

DRAFT

MINUTES REGULAR MEETING June 20, 2023

A Regular Meeting was held by the Schertz City Council of the City of Schertz, Texas, on June 20, 2023, at 6:00 p.m. in the Hal Baldwin Municipal Complex Council Chambers, 1400 Schertz Parkway, Building #4, Schertz, Texas. The following members present to-wit:

Present: Mayor Ralph Gutierrez; Mayor Pro-Tem Tim Brown; Councilmember Mark Davis; Councilmember Michelle Watson; Councilmember Jill Whittaker; Councilmember Michael Dahle; Councilmember David Scagliola; Councilmember Allison Heyward

Staff present: City Manager Steve Williams; Deputy City Manager Brian James; Assistant City Manager Sarah Gonzalez; City Attorney Daniel Santee; Deputy City Secretary Sheree Courney

Call to Order

Mayor Gutierrez called the meeting to order at 6:00 p.m.

Opening Prayer and Pledges of Allegiance to the Flags of the United States and State of Texas. (Mayor Pro-Tem Brown)

Mayor Gutierrez recognized Mayor Pro-Tem Brown who provided the opening prayer and the Pledges of Allegiance to the Flags of the United States and the State of Texas.

Proclamations

- National Park and Recreation Month-July 2023

Councilmember Davis presented the National Parks and Recreation Month - July 2023 Proclamation to Lauren Shrum, Director of Parks and Recreation, and members of the Schertz Parks and Recreation team.

Presentations

- Presentation of 2023 TAMI Awards (S. Gonzalez/L. Klepper/D. Christensen)

Mayor Gutierrez recognized Public Affairs Director Linda Klepper, Communications Manager Devin Christensen, and Marketing and Communications Specialist Caanon Gibbons. Ms. Christensen stated that the City of Schertz Public Affairs Department submitted 5 entries for the 2023 TAMIO Awards for which they were selected from 547 entries as finalists in two of the categories. They received the Award of Honor, 3rd place, for the Schertz Magazine, and a TAMI Award, 1st place, for their Schertz Fire Rescue Recruitment Flyer.

City Events and Announcements

- Announcements of upcoming City Events (B. James/S. Gonzalez)
Mayor Gutierrez recognized Deputy City Manager Brian James who provided the following:

Saturday, June 24

Float & Flick in the Park - "Hotel Transylvania 3"

7:00 p.m. - 9:00 p.m.

Pickrell Park Pool

Friday, June 30

Project Flagline

7:30 a.m. - 9:30 a.m.

Schertz Parkway

*Each year over 4,000 flags are placed along Schertz Parkway - Register to volunteer on Schertz.com>4th of July Jubilee>Volunteer Opportunities

Monday, July 3

City Offices Closed in observance of Independence Day

Tuesday, July 4

City Offices Closed in observance of Independence Day

4th of July Jubilee

Let Freedom Run 5K

Starts promptly at 9:15 a.m.

Don your best patriotic gear and run along the Jubilee parade route prior to the parade. 2023 marks the 11th race in Schertz. Register for the race on Schertz.com

Parade

Begins at 9:30 a.m.

*In a time-honored tradition, individuals and non-profit groups are welcome to join the City of Schertz for a Patriotic parade through downtown Schertz.

Kids Carnival

Opens at 11:00 a.m.

Thulemeyer Park

Float and Fireworks

6:00 p.m. - 10:00 p.m.

Live Music

Begins at 6:00 p.m.

Groove Knight will be providing Live Music

Pickrell Park

Fireworks Show (Sponsored by HEB)

Begins at approximately 9:15 p.m.

Pickrell Park

Thursday, July 6

Project Flagline Take-Down

7:30 a.m. - 9:30 a.m.

Schertz Parkway

Help remove the flags! Register to volunteer at Schertz.com>4th of July Jubilee>Volunteer Opportunities

Saturday, July 8

Nature Discovery Series - Discover Clues and Traces

Crescent Bend Nature Park

10:00 a.m. - 12:00 p.m.

