



City of San Marcos

630 East Hopkins
San Marcos, TX 78666

Work Session Meeting Minutes City Council

Tuesday, April 7, 2026

3:00 PM

City Council Chambers

630 E. Hopkins St. - Work Session

I. Call To Order

With a quorum present, the work session of the San Marcos City Council was called to order by Mayor Hughson on Tuesday April 7th, 2026 at 3:00 p.m. The meeting was held both in person and online.

II. Roll Call

Deputy Mayor Pro Tem Garza arrived at 3:17 p.m.

Present: 7 - Mayor Pro Tem Shane Scott, Deputy Mayor Pro Tem Alyssa Garza, Council Member Amanda Rodriguez, Mayor Jane Hughson, Council Member Lorenzo Gonzalez, Council Member Matthew Mendoza and Council Member Josh Paselk

III. Citizen Comment Period

Terry Nichols urged the council to move forward with a city-run third EMS service, saying the current model is no longer sustainable. He acknowledged some staff concerns about losing union rights but said many clinicians want to join the city and warned that delaying the decision will increase costs.

Bucky Couch supported bringing EMS under the city as a standalone department and commended Chief Rosales for improving accountability and teamwork.

Kayden Nichols said most paramedics support the third-service model because it provides stability and stronger benefits, noting that agencies without good benefits face high turnover that affects public safety.

Sarah Obringer supported the third-service approach, citing her experience in Hawaii where she found it to be the most effective model for patient care.

Zach Phillips raised concerns about moving forward without clear information on pay, benefits, or working conditions. He argued the system is performing well, the cost difference is small, and urged delaying the decision until 2028 for

proper planning.

PRESENTATION

1. Report on the San Marcos Emergency Medical Services (EMS) transition efforts, and provide direction to the City Manager.

City Manager Stephanie Reyes provided an overview of the Emergency Medical Services (EMS) transition work that began in February 2025. She noted that council previously approved a 4.85-cent tax increase to support planning for a city-operated EMS service and emphasized that the objective is to ensure high-quality and reliable emergency medical care through a deliberate, measured rollout.

Assistant City Manager Lonzo Anderson reviewed regional shifts affecting EMS funding, explaining that Buda Fire took over EMS in 2010, Emergency Services District (ESD) 1 ended its participation in 2024, and ESD 9 will begin operating independently in April 2026. He stated these changes shifted San Marcos' financial responsibility from 42% to 99% of the system. Mr.

Anderson summarized the legal review of labor protections, noting that EMS employees would not qualify for collective bargaining under Chapter 174, civil service under Chapter 143, or voluntary association rights under Chapter 142 due to population requirements.

Human Resources Director Lindsey Cox outlined a phased hiring plan that prioritizes selecting an EMS Chief first. The recruitment process will give current San Marcos-Hays County EMS clinicians an initial internal window before opening external hiring.

EMS Chief Jill Rosales addressed continuity of care, confirming the current medical director team is willing to continue with a city-operated service. She noted that clinical protocols, QA processes, and credentialing standards would remain the same to ensure uninterrupted patient care.

City Manager Reyes presented a financial comparison document showing the projected costs of different service models. The analysis indicated that continuing with the current model would cost approximately \$2.1 million more than establishing a city service, though these projections generated significant discussion among council members about their accuracy and underlying assumptions.

City Council expressed concerns with revenue projections, timeline and lack of contingency planning. Council would like more information about labor protections and consultation policies.

Council consensus is to continue formation of a City stand-alone EMS Department and proceed with hiring of Chief for City stand-alone EMS Department.

Staff will prepare refined cost assumptions and clarify revenue projections in response to Council inquiries. Staff will proceed with initial steps of the EMS hiring strategy, including preparation for recruitment of an EMS Chief, and will include a union representative in the hiring process. Additionally, staff will develop contingency plans related to DSHS licensing timelines.

EXECUTIVE SESSION

2. The San Marcos City Council will convene in executive session pursuant to the following sections of the Texas Government Code:
 - A. Section 551.074 (Personnel Matters): To deliberate regarding:
 1. the duties and responsibilities of the Municipal Court Judge; and
 2. the City Council appointee evaluation process.
 - B. Section 551.072 (Real Property): To deliberate regarding a proposed bequest of land west of the City for park purposes.

A motion was made by Council Member Rodriguez, seconded by Council Member Paselk, to enter into Executive Session at 4:57p.m.

The motion carried by the following vote:

For: 7 - Mayor Pro Tem Scott, Deputy Mayor Pro Tem Garza, Council Member Rodriguez, Mayor Hughson, Council Member Gonzalez, Council Member Mendoza and Council Member Paselk

Against: 0

Council concluded Executive Session at 5:57 PM.

IV. Question and Answer Session with Press and Public.

There were no questions from the press or public.

V. Adjournment.

Mayor Hughson adjourned the work session meeting of the City Council on Tuesday, April 7, 2026 at 5:58 PM.

Elizabeth Trevino, City Clerk

Jane Hughson, Mayor