



# City of Pflugerville

## Minutes - Final

### Charter Review Commission

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Thursday, January 8, 2026

6:00 PM

1611 Pfennig Lane

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#### Regular Meeting

#### 1. Call to Order

Commission Chair Jim McDonald called the meeting to order at 6:02pm. Vice Chair Lacy Wolff and Commissioners Carol Teitelman, Nancy Ramsey, Barbara Najera, Tracy Negrete, Jamie Coughlin, Phillip Zendejas, Jollie Williams, Gregory Harrington, Sheri Marshall, Jim Routh, Terry Newsom, and Sam Allen were in attendance. Commissioner Urcha Dunbar Crespo joined the meeting at 6:04pm. Commissioner Joshua Ellis joined the meeting at 6:28pm. Commissioner Craig Reinecke was not in attendance.

City staff in attendance: Trista Evans, City Secretary

#### 2. Public Comment

There was no one present wishing to make public comment.

#### 3. Regular Agenda

3A. [2026-0008](#) Discussion regarding the Texas Open Meetings Act.  
Mr. McDonald opened the item. Ms. Evans reviewed the Open Meetings Act and provided clarification regarding the rules of the act.

3B. [2026-0012](#) Discuss and consider action to approve the minutes of the December 15, 2025 Joint and Regular Charter Review Commission meeting.  
Mr. McDonald opened the item. Ms. Teitelman moved to approve the minutes. Mr. Williams seconded the motion. All voted in favor. The motion carried.

3C. [2026-0009](#) Discuss and consider action regarding recommendations for possible amendment to the City Charter, Article I, Incorporation, Form of Government and Boundaries.  
Mr. McDonald opened the item and discussed the process for proposing amendments. Mr. Aly reviewed proposal for amendment to Section 1.04 for extraterritorial jurisdiction (ETJ) planning communication. Mr. Harrington asked about how the ETJ can annex into the city. Mr. McDonald discussed considerations about how the city currently provides information to the public. Discussion followed regarding the types of items to be included in the charter and annexation. Mr. Newsom discussed the proposal as a policy recommendation. Discussion followed regarding scope of policy. Ms.

Teitelman moved to make a recommendation to council that they have an official policy with procedures for contacting impacted land owners in the ETJ when infrastructure projects would impact those properties. Mr. Newsom seconded the motion. Ms. Wolff discussed the different items that impact the ETJ. Mr. Aly discussed feeder roads. Mr. McDonald called for the vote, all voted in favor. The motion carried.

Mr. Harrington discussed listing dates when there are changes in city boundaries. Discussion followed regarding the types of items to be included in the charter.

**3D. [2026-0010](#)**

Discuss and consider action regarding recommendations for possible amendment to the City Charter, Article II, Powers of the City.

Mr. McDonald opened the item. Mr. Aly reviewed his proposal regarding digital data security and ownership. Ms. Negrete discussed including guiding language to require a policy. Ms. Teitelman discussed the current language already covering what is in the proposal. Mr. Aly discussed concerns of self-regulation. Discussion followed regarding the current language. Ms. Negrete discussed including sections for cybersecurity and surveillance. Mr. Aly discussed vendors with city data. Ms. Teitelman stated the amendment should be a policy rather than a charter amendment. Discussion followed regarding the language for an amendment. Mr. McDonald offered the following: The City shall adopt protections governing the collection, use, retention, and oversight of data and surveillance technologies; establish transparent approval processes for such technologies; require a responsible AI framework; and limit facial recognition uses; ensuring this information is used locally for legitimate basis laid down by law. Discussion followed regarding the language. Mr. Aly moved to approve Mr. McDonald's statement with the amendment of "oversight of data, facial recognition, and surveillance technologies." Mr. Routh seconded the motion. All voted in favor. Mr. McDonald recessed the meeting at 7:25pm. Mr. McDonald reconvened the meeting in open session at 7:35pm.

**3E. [2026-0011](#)**

Discuss and consider action regarding recommendations for possible amendment to the City Charter, Article III, The City Council.

