

May 18, 2025

RE: Report of Incidents with Council Members Since Becoming Interim CM

Incident Title: Council Involvement During Procurement of City Hall HVAC

Council Members: Adam Benefield, Shane Saum, Paul Roberts

Possible Violations:

- Unethical procurement practices by sending quotes to a local favorite contractor and not providing same opportunity to other vendors (Texas Penal Code Chapter 39 – misuse of public information)
- Acting as a City Manager by trying to negotiate with a vendor
- Interacting with City Staff and asking them to provide contractor quotes without the City Manager's knowledge or permission

Evidence: Multiple Emails

Description:

On 4/27/25, Councilman Roberts sent an email to [REDACTED] without me on CC which is required the Charter and/or Rules of Procedure asking for all 3 contractor quotes for the HVAC Repair at City Hall.

- No other Council members were bcc'd in the email
- Councilman Benefield sent an email too expressing concern that [REDACTED] wasn't given the HVAC Job since it was available. [REDACTED] quote was also the highest of all 3 quotes received. The
- [REDACTED] sent an email to Benefield and Roberts & Cc'd me with copies of all the quotes that were received. In addition to providing the quotes, [REDACTED] explained as to how the decision and how all procurement and local preference policies were followed.

A couple of hours later [REDACTED] received a revised quote from [REDACTED] which was a few hundred dollars less than Urban Air. Urban Air was the lowest local vender quote but had an 8 week lead time.

Later on, I received an email from Councilman Saum with a revised quote from [REDACTED] In the email, Mr. Saum stated this is much better.

Incident Title: Hiring of Ed McRoy – Development Services Director

Councilmember: Paul Roberts

Possible Violations:

- Age discrimination
- Trying to influence the City Manager's hiring decision prior to Council review process as per City Charter
- The City's Ethics and Personnel Policies

Evidence: Phone conversations, and he mentioned it during Executive Session with all of Council present.

Description: Councilman Roberts called me on multiple occasions and was trying to influence my decision of hiring Ed McRoy for the Development Services Director Position. His reason for not wanting me to hire him was because he was 61 years old.

Incident Title: Targeting of [REDACTED]

Councilmember: Paul Roberts

Possible Violations:

- Unethical Employment Practices by targeting a specific City employee by a Council Member.
- Attempting to influence the City Manager regarding an employment decision.

Evidence: Recorded Phone Conversations

Description:

For an unknown reason Councilman Roberts does not like [REDACTED] and is targeting him and was trying to convince me to initiate termination proceedings.

Incident Title: Invite only event held at the Island to discuss matters related to Drapers Cove Estates and Firefly Cove

Councilmember(s): Arranged by Councilman Saum with Councilwoman Owen in attendance

Possible Violations:

- Unknown, but it can be perceived that Multiple Council members were discussing official city business and possibly providing guidance to residents which aren't inside City limits.

Evidence: [REDACTED] reported it to me, and [REDACTED] with Firefly confirmed a meeting was held, but stated nothing would be of concern to me as the City Manager.

Description:

Councilman Saum setup and only invited specific people. Residents from Drapers Cove were there to discuss what they needed to do with the P.U.C. in relation to Firefly Cove and how to win the fight against water rate increases. Also discussed were connecting the water lines, annexation and a secondary road connection.

Incident Title: Termination of [REDACTED]

Council Members: All

Possible Violations: No technical violations occurred. However, the City Council tried to have me fire [REDACTED] and without an employment agreement indemnifying me beyond standard protections afforded to Director Level employees, I refused to be a part of it and have my name potentially listed in an EEOC lawsuit like Charles West. I forced the HR Director and Attorney to deal with it.

Evidence: Recorded phone conversations.

Description: As per Mayor Sullivan, part of the negotiations with incoming City Manager Charles West, we were to terminate [REDACTED] prior to his arrival. She was his City Secretary Bulverde where he terminated her and three other Hispanic employees.

Incident Title: Night of Finding out Charles West Was Chosen for Permanent City Manager

Councilmember: Paul Roberts

Possible Violations: Reasons used in determining the outcome of my employment were irrelevant to official City business that impacts City business.

