



City of Freeport
Meeting and/or Executive Session Agenda

This meeting will be live streamed via YouTube Live and may be accessed on the City of Freeport Facebook page: <https://www.facebook.com/freeporttexas> or by visiting <https://www.youtube.com/@cityoffreeporttx8375/streams>

Monday, September 29, 2025, 6:00 PM | Council Chamber | 430 North Brazosport Blvd., Freeport, Texas 77541

In accordance with Section 551.043 of the Texas Government Code, this agenda has been posted at Freeport City Hall, and distributed to the appropriate news media within the required time frame. All meetings of the Freeport City Council are open to the public. Public participation and written comments are invited on all open session business items.

The Mayor and City Council request that cell phones be turned off or set to vibrate. Members of the audience are requested to step outside to conduct a phone conversation. The Council Chamber is wheelchair accessible and special parking is available outside the building. If special accommodation is required, please contact the City Secretary a minimum of 72 hours in advance at 979-233-3526.

1: Call to Order:

- 1A. Call to Order - Jerry Cain, Mayor
- 1B. Invocation - Councilman
- 1C. Pledges - Pledge of Allegiance to the United States; Pledge of Allegiance to the State of Texas.
- 1D. Audience Participation – Anyone who has registered to speak prior to the meeting being called to order and desires to address the City Council will be heard at this time, or during the discussion of an item listed on the agenda. These forms are located by the City Secretary. After completing the form, give it to the City Secretary. She will give it to the Mayor. The Mayor will call on you when that item is presented, once a motion has been made by Council then public participation will not be allowed. You will have four (4) minutes to make your comments regardless of the number of agenda items to be addressed.

2: Business

- 2A. Consideration and possible action approving Resolution No. 2025-2968 to Waive Brazosport HS Golf team player fees at the Freeport Municipal Golf Course.(Dan Pennington)
- 2B. Consideration and possible action authorizing the Fire Chief to sign the 2025-26 Brazoria County Firefighter's Association Fire Protection Agreement with Brazoria County.(Christopher Motley)

- 2C. Consideration and possible action approving Resolution No. 2025-2969 on the nomination of candidates to be placed on the ballot for the Brazoria County Appraisal District's Board of Directors.(Dan Pennington)
- 2D. Consideration and possible action approving Resolution No. 2025-2970 to approve a water bill credit for the winners of Code Division's "Yard of the Month".(Chief Jennifer Howell)
- 2E. Consideration and possible action approving Resolution No. 2025-2971 deeming property surplus and donating to local police department.(Chief Jennifer Howell)
- 2F. Consideration and possible action approving Resolution No. 2025-2972 to adopt a policy for Hiring Incentive for First Responders.(Chief Jennifer Howell)
- 2G. Consideration and possible action approving Resolution No.2025-2973 to amend a policy for Academy Reimbursement Program for First Responders.(Chief Jennifer Howell)
- 2H. Consideration and possible action approving Resolution No. 2025-2974 Supporting the Negotiation and Execution of a New Brazosport Industrial Partnership Contract.(Dan Pennington)
- 2I. Consideration and possible action approving Resolution No. 2025-2975 approving a Facility Use and Rental Policy.(Rudy Ragle)
- 2J. Consideration and possible action approving Resolution No. 2025-2976 approving pool renovation and maintenance proposals- Freeport Recreation Center.(Rudy Ragle)
- 2K. Consideration and possible action approving Resolution No. 2025-2977 to amend section 9.07, titled "Overtime/Compensatory Time", adding Section 9.07 A "Alternative to Overtime: Flextime".(Donna Fisher)
- 2L. Consideration and possible action approving Ordinance No. 2025-2746 proposed adjustments to the City of Freeport's Texas Municipal Retirement System (TMRS) plan to enhance recruitment and retention.(Ashlee Hurst)
- 2M. Consideration and possible action approving Resolution No. 2025-2978 approving the Opioid Settlement Agreement.(Chris Duncan)

3: Executive Session

The City Council may take action on any Executive Session item posted. 551.071. Texas Government Code. Consultation with Attorney. The City Council may convene in executive session to conduct a private consultation with its attorney on any legal posted agenda item, when the City Council seeks advice of its attorney about pending or contemplated litigation, a settlement offer, or on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the provisions of Chapter 551, including the following items:

- 3A. Executive Session regarding: Texas Government Code 551.071 (Consultation with Attorney) 1.) Pending Litigation Ezell, Petty, Covarrubias, and Mireles.

Personnel Matters (Gov't Code § 551.074)

Discussion and possible action regarding personnel matters related to Human Resources Director Donna Fisher, specifically in connection with:

- o Lance Petty's Unemployment Compensation Claim
- o Timesheet reporting violations
- o Other alleged work-related violations (Councilman Pena)

4: Reconvene into Open Session:

4A. Take any action resulting from Executive Session.

5: Adjournment

5A. Adjournment – Jerry Cain, Mayor

Items not necessarily discussed in the order they appear on the agenda. The Council at its discretion may take action on any or all of the items as listed. This notice is posted pursuant to the Texas Open Meeting Act. (Chapter 551, Government Code).

The City Council reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed above, as authorized by Texas Government Code Sections 551.071 (Consultation with Attorney), 551.072 (Deliberations about Real Property), 551.073 (Deliberations about Gifts and Donations), 551.074 (Personnel Matters), 551.076 (Deliberations about Security Devices) and 551.087 (Economic Development).

CERTIFICATE I certify the foregoing notice was posted in the official glass case at the front door of the City Hall, with 24 hours a day public access, 1201 North Avenue H., Freeport Texas, before 6:00 p.m. in accordance with Open Meetings Act.



Clarisa Fernandez,
City Secretary, City of Freeport, Texas





City Council Agenda Item #[2.A]

Title: Consideration and possible action approving Resolution No. 2025-2968 to Waive Brazosport HS Golf team player fees at the Freeport Municipal Golf Course.

Date: September 29, 2025

From: Dan Pennington, Interim City Manager

Staff Recommendation: Staff recommend approval of the item.

Item Summary:

During the August 25, 2025, Special City Council meeting, it was mentioned that there was a possibility to waive the golf course fees that the Brazosport HS golf team pays to practice at the Freeport Municipal golf course. The city council should have the final say on this item since it involves a minimal financial impact on the golf course.

Background Information:

The Brazosport HS golf team pays a one-time, per golfer, per school year fee to practice at the Freeport Municipal golf course during the golf season. This fee allows them to practice there on a weekly basis for their golf season. Last year Brazosport HS did have one female golfer advance past the district tournament (aka Make the playoffs). With the ability to practice at the golf course for no fees, it will allow the students golf teams fees that they pay to be used for other important items during the golf season.

Special Considerations:

I would like to have this as an annual city council request. There should also be a maximum number of players (25) that we will waive the fees for on an annual basis.

Financial Impact:

We have a list of 20 players. In the past it was \$50 per student. For the administration fees it would be \$50x20 students total \$1000.00. This should go a long way for the coach in helping them get supplies for the upcoming season.

Board or 3rd Party Recommendation: N/A

Supporting Documentation:

1. RESOLUTION BPORT GOLF TEAM WAIVER

RESOLUTION NO. 2025-2968

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FREEPORT WAIVING GOLF COURSE GREEN FEES FOR MEMBERS OF THE BRAZOSPORT HIGH SCHOOL GOLF TEAM; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Freeport Municipal Golf Course is a first-class golf facility providing recreation for the citizens of Freeport and visitors to the City; and

WHEREAS, the City desires to support youth golf and specifically the Brazosport High School Golf Team; and

WHEREAS, as a show of such support, the City desires to waive green fees for members of the Brazosport High School Golf Team.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FREEPORT THAT:

Section 1. The City Council hereby finds that the facts set forth in the above preamble are true and correct.

Section 2. The City Council hereby authorizes the Director of the City of Freeport Municipal Golf Course to exempt members of the Brazosport High School Golf Team, as designated in writing by the team coach, from paying green fees, if such play is part of an official golf team practice and limited to the sum of \$1000 per month.

Section 3. The waiver policy shall be effective beginning October 1, 2025.

PASSED AND APPROVED this ____ day of _____, 2025.

Jerry Cain, Mayor
City of Freeport, Texas

ATTEST:

APPROVED AS TO FORM:

Clarisa Fernandez, City Secretary
City of Freeport

Chris Duncan, Interim City Attorney
City of Freeport



City Council Agenda Item #[2.B]

Title: Consideration and possible action authorizing the Fire Chief to sign the 2025-26 Brazoria County Firefighter's Association Fire Protection Agreement with Brazoria County.

Date: September 29, 2025

From: Christopher Motley, Fire Chief

Staff Recommendation: Staff recommends approving the Brazoria County Firefighter's Association Fire Protection Agreement with Brazoria County for 2025-26. Second recommendation is to authorize the Fire Chief to sign the agreement.

Item Summary: Freeport Fire & EMS provides fire protection into the unincorporated areas of Brazoria County or to neighboring communities requesting mutual aid. Freeport Fire & EMS Department depends on mutual fire protection to address manpower and equipment needs in fire protection.

This agreement is renewed annually with the individual fire department and Brazoria County Firefighter's Association (BCFFA). Each department must meet ten objectives in the contractual agreement to be in compliance of the agreement. As part of compliance the department is compensated \$20,000.00.

Background Information: Fire Chief John A. Stanford, Jr., was involved in the creation of the BCFFA PAC to address fire protection needs in the community. A part of the PAC was to address fire engine replacement owned by Brazoria County. The BCFFA Fire Protection Agreement was created after Brazoria County Commissioners were faced with the replacing at least a dozen fire trucks from 1986. Prior to creating the fire protection agreement Brazoria County provide each fire department a fire engine. With the replacement of a large number of fire engines at one time create a financial challenge. In lieu of a fire truck replacement, Brazoria County Commissioner and BCFFA entered into an agreement by providing an annual payment to participating departments to be used towards fire engine replacement or operational needs.

Special Considerations: None

Financial Impact: No financial impact to City. The Freeport Fire & EMS Department is compensated \$20,000.00

Board or 3rd Party Recommendation: None

Supporting Documentation:



1. BCFFA Equipment Report and log 2025 - Department Name
2. Brazoria County Fire Protection Agreement 2025

2025-2026

Department Type: _____

☐ No changes from previous year

☐ Changes from previous year

Complete the information below as applicable. Add or remove fields as necessary.

[illegible]

Date: _____



Brazoria County Firefighter's Association

United To Serve the People of Brazoria County

In order to receive the prescribed funding from Brazoria County pursuant to Commissioners Court Order No. **V.A.3.a** of **December 09, 2014** - Regular Session for the year beginning **October 1, 2025**.

The _____ agrees to the following terms and conditions:
(Department Name)

1. **Each Department by way of this signed document agrees to provide fire protection within their assigned ETJ or as called upon for mutual aid within Brazoria County.** The agreement must be signed by the highest-ranking official associated with the Department.
2. Each Department must submit an annual report as to the department's equipment resources and personnel utilizing the format provided by the BCFFA.
3. Each Department must submit a copy of their annual report from TXFIRS/NFIRS current from the previous October to the end of September.
4. Each Department must have in service and available for call at least one Class "A" unit as defined by the BCFFA. In the event a department unit is temporarily out of service and no other units are available as a replacement, suitable arrangements must be made for coverage by the nearest department.
5. Each department will maintain as minimum liability insurance in the amount of \$100,000/\$300,000/\$100,000 and furnish proof to BCFFA and Brazoria County.
6. Each Department will properly house and maintain truck and equipment.
7. Each Department will participate as an active member of the BCFFA, Brazoria County Fire Chiefs' Committee, and State Fireman's and Fire Marshall's Association. An active member of the BCFFA must meet the requirements set by the BCFFA including attendance at County Meetings and Chief's Association Meetings as required by BCFFA. **Required attendance shall include a minimum of 4 Chief's Association meetings and 4 County Association Meetings.**
8. Each Department will submit a Complete Department budget summary for the year. This budget summary shall include all income and expense as defined in a standard form provided and approved by the BCFFA and Brazoria County. This budget will represent the yearly budget for the year looking forward.
9. Reports and Budgets will be due in November. For each month that the required information is not provided, the Department will forfeit 10% of the original funded amount. The forfeited funds will be placed in the general fund of the association.
10. Each Department will be required to have the requested information reviewed and approved by the Regulatory Committee which is a sub-committee of the BCFFA. This committee will determine if all of the requirements have been met and will issue a check to each Department that has met the requirements of this agreement.

A breach of this agreement by "the Department" or any part thereof may/shall forfeit the Department's rights to receive funding from either the County or the BCFFA.

I _____ acting as the agent for
(Highest-ranking official of Department)

_____ agree that this Department will follow
(Department Name)
the requirements above to receive County funding.

_____ Department Representative _____ (date)
(Signature)

_____ Regulatory Committee Chairman _____ (date)
(Signature)



City Council Agenda Item #[2.C]

Title: Consideration and possible action approving Resolution No. 2025-2969 on the nomination of candidates to be placed on the ballot for the Brazoria County Appraisal District's Board of Directors.

