



City of Farmers Branch

Farmers Branch City Hall
13000 Wm Dodson Pkwy
Farmers Branch, Texas
75234

Meeting Minutes

City Council

Monday, August 29, 2016

2:00 PM

Fire Station Administration
13333 Hutton Drive
Farmers Branch, Texas 75234

Special Called Meeting

- Presiding:** 1 - Mayor Bob Phelps
- Present:** 5 - Mayor Pro Tem Harold Froehlich, Deputy Mayor Pro Tem Ana Reyes, Council Member John Norwood, Council Member Terry Lynne, Council Member Mike Bomgardner (arrived at 2:22 p.m.)
- Staff:** - Charles Cox City Manager, John Land Deputy City Manager, Amy Piukana City Secretary, Pete Smith City Attorney, Community Services Director Andy Gillies, Human Resource Director Brian Beasley, Police Chief Sid Fuller, Deputy Police Chief David Hale

A. **CALL TO ORDER**

Mayor Phelps called the meeting to order at 2:02 p.m.

B. **AGEND ITEMS**

- B.1 [16-236](#) **Consider authorizing the City Manager to take the necessary action to implement a recent compensation study recommendation to move Police and Fire sworn employee salaries to median of cities surveyed effective September 1, 2016; and take appropriate action.**

City Manager Charles Cox briefed City Council regarding this item. Mr. Cox explained at the August 9, 2016 City Council Budget Workshop meeting, Council directed the City Manager to move forward with a compensation plan that would allow the Police and Fire sworn employees to be brought up to median salary ranges effective September 1, 2016, with the remainder of the compensation study implementation on October 1, 2016.

Council Member Norwood made a motion to authorize the City Manager take the necessary action to implement a recent compensation study recommendation to move

Police and Fire sworn employee salaries to median of cities surveyed effective September 1, 2016. Motion seconded by Mayor Pro Tem Reyes. Motion prevailed by the following vote:

Aye: 5 - Mayor Pro Tem Froehlich, Deputy Mayor Pro Tem Reyes, Council Member Norwood, Council Member Bomgardner, Council Member Lynne

B.2 [16-237](#) Discuss the City Manager's balanced budget and organizational funding requests related to the adoption of the Farmers Branch 2016-17 fiscal year budget.

Farmers Branch resident Clare Connally who resides at 3612 Courtdale Drive, spoke urging City Council to keep the marketing position in the budget, noting a recent Consultant also recommended adding a new marketing position to assist with promoting Farmers Branch and the Historical Park.

Council Member Norwood asked if the Parks and Recreation Board or Historical Preservation and Restoration Board supports seeing a flat tax rate, noting a tax reduction might eliminate a new marketing person. Ms. Connally explained she is Chair of Historical Preservation and Restoration Board and cannot speak on behalf of the Parks and Recreation Board, noting she agrees with the consultants findings to add a new marketing position.

City Manager Charles Cox passed out statistical information including a position summary list, chart statistics of Non-Public Safety and Public Safety list of full time employees. Mr. Cox also provided a list of outsourced services noting the Landfill Operations, Library and 911 Dispatcher positions are all outsourced services the City currently receives. Mr. Cox explained the Police Department staffing levels are based on community safety and response times. He further stated City Council projects have prioritized some of the staffing levels which includes the number of Code Enforcement Officers.

Mr. Cox noted he has considered contracting with Dr. Eric Fritsch, Ph.D., Chair Department of Criminal Justice of University of North Texas who can review and provide staffing analysis for the Police Department. He noted many other cities have used this consultant and recommended his services. He further explained this analysis would allow review of current and future staffing levels including recommendations.

Council Member Lynne suggested looking at future needs and efficiencies, noting the West Side may affect staffing levels as more plan review and permitting will be necessary. Council Member Lynne explained, in his opinion, priorities are not set strictly by City Council, but by the tax payers they serve.

