



City Of Granite Shoals
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MEETING MINUTES
CITY OF GRANITE SHOALS, TX
REGULAR CALLED CITY COUNCIL MEETING
CITY HALL, 2ND FLOOR COUNCIL CHAMBER, GRANITE SHOALS, TX
TUESDAY, OCTOBER 11, 2016
6:00 PM

The numbering below tracks that of the agenda, whereas the actual order of consideration may have varied.

1. Mayor Brugger called the regular meeting of the City Council of the City Of Granite Shoals to order at 6:01 PM, Granite Shoals City Hall, Council Chamber, 2221 N. Phillips Ranch Road, Granite Shoals, Texas.

Present:

Carl Brugger, Mayor
Tom Dillard, Mayor Pro Tem
Anita Hisey, Council Member, Plc. 1
Shirley King, Council Member, Plc. 2
Todd Holland, Council Member, Plc. 5
Mark Morren, Council Member, Plc 6

Absent:

Eric Tanner, Council Member, Plc. 3 (resigned 9-17-2016)

City Staff Present:

Ken Nickel, City Manager
Peggy Smith, Assistant City Manager
Brad Young, City Attorney
Elaine Simpson, City Secretary

2. Mike Mitchell of the Granite Fellowship Church and the Granite Shoals Faith Alliance gave the invocation.

3. Pledge to the US and the Texas State Flags, respectively.

4. **Public comment and announcements and Items of Interest**

At this time, any person with business before the Council not scheduled on the agenda may speak to the Council. No formal action can be taken on these items at this meeting. No discussion or deliberation can occur. Comments regarding specific agenda items should occur when the item is called. Anyone wishing to

Speak under this agenda item must complete a Comment Card and submit to the City Secretary prior to addressing the Council.

- **Fire Safety Week** – October 10th through the 14th – Fire Department/various activities and educational events.

Fire Safety posters are available at City Hall for the kids, while supplies last. The focus this year is on checking those smoke detectors.

- **Fall City-Wide Clean Up Day** – Saturday, October 15, 2016, City Hall campus 8 AM to 12 noon.

THIS YEAR INCLUDING SHRED MOBILE

Condor Document Services will be at City Hall parking lot from 8-11 AM to securely shred (and recycle) your personal documents. Fight Identity Theft! Securely shred your personal business documents that you no longer need.

Items that are NOT accepted at the Clean Up Day are household hazardous wastes and construction debris.

- **BBQ for Christmas Outreach** – Saturday, October 22 at Ryders 11AM to 3 PM
Bring a new, unwrapped toy and get a dessert. Tickets are \$10.00 in advance and \$12.00 at the door.

- **Early Voting for Nov. 8th Elections** – Monday, October 24th – Friday, November 4th

- **Trunk OR Treat** – Highland Lakes Elementary School – Monday, October 24, 2016 at 6:30 PM. Volunteers are appreciated.

- **October 28, 2016; Friday – Public Safety Day at Highland Lakes Elementary School.**

The month of October has Fire Safety Week and Public Safety Day activities. First responders, and their vehicles / equipment **may be at the Elementary School doing presentations and demonstrations at any time of the month.** Please be mindful around emergency vehicles.

- **Fall Festival** – Presented by the Granite Shoals Faith Alliance – **updated location Veterans Park** – October 30, 2016. 1 PM – 5 PM

There will be an All-City Worship Service (similar to the one at the 50th Year Bash weekend) at 11:00 AM in the park. This is a full day of fellowship and fun for the entire family.

- **Veterans Celebration** – November 5, 2016; Saturday, Veterans Park at 11:00 AM. Annually, at this event the city will present the annual John Rinehart Memorial Award for Outstanding Community Service.

- **November 8, 2016 City of Granite Shoals Special Elections** – Election Day polling places will be open 7 AM to 7 PM.

- **December 2, 2016 Friday, Christmas By The Highway 'Lighting Ceremony'** 6 PM

Mayor Brugger thanked Mayor Pro Tem Dillard for chairing the previous meetings during Brugger's absence.

There were no citizen comments.

