

**MINUTES
SPECIAL CITY COUNCIL SESSION
BUDGET WORKSHOP
LA ESCONDIDA CELEBRATION CENTER
988 ESCONDIDA ROAD
HELOTES, TX
SEPTEMBER 10, 2020 – 6:00 PM**

The Budget Public Hearing of September 10, 2020 was called to order at 6:00 p.m.

City Council Preset:

Mayor Charles M. Thornton, Mayor Pro Tem Susan Darst, Council Member Jennifer Nottingham Council Member Geri Poss, Council Member Kimberly Verity, and Council Member Sean Skaggs.

Staff Present:

Shannan Kinsley, Joni Baker, Chief Rene Rodriguez, Sgt. Scott Ristow and Deputy Chief Frank Francis

Registered/Recognized Citizens/Guests:

Mandie Waldrop

Mayor Thornton declared a quorum with Council member's Nottingham, Poss, Verity and Skaggs present. The meeting was started with the Pledge of Allegiance.

BUDGET PUBLIC HEARING

1. PRESENT THE PROPOSED 2020/2021 FISCAL YEAR BUDGET FOR THE CITY OF GREY FOREST PURSUANT TO TEXAS LOCAL GOVERNMENT CODE, CHAPTER 102, MUNICIPAL BUDGET, SECTION 102.006. DISCUSS AND GIVE ALL INTERESTED PARTIES THE RIGHT TO APPEAR AND BE HEARD ON THE 2020/2021 FISCAL YEAR BUDGET FOR THE CITY OF GREY FOREST.

THIS BUDGET WILL RAISE MORE REVENUE FROM PROPERTY TAXES THAN LAST YEAR'S BUDGET BY AN AMOUNT OF \$3,901, WHICH IS A 8.99 PERCENT INCREASE FROM LAST YEAR'S BUDGET. THE PROPERTY TAX REVENUE TO BE RAISED FROM NEW PROPERTY ADDED TO THE TAX ROLL THIS YEAR IS \$719.

Mayor Thornton discussed the tax rate and Fiscal Year dates. The earliest the Tax Rate can be approved is September 27th, 2020 Budget has to be approved by September 29th 2020. Page 1 is the cover page for the Property Tax Rate and was decided to remain the same and not raise \$0.088441/\$100. Mayor Thornton reviewed the proposed Fiscal Year 2021 Budget. Stated note on page 1 and explains Sales Tax & Road Tax. Mayor Thornton stated that he called the State for an explanation. He explained Sales Tax received is anytime a company sells anything into our City (Amazon, Web orders, deliveries, etc.) we receive 1.25 % our number is \$21,600. Feels it will go up due to more ordering online. Our projected income \$27,000. The .25% is Road Fund can be used for Potholes but has not been assigned to line item.

Council member Verity questioned Income Line Item 20 GFC Rentals & Income and feels we need to focus on rentals.

Mayor Thornton stated that voting was moved to Helotes and need to check with Jackie and find out. Mayor Thornton stated that when he looked at the raises, he looked at inflation at .62%, people who have lost their jobs, hours that had been effected this year and look at overall community. Raises are proposed at 1.5% but not across the board. Council member Nottingham states she would like to be across the board. Council member Poss asked for explanation as to why it is not. Mayor Thornton stated that Shannan sent out an email on raises and gave the explanation. Mayor Thornton stated that his explanation with Joni was passed over last year and understand why but felt she deserved the 2.5% plus the 1.5% everyone else is getting.

Mayor Pro Tem Darst stated that because employees had not been given evaluations, she would support a 1.5% - 2% salary increases equally across the board. Mayor Pro Tem Darst considers it a disservice to City employees to not provide performance feedback or give employees the opportunity to correct any deficiencies. She states that the City is not properly succession planning and believes employees should receive feedback at minimum on an annual basis.

