



*Kimberly McGehee Aldrich, Mayor*

Sylvia Apodaca  
Christopher Garza  
Janeshia Grider

Mike Martin  
Susan Street  
Debbie Walczyk

---

**CITY COUNCIL MINUTES  
SPECIAL MEETING  
FRIDAY, JANUARY 20, 2023 – 7:00 P.M.  
CITY HALL COUNCIL CHAMBER  
112 BAUMAN, KIRBY, TX 78219**

---

This meeting will also be held by videoconference call. The location where a quorum of the governmental body will be physically present is City Hall, City Council Chambers at 112 Bauman Street, Kirby, Texas 78219 and it is the intent to have a quorum present at that location and for the member of the governmental body presiding over the meeting to be physically present at that location. A member of the public may testify from a remote location by videoconference at:

---

**1. Call Meeting to Order**

Council Member Walczyk called the meeting to order at 7:00 P.M.

**2. Invocation and Pledge of Allegiance to the Flag**

Council Member Walczyk

**3. Mission Statement**

“The City of Kirby is dedicated to delivering excellent municipal services to our community in a fiscally responsible manner.”

**4. Roll Call**

**PRESENT**

Council Member Garza  
Council Member Martin

**ABSENT**

Mayor Aldrich  
Council Member Apodaca

Council Member Street  
Council Member Walczyk

Mayor Pro-Tem Grider

**5. Citizen Participation**

1. Pat Mann – She said she is saddened by City Manager Vernon’s contract not being renewed. She said City Manager Vernon is dedicated and a replacement will not going to be found. There are some things more important than the money spent. Council Member Street you coveted her car and salary. She said she will miss City Manager Vernon.

2. Stephanie Faulkner – She said she was not going to tell City Council how awful they are, You Tube has done that. She stated all of City Manager Vernon’s achievements.

3. ~~Maria Lozano – She shared her disappointment with City Council for not renewing~~ City Manager Vernon’s contract. In 2014 Ms. Vernon had a vision and hope for our City. Ms. Vernon is evaluated annually and received a performance raise May 2022. Four months later City Council called to discuss her. Three months later Council chose not renew with 4 votes. You set back our City eight years. Now we have to look for a new city manager. Now I am happy she will find a new city. A new city will be happy.

4. Joe Molina – He said he is saddened by the news, and Council also got rid of our former finance director. Monique Vernon has experience and would also do finance work. We are taking a top executive out of the City. She has experience with projects. She has answered your questions. It will be hard on the City to start over. Thank you, Monique Vernon, for your service. You did great job. It’s a loss for us.

5. Lois Robert Smith - I am still stunned that the council decided not to renew Ms. Vernon’s contract. Sad day for Kirby. I have lived in Kirby for over 50 years and I have never seen such childish people we have representing us. I can only imagine what other cities think of us. Most all of you on the council are the most unprofessional people I have ever seen. I admire Ms. Apodaca and Ms. Greider for their professional manner when they are there and following protocol. If only the others council people would do the same. Let’s get real and grow up and work for everyone in Kirby, not for just a few and yourself. People voted you in and we can vote you out! Ms. Monique I thank you for all that you have done for Kirby. I wish you the best. You were always there to answer my questions. Whoever takes your place will have some mighty big shoes to fill.

6. Reverend Michael Lawrence-Weden - Dear Members of City Council: I am extremely disappointed that after meeting the many challenges of the past two years in an exemplary and professional way that the city council has chosen to end their employment of our city manager, Monique Vernon, by not renewing her contract and thus terminating her employment with the city of Kirby. This action reflects very poorly on the leadership of the city

exemplary and professional way that the city council has chosen to end their employment of our city manager, Monique Vernon, by not renewing her contract and thus terminating her employment with the city of Kirby. This action reflects very poorly on the leadership of the city council as our city faces the challenges of the future. Ms. Vernon has served our city faithfully and with integrity. The city council needs to disclose to the citizens of Kirby why Ms. Vernon was terminated.

The actions of this city council have shown that we do not deserve the services of someone as qualified as Ms. Vernon. I doubt that the city will be able to find anyone of her experience and quality of service. This does not bode well for the future of the city of Kirby.

7. Alison Gragg - Dear Mayor and City Council I ask you to reverse your decision to not renew the City Managers contract. I also ask that her resignation be recanted.

Monique Vernon has been an outstanding employee of the city since 2014. She effectively guides the City Council on policy. This should be considered a great asset to members of the Council who have never held a position in city government before. Instead some are offended and spiteful when processes must be followed, which is shameful behavior.

If you had to look at resumes for this position you most definitely would jump at the opportunity to hire her. Put aside your pettiness, put aside your loyalty to always vote with other members and look what is best for the city and citizens of Kirby. This is your opportunity to prove who you serve.

