

Giddings City Council – Regular Meeting Minutes

February 13, 2017 at 7:00 p.m.

1. Call to Order

The meeting was called to order by Mayor Dowell at 7:05 p.m. with the following present:

Members Present: Mayor John Dowell; Mayor Pro Tem Fred Jones; Council Members Doug Gaeke, Alan Casey and Linda Pruitt.

Members Absent: Council Member Joel Lopez.

Staff Present: City Manager Ricky Jorgensen, City Secretary Lola Hazel, Public Works Director Jeff Zgabay, Human Resources Director Megan Siegmund, Police Chief Haril Walpole and Captain Farah Ramsey.

2. Pledges to the U.S. and Texas Flags

Pledges were said.

3. Invocation and Welcome

Council Member Linda Pruitt gave the invocation and Mayor Dowell welcomed all in attendance.

4. Announcements

There were no announcements.

5. Presentations and Proclamations

a. Recognition of You Got Our Attention Recipient

Chief Haril Walpole recognized Sara Matejcek as the You Got Our Attention recipient for the month of January.

b. Lee County Dispatcher Commendation

Chief Walpole read a commendation letter he submitted to the Lee County Sheriff for a dispatcher's actions during a call occurring on February 2, 2017.

6. Citizens' Comments

There were no citizen comments.

7. Consent Agenda

a. Consider approval of Minutes for Special Meeting held on January 23, 2017.

b. Consider approval of Minutes for Regular Meeting held on January 23, 2017.

c. Resolution No. 414-2017, on its second and final reading, authorizing the submission of a Texas Community Development Block Grant program application to the Texas Department of Agriculture for the Community Development Fund; and authorizing the Mayor to act as the City's executive

officer and authorized representative in all matters pertaining to the City's participation in the Texas Community Development Block Grant Program.

d. Resolution No. 415-2017, on its second and final reading, ratifying City Council's decision to authorize the City of Giddings to execute a Construction Management and Reimbursement Agreement with the GEDC, in an amount not to exceed \$280,000.00, regarding construction of deceleration lane and traffic signal previously authorized by City under Texas Capital Fund Contract # 7216132 (CEFCO Project).

A motion was made by Council Member Linda Pruitt and seconded by Mayor Pro Tem Fred Jones to approve Consent Agenda Items a. – d.

Motion carried by the following vote:

Ayes: Council Members Jones, Gaeke, Casey and Pruitt

Nays: None

Absent: Council Member Lopez

8. New Business

a. Discuss and take possible action on a GEDC budget amendment in the amount of \$350,000.00 for development and maintenance of the 290 Business Park.

Giddings Economic Development Corporation (GEDC) Board Chairman Alan Casey gave an overview of this item. Casey explained the \$350,000.00 is not new money being requested but money moving from one line item to another to be used for development and maintenance of the 290 Business Park.

A motion was made by Mayor Pro Tem Fred Jones and seconded by Council Member Linda Pruitt to approve a GEDC budget amendment in the amount of \$350,000.00 for development and maintenance of the 290 Business Park.

Motion carried by the following vote:

Ayes: Council Members Jones, Gaeke, Casey and Pruitt

Nays: None

Absent: Council Member Lopez

b. Discuss and take possible action on approval of request for the annual Juneteenth Block Party in the Business District.

City Manager Ricky Jorgensen gave an overview of this item. Jorgensen explained this is the annual request for the Juneteenth Block Party at 200 W. Houston.

A motion was made by Council Member Alan Casey and seconded by Council Member Doug Gaeke to approve the request for the annual Juneteenth Block Party in the Business District.

Motion carried by the following vote:

Ayes: Council Members Jones, Gaeke, Casey and Pruitt

Nays: None

Absent: Council Member Lopez

c. Consider Ordinance No. 815 ordering the May 6, 2017 General Election for City Officials and Giddings Independent School District Trustees, and a Special Election for 13 Charter Amendments.

City Manager Ricky Jorgensen gave an overview of this item. Jorgensen explained with the approval of this ordinance, election season officially begins.

A motion was made by Mayor Pro Tem Fred Jones and seconded by Council Member Linda Pruitt to approve Ordinance No. 815 ordering the May 6, 2017 General Election for City Officials and Giddings Independent School District Trustees, and a Special Election for 13 Charter Amendments.

Motion carried by the following vote:

Ayes: Council Members Jones, Gaeke, Casey and Pruitt

Nays: None

Absent: Council Member Lopez

d. Discuss and take possible action on the Giddings Police Department Compensation Survey.

Chief Haril Walpole presented this item. Walpole explained a salary survey was conducted to compare Giddings Police Department to other surrounding cities. Walpole explained with the new retention program in place, which requires new officers to enter into a contract that guarantees at least four years of service, Giddings is able to keep officers here longer than prior to inception of the program. Walpole further explained the problem is finding a way to keep officers in Giddings beyond the required four years. Walpole explained that with the hiring of new officers, the department invests an initial eight months of training plus uniform and equipment costs. Walpole further explained, if a new officer were to leave after the contractual four year requirement, the police department would then start over with a new officer and invest the same time and cost for the new employee. Walpole presented a list of officers who left in the last five years and reason for leaving the department. Walpole stated that 13 of the officers listed left for reasons related to salary or compensation. Walpole stated he conducted a salary survey in the past but the current one differs in that it only includes police departments within a one hour drive time from Giddings.

Walpole went over the following categories included in the survey:

- Base salary
- Top out salary
- Step increase program (incremental increase over a period of time)
- Entry level position salary

Walpole then fielded questions from Council.

Mayor Pro Tem Fred Jones expressed appreciation for Chief Walpole's effort in conducting the salary survey. Jones stated his concern was department turnover and feels something should be done to correct it. Jones further stated he was approached by city employees who felt Council should be looking at conducting a salary survey for all employees. Jones stated he doesn't feel the same turnover exists in other departments as it does in the police department. Jones further stated it wasn't the intention to show preferential treatment to any one department but to address retention in areas where problems exist.

Public Works Director Jeff Zgabay expressed concern to City Council on conducting a salary survey for all employees, not just the police department. Mayor Pro Tem Fred Jones and Council Member Linda Pruitt both commented on other departments not experiencing the same turnover as the police department.

City Council discussed when to bring this item back for discussion and possible action and the consensus was to bring it back in May or June, closer to budget preparation.

No action was taken at this time.

At this time, the item to be discussed in Executive Session was moved to New Business and discussed in open session. The following shows the change:

~~9. Recess Into Executive Session~~ **e. Discussion pertaining to business prospect for Giddings 290 Business Park**

- e. Discussion pertaining to business prospect for Giddings 290 Business Park.

Economic Development Corporation Director Tonya Britton and Chad Emmel, Befco Engineering, presented a preliminary plat for the Giddings 290 Business Park. Britton and Emmel explained to City Council the different phases for the Business Park and future plans to get the Park business-ready.

No action was taken at this time.

9. City Manager's Report, and Announcements

1. TxDOT 290 construction – mast arm installation
2. Water main busted near Walmart
3. Last day to file for place on ballot, Friday, February 17th
4. All city employees attended CPR class
5. Airport has leased all hangars
6. Airport has two upcoming capital improvement projects
7. Police Department has two new recruits currently attending academy

10. Adjournment

Mayor Dowell adjourned the meeting at 8:34 p.m.

ATTEST:

Lola Hazel, City Secretary

John Dowell, Mayor