



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.

MINUTES OF September 16, 2019

CALL TO ORDER-Mayor Dwayne Gossett called the meeting to order at 6:00 P.M.

Council Member Present: Mayor Dwayne Gossett, Mayor Pro-tem Donna Hartman, Ronald Snow, Dennis Green, Bruce Leonhardt, and Robbie Johnson

Absent: Chief of Police Charles Cline

Staff Present: City Manager Andrew Bill, City Secretary Ophelia Rodriguez, Finance Director Kathryn Norris, Utilities Director Jesse Measles, Maintenance Director BJ Schieble, Fire Chief Taran Williams

There were 12 Citizens present.

WORKSHOP ITEMS

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

There was a brief discussion with a consensus that there were no issues with the Enterprise Budget.

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

Mayor Gossett commented that Council members agree that Wage increases were the only issue in its budget. He stated he had proposed a 4% wage increase across the board, but also had asked members to individually meet or call Mr. Bill on their choice of percentage across the board they would like to see and certain individuals that should receive an additional increase. Mayor open the floor for discussion:

Councilman Snow stated he discussed with Mr. Bill, his proposal of a 2.08 Cost of Living increase across the board. He added that with the past Administrator's Step System, there were significant raises given to certain employees and some not and suggested those that did not should at least be given some increase. If the increase is done across the board, those that were not given raises will be still below and those that had significant increases will continue to be higher. By next budget we will face the same situation.

Mayor Pro-tem Donna Hartman stated the Step System elevated some quite a bit and not others unfairly. These are the individuals that were discussed with Mr. Bill. Water department Supervisor proposal \$3000 plus COL, requires a 2 Licenses, he is skilled with 15 years with the City and is \$4000 less than the Maintenance Department supervisor. Police Sargent proposal \$3000 plus COL, supervises 6 police officers and 4 making more than him. City Manager \$3000 plus COL.

Lengthy discussion with members who could not agree with wage increases. Mayor Gossett advised that a decision need to be done on the General Fund Budget to approve the new tax rate. It was suggested that another workshop be set to further review the wages. Mayor Pro-Tem Hartman commented that if the other four members do not agree with her \$ 9000 proposal, there would be no need for a workshop. The Council has had 3 workshops regarding this discussion. Council suggested to approve the budget with the 2.08 across the board and at a later date amend the budget for whatever decision is made with the wages.

With a show of hands members agreed to a Cost of Living increase 2.08 across the board, and have a meeting in 2 months to discuss wage increases for certain individuals.

Mayor Pro- tem Hartman pointed out changes in the budget that she had: discussed with City Manager Bill:

- Regarding the line item for Health Care budget – the dollar amount is not divided correctly for the month, figures will change once the Computer program is corrected
- Marina needs to be looked at, expenses are more than revenue. Buying gas and making less in revenue
- Has asked City Manager to look into Sales Tax appears to be a little high, Vendor CCS is no longer with City, but have gained the Roofing Company
- On budget there were no Police Reimbursements, so this line will be no longer
- Determine what the carryover was for roads from the sales tax

DISCUSSION

3. Discuss, consider City Manager Evaluation

Mayor Gossett advised that City Manager was given the option to have his evaluation done in executive session, but that Mr. Bill had elected to have the evaluation in open session. Evaluations are available upon request. Each member was asked to give there evaluations of Mr. Bill:

Mayor Pro-tem Hartman commented that Andrew Bill carried the Council through a fire of misrepresentation of revenues, over inflated surpluses, bogus escrow accounts and wall of silence from the previous Administrator. She added he has turned all walls down with openness and honesty, never fails to gather information for Council to make good decisions. His door is always open to all citizens, staff and Council. Andrew Bill is getting us back on track for financial stability.

Councilman Dennis Green commented he had only 2 areas of concern. The evaluations on the employees were not received soon enough to review, and questioned the manner and time in which the evaluations were performed, if a decision of wages needs to be determined. City Manager Bill expressed that the time of request for evaluations, was not sufficient time for satisfactory preparation.

