



**CITY OF MORGAN'S POINT RESORT  
CITY COUNCIL BUDGET WORKSHOP/SPECIAL MEETING**

City Council Chambers/ Library  
Morgan's Point Resort City Hall  
8 Morgan's Point Blvd.

**AGENDA**

**Monday, September 16, 2019, 6:00 P.M.**

**CALL TO ORDER**

**WORKSHOP ITEMS**

1. Workshop and discussion of Fiscal Year 2019/2020 Enterprise Fund Budget
2. Workshop and discussion of Fiscal Year 2019/2020 General Fund Budget

**DISCUSSION**

3. Discuss, consider City Manager Evaluation

**RESOLUTIONS**

4. Discuss, Consider Resolution 2019-21 Appointment of a member to the Board of Director's Tax Appraisal District for a Service of a Two-Year Term

**ORDINANCES**

5. Discuss, Consider & Possible Action on Ordinance 2019-11, Adopt FY 2019/2020 Budget
6. Discuss, Consider & Possible Action on Ordinance 2019-12, Adopt FY 2019/2020 Tax Levy

**EXECUTIVE SESSION**

The City Council reserves the right to discuss any of the above items in Executive Closed Session if the item meets the qualifications in Sections 551.071, 551.072, 551.073, 551.074, 551.076, 551.087, of Chapter 551 of the Government Code of the State of Texas Executive Session, to consult with the City Attorney on matters authorized by law, pursuant to Section 551.071 of the Texas Open Meetings Act.

**ADJOURN**

I certify that a copy of the September 16, 2019, agenda of items to be considered by the Morgan's Point Resort City Council was posted and could be seen on the City Hall Bulletin board on the September 11, 2019, at 5:00 p.m. and remained posted continuously for at least 72 hours preceding the scheduled time of the meeting. I further certify that the following News Media were properly notified of the above stated meeting: Belton Journal.

Ophelia Rodriguez, City Secretary

The meeting facility is wheelchair accessible and accessible parking spaces are available. Request for accommodations or interpretive services must be made 48 hours prior to this meeting. Please contact the City Secretary's office at 254.742.3206 for further information.

# Workshop Items

Enterprise & General Fund Budgets

No handouts/ please bring your copies

# Discussion

City Manager Evaluation Sheet

&

2018/2019 Salary Schedule



## CITY OF MORGAN'S POINT RESORT

Andrew Bill, City Manager  
8 Morgan's Point Boulevard  
Morgans's Point Resort 76513-6438

254.780.1334 Ofc.  
254.780.9287 Fax.  
254.534.2407 Cel.

**Thursday, September 12, 2019**

### **Memo: Employee Evaluations**

Honorable Mayor Gossett & Council,

Regarding Councilor Green's request for Employee Evaluations, before budget adoption, I researched employee evaluation examples that I thought best suited the City situation. Please accept my sincere apologies that this evaluation is simple and certainly not exhaustive or perfected due to the short deadline. You will notice that I was not able to have all of them signed, nor have I received reviews from all department heads, but those will be in the works on Monday. I focused primarily on the department heads under my supervision, and was able to get Jesse to review his team at 6pm today. My secondary focus is on demonstrating the need to "pop-up" some salaries that are below market value. At this writing, there is one position that is missing from that group, PD Sergeant. Rest assured that I have emailed Chief Cline for that evaluation and have request they be completed before 6 PM, on September 16<sup>th</sup>, for Council to have the opportunity to discuss the wages for that position.

In your packet is a blank template for each Councilor to complete my performance review. Throughout my tenure with Morgan's Point Resort, both this past year and in the beginning of my career, I have endeavored to be transparent, open and direct with the community I serve. This past year, I stopped major spending until the City's financial situation could be fully assessed and renegotiated the contracts to further reduce future costs. I have also initiated two major programs to begin rebuilding the City's liquidity: firstly, to provide 6 to 9 months of operating funds by reducing capital projects and secondly, by evaluating fees and increasing them where appropriate. The water rate study was completed by a third-party, and fully funded by the TCEQ, to assure the Council that our financial analysis of the Water/Wastewater fund was accurate and fair. In addition, by bringing in a volunteer auditor to completely research our books and audit the finances for the past two years brings a degree of trust and openness to finances. The prior administration presented a budget that stated the City had over \$4 million in fund balance, when in fact, the City had \$1.5 million in fund balance at the end of Fiscal Year 2017-2018. This information was provided by the City's contracted auditors. By bringing all the department heads to the meeting with the auditors in October of 2018, all of our staff and Council was privy to the same information at the same time. Complete transparency and responsibility. This year, I have begun the process of implementing an asset management program that was created by the TCEQ and brought to us by Phillip Givens & Associates. Finally, I have hired a Finance Director with proven grant writing experience to assist the City obtain funding for hugely important projects, such as a building a

second ground storage tank and road improvements. Keep in mind, that is a tall order that will take several years to see through to completion. Every effort is being taken to ensure an efficient, open and positive environment here at the City of Morgan's Point Resort. I sincerely hope that I have earned your confidences and trust. If there is any way in which I can improve, I am happy to listen to your concerns and do whatever I can to prove my worth.

