



**MINUTES
WATAUGA CITY COUNCIL
REGULAR MEETING
CITY HALL COUNCIL CHAMBER,
7105 WHITLEY ROAD
DECEMBER 12, 2022
6:30 PM**

CALL TO ORDER

Mayor Arthur L. Miner called the meeting to order at 7:02 p.m. He apologized for the time change.

ROLL CALL

The meeting convened with the following members present:

Arthur L. Miner
Lovie Downey

Pat Shelbourne
Tom Snyder
Andrew Neal
Malissa Minucci
Mark Taylor Jan
Hill

and
Joshua Jones
Linda Proskey
Sandra Gibson
Lana Ewell Julie
Rodriguez
Timothy Hamilton

Mayor
Mayor Pro Tem/Council Member Place 3
Absent with notice)
Council Member Place 1
Council Member Place 2
Council Member Place 4
Council Member Place 5
Council Member Place 6
Council Member Place 7

City Manager
City Secretary
Director of Finance Director
of Library Services HR/Civil
Service Director
Parks and Community Services Director

INVOCATION

Pastor Dennis Hester, First Baptist Church of Watauga and Police Chaplin, provided the invocation.

PLEDGE OF ALLEGIANCE

Mayor Miner led the pledge to the flags.

ANNOUNCEMENTS

PRESENTATIONS

- 1. Presentation of Service Awards for City of Watauga employees celebrating a Milestone Anniversary during the month of December.**

Joshua Jones, City Manager, gave out the employee service awards to Aaron Kaut for 10 years and Kacee Honardar for 10 years.

- 2. Recognition of the Fire Department's Achievement of Excellence in Fire Prevention 2022 - Platinum award.**

Gary Cochran Fire Chief of Sanson Park and is on the achievement award committee of the Texas State Fire Marshall presented the platinum award to Chief Fannan. Only 3 cities in the state have this.

Mayor Miner presented Chief Fannan with a Certificate of Appreciation.

- 3. Presentation on The Tree of North Texas**

Brandon Board, CEO of The Tree of North Texas gave a presentation on the non-profit to grow the awareness of the service that they provide for students in the area.

- 4. Presentation by Health Occupations Students of America (HOSA) on their program DASH CARD**

Students from HOSA spoke about the non-profit whose mission is to address health disparities through community initiatives and education.

PUBLIC COMMENT

Dwayne Letart, 7101 Whitley Road, spoke about the policy changes, and compensation for officers.

Marshall McGee, 7101 Whitley Road, with the Police Association, spoke about policy changes and compensation for the police officers.

PUBLIC TESTIMONY FOR ACTION ITEMS

No Requests for public testimony were received.

CONSENT AGENDA

Mayor Miner read the following consent addenda items:

- 1. Consider action approving a resolution of the City Council of the City of Watauga, Texas adopting Written Investment Policies Standards Governing the City's Investment Practices; Adopting Authorized Broker/Dealers list for the City of Watauga; repealing conflicting resolutions; and providing an effective date.**
- 2. Consider action to approve a resolution amending the Comprehensive Financial Management Policy Statements.**

3. Consider action to declare the items shown on the 2022 Master Auction List as surplus personal property assets of the city approved for sale or disposition.
4. Consider action to approve the second renewal of the agreement for collection services with McCreary, Veselka, Bragg & Allen, P.C.
5. Consider approval of the minutes for the September 12 and September 26, 2022, regular council meetings.
6. Consider Action to approve the minutes from October 10, 2022, Regular Council Meeting.
7. Consider action to approve the purchase of a 200kW Diesel Driven-Aksa Generator with LJ Power, for the Watauga Public Works Department utilizing BuyBoard contract #657-21 and ARPA Grant funds.
8. Consider action to approve the Monthly Financial Report for the period ending October 31, 2022.
9. Consider action to adopt a resolution by the City Council to the City of Watauga, Texas amending the following policies: 4.01 Performance Evaluations; 4.06 Tuition Reimbursement; 6.02 Overtime and Compensatory Time; 6.04 Classification and Compensation; 6.07 Longevity; 7.06 Tool Allowance; 7.07 Telecommuting; 8.01 Holiday; 8.02 Vacation Leave; 8.03 Sick Leave City of Watauga Policy Manual; providing for repeal; providing for severability; providing an effective date.
10. Approval of resolution setting the City Observed Holiday Dates for the 2023 Calendar Year.

Councilmember Snyder pulled item #9 from the consent agenda and moved to action item #1.

Mayor Miner called for a Motion. Councilmember Snyder made a motion to remove item number 9 and accept the remaining items on the consent agenda. Councilmember Hill seconded the motion. Mayor Miner called for a vote.

Motion carried 6-0-0-1.

