

The City Council of the City of Seabrook met in regular session on Tuesday, December 15, 2015 at 7:00 p.m. in Seabrook City Hall, 1700 First Street, Seabrook, Texas to discuss, consider and if appropriate, take action on the items listed below.

THOSE PRESENT WERE:

GLENN ROYAL	MAYOR
ROBERT LLORENTE	COUNCIL PLACE NO. 1
MIKE GIANROSSO	COUNCIL PLACE NO. 2
GARY JOHNSON	MAYOR PRO TEM & COUNCIL PLACE NO. 3
MELISSA BOTKIN	COUNCIL PLACE NO. 4
GLENN ADOVASIO	COUNCIL PLACE NO. 5
O.J. MILLER	COUNCIL PLACE NO. 6
GAYLE COOK	CITY MANAGER
SEAN LANDIS	DEPUTY CITY MANAGER
STEVE WEATHERED	CITY ATTORNEY
ROBIN HICKS	CITY SECRETARY

Mayor Royal called the meeting to order at 7:00 p.m. and led the audience in the United States and Texas Pledge of Allegiance.

1.0 PUBLIC COMMENTS AND ANNOUNCEMENTS

1.1 Mayor, City Council and/or members of the city staff may make announcements about city/community events. (Council)

Councilmember Giangrosso announced that City offices will be closed on December 24, December 25, and January 1. The Harris County Mayors' and Councils' Association will have its December meeting, hosted by the City of Seabrook, on December 16 at the Lakewood Yacht Club.

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2.0 CONSENT AGENDA

- 2.1 Approve on second and final reading proposed Ordinance 2015-22, "Amending Impact Fees for New Construction and Adoption of a Land use Assumptions Map." (Landis)**

AN ORDINANCE AMENDING THE CODE OF THE CITY OF SEABROOK, CHAPTER 85 "TAXATION AND FINANCE", ARTICLE V. "FINANCE", DIVISION 2. "IMPACT FEES", SECTIONS 85-156-85-158, BY AMENDING AND UPDATING IMPACT FEES IN ACCORDANCE WITH STATE LAW; MAKING FINDINGS OF FACT; PROVIDING A PENALTY FOR VIOLATION; REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES INCONSISTENT OR IN CONFLICT HEREWITH; CONTAINING A SEVERABILITY CLAUSE; PROVIDING FOR PUBLICATION AND EFFECTIVE DATE.

- 2.2 Removed from the Consent Agenda by Councilmember Botkin.**

- 2.3 Approve Monthly Public Safety Report for November 2015. (Wright)**

- 2.4 Approve Monthly Building Department Report for November 2015. (Landis)**

- 2.5 Approve an excused absence for Robert Llorente for the December 1, 2015 regular City Council meeting. (Hicks)**

- 2.6 Approve the minutes of the November 17, 2015 regular City Council meeting. (Hicks)**

- 2.7 Approve the minutes of the December 01, 2015 regular City Council meeting. (Hicks)**

END OF CONSENT AGENDA

Motion was made by Councilmember Llorente and seconded by Councilmember Botkin

To approve the Consent Agenda with the exception of Item 2.2.

MOTION CARRIED BY UNANIMOUS CONSENT

2.2 Approve the renewal of the contract with Houston Community Newspapers & Media Group for publication in the Bay Area Citizen as the official newspaper of the City, as required by Resolution 82-20. (Hicks)

Councilmember Botkin asked why the Bay Area Observer was not considered as an option for the official newspaper.

Robin Hicks, City Secretary, explained that the Bay Area Observer was considered; however, at this time, the Observer's circulation is small compared to the Bay Area Citizen. Ms. Hicks will reach out to the Observer over the next year to get a better feel for the paper's circulation potential, will poll citizens to find out what paper they are reading and from where they are getting City legal notice information, and will determine if the Observer should be looked at more closely next year for designation as the official newspaper. In addition, Resolution 82-20 names the Bay Area Citizen as the official newspaper; therefore, Council will be required to pass a new Resolution to change the designation.

Motion was made by Councilmember Miller and seconded by Councilmember Botkin To Approve the renewal of the contract with Houston Community Newspapers & Media Group for publication in the Bay Area Citizen as the official newspaper of the City, as required by Resolution 82-20.

MOTION CARRIED BY UNANIMOUS CONSENT

3.0 NEW BUSINESS

3.1 Receive update on Compensation Study and consider approval of Compensation Study results and any budgetary impacts in the current fiscal year. (Cook/Weatherly)