Tuesday, July 11

Next Regular City Council Meeting

Council Chambers

6:00 p.m.

- Announcements and recognitions by the City Manager (S. Williams)

Mayor Gutierrez recognized City Manager Steve Williams who provided the following:

Junior Fire Academy

Graduation was held on Friday, June 9th. 15 junior high and 17 high school kids participated in the academy. They learned about Hazmat response, rope rescues, fire streams, vehicle extrication, fire prevention, pumping operations, thermal imaging, fire extinguisher training, and fire chemistry 101.

Recognition of Staff Promotions

Benjamin Potts was promoted from EMS Paramedic to EMS Field Training Officer

Ryan Wilson was promoted from EMS Field Training Officer to Lieutenant.

Michael Corner was promoted from EMT (PT) to EMS Paramedic (PT).

Rodolfo Rosales was promoted from Assistant Utility Billing Manager to Utility Billing Manager.

TML Legislative Update

Attended by Senior City Staff members. Discussion regarding the bills that had been passed by both the Texas House of Representatives and Texas Senate, bills that will be presented in Special Session, and bills vetoed by the governor. Mr. Williams stated that Linda Klepper, Public Affairs Director, has been designated as the legislative point person.

- Announcements and recognitions by the Mayor (R. Gutierrez)
Mayor Gutierrez congratulated the employees who had been promoted.

Hearing of Residents

This time is set aside for any person who wishes to address the City Council. Each person should fill out the speaker's register prior to the meeting. Presentations should be limited to no more than 3 minutes.

All remarks shall be addressed to the Council as a body, and not to any individual member thereof. Any person making personal, impertinent, or slanderous remarks while addressing the Council may be requested to leave the meeting.

Mayor Pro-Tem Brown recognized the following residents:

- Daniel Jameson, 1048 Richmond Drive, who commended Public Works staff for mowing the easements in the neighborhood stating it is difficult for the senior citizens in that area to maintain the property.
- Maggie Titterington, 1730 Schertz Parkway, provided the following Chamber updates:
 - The Chamber celebrates 18 years of being a Chamber of Commerce on June 21, 2023. Originally established in 1974 as the Schertz Business Club. In 2005, when The Chamber was established there were 29 members, today there are over 600.
 - Working on a visitors guide with Schertz Public Affairs team.
 - Friday, June 30, 2023 - hosting Summer Smoothie Celebration from 7:30 a.m. - 9:00 a.m. sponsored by Tropical Smoothie Cafe.
 - Five or six ribbon cuttings coming up. Notifications have been sent to Council.
- Richard Maus, 3434 Wimbledon Drive, spoke in opposition of the Villas at Bluebonnet based on citations within the UDC.

Consent Agenda Items

The Consent Agenda is considered self-explanatory and will be enacted by the Council with one motion. There will be no separate discussion of these items unless they are removed from the Consent Agenda upon the request of the Mayor or a Councilmember.

1. **Minutes** - Consideration and/or action regarding the approval of the regular meeting minutes of June 6, 2023. (S.Edmondson/S.Courney)
2. **Resignations For Boards/Commissions/Committees** (S.Edmondson)
 - Accept resignation of Mr. Ken Bauer from the Library Advisory Board of Directors.
3. **Ordinance 23-T-12** - Consideration and/or action by the City Council of the City of Schertz, Texas, approving an ordinance authorizing adjustments to the FY 2022-23 Budget, and other matters in connection therewith. *Final Reading* (S. Gonzalez/J. Walters)
4. **Resolution 23-R-53** - Consideration and/or action by the City Council of the City of Schertz, Texas, approving a resolution authorizing the City Manager to enter into an Interlocal Agreement with the City of Cibolo for the sharing of services and financial obligation in the hiring of a Crime Victim Liaison to provide support and assistance needed for victims of crimes beyond the reasonable capabilities and resources that law enforcement may possess. (J.Lowery)
5. **Resolution 23-R-50** - Consideration and/or action by the City Council of the City of Schertz, Texas, approving a resolution authorizing the City Manager to enter into an agreement with Texas State Library and Archives Commission relating to the reimbursement of expenses incurred through the lending of Schertz Public Library materials to other libraries (S. Gonzalez/M. Uhlhorn)