Ayes, Shelbourne, Snyder, Neal, Minucci, Taylor, Hill

Nays: None

Abstain: None

Absent: Downey

ACTION ITEMS

1. Consider action to adopt a resolution by the City Council to the City of Watauga, Texas amending the following policies: 4.01 Performance Evaluations; 4.06 Tuition Reimbursement; 6.02 Overtime and Compensatory Time; 6.04 Classification and

Compensation; 6.07 Longevity; 7.06 Tool Allowance; 7.07 Telecommuting; 8.01 Holiday; 8.02 Vacation Leave; 8.03 Sick Leave City of Watauga Policy Manual; providing for repeal; providing for severability; providing an effective date. (Was consent item #)

Mayor Miner asked Councilmember Snyder if there were one particular policy he would like to discuss.

Councilmember Snyder said his main thing is the unfunded accounts, so there isn't just one.

Councilmember Taylor asked for each item to be presented again and wanted to know if each item could be voted on individually. Also, what is the urgency to getting this done tonight instead of postponing.

David Bergman, City Attorney, said they could be voted on specific policies as long as the motions are clear.

Juliet Rodriguez, Human Resource Director, reviewed each item and the changes.

Councilmember Shelbourne motioned that the item be tabled to another council meeting or workshop.

Mayor Miner discussed the direction that was given to the City Manager.

Councilmember Shelbourne withdrew his motion to table the item.

Mayor Miner said they would take each item individually and discuss it.

Councilmember Taylor made a motion to approve performance evaluation 4.01. Councilmember Snyder seconded the motion.

Mayor Miner called for a vote.

Motion carried 6-0-0-0.

Ayes, Shelbourne, Snyder, Neal, Minucci, Taylor, Hill

Nays: None

Abstain: None

Absent: Downey

Juliet Rodriguez went over 4.06 Tuition Reimbursement policy changes.

Councilmember Hill made a motion to approve 4.06. Councilmember Neal seconded the motion.

Councilmember Taylor asked for clarification on the per-hour rate.

Councilmember Snyder asked how many classes at that rate would that cover.

Juliet Rodriguez said it would cover about two classes and that it is not paying all the tuition; it is only assistance. Five people use the program, and the amount is budgeted for the year.

Councilmember Snyder said he would like the rate raised.

Mayor Miner asked for a vote since there was a motion.

Councilmember Hill said she withdrew her motion.

David Berman, City Attorney, replied that the motion had been seconded and, therefore, could not be withdrawn; it must be voted on. Then a motion to table can be made.

Mayor Miner Called for a vote.

Motion failed 1-5-0-1.

Ayes, Neal

Nays: Shelbourne, Snyder, Minucci, Taylor, Hill

Abstain: None

Absent: Downey

Councilmember Hill made a motion to postpone until tuition rates and hours wanted.
Councilmember Snyder seconded the motion.

Mayor Miner called for a vote.

Motion carried 6-0-0-1.

Ayes, Neal, Shelbourne, Snyder, Minucci, Taylor, Hill

Nays: None

Abstain: None

Absent: Downey

Juliet Rodriguez went over 6.02 Overtime and Compensatory Time. Current policy for overtime and Compensatory time thresholds are 240 general 480 civil service proposing a maximum of 80 hours for both general and civil service employees. Also included in the policy is to buy down compensatory time.

Councilmember Hill asked if they had met the compensatory time limit and will they be paid our overtime at time and half.

Councilmember Snyder had questions about the cap going from 480 to 80.

Joshua Jones, City Manager, addressed the reasoning behind the changes.

Councilmember Taylor made a motion to approve personnel policy 6.02. Councilmember Hill seconded the motion.

Mayor Miner called for a vote.

Motion carried 5-1-0-1.

Ayes, Neal, Shelbourne, Minucci, Taylor, Hill

Nays: Snyder

Abstain: None

Absent: Downey

Juliet Rodriguez went over the 6.04 Classification and compensation plan. This changes the employee evaluations due at their anniversary and by rating scale to annual evaluations due by March 1 and pay increases based on merit. Rating scale with merit 1-3% allowed depending on the evaluation.

Councilmember Taylor made a motion to approve 6.04. Councilmember Snyder seconded that motion.

Mayor Miner called for a vote.

Motion carried 5-1-0-1.

Ayes, Neal, Snyder, Shelbourne, Minucci, Taylor
Nays: Hill
Abstain: None
Absent: Downey

Juliet Rodriguez went over 6.05 longevity pay. They propose that employees be paid longevity at 12.00 per month and part-time at 6.00 per month with a maximum of 25 years.

Councilmember Minucci asked about the 25-year maximum and would like to see it removed.

Councilmember Hill made a motion to approve 6.07 with the amendment to remove the 25-year maximum. Councilmember Snyder seconded the motion.

Councilmember Neal asked when the last time the figures were adjusted was.

Juliet Rodriguez said it was in 2013.

Mayor Miner called for a vote.

Motion carried 6.0-0-1.