Evidence: Councilman Roberts stated during conversation that he isn't the only Council member that has been told the same thing. Also, during the CM interview Councilman Roberts with all Councilors presents as well as Tiffany Sparks there, brought up the [REDACTED] matter in which I tried to explain our side of the story

Description: Councilman Roberts called me after the Council meeting to see how I was doing. He said the main reasons he changed his vote to Charles were:

- Not working 70-80 hours a week. I told him you're asking for oilfield hours and there isn't the oilfield pay
- He stated the biggest reason was when [REDACTED] a former employee at [REDACTED] Café came up to him at a bar and told him [REDACTED] didn't pay their employees then started slandering [REDACTED] and [REDACTED]
 - Instead of asking for my side of the story, and without bothering to understand all facts.
 - Note: [REDACTED] sent [REDACTED] a text stating she will make it a point to destroy your husband as the City Manager. Included in that same text string she made a threatening statement regarding the safety of our [REDACTED]
- Also mentioned was an issue that occurred with the LV Youth [REDACTED] where [REDACTED] was accused of misusing funds during an [REDACTED] of Spring 2023 by the league.
 - Misrepresentation of facts by the individual who said it to Roberts
 - What actually occurred was [REDACTED] initiated a fundraiser outside of the league to raise funds for new [REDACTED] which are \$50/dozen and snacks for all 4-weekends.
 - Only \$400 total was raised

- Not enough for intended purpose
- All funds expended before end of [REDACTED] season
- An assistant Couch named [REDACTED] spoke to my [REDACTED] in a manner not appropriate to kids
 - I found this out after a game
 - Sent [REDACTED] a text expressing my dislike
 - I was accused of putting kids down and cursing at them.

Councilman Roberts admitted he has not seen anything of that nature during the time I was Interim City Manager, but nonetheless, it is what swayed his opinion.

Impact to Personal and Professional Life:

The City Council has created a platform for disgruntled former employees and other individuals to complain on matters not pertaining to official city business with an expectation of results not under the Council's jurisdiction. These individuals also wish to cause my family and I harm both personally and professionally.

- City Council has no jurisdiction over matters involving a private business.
- Used information not publicly available on any searchable database pertaining to a private business matter involving [REDACTED] to form an opinion based on misinformation that Council took into consideration during the hiring process.
 - This gave outside candidates an upper hand.
- This platform has allowed false accusations and slander to spread through community which has negatively impacted the revenue to [REDACTED] business and has damaged my reputation within the community.
- The issues mentioned from the [REDACTED] and [REDACTED] were both against my [REDACTED] who is both of [REDACTED] and [REDACTED]
- One Council member attempted to extort money from [REDACTED] business because their friend's son worked at [REDACTED] briefly. This individual was informed they would not be paid for the 3 hours during their tryout/interview to see how they interacted with current staff.

Incident Title:	Hiring Process and Performance Review
Councilmember:	All
Possible Violations:	Unfair, borderline unethical, unprofessional hiring process that damaged public reputation
Evidence:	Emails / copies of all performance evaluations with Council Comments
Description:	Interviewed for the Interim CM Role and went through the formal process then was formally appointed the Interim-CM plus Director of PW Role. • Intent was to stabilize staff and continue moving projects forward. Also was hopeful to become fulltime but it wasn't ever expected. I knew going back to PW Director was the most likely outcome. A 3 month performance evaluation was completed by Council which highlighted items that needed to be addressed. A lot of the issues identified were issues that had rolled over from previous City Managers which didn't have anything to do with my performance. • This was admitted by Councilman Durbin. Most, if not all items that needed to be addressed by me that were within reason were resolved and/or completed. Councilman Benefield was exceptionally and intentionally hard on me and went so far as to say "depending on how he (Taylor W.) reacts to this, will be what determines my vote". This was written in my performance review. When discussing my performances review in open session at a Council meeting, Benefield stated that I would automatically be considered a finalist for permanent CM. • At this time, I had not yet made the personal decision to put my application in for the role. • This made me feel pressured into doing it. Tiffany Sparks later pressured me into sending in my application for CM by saying Council is asking for resumes and I am not going to send them out until I have yours. • Council members often times send emails and have conversations with her without my knowledge.

- She has also told me that she doesn't care for [REDACTED] and he needs to go.
 - This aligns with Robert's point of view

It was told to [REDACTED] by former Councilwoman Marion, who was on Council at the time I was appointed as Interim CM, that City Council "never even had the intention of making me the permanent CM".

- If that is true, then why forcibly, through political pressure, publicly place me as a finalist.
- By making me go through the interview process which included a public meet and greet with all other candidates present.
 - This unintentionally places me in a position to be viewed as a threat by any incoming CM regardless of what anyone may say.