5. **Presentations, Recognitions and Reports:**

Make a Wish Foundation – Proclamation by Mayor Carl Brugger

Office of the Mayor City Of Granite Shoals

Proclamation

Expressing Thanks to the Make A Wish Foundation

WHEREAS, 'Wishes are good medicine for kids with life-threatening medical conditions'; this is the guiding principle behind the Make A Wish Foundation; and
WHEREAS, every year, approximately 27,000 children are diagnosed with a medical condition that makes them eligible for a wish experience through Make A Wish America. In Fiscal Year 2015, they granted the wishes of nearly 14,800 kids; and
WHEREAS, this year, our own 7 year old Alyssa Flores is a very special 'Wish Kid'; and
WHEREAS, Alyssa has been a champion in fighting Acute Lymphoblastic Leukemia (ALL for short); and
WHEREAS, her wish was to meet the talented singer/actress Selena Gomez and attend one of her concerts; and
WHEREAS, Alyssa met and visited with Selena in Austin in June, attended her concert at the Frank Erwin Center and stayed in the fancy Hutto Hotel; and
WHEREAS, Alyssa prepared for her visit with a shopping spree and a manicure, pedicure and general pampering at the nail salon; and
WHEREAS, the Mayor and City Council wish to congratulate Alyssa for her perseverance in fighting ALL and congratulate her on an extraordinary wish experience; and
WHEREAS, our community, Teri Brinson, Tommy Fogle, Karen Larsen and Lynn Smith from the Friends of Wishes Foundation, had a chance to help make Alyssa's wish come true, and now are honored to be a part of her family of support; and
WHEREAS, the City would like to honor this expression of community coming together to be a part of Alyssa's wish experience;
NOW, THEREFORE, I, MAYOR CARL BRÜGGER, with and on behalf of the City Council, on this 11th day of October, 2016, further honor Alyssa and her fight with ALL, and thank her, the Make A Wish organization, Friends for Wishes, and the many volunteers and sponsors who participated in the Wish Experience of this precious young citizen.

Mayor Carl Brugger

Mayor Brugger recognized Alyssa Flores and her family, and the representatives from the Make-A-Wish Foundation - Teri Brinson and Karen Larsen - and from the Friends for Wishes: Lynn Smith, Tommy Fogel , Brenda Weems. Chaille Voelkel, and Norman Walker.

Mayor Brugger introduced Alyssa to each Council member. He presented her with a small gift from the city, and her own copy of the Proclamation that recognized all her supporters.

6. MANAGEMENT REPORTS

a.) **City Manager**

- Texas Parks and Wildlife Outdoor Recreation Grant application for Quarry Park.
The application for this grant was submitted electronically and is now classified as in the queue. We will not hear a final decision on this application until after February 2017.

- Development Agreements
City staff sent two certified letters to request updated development agreements to the Metzger Family. The current development agreement expires December 29, 2016. This agreement that is being requested would annex 500 feet of their property in the city's Extraterritorial Jurisdiction

(ETJ), upon the submission of any plat or plans to develop such property. A bonus of this development agreement is that the city can treat the area included in a development agreement as city limits. Similar letters were sent to the Scarborough Family, who own property that is similarly situated.

- **City Hall Roof Repairs**

So far, the tile and mortar have been removed and repairs will begin. Hopefully this project will continue as it has, on schedule, and will be finished within two weeks.

- **TML Conference report:** Council Members King, Hisey and Dillard attended this educational conference October 5-7th. [Council Members reported briefly on the best information they received at their classes, respectively. Council Member Hisey wrote her report and it is attached as 'Attachment A' to these meeting minutes. Mayor Pro Tem explained that there was excellent information at this conference regarding the predicted legislative outlook for Texas cities. The items at issue might include revenue caps and possibly Short Term Rentals. Council Member Hisey reported on the sessions that she attended on roads, on annexation, on public speaking and also involving teens in civic life. Council Member King agreed with the other speakers and also noted that there was a helpful session about solar energy which she found interesting.]

b.) Assistant City Manager

- **City water sampling/sample testing update:** the lead and copper samples are taken on a regular schedule for surface water (every three years) this is our year to take samples. There were 20 houses included in the sampling this year. One house of the 20 showed a result over the actual limit for lead. This house is old and is known to have lead solder in the pipes.

c.) City Secretary

- **Elections Update**

The city website at www.graniteshoals.org has information for voters regarding the two Special Elections which are on the November 8th ballot. This information is on the Elections page of the website.