8. Patricia Baber - I will not be attending the Special Council meeting this evening. Please read this for us. We live on Autumn Lane in Kirby. Monique is not only a very professional person, she is also amazing, kind and caring. Hard working and honest. It would be great for City of Kirby if she retains her position. It will be a great loss if she does not. However she will continue doing great things wherever she goes. She is a beautiful person. Her parents raised a fine woman.

9. Lily Martinez - After witnessing the results of the last meeting I am ashamed to tell people I live in Kirby. How can a sex offender determine the fate of the Kirby City Manager? Who is next in his vendetta against the city? Monique was the best person for the job and for one council member to say he voted against her was because he knew she was unhappy in her job is a crock of spit. Hopefully things will be set straight in May if not dark times are ahead for my city.

10. Mayor Kim Aldrich - To the Citizens of Kirby, I apologize that that I am not able to be present for this special meeting. The four council members present forced and chose to have a special meeting when they knew I was not available. Which I have mentioned is several meeting that I am not able on Friday evening an weekends. They choose to force their power of control because they control the majority of the council, therefor they have the power to RUIN OUT CITY. I don't know what they are wanting to do at this meet because I do not associate

of them outside of council. My guess is they are wanting to use our new law firm to assist us with getting an interim City Manager. I am not OK with this. I am not impressed at all with our new lawfirm. (that is an other issue for another meeting). The 4 council members that voted not to renew the city managers contract did this from pure emotion and a vendetta to rid of the city manager and all that have wrong Councilmen Garza. Council member Garza has run off our last police chief. They have let our last law firm go. Councilmember Street has run off the Finance Director - due to the continuous harassment during council meets. They previously attempted to fire our city manager in July when she tried to take vacation. Council member Garza tried to have our City Secretary fired. THAT FAILED. Council member Garza tried to have myself removed from my seat as mayor with a complaint made again me with the Ethics commission. THAT FAILED. I hope and pray that all of the citizens of Kirby are paying attention. Garza, Street, Walzack and Martin have set our city back many many year by termination the city managers contract. Election is the first weekend in May. Get out vote and save our city.

11. Mayor Pro-Tem Janeshia Grider - Good Evening, Unfortunately I am not able to attend the meeting and I would like to start this message on that subject. I do not understand why members of the council who are there right now would have a special meeting on a Friday evening. I will repeat again a meeting on a Friday evening they called a special meeting. Nothing is going to happen after tonight's meeting. Nothing will be done on Saturday or Sunday business opens back up officially everywhere on Monday. I personally would have been available on Monday and possibly available on Saturday but I was not given a chance to attend. That is my first question to the council tonight. Explain why the meeting had to be Friday night when whatever action would have been decided tonight would not have made any official movement until Monday! It doesn't make sense. And please don't say we had to get this going now. Give me a break you should have thought of that last Council meeting when you acted to not renew City Managers contract but you didn't think three steps ahead. Just as the last meeting the four council Walyzeck, Street, Garza, and Martin voted not to renew. Out of nowhere made a crucial decision without really thinking how their actions would effect not one person but the entire 8,000 plus people you are suppose to serve. I have been monitoring social media and saw one council member state our city manager asked him to let her go but then deleted the message. I asked the city manager and she did not say that. I repeat she never said please release me of my position. After this council member told me she asked him to release her from her position he then walks away and says , I quote "She works for the old council and not for the new anyway". That made me go hmmm and think this was possibly pre-planned. I find it interesting that this council member said she was doing an excellent job non stop for the past 2 and half years. Even voted to give her a raise. He calls her and comes to see her to get answers on a regular. But as of last week he wants to get rid of her all.the sudden. Again not making any sense. Also before I go on. I noticed council members are hiding behind executive session. Every time a citizen asks why they decided not to renew City Manager Contract this council states. I can't talk about it because of executive session. That is not true the executive session was about City Manager contract. In the executive session I do not recall

