grades that start with 101 and run through 115. Within that grade, you have a minimum, a maximum, and a midpoint. Basically, if you are within that grade, your salary range can fall anywhere in that grade range. Mayor Countryman asked are you are saying the beginning pay at the City will start in range 106? Council Member Olson said no. Mayor Countryman asked where did you get 106? Council Member Olson said page 63. City Administrator Walker said if you remember back to when we brought all the job descriptions, everybody is assigned to one of those. Everyone fits within that range within where they are assigned. Council Member Olson said it is just a grade. That is all it is. It gives you a pay range within that grade, correct? City Administrator Walker said every year we will still come at budget time with everybody's salaries, where that is, what that looks like, but everybody will maintain in their grade unless they are doing something else. Mayor Countryman asked what happens when the grade 115 in 20 years, I guess you would update it, but what if they go above that? Council Member Olson said you do not change the grade, you slide the range. Council Member Langley asked if every employee is in one of the grades? City Administrator Walker said yes. Mayor Countryman said just for the record, I would like to say that Evergreen Solutions was hogwash. Terrible. Chief Solomon asked what is your understanding of this when you talk about grades, COLA's and merits? What is your understanding? When you look at our manual, it has all those things in there with the exception of distance. Council Member Olson said honestly, it is really just a baseline so we understand where to bring people on at, and then when we promote someone, what does it look like. Your merit

wages and stuff that may actually push you to a new grade if you merit up. But actually with a COLA, it will not affect it because your COLA should affect your grades. Chief Solomon said the COLA will never affect your grade. Council Member Olson said but it will. I am just letting you know how a grade system works. Chief Solomon said it will always affect that grade going up three percent. Council Member Olson said right. Your grade will adjust. Chief Solomon said I was just trying to make sure you had the understanding of where that is at. Council Member Olson said your merit wages will not slide your grade, but your COLA will because your COLA is across the board. Your range will adjust. Your grade will actually stay the same. It will change the range. Council Member Langley asked who is our person that oversees this? Are you City Administrator Walker? City Administrator Walker said as part of the HR, yes. City Secretary Ruby Beaven said I still oversee it and the HR specialist. Mayor Countryman said we have all the department heads here. Is everybody on board? Council Member Olson said yes, that is a big one. Do you all understand how it works? I understand how it works. Chief Solomon said I just want to make sure you all understood how it works and how it goes with what we have in our manual. Public Works Director Muckleroy said the pay scale is great for hiring. It takes the guesswork out. I do not know how many times I have heard all of you ask over the years what is this person going to start at? What range are we talking? This answers it all and puts it on paper. There is flexibility in where they can start, but it puts it all on paper. Council Member Olson said you assign your grades by your position of, let us just say a brand new technician that is at the base level, he would be grade 101. There is your range. Chief Solomon said if we hire someone with more experience, we can start them somewhere else and then it does not affect what we are doing budget wise. Council Member Olson said they just assign that grade. There is their pay range, everything moves on, and it is very smooth. Chief Solomon said right. Council Member Olson said no questions, it is clean.

**Motion:** Council Member Donaldson made a motion to adopt the recommended Evergreen Solutions new open range pay scale. Council Member Olson seconded the motion. Motion carried with all present voting in favor.

12. **Consideration and possible action on adopting an Ordinance regarding the City of Montgomery's Texas Municipal Retirement System benefits authorizing: (1) An increase to the employee contribution rate; (2) Non-retroactive repeating colas, for retirees and their beneficiaries under TMRS ACT §853.404(f) and (f-1); (3) Annually accruing updated service credits and transfer updated service credits; and (4) Removal of the statutory maximum contribution rate limit.**

City Administrator Walker said this is the same. It is just clean up from what we discussed here in the budget.

**Motion:** Council Member Olson made a motion to adopt Ordinance 2025-14, an Ordinance regarding the City of Montgomery's Texas Municipal Retirement System benefits authorizing: (1) an increase to the employee contribution rate; (2) Non-retroactive repeating colas, for retirees and their beneficiaries under TMRS ACT

§853.404(f) and (f-1); (3) Annually accruing updated service credits and transfer updated service credits; and (4) Removal of the statutory maximum contribution rate limit. Council Member Donaldson seconded the motion. Motion carried with all present voting in favor.

### **COUNCIL INQUIRY**

Council Member Olson said just a reminder, our meeting is on Monday next week. Council Member Langley said yes, the 22<sup>nd</sup> correct? Council Member Olson said I think so.