Second area of concern was in regards to sales tax revenue and grants, he had not seen progress or productivity in these areas.

Regarding the evaluations, Mr. Bill addressed Council stating that he it made clear to all department heads, he did not believe in performance evaluations in this type environment. His belief is to do evaluations on a regular and individual basis in order to measure clearly set standards with the guidance of the City's policy guide book. If they do not meet the standard, then he would then meet with them privately to help remedy the issue and avoid recording in his/her personal file, as city personnel files are subject to open records. He added that he valued his current employees and would not necessarily want these to be part of their permanent record.

Mayor Pro-tem Hartman addressed/reminded Council that at the August 30th meeting, Mr. Bill stated that he did not believe in one time a year evaluation, he stated he does his evaluations throughout the year as concerns and problems arise. Mrs. Hartman stated there was no comment from Council, and that Councilman Green had advised a Citizen that Mr. Bill would be basing the employee performances throughout the year and not in a once a year evaluation and advised that the Council were following the City Manager's recommendation. She questioned why suddenly Councilman Green requested employee evaluations and how it was unreasonable that evaluations to be done in that short of time.

Councilman Ronald Snow commented Mr. Bill's honesty and loyalty to this City is so obvious. He had come into this position with 3.5 million dollar discrepancy in budget, while enduring disgruntled, uncooperative staff due to previous Administrator. His knowledge is invaluable. He added he has witnessed Mr. Bill putting out fires and still keeping his respect and demeanor towards the citizens. His door is always open to all. He

goes above and beyond hours working in the office. Councilman Snow requested one improvement; once the budget is in control, he would like to see Mr. Bill start observing our workers in the field to look for improvement.

Councilman Bruce Leonhardt commented that communications with Mr. Bill has always been very good. It's always been a pleasure working and visiting with him. He is very professional and straight forward. He does an outstanding job. His only concern is the way in which he came about with his wages. Mr. Bill answered he did not ask for his salary increase shown in the documents submitted to Council. Mayor Pro-tem Hartman answered she had proposed the wage shown in document.

Councilman Robbie Johnson commented being that this was his first time seated on the Council, it did not seem like he could truly evaluate, but said that Mr. Bill has been very amicable. His concern was Mr. Bill's way of evaluating employees.

Mayor Dwayne Gossett commented that Mr. Bill's communication is always there, but needed to be quicker giving the information

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

Mayor Gossett commented and recommended this item be tabled, in hopes to find a replacement of current member. Mayor Pro-Tem Hartman commented that the City's current representative Jared Bryan is very easy to communicate with and he being a former Councilman and Mayor of our City, she feels that Mr. Bryan has always had the best interest at heart for our City. Councilman Dennis Green made the motion to table this item to October Council meeting. Mayor Pro-tem Donna Hartman made the second motion. All present voted "Aye". Motion carried.

ORDINANCES

5. Discuss, Consider & Possible Action on Ordinance 2019-11, Adopt FY 2019/2020 Budgets

Mayor Gossett entertained a motion to approve General & Enterprise Fund budgets. Mayor Pro-tem Donna Hartman made the motion to approve the FY 2019/2020 Budgets. Councilman Dennis Green made the second motion. All present voted "Aye". Motion carried.

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

Mayor Gossett entertained a motion to accept Ordinance 2019-12. Mayor Pro-tem Donna Hartman made the motion to approve Ordinance 2019-12 to adopt FY 2019/2020 for tax rate of \$0.5958/\$100. Councilman Dennis Green made the second motion. All present voted "Aye". Motion carried.

ADJOURNMENT: Mayor Gossett entertained a motion. Councilman Dennis Green made the motion to adjourn meeting. Mayor Pro-tem Donna Hartman made the second motion. All present voted "Aye". Motion carried. **Meeting adjourned at 7:05 P.M.**

ATTEST

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

Ophelia Rodriguez, City Secretary