6. **Resolution 23-R-49** - Consideration and/or action by the City Council of the City of Schertz, Texas, approving a resolution authorizing the revised bylaws of the Schertz Library Advisory Board, and other matters in connection therewith. (S. Gonzalez/M. Uhlhorn)
7. **Resolution 23-R-54** - Consideration and/or action by the City Council of the City of Schertz, Texas, approving a resolution authorizing EMS debt revenue adjustments, Utility Billing debt revenue adjustments and Schertz Magazine debt revenue adjustments. (S.Gonzalez/J.Walters)
8. **Ordinance 23-S-12** - Consideration and/or action by the City Council of the City of Schertz, Texas, approving an ordinance authorizing a Specific Use Permit to allow a convenience store with gas pumps on approximately 4.2 acres of land, located at the intersection of North Graytown Road & IH 10, address: 11185 IH 10 E, City of Schertz, Bexar County, Texas, property ID: 619232. *Final Reading* (B. James, L. Wood, S. Haas)

Mayor Gutierrez asked for a motion to approve Consent Agenda Items #1-8.

Moved by Mayor Pro-Tem Tim Brown, seconded by Councilmember Michelle Watson

AYE: Mayor Pro-Tem Tim Brown, Councilmember Mark Davis, Councilmember Michelle Watson, Councilmember Jill Whittaker, Councilmember Michael Dahle, Councilmember David Scagliola, Councilmember Allison Heyward

Passed

Discussion and Action Items

9. **Resolution 23-R-51** - Consideration and/or action by the City Council of the City of Schertz, Texas, approving a resolution nominating a candidate to fill the vacancy on the Comal Appraisal District Board of Directors. (S.Williams)

Mayor Gutierrez recognized City Manager Steve Williams who provided clarification regarding the nomination process for the Comal Appraisal District Board of Directors. Mayor Gutierrez then asked if there were any nominations from Council. There were no nominations, therefore, no action was required for Resolution 23-R-51.

10. **Resolution 23-R-52** - Consideration and/or action by the City Council of the City of Schertz, Texas, approving a resolution authorizing the City Manager to enter into an agreement with Public Sector Personnel Consultants (PSPC) to conduct a Classification and Compensation Study. (S. Gonzalez/J. Kurz)

Mayor Gutierrez recognized City Manager Steve Williams who reminded Council of the priorities he identified at the pre-budget workshop held on March 28, 2023. The number one budget priority for the upcoming budget year being compensation. The City struggles with this issue on a daily basis as evidenced by the high vacancy rates and extremely high turnover rates. Mr. Williams added that the study would take approximately 120 days to complete, but they were shooting for a January 1, 2024, implementation date. There will also be an ECI adjustment effective October 1, 2023, to keep up with inflation. He stated this is a well-thought-out plan to ensure we do our due diligence and make sure we are competitive in the market. He reiterated the necessity to establish and maintain a competitive position in the market. He then turned the discussion over to HR Director Jessica Kurz who provided the

process from request for proposals, review of the proposals, and interviews with the three companies who responded. After the interview, the committee unanimously chose to go with Public Sector Personnel Consultants (PSPC). Criteria used in the selection process included qualifications and experience, company operational information, costs, reputation, capability, resources, project design and strategy.

Mayor Gutierrez opened the floor to Council for discussion.

Several councilmembers expressed concern with waiting for a compensation study to be completed before making necessary adjustments. There is great concern with the current inability to fill vacant positions as well as the high turnover rate. Ms. Kurz responded that the study will be looking at other things in addition to the rate of pay such as a benefit review, incentive pay, certification pay, career progression plan, pathway for employees to grow within the City, etc.