Date: September 29, 2025

From: Dan Pennington, Interim City Manager

Staff Recommendation: N/A

Item Summary: This resolution allows City Council to nominate up to two individuals to be placed on the ballot for board of the Brazoria County Appraisal District.

Background Information: The City has until October 15, 2025, to submit its nominations. Once all nominations have been received, the Brazoria County Appraisal District will submit the ballot to the City, at which time the City Council will have 8 votes to use to vote for the Council choice(s).

Special Considerations: N/A

Financial Impact: N/A

Board or 3rd Party Recommendation: N/A

Supporting Documentation:

1. CAD Resolution 2025 DUNCAN 8.15
2. copier@freeport.tx.us_20250915_094951

RESOLUTION NO. 2025-2969

**A RESOLUTION OF THE CITY COUNCIL OF FREEPORT, TEXAS NOMINATING
CANDIDATE(S) FOR AN APPOINTED POSITION ON THE BOARD OF DIRECTORS
OF THE BRAZORIA COUNTY APPRAISAL DISTRICT**

WHEREAS, those eligible taxing units participating in the Brazoria County Appraisal District have the right and responsibility to nominate up to two candidate(s) to fill the five (5) positions of the Board of Directors of the Brazoria County Appraisal District for a four-year term of office commencing on January 1, 2026; and

WHEREAS, this governing body desires to exercise its right to nominate the said candidate(s) for such position on said board of directors; now, therefore

**NOW, THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
FREEPORT, TEXAS, THAT:**

Section 1. That the facts and recitations set forth in the preamble of this resolution be, and they are hereby, adopted, ratified, and confirmed.

Section 2. That the following individuals be, and are hereby, nominated as candidate(s) for positions on the board of directors of the Brazoria County Appraisal District to be filled by those eligible taxing units participating in the Brazoria County Appraisal District.

Name & Address: _____

Name & Address: _____

Section 3. That the presiding officer of the governing body of this taxing unit be, and that he or she is hereby, authorized and directed to deliver or cause to be delivered a certified copy of this resolution to the chief appraiser of the Brazoria County Appraisal District on or before October 15, 2025.

PASSED, ADOPTED AND APPROVED this ____ day of _____, 2025.

Jerry Cain, Mayor
City of Freeport, Texas

ATTEST:

APPROVED AS TO FORM:

Clarisa Fernandez, City Secretary
City of Freeport, Texas

Christopher Duncan, City Attorney
City of Freeport, Texas

BRAZORIA COUNTY APPRAISAL DISTRICT

MEMBERS OF THE BOARD

Kristin Bulanek
Elizabeth Day
Tommy King
John Luquette
Patrick O'Day
Gail Robinson
George Sandars
Susan Spoor
Robert York-Westbrook

CHIEF APPRAISER

Marcel Pierel III
500 N. Chenango
Angleton, Texas 77515
979-849-7792
Fax 979-849-7984

September 3, 2025

Ms. Betty Wells
City Secretary of Freeport
1201 N. Ave. H
Freeport, TX 77541

Dear Ms. Wells,

In reference to the appointment of the Appraisal District Board of Directors, each voting taxing unit in Brazoria County nominates **by resolution**, up to two candidate(s) to fill the two (2) appointed positions on the Board of Directors that expire on December 31, 2025. These nominations (names and addresses) must be submitted to the Chief Appraiser before **October 15, 2025**. (See Step 1 on Calendar)

Enclosed is a list of the two current appointed board members with space to add different nominees if your board chooses to. (**Nominate up to a total of two candidates**)

Your 2024 total tax levy was **\$ 4,147,085**. This tax levy has entitled your taxing unit to **8** votes for the two (2) directors to be appointed.

The **voting process will begin before October 30, 2025** once all nominations have been received.

Please address all submissions to Marcel Pierel, Chief Appraiser, at the above address, or you may email submissions to mpierel@brazoriacad.org or fax to 979-849-7984.

Sincerely,



Marcel Pierel III
Chief Appraiser

MP/td
Enclosure

**BRAZORIA COUNTY APPRAISAL DISTRICT
2025 APPOINTED BOARD OF DIRECTORS CALENDAR**

Before Oct. 1
(September 3, 2025)

The chief appraiser notifies each voting taxing unit of the process for the election of the Board of Directors and the number of votes it is entitled to cast.

Each voting unit may nominate one candidate for the two appointed positions to be filled. Since two appointed director positions expire on December 31, 2025, **the unit may nominate up to two candidates.**

Before Oct. 15

The presiding officer of the unit submits the **names and addresses** of the **two** nominees **by written resolution** to the chief appraiser.

For director's eligibility, visit the link below.

<https://comptroller.texas.gov/taxes/property-tax/docs/96-301.pdf>

Before Oct. 30

The chief appraiser prepares and submits to each voting taxing unit a ballot listing the nominees alphabetically by each candidate's last name and provides the number of votes it may cast, with a resolution sample.

Before Dec. 15

Each voting unit cast votes for any of the candidates on the ballot and submits it to the chief appraiser **by written resolution.** The unit may cast all its votes for one candidate or may distribute the votes among any number of candidates.

Before Dec. 31

The chief appraiser counts the votes and certifies the two candidates who receive the largest vote totals. The chief appraiser notifies all taxing units (voting and non-voting) and all nominated candidates of the outcome.

If a tie occurs, the Chief Appraiser must resolve it through any method of chance.

**BRAZORIA COUNTY APPRAISAL DISTRICT
APPOINTED BOARD OF DIRECTORS 2025**

NOMINATIONS

PLEASE CHECK THE BOX NEXT TO YOUR NOMINEES

**YOU MAY CHOOSE A TOTAL OF TWO NOMINEES
FROM CURRENT MEMBERS AND/OR NEW NOMINEES**

CURRENT MEMBERS TERM ENDING

1. ☐ Susan Spoor _____
2. ☐ Gail Robinson _____

NEW NOMINEES/CANDIDATES IF YOU CHOOSE TO
Please provide name and address for new nominees

3. ☐ _____
4. ☐ _____

PLEASE ATTACH YOUR RESOLUTION TO THIS FORM

SUBMITTED BY: _____

VOTES ENTITLED TO: _____

VOTES CAST: _____



City Council Agenda Item #[2.D]

Title: Consideration and possible action approving Resolution No. 2025-2970 to approve a water bill credit for the winners of Code Division's "Yard of the Month".

Date: September 29, 2025

From: Chief Jennifer Howell, Police Chief

Staff Recommendation: Staff recommends approval of resolution to allow a water bill credit to be issued each month to the winners of the Code Division "Yard of the Month".

Item Summary: The Freeport Police Department's Code Division has worked toward a collaborative approach working with the community for a better Freeport. The Yard of the Month is designed to promote positive interactions between Code and the community. The public purpose for a city to give a water bill credit for winning "yard of the month" is to promote community recognition and encourage residents to maintain and beautify their yards. This initiative can serve as a means to enhance community pride and encourage active participation in maintaining a clean and attractive environment. Additionally, it may promote tourism and local economic activity by encouraging residents to engage in yard maintenance and beautification efforts.

Background Information:

Special Considerations: N/A

Financial Impact: The total credit could be up to \$2400 a year, or \$200 a month, for one credit for each ward.

Board or 3rd Party Recommendation: N/A

Supporting Documentation:

1. Resolution Yard of the Month 9.2025 (1)

RESOLUTION NO. 2025-2970

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FREEPORT CREATING
“YARD OF THE MONTH” PROGRAM AND PROVIDING FOR AN AWARD OF A
WATER DISCOUNT.**

WHEREAS, the City Council acknowledges their appreciation of citizens that devote their time and efforts to beautify our city through exemplary landscaping and yard maintenance; and

WHEREAS, the City Council wants to create a “Yard of the Month” program to recognize outstanding effort and provide for an award each month in the form of a water bill credit; and

WHEREAS, the City Council desires to promote community beautification, water conservation, and neighborhood pride by recognizing residents who maintain exceptional yards and gardens.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FREEPORT THAT:

Section 1. The City Council hereby finds that the facts set forth in the above preamble are true and correct.

Section 2. The City Council hereby adopts the “City of Freeport Water Bill Credit for Yard of the Month Policy” attached to this Resolution as Exhibit A, incorporated herein for all purposes.

PASSED AND APPROVED this ____ day of _____, 2025.

Jerry Cain, Mayor
City of Freeport, Texas

ATTEST:

APPROVED AS TO FORM:

Clarisa Fernandez, City Secretary
City of Freeport

Chris Duncan, Interim City Attorney
City of Freeport

EXHIBIT A

City of Freeport Water Bill Credit for Yard of the Month Policy

Policy

To create a standardized procedure for selecting and awarding a residential yard of the month.

Purpose

The public purpose for a city to give a water bill credit for winning "yard of the month" is to promote community recognition and encourage residents to maintain and beautify their yards. This initiative can serve as a means to enhance community pride and encourage active participation in maintaining a clean and attractive environment. Additionally, it may promote tourism and local economic activity by encouraging residents to engage in yard maintenance and beautification efforts.

Eligibility

- Must be a residential water customer in the City of Freeport.
- Must be current on all utility bills.
- Property must comply with local ordinances and not be in violation of any city ordinances.
- Must not have received the award in the last 6 months.

Selection Criteria

- Overall appearance and curb appeal.
- Creativity and use of landscaping features.
- Evidence of water-wise or drought-tolerant landscaping practices.
- Cleanliness and maintenance (e.g., trimmed grass, no clutter).

Award

- One winner per ward will be selected each month.
- The winner will receive a \$50 credit on their next water bill.
- A "Yard of the Month" sign may be displayed in the yard for recognition during the month.
- Winners may be featured/recognized on City of Freeport website, City Council meetings and social media platforms.

Nomination and Selection Process

- Residents may nominate themselves or others.
- Nominations must be submitted by the 25th of each month.
- The Code & Health Division of the Freeport Police Department will review and select the winner by the 30th of each month.
- The winning yard will be announced on the 1st business day of the following month.

Example: 123 Main Street is selected and announced on September 1st for Yard of the Month. They will receive a credit on their bill issued September 15th, which is due October 5th.

Terms and Conditions

- The credit has no cash value and is non-transferable.
- City Employees and City Council Members are ineligible to win.
- The program may be modified or terminated at any time at the discretion of the City of Freeport City Council.



City Council Agenda Item #[2.E]

Title: Consideration and possible action approving Resolution No. 2025-2971 deeming property surplus and donating to local police department.

Date: September 29, 2025

From: Chief Jennifer Howell, Police Chief

Staff Recommendation: Staff recommends city council approve a resolution deeming property as surplus and allowing police department to donate to a local agency.

Item Summary: The Freeport Police Department owns several Zebra Mobile Printers that are no longer supported by our system. These printers were utilized on patrol which allowed officers to print citations when performing traffic stops. Due to program and equipment updates, these printers are no longer compatible with our system and serve no purpose or function for our department. The Iowa Colony PD has a system that these printers can function on and, therefore, they would be able to utilize the equipment.

Detective Fernandez and Toby Cohen reviewed the Zebra printers to ensure no ticket or other sensitive data remains prior to donation. They checked against three main categories of concern:

1. Volatile memory (RAM):

- These models use standard RAM only as a temporary print buffer.
- RAM in these devices is not battery-backed and is fully cleared when power is removed.
- Based on our testing and manufacturer specifications, after being powered off for even a short time (well under 10 minutes), the contents are unrecoverable by any conceivable method.

2. Last job “reprint” feature:

- Zebra printers have an optional feature that can store the last job in non-volatile memory to allow quick reprints.
- We verified that this feature was **never enabled** on these devices, and there is no stored cache present.

3. Non-volatile storage (flash memory):

- The only non-volatile data present is limited to system configuration, such as logos (e.g., the Police Department seal) and device settings.
- No ticket history or records are stored in this area.
- Prior to donation, this storage is being wiped and factory resets are being performed to ensure all custom data is removed.
- We also inspected the firmware storage section to confirm it does not contain any cached buffer or reprint files.



With these steps, the printers are confirmed safe for surplus donation.

Background Information: These printers are not standard computer printers, they are small specific printers that can only be used with specific programs. Some of these printers are up to 15 years old. They have been out of service at our agency for some time, sitting in a box performing no function for our agency. We have found no vendor that would utilize these for a trade in and they would serve no interest to the public if auctioned.

Special Considerations: None

Financial Impact: None

Board or 3rd Party Recommendation: None

Supporting Documentation:

1. Resolution Surplus Printers (1) (1) (1) (1) (1)

RESOLUTION NO. 2025 -2971

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FREEPORT, TEXAS, DECLARING CERTAIN PERSONAL PROPERTY AS OBSOLETE, VALUELESS AND SURPLUS; PROVIDING FOR DISPOSAL OF THE SAME BY THE CITY MANAGER OR HIS DESIGNEE; AUTHORIZING THE MAYOR TO EXECUTE; PROVIDING A SEVERABILITY CLAUSE; PROVIDING A REPEALING CLAUSE; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City has certain personal property to wit attached as Exhibit “A”; and,

WHEREAS, said personal property due to its age and use is obsolete, valueless and surplus and has no effective value for the City to otherwise dispose of or trade in such personal property; and

WHEREAS, the City no longer has any foreseeable use for such property which has no useful purpose and the same should be deemed to be surplus; and,

WHEREAS, the City needs to dispose of such personal property; and,

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FREEPORT, TEXAS, THAT:

SECTION 1. the personal property owned by the City identified by Exhibit “A”, attached, are hereby declared to be obsolete, valueless and surplus, and that the City Manager is authorized to dispose of such personal property for its salvage value or donate it to any other nonprofit entity, by appropriate means.

