

**Written Minutes for the
Special City Council Meeting
Held on August 23, 2018
6:30 PM
Elmendorf City Hall
8304 FM 327
Elmendorf, Texas 78112**

At any time during the City Council Meeting, the City Council may meet in executive session for consultation concerning attorney-client matters (real estate, litigation, contracts, personnel, and security).

I. City Council will convene for a Special City Council Meeting at the Elmendorf City Hall at 6:30 pm August 23, 2018.

Call to Order

The meeting is called to order at **6:45 PM** by Mayor Gonzales.

Pledge of Allegiance

Roll Call

Mayor	Michael J. Gonzales	Present
Alderman Place 1	Tracy Riojas	Present
Alderman Place 2	R.M. "Andy" Anderson	Present
Alderman Place 3	Hipolito "Polo" Maldonado	Present
Alderman Place 4	Richard B. Rodriguez	Present
Alderman Place 5	Linda Pena Ortiz	Present

Also, present City Administrator Cody Dailey, City Secretary Roxanne De Leon, City Attorney Mike Guevara, Chief Marco Pena, Sergeant David Reyes, Municipal Court Clerk Angie Mojica and Officer Palomo. Invocation by Alderman Hipolito "Polo" Maldonado.

Citizens Participation

No comments.

II. General Business

1. Conduct and discuss a budget workshop for fiscal year 2018 – 2019.

Alderman Anderson asks if the salary increases are already calculated into the proposed budget. City Administrator Cody Dailey confirms that the 3% salary increases that City Council proposed last year are in the budget. Also, included are some new projects and equipment. Alderman Rodriguez would like to go over each line item and then decide on the percentage of the salary increase if Council even decides to have any. Alderman Rodriguez states that after the big increases last year, he feels that the employee salaries should be satisfied for the next three years. Alderman Rodriguez says the citizens are not benefiting from the city's revenue and he would like to see more streets paved. Alderman Riojas comments that her employer gives her an evaluation every year and she expects an increase for a good job performance. There has been a lot of growth over the last four years; with more growth, there is more work. Alderman Riojas states the city employees have done an exceptional job while performing under budget and the citizens do benefit from the city doing well. There is 24-hour police coverage, the City Park has improved, and the city hosts free events to the public; all while trying to keep taxes low. Mayor Gonzales asks what the average cost of living increase is and Mr. Dailey responds 3%.

Alderman Maldonado doesn't understand why Social Security doesn't honor the cost of living increases. Mr. Dailey explains that jobs are a competitive market, while retirees are not in a competitive market. Mr. Dailey gives an example of how they are in competition with San Antonio Water System (SAWS). There has been a water operator position open for two years and it has not been filled due to the city offering less pay than what SAWS offers. The salaries may also determine if current water operators would leave. Alderman Anderson comments they should leave. Mr. Dailey stresses with the new water plant going up, the city would need water operators to keep the water clean. Alderman Ortiz comments that this discussion is the same every year and she feels some councilmembers do not care or value the staff. Alderman Ortiz knows that the staff works hard and would like to at least see them compensated for the cost of living. The City Council is supposed to look out for the betterment of the city but it is the staff that ensures that betterment. The City Council only votes on what to implement, while the staff works hard to ensure the Council's agenda is conducted. Alderman Ortiz would like to see the current staff stay and doesn't want to see Elmendorf become a training ground again. Alderman Ortiz doesn't understand why some councilmembers compare their bad social security increases with city staff raises. Alderman Ortiz points out that the city administrator has been here for over 10 years and the city secretary for 8 years. They value the city and Alderman Ortiz wishes the City Council would value them. Raises and projects such as roads can all be done. Alderman Riojas states that not giving a raise tells the employee that they did not do a good job and Alderman Ortiz concurs stating it is a slap in the face. Alderman Maldonado states it is a blessing that Ms. Riojas works for a good company. Alderman Ortiz states this is a good city. Alderman Maldonado has seen a lot of growth over the past 6 years and says the biggest complaint he got when he campaigned was how much the staff got paid. Reserve Officer Fernando Palomo speaks his opinion and agrees that no salary increase is seen as a slap in the face to an employee. Mr. Dailey explains the duty of a 3rd party consultant who would conduct an interview of all employees and list their job duties and would then provide their market value. Alderman Riojas and Mayor Gonzales are for the 3% increase. Alderman Ortiz states she would like to see more but will agree to the 3%. Aldermen Rodriguez and Anderson are for one and a half percent. Alderman Maldonado is still on the fence.

Police Chief Marco Pena pleads with City Council to consider a higher percentage than one and a half percent as he has good men that might leave if they are not fairly compensated. He pushes them to the limit and they met budget for the first time in the police department's history. They put their lives on the line and go through so much training that will save other people's lives. Mr. Dailey vouches for Chief Pena and for every other employee. Mr. Dailey states that the staff would not work for free but everyone loves the community and hopes to set the city up to where they won't fail in the future. Alderman Maldonado would like to evaluate each employee to better determine their increases. Sergeant Reyes states he has been with the police department since 2009 when the department's uniforms were T-shirts that said "POLICE" and their cars were held together with tape. The department has come a long way and has much improved since then. A first-year reserve police officer was sought out and hired by another department where they now make more than he does and he has been in law enforcement for 34 years. Sergeant Reyes adds that retention is an important part of business and City Council does not have the right attitude by saying an employee can leave if employees don't like their salary. Alderman Rodriguez asks Sergeant Reyes what he makes an hour. Sergeant Reyes responds that he currently makes \$22.00 an hour and that the average salary is \$27.00 - \$32.00 an hour. Alderman Rodriguez said he was an officer for twenty years and was a reserve for Bexar County Sheriff's. Sergeant Reyes says that law enforcement has changed so much just over the last few years. Sergeant Reyes asks what he is worth as an employee and what Reserve Officer Glenn Harlow, who has put over 100 volunteer hours, he is worth to the city. Sergeant Reyes further states that Police Chief Marco Pena did not bring this department where it is at on his own. The officers helped him get there. Mr. Dailey states that there was a big increase last year due to the Council's attempt to bring everyone up to the midpoint of the market value but that was not achieved for every employee. Alderman Maldonado

would like to evaluate the police department individually and Alderman Rodriguez suggests the other departments should be evaluated as well. Mayor Gonzales confirms with City Council that they wish to conduct an evaluation of all city staff.

The City Council adjourns for recess at 9:36 PM.
The City Council reconvenes at 9:40 PM.

The maintenance department proposes to purchase a second zero turn at \$12,000.00. The water department proposes to purchase a second backhoe at \$75,000.00. The police department proposes to purchase another fully equipped vehicle at \$61,133.97. The City Council would like \$40,000.00 of fire hydrant additions with locations to be determined. Alderman Rodriguez would like to see \$200,000.00 worth of roads paved; with his street (10th Street) being first on the list but the majority of City Council would like the amount to be \$100,000.00; with locations to be determined.

III. Adjournment

Alderman Ortiz motions for adjournment of the City Council Meeting. Alderman Riojas seconds, and a vote is called.

Yay	Nay	Abstain
Alderman Riojas		
Alderman Anderson		
Alderman Maldonado		
Alderman Rodriguez		
Alderman Ortiz		

The motion to adjourn the City Council Meeting is passed on a unanimous vote with all four (4) councilmembers in favor.

Special City Council Meeting is adjourned at: **10:11 PM**

The minutes were passed and approved on: September 20, 2018



Mayor Mike Gonzales

Attest:


City Secretary Roxanne De Leon