Ayes, Neal, Snyder, Shelbourne, Minucci, Taylor, Hill
Nays: None
Abstain: None
Absent: Downey

Juliet Rodriguez went over 7.07 Tool Allowance. This is for the people that work in the fleet; they do receive a tool allowance, and this is to clarify their titles.

Councilmember Hill made a motion the approve item 7.07 as presented. Councilmember Shelbourne seconded the motion.

Mayor Miner called for a vote.

Motion carried 6-0-0-1.

Ayes, Neal, Shelbourne, Snyder, Minucci, Taylor, Hill
Nays: None

Abstain: None
Absent: Downey

Juliet Rodriguez went over 7.07 Telecommuting/Work Flexibility program. Requesting that it be called the work flexibility program.

Councilmember Taylor expressed his concerns about the program and employee working from home.

Councilmember Shelbourne said this is another tool to be able to manage the employees.

Councilmember Neal made a motion to approve item 7.07 as presented. Councilmember Hill seconded the motion.

Mayor Miner called for a vote.

Motion carried 6-0-0-1.

Ayes, Neal, Shelbourne, Snyder, Minucci, Taylor, Hill
Nays: None
Abstain: None
Absent: Downey

Juliet Rodriguez went over 8.01 Holiday pay proposing to consolidate the part-time hourly employees, who will be paid at a 4.5 accrual. In addition, the holiday will be paid out for non-exempt who work the holiday. Also, the city will no longer pay out accrued holiday pay since it will no longer accrue.

Councilmember Taylor made a motion to approve 8.01, Councilmember Neal seconded the motion.

Mayor Miner called for a vote.

Motion carried 6-0-0-1.

Ayes, Neal, Shelbourne, Snyder, Minucci, Taylor, Hill
Nays: None
Abstain: None
Absent: Downey

Juliet Rodriguez went over 8.02 vacation pay. Proposing that an employee is required to take one week of vacation annually, the accrual rate is the same for anyone working a forty-hour work week. Suppose someone switches shift that have a different accrual; in that case, the prior balance will not change only will change going forward, and the 8–10-hour work shift will accrue a maximum of 240 hours of vacation that could be paid out at separation, and a 12-hour shift could get 360 hours at separation. Once the maximum is reached, the employee stops accruing until they use vacation hours. Part-time will have a maximum of 120, and those who quit without notice will forfeit at separation. One-year employees will accrue 80 hours yearly but can only use them after their 6-month probation.

Councilmember Hill made a motion to approve item 8.02 as presented. Councilmember Shelbourne seconded the motion.

Councilmember Neal proposed an amendment to remove the part where it says if you quit without notice then you lose your vacation pay.
Councilmember Minucci seconded the amendment.

Mayor Miner called for a vote on the amendment. A vote yes is for removing it a vote no will be for leaving it in

Motion failed 3-4-0-1. Mayor Miner broke the tie with a no vote.

Ayes, Neal, Snyder, Minucci,
Nays: Hill, Shelbourne, Taylor, Miner
Abstain: None
Absent: Downey

Councilmember Snyder proposed an amendment to remove the accrual. Amendment died with no second.

Mayor Miner called for a vote on the motion to approve item 8.02 as presented.

Motion passed 4-2-0-1. Mayor Miner broke the tie with a no vote.

Ayes, Hill, Neal, Shelbourne, Taylor,
Nays: Snyder, Minucci,
Abstain: None
Absent: Downey

Juliet Rodriguez went 8.03 Sick Leave; the proposed combined the part-time accruals for Part-time to 5 hours and the accruals to be the same for all 40 hours employees, and when changing the shifts, only adjusting the accruals going forward, not previously earned. Sick leave is no longer being paid out at separation for general government employees and opening the sick leave buyback.

The council spoke about concerns with the police and the accruals that they receive for changing shifts.

David Berman spoke about the buyback policy, saying that no employee will lose money because of the policy change.

Councilmember Taylor made a motion to approve 8.03 as presented. Councilmember Hill seconded the motion.

Mayor Miner called for a vote.

Motion carried 4-2-0-1.

Ayes, Neal, Shelbourne, Minucci, Taylor
Nays: Hill, Snyder,
Abstain: None
Absent: Downey

ITEMS FOR FUTURE AGENDAS

Councilmember Taylor would like to see the overtime for the PD looked at.
Councilmember Hill Seconded the motion.

Councilmember Hill would like to see a committee setup for TNR. Councilmember Taylor seconded the motion.

Mayor Miner asked that in the future that this many policy changes not be placed together in one item.

ADJOURNMENT

Mayor Miner adjourned the meeting at 9:47 pm.

Approved: this 10th day of April, 2022

Signed: this 12th day of April, 2022

ATTEST: 
Linda Proskey /s/
Linda Proskey, City Secretary



APPROVED:
Arthur L. Miner /s/
Arthur L. Miner, Mayor

NOTE: Original Audio and Video Recording of this meeting is preserved and maintained by the City Secretary's Office