SECTION 2. That should any word, phrase, paragraph, or section of this Resolution be held to be unconstitutional, illegal or invalid, the same shall not affect the validity of this Resolution as a whole, or any part or provision thereof other than the part so decided to be unconstitutional, illegal or invalid, and shall not affect the validity of the Resolution as a whole.

SECTION 3. That all provisions of the resolutions of the City of Freeport, Texas, in conflict with the provisions of this Resolution be, and the same are hereby, repealed, and all other provisions not in conflict with the provisions of this Resolution shall remain in full force and effect.

SECTION 4. That this Resolution shall take effect immediately from and after its passage as the law provides.

PASSED and APPROVED by the City Council of the City of Freeport, Texas, on the
_____ day of _____, 2025.

APPROVED:

Jerry Cain, Mayor

ATTEST:

Clarisa Fernandez, City Secretary

APPROVED:

Chris Duncan, Interim City Attorney

EXHIBIT A
RESOLUTION NO. 2025-2971

Thirteen (13) Zebra 520 Mobile Printers
Four (4) Zebra RW 420 Mobile Printers

Asset Control #	Equipment Description	Model	Serial Number
P14	Zebra Mobile Printers	Zebra ZQ520	XXRBJ160400110
P15	Zebra Mobile Printers	Zebra ZQ520	XXRBJ161400377
P16	Zebra Mobile Printers	Zebra ZQ520	XXRBJ161400206
P17	Zebra Mobile Printers	Zebra ZQ520	XXRBJ161400214
P18	Zebra Mobile Printers	Zebra ZQ520	XXRBJ161101181
P19	Zebra Mobile Printers	Zebra ZQ520	XXRBJ171501993
P20	Zebra Mobile Printers	Zebra ZQ520	XXRBJ173400110
P21	Zebra Mobile Printers	Zebra ZQ520	XXRBJ185102990
P22	Zebra Mobile Printers	Zebra ZQ520	XXRBJ185103012
P24	Zebra Mobile Printers	Zebra ZQ520	XXRBJ193402384
P25	Zebra Mobile Printers	Zebra ZQ520	XXRBJ201300224
P27	Zebra Mobile Printers	Zebra ZQ520	XXRBJ192700267
P28	Zebra Mobile Printers	Zebra ZQ520	XXRBJ192700076
P12	Zebra Mobile Printers	Zebra RW420	XXRJ151900143
3007561	Zebra Mobile Printers	Zebra RW420	XXRC08445070
3007583	Zebra Mobile Printers	Zebra RW420	XXRC08445068
3007572	Zebra Mobile Printers	Zebra RW420	XXRC08445075



City Council Agenda Item #[2.F]

Title: Consideration and possible action approving Resolution No. 2025-2972 to adopt a policy for Hiring Incentive for First Responders.

Date: September 29, 2025

From: Chief Jennifer Howell, Police Chief

Staff Recommendation: Staff recommends approval to adopt a resolution for a new policy for the City of Freeport Personnel Policy 9.20 Hiring Incentive for First Responders.

Item Summary: The hiring incentive payments are one-time, non-reoccurring, non-accumulating allotment that is provided to entice an individual to accept employment with the City of Freeport as a First Responder (full-time peace officer or firefighter & EMT/Medic). The incentive is to serve as a recruitment and retention tool, enabling the City of Freeport to attract top candidates and support long-term employment of qualified first responders.

Background Information: The Freeport Police Department and Freeport Fire & EMS Department have had difficulty in recruiting due to the competitive packages other cities are offering to hire and retain staff.

Special Considerations: N/A

Financial Impact: Incurred cost of up to \$5000 per employee who applies over a 2-3 year budget period.

Board or 3rd Party Recommendation: N/A

Supporting Documentation:

1. Hiring Incentive Resolution 9.2025
2. Hiring Incentive Policy 9.2025
3. Hiring Incentive Form 9.2025

RESOLUTION NO. 2025-2972

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FREEPORT, TEXAS, ESTABLISHING A HIRING INCENTIVE PROGRAM FOR FIRST RESPONDERS TO ENCOURAGE RECRUITMENT AND RETENTION, AND PROVIDING FOR ELIGIBILITY CRITERIA, PAYMENT STRUCTURE, AND PROGRAM ADMINISTRATION.

WHEREAS, the City of Freeport recognizes the vital role First Responders—defined as full-time Peace Officers and Firefighters & EMTs/Medics—play in preserving public safety and serving the citizens of Freeport; and

WHEREAS, the City seeks to enhance its ability to recruit and retain highly qualified First Responders through the implementation of a hiring incentive program; and

WHEREAS, the City Council desires to formally adopt and authorize a hiring incentive policy to provide competitive compensation for qualified candidates entering City employment in First Responder roles;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FREEPORT, TEXAS THAT:

Section 1. The City Council hereby finds that the facts set forth in the above preamble are true and correct.

Section 2. The City Council hereby adopts the “City of Freeport Personnel Policy Hiring Incentive for First Responders 9.20” attached to this Resolution as Exhibit A, incorporated herein for all purposes.

PASSED AND APPROVED this ____ day of _____, 2025.

Jerry Cain, Mayor
City of Freeport, Texas

ATTEST:

APPROVED AS TO FORM:

Clarisa Fernandez, City Secretary
City of Freeport

Chris Duncan, Interim City Attorney
City of Freeport

EXHIBIT A

Hiring Incentive for First Responders

The hiring incentive payments are one-time, non-reoccurring, non-accumulating allotment that is provided to entice an individual to accept employment with the City of Freeport as a First Responder (full-time peace officer or firefighter & EMT/Medic). The incentive is to serve as a recruitment and retention tool, enabling the City of Freeport to attract top candidates and support long-term employment of qualified first responders. The applicable Police or Fire/EMS Department Chief shall interpret this program in alignment with its purpose. Their decisions may be appealed to the city manager, who will make the final decision. All incentive payments are subject to applicable payroll and tax deductions. Employees receiving hiring incentive payments will not be eligible for academy reimbursement, but may still be eligible for other incentives offered by the City of Freeport.

To be eligible for hiring incentive, the current employee must:

- Have successfully completed a state-approved Police, Fire, or EMS Academy, passed required state tests, and be licensed, which license must be in good standing.
- Have not been a peace officer or firefighter & EMT/Medic with the Freeport Police or Fire/EMS Department as of 10-1-2025.
- Have successfully passed all state and department required pre-employment testing and processes and hired the City of Freeport as a First Responder.
- Have successfully completed any required probationary period and initial field training program, with the exception of the first payment.
- Have received no disciplinary actions of a written reprimand or higher in the previous 12 months from the date reimbursement is requested and must not currently be the subject of a complaint investigation at the time reimbursement is requested (eligibility date = 12 months from date of discipline)

The employee must submit a written request for the second and third payment to the Department Director. Requests are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.

The hiring incentive is paid in three increments. The first disbursement is included with the employee's first payroll with subsequent payments being eligible upon reaching designated milestones.

The maximum total hiring incentive is \$5,000. Payments will be disbursed in increments based on continuous service as follows:

First payroll	\$1,000
1 year of service or eligibility date, whichever is later	\$2,000
2 years of service or eligibility date, whichever is later	\$2,000

Failure to meet any of the above guidelines could require the employee to repay the City of Freeport. The amount may be withheld from the employee's final paycheck. Requests to waive repayment are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.

Hiring Incentive for First Responders

The hiring incentive payments are one-time, non-reoccurring, non-accumulating allotment that is provided to entice an individual to accept employment with the City of Freeport as a First Responder (full-time peace officer or firefighter & EMT/Medic). The incentive is to serve as a recruitment and retention tool, enabling the City of Freeport to attract top candidates and support long-term employment of qualified first responders. The applicable Police or Fire/EMS Department Chief shall interpret this program in alignment with its purpose. Their decisions may be appealed to the city manager, who will make the final decision. All incentive payments are subject to applicable payroll and tax deductions. Employees receiving hiring incentive payments will not be eligible for academy reimbursement, but may still be eligible for other incentives offered by the City of Freeport.

To be eligible for hiring incentive, the current employee must:

- Have successfully completed a state-approved Police, Fire, or EMS Academy, passed required state tests, and be licensed, which license must be in good standing.
- Have not been a peace officer or firefighter & EMT/Medic with the Freeport Police or Fire/EMS Department as of 10-1-2025.
- Have successfully passed all state and department required pre-employment testing and processes and hired the City of Freeport as a First Responder.
- Have successfully completed any required probationary period and initial field training program, with the exception of the first payment.
- Have received no disciplinary actions of a written reprimand or higher in the previous 12 months from the date reimbursement is requested and must not currently be the subject of a complaint investigation at the time reimbursement is requested (eligibility date = 12 months from date of discipline)

The employee must submit a written request for the second and third payment to the Department Director. Requests are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.

The hiring incentive is paid in three increments. The first disbursement is included with the employee's first payroll with subsequent payments being eligible upon reaching designated milestones.

The maximum total hiring incentive is \$5,000. Payments will be disbursed in increments based on continuous service as follows:

First payroll	\$1,000
1 year of service or eligibility date, whichever is later	\$2,000
2 years of service or eligibility date, whichever is later	\$2,000

Failure to meet any of the above guidelines could require the employee to repay the City of Freeport. The amount may be withheld from the employee's final paycheck. Requests to waive repayment are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.



Freeport First Responders

HIRING INCENTIVE PROGRAM FORM



The hiring incentive payments are one-time, non-reoccurring, non-accumulating allotment that is provided to entice an individual to accept employment with the City of Freeport as a First Responder (full-time peace officer or firefighter & EMT/Medic). The incentive is to serve as a recruitment and retention tool, enabling the City of Freeport to attract top candidates and support long-term employment of qualified first responders. The applicable Police or Fire/EMS Department Chief shall interpret this program in alignment with its purpose. Their decisions may be appealed to the city manager, who will make the final decision. All incentive payments are subject to applicable payroll and tax deductions. Employees receiving hiring incentive payments will not be eligible for academy reimbursement, but may still be eligible for other incentives offered by the City of Freeport.

To be eligible for hiring incentive, the current employee must:

- Have successfully completed a state-approved Police, Fire, or EMS Academy, passed required state tests, and be licensed, which license must be in good standing.
- Have not been a peace officer or firefighter & EMT/Medic with Freeport Police or Fire/EMS Department as of 9-1-2025.
- Have successfully passed all state and department required pre-employment testing and processes and hired the City of Freeport as a First Responder.
- Have successfully completed any required probationary period and initial field training program, with the exception of the first payment.
- Have received no disciplinary actions of a written reprimand or higher in the previous 12 months from the date reimbursement is requested and must not currently be the subject of a complaint investigation at the time reimbursement is requested (eligibility date = 12 months from date of discipline)

The employee must submit a written request for the second and third payment to the Department Director. Requests are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization.

The hiring incentive is paid in three increments. The first disbursement is included with the employee's first payroll with subsequent payments being eligible upon reaching designated milestones.

Please select requested payment:

- | | |
|---|---------|
| ☐ First payroll | \$1,000 |
| ☐ 1 year of service or eligibility date, whichever is later | \$2,000 |
| ☐ 2 years of service or eligibility date, whichever is later | \$2,000 |

Failure to meet any of the above guidelines could require the employee to repay the City of Freeport. The amount may be withheld from the employee's final paycheck. Requests to waive repayment are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.

Your signature below indicates that you have read and understood the Hiring Incentive guidelines and agree to the terms.

_____ Print Employee Name	_____ Signature	_____ Date
_____ Print Department Director	_____ Signature	_____ Date
_____ Print Human Resource Name	_____ Signature	_____ Date
_____ Print City Manager Name	_____ Signature	_____ Date



City Council Agenda Item #[2.G]

Title: Consideration and possible action approving Resolution No.2025-2973 to amend a policy for Academy Reimbursement Program for First Responders.

Date: September 29, 2025

From: Chief Jennifer Howell, Police Chief

Staff Recommendation: Staff recommends approval to adopt a resolution for an amended policy for the City of Freeport Personnel Policy 9.11A Academy Reimbursement for First Responders.

Item Summary: The academy reimbursement payments are one-time and non-accumulating allotments that are provided to entice an individual to continue employment with the City of Freeport as a First Responder (full-time peace officer or firefighter & EMT/Medic). The purpose of this academy reimbursement is to serve as a recruitment and retention tool, enabling the City of Freeport to attract top candidates and support long-term employment of qualified first responders.

Background Information: The Freeport Police Department and Freeport Fire & EMS Department have had difficulty in recruiting due to the competitive packages other cities are offering to hire and retain staff.

Special Considerations: N/A

Financial Impact: Incurred cost of up to \$5000 per employee who applies over a 2-3 year budget period.