Today in the Highlander News, the published notice for the Bond Election can be found in the legal section. Ordinance 680 will be published twice, within 2 weeks of the election.

7. CONSENT AGENDA ITEMS

The items listed are considered to be routine and non-controversial by the City Council and will be approved by one motion, There will be no separate discussion of these items unless a Councilmember so requests, in which case the item will be removed from the Consent Agenda prior to a motion and vote. The item will be considered in its normal sequence of the regular agenda.

- a. Approve September 27, 2016; Regular City Council meeting minutes.
- b. Approve Resolution #513 to name the *Highlander News* as the city's newspaper of record.
- c. Approve Ordinance #703 to re-authorize the Juvenile Curfew Ordinance for three more years, as required.

Mayor Pro Tem Tom Dillard motioned, and Council Member King seconded, to approve all items on the consent agenda, as presented, except one correction to Resolution #513, correcting the name of the newspaper from the Highlander News to The Highlander. Motion carried by a unanimous vote of 6-0.

8. **EXECUTIVE SESSION**: City Council will go into an executive (closed) session to receive information from City Attorney Brad Young as authorized by Texas Government Code Sections 551.071 (consultation with attorney).

9. a. Mayor Brugger announced that he would open agenda item 9.a., which is related to this Executive Session. Discuss, consider, interview applicants and possibly make an appointment to fill vacancy in City Council, Place # 3, for unexpired term. (*City Manager Ken Nickel*)

Mayor Brugger recessed the open meeting at 6:44 PM

Mayor Brugger adjourned the Exec. Session at 7:00 PM

Mayor Brugger reconvened the Open Meeting at 7:03 PM.

There was no formal action resulting from the Executive Session regarding agenda item 9.a.

9. **REGULAR AGENDA ITEMS**

a. Discuss, consider, interview applicants and possibly make an appointment to fill vacancy in City Council, Place # 3, for unexpired term. (*City Manager Ken Nickel*)

On August 23, 2016, Council Member Eric Tanner submitted his resignation from City Council, place #3. This created a vacancy on City Council for the unexpired term of Mr. Tanner (from September 17th, the effective date of the resignation, to May 2017). City Council determined a process that would be followed to appoint a qualified citizen to serve in Place #3. The application period started September 14, 2016 and ended September 30th at 3 PM.

There were four applications received. In date order of application: Jim Davant, Will Skinner, Arturo Rubio and Terry Scott.

These applications were reviewed by the City Secretary and the applicants were verified as qualified candidates, according to the City Charter requirements.

The City Council previously had decided to handle this appointment with the following procedure:

4. During City Council meeting on October 11th, all qualified candidate will be interviewed during the Council meeting.
5. At the end of the interviews, each council person will select their top two candidates by paper ballot. After all of the ballots are received, Elaine will read each ballot. The candidate with the highest score, will be first to be considered for the council position. The score will be calculated by giving 2 points for the top candidate and one point for the second choice.
6. Per our city charter, a vacancy in City Council, other than that of the Mayor, shall be filled within 30 days of the existence of the vacancy. This date is October 17, 2016. The Council must achieve an eighty (80%) percent vote of the remaining Council members to appoint a person for the position. Therefore, another vote from Council would be required. There must be 5 out of the 6 Council members vote to approve the appointment. If the top candidate cannot obtain the five votes, Council can consider other candidates. Any candidate must obtain 5 votes from Council to be selected for Mr. Tanner's Council position.
7. If a candidate is approved on October 11th, Elaine will administer the oath and required paperwork and the new Council Member will be seated at the dais on that date.

Mayor Brugger recognized the following speakers:

Susie Hardy, 412 Bluebonnet, Granite Shoals, TX 78654: Is Chair of the Streets and Water Advisory Group (SWAG). Jim Davant is a member of the SWAG. He has been valuable as a member of SWAG due to his professionalism, his knowledge and the fact he is a very solutions-oriented worker.

