

**BRYAN BOARD OF PUBLIC AFFAIRS**

**December 16, 2025**

Board of Public Affairs Chairman Annette Schreiner opened the meeting of the Bryan Board of Public Affairs with the following members present: Robert Eyre, Karen Ford, Richard Long, and James Salsbury. Also present were: Director of Utilities Derek Schultz, Mayor Carrie Schlade, Human Resources Director Tricia Lyons, Bryan City Council Member F. John Betts, and Clerk-Treasurer John Lehner.

Ms. Ford moved, Mr. Long seconded, to amend the agenda to remove the 2026 non-bargaining wage resolution and add an executive session to discuss collective bargaining and employment and compensation of public employees. Roll call vote: all ayes; nays, none. Motion carried.

Ms. Ford moved, Mr. Eyre seconded, to approve the minutes of the December 2, 2025 Regular Meeting, as written. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Salsbury moved, Mr. Long seconded, to approve the Clerk-Treasurer's Report for the month ending November 30, 2025 as submitted by Clerk-Treasurer Lehner. Roll call vote: all ayes; nays, none. Motion carried.

Resolution No. 40, 2025, titled,

**AUTHORIZING THE DIRECTOR OF UTILITIES TO ADVERTISE FOR BIDS FOR A 2026 INSULATED AERIAL LIFT DEVICE, A.K.A. BUCKET TRUCK, FOR THE ELECTRIC DEPARTMENT, ACCORDING TO SPECIFICATIONS SET FORTH BY BRYAN MUNICIPAL UTILITIES**

was presented and read by title only. Director of Utilities Schultz explained this 100' aerial bucket truck will replace a 2001 85' aerial bucket truck that is funded in the upcoming 2026 budget. Discussion on the need for a taller aerial device was held.

Mr. Long moved, Mr. Salsbury seconded, to pass Resolution No. 40, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Salsbury moved, Ms. Ford seconded, to pay the bills. Roll call vote: all ayes; nays, none. Motion carried.

Director of Utilities Schultz updated all on the status of the pending solar field project, offered holiday wishes, and recognized outgoing Board Members Long and Salsbury on their twelve years (each) of exceptional service to Bryan Municipal Utilities and the City of Bryan.

Mayor Schlade informed all on passage of the 2026 City of Bryan budget, thanked multiple individuals for their work preparing the City's newly adopted cybersecurity

policy, and also offered thanks and congratulations to Board Members Long and Salsbury.

Board Chairman Schreiner and Members Ford and Eyre also offered well-wishes to the outgoing members.

Board Members Long and Salsbury each expressed gratitude to all and implored the next Board to take care of the employees – the life-blood of Bryan Municipal Utilities.

A brief recess was taken.

Mr. Long moved, Mr. Salsbury seconded, to go into Executive Session to discuss collective bargaining and the employment and compensation of public employees at 5:21 p.m. Roll call vote: all ayes; nays, none. Motion carried.

Asked to attend: Mayor Schlade, Director of Utilities Schultz, Human Resources Director Lyons, Clerk-Treasurer Lehner

Mr. Long moved, Mr. Salsbury seconded, to adjourn the Executive Session at 5:45 p.m. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Salsbury moved, Mr. Long seconded, to amend the agenda to add a non-bargaining wage resolution, to amend that resolution by adding language regarding the proposed wages for hourly and salaried non-bargaining employees of the Electric Department, and to add a resolution regarding the pending collective bargaining unit contract. Roll call vote: all ayes; nays, none. Motion carried.

Resolution No. 41, 2025, titled,

**AUTHORIZING WAGE ADJUSTMENTS FOR NON-BARGAINING UNIT  
HOURLY AND SALARIED STAFF AND DECLARING AN EMERGENCY**

was presented and read by title only.

Mr. Long moved, Mr. Salsbury seconded, to pass Resolution No. 41, 2025, as amended. Roll call vote: all ayes; nays, none. Motion carried.

Resolution No. 42, 2025, titled,

**AUTHORIZING THE DIRECTOR OF UTILITIES TO ENTER INTO A  
COLLECTIVE BARGAINING AGREEMENT WITH THE IBEW LOCAL  
245 BASED ON THE ATTACHED TENTATIVE AGREEMENT  
EFFECTIVE NOVEMBER 1, 2025 THROUGH OCTOBER 31, 2028 AND  
DECLARING AN EMERGENCY**

was presented and read by title only.

Mr. Salsbury moved, Mr. Long seconded, to pass Resolution No. 42, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Long moved, Mr. Salsbury seconded, to adjourn the meeting. Roll call vote: all ayes; nays, none. Motion carried.

---

Chairman of the Board

---

Clerk-Treasurer