Mr. McDonald opened the item. There was no discussion for Sections 3.01, 3.02, and 3.03. Mr. McDonald opened discussion for Section 3.04 regarding council compensation. Mr. McDonald asked every commissioner to share their opinions on council compensation. Ms. Najera stated they should be reimbursed but not paid. Mr. Routh stated would want compensation if it opens availability but not sure any proposals would do that. Mr. Williams stated they should not be paid as it is a volunteer position. Mr. Newsom stated they should not be paid and discussed the last election about compensation. Mr. Zendejas discussed experience volunteering on boards. Ms. Wolf stated a stipend would help offset expenses. Ms. Ramsey stated they should be paid and tied to attendance. Ms. Marshall stated there should be fair compensation for time and work. Ms. Negrete discussed removing invisible barriers and compensation may be an opportunity for that. Ms. Teitelman discussed equity and how compensation may help. Mr. Harrington stated compensation would show appreciation. Ms. Coughlin discussed giving the public a chance to vote on compensation. Mr. Aly stated he is somewhere in the middle and discussed tying it to attendance. Mr. Ellis discussed compensation as a way to reduce barriers. Ms. Dunbar Crespo stated they should be compensated and putting it

back on the ballot again gives the voters the choice. Mr. McDonald reviewed the discussion. Discussion followed regarding compensation in other cities and options about connecting compensation to attendance or performance. Mr. McDonald proposed three options to vote on, \$500, \$1,000, or \$2,000 a month for council members and a 1.5 multiplier for mayor. Mr. Newsom - \$500, Mr. Zendejas - \$1,000, Ms. Wolff - \$500, Ms. Ramsey - \$500, Ms. Marshall - \$1,000, Ms. Najera - \$500, Ms. Negrete - \$500, Ms. Teitelman - \$1,000, Mr. Harrington - \$1,000, Mr. Routh - \$500, Ms. Coughlin - \$1,000, Mr. Aly - \$500, Mr. Ellis - \$500, Ms. Dunbar Crespo - \$500, Mr. Williams stated he would not vote. Mr. McDonald stated there were 9 votes for \$500 and 5 votes for \$1,000. Discussion followed regarding if compensation should be tied to attendance and when to implement compensation. Mr. Gregory moved to amend section 3.04 to allow councilmembers to be paid \$500 per month and the mayor to be paid \$750 per month. Ms. Ramsey seconded the motion. Mr. Newsom, Ms. Najera, and Mr. Williams voted no. All others voted in favor. The motion carried.

Mr. McDonald opened discussion for Section 3.05 and discussed comment provided by Mayor Weiss regarding how councilmembers request items on the agenda. Mr. Newsom discussed the items council needs to make an informed decision. Mr. Aly discussed council's need for information while balancing staff time. Discussion followed regarding the process for an agenda item request. Mr. McDonald discussed the reporting structure. Ms. Najera discussed the intent of the item. Mr. Routh asked if there is a way to change the wording of the proposal. Mr. Aly discussed a liaison position. Mr. McDonald proposed Mr. Routh and Ms. Najera work on language for the proposal for the next meeting. Mr. Aly discussed finding a middle ground.

There were no proposals for Sections 3.06 and 3.07. Ms. Negrete discussed the need for reference between sections in 3.08.

Mr. McDonald opened discussion for Section 3.09 and reviewed the comment provided by Mayor Weiss regarding some rewording of the language. Ms. Teitelman reviewed the language and recommended some rearrangement. Discussion followed regarding if it includes contractors, consultants, or vendors. Mr. McDonald reviewed the language to read "...the city council and its individual members shall work through the city manager in dealing with city officers and employees who are under the direction and supervision of the city manager, unless conducting an investigation as defined by section 3.19." Ms. Najera moved to approve the proposal. Ms. Negrete seconded the motion. All voted in favor. The motion carried.

#### 3F. [2026-0014](#)

Discuss and consider action regarding future agenda items to include a draft schedule for review of the City Charter.

There was no discussion or action on the item.

#### 4. **Adjourn**

Ms. Najera moved to adjourn the meeting. Mr. Ellis seconded the motion. All voted in favor. The meeting was adjourned at 10:00pm.

Respectfully submitted,

**Trista Evans, City Secretary**

Approved as \_\_\_\_\_ on February 5, 2026.