Mayor Brugger thanked the applicants for offering their service to the city by volunteering in this capacity. He explained that the Council would like to interview each candidate, in open session, and will give each gentleman six minutes to speak. Mayor called the applicants in the order in which they applied.

The Council members interviewed each applicant, but questions which were posed to all candidates included: 'What do you think makes a good Council Member?', 'Will you be willing to run for re-election in May?', 'Have you ever done work for the City of Granite Shoals for which you were paid money?', 'What are your thoughts about the deer management issue in Granite Shoals?', 'What is the most valuable thing you have learned from your service on ___ [respective committee]?' and 'What is your attitude about municipal debt?'

Each candidate introduced themselves and made initial remarks. All candidates essentially agreed that the city needs to grow and diversify the tax base. It was agreed that a good City Council member is a good listener who works well on a team and keeps the greater good in mind, keeps correct 'priorities'. Each candidate agreed that the deer overpopulation issue needs to be addressed. Almost all expressed support for improvements for the city's roads. All stated that if appointed tonight, they would run for re-election in May 2017.

Mr. Davant noted that he has been attending many city meetings, not only the SWAG and the City Council meetings, and he stays informed about the issues that City Council is addressing.

Mr. Skinner noted that his work with Kingsland Municipal Utility District provides him with a unique insight into the workings of a community and how to work with the public. He is also an active volunteer at the local elementary school in the parent teacher organization (PTO).

Mr. Rubio noted that he and his family run a construction business based in town. This gives him insight related to the experience of the business community in town. It was noted that his family's business has done work with the City of Granite Shoals and has a positive working relationship with the city.

Mr. Scott explained that he has excellent teamwork skills as an airline pilot for Delta. He works with his plane's crew every day. He is also a veteran with a long history of public service.

Each applicant noted how their Committee experience had provided valuable experience which they would, if appointed, use in their Council service.

There was a discussion on the City Council regarding the difficulty of choosing a replacement for Mr. Tanner when all four gentlemen are such strong candidates.

The voting was held according to the pre-determined procedure.

Mr. Davant received 10 points, Mr. Skinner 4 points and Mr. Rubio 4 points.

Points 1 st Choice = 2 pts. 2 nd Choice = 1 pt.	Davant	Skinner	Rubio	Scott	Pts.
Mayor Brugger	2		1		3
Anita Hisey	1	2			3
Shirley King	2	1			3
Tom Dillard	1	2			3
Todd Holland	1		2		3
Mark Morren	1		2		3
Total	10	4	4		

Mayor Brugger motioned, and Mayor Pro Tem Dillard seconded, to appoint Mr. Jim Davant to fill the un-expired term on the Granite Shoals City Council in place #3. Motion carried unanimously by a 6-0 vote.

Mayor Brugger called a recess at 7:59 PM.

Mayor Brugger reconvened the meeting at 8:12 PM.

City Secretary Simpson administrated the Oath of Office to Mr. Davant. Mr. Davant took his place at the Council dais.

b. Discuss, consider and possibly take action to determine recipient of the 2017 John Rinehart Award. (*City Manager Ken Nickel*)

The City Council passed Resolution 469 on January 20, 2015, establishing the John Rinehart Memorial Award for Outstanding Community Service.

Council awarded the first award to John Rinehart, posthumously. John Rinehart, Jr. accepted this award on behalf of his father on June 23, 2015. Last year, Donna Maier was awarded the John Rinehart award, and it was presented to her at the Veterans Celebration held Saturday, November 7, 2015.

This year, three nomination forms were submitted by the deadline of 5 PM on Sept. 30th. In order of date of receipt:

- 1.) Amber Campbell, nomination of Jonathon Curlee – 7-7-2016
- 2.) Shirley King, nomination of Merilyn Nations – 9-26-2016
- 3.) Austin Stanphill, nomination of J.C. Huggins -9-30-2016

At the October 13, 2015 City Council Regular Meeting, the Council decided by consensus to direct City Secretary to bring 2 sets of paper ballots for use in initial balloting. When there is a plurality of votes, a motion can be made to present the award to that nominee.