Board or 3rd Party Recommendation: N/A

Supporting Documentation:

1. Academy Reimbursement Resolution 9.2025
2. Academy Reimbursement Policy 9.2025
3. Academy Reimbursement Form 9.2025

RESOLUTION NO. 2025-2973

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FREEPORT, TEXAS, ESTABLISHING AN ACADEMY REIMBURSEMENT FOR FIRST RESPONDERS TO ENCOURAGE RECRUITMENT AND RETENTION, AND PROVIDING FOR ELIGIBILITY CRITERIA, PAYMENT STRUCTURE, AND PROGRAM ADMINISTRATION.

WHEREAS, the City of Freeport recognizes the vital role First Responders—defined as full-time Peace Officers and Firefighters & EMTs/Medics—play in preserving public safety and serving the citizens of Freeport; and

WHEREAS, the City seeks to enhance its ability to recruit and retain highly qualified First Responders through the implementation of an academy reimbursement program; and

WHEREAS, the City Council desires to formally adopt and authorize an academy reimbursement policy to provide competitive compensation for qualified candidates entering City employment in First Responder roles;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FREEPORT, TEXAS THAT:

Section 1. The City Council hereby finds that the facts set forth in the above preamble are true and correct.

Section 2. The City Council hereby adopts the “City of Freeport Personnel Policy Academy Reimbursement 9.11A” attached to this Resolution as Exhibit A, incorporated herein for all purposes.

PASSED AND APPROVED this ____ day of _____, 2025.

Jerry Cain, Mayor
City of Freeport, Texas

ATTEST:

APPROVED AS TO FORM:

Clarisa Fernandez, City Secretary
City of Freeport

Chris Duncan, Interim City Attorney
City of Freeport

EXHIBIT A

Academy Reimbursement for First Responders

The academy reimbursement payments are one-time and non-accumulating allotments that are provided to entice an individual to continue employment with the City of Freeport as a First Responder (full-time peace officer or firefighter & EMT/Medic). The purpose of this academy reimbursement is to serve as a recruitment and retention tool, enabling the City of Freeport to attract top candidates and support long-term employment of qualified first responders. The applicable Police or Fire/EMS Department Chief shall interpret this program in alignment with its purpose. Their decisions may be appealed to the city manager, who will make the final decision. All payments are subject to applicable payroll and tax deductions. Employees receiving academy reimbursement payments will not be eligible for hiring incentive, but may still be eligible for other incentives offered by the City of Freeport.

To be eligible for academy reimbursement payments, the current employee must:

- Have successfully completed a state-approved Police, Fire, or EMS Academy within the last three years from the date of the agreement, passed required state tests, and be licensed, which license must be in good standing.
- Have selected the City of Freeport Police or Fire/EMS Department as the first employing agency as a full-time peace officer or firefighter & EMT/Medic immediately following academy graduation.
- Have successfully completed any required city probationary period and field training program.
- Have received no disciplinary actions of a written reprimand or higher in the previous 12 months from the date reimbursement is requested and must not currently be the subject of a complaint investigation at the time reimbursement is requested (eligibility date = 12 months from date of discipline).
- Have paid for the requested academy costs from their own personal funds that were not reimbursed in any manner or provided by another source (grant, military, scholarship, benefit, etc.).

The employee must submit a written request for each payment, accompanied by receipts from the educational institution where the academy was completed and a certificate of completion from the academy. Receipts may reflect the total cost of academy attendance, including tuition, required equipment, textbooks, and applicable testing or licensing fees. Requests are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.

The maximum total reimbursement is \$5,000 lifetime maximum per employee. The maximum total reimbursement available is \$5,000. Payments will be disbursed in increments based on continuous service as follows:

- 6 months of service from agreement and completion of field training program or eligibility date, whichever is later - 25% of total academy costs
- 1 year of service from agreement or eligibility date, whichever is later - 25% of total academy costs
- 2 year of service from agreement or eligibility date, whichever is later - 50% of total academy costs

Failure to meet any of the above guidelines could require the employee to repay the City of Freeport. The amount may be withheld from the employee's final paycheck. Requests to waive repayment are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.

Academy Reimbursement for First Responders

The academy reimbursement payments are one-time and non-accumulating allotments that are provided to entice an individual to continue employment with the City of Freeport as a First Responder (full-time peace officer or firefighter & EMT/Medic). The purpose of this academy reimbursement is to serve as a recruitment and retention tool, enabling the City of Freeport to attract top candidates and support long-term employment of qualified first responders. The applicable Police or Fire/EMS Department Chief shall interpret this program in alignment with its purpose. Their decisions may be appealed to the city manager, who will make the final decision. All payments are subject to applicable payroll and tax deductions. Employees receiving academy reimbursement payments will not be eligible for hiring incentive, but may still be eligible for other incentives offered by the City of Freeport.

To be eligible for academy reimbursement payments, the current employee must:

- Have successfully completed a state-approved Police, Fire, or EMS Academy within the last three years from the date of the agreement, passed required state tests, and be licensed, which license must be in good standing.
- Have selected the City of Freeport Police or Fire/EMS Department as the first employing agency as a full-time peace officer or firefighter & EMT/Medic immediately following academy graduation.
- Have successfully completed any required city probationary period and field training program.
- Have received no disciplinary actions of a written reprimand or higher in the previous 12 months from the date reimbursement is requested and must not currently be the subject of a complaint investigation at the time reimbursement is requested (eligibility date = 12 months from date of discipline).
- Have paid for the requested academy costs from their own personal funds that were not reimbursed in any manner or provided by another source (grant, military, scholarship, benefit, etc.).

The employee must submit a written request for each payment, accompanied by receipts from the educational institution where the academy was completed and a certificate of completion from the academy. Receipts may reflect the total cost of academy attendance, including tuition, required equipment, textbooks, and applicable testing or licensing fees. Requests are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.

The maximum total reimbursement is \$5,000 lifetime maximum per employee. The maximum total reimbursement available is \$5,000. Payments will be disbursed in increments based on continuous service as follows:

- 6 months of service from agreement and completion of field training program or eligibility date, whichever is later - 25% of total academy costs
- 1 year of service from agreement or eligibility date, whichever is later - 25% of total academy costs
- 2 year of service from agreement or eligibility date, whichever is later - 50% of total academy costs

Failure to meet any of the above guidelines could require the employee to repay the City of Freeport. The amount may be withheld from the employee's final paycheck. Requests to waive repayment are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.



Freeport First Responders

ACADEMY REIMBURSEMENT PROGRAM FORM



The academy reimbursement payments are one-time and non-accumulating allotments that are provided to entice an individual to continue employment with the City of Freeport as a First Responder (full-time peace officer or firefighter & EMT/Medic). The purpose of this academy reimbursement is to serve as a recruitment and retention tool, enabling the City of Freeport to attract top candidates and support long-term employment of qualified first responders. The applicable Police or Fire/EMS Department Chief shall interpret this program in alignment with its purpose. Their decisions may be appealed to the city manager, who will make the final decision. All payments are subject to applicable payroll and tax deductions. Employees receiving academy reimbursement payments will not be eligible for hiring incentive, but may still be eligible for other incentives offered by the City of Freeport.

To be eligible for academy reimbursement payments, the current employee must:

- Have successfully completed a state-approved Police, Fire, or EMS Academy within the last three years from the date of the agreement, passed required state tests, and be licensed, which license must be in good standing.
- Have selected the City of Freeport Police or Fire/EMS Department as the first employing agency as a full-time peace officer or firefighter & EMT/Medic immediately following academy graduation.
- Have successfully completed any required city probationary period and field training program.
- Have received no disciplinary actions of a written reprimand or higher in the previous 12 months from the date reimbursement is requested and must not currently be the subject of a complaint investigation at the time reimbursement is requested (eligibility date = 12 months from date of discipline).
- Have paid for the requested academy costs from their own personal funds that were not reimbursed in any manner or provided by another source (grant, military, scholarship, benefit, etc.).

The employee must submit a written request for each payment, accompanied by receipts from the educational institution where the academy was completed and a certificate of completion from the academy. Receipts may reflect the total cost of academy attendance, including tuition, required equipment, textbooks, and applicable testing or licensing fees. Requests are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.

The maximum total reimbursement is \$5,000 lifetime maximum per employee. The maximum total reimbursement available is \$5,000. Payments will be disbursed in increments based on continuous service as follows. Please select requested payment:

- ☐ 6 months of service from agreement and completion of field training program or eligibility date, whichever is later - 25% of total academy costs
- ☐ 1 year of service from agreement or eligibility date, whichever is later - 25% of total academy costs
- ☐ 2 year of service from agreement or eligibility date, whichever is later - 50% of total academy costs

Failure to meet any of the above guidelines could require the employee to repay the City of Freeport. The amount may be withheld from the employee's final paycheck. Requests to waive repayment are approved by the employee's Department Director and then forwarded to Human Resources and the City Manager for final authorization. Employees who wish to appeal a decision related to this policy may do so by following the City's established grievance procedure.

Your signature below indicates that you have read and understood the Academy Reimbursement guidelines and agree to the terms.

Print Employee Name

Signature

Date

Print Department Director

Signature

Date

Print Human Resource Name

Signature

Date

Print City Manager Name

Signature

Date



City Council Agenda Item #[2.H]

Title: Consideration and possible action approving Resolution No. 2025-2974 Supporting the Negotiation and Execution of a New Brazosport Industrial Partnership Contract.

Date: September 29, 2025

From: Dan Pennington, Interim City Manager

Staff Recommendation: Staff recommends approval of the Resolution authorizing the Mayor, City Manager, and their designees to begin negotiations with industrial partners, in coordination with the Cities of Clute and Lake Jackson, to establish a new Brazosport Industrial Partnership Contract.

Item Summary: The resolution affirms the City of Freeport's commitment to continue the longstanding Industrial District Partnership with industry partners, ensuring revenue through payments in lieu of taxes while maintaining competitiveness and stability for local industries. It authorizes City leadership to enter negotiations and seek the maximum contract term permitted under state law.

Background Information:

- The original Brazosport Industrial Partnership Contract was signed in 1973 with BASF Corporation, The Dow Chemical Company, and The Brock Interest.
- Renewals occurred in 1980, 1987, 1994, 2001, and 2011.
- The purpose of the agreement is to provide industry exemption from full municipal taxation and ordinances in exchange for negotiated payments in lieu of taxes, while also limiting municipal service obligations.
- The current agreement expires on December 1, 2026.
- This resolution expresses Council's intent to pursue a new agreement consistent with past contracts.

Special Considerations:

- Negotiations will involve coordination with the Cities of Clute and Lake Jackson.
- The new agreement will seek the longest allowable term under state law to provide economic stability for both municipalities and industry.
- Final contract terms will be subject to Council review and approval.



Financial Impact: The Industrial Partnership Contract provides significant annual revenue to the City of Freeport, supporting essential municipal services without imposing full municipal taxation on industrial sites. Approval of this resolution allows continued financial planning and stability through future agreements.

Board or 3rd Party Recommendation: The resolution aligns with historical agreements supported by the Cities of Clute and Lake Jackson and major industrial partners, including BASF Corporation and The Dow Chemical Company. Their participation and cooperation remain essential for the continuation of the partnership.

Supporting Documentation:

1. 09 SEPT 2025 (1)

RESOLUTION NO. 2025-2974

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FREEPORT
SUPPORTING THE NEGOTIATION AND EXECUTION OF A NEW BRAZOSPORT
INDUSTRIAL PARTNERSHIP CONTRACT**

WHEREAS, the first Brazosport Industrial Partnership Contract between the Cities of Clute, Freeport, and Lake Jackson and BASF Corporation, The Dow Chemical Company, and The Brock Interest was signed in 1973; and

WHEREAS, subsequent agreements were adopted in 1980, 1987, 1994, 2001, and 2011; and

WHEREAS, the purpose of the Industrial District Partnership Contract is to establish payments *in lieu of taxes* from industry in exchange for the cities' agreement not to annex industrial plant sites; and

WHEREAS, under these agreements, industry is not subject to full municipal taxation or ordinances, and the cities are not required to provide municipal services such as utilities and public safety services; and

WHEREAS, the mutual objective of the parties has been to foster industrial growth and competitiveness while also providing the cities with revenue to support essential municipal services; and

WHEREAS, the current Brazosport Industrial Partnership Contract is set to expire on December 1, 2026; and

WHEREAS, the Cities of Clute, Freeport, and Lake Jackson wish to continue this longstanding partnership and support negotiating a new agreement with industry under comparable terms and conditions for the longest term permitted under state law;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FREEPORT THAT:

Section 1. The City Council hereby expresses its support for negotiating and entering into a new Brazosport Industrial Partnership Contract with the Cities of Clute and Freeport and the participating industrial partners.

Section 2. The City Council authorizes the Mayor, City Manager, and their designees to begin discussions with the industrial partners and to pursue a new agreement consistent with the goals and historical framework of prior Industrial District Agreements.

Section 3. The City Council supports seeking the maximum term allowed under state law to ensure long-term stability, economic competitiveness, and mutual benefit for both the municipalities and industry.

PASSED AND APPROVED this ____ day of _____, 2025.