If there are any questions, please don't hesitate to call.

Sincerely,



Andrew Bill, City Manager

## EMPLOYEE INFORMATION

Name: Andrew Bill	Date: 9/12/2019
Title: City Manager	Review Period: F.Y. 2018-2019
Councilor:	Department: City Council

## RATING SCALE

4 Outstanding	3 Good	2 Acceptable	1 Unacceptable
Your performance in this category is very impressive. How do you do it?	Your performance in this category is more than expected. Keep it up.	You are meeting minimum expectations. Let's work together to improve.	Let's develop a performance improvement plan to help you.

## CATEGORY

<b>Dependability:</b> SCORE:	the quality of being trustworthy, reliable and good stewards of the City's resources.
<b>Communication:</b> SCORE:	involve listening, speaking, observing and empathizing with the public, staff, agencies, and vendors.
<b>Productivity:</b> SCORE:	the quality, state, or fact of being able to generate, create, enhance, or bring forth goods and services.
<b>Initiative:</b> SCORE:	the ability to quickly assess developing situations and initiate actions independently to effect positive outcomes.
<b>Innovation:</b> SCORE:	the process of translating an idea or invention into a good or service that creates value for citizens and employees alike.
<b>Growth:</b> SCORE:	the process of improving oneself through activities that enhance employment skills, and increase ones contentiousness

## NOTES

## SIGNATURES

Employee:	Date:
Manager:	Date:

# 2018/2019 SALARY SCHEDULE

COLA: 2.46% Min:Max 80%

POSITION	DEPT.	START	STEP 2 6 mo.	STEP 3 1-Oct	STEP 4 1-Oct	STEP 5 1-Oct	STEP 6 1-Oct	STEP 7 1-Oct	STEP 8 1-Oct	STEP 9 1-Oct	STEP 10 1-Oct	2018/2019
												Salary Max
City Manager		\$80,899	\$83,146	\$85,394	\$87,641	\$89,888	\$92,135	\$94,382	\$96,630	\$98,877	\$101,124	\$98,696
City Secretary		\$47,608	\$48,930	\$50,253	\$51,575	\$52,898	\$54,220	\$55,542	\$56,865	\$58,187	\$59,510	\$58,081
Department Head		\$47,608	\$48,930	\$50,253	\$51,575	\$52,898	\$54,220	\$55,542	\$56,865	\$58,187	\$59,510	\$58,081
Clerk		\$31,869	\$32,754	\$33,640	\$34,525	\$35,410	\$36,295	\$37,181	\$38,066	\$38,951	\$39,836	\$38,880
Patrol Officer (Probationary)		\$30,631	\$31,481	\$32,332	\$33,183	\$34,034	\$34,885	\$35,736	\$36,587	\$37,437	\$38,288	\$37,369
Patrol Officer/Firefighter I		\$38,155	\$39,215	\$40,275	\$41,335	\$42,395	\$43,455	\$44,514	\$45,574	\$46,634	\$47,694	\$46,549
Sergeant		\$40,057	\$41,253	\$42,449	\$43,646	\$44,842	\$46,038	\$47,235	\$48,431	\$49,627	\$50,824	\$48,869
Patrol Officer/Firefighter II		\$39,482	\$40,595	\$41,708	\$42,820	\$43,933	\$45,046	\$46,159	\$47,271	\$48,384	\$49,497	\$48,168
PD/FD Sergeant/Investigator		\$43,066	\$44,163	\$45,259	\$46,356	\$47,453	\$48,550	\$49,646	\$50,743	\$51,840	\$52,937	\$52,540
PD/FD Lieutenant		\$44,312	\$45,409	\$46,505	\$47,602	\$48,699	\$49,796	\$50,892	\$51,989	\$53,086	\$54,183	\$54,060
Code Enforcement Officer		\$32,892	\$33,806	\$34,719	\$35,633	\$36,547	\$37,460	\$38,374	\$39,288	\$40,201	\$41,115	\$40,128
Water Operator (No License)		\$26,559	\$27,297	\$28,035	\$28,773	\$29,510	\$30,248	\$30,986	\$31,724	\$32,461	\$33,199	\$32,402
Water Operator I		\$30,099	\$30,936	\$31,772	\$32,608	\$33,444	\$34,280	\$35,116	\$35,952	\$36,788	\$37,624	\$36,721
Water Operator II		\$32,704	\$33,613	\$34,521	\$35,430	\$36,338	\$37,247	\$38,155	\$39,064	\$39,972	\$40,881	\$39,899
Marina Manager		\$39,923	\$41,031	\$42,140	\$43,249	\$44,358	\$45,467	\$46,576	\$47,685	\$48,794	\$49,903	\$48,705
Equipment Operator I		\$29,214	\$30,026	\$30,837	\$31,649	\$32,460	\$33,272	\$34,083	\$34,895	\$35,706	\$36,518	\$35,641
Equipment Operator II		\$32,755	\$33,665	\$34,575	\$35,485	\$36,395	\$37,305	\$38,214	\$39,124	\$40,034	\$40,944	\$39,961
Fuel Mitigation		\$30,700	\$31,610	\$32,520	\$33,430	\$34,340	\$35,250	\$36,160	\$37,069	\$37,979	\$38,889	\$37,454
Laborer		\$24,785	\$25,474	\$26,162	\$26,851	\$27,539	\$28,228	\$28,916	\$29,605	\$30,293	\$30,982	\$30,238
Administrative Assistant		\$27,213	\$27,969	\$28,725	\$29,481	\$30,237	\$30,993	\$31,749	\$32,505	\$33,261	\$34,017	\$33,200
Utility Administrator		\$34,522	\$35,481	\$36,440	\$37,398	\$38,357	\$39,316	\$40,275	\$41,234	\$42,193	\$43,152	\$42,116