Tonight, Council Member King will field any questions regarding her nominee and Fire Chief Austin Stanphill will field questions on the other two nominees, both of whom serve on the Volunteer Fire Department.

Mayor Brugger introduced this item by noting that all three nominees are worthy of this recognition.

Fire Chief Austin Stanphill noted that Jonathan Curlee has been with the department for 13 years and was promoted upon his (Stanphill's) recommendation. Stanphill needed him in a 'leadership role' in the department due to his many strengths and his excellent attitude. Jonathan Curlee has extensive training and is admired for his willingness and skill to pass knowledge on. He is an excellent leader and trainer. He is reliable, positive and dedicated. He has been awarded leadership awards within the department.

Council Member King read from her extensive nomination form to describe the merits of Merilyn Nations. Merilyn Nations is known as an active and valuable member of the Beautification Advisory Group (BAG), and as a former Council Member, but not everyone knows about the variety of roles that she has taken to improve our community. She has been involved with helping clean up the city, and was the person most responsible for establishing the regular 'City Wide Clean Up Days' that we have each year. She serves on many committees, including the 40th and 50th Anniversary Celebration committees. She was involved with the Veterans Celebration and parade from the beginning. She has donated an incredible amount of time and service to the city for the last 15 years.

Fire Chief Stanphill provided the report on his nomination of 'J.C.' Huggins. Huggins is a military veteran, Air Force / Viet Nam. He is married and has 2 sons. He volunteers his service cheerfully to Granite Shoals Fire Department, also to the VFW and the Marble Falls area Chamber of Commerce. He is best known for showing up when he is needed, even if it is 2 AM, he will still have a great attitude. He is dependable and serves as a role-model for the younger members of the Department. He is a humble person, and gives his service to the city in a spirit very much like the John Rinehart award describes.

The Council members voted for their choice of John Rinehart nominees on paper ballots.

Five Council members voted for Merilyn Nations: Hisey, King, Holland, Dillard and Morren.

Mayor Brugger voted for JC Huggins.

Council Member Jim Davant abstained from the vote.

Mayor Pro Tem Dillard motioned, and Council Member Morren seconded, to award the 2017 John Rinehart Memorial Award for Outstanding Community Service to Merilyn Nations. The motion carried unanimously with a 7-0 vote.

c. Discuss, consider and possibly take action related to modifying the City Council meeting schedule for November and December 2016, to accommodate holiday schedules. *(City Secretary Elaine Simpson)*

There is an issue related to the Elections of November 8th. These must be canvassed during the time period of 11/16 to 11/22. With the schedule as it is, the first November meeting will be on Election Night, and the second November meeting will be the canvass held on the last day possible; November 22, 2016.

Currently in December, the regularly scheduled Council meetings would fall on December 13, 2016 and December 27, 2016.

Light Up Night for Christmas By The Highway is December 2, 2016. Last year the holiday meeting schedule changes were influenced by a desire to consider the Christmas Light Contest winners (to award them at the December Council meeting). This year, the Beautification Advisory Group (BAG) has indicated that they do not wish to conduct the House Lighting Contest, so there is no pressure to hold a December meeting at any particular time.

Mayor Brugger suggests:

Normal dates, Nov 8 & 22, Dec 13 & 27.

Suggested dates, Nov 8, Nov 16th or 17th (for Canvass Special Meeting) and November 29th or Dec 13.

Mayor Brugger motioned to reset the City Council meeting schedule for the rest of 2016 as thus: To meet on November 8, 2016 as a Regular Meeting, to meet on November 16th for a Special meeting to conduct the Election Canvass (only), and to meet for a Regular Meeting on Tuesday November 29th. Then, to meet only one time in December on Tuesday, December 13th, for a

Regular meeting. Mayor Pro Tem Dillard seconded the motion. Motion carried by a unanimous vote of 7-0.

d. Discuss, consider and possibly take action related to making appointments to Boards or Committees. *(City Secretary Elaine Simpson)*

City Secretary Simpson reported that she had received no applications for any of the available Committee vacancies.

