

DRAFT

MINUTES
SPECIAL MEETING
January 24, 2020

A Special Meeting was held by the Schertz City Council of the City of Schertz, Texas, on January 24, 2020 at 8:30 a.m. in the Community Room, Schertz Fire Station #3, 11917 Lower Seguin Road, Schertz, Texas. The following members present to-wit:

Present: Mayor Ralph Gutierrez; Mayor Pro-Tem Tim Brown; Councilmember Mark Davis; Councilmember Rosemary Scott; Councilmember Scott Larson; Councilmember Michael Dahle; Councilmember David Scagliola; Councilmember Allison Heyward

City Staff: City Manager Dr. Mark Browne; Assistant City Manager Brian James; Assistant City Manager Charles Kelm; City Attorney Daniel Santee; City Secretary Brenda Dennis; Assistant to the City Manager Sarah Gonzalez; EDC Executive Director Adrian Perez

Attendees: Roy Davis, Mary Anne Davis

Call to Order – City Council Special Session

Mayor Gutierrez called the regular meeting to order at 8:58 a.m.

Call to Order (General Comments)

Mayor Gutierrez provided opening comments regarding the retreat goals for today.

Discussion and action

1. Discussion and Team Building Retreat with the theme of "The Work of Leaders" by facilitators Roy and Mary Anne Davis, Davis Solutions, and policy discussion of issues important to City Council. (M. Browne)

Facilitators Roy and Mary Anne Davis with Davis Solutions provided Mayor, Council and Executive Staff members with their Work of Leaders "Everything DISC" profile document. The following outline items were discussed:

- Where did Work of Leaders Come from.
- How do we define leadership.

- How does leadership connect to DISC.
- How is this different from other DISC profiles.
- Work of Leaders: Vision, Alignment and Execution
- How is the report personalized to you.
- Your Dot Tells a Story - Your DISC Style and Dot.
- Your DISC Priorities and Shading - Shading expands the story.
- Eight words around the Everything DISC map are called priorities: Pioneering, Energizing, Affirming, Inclusive, Humble, Deliberate, Resolute, Commanding
- Discussions on each attendees shading areas - why these are important.
- Overview of the DISC Styles - Members present discussed and reviewed the following:
 - Discussions on each attendees style and how they relate to vision, alignment, and execution
 - How the process works
 - What do we mean by Vision (Leaders at all levels help craft the Vision)
 - Vision - Exploration, how exploration drives vision
 - Remaining open and prioritizing the big picture
 - Vision, testing assumptions
- Alignment - What do we mean by alignment - why alignment is important - alignment is for leaders at all levels - how clarity drives alignment - How inspiration drives alignment - Alignment dialogue between the members present.
- Execution
 - What do you mean by Execution.
 - Execution is important because: It propels the development of concrete strategies, It makes the vision actionable, it gives people a sense of achievement, it fulfills the promise of the vision.
 - Execution is for Leaders at all levels.
 - How momentum drives Execution.
 - Execution Structure - Providing a Plan
 - How structure Drives Execution
- General Discussion regarding 1 to 5 year priorities
 - Update Comp Plan - primarily in Southern Schertz
 - Update the UDC
 - Schertz at build-out
- General Discussion 5 to 10 Year and beyond
 - Roadway Expansion - Funding (FM 3009), other road expansions/repairs

- City Facilities (New City Hall, Public Safety Facility, next Fire Station)
- Overall infrastructure - CIP and water wastewater master plan

Adjournment

Mayor Gutierrez adjourned the Special meeting at 3:31 p.m.

Ralph Gutierrez, Mayor

ATTEST:

Brenda Dennis, City Secretary