City Administrator Walker said I would like us to consider having a retreat, maybe a small retreat, maybe a Saturday afternoon or morning. I know it is tough to get everybody together with different schedules, but I would like to go over some of the comprehensive plan, some of the questions you might have, some of the visions that have been written before I got here, so you can tell me where we are going with these things because also, with EDC meetings, they are looking for direction as well, and I want to bring a consolidated message. Council Member Langley asked Saturday mornings and a couple of hours? I have been to too many retreats, all day retreats, and we had not done anything, so I am not going to sit through an all-day retreat. City Administrator Walker said it does not have to be all day. I can bring these items back to a regular meeting. Mayor Countryman said Council Member Langley, here is the thing. City Administrator Walker needs to hear from us. We know what that stuff is. He needs to hear from us for a directive and moving forward. Council Member Langley said in two hours, we can get it done. Mayor Countryman said it might go further, but you can walk out. City Administrator Walker said I already have some items and then if you think of specific items you want to discuss, we can make it real organized and just go through it. It does not have to be stretched out. As a group, you all have to give me direction. I have read through most of this stuff. We have a number of items like McCown Street Project, and now we have the community building. Some of these things are going to be happening and I need some direction. Council Member Langley asked do you have a date? City Administrator Walker said I do not. That is what I wanted to bring up. Council Member Langley asked do you have a month? City Administrator Walker said we can do it soon before the holidays hit. Council Member Olson said I have some Saturdays I cannot participate. Mayor Countryman asked how does October 11<sup>th</sup> look for everyone or the 18<sup>th</sup>? Mayor Countryman asked Mayor Pro-Tem Fox how is your 18<sup>th</sup> looking? Mayor Pro-Tem Fox said it is okay. Mayor Countryman asked Council Member Olson how is your 18<sup>th</sup>? Council Member Olson said the 18<sup>th</sup> is out. I have a concert. Mayor Countryman asked how about November 1<sup>st</sup>? Mayor Countryman asked how about November 8<sup>th</sup>? Mayor Pro-Tem Fox said we are having the street dance that night. Mayor Countryman said it can happen during the day. Mayor Pro-Tem Fox said I wish we would have it in October though. Mayor Countryman asked what about October 12<sup>th</sup>? Council Member Olson said I would do the 12<sup>th</sup>. Mayor Countryman said it is a Sunday. Council Member Olson said not a Sunday. Mayor Countryman said I say

the 18th or the 11th. Council Member Olson said the 11th is good. Mayor Countryman said Council Member Donaldson cannot do the 11th. He can do the 18th. Mayor Pro-Tem Fox said I can do the 18th. Mayor Countryman said I cannot do the 25th. Mayor Pro-Tem Fox said the 18th works well for me. Council Member Olson said he cannot do the 18th. Mayor Countryman said the 11th or the 18th, we can have a coin toss. Council Member Langley asked who cannot do the 11th? Council Member Olson said Council Member Donaldson. Council Member Langley asked what is the matter with November the 1st? Mayor Pro-Tem Fox said I am out of town that day. Council Member Olson said I might be able to do November 8th. Mayor Countryman said November 8th is a Saturday. Mayor Countryman said the 11th or the 18th. Council Member Olson said November 8<sup>th</sup> is okay for me. Mayor Countryman asked is November 8<sup>th</sup> good for everyone? Council Member Donaldson said yes. Mayor Countryman asked Mr. Walker, would you like to have a retreat on November 8th for the record? City Administrator Walker said sounds good. City Secretary Beaven asked what time do you want to start? Council Member Langley said 9:00 a.m. to noon with breakfast. Council Member Donaldson said 10:00 am. to noon. Mayor Pro-Tem Fox said that day we are also having the Lone Star dance that starts at 6:00 p.m. so it will not be in the afternoon. Mayor Countryman asked do you want to do 9:00 a.m. to noon and then if we need to stay longer, we can stay longer, or if we get done earlier, we get done earlier? Council Member Olson said yes, that is plenty of time. Mayor Countryman asked Council Member Langley do you want to start 8:00 a.m. to noon? Council Member Langley said no. We can get it done from 9:00 a.m. to noon. I will stay until noon and we will get it done. Mayor Countryman said okay, November 8th, at 9:00 a.m. Council Member Langley asked and you will tell us where it is going to be held at? City Administrator Walker said yes. Mayor Countryman said we can find somewhere. Council Member Donaldson said I did not hear what Council Member Olson said about next week. He said something about Monday. Council Member Olson said our normally scheduled Tuesday meeting we moved to Monday. Mayor Countryman said we moved it on the last agenda.

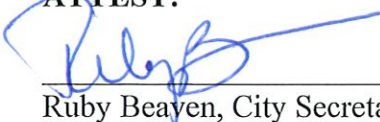
## **CLOSING AGENDA**

### **13. Adjourn.**

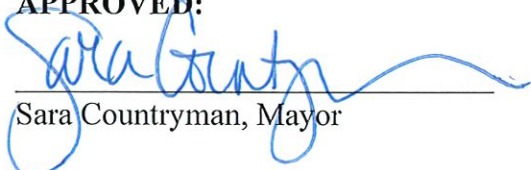
**Motion:** Council Member Olson made a motion to adjourn the Special Meeting of the City of Montgomery at 6:35 p.m. Council Member Langley seconded the motion. Motion carried with all present voting in favor.



**ATTEST:**

  
Ruby Beaven, City Secretary

**APPROVED:**

  
Sara Countryman, Mayor