

**State of Texas
County of Denton
City of Lake Dallas**

The Lake Dallas City Council met in a Regular meeting on July 25, 2024, in the Lake Dallas City Hall, 212 Main Street, with notice of the meeting given, as required by Title 5, Chapter 551.041 of the Texas Government Code. Mayor Nolan called the meeting to order at 6:00 p.m.

1. Roll Call

Andi Nolan	Mayor
Stephen Wohr	Councilmember 1
Kristy Bleau	Councilmember 2
Rick Lewelling	Councilmember 3
Rudy Glynn Vrba	Councilmember 4
Randy Evans	Councilmember 5

Absent:

Staff Present: Chief Sawyer, City Secretary Codi Delcambre, Interim City Manager Tom Muehlenbeck, and City Attorney Courtney Morris.

EARLY WORK SESSION
City Council Chambers - 6:00 P.M.

- 1. Call to Order and Determination of Quorum**
- 2. Clarification of Consent or General Items listed on Today's City Council Meeting Agenda for July 25, 2024.**

No action taken.

- 3. Discuss the proposed the FY 24-25 Budget.**

Council received a presentation from Interim City Manager Tom Muehlenbeck regarding the proposed FY 24-25 Budget.

Adjournment at 6:24

Open Session

- 1. Call to Order & Determination of Quorum.**

Mayor Nolan called the meeting to order at 6:30 p.m.

- 2. Invocation and Pledges of Allegiance**

Pastor Lucas Pinkard led the invocation and the pledges.

- 3. Citizen Agenda & Public Comments:**

Megan Sander 500 Grayson Lane stated Grayson Lane and Jefferson need a speed bump. She stated that the bus stop needs to be adjusted with the placement of a stop sign.

Deb Churchill 213 Gotcher Ave. stated that her brother was murdered. He was found in the lake. She stated that the police are still waiting for the toxicology report. Ms. Churchill stated that she needs help finding her brother killer. She stated that the police are not doing a good job.

Rachel Fitpatrick 5403 Kings Manor Dr stated that she saw the Police Chief was on the agenda. She stated support Chief Sawyer and the Police Department.

Tina Martin of 411 Lake Highland Dr. stated that she has seen a lot of social media posts regarding the Police Chief and the Police Department. She was at the meeting to see what was happening with the Police Department.

Megan Ray of 425 Lake Highland Dr. stated she wanted to address the Facebook post. She stated that the Facebook post regarding the Police Department are misleading and disrespectful. She stated that a investigation had been carried out. She stated that this needs to be over with.

4. Mayor & Council Member Announcements

Councilmember Bleau-	Parking lights are working LDPD Officers are at Tip a Cop event
Mayor Nolan-	Property behind Swisher Cemetery Mayor Pizza Challenge

5. City Manager's Report

I feel it is important to address an issue that has come to the forefront in recent days. The public deserves to hear from the City on this matter and to know that it can trust in the professionalism and integrity of its public servants, including its dedicated police officers.

A Lake Dallas Police Department (LDPD) officer, recently terminated for a number of misconduct violations, has shared several allegations over the past year involving other LDPD officers, including new claims just posted publicly on social media over the past week.

It is important, of course, to comment responsibly on this matter and not engage in potentially harmful speculation absent factual clarity. It is also important that the community be made aware of the known facts that we are able to share, and the actions taken by the City in direct response to the previously presented and investigated claims. We also pledge to remain as transparent and forthright as possible going forward with respect to the handling of any new claims or factual information presented to us.

In July of 2023, the previous City Manager engaged Tactical Systems Network (TSN), a well-regarded private investigations, security and consultancy firm, to look into allegations of misconduct and potential violations of department policy involving a few sworn employees of the LDPD. After joining the City earlier this year, I briefed the City Council on the findings

and disciplinary action taken by my predecessor as a result of this investigation, which concluded in September 2023.