Jerry Cain, Mayor
City of Freeport, Texas

ATTEST:

APPROVED AS TO FORM:

Clarisa Fernandez, City Secretary
City of Freeport

Chris Duncan, Interim City Attorney
City of Freeport



City Council Agenda Item #[2.I]

Title: Consideration and possible action approving Resolution No. 2025-2975 approving a Facility Use and Rental Policy.

Date: September 29, 2025

From: Rudy Ragle, Public Works Director

Staff Recommendation: : Staff recommends that the City Council approve the proposed Facility Use and Rental Policy. The policy provides a clear, equitable framework for the use of City facilities by Councilmembers, non-profit organizations, governmental entities, City employees, and the general public. It promotes fair access, accountability, and responsible stewardship of City-owned property.

Item Summary: This item proposes the adoption of a standardized policy for renting and using City of Freeport facilities. It outlines defined procedures and fee structures for various groups, including Councilmembers, non-profits, government entities, City employees, and the general public. The policy includes provisions for deposits, refunds, fee reductions, and administrative oversight.

Background Information: Currently, the City does not have a formally adopted policy governing the rental and use of its facilities. This has led to inconsistent practices and confusion regarding eligibility, fees, and responsibilities. The proposed policy addresses these issues by establishing uniform guidelines that ensure fairness, protect City assets, and provide staff with clear procedures to follow.

Special Considerations: Councilmember Privileges

Each Councilmember is entitled to one complimentary use of a City facility per calendar year. Alternatively, a Councilmember may sponsor one free event annually on behalf of a non-profit organization or governmental entity. Unused privileges do not carry over to the following year.

Support for Non-Profit and Governmental Entities

Eligible non-profit organizations and governmental agencies may rent City facilities at a discounted rate. Partial deposit refunds may be issued if the facility is returned in good condition.

City Employees

City employees may rent City facilities at a discounted rate. Partial deposit refunds may be issued if the facility is returned in good condition.

Financial Impact: Revenue Generation: The policy maintains a revenue stream from public and partially discounted rentals while supporting community access.

Cost Recovery: Deposits (full or partial) and rental fees help recover costs related to facility maintenance, cleaning, and wear-and-tear.



Board or 3rd Party Recommendation: n/a

Supporting Documentation:

1. RESOLUTION FACILITY RENTAL DISCOUNTS 2025-2026 (1)

RESOLUTION NO. 2025-2975

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FREEPORT
MODIFYING THE POLICY REGARDING RENTAL OF CITY FACILITIES;
PROVIDING FOR AN EFFECTIVE DATE.**

WHEREAS, the City of Freeport operates a number of facilities in the city that are available to be rented by members of the public; and

WHEREAS, the city maintains a specific fee schedule for each facility setting forth prices for both rental deposits and rental fees; and

WHEREAS, the city would like to provide special benefits and cost reductions for non-profit organizations, city employees, and council members; and

WHEREAS, the City Council finds that making certain cost reductions referenced above is cost-effective and will not materially diminish the financial position of the city regarding operation of said facilities.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FREEPORT THAT:

Section 1. The City Council hereby finds that the facts set forth in the above preamble are true and correct.

Section 2. The City Council hereby adopts the fee schedule for the rental of city facilities by non-profit organizations, city employees and council members attached to this resolution as Exhibit A and incorporates said exhibit herein for all purposes.

Section 3. The fee schedule contained in Exhibit A shall be effective beginning October 1, 2025.

PASSED AND APPROVED this ____ day of _____, 2025.

Jerry Cain, Mayor
City of Freeport, Texas

ATTEST:

APPROVED AS TO FORM:

Clarisa Fernandez, City Secretary
City of Freeport

Chris Duncan, Interim City Attorney
City of Freeport



City Council Agenda Item #[2.J]

Title: Consideration and possible action approving Resolution No. 2025-2976 approving pool renovation and maintenance proposals- Freeport Recreation Center.

Date: September 29, 2025

From: Rudy Ragle, Public Works Director

Staff Recommendation: Review and consider approval of vendor proposals to address critical pool renovations and maintenance at the Freeport Recreation Center, including replastering, tile/coping repairs, etc. and ongoing professional care contract.

Item Summary: Two proposals were received for pool work at the Freeport Recreation Center:

1. **Hancock Pool Services** – Scope includes pool replastering, tile/coping repairs, leak detection, feature painting, and other repairs and work. Costs vary depending on preparation method, with major items including \$60,000 for replastering (bond coat method), an additional \$18,400 for strip prep, and other related items and costs.

2. **AquatiCare (Landmark Aquatic)** – Scope includes preventative and comprehensive care package for 3 years of Essential Care, from Landmark Aquatic at \$7,056.

Background Information: The Freeport Recreation Center pool requires significant refurbishment to remain in compliance with state pool codes and provide safe and enjoyable use for residents. Hancock Pool Services' proposal focuses on one-time major renovations and replacements, while AquatiCare's proposal covers ongoing preventative and responsive maintenance.

Special Considerations:

- Hancock's pricing excludes taxes and bonding; a payment/performance bond would add 3% if required.
- AquatiCare's contract is for 3 years of essential care.
- City must ensure Health Department code compliance is met for all completed work.

Financial Impact:

- Hancock Pool Services: Base replaster cost of \$60,000 plus \$18,400 additional cost to strip to 90% of existing plaster, chemical start-up \$5,850, miscellaneous coping repairs \$3,500, add water depth markers \$5,550, clean & seal waterline tiles \$2,650, install



transition line \$950, perform leak detection \$2,800, water feature repair \$9,100, replacing slide feature pump and plumbing \$21,450 and install a UV sanitizer on the existing filter system for \$27,650 for a total cost of **\$157,900**. Hancock Pool Services, Inc. is on a HGAC BuyBoard Cooperative Purchasing contract.

- AquatiCare: Annualized maintenance cost for 3 years of essential care is **\$7,056**.
- Bonding, if required, will increase Hancock's costs by approximately 3% (**\$4,737**).

Total \$169,693

Board or 3rd Party Recommendation: No board or third-party recommendations have been provided at this time. Staff review supports contracting for both immediate renovations (Hancock) and structured maintenance (AquatiCare) to maximize pool safety, compliance, and long-term usability.

Supporting Documentation:

1. RESOLUTION POOL REPAIRS MAINTENANCE 2025 (1)
2. Freeport Recreation Center Pool Revision
3. Pool Contract Quote 5794_AquatiCare (1)

RESOLUTION NO. 2025-2976

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FREEPORT
AUTHORIZING THE MAYOR OR CITY MANAGER TO EXECUTE AN AGREEMENT
WITH HANCOCK POOL SERVICES, INC. FOR SPECIFIC REPAIRS AND ONGOING
MAINTENANCE OF THE FREEPORT MUNICIPAL POOL.**

WHEREAS, the City of Freeport maintains a public swimming pool for the benefit of its citizens and the general public; and

WHEREAS, the current condition of the pool requires specific repairs to provide for safe use and extend the useful life of the pool in good repair; and

WHEREAS, proper pool maintenance moving forward in the future is essential to extend its useful life and safe operation; and

WHEREAS, the city has received a proposals for both repairs and ongoing maintenance from Hancock Pool Services, Inc.; and

WHEREAS, the necessary repairs and maintenance of the pool are required for the safety, health, and welfare of the community.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FREEPORT THAT:

Section 1. The City Council hereby finds that the facts set forth in the above preamble are true and correct.

Section 2. The City Council hereby authorizes the City Manager or the Mayor to execute the attached agreements with Hancock Pool Services, Inc. for specific repairs and ongoing maintenance, said agreements being Exhibits A and B which are incorporated as if fully set forth herein.

PASSED AND APPROVED this ____ day of _____, 2025.

Jerry Cain, Mayor
City of Freeport, Texas

ATTEST:

APPROVED AS TO FORM:

Clarisa Fernandez, City Secretary
City of Freeport

Chris Duncan, Interim City Attorney
City of Freeport



September 5, 2025
 Bella Ramirez
 RE: Freeport Recreation Center Pool
 803 N Front St.
 Freeport, TX 77541
 Buy Board #: 701-23

Bella,

Below is our proposal to replaster the Freeport Recreation Center Pool. These prices do not include tax. These prices do not include the cost for a payment and performance bond. The cost for a payment and performance bond will be 3% of the total cost for approved scope of work, if required. These prices are valid for 60 days. This work will take approximately 5-6 weeks to complete depending on the approved scope of work.

Plaster:

The cost to replaster the pool with Marquis Series Quartz Category 1 plaster using the bond coat preparation method: \$60,000

- The bond coat preparation method includes the draining of the pool, installing relief holes through the pool shell to relieve possible ground water, removing any loose or hollow plaster (approximately 10% of the existing plaster), applying a bond coat, and new plaster installation.
- Please note that if the pool has two or more layers of plaster, and/or excessive check cracking or pop-offs, there is a possibility that more preparation will be required and more than 10% of the existing plaster will need to be removed. If this is the case, there will be an additional cost for the extra preparation. It is not possible in all cases to determine if more than 10% of the plaster will need to be removed in pools before they are drained, and preparation has begun.
- The above quoted work includes new 2" accent tile on all steps and wall return eyeballs.
- This price includes inspecting the existing main drain covers, re-install the drain covers, and replacing the hardware. If the existing main drain covers are found to be damaged and require replacement, a cost for new drain covers will be provided prior to completion.

P.O. Box 670345
 Houston, TX 77267

www.hancockpoolservices.com

Office: 281-583-7665
 Fax: 281-999-6687

- This price does not include any structural crack repairs. Once the pool is drained, the structure will be inspected for any existing cracks to determine if repairs are required. If any crack repairs are required, a cost for repair will be provided prior to completion.
- This price includes plugging the existing wall vacuum suction lines and plastering over.

The additional cost to replaster the pool using the strip preparation method: \$18,400

- The strip preparation method includes the draining of the pool, installing relief holes through the pool shell to relieve possible ground water, removing the existing plaster to the hardest surface, and new plaster installation. This typically requires removing approximately 90% of the existing plaster.
- This price includes removing up to three layers of plaster. If more than three layers must be removed, there may be additional charges per layer.
- Sometimes the pool appears that the bond coat preparation method is only needed to re-plaster the pool, but the pool can have an excessive number of hollow spots not visible or flaking and soft (rotten) plaster where the strip preparation method would be needed.
- This price includes the required dumpsters to haul off the removed materials.

Chemical Start-Up:

The cost for the chemical start-up project completion: \$5,850

- This cost includes the start-up chemicals and labor to brush, clean, and vacuum the pool for one week after the pool is filled. This price does not include adding chorine stabilizer.
- The owner is responsible for monitoring and setting up the process of fill water, including the quality of the fill water. It is important that the pools are filled within 30 hours. We will not be responsible or liable for excessive check cracking if the pools are not completely full 30-hours after completion of plaster. We will not be liable for any staining if the fill water is of poor quality.
- Hancock Pool Services will provide a thorough plaster care form detailing how to care for the new plaster, and will provide chemical balancing training, if needed.
- To achieve optimal results with the new pool finish, additional care is required for the first 28 days after water fill.

Tile and Coping:

The cost miscellaneous tile and coping repairs: \$3,500

- This price includes approximately 20 linear feet of beam repair, resetting approximately 20 linear feet of additional loose coping, and approximately 10 linear feet of additional waterline tile repair.

- The beam repair includes removing the loose material, dialing rebar into the beam, pouring beam back in place with concrete, tile, and coping repairs. There is no warranty for crack repairs.
- Replacement coping, tile, and grout may not match the existing exactly.

The cost to replace the waterline depth markers, add additional depth markers, and add additional no diving markers: \$5,550

- This price includes replacing all of the existing faded waterline depth marker tiles, adding the additional required depth markers, and adding the additional no diving sets.
- This price does not include replacing the existing decking depth markers or no diving symbols.
- This price includes adding the no diving markers where the existing no diving symbols are located.
- State code requires depth markers to be spaced out within 25 feet and show a depth change of every 2 feet. Replacement markers may not match the existing depth markers exactly. The existing depth markers will be measured for accuracy and if any decking depth markers require replacement, a cost can be provided prior to completion.
- State code requires no diving markers and symbols to be spaced out within 25 feet up to 5 feet of depth. Currently there are only no diving symbols in place, with no diving stickers.

The cost to clean and seal the existing waterline tile: \$2,650

- This price includes powder blasting and sealing the existing waterline tile.

The cost to install a new 4" tiled transition line: \$950

Leak Detection:

The cost to perform a leak detection on the pool plumbing and structure: \$2,800

- To perform a leak detection, it is necessary for the pool to be filled to its normal operating level and the water needs to be clean and clear. During the leak detection the technician will test everything in the structure, which can leak. All of the plumbing lines will be plugged and a low pressure of nitrogen will be induced into the lines. If a plumbing lines does not hold pressure it will be scanned with electronic equipment and in most cases the leak will be pinpointed within a couple of inches. Occasionally there will be two or more leaks on a plumbing line and it is not always possible to locate additional leak(s) until the first leak has been repaired.
- The pool must be clean, clear, and swimmable quality. It cannot be green, full of algae, dirt, or shocked within 48 hours of the appointment. If the technician arrives onsite and the pool is dirty, a service charge of \$150.00 plus necessary travel charges will apply, and the appointment will need to be rescheduled once the pool is clean and clear.