Mayor Phelps replied, stating in his opinion, City Staff is responsive to citizens needs at its current state.

Deputy Mayor Pro Tem Reyes explained Farmers Branch exhibits high customer service standards, and she recommended having a customer service representative at the main entrance reception desk at City Hall during business hours to assist with resident needs.

Mayor Pro Tem Froehlich asked what the cost would be to hire this consultant. Mr. Cox replied the cost would be approximately \$20,000, noting this includes a detailed analysis with present and future Police staffing recommendations.

Council Member Bomgardner explained the City has 50% more Police Officers than neighboring cities, noting a review would allow for better analysis.

Deputy Mayor Pro Tem Reyes stated she welcomes the study and review of the current Police Department. Mr. Cox noted the City is setup with six (6) different Beats which are designated areas for Police patrol. Chief Fuller noted the Beats are designed and split based on calls for service and response times.

Mayor Phelps noted the City has a higher daytime population which may require a higher Police presence. Deputy City Manager John Land explained the City is located around Highway 635, Interstate 35 and President George Bush tollway, noting most crimes are not committed by Farmers Branch residents.

Council Member Norwood stated he supports the study noting the recommendations would allow for review of management structure and ensure proper staffing levels. Council Member Norwood explained with future development of the West Side, the City should plan ahead for proper staffing needs.

Mayor Pro Tem Froehlich asked if the study has been included in the proposed budget. Mr. Cox confirmed it has been added as a line item.

Mayor Pro Tem Froehlich suggested the two proposed positions could be delayed for 90 days to allow a mid-year budget adjustment.

Andy Gillies, Director of Community Services spoke noting with future development of the west side, plan reviews will increase, and additional personnel may be necessary. He further stated that at this time one administrative assistant position has been requested for the Community Services Department.

Mayor Pro Tem Froehlich asked if payment has been issued through the Economic Development (EDC) Fund. Deputy City Manager John Land explained the City paid a quarter of a million to Monitronics using EDC funds. Mr. Land noted the City utilizes rebates to offset costs.

Council Member Norwood suggested moving forward and hiring someone within the next 60 days to allow onsite training for the Landfill expansion project.

Council Member Bomgardner noted more creek maintenance needs to be addressed along with infrastructure.

Council Member Lynne suggested identifying areas to reduce the tax rate, noting this is a symbol of giving back to the tax payers. He further stated the School District is proposing a tax increase.

Deputy Mayor Pro Tem Reyes agrees with Council Member Norwood to move forward with the Landfill position. Council Member Bomgardner suggested not reducing the tax rate one penny, noting in his opinion that is a token. He further stated the City would have better return on investment by investing in the City and hiring a marketing person to promote Farmers Branch, noting consultants have already recommended this.

Council Member Norwood asked the City Manager what a one cent reduction would be for an average citizen. Mr. Cox replied that based on the average home value, an average would be approximately \$14's a year with residential, and seniors would see \$7's a year savings. Council Member Norwood explained that the money could be used for future infrastructure such as senior housing developments that benefit the City.

Mayor Pro Tem Froehlich noted with 80% of homes being over 50 years old, the upcoming Bond Election is important. He further stated a tax reduction, in his opinion, would be beneficial.

Resident Pat Edmiston asked when residents are allowed to speak regarding the budget. Mayor Phelps agreed to allow Ms. Edmiston a moment to speak. Mr. Cox explained that a second public hearing is scheduled for September 6, 2016, which allows public input. Ms. Edmiston replied that she will speak at that time.

C. ADJOURNMENT

Council Member Lynne made a motion to adjourn the meeting at 3:47 p.m. Motion seconded by Council Member Norwood. Motion prevailed by the following vote:

Aye: 5 - Mayor Pro Tem Froehlich, Deputy Mayor Pro Tem Reyes, Council Member Norwood, Council Member Bomgardner, Council Member Lynne

The meeting adjourned at 3:47 p.m.

Mayor

ATTEST:

City Secretary