

**State of Texas**  
**City of Junction**  
**Economic Development Corporation**

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\* **Called Meeting – January 20, 2016**  
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The Junction Texas Economic Development Corporation met for a called meeting at 5:00 p.m. on Wednesday, January 20, 2016, in the City Hall Meeting Room with the following Board members present:

**President:** Polly Robinson

**Secretary:** Carol Neiman

**Directors:** Ron Fuquay, Jean Jacoby, Michael Townsend and Nicholas Lumbley

Vice President Supak was absent.

Office Manager Amber Morales, Charles Heimann, Angie Morales, Lonnie Ortega, and *Junction Eagle* Reporter James Murr were present at the meeting.

President Robinson called the meeting to order at 5:00 p.m.

**Public Forum:** No one spoke during the Public Forum.

**Retention of the Office Manager Position/Amber Morales and Executive Director position:**

President Robinson started the discussion with a history of the Board's search for an employee for the benefit of newer members of the Board so they could have a better understanding of the context surrounding this agenda item.

The former EDC Executive Director (ED) resigned in June 2014. The Board voted in the fall of 2014 to post a search for a new ED. Several applications were received, but the Board did not feel the applicants had the skill set that the EDC was looking for. In March 2015, the Board voted to halt the search for an ED and instead to search for a temporary part-time employee to get the office running again. The position was posted, several applicants were interviewed, and the Board hired Amber Morales. Robinson stated that the three questions before the Board were as follows: Does the Board want to retain the office manager position and Morales? Does the Board want to reconsider the ED position and renew the search? Are EDC needs being met with Morales in the current office manager position?

Neiman indicated that Morales has done more than be an officer manager, that she is not a 'clock puncher' and has done an incredible amount to learn what the EDC is about. Townsend asked if the EDC has ever had both an ED and office manager, Robinson explained that prior to hiring Morales the EDC had only the Executive Director as a paid position. Jacoby felt that the EDC needed to continue its research into what it would mean to hire an ED, and that the existing job description for that position should be revisited and revised. Robinson stated that the ED position would need to be advertised and would be a competitive process.

Morales spoke to the Board and wanted them to know that she has fulfilled many of the job duties of the Executive Director, enjoys her job, and wants to keep it. Jacoby moved to continue as is, with Morales as the part-time Office Manager until the Board could research and discuss new benchmarks for an ED position. Robinson stated that the current activities by Morales should be included in such research, and that since Morales' has been on the job there has been a greater awareness of the EDC than in the past, which is very positive. Jacoby's motion was subsequently withdrawn for lack of a second.

Fuquay stated that Morales should be rewarded for the job she is doing and the Board should keep her in the position. If the CIRD grant is awarded, Morales would be the Coordinator for the workshops and her hours would definitely increase. Robinson stated getting the grant would be a big consideration for the Board. Jacoby stated that if Morales' hours increased the Board would need to pay health care and retirement. Townsend attempted to clarify the logic behind the discussion, and stated that if the JTEDC has had an ED in the past, then it seemed likely JTEDC would have an ED in the future. Townsend commended Morales' professionalism. At this point, Jacoby noted that her motion had not been seconded and the motion was withdrawn.

Discussion ensued concerning issues Morales is having with City offices. Morales, Robinson, and Jacoby have been trying to meet with City personnel to discuss these issues since September and the Board is hopeful that they can be resolved in the near future.

Jacoby offered a reworded motion to maintain the office manager position and retain Morales in her part-time position until such time that the Board might decide to reconsider the search for an ED. Townsend seconded the motion. After a vote, motion passed unanimously.

Morales then stated that the frustration leading up to this meeting has been stressful, with rumors that a Board member had offered the ED position to someone else and that the Board was in fact in receipt of an application for the ED position from that individual.

Murr commended the Board for having this meeting in Open Session due to the rumors that Morales referred to and indicated the issue would have mushroomed if the Board had gone into Executive Session.

Fuquay asked President Robinson if the Board did indeed have an application and if so, why the position was not posted first? Robinson and Jacoby discussed the events leading up to receiving the application from this individual.

Neiman expressed concern that the Board's delay in making a decision on permanent status for Morales would somehow give the impression that the Board is indeed looking for someone else. Fuquay apologized to Morales on behalf of the Board for the way the situation had been handled and stated that the Board should be more supportive in its attempts to resolve issues with the City offices.

Murr wanted to confirm for reporting purposes that no Board member had promised the ED position to any one individual. Each board member replied that they had not.

**Meeting adjourned at 6:15 p.m.**

*Carol Neiman*

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Carol Neiman, Secretary