- This price does not include any repairs. A quote for any required repairs will be provided upon completion of the leak detection.
- This price does not include testing the water features.

Features:

The cost to clean, prepare, and paint the existing mushroom spray feature: \$4,600

- Sand all of feature to be painted to create a suitable profile for proper adhesion of the coatings.
- Clean with TSP No-Rinse to remove chalk, dirt, and contaminants that could affect the adhesion of the coatings.
- With brush and roller, apply two coats of Sherwin Williams Sher-Loxane 800 Polysiloxane.
- This proposal includes for two colors.
- Cover and protect all areas not scheduled for paint.

The cost to replace the mushroom feature pump: \$4,500

- This price includes installing a new Pentair Whisperflo VST pump, required PVC and valves, and labor.
- This price includes using the existing electrical supply and plumbing stub outs. If these cannot be used, a quote for required repairs will be provided prior to completion.

The cost to replace the slide feature pump and plumbing: \$21,450

- This price includes a new Whisperflo VST pump, time clock, connection to existing electrical supply, required plumbing, and labor. New pump will be installed below the structure on the pool deck.
- This price includes removing a section of decking and pool wall to install a suction line for the pump, pouring the concrete back in place, and spray deck patches. Spray deck patches may not match the existing color or texture exactly.
- Hancock Pool Services is not responsible for any damages to underground lines such as pool plumbing, electrical, water, etc. during this work. Any damages or re-routes will be repaired at the owner's expense.

The cost to install a UV sanitizer on the existing filter system: \$27,650

- This price includes the Sentry SAG 480A-PVC-CR Crypto Certified UV system, required PVC, and labor.
- This price includes connecting the UV system into the return line in the pump room.
- This price does not include adding an electrical supply. The controller requires a 120V outlet. If an outlet is not accessible, a quote to provide one can be provided at that time.

Notes:

- This price includes using Premix Marbletite Marquis Series Quartz Plaster and Multicoat Scratch Kote Bond Coat.
- During this project, there will be multiple crews coming in and out of the facility. The owner is responsible for blocking off the work related areas for member and employees safety.
- Parking is to be provided for the crews.
- During this work, there will be a lot of dust and noise. All furniture and equipment must be removed from this area prior to starting work. Hancock Pool Services, Inc. will keep the area as clean as possible, but is not responsible for complete dust control or total clean up.
- No permits or inspections are included for this scope of work.
- Compliance for the Health Department codes and regulations for the pool will be met only as it pertains to the scope of work.
- The pool is approximately 2" off level. This work does not include leveling the pool.
- This price does not include installing a de-watering pump system while the pool is drained. Relief holes will be installed in the pool floor. If ground water is found below the pool and a de-watering pump is required, a quote can be provided at that time. A drain release form must be signed prior to draining the pool.

Warranty:

- There is a five-year plaster bonding warranty.
- Marquis Series plaster has a five-year manufacture limited warranty.
- This warranty does not cover any discoloration that might occur after the new plaster has been installed after a 30-day period. Owner is responsible for the necessary chemical maintenance, pool cleaning, and proper pool care to assure plaster life and integrity to be able to receive the delamination warranty.

Plaster / Pool Finish:

Pool plaster finishes may contain a certain amount of shading and/or color variation, which should not be construed as a defect. Plaster is not guaranteed against discoloration or staining since such defects generally result from local water conditions, improper use of chemicals, or the absence of routine pool cleaning and maintenance. Hancock Pool Services, Inc. is not responsible for brushing or conditioning pool after time frame specified above. Contractor will repair or replace any defective component or warranted goods at no cost to owner for the duration of the manufactures original warranty.

Light Fixture Disclosure:

By necessity the pool/spa light fixture(s) must be moved during construction. Contractor will take every precaution to ensure continued operation of the lighting subsequent to completion. However, the owner is advised that during this process light fixtures can fail despite best efforts by the contractor. The contractor is not responsible for existing light(s) in pool(s), spa(s), water feature(s), etc. which fail to operate subsequent to project completion.

Contract Acceptance - Owner:

Hancock Pool Services, Inc. agrees that all work will be completed in a workmanlike manner according to standard industry practices but shall not be responsible for delay or failure to perform work when such delay or failure is due to reasons beyond its control (i.e. weather). Hancock Pool Services, Inc. is not responsible for any damages to existing sprinkler lines, cable/telephone lines, utility lines, or any sod/plants damaged during construction process. Any alterations or deviation from above specifications involving extra costs will be performed only upon a new revised proposal by the contractor. On all re-plasters we will drain the swimming pool, chip around the lights, main drains, and fittings. We will remove any hollow spots that may be present. If the existing plaster has an excessive number of hollow spots or flaking plaster there may be an additional charge. Unfortunately, we cannot determine this until the pool is drained.

Water and Electricity are necessary for our work and must be available on-site. Customer must keep area free from other workman, pets, and children. Water (sprinklers) must be turned OFF during application. Owner is responsible for monitoring filling of the pools.

Hancock Pool Services is responsible for completion of the work in compliance with the contract and for the quality of material and workmanship in accordance with standard specifications.

30% is due upon the start of the job, 30% upon plaster preparation completion, 30% upon new plaster installation, with the balance due upon project completion. Any change orders will be due upon completion during the duration of the project. A payment schedule will be arranged prior to beginning the job.

Thank you for the opportunity to quote this work for you. Hancock Pool Services is a family owned and operated business, which has served the Greater Houston Area for 43 years. We have completed many projects similar to this one to the complete satisfaction of our customers. We would be very happy to complete this project for you.

Thank you,

Austin Hancock
Hancock Pool Services, Inc.
832-334-7584

QUOTE ID: 5794
SERVICE: City of Freeport Rec Center
LOCATION:
STREET: 803 N Front Street
CITY: Free Port, TX

CONTACT: Bella Ramirez
 bramirez@freeport.tx.us
DATE SUBMITTED: 06/27/2025
PREPARED BY: HX Manoogian, Stephanie

DESCRIPTION:
AquatiCare

SCOPE OF WORK:
Pricing provided for 1, 3, and 5 year contracts. Per request, 2 and 4 year contracts can be added.

Based on 8 visits per year. Visits can be negotiated.

Enhanced Care includes installation of new Acid Rite feeder. See cost analysis. 3 and 5 year Complete care options include pricing with and without install of Acid Rite.

Tiers:
Essential Care - basic preventative maintenance
Enhanced Care- Essential Care install of Acid Rite Unit
Complete Care- Essential Care Enhanced Care (if needed) Rapid Response

ITEM	QUANTITY	UNIT PRICE	TOTAL
Essential Care - 1 YEAR	1	\$2,352.00	\$2,352.00
Complete Care - 1 YEAR	1	\$2,634.00	\$2,634.00
Essential Care - 3 YEARS	3	\$2,352.00	\$7,056.00
Enhanced Care- 3 YEARS	3	\$5,148.00	\$15,444.00
Complete Care- 3 YEARS w/ ACID RITE	3	\$5,923.00	\$17,769.00
Complete Care-3 YEARS	3	\$2,634.00	\$7,902.00
Essential Care- 5 YEARS	5	\$2,352.00	\$11,760.00
Enhanced Care-5 YEARS	5	\$4,030.00	\$20,150.00
Complete Care- 5 YEARS w/ ACID RITE	5	\$4,607.00	\$23,035.00
Complete Care-5 YEARS	5	\$2,634.00	\$13,170.00

SIGNATURE

PRINT NAME

Landmark Aquatic has no duties or obligations beyond those contained in this proposal, and we are not bound by any terms or conditions not contained in this proposal, unless set forth in a subcontract agreement acceptable to us and signed by us. If we are directed to proceed with our work and no subcontract agreement is signed by us, the only terms and conditions governing our work are those contained in this proposal.

NOTICE TO OWNER

Failure of this Contractor to pay those persons supplying material or services to complete this contract can result in the filing of a mechanic's lien on the property, which is the subject of this agreement pursuant to Chapter 429.rsmo. To avoid this result, you may ask this Contractor for "Lien Waivers" from all persons supplying material or services for the work described in this contract. Failure to secure Lien Waivers may result in your paying for labor and material twice.

DEFAULT CLAUSE

If invoices go unpaid past 30 days, customer will receive a \$40.00 late fee. Additionally, a 1.5% monthly fee on all past due invoice amounts will be applied. In the event of default by buyer of any provision of this contract, buyer agrees to pay all collection costs, and interest from date of default. Reasonable attorney's fee shall be awarded to the prevailing party in action brought under this contract. Owner agrees that, in the event of breach or cancellation by owner, owner shall be responsible for charges to date of breach plus contract profits.

Quote is only valid for 30 days; All work is warranted for a period of one year from date of completion.



City Council Agenda Item #[2.K]

Title: Consideration and possible action approving Resolution No. 2025-2977 to amend section 9.07, titled “Overtime/Compensatory Time”, adding Section 9.07 A “Alternative to Overtime: Flextime”.

Date: September 29, 2025

From: Donna Fisher, HR Director

Staff Recommendation: Staff recommends approval.

Item Summary: Key provisions of the policies are:

- Overtime must be pre-approved by supervisors and is compensated either by monetary payment or compensatory time.
- Compensatory time accrues at 1.5 hours for every hour of overtime worked, with a maximum accrual of 120 hours.
- Police and Fire personnel follow FLSA Section 7(k) work periods (80 hours for police and 106 hours for fire in a 14-day cycle).
- Flextime may be used as an alternative to overtime, provided schedule adjustments occur within the same seven-day workweek (or applicable 7(k) period for public safety).

Supervisors must balance operational coverage with employee requests when approving comp

Background Information: The City’s current personnel manual did not adequately address the use of comp time, and did not address the use of flextime. With the growing need to ensure compliance with the Fair Labor Standards Act (FLSA) and to promote consistency in employee scheduling and compensation practices, staff has prepared updated policies for Council adoption.

- Section 9.07 Overtime/Compensatory Time outlines eligibility, approval, accrual, and usage requirements for overtime and compensatory time. It also sets maximum accrual limits and established payout requirements upon separation of employment.
- Section 9.07 A Alternative to Overtime: Flextime provides flexibility for supervisors and employees to manage schedules within the same workweek to avoid unnecessary overtime, while maintaining operational efficiency and service to the public

Both policies were developed to balance compliance obligations, operational needs, and employee work-life balance.

Special Considerations: N/A



Financial Impact: Adopting these policies may help reduce overtime costs by encouraging the use of flextime and proactive comp time management. It also minimizes payout liabilities through structured accrual caps and scheduling flexibility

Board or 3rd Party Recommendation: N/A

Supporting Documentation:

1. Comp Flex Time Resolution D. (1) (1)
2. Overtime Comp Time policy

RESOLUTION NO. 2025-2977

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FREEPORT, TEXAS,
AMENDING THE CITY OF FREEPORT PERSONNEL POLICY HANDBOOK TO
AMEND SECTION 9.07, TITLED “OVERTIME/COMPENSATORY TIME: AND
SECTION 9.07 A "ALTERNATIVE TO OVERTIME – FLEXTIME”.**

WHEREAS, the City of Freeport recognizes the importance of establishing clear and consistent personnel policies to guide its employees and supervisors in the performance of their duties; and

WHEREAS, the City Council seeks to ensure compliance with the Fair Labor Standards Act (FLSA) and other applicable laws regarding employee work hours, overtime, and compensatory time; and

WHEREAS, the City Council further seeks to provide flexibility in scheduling through a formal flextime policy that balances operational needs with employees’ work-life responsibilities; and

WHEREAS, the Personnel Policy Handbook requires updating to include Section 9.07 “Overtime/Compensatory Time” and Section 9.07 A “Alternative to Overtime: Flextime” to provide clear guidance regarding the accrual, use, and administration of overtime, compensatory time, and flextime;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FREEPORT, TEXAS:

SECTION 1. That the City Council hereby adopts Section 9.07 Overtime/Compensatory Time and Section 9.07 A Alternative to Overtime: Flextime as part of the City of Freeport Personnel Policy Manual.

SECTION 2. That the City Manager and Human Resources Department are directed to implement these policies, ensure compliance with federal and state labor laws, and provide training and guidance to all supervisors and employees regarding the policies.

SECTION 3: That this resolution shall take effect immediately upon its adoption.

PASSED AND APPROVED this _____ day of _____, 2025, by the City Council of the City of Freeport, Texas.

Jerry Cain, Mayor
City of Freeport, Texas

ATTEST:

APPROVED AS TO FORM:

Clarisa Fernandez, City Secretary
City of Freeport

Chris Duncan, Interim City Attorney
City of Freeport

9.07 Overtime/Compensatory Time

1. Employee Categories

- Exempt and Non-Exempt: Defined by the Fair Labor Standards Act (FLSA)
- Non-exempt employees: Subject to overtime/compensatory time rules.

2. Work Beyond Scheduled Hours

- Employees may be required to work outside regular hours without advance notice.
- Refusal is prohibited unless prior relief is requested and approved.
- Employees must request relief as early as possible if personal needs conflict.