unpredictable up and down emotions. To the council that has repeatedly stated baseless, foul and disgusting things about our city manager to the public. And excuse me for this but Calling her out her name a BITCH. Shame on you! You owe her apology and not your fake tears that happens seemingly after every meeting. A real apology our city manager has spent her own money on events and I don't even know the amount over her time with Kirby. I imagine probably thousands of dollars over the years. She stays almost every night until 11pm or later working. She even works most weekends. She answers your questions you look to her for guidance every council meeting but all the sudden she needs to be removed with a snap of a finger because some of your irractic up and down emotions. Because you can't control your emotions. You make a drastic decision about someone's livelihood and the position that holds together over 8,000 people because you were angry in the moment. I am telling everyone now the irractic behavior is a pattern and I hope everyone is looking very very closely. Nobody should ever make long-lasting crucial decisions on temporary emotions. This is not a position where it's just a three man team and we have an assistant manager to take over. We don't even have an assistant manager because nobody wants to work here and the residents wonder why? It is because of all this constant foolishness. To the one council member that always states that certain council members get special treatment over him. About two or three months ago I was asked to provide all messages between the city manager and myself from May 2022 forward. I provided those messages and if anybody in the public would like to see them you are more than welcome so you can see exactly what our correspondence is. I can't help that I ask questions tactfully and respectfully. I can't help that I end every message with thank you in advance or I appreciate your help. Even if I don't receive answer right away I still say thank you. I don't ask why why why you haven't done this I need it now like I am some tyrant and need control. I don't know if it's because the way I was raised or I've been in leadership positions before I'm not sure but that's not my style and that's never gonna be my style to be rude and disrespectful. If anyone wants to look at the messages you are more than welcome. Most for example say hey good morning or good evening. Then I follow with a message I type up something let's say for instance Zumba can you please post this about Zumba and I'll provide the flyer that I made or the photo of the ladies who attended the last class. Simple stuff I think most of the messages that I had on the text messages were photos of events of Kirby events. I ask questions about certain serious situations and request follow up also. I give dates for kids events so nothing conflicts with any other events. There is no special treatment going on. Nothing secretive or sneaky. I don't have time for that foolishness. Maybe if certain council members put some effort into positive change and not the negative constantly. Stop with these ridiculous baseless conspiracy theories and attacking and harassing our city staff. Just maybe they can make some positive change. It is sad that some of you on council could possibly sit up there probably for 50 years and probably would still say "conspiracy conspiracy". Give me a break yall sound ridiculous and making Kirby look bad. It is like we take one step forward and 50 back. This has to stop. I could go on and on but I will close in saying. For those few comments I read that state out with the old and in with the new. I truly believe you don't know city manager job duties. This is not a two person company this is the City of Kirby over 8,000 people. By making a decision to let her go with no backup is irresponsible. By making a decision to let her go because of emotions is disturbing. This is not a joke this is people's lives, your life and my life included. Any action that effects our city should

always be thought out thoroughly. Monique Vernon does her job like she is supposed to. If 4 or more vote to yes on a agenda she acts on it. She has always did her job well and performed to the best of her ability. She is calm, has morals, and integrity. I truly hate to see her wealth of knowledge leave us but unfortunately the 4 council members voted for her to go. You will be truly missed. Last night I got home at 10pm and her car was still at city hall. Even after all this foolishness she is dedicated to our city. To the residents damage has been done I won't sugar coat it our city manager and her outside resources are going. We will get through it eventually. I'm not going anywhere either. I know several has reached out and don't worry I am in the trenches with you till the end. To the those council who voted get your act together we are supposed to help not pull the plug. Jeez. To the City employees I am truly sorry that you have to deal with the constant bashing and I know you some feel your in a hostile unpredictable environment. Please please hang in there. I sincerely appreciate each and every single one of you. I hope you know that. Again Monique thank you for everything you are a true professional. Thank you Monique for everything truly. I applaud you ma'am.

**6. Executive Session**

The City Council will convene in closed session pursuant to Texas Government Code Section 551.074, Personnel, to deliberate matters associated with the impending vacancy of the city manager position and with filling said vacancy

Council Member Walczyk closed the regular session and convened into- 7:37 P.M.

**7. Reconvene To Open Session**

Following Deliberation In Closed Session, The City Council Will Reconvene In Open Session To Take Any Final Action Required On The Matters Discussed In Closed Session.

Council Member Walczyk reconvened in open session to take final action required on the matters discussed in closed session at 8:41 P.M.

Council Member Garza move to ask proposals from personnel placement firms for an interim City Manager and a search for a City Manager; seconded by Council Member Street.

AYES: 4

NAYES: 0

Council Member Street moved to form an employment committee made up of two department heads, three Council Members specifically Council Member Walczyk, Council Member Street, Council Member Apodaca and three residents. Each Council Member may choose one resident to vet RFP's from employment firms for City Manager position and work with the Committee and Council Member Walczyk is the Chair; seconded by Council Member Garza. The motion carried with a 4-0 vote.

Council Member Street moved to form an employment committee made up of two department heads, three Council Members specifically Council Member Walczyk, Council Member Street, Council Member Apodaca and three residents. Each Council Member may choose one resident to vet RFP's from employment firms for City Manager position and work with the Committee and Council Member Walczyk is the Chair; seconded by Council Member Garza. The motion carried with a 4-0 vote.

AYES: 4

NAYES: 0

**8. Discussion And Possible Action**

Discussion and Possible Action regarding the acceptance of city manager's resignation and all actions required due to her resignation.

Council Member Martin moved to accept the City Manager Monique Vernon's resignation and all action required due to her resignation effective February 28, 2023; seconded by Council Member Garza. The motion carried with a 4-0 vote.

AYES: 4

NAYES: 0

**9. Adjournment**

The meeting adjourned at 8:48 P.M.



ATTEST



Patty Cox, City Secretary, TRMC