

STATE OF TEXAS

COUNTY OF McCULLOCH

CITY OF BRADY

The City Council of the City of Brady, Texas met in a Work Session Meeting on Tuesday, June 23, 2020 at the City of Brady Municipal Court Building located at 207 S. Elm Street, Brady, Texas with Mayor Tony Groves presiding. Council Members present were Missi Elliston, Rey Garza, Jay May, Jeffrey Sutton and Jane Huffman. City staff present were City Manager Dennis Jobe, Public Works Director Steve Miller, Finance Director Lisa Remini, Community Development Manager Erin Corbell, Police Chief Steve Thomas, Wastewater Superintendent Marty Martin, Fire Chief Lloyd Perrin and City Secretary Tina Keys.

1. CALL TO ORDER, ROLL CALL & CERTIFICATION OF A QUORUM

Mayor Groves called the meeting to order at 4:00 p.m. Council quorum was certified.

2. Discussion Regarding

- A. Non-essential expenses – Dennis Jobe went over list of non-essential expenses that City Staff came up with. He doesn't think Pest Control is something we can do away with. Council Member Huffman said she doesn't think coffee expenses, pest control and mats are non-essential. City Manager Jobe mentioned Bottled Water but Council Member Huffman doesn't think that's not non-essential. Council Member Elliston asked what the TVs are for and Jobe explained. Erin Corbell explained the amounts listed are just for TV service, not telephone service. Council Member Huffman asked if there are any other options such as Hulu. There were discussions regarding slow internet connection speeds. Council Member Huffman said she doesn't think the TV is necessary at City Hall and we can remove the TV at PD and Service Center. Jobe brought up the mats. Council Member Elliston thinks it's important to keep them to help keep facilities clean and safe. City Manager Jobe brought up Employee Appreciation expenses but Council Member Huffman said she thinks that is essential. Council Member Elliston agreed. Lisa Remini said we should see a 1 cent reduction in Electric rates starting with July consumption which will be on August bill. Jobe mentioned a refund from LCRA and Lisa said it would be approximately a \$30 refund per customer, over two months, but it will be based on consumption.

- B. Organization chart / job positions – City Manager Jobe reviewed the Organization Chart. Council Member Elliston asked why mechanic is under finance. Lisa Remini explained it is part of Risk Management and Dorsey helps to manage his time and he helps Dorsey. Jobe said right now, he's looking at having somebody to coordinate repairs and maintenance. Also, in the past, they've expected the mechanic to keep up with heavy duty maintenance. Jobe said he can do some major repairs. The City Manager explained that he is going to put Valerie Gonzalez in charge of making sure everything is taken care of. Jobe said we are doing away with 6 full time positions. We had 5 positions in communications. We are eliminating 4 of those positions. That position will be cross trained in doing grants for PD and cross training with Grant. Chief Thomas explained the dispatchers answer phones and handle lobby walk ins. All civilians are cross trained in something else. The other position to go away is Building Official. That position will be gone. The City Manager handles building inspections. Council Member Huffman asked what savings would be with the elimination of those positions. Lisa Remini said it's net 6 positions, actually did away with 7 positions and added Daniel resulting in a \$343,000 reduction in payroll. Dennis Jobe mentioned that we do have to add 1/3 an SRO officer with BISD paying 2/3. It should be on the July 7th agenda if the City Attorney has answered all the questions. BISD wants the position so quickly, they are willing to carry the position for a few

months. Willie Wade Nuncio will be SRO and we are looking for his replacement. Lisa Remini reminded everyone that the position has not been approved by Council. Council Member Elliston asked if we are talking about bringing on Willie's replacement now so when Willie Wade goes in August, the new guy will be ready. It was confirmed by Lisa and Dennis. Council Member Huffman likes that BISD is recognizing the need for an SRO. It will be brought back to Council in July. Council Member Elliston asked if the Senior Center supervisor should be under Community Services as well. It would make more sense. Dennis agreed and went on to say he has met with all supervisors. Steve Morgan and Lisa Perry were the only ones salaried. All other supervisors were hourly and are being paid over time. All supervisors will be put on salary. Council Members Huffman and Elliston agreed those positions should not be hourly. Council Member Huffman asked, other than fixing this and the 3% cost of living, are there going to be any other requests for raises. Jobe wants to look at some of the PPM guys, the guys out in the field, he's going to look at all of them. Council Member Huffman asked if there are any particular positions that should get raises. Jobe said he will look. Council Member Huffman said she looked closely at last year's figures. She thinks its ridiculous that people in city hall are making \$6 an hour more an hour than the PPM guys. The PPM guys should be making the \$14 we talked about last year. Chief Thomas said we need to use evaluations to make sure employees are meeting or exceeding expectations. City Manager Jobe said we need to look at job descriptions too. Council took a break at 5:00 p.m. and resumed session at 5:13 p.m.

- C. Insurance Costs – City Manager Jobe said we looked at all the costs - medical, dental and vision. We paid \$973 a person for medical per employee, plus vision \$7.82 per person and dental \$20.22. Lisa Remini explained that the price of medical is high because we've had some high claims so our loss ratio is way higher than it needs to be, but those expenses should roll off in the next year and our claims should be able to go down. She said we asked for a proposal, but the company we use can't give us any idea at this point of what our rate might be. Council Member Elliston asked if we are in a contract and Lisa said we have to be in a contract. Medical is one year. We still have 2 years on vision and dental is 3 year. Deductible for PPO is \$1,000 and high deductible option is \$3,000. With a PPO, you have a co-pay. With the high deductible, you do not have a co-pay. Co pay is \$25 - \$50 a visit. Council Member Huffman asked if we could look at a slightly higher deductible and Remini said we have asked him to look at a higher deductible. The average deductible for municipalities our size is \$1,700 but we are going to ask him to price up to \$2,000. We asked him what the deductible needs to be to keep pricing as it is now. He's looking at it. Lisa said vision costs the City \$9,800 per year and dental \$25,000 a year for all employees. Council Member Huffman said she feels like we need to look at all the options. Lisa Remini said only 9 employees met the deductible last year.
- D. Senior Center – Council Member Sutton doesn't understand why we couldn't build a small space for the seniors to eat, possibly combined with fire station, even if it's financed. We should start thinking about that before the roof falls through the senior center and the fire department. Council Member Huffman said it is not simple because of the ADA requirements and the costs of the kitchen. Council Member Elliston said the fire station is really bad. Council Member Sutton asked why are we talking about building anything else when we need the fire station and the senior center. The City could work with the assisted living center to provide services for our seniors. City Manager Jobe said we should have somebody look at our cafeteria and see what it would cost to do the plans. Council Member Huffman said we should ask for very basic – only what would it cost to get it where it needs to be; to find out real numbers. Mayor Groves talked about the importance of putting together a package. Council Member Huffman talked about making the civic center kitchen into a commercial kitchen and using that facility to feed the seniors. Mayor thinks we need to sit down and update the comprehensive plan on what the city is going to do and how we are going to do it. The City Manager is responsible for updating the comprehensive plan. Erin Corbell said in the past we have sent out a

survey to help direct the comprehensive plan. Mayor Groves said there are things that needed to be done that are getting done such as the water and waste water treatment plans. Council Member Sutton asked if we need to have a work session on the comprehensive plan. Jobe explained it goes to Planning and Zoning then will be brought to Council.

Reminder that the next meeting will have a work session, July 10th starting at 10:00 a.m. Then 2:00 p.m. on July 11th

3. Adjournment

There being no further business, the Mayor adjourned the meeting at 6:20 p.m.



Mayor Anthony Groves

Attest: 

Tina Keys, City Secretary