3. Overtime Policy

- Compensation: Paid in money or compensatory time .
- Approval: Must be pre-approved by a supervisor before being worked.
- Calculation: Overtime includes education pay, longevity pay, and certification pay in the weighted rate.
- Leave Impact: Vacation, sick, or bereavement leave do not count towards overtime; only actual hours worked apply.

4. Fire/EMS and Police Work Periods

- City follows FLSA Section 7(k) for public safety personnel.
- Fire personnel: Overtime after 106 hours in a 14-day work period.
- Police personnel: Overtime after 80 hours in a 14-day work period.

5. Compensatory Time (Comp Time)

- Eligibility: Full-time, hourly, non-exempt employees only.
- Accrual Rate:
 - 1.5 hours of comp time for every overtime hour worked.
 - Thresholds:
 - 40 hours in 7 days (general employees)
 - 80 hours in 14 days (police)
 - 106 hours in 14 days (firefighters)
- Tracking: Must be recorded in the city's timekeeping system during the pay period earned.
- Approval: Requires pre-approval by supervisor and Department Director.
- Maximum Accrual: 120 hours. Any excess must be paid out or flexed within the same pay period.

6. Use of Comp Time

- Must be requested in advance, like other leave.
- Approval depends on staffing and operational needs.
- Supervisors must approve reasonable requests unless operations are disrupted.
- Employees are encouraged to use comp time within 12 months.
- Supervisors may schedule comp time to balance staffing and minimize payout liabilities.

7. Separation of Employment

- Any unused comp time is paid out at final regular rate of pay.
- Exceptions require written approval from HR and the City Manager.

9.07 A Alternative to Overtime: Flextime

Purpose:

Provide an alternative to overtime through flextime scheduling, balancing operational needs and employee work-life balance.

1. **Eligibility.** Applies to all City employees (hourly and salaried)..
2. **Flextime in Lieu of Overtime.**
 - When overtime is needed, schedules may be flexed to substitute equivalent time off during regular hours.
 - Prevents overtime for hourly employees and ensures salaried employees stay within 40 hours.
 - Police/Fire: adjusted per their 7(k) periods.
 - Must occur within the same seven-day workweek may not be banked.
 - Substitution can be scheduled before or after the overtime, with supervisor approval.
3. **Approval Process.**
 - Must have prior supervisor approval.
 - Requests follow the same process as vacation leave.
 - Supervisors must ensure adequate coverage of city operations.
4. **Implementation.**
 - Supervisors should balance operational needs with employee personal needs
 - Flextime may include:
 - Adjusted start/end times
 - Compressed workweeks
 - Other schedule variations
 - Remote work, hybrid work, job-sharing, and comp-time may be considered if operationally feasible.
5. **Responsibilities.**
 - Employees: Maintain productivity and meet performance standards.
 - Supervisors: Monitor attendance, ensure communication, and document flextime arrangements.



City Council Agenda Item #[2.L]

Title: Consideration and possible action approving Ordinance No. 2025-2746 proposed adjustments to the City of Freeport's Texas Municipal Retirement System (TMRS) plan to enhance recruitment and retention.

Date: September 29, 2025

From: Ashlee Hurst, Finance Director

Staff Recommendation: Staff recommends approval of proposed adjustments to the City of Freeport's TMRS plan to enhance retirement benefits for all employees, effective January 1, 2026. These changes will strengthen the City's position as an employer of choice and improve long-term workforce retention, while having very minimal additional cost.

Item Summary:

The City currently participates in the TMRS, offering retirement benefits to full-time employees. Our plan has a variety of provisions that can be changed at any time by the City. To become a benefits' leader with our competitive peer cities (Clute, Angleton, Lake Jackson) and to attract and retain a highly qualified workforce, staff propose the below adjustments to our TMRS plan. By doing so, every employee receives a higher monthly retirement benefit, not just a few, while keeping the City of Freeport's costs near a net-zero impact. These changes include:

- *Increasing employees' contribution rate (CR) from 7% to 8%.* This is the highest rate allowed by law and only recently became available (9-1-2025). Currently, no other nearby agency has, or is known to be considering, adopting the 8% CR. This change will have a minimal immediate impact on employees because they will be simultaneously receiving a minimum of a 3% COLA at the same time. However, the long-term effect will be dramatic for employees' retirement benefits because of compounding interest, 2:1 city matching, and TMRS's guaranteed 5% rate of return.
- *Eliminating the "Transfer" option.* This provision forces the city to pay retirement benefits on wages employees earned in other cities. Eliminating this means Freeport's taxpayers only pay for Freeport wages. This provision only benefits a **small number of employees**. In fact, according to a TMRS representative, the City of Freeport only has 15 employees who **may** receive a transfer credit in 2026.
- *Reducing the Updated Service Credit (USC) provision percentage from 100% to 75%.* The USC is an annual hypothetical calculation performed (after 48 months of employment) by TMRS and occasionally forces the city to make "extra" contributions to a **few** employee accounts beyond the City's already matching ratio of 2:1. Again, this provision generally only benefits a **small number of employees** like those who usually make much higher wages in their later years because of promotions or substantial salary increases, especially compared to their previous city's wages.

Collectively, the proposed adjustments will ensure the City's retirement plan benefits **ALL** City of Freeport employees, instead of just a handful, is more attractive to prospective employees and enhances long-term employee retention. In addition, these improvements are all obtained at a near net-zero cost because the added expense of the 8% CR is almost all offset by the savings gained



from the elimination of the transfer credit and the reduction in USC rate. It should be noted that any previous USC and/or transfer credit obtained by an employee is still maintained and will continue to earn a guaranteed 5% rate of return annually.

Background Information: Texas cities have the ability to adjust their TMRS provisions to remain competitive in hiring and keeping skilled staff, particularly in police and fire positions. Freeport's current TMRS provisions can be improved to enhance recruitment and retention, while also targeting **ALL** employees instead of a small subset, and keeping our costs near neutral. Finally, enhancing our retirement benefits aligns with the City's strategic goals of workforce stability, professional development, and long-term retention of institutional knowledge.

Special Considerations:

- Adjustments to TMRS provisions require formal adoption by City Council through the attached ordinance.
- Communication and education efforts will be required by Human Resources to ensure employees fully understand the enhanced benefits and their impact.

Financial Impact: TMRS provided the actuarial analysis to determine the annual change in the City's contribution rate. That estimate suggests a change from 7% to 8% in the employee's contribution rate, a reduction of the USC credit from 100% to 75%, and the elimination of the transfer credit, which will result in an approximate annual recurring cost of \$4,350 to the City and will benefit all employees, not just a few. These changes should reduce turnover, lower recruitment costs, and improve workforce stability, engagement, and satisfaction. As a result, collectively, this proposal will create a "win-win" for the City of Freeport, employees, and taxpayers.

Board or 3rd Party Recommendation: Staff recommend these adjustments, citing their positive impact on recruitment and retention. TMRS provided the actuarial impact study to confirm the cost of adoption, which is attached.

Supporting Documentation:

1. Freeport TMRS Model Ordinance - EECONTRIB_USC-R_COLA-R
2. Freeport Transmittal - 8% EECR_USC_R_COLA_R
3. Freeport 2026 Plan Change Study_8% EECR_75% USC_R
4. TMRS - Neighboring City Plans

ORDINANCE NO. 2025-2746

AN ORDINANCE REGARDING THE CITY OF FREEPORT'S TEXAS MUNICIPAL RETIREMENT SYSTEM BENEFITS AUTHORIZING (1) AN INCREASE TO THE EMPLOYEE CONTRIBUTION RATE; (2) ANNUALLY ACCRUING UPDATED SERVICE CREDITS; AND (3) ANNUALLY ACCRUING ANNUITY INCREASES, ALSO REFERRED TO AS COST OF LIVING ADJUSTMENTS (COLAS) FOR RETIREES AND THEIR BENEFICIARIES.

Whereas, the City of Freeport, Texas (the "City"), elected to participate in the Texas Municipal Retirement System (the "System" or "TMRS") pursuant to Subtitle G of Title 8, Texas Government Code, as amended (which subtitle is referred to as the "TMRS Act"); and

Whereas, each person who is or becomes an employee of the City on or after the effective date of the City's participation in the System in a position that normally requires services of 1,000 hours or more per year ("Employee") shall be a member of the System ("Member") as a condition of their employment; and

Whereas, House Bill 3161, 89th Texas Legislature, R.S., 2025, amended TMRS Act §855.401(a) to read that each municipality participating in the System shall designate the rate of Member contributions for Employees and shall elect a rate of five, six, seven, or – effective September 1, 2025 – eight percent of the Employees' compensation; and

Whereas, the City Council finds that it is in the public interest to: (1) increase the Employee contribution rate contributed to TMRS, (2) in accordance with TMRS Act §853.404 and §854.203(h), reauthorize annually accruing Updated Service Credits, and (3) in accordance with TMRS Act §854.203 and §853.404, reauthorize annually accruing annuity increases, also referred to as cost of living adjustments ("COLAs") for retirees and their beneficiaries; now:

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FREEPORT, TEXAS:

Section 1. Increased Employee Contribution Rate.

(a) The rate of Employee contributions to be made by the City to the System shall be **8%** of the compensation of City Employees who are Members of the System, in accordance with TMRS Act §855.401. The City shall submit a monthly payroll report and deposit the amounts deducted from Employees' compensation to the System in accordance with TMRS Act §855.402.

(b) The increased employee contribution rate under this Section shall be effective on the first day of the month of January, 2026.

Section 2. Authorization of Annually Accruing Updated Service Credits.

(a) As authorized by TMRS Act §854.203(h) and §853.404, and on the terms and conditions set out in TMRS Act §§853.401 through 853.404, the City authorizes each Member of the System who on the first day of January of the calendar year immediately preceding the January 1 on which the Updated Service Credits will take effect (i) has current service credit or prior service credit in the System by reason of service to the City, (ii) has at least 36 months of credited service with the System, and (iii) is a TMRS-

contributing Employee of the City, to receive "Updated Service Credit," as that term is defined and calculated in accordance with TMRS Act §853.402.

(b) The Updated Service Credit authorized and provided under this Ordinance shall be **75%** of the "base Updated Service Credit" of the TMRS Member calculated as provided in TMRS Act §853.402.

(c) If the City previously adopted an ordinance authorizing Updated Service Credit for unforfeited prior service credit and/or current service credit with another System participating municipality (also known as "Transfer USC"), the calculations and adjustments set forth in TMRS Act §853.601 apply to any such prior Transfer USC.

(d) Each Updated Service Credit authorized and provided by this Ordinance shall replace any Updated Service Credit, prior service credit, special prior service credit, or antecedent service credit previously authorized for part of the same service.

(e) The initial Updated Service Credit authorized by this Section shall be effective on January 1 immediately following the year in which this Ordinance is approved, subject to receipt by the System prior to such January 1 and approval by the Board of Trustees ("Board") of the System. Pursuant to TMRS Act §853.404, the authorization and grant of Updated Service Credits in this Section shall be effective on January 1 of each subsequent year, using the same percentage of the "base Updated Service Credit" stated in Subsection (b) in computing Updated Service Credits for each future year, provided that, as to such subsequent year, the actuary for the System has made the determination set forth in TMRS Act §853.404(d), until this Ordinance ceases to be in effect as provided in TMRS Act §853.404(e).

Section 3. Authorization of Annual Increases in Retirement Annuities, or COLAs.

(a) On the terms and conditions set out in TMRS Act §854.203 and §853.404, the City authorizes and provides for payment of the increases described by this Section to the annuities paid to retired City employees and beneficiaries of deceased City retirees (such increases also called COLAs). An annuity increased under this Section replaces any annuity or increased annuity previously granted to the same person.

(b) The amount of the annuity increase under this Section is computed as the sum of the prior service and current service annuities on the effective date of retirement of the person on whose service the annuities are based, multiplied by **70%** of the percentage change in Consumer Price Index for All Urban Consumers, from December of the year immediately preceding the effective date of the person's retirement to the December that is 13 months before the effective date of the increase under this Section.

(c) An increase in an annuity that was reduced because of an option selection is reducible in the same proportion and in the same manner that the original annuity was reduced.

(d) If a computation under this Section does not result in an increase in the amount of an annuity, the amount of the annuity will not be changed under this Section.

(e) The amount by which an increase under this Section exceeds all previously granted increases to an annuitant is an obligation of the City and of its account in the benefit accumulation fund of the System.

(f) The initial increase in annuities authorized by this Section shall be effective on January 1 immediately following the year in which this Ordinance is approved, subject to receipt by the System prior to such January 1 and approval by the System's Board. Pursuant to TMRS Act §853.404, an increase in retirement annuities shall be made on January 1 of each subsequent year, provided that, as to such

subsequent year, the actuary for the System has made the determination set forth in TMRS Act §853.404(d), until this Ordinance ceases to be in effect as provided in TMRS Act §853.404(e).

Passed and approved _____, 20_____.

ATTEST:

APPROVED:

City Secretary

Mayor



September 3, 2025

Dan Pennington
Interim City Manager
City of Freeport
1201 N Avenue H
Freeport, TX 77541-3967

Dear Mr. Pennington:

We are pleased to enclose a model ordinance for your city to adopt:

**8% Employee Contribution Rate
&
75% Updated Service Credit without Transfers
70% Cost of Living Adjustment Increase to Annuitants
Both Annually Repeating**

All Effective January 1, 2026

When the ordinance becomes effective, the city must begin deducting the new contribution rate from each employee's gross monthly compensation.