Gayle Cook, City Manager, introduced Matt Weatherly with Public Sector Personnel, to give a high level summary of the study findings. Mr. Weatherly explained that the study was started in August, and his team looked at as many benchmark jobs as possible with private and public market comparators, including the list of other cities determined by Council to be comparable entities and at Harris County for police positions. Public Sector looked at the impact of modifications to the Seabrook existing pay tables for both civilian and public safety. Each job mid-point salary was assessed using the Economic Research Institute data for the Houston/Galveston area. About 60% of the Seabrook jobs were at least 5% under the mid-point salary in comparison to the surveyed jobs and the market average. Public Sector also took benefits, health insurance contributions, paid time off, incentive pay, and additional duties pay into consideration. Seabrook contributions toward family health insurance is a little above average and very competitive in this area. The recommendation for civilian positions is to keep the current salary structure/pay table, but move positions around on the table. For example, if the mid-point salary in Seabrook is 6, 7, 8% behind the survey/market average, the position

should be moved to a different range on the current salary structure/pay table. If the position moves, the person currently holding the position will receive a pay adjustment to match the structural move. On the Civil Service scale, the recommendation is to remove the first four steps for police officers, so that the new entry rate is more competitive, from \$45,000 to \$50,000. In addition, Public Sector is recommending steps be added to the top of the scale, and positions be moved in the salary structure/pay table to better align with rank and time on the job, including supervisory and command staff. Police detective will be included in the police officer rank. This recommendation prevents paying a brand new officer the same as an officer who has been employed for five, eight years.

Ms. Cook explained that the recommendations from Public Sector are based solely on the numbers that emerged as a result of the study. These numbers have been plugged into the budget model and packages under consideration include allowances for all the moving pieces such as retirements and promotions. Approval of all three recommended packages (civilian, civil service, and managers) would cost \$6,735,000, 75% of which has been approved in the current fiscal year's budget. Moving forward, the projection for 2016-2017 is \$6.8 million, not including STEP increases and any increases in the cost of providing benefits. Because there have been retention issues with public safety, staff recommends approval of at least the full civil service package, and because a stabilization fund has been approved by Council and put into place and the City has funds in reserve, approval of all three packages will not have a negative future impact.

Council discussion ensued regarding the possible impact of the Highway 146 expansion project and the anticipated loss of revenue while businesses relocate; the percentage that some jobs are under the market average, ranging from 2.5% to 16%; retaining highly certified individuals in all areas; remaining competitive in the market; how critical each package is; and understanding the full impact of approving all three packages. Council reiterated that staff deserves the increases in pay and that they want to recruit and retain well qualified individuals. Council asked for a workshop session to take a look at the finances and the full impact of approving all three packages.

Ms. Cook stated that the approval of the package for police would result in a full impact of \$146,000 for 2016. The last time police had a compensation study completed was 2007. Dispatchers and animal control are included in the civilian package, not the civil service package. If Council holds a workshop in January, any salary changes that occur, based on the packages approved at the workshop, will be retroactive back to January 1.

Motion was made by Councilmember Miller and seconded by Councilmember Botkin

To approve the portion of the civil service full package that applies to the police department, effective January 1, 2016, and to look at all other numbers at a workshop on January 5, 2016 at 5:00 p.m.

MOTION CARRIED BY UNANIMOUS CONSENT

4.0 ROUTINE BUSINESS

4.1 Approve the Action Items Checklist which is attached and made a part of this agenda. (Council)

Highway 146 – Gayle Cook, City Manager, explained that several staff members attended a TXDOT meeting today regarding this project, and asked point blank questions about the details of the project. Acquisition packages will be sent to property owners in January on both the east and west sides. TXDOT approved providers will go onsite, take inventory and start taking pictures. If businesses do not use a TXDOT approved provider, they will not be reimbursed. TXDOT will be conducting all negotiations. At this time, TXDOT does not have a plan if Union Pacific does not reach a settlement, and the businesses are brought down to slap. TXDOT stated in the meeting that they would go back and start over with the schematic. Mayor Royal stated that he has heard from TXDOT that they are committed to the project, but that it is very complex with some of the underlying fee ownership information going back to the 1820's. The appraisals are due in May 2016, and construction will begin in the summer of 2018, with about a three year construction time frame.

Strategic plan – Ms. Cook stated there are no new updates at this time.

Project updates – Ms. Cook stated the Fiber Optics project is progressing, and moving faster than expected, at about 80% completed. Pictures of the new truck construction/assembly progress from the Fire Department will be forwarded to Council as soon as the City Manager has them. Bids will be opened on Thursday, December 17, and staff is hoping to get at least seven bids. Staff continues to work on CIP projects and the City Manager will keep Council updated in Friday emails.

Motion was made by Councilmember Giangrosso and seconded by Councilmember Johnson

To approve the Action Items Checklist.

MOTION CARRIED BY UNANIMOUS CONSENT

4.2 Establish future meeting dates and agenda items. (Council)

Council is on the regular schedule for Council meetings, and pursuant to the earlier conversation on the Compensation Study, Council will meet for a workshop on January 5 at 5:00pm.

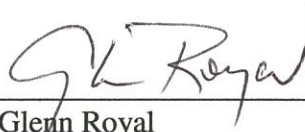
226 Upon motion duly made and seconded, Mayor Royal adjourned the meeting at 8:17 p.m.

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228 Approved this 19th day of January 2016.

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237 Robin Hicks, TRMC
238 City Secretary





Glenn Royal
Mayor