Council reiterated their concern with waiting for the completion of the study before starting to address the base compensation issue. They are largely supportive of doing the study with the caveat that the City had to address issues brought to light by the contractor.

Mayor Gutierrez asked for a motion to approve Resolution 23-R-52.

Moved by Councilmember Allison Heyward, seconded by Councilmember Jill Whittaker

AYE: Mayor Pro-Tem Tim Brown, Councilmember Mark Davis, Councilmember Michelle Watson, Councilmember Jill Whittaker, Councilmember Michael Dahle, Councilmember David Scagliola, Councilmember Allison Heyward

Passed

Workshop

11. Discussion on the City Council Electronic Voting System (R.Gutierrez)

Mayor Gutierrez opened the floor to Councilmember Scagliola who requested the workshop. He views this issue from a standpoint of transparency, being obvious and consistent. Does not like the electronic voting system. Believes a verbal response is necessary, adds a strength of conviction without ambiguity. City Charter Rules and Procedures for accepting votes shall be by a roll call and the ayes and nays shall be recorded in the minutes. Councilmember Scagliola stated that his interpretation of a roll call includes having individuals of the council be called and verbally that individual will announce their vote which will be recorded in the minutes. He requests a return to the roll call vote as specified in the Charter.

Mayor Pro-Tem Brown supports open discussion and does not see that the electronic voting system limits it. Calling for the vote whether verbal or electronic provides Council with a platform for casting their votes. Use of the electronic system makes it easier for the City Secretary to ensure the accuracy of the vote in the minutes.

Councilmember Whittaker supports the use of the electronic voting system to eliminate the issue of influencing the vote based on the order in which they votes are cast. Everyone votes at the same time. Believes it's more transparent.

Mayor Gutierrez added that the electronic vote provides the ability to see how each Councilmember voted on YouTube. Freeze-frame on YouTube provides greater transparency. Also speeds up the meeting by eliminating the need for Roll Call Confirmation for each item.

Mayor Gutierrez asked City Attorney Dan Santee to confirm whether the electronic voting system constitutes official roll call voting. Mr. Santee indicated he could research the issue if Council wanted him to do so. If it is a Charter provision then Council must follow it to the letter. Mayor Gutierrez requested a review of the Charter and the Rules and Procedures regarding the process for roll call and make adjustments at that time. Mr. Santee stated that it was also important to see if there is anything that definitively states whether you can do roll call electronically.

No adjustments were made pending further clarification.

Information available in City Council Packets - NO DISCUSSION TO OCCUR

12. Master Calendar has been updated to reflect City Council Meetings on the first and third Tuesdays of the month in accordance with the approval of Ordinance 23-M-11. Additional meetings were added due to cancelations necessitated by holidays and special events such as National Night Out and the General Election.

Requests and Announcements

- Requests by Mayor and Councilmembers for updates or information from Staff
- Requests by Mayor and Councilmembers that items or presentations be placed on a future City Council agenda
 - Councilmember Scagliola requested a discussion and possible action on the Charter Committee selection process prior to the November election.
 - Councilmember Whittaker requested a workshop on compensation and requests for targeted departments prior to the pre-budget meeting.
 - Councilmember Dahle requested to expand on the workshop related to compensation to include a discussion on policy related to where Schertz wants to be on the pay scale and potential financial ramification costs. Requests this Workshop be on the agenda for July 18, 2023.
- Announcements by Mayor and Councilmembers
- City and Community Events attended and to be attended
 - Councilmember Davis attended the Schertz Housing Authority Board meeting.
 - Councilmember Scagliola attended The Chamber Luncheon.
 - Councilmember Heyward attended The Chamber Luncheon and the Legislative Update Workshop.
- City Council Committee and Liaison Assignments (see assignments below)
- Continuing Education Events attended and to be attended
- Recognition of actions by City Employees
- Recognition of actions by Community Volunteers

Adjournment

Mayor Gutierrez adjourned the meeting at 7:31 p.m.

Ralph Gutierrez, Mayor

ATTEST:

Sheila Edmondson, City Secretary