I asked for an Interim CM contract a couple of times to several Council Members and none of them said they would support it.

- This placed me in a position that would open me up to personal and professional liability which wouldn't offer protection that isn't protected under standard indemnification.

During the course of carrying out my duties as CM which is enforcing City ordinance and policy.

- Was exposed to public scrutiny, slanderous comments and false accusations during council meetings by an individual named [REDACTED]
 - This individual has been going around town saying this to anyone who will listen.
 - A meeting was held at a local restaurant where several Councilmembers were in attendance, a former council member, and two citizens who are heavily involved in local politics. According to the former council member, the discussions by this individual were all slanderous and misrepresentations of the truth.
 - Council has given this individual a platform and political backing.
 - This individual has publicly called for my resignation/termination as both the CM and PW Director.

Incident Title: Roberts Discussion with me about Agenda Items

Councilmember: Paul Roberts

Possible Violations: Violation of oath of office; Texas Penal Code Chapter 36; Texas Local Government Code Chapter 171; Appearance of impropriety according to Lago's Ethics Policy

Evidence: Recorded Phone Call

Description: During a call with Councilman Roberts, we were discussing the agenda items related that were placed in the packet by Adam Benefield. During that conversation Paul Roberts stated to the effect "sorry man, it is just politics...I do not agree with Benefield's items, but I won't be voting against them at the next City Council meeting because I need him to help take care of my private vineyard"

Incident Title: Retaliation Against ESD for Code Enforcement on a Council Members Property

Councilmember: Adam Benefield

Possible Violations: Using a position as an elected official to discredit code enforcement actions taken against a property owned by a councilmember's company by a licensed peace officer.

Evidence: Public Documents/council meetings, reports

Description: An anonymous complaint was received by the City about a potential code violations at a property owned by Councilman Benefield's company. Mr. [REDACTED] conducted an investigation of the property which was done under a contract between the City and Travis County ESD #1

- When Councilman Benefield received the paperwork from ESD, he told me that he felt targeted.
- Instead of trying to work through the process with City personnel as a resident, he took it upon himself as a Council Member to put a resolution on the City Council Agenda about ESD and Coded Enforcement.
 - Given the timing, this felt retaliatory and like an attempt to publicly embarrass and discredit Mr. [REDACTED]
- When then occurred Mr. Benefield and Mr. [REDACTED] became immediate friends.
- This also tried to discredit they CM for enforcing City Ordinances as required by the Charter.

Incident Title: Benefield retaliating when I told him no to an arrangement he made regarding stop work orders and code enforcement issues

Councilmember: Adam Benefield, but Saum and Roberts are included in correspondence

Possible Violations: Council members involving themselves in operations; trying to put political pressure and influence the CM regarding code enforcement and building code related matters

Evidence: Texts, emails, recorded conversations.

Description: Due to an ongoing code enforcement matters and stop work orders related to Mr. [REDACTED] Benefield wanted to arrange for a meeting at each site [REDACTED] and [REDACTED]

- Originally he sent an email requesting to meet with Council members and property owners.
- I called Mr. Benefield to speak with him about it. I advised him that we shouldn't go to the [REDACTED] properties due to the fact it was still in the hands of the court. He agreed then also liked the idea of going to Firefly Cove to look at property compaction for the base of a foundation.
- We both agreed and I sent an email confirming what was discussed and Bcc'd to the entire Council. We only ever agreed to meeting at [REDACTED]
- I then receive a text from Benefield with Saum and Roberts included saying that had spoken with both [REDACTED] and [REDACTED] arranging to meet at all 5 properties associated with [REDACTED]
 - I responded back stating that's not what we agreed to and not what I planned for and would advise against it.
 - I also told him the only property ever discussed was [REDACTED]
- Benefield responded that if I didn't "agree" to his request that he would be escalating it.
- When I didn't agree, he sent an email to the Mayor and Brad saying that I was refusing, resistant, and kept providing ever evolving information.

- He acted as a City employee and contacted a permittee to arrange a site visit to discuss operational matters that are under the City Managers purview.
 - The text exchange I had with Benefield, saum and roberts was sent to Brad, the City Attorney that night and prior to the email that Benefield sent the following morning.
- That same week after the site visit at [REDACTED] and after sending the report out to Council which explained all of the applicable ordinances and what was needed for the permittee to continue moving forward.
 - Benefield called to apologize admitting he overstepped and requested to have the [REDACTED] properties, plus [REDACTED] and [REDACTED] removed from the Agenda.