By adopting this ordinance, your city will not have to adopt an ordinance each year to reauthorize the calculation of Updated Service Credits and Cost of Living Adjustments. These benefits will remain in effect for future years until such time as they are discontinued by an ordinance adopted by the City Council.

As reflected in the Plan Change Study you previously received, when the employee's contribution rate increases, the city's contribution rate will be **16.53%** beginning January 1, 2026.

Please make sure the ordinance is adopted and signed before the effective date. When the ordinance is adopted, please send a copy to City Services at cityservices@tmrs.com.

If you have any questions about the model ordinance or anything else, please call me at 512-225-3742.

Sincerely,

A handwritten signature in blue ink, appearing to read "Colin Davidson", is written over a light blue circular stamp.

Colin Davidson
Director of City and Member Services

2026 Rates • Freeport

September 2, 2025

Plan Provisions	Current	Option 1
Employee Contribution Rate	7%	8%
City Matching Ratio	2 to 1	2 to 1
Updated Service Credit (USC)	100% (Repeating)	75% (Repeating)
Transfer USC *	Yes	No
COLA	70% (Repeating)	70% (Repeating)
Retroactive COLA	Yes	Yes
Retirement Eligibility	20 years	20 years
Vesting	5 years	5 years
Supplemental Death Benefit	Actives + Retirees	Actives + Retirees
Contribution Rates	2026	2026
Normal Cost Rate	10.41%	10.20%
Prior Service Rate	<u>5.81%</u>	<u>6.07%</u>
Retirement Rate	16.22%	16.27%
Supplemental Death Rate	<u>0.26%</u>	<u>0.26%</u>
Total Contribution Rate	16.48%	16.53%
Unfunded Actuarial Liability	\$6,607,674	\$6,907,767
Funded Ratio	84.2%	83.6%
Benefit Increase Amortization Period	20 years	20 years

* As of the December 31, 2024 valuation date, there were 15 employees with service in other TMRS cities eligible for transfer USC.

Find My Plan

Select Your City

Search

Print

Freeport

? **Employee Deposit Rate**

7%

? **City Match**

2:1

? **Vested Requirement**

5 Years

? **Eligible for Retirement**

20 Years

? **USC Rate %**

100%

? **USC Transfer**

Yes

? **COLA %**

70%

? **COLA Type**

Retroactive

? **Military Service Credit**

Yes

? **Restricted Prior Service Credit**

Yes

? **SDB Employees**

Yes

? **SDB Retirees**

Yes

* Not all cities participate in TMRS. [View all city plans](#) to see if your city has a TMRS plan.

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Angleton

Employee Deposit Rate

6%

City Match

2:1

Vested Requirement

5 Years

Eligible for Retirement

20 Years

USC Rate %

100%

USC Transfer

Yes

COLA %

70%

COLA Type

Retroactive

Military Service Credit

Yes

Restricted Prior Service Credit

Yes

SDB Employees

Yes

SDB Retirees

Yes

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Find My Plan

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Lake Jackson

? **Employee Deposit Rate**

6%

? **City Match**

2:1

? **Vested Requirement**

5 Years

? **Eligible for Retirement**

20 Years

? **USC Rate %**

100%

? **USC Transfer**

Yes

? **COLA %**

70%

? **COLA Type**

Retroactive

? **Military Service Credit**

Yes

? **Restricted Prior Service Credit**

Yes

? **SDB Employees**

Yes

? **SDB Retirees**

Yes

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?

Employee Deposit Rate

7%

?

City Match

2:1

?

Vested Requirement

5 Years

?

Eligible for Retirement

20 Years

?

USC Rate %

100%

?

USC Transfer

Yes

?

COLA %

70%

?

COLA Type

Retroactive

?

Military Service Credit

Yes

?

Restricted Prior Service Credit

Yes

?

SDB Employees

Yes

?

SDB Retirees

Yes

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City Council Agenda Item #[2.M]

Title: Consideration and possible action approving Resolution No. 2025-2978 approving the Opioid Settlement Agreement.

Date: September 29, 2025

From: Chris Duncan

Staff Recommendation: Staff recommends that City Council approve participation in the statewide Opioid Settlement Agreement by the October 8th deadline.

Item Summary: The City of Freeport has been invited to join the Opioid Settlement Agreement with opioid manufacturers, distributors, and related parties. By signing, the City will be eligible to receive allocated settlement funds to help address the impact of the opioid crisis in our community.

Background Information: National litigation against opioid manufacturers and distributors has resulted in a series of settlements across the United States. Texas has opted into these settlements, and participating cities and counties are being offered direct allocations of funds. The purpose of the settlements is to provide resources for prevention, treatment, and recovery initiatives related to opioid misuse and addiction.

Freeport is eligible to participate, but action must be taken by October 8, 2025, to secure our share of the funds.

Special Considerations:

- Failure to act by the deadline will forfeit the City's right to receive its share of settlement funds.
- Use of funds is restricted by the settlement terms; they must be directed toward approved opioid remediation efforts, not general operations.
- Other Texas cities and counties are moving forward with participation, and non-participation could weaken Freeport's ability to address local impacts.

Financial Impact: The exact allocation for Freeport will be determined by state distribution formulas based on population and other factors. While the amount is not yet finalized, these funds represent new, non-taxpayer revenue to help offset the costs of opioid-related challenges in our community.



Board or 3rd Party Recommendation: The Texas Attorney General's Office and the Texas Opioid Abatement Fund Council have both recommended that cities and counties participate to maximize state and local recovery resources.

Supporting Documentation:

1. RESOLUTION - OPIOD SETTLEMENT 8 GENERIC
2. national_opioid_settlement_notice_settlement_overview

RESOLUTION NO. 2025 – 2978

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FREEPORT, TEXAS JOINING THE TEXAS ATTORNEY GENERAL “GLOBAL OPIOID SETTLEMENT”; ADOPTING THE TEXAS TERM SHEET AND ITS INTRASTATE ALLOCATION SCHEDULE; AND AUTHORIZING THE MAYOR TO SIGN ALL NECESSARY FORMS AND AGREEMENTS TO PARTICIPATE IN THE EIGHT GENERIC MANUFACTURER SETTLEMENT (ALVOGEN, AMNEAL, APOTX, HIKMA, INDIVIOR, MYLAN, SUN AND ZYDUS) THROUGH THE TEXAS ATTORNEY GENERAL; AND PROVIDING FOR A FINDING OF PROPER MEETING AND NOTICE:

WHEREAS, The City of Freeport, Texas obtained information indicating that certain drug companies and their corporate affiliates, parents, subsidiaries, and such other defendants as may be added to the litigation (collectively, “Defendants”) have engaged in fraudulent and/or reckless marketing and/or distribution of opioids that have resulted in addictions and overdoses; and

WHEREAS, these actions, conduct and misconduct have resulted in significant financial costs to the City of Freeport; and

WHEREAS, the State of Texas, through the Office of the Attorney General, has negotiated a settlement agreement with eight generic manufacturers, being ALVOGEN, AMNEAL, APOTX, HIKMA, INDIVIOR, MYLAN, SUN and ZYDUS (the “Settlement”) ; and

WHEREAS, the City of Freeport elects to participate in said settlement agreements set forth above by executing the election and release forms through the Texas Attorney General’s office and through Rubris.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Freeport, Texas:

First, that the City Council elects to approve and participate in the above described “Direct Settlement and the “Estate Settlement”; and

Second, that the City Council Authorizes the Mayor to execute all necessary documents and forms to effect such settlements, and

Third, that the City Council makes the following specific findings:

There is a substantial need for repayment of opioid-related expenditures and payment to abate opioid-related harms in and about the City of Freeport, Brazoria County;

Fourth, that that all proper notices were posted and the meeting in which this resolution is passed was held in compliance with the Texas Open Meetings Act.

Fifth, It is hereby found and determined that the meeting at which this resolution was passed was attended by a quorum of the City Council, was open to the public, and that public notice of the time, place and purpose of said meeting was given as required by the Open Meetings Act, Texas Government Code, Chapter 551.

READ, PASSED AND ADOPTED, the _____ day of _____, 2025.

Jerry Cain, Mayor
City of Freeport, Texas

ATTEST:

Clarisa Fernandez, City Clerk
City of Freeport, Texas

APPROVED AS TO FORM ONLY:

Christopher Duncan, City Attorney
City of Freeport, Texas

National Opioids Settlements: Alvogen, Amneal, Apotex, Hikma, Indivior, Mylan, Sun, Zydus
Opioids Implementation Administrator
opioidsparticipation@rubris.com

Freeport city, TX
Rubris Reference Number: CL-1773227

***TO LOCAL POLITICAL SUBDIVISIONS AND SPECIAL DISTRICTS:
THIS NOTICE CONTAINS IMPORTANT INFORMATION ABOUT NATIONAL OPIOID
SETTLEMENTS.***

SETTLEMENT OVERVIEW

Proposed nationwide settlement agreements ("Settlements") have been reached that would resolve opioid litigation brought by states, local political subdivisions, and special districts against eight opioids manufacturers, Alvogen, Amneal, Apotex, Hikma, Indivior, Mylan, Sun, and Zydus (the "Manufacturers"). Local political subdivisions and special districts are referred to as "subdivisions."

The Settlements require the settling Manufacturers to pay hundreds of millions of dollars to abate the opioid epidemic. The Settlements will provide a maximum of approximately \$720 million in cash to participating states and subdivisions to remediate and abate the impacts of the opioid crisis. Depending on participation by states and subdivisions, the Settlements require:

- Alvogen to immediately pay up to approximately \$19 million;
- Amneal to pay up to approximately \$74 million over 10 years, and to provide either approximately \$177 million of its generic version of the drug Narcan or up to an additional approximately \$44 million in cash;
- Apotex to immediately pay up to approximately \$65 million;
- Hikma to immediately pay up to approximately \$98 million, and to provide either approximately \$35 million of its naloxone product or up to an additional approximately \$7 million in cash;
- Indivior to pay up to approximately \$75 million over five years, a portion of which, at the election of the state, could be paid in the form of Indivior's branded buprenorphine and/or nalmefene products with a value of up to \$140 million.;
- Mylan to pay up to approximately \$290 million over nine years;
- Sun to immediately pay up to approximately \$32 million; and
- Zydus to immediately pay up to approximately \$15 million.

The Settlements also contain injunctive relief governing opioid marketing, sale, distribution, and/or distribution practices and require the Manufacturers to implement safeguards to prevent diversion of prescription opioids.

Each of the proposed settlements has two key participation steps.

First, each eligible state decides whether to participate in each Settlement. A list of participating states for each settlement can be found at <https://nationalopioidsettlement.com/>.

Second, eligible subdivisions within each participating state decide whether to participate in each Settlement. The more subdivisions that participate, the more funds flow to that state and its subdivisions. Any subdivision that does not participate cannot directly share in any of the settlement funds, even if the subdivision's state is settling and other participating subdivisions are sharing in settlement funds. If the state does not participate in a particular Settlement, the subdivisions in that state are not eligible to participate in that Settlement.

WHO IS RUBRIS INC. AND WHAT IS THE IMPLEMENTATION ADMINISTRATOR?

The Settlements provide that an Implementation Administrator will provide notice and manage the collection of participation forms. Rubris Inc. is the Implementation Administrator for these new Settlements and was also retained for the prior national opioid settlements.

WHY IS YOUR SUBDIVISION RECEIVING THIS NOTICE?

Your state has elected to participate in one or more of the Settlements, and your subdivision may participate in those Settlements in which your state has elected to participate. This notice is also sent directly to counsel for such subdivisions if the Implementation Administrator has their information.

If you are represented by an attorney with respect to opioid claims, please contact them.
Subdivisions can participate in the Settlements whether or not they filed a lawsuit or are represented.

WHERE CAN YOU FIND MORE INFORMATION?

Detailed information about the Settlements, including each settlement agreement, may be found at: <https://nationalopioidsettlement.com>. This website also includes information about how the Settlements are being implemented in most states and how funds will be allocated within your state.

You are encouraged to review the settlement agreement terms and discuss the terms and benefits with your counsel, your Attorney General's Office, and other contacts within your state. Information and documents regarding the Settlements and your state allocation can be found on the settlement website at <https://nationalopioidsettlement.com/>.

Your subdivision will need to decide whether to participate in the proposed Settlements, and subdivisions are encouraged to work through this process before the **October 8, 2025** deadline.

HOW DO YOU PARTICIPATE IN THE SETTLEMENTS?

The Settlements require that you take affirmative steps to "opt in" to the Settlements.

In the next few weeks, you will receive documentation and instructions from the Implementation Administrator or, in some cases, your Attorney General's Office. In order to participate in a settlement, a subdivision must sign and return the required Participation Form for that settlement.

Please add the following email addresses to your "safe" list so emails do not go to spam / junk folders: dse_na3@docusign.net and opioidsparticipation@rubris.com. Please monitor your email for the Participation Forms and instructions.

All required documentation must be signed and returned on or before **October 8, 2025**.