Council Member Davant noted that he would consider taking the role of City Council 'Advisor' to the Streets and Water Advisory Group, now that he cannot serve as a voting member.

There was no formal action taken.

10. **EXECUTIVE SESSION:**

Executive (Closed) meeting as authorized by Texas Government Code. Executive session pursuant to section 551.071 of the Texas Open Meetings Act (Consultation with Attorney) to seek and receive legal advice from the city's legal counsel relating to SOAH DOCKET NO. 407-16-4527.F5, JP Wilson v. Granite Shoals Police Department, in the State Office of Administrative Hearings.

Any action resulting from Executive Session(s)

Mayor Brugger recessed the open meeting at 8:50 PM

Mayor Brugger adjourned the Exec. Session at 9:51 PM

Mayor Brugger reconvened the Open Meeting at 9:51 PM.

There was no action resulting from the Executive Session.

11. **FUTURE AGENDA ITEMS**

- o Review Agenda Calendar
- o Identification of future agenda items

12. **ADJOURNMENT**

With no further business, and no objections from Council, Mayor Brugger adjourned the meeting at 10:02 PM.

Approved by City Council on the 25th of October, 2016

By: Carl Brugger
Carl Brugger, Mayor

Attest: Elaine Simpson
Elaine Simpson, City Secretary

Anita Wisey

TML 2016 NOTES

"Attachment 'A'
10-11-16
City Council minutes

Wednesday Sessions

Opening Session, we heard the Mayor of Austin speak all about how local government is facing hurdles like how the 2017 Legislature is cutting ½ the rollback tax in the upcoming year. 8% to 4%

National League of Cities speaker stated their PIE strategy for around the world. (PIE) Public Safety, Infrastructure, Economic Development.

Mike Walsh – CEO for Tomorrow Futurist and Global Strategist believes we need to pay attention not to the Millennials but to our next generation of 8 year olds. He said they are data driven and mobile centric. They will have the platform for new ideas. He showed examples all over the world. Ex. Key is into the cloud, Digital identity, humanize, Redesigning the workspace, social networking is at work, hipsters and the property developers are the future.

Awards – less than 25k population. Sulfur Springs – Excellence, Satche – Code Enforcement for Happy Grams, Elsa – Management Innovation, Plainview – Public Safety, Prosper – Public Works

Over 25k Population. Tyler – Spirit, Leander – Communication Service, McKinney – Innovation Transparency, Arlington – Public Safety, Waco – Public Works

Texas Roads are crumbling under Weight of Heavy Trucks

There is an increase use of oversized and overweight OS/OW vehicles on the Texas roads and highways. As a result, roads that were built to last 30 yrs are deteriorating in 5 to 10 yrs. Legislation is pushing for heavier loads. A Bill was filed in January to make it state wide. In April US Department of Transportation filed with Congress, State and County. Congress voted 187 against 236 on this matter. Gross vehicle weight is 80k. Single axle weight is 20k. Tandem axle weight is 30k. Higher truck weights need permits. There are 27 permit types. Permit fees range annually from \$10 to \$4k. Important key is putting the trucks on the right roads. Learned about Exports and imports. Learned the impact of fracking and Oil movement. Containers are now 80k – 97k in weight. There were discussions on Natural gas and resins. Permit Fees, Road selection and routing. Better infrastructure. Industrial vs residential. Design features of the roads. The width of the lane. Load barriers. Funding has not been accommodated. It's an enforcement issue. Signs can be implemented. Texas user fees are higher than any other state and are not being used for local roads but rather state roads.

Why Annex?

Texas cities are amongst the fastest growing in the country. The State demographer projects the state's population will double by 2050. That equals 25 million more people. Cities face challenges of providing quality of life, safety, and services to those who move here. Annexation is a critical tool. We learned the proper and most effective ways of approaching this subject with any given population. We also learned what to consider in our Annexation Policy, Boundary Agreements, Legislative attacks.