# Resolution



**RESOLUTION NO. 2019-21**

**A RESOLUTION OF THE CITY COUNCIL OF MORGAN'S POINT RESORT, BELL COUNTY, TEXAS, CONFIRMING THE APPOINTMENT OF W. JARED BRYAN, Jr., AS THE CITY OF MORGAN'S POINT RESORT REPRESENTATIVE ON THE BOARD OF DIRECTORS OF THE TAX APPRAISAL DISTRICT OF BELL COUNTY, TEXAS.**

**WHEREAS**, Section 6.031(b) of the Tax Code requires members of the Board of Directors of the Tax Appraisal District of Bell County to serve two (2) year terms; and

**WHEREAS**, a need exists for the City of Morgan's Point Resort to recommend the appointment of the City's representative on the Board of Directors of the Tax Appraisal District of Bell County for a two (2) year term beginning January 2020.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MORGAN'S POINT RESORT, BELL COUNTY, TEXAS, THAT:**

**Section 1.** That the matter and facts recited in the preamble hereof are found and determined to true and correct.

**Section 2.** Mr. W. Jared Bryan, Jr., is hereby recommended for appointed as the City of Morgan's Point Resort's representative on the Board of Directors of the Tax Appraisal District to Bell County, Texas for a period of two (2) years beginning January 2020.

**PASSED AND APPROVED this 17<sup>th</sup> day of September 2019, by \_\_\_(ayes) to \_\_\_(nays) with no abstentions by a vote of the City Council of the City of Morgan's Point Resort, Texas.**

\_\_\_\_\_  
/s/ Dwayne Gossett, Mayor  
City of Morgan's Point Resort, Texas

Attest:

APPROVED AS TO FORM:

\_\_\_\_\_  
/s/ Ophelia Rodriguez, City Secretary  
City of Morgan's Point Resort, Texas

\_\_\_\_\_  
/s/ Neale Potts, City Attorney

# Tax Appraisal District of Bell County

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September 3, 2019

Morgans Point Resort City  
Andrew Bill, City Manager  
No 8 Morgan Point Blvd  
Belton TX 76513

Dear Mr. Bill

Section 6.03(b) of the Tax Code states that members of the board of directors of the appraisal district serve two-year terms beginning on January 1 of even-numbered years.

The taxing units in the Tax Appraisal District of Bell County have exercised their option under Section 6.031(b) to change the number and method of appointing members to the board. This method remains in effect until rescinded or changed by resolution of a majority of the governing bodies that are entitled to vote on appointment of board members.

Please have your governing body confirm **by resolution not later than November 2, 2019** their choice for appointment to the board of directors for a two year term beginning January 1, 2020.

If you have any questions please call.

Sincerely

A handwritten signature in blue ink, appearing to read 'Billy White', is written over a faint, larger blue signature.