Shannan stated that Mayor Howard did them May 2019. Mayor Pro Tem Darst stated so you have not given evaluations and would be in support of 1.5% and then perhaps another 1%. Feels it is a huge injustice for our employees, not giving them feedback, not giving them areas of opportunity and cannot self-correct if doing something wrong, not being rewarded for going above and beyond if that's the case and we are not properly succession planning, feels all of the employees should get the feedback that they deserve at minimum an annual basis and knows it falls on the Mayor. The City should get feedback at least once a year on employee performance. Feels we could do better than 1.5%. Council member Verity feels we are in a stage of growth and transition.

Mayor Thornton stated that he sat down with Bubba and discussed the Public Works Coordinator, and the Public Works Department Head and hard decisions need to be made. Stated that Bubba stated that he does this because it gave him something to do. Mayor Thornton stated that the Council has to do the right thing financially for the City. He stated that nobody wants to have businesses in the City to increase revenue. Council member Verity stated that when we decided to have Bubba train the new employee and his job was going to be to facilitate Jay's transition to the Head of the Department. Mayor stated that Bubba relayed to him that Jay needs to learn who to reach out to purchase, etc. Citizens come first.

Council member Skaggs stated there will be no liquor taxes coming in for 2021. Council member Verity asks if anybody has ever looked at the audited financial statements regarding benefits (TMRS). 7% of income is contributed and then the City matches it twice.

Council member Poss stated that if we are giving raises it needs to be documented as to what the individual has done to get that raise and needs to be a process. Council Nottingham states if merit raises are given there needs to be a job description and evaluation with the Mayor along with a goal. Mayor Pro Tem Darst would like 2% raise across the board. Council member Verity states the matching is not mandatory. Council member Nottingham states that she doesn't feel the employees paying into it now that have been paying into it like that and not change. Council member Skaggs states employees are only here for benefits package.

Mayor Thornton is looking at an automated office system. Council member Verity would like to look at under matching 2 for 1. Administration E-1; Council member Darst would like to change Line Item E-1-105E from \$2,500 to \$1,500 stated that there are free courses online with TML, Council member Poss states she agrees with training and to leave open for next year to fund.

Mayor Pro Tem Darst stated that the City would properly solicit the City Secretary's position, choosing from the most qualified candidates. Mayor Thornton states that cross training is very important. Change Line Item No. E-1-108 to \$0, Change Line Item E-1-130 to \$100.00, Line Item E-1-109 add \$480. Mayor Thornton read

aloud a letter from Bubba on proposed Budget. Public Works; Line Item E-2-205 at 2%, Line Item E-2-209A vacant increase to \$35,000, Line Item E-2-210A 2%, Line Item E-2-210D \$15.00 hourly no increase, Line Item E-2-211A no increase. Mayor Pro Tem Darst proposed to cut Public Works Coordinator will follow up with Bubba and Jay. Will continue and address in February. Session Breaks at 7:50. Session resumed at 7:58. Public Safety; Line Item E-4-400 change to 2%, Line Item E-4-404 \$650 per month with increase next year, Line Item E-4-405 change to 2%.

Mayor Thornton moved to next item due to limited time.

DISCUSS AND ACT ON SETTING A DATE FOR A PUBLIC HEARING ON THE 2021/2022 FISCAL YEAR BUDGET FOR THE CITY OF GREY FOREST

Mayor Thornton along with Council agree to hold Public Hearing on the 2021/2022 Fiscal Year Budget meeting to be on held at 6:30 pm on September 28th.

ADOURNMENT The Budget Public Hearing was adjourned at 8:58 p.m.

These minutes were written/recorded by Joni Baker.

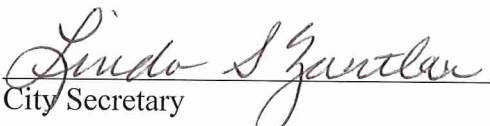
These minutes were approved as written/amended on the 29 day of October, 2020.

APPROVED:



Charles M. Thornton, Mayor

ATTEST:



City Secretary