



CITY OF FAIR OAKS RANCH CITY COUNCIL MEETING

Thursday, January 15, 2026 at 6:30 PM

Public Safety Training Room, Police Station, 7286 Dietz Elkhorn Rd Fair Oaks Ranch

Live Stream: <https://www.youtube.com/channel/UCDqRvLvReqxrh1lbajwshKA/live>

MINUTES

OPEN MEETING

1. Roll Call- Declaration of a Quorum

Council Present: Mayor Maxton and Council Members: Stroup, Rhoden, Olvera, Pearson, Parker and Swarek

With a quorum present, the meeting was called to order at 6:30 PM.

2. Pledge of Allegiance – The Pledge of Allegiance was recited in unison.

CITIZENS and GUEST FORUM

3. Citizens to be heard – No citizens signed up to speak

CONSENT AGENDA

4. Approval of the December 4, 2025 Regular City Council meeting minutes

5. Approval of the second reading of an ordinance amending the budget for the fiscal year beginning October 1, 2025, and ending September 30, 2026

6. Approval of a resolution authorizing the execution of a Multiple-Use Agreement and Supplemental Agreement with the Texas Department of Transportation (TxDOT) for the installation and operation of automated license plate recognition (ALPR) cameras within TxDOT right-of-way

MOTION: Made by Council Member Rhoden, seconded by Council Member Stroup, to approve the Consent Agenda.

VOTE: 7 - 0; Motion Passed.

CONSIDERATION/DISCUSSION ITEMS

- 7. Consideration and possible action on the first reading of an ordinance of the City Council of the City of Fair Oaks Ranch, Texas, amending the Fair Oaks Ranch Code of Ordinances Chapter 12 Traffic and Vehicles, Article 12.01 General Provisions, Section 12.01.003 Prima Facia Speed Limit by reducing the maximum speed limit on No Le Hace to 25 miles per hour**

MOTION: Made by Council Member Olvera, seconded by Council Member Stroup, to approve the first reading of an ordinance amending the Fair Oaks Ranch Code of Ordinances Chapter 12 Traffic and Vehicles, Article 12.01 General Provisions, Section 12.01.003 Prima Facia Speed Limit by reducing the maximum speed limit on No Le Hace to 25 miles per hour.

VOTE: 5 - 2; Motion Passed. Council Members Rhoden and Parker voted Nay

- 8. Consideration and possible action approving a resolution authorizing the execution of a work authorization with Ardurra Group, Inc. for engineering services in support of the Rolling Acres Trail Reconstruction Project**

MOTION: Made by Council Member Swarek, seconded by Council Member Parker, to approve a resolution authorizing the execution of a work authorization with Ardurra Group, Inc. for engineering services in support of the Rolling Acres Trail Reconstruction Project for \$490,797, expenditure of the required funds, and execution of all applicable documents by the City Manager.

VOTE: 7 - 0; Motion Passed.

- 9. Consideration and possible action approving a resolution authorizing the execution of a work authorization with Pape-Dawson Consulting Engineers, LLC for engineering services for the Dietz Elkhorn Water Line Project**

MOTION: Made by Council Member Rhoden, seconded by Council Member Pearson, to approve a resolution authorizing the execution of a work authorization with Pape-Dawson Consulting Engineers, LLC for engineering services in support of the Dietz Elkhorn Water Line Project, expenditure of the required funds up to \$117,606.75, and execution of all applicable documents by the City Manager.

VOTE: 7 - 0; Motion Passed.

WORKSHOP

10. 2026 Strategic Plan Update

Assistant City Manager Jim Williams presented an update to the City Council on the upcoming Strategic Plan initiative, including the project methodology, schedule, and engagement approach. He reported that the City is nearing completion of the Initiation phase of the project. Mr. Williams advised that engagement and discovery activities are scheduled for January 20–21, 2026, and will include stakeholder meetings, employee focus groups, two public open houses, a steering committee work session, and a City Council kick-off work session. He also provided a preview of an online engagement webpage, which is scheduled to be published on the City's website on the morning of January 16, 2026.

11. Compensation and Classification Study — Proposed Personnel Policy Changes

Joanna Merrill, PSHRA-SCP, Director of Human Resources

Director of Human Resources Joanna Merrill led a workshop with City Council on proposed personnel policy changes. She reviewed proposed amendments to Chapter 1, General Policies, including establishing a three- to five-year classification and compensation study cycle and aligning salary placement and adjustment decisions, with cost-of-living adjustments approved annually by Council through the budget process. Proposed amendments also included adding a Paid Parental Leave Program of up to six weeks for eligible employees in Chapter 8, Leave, and establishing a Tuition Reimbursement Program in Chapter 17, Professional Development, providing reimbursement of up to \$2,500 per semester or \$5,000 annually for eligible, job-related coursework.

City Council requested the inclusion of a prorated repayment provision if an employee separates within 36 months of reimbursement and that each reimbursement be subject to a separate agreement. Staff will prepare three resolutions for Council consideration at the February 5, 2026, council meeting.

REPORTS FROM STAFF/COMMITTEES

12. Upcoming 2026 Elections

City Secretary Christina Picioccio presented information to City Council regarding the City's general election as well as the primary elections. Council will consider canceling the February 19, 2026, meeting at their next regular meeting, as the Police Department Training Room will serve as a polling location during that time. City Council requested that any action related to canceling the May 21, 2026, meeting be deferred until confirmation of a potential primary runoff and directed staff to explore alternative meeting locations or rescheduling the meeting to May 28, 2026, if necessary.

REQUESTS AND ANNOUNCEMENTS

13. Announcements and reports by Mayor and Council

Council Member Stroup wished her parents a happy birthday.

Mayor Maxton announced that the City will host strategic planning open house sessions for residents on January 20, 2026, from 1:00–3:00 p.m. and 7:00–9:00 p.m. He encouraged residents to attend at their convenience during the open-house format and to participate in the planning process. The Mayor also reminded residents of the State of the City Address scheduled for January 29, 2026, at Spring Creek United Methodist Church. Doors will open at 5:00 p.m., with the program beginning at 6:30 p.m., and the event will provide an opportunity to report on the City's accomplishments over the past year. Lastly, Mayor Maxton announced that City offices will be closed on Monday, January 19, 2026, in observance of Martin Luther King, Jr. Day.

14. Announcements by the City Manager

None.

15. Requests by Mayor and Council Members that items be placed on a future City Council agenda

None.

CONVENE INTO EXECUTIVE SESSION


City Council did not convene into closed session.

RECONVENE INTO OPEN SESSION

N/A

ADJOURNMENT

Mayor Maxton adjourned the meeting at 8:12 PM.



Gregory C. Maxton, Mayor

ATTEST:



Amanda Valdez, TRMC
Deputy City Secretary