Billy White  
Chief Appraiser

BW/lh

# Tax Appraisal District of Bell County

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September 4, 2019

The Tax Appraisal District of Bell County is governed by a board of seven directors. Directors are appointed by the entity's governing bodies as follows:

<b><u>ENTITY</u></b>	<b><u>REPRESENTATION</u></b>	<b><u>CURRENT MEMBER</u></b>
City of Temple	one member	Scott Morrow
Temple ISD	one member	Virginia Suarez
City of Killeen	one member	Royce Matkin
Killeen ISD	one member	Susan Jones
City of Belton & Belton ISD	one member	Chris Flor
Bell County	one member	Hal Schiffman
All other eligible entities	one member	Jared Bryan

# Ordinances

**ORDINANCE NO. 2019-11**

**AN ORDINANCE MAKING APPROPRIATIONS FOR THE SUPPORT OF THE CITY OF MORGAN'S POINT RESORT FOR THE FISCAL YEAR BEGINNING OCTOBER 1, 2019 AND ENDING SEPTEMBER 30, 2020; AND ADOPTING THE ANNUAL BUDGET OF THE CITY OF MORGAN'S POINT RESORT FOR THE 2019/2020 FISCAL YEAR.**

Whereas, the budget, appended here as Exhibit A, for the fiscal year beginning October 1, 2019, and ending September 30, 2020, was duly presented to the City Council by the City Manager and public hearings for the tax levy was ordered by the City Council and a public notice of said hearing was caused to be given by the City Council and said notice was published in the Belton Journal and the Temple Daily Telegram and said public hearings were held according to said notice; now therefore,

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MORGAN'S POINT RESORT:**

SECTION 1. That the appropriations for the fiscal year beginning October 1, 2019, and ending September 30, 2020 for the support of the general government of the City of Morgan's Point Resort, Texas, be fixed and determined for said terms in accordance with the expenditures shown in the City's Fiscal Year 2019-2020 Budget, a copy of which is appended hereto as "Exhibit A."

SECTION 2. That the Budget, as shown in words and figures in Exhibit A, is hereby approved in all respects and adopted as the City's Budget for the fiscal year beginning October 1, 2019, and ending September 30, 2020.

**PASSED AND APPROVED** this 16<sup>th</sup> day of September 2019, by \_\_\_\_ (ayes) to \_\_\_\_ (nays) with no abstentions by a vote of the City Council of the City of Morgan's Point Resort, Texas.

\_\_\_\_\_  
/s/ Dwayne Gossett, Mayor  
City of Morgan's Point Resort, Texas

Attest:

APPROVED AS TO FORM:

\_\_\_\_\_  
/s/ Ophelia Rodriguez, City Secretary  
City of Morgan's Point Resort, Texas

\_\_\_\_\_  
/s/ Neale Potts, City Attorney

**ORDINANCE NO. 2019-12**

**AN ORDINANCE LEVYING AD VALOREM TAXES FOR USE AND SUPPORT OF THE MUNICIPAL GOVERNMENT OF THE CITY OF MORGAN'S POINT RESORT, TEXAS FOR THE 2019/2020 FISCAL YEAR; PROVIDING FOR APPORTIONING EACH LEVY FOR SPECIFIC PURPOSES; AND PROVIDING WHEN TAXES SHALL BECOME DUE AND WHEN SAME SHALL BECOME DELINQUENT IF NOT PAID.**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MORGAN'S POINT RESORT:**

SECTION 1. That here is hereby levied and there shall be collected for the use and support of the municipal government of the City of Morgan's Point Resort, 2019/2020 Fiscal Year, upon all property, real, personal, and mixed, within the corporate limits of said City subject to taxation, a tax of \$0.5958 on each \$100 valuation of property, said tax being so levied and apportioned to the specific purposes here set forth:

1. For the maintenance and support of general government (General Fund) \$0.5958 on each \$100 valuation of property; and

SECTION 2. That taxes levied under this ordinance shall be due October 1, 2019, and if not paid on or before January 31, 2020, shall immediately become delinquent.

SECTION 3. All taxes shall become a lien upon the property against which assessed, and the city tax collector of the City of Morgan's Point is hereby authorized and empowered to enforce the collection of such taxes according to the Constitution and laws of the State of Texas and ordinances of the City of Morgan's Point Resort and shall, by virtue of the tax rolls, fix and establish a lien by levying upon such property, whether real or personal, for the payment of said Taxes, penalty and interest, and, the interest and penalty collected from such delinquent taxes shall be apportioned to the general fund of the City of Morgan's Point Resort. All delinquent taxes shall bear interest from date of delinquency at the rate as prescribed by State law.

SECTION 4. THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE.

SECTION 5. THE REVENUE INCREASE WILL EFFECTIVELY BE RAISED BY 9.13 PERCENT AND WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS.

SECTION 6. This ordinance shall take effect and be in force from the date after its passage.

**PASSED AND APPROVED this 16<sup>th</sup> day of September 2019, by \_\_\_(ayes) to \_\_\_(nays) with no abstentions by a vote of the City Council of the City of Morgan's Point Resort, Texas.**

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/s/Dwayne Gossett, Mayor  
City of Morgan's Point Resort, Texas

Attest:

APPROVED TO FORM:

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/s/ Ophelia Rodriguez, City Secretary  
City of Morgan's Point Resort, Texas

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/s/ Neale Potts, City Attorney