

STATE OF TEXAS       )(

COUNTY OF HARDIN   )(

CITY OF SILSBEE       )(

On this the 8<sup>th</sup> day of September 2026 at 6:00 p.m. the City Council of the City of Silsbee held a Special Called Meeting in the Regular Meeting place thereof with the following members being present, in which constituted a quorum:

Mayor Danny Reneau, present  
Mayor Pro-Tem William Bass, present  
Council Member Tina Holman, present  
Council Member Paul Davis, present  
Council Member Bruce Kay, present  
Council Member Thomas Tyler, present  
Council Member Curt Woodard, present  
City Manager DeeAnn Zimmerman, present  
Assistant City Secretary Brooke Steel, present  
City Attorney Solomon Freimuth, present

**I. CALL TO ORDER/ROLL CALL.**

Time approximately 6:00 p.m. Mayor Danny Reneau asked for a roll call and stated a quorum was present.

**II. PLEDGE AND INVOCATION.**

Pledge conducted by Mayor Danny Reneau followed by Prayer.

**III. HEARING OF VISITORS.**

Lexie Thomas 805 Outlaw, last time we spoke about a survey and wanted to know if anything else has been done since.

**IV. ITEMS TO BE CONSIDERED.**

**1. Discussion and Possible Action on Budget Modifications/Collective Bargaining. (City Manager)**

City Manager DeeAnn Zimmerman went over 3% and % budgets and what she increased or decreased.

Discussion was held.

Council Member Thomas Tyler made a Motion to Approve Budget Modifications/Collective Bargaining with 3% and \$250 hazard pay.

Council Member Tina Holman Seconded the Motion.

Council Member Paul Davis said, "Thomas you are one of the people not wanting to be on the committee and coming in low."

Council Member Curt Woodard read aloud written statement, "Regarding the collective bargaining committee's recommendation of a 4% raise and an additional \$250 per month in hazardous-duty pay for police officers, I want to be clear: I am not attempting to minimize or diminish the value of any City employee's work or the hazards they may face. I support our entire City workforce, which is why I also support the proposed 3% raise for other City Employees. At the same time, the evidence is clear: police work carries a substantially greater fatal occupational risk than local-government employment overall. Based on 2023 Texas fatal-injury counts and employment data, the estimated rate was 8.1 fatal occupational injuries per 100,000 police-protection employees, compared with 1.6 per 100,000 local-government employees overall. That is approximately 5.1 times the rate, or 407% higher. National data from the U.S. Bureau of Labor Statistics show the same general pattern. Police officers also face a distinct and routine

exposure to intentional violence. The FBI reported 64 officers feloniously killed and 85,730 assaults against officers nationwide in 2024. This is not a criticism of any other City department, and it does not suggest that other jobs are risk-free. It means the level and nature of the risk are not the same. Recognizing that difference takes nothing away from any employee; it supports a compensation decision grounded in the realities of public service. I support the committee's recommended 4% raise and \$250 per month hazardous-duty pay for police officers, just as I support the proposed 3% raise for other City employees. The conclusion is not a matter of opinion: police officers face substantially greater fatal occupational risk than the local-government workforce overall."

Passed with the following vote: **(4-2)**

**AYES:** Council Member Thomas Tyler, Council Member Tina Holman, Council Member Bruce Kay, and Mayor Pro-Tem William Bass.

**NAYES:** Council Member Paul Davis and Council Member Curt Woodard.

Mayor Pro-Tem William Bass stated, "We can't afford changes right now, we have to squeeze the budget and everyone else has to feel it. Hopefully we don't lose anyone from the PD but we need to see how we can make more money to do something like this and for the City as a whole."

Council Member Paul Davis and Curt Woodard walked out of meeting.

**V. DISCUSSION ABOUT ITEMS NOT ON THE AGENDA,  
SPECIFICALLY LIMITED TO PROPOSALS THAT A SUBJECT BE  
PLACED ON THE AGENDA FOR A SUBSEQUENT MEETING.**

Council Member Tina Holma- City Council Rules and Procedures.

**VI. EXECUTIVE SESSION.**

Not held.

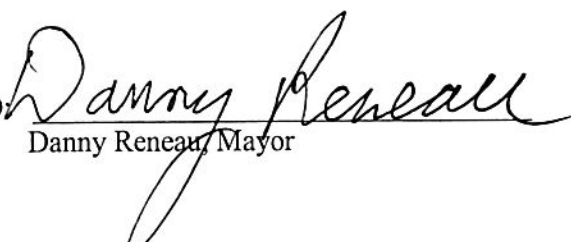
- a. Pursuant to Texas Gov't Code Sect. 551.074(a)(1) to deliberate the appointment, employment, evaluation, reassignment, duty, discipline, or dismissal of a Public Officer or Employee.
- b. Pursuant to Texas Gov't Code Sect. 551.071(1)(A) to consult with City Attorney on pending or contemplated litigation.
- c. Pursuant to Texas Gov't Code Sect. 551.071(2) to consult with City Attorney 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 this chapter.
- d. Pursuant to Texas Gov't Code Sect. 551.072 to deliberate the purchase, exchange, lease, or value of real property.

**VII. DISCUSSION AND POSSIBLE ACTION ON ITEMS DISCUSSED IN  
EXECUTIVE SESSION.**

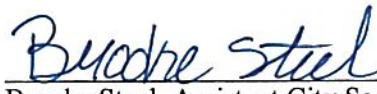
**VIII. ADJOURN.**

Time approximately 7:46 p.m. with no further discussion  
Council Member Thomas Tyler made a Motion to Adjourn.  
Mayor Pro-Tem William Bass Seconded the Motion and was passed with a unanimous vote of the Council.

SIGNED:

  
Danny Reneau, Mayor

ATTEST:

  
Brooke Steel, Assistant City Secretary