That TSN investigation uncovered unseemly behavior that I find deeply troubling at any workplace. This includes consensual sexual acts between one female LDPD officer and two fellow male members of the department at different times years ago. However, it was determined that this unseemly behavior did not rise to the level of misconduct for which disciplinary action was warranted. Further, to be clear, no non-consensual activities were alleged by any of the complainants or interviewed officers at that time. The TSN investigation did not find any current or ongoing relationship between the three officers.

The previous City Manager determined it would be appropriate to take disciplinary action in November 2023 against a complainant, then an LDPD officer who was not involved in the unseemly behavior, for failing to follow the department chain of command, spreading rumors and recording conversations with a fellow employee in violation of personnel policies. No charges were sustained against the other two male officers involved and no disciplinary action against them was taken.

Just last week, the same complainant was terminated for a variety of other, unrelated misconduct violations, after a thorough investigation by an independent third party engaged by the City.

We have shared a copy of the most recent investigation report involving the terminated officer and related disciplinary records, as well as the previous TSN investigation report, with any requesting parties including local media.

Since being terminated last week, this officer shared new allegations on social media. Those claims appear to have been hotly contested on social media by the purported victim.

To date, no additional evidence or complaint has been submitted either to the City of Lake Dallas or to the Denton County District Attorney's Office, to the best of our knowledge. Were such information to be presented, of course we would take swift and appropriate action in the best interests of the community and any such victim.

At this time, I am also recommending that the City begin work on updating all of its personnel policies and other key policies, including its Code of Conduct for sworn police officers to address any apparent gaps or ambiguities. Ultimately, this will be the work of future City leaders, as I am nearing the end of my interim appointment in this position.

Until then, I hope the community knows that its sworn police officers are, in my estimation, deeply and sincerely committed to their professional duty to serve and protect, and that the City is deeply and sincerely committed to its abiding public obligations.

6. **Consider and Act on a Resolution authorizing the Interim City Manager to negotiate and execute an Interlocal Cooperation Agreement for Carlisle Drive Reconstruction Project with the Town of Hickory Creek.**

Motion: to approve a was Resolution authorizing the Interim City Manager to negotiate and execute an Interlocal Cooperation Agreement for Carlisle Drive Reconstruction Project with the Town of Hickory Creek made by Councilmember Vrba and second by Councilmember Wohr.

Ayes: Councilmember Wohr, Bleau, Lewelling, Vrba and Evans.

Noes: None

Motion Passed 5 -0.

7. **Consider and Act on a Resolution appointing a City Manager and authorizing the Interim City Manager to negotiate and execute an employment agreement.**

Motion: to approve a Resolution appointing Luke Olson as City Manager and authorizing the Interim City Manager to negotiate and execute an employment agreement was made by Councilmember Vrba and second by Councilmember Wohr.

Ayes: Councilmember Wohr, Bleau, Lewelling, Vrba and Evans.

Noes: None

Motion Passed 5 -0.

8. **Executive Session:** As authorized by Section 551.071 of the Texas Government Code, this meeting may be convened into closed executive session for the purpose of seeking confidential legal advice from the City Attorney on any agenda items listed above or herein.

- A. Conduct a closed meeting pursuant to Texas Government Code Section 551.074 to deliberate the appointment or employment of a City Manager.

Council convened into Executive Session at 7:02 p.m. and reconvened into open session at 7:07 p.m.

- B. Conduct a closed meeting pursuant to Texas Government Code Section 551.074 to deliberate the duties of the
- a. Interim City Manager
 - b. Police Chief

Council convened into Executive Session at 7:09 p.m.

9. **Discuss and take appropriate action, if any, resulting from the discussions conducted in Closed Session.**

Council reconvened into open session at 8:59 p.m.

Adjournment

Mayor Nolan adjourned the meeting at 9:00 p.m.

Approved:

Andi Nolan
Andi Nolan, Mayor

Attest:

Codi Delcambre
Codi Delcambre, City Secretary