Thursday Sessions

Public Finance: A primer for Non-Finance Officials and Managers

I learned about Funds and Fund Balances, Understanding Funds and Fund Types. Governmental funds: accounting for operations not normally found in business. General Funds, Special Revenue funds, Debt Service funds, Capital Project Funds, Special Assessment funds, Proprietary Funds, Enterprise Funds, Internal Service Funds, Fiduciary funds. Budget Basics. Results of good budgeting practices. Forms of revenue. It should be strategic, multi-year financial perspective and flexibility to managers to be efficient and effective. Also it is good practice to have a fund balance policy of 30% no less than 25%. Good practice to have a budget contingency plan. Chapter 26 of the Tax Code is a must read.

Public Speaking Presenting without losing your cool Speaker was Joe Sperio

Ethos (character) Are you qualified, trustworthy, and is your message appropriate

Pathos (emotion) Is your imagery rich enough, helping the audience relate and care, always use authenticity with the audience.

Logos (reason) Is your message clear, credible, logical, factual and informational?

The Tulip acronym is used for speaking: Therapeutic, Unconventional, Lucid, Illustration and Passion

Always provide an Agenda List and Notice prior to meeting for both sides to have a chance to review and to be informed.

Always say something positive before a meeting. Engage and connect. Build a rapport.

Filters: People will offend but that has nothing to do with what your message is. Stay on topic. Never speak about yourself or be long winded. You will lose your audience. Fall on your sword and always be thankful.

Empowering Teens to Lead in your community.

Teen Court KORT – Knights of the round table.

Started out with defendants and then progressed to a successful program.

Harker Heights is a military base community. The youth are often left unsupervised. One would expect military children to be disciplined but that's not always the case. They started by recruiting defendants, volunteers from the HS, staff members, counselors, career oriented students like debate and ROTC students. Community service are sometimes a requirement. Also reach out to your professional retirees who might want to be involved. They also asked a Judge and the younger attorneys in their city to join the program for training purposes. They meet only one night a month. Training is a different night. Process was challenging but well worth it. Applications, back ground checks, HR, City official volunteer packets, they are not a court record, defendants are protected and not disclosed. Imani Waweru is from Kenyon a young man who flew in from Washington DC to speak at this session who is an undergraduate law student. He was inspired by this program to pursue a career after being a defendant in this program. This program expanded. Students brainstormed, researched and presented other public service programs for their community like a job fairs, fun run, senior picnics and a back to school rally.

Active Shooter Preparedness – you can't go through it alone.

City of Wylie planned for 6-7 months to prepare for a live drill at the City Hall.

Training is critical. Response is what defines us. Drill was expensive. Citizens expect officials to be prepared. Safety is High priority. Table training versus actual drills. Practice is absolutely necessary. All class training is taught by the police department. Run, Hide, Fight video is on any you tube. If nothing else, please take a look at this video. Discussed things like identifying multiple exits, communication, meeting points, account for everyone, police and fire roll play, realistic scenario, closing of a public building for half a day, posting notices and planning committee. Employees were not in on it. Recruited the drama class and videographer from the HS. Very effective! They had an anti-governmental father who came in looking for his daughter. They had observers placed all around the building. They had both Fire cross trained with Law enforcement. Equipped with a starter pistol and tactic vests. They had a incident command post, decompression and debriefing follow ups for the stressful and traumatic scenario for all departments. Learned strengths and weaknesses. Room by room is the old way of training that cost lives versus ALERRT and NIMS training. Expensive drill. 20k for equipment. 5yr life span. Overtime x 18 fire and law enforcement x 4hrs = \$4k not to mention the staff at the hall and closing the city hall. Training budgets included tactical medical training and firearm training. Moving shoot drills versus stand still targets.

Friday Session

Positive Interactions with Difficult people

Words have power. Make an emotional connection. Back ground noise is our experiences. Why are people difficult? Low education, low self-esteem, lack of skill, language culture training, pain points, goals and priorities, low expectations, high expectations, you're unskilled unknowledgeable and unmotivated.

3 questions to remember: Who are you? What do you want? How are you going to get it?

We need to think in advance towards our relationships, environment, conversations, praise, expectations. Your perception and assumptions of me is a reflection of you.

E+R = O Event plus response equals outcome.