



**CITY OF LA MARQUE  
CITY COUNCIL  
SPECIAL MINUTES  
of  
December 5, 2024**

**1. CALL MEETING TO ORDER**

Mayor Bell called the meeting to order at 4:01 p.m.

**2. ROLL CALL**

**PRESENT:**

|                 |                           |
|-----------------|---------------------------|
| Keith Bell      | Mayor                     |
| Joe Compian     | Mayor Pro Tem/ District B |
| Kimberley Yancy | District A                |
| Joseph Lowry    | District C                |
| James Ross      | District D                |

**3. EXECUTIVE SESSION**

*\*\*Mayor Bell recessed the Special Meeting and entered into Executive Session at 4:04 p.m.*

**3.1. Section 551.074 (Personnel Matter)**

**4. ACTIONS TAKEN FROM EXECUTIVE SESSION**

*\*\*Mayor Bell closed the Executive Session and reconvened the Special Meeting at 5:55 p.m.*

**4.1. Section 551.074 (Personnel Matter)**

Mayor Pro Tem Compian shared that there have been discussions regarding the city manager's accomplishments and successes. However, there are still some areas of concern. He made a motion that the council establish a 60-day probationary period for which the council sets out their expectations in writing and submits them to the city manager. If the areas have not been addressed within the 60 days, then a separation may occur at that time. Councilmember Ross seconded.

Mayor Bell asked all the council if they would like to add anything for discussion. All the councilmembers declined. He followed by stating that it is his belief that City Manager Garcia has not done an adequate job for the city, as he has not been happy with the budget process for the last 3 years. He cited concerns regarding staff supervision, the city manager's actions regarding the summer program, promotions and planning of events, the reporting of the budget for the All America City, and the lack of a system regarding grant matching funds. He also spoke about the issues presented by the department heads and chairpersons of volunteer boards, commissions and committees as reflected in their evaluation, such as lack of ownership, and communication. He will not be voting for the probation as he

believes the partnership has run its course. He thinks that City Manager Garcia is a great human being, and applauds him for being "the first in the locker room, and the last to leave". He believes that this level of dedication has the potential to be a great leader. However, he believes that he lacks as a manager.

**MOTION FAILED WITH 2 AYES (COMPIAN / YANCY) AND 3 NAYS (BELL / LOWRY / ROSS)**

Councilmember Ross stated that he unfortunately believed that it was time to "sever the umbilical cord and move on". He made a motion to prepare a resolution for separation for the next meeting. Councilmember Lowry seconded. **MOTION CARRIED WITH 3 AYES (BELL / LOWRY / ROSS) AND 2 NAYS (COMPIAN / YANCY).**

City Manager Garcia requested that his evaluation scores be read for the record.

Councilmember Yancy stated that his overall score was a 7.7 out of 10.

Councilmember Ross clarified that by his math of the 19 evaluations his score would have been 6.4. Discussions regarding the scoring ensued.

#### 5. ADJOURNMENT

Councilmember Ross made a motion to adjourn. Councilmember Lowry seconded. **MOTION CARRIED UNANIMOUSLY.**

*\*\*Meeting was adjourned at 6:09 P.M.*