

**MINUTES OF CITY COUNCIL MEETING HELD AT 4:00 P.M., JULY 2, 2007,
ADMINISTRATION CONFERENCE ROOM, MUNICIPAL CENTER, 1515 N.
GALLOWAY.**

Present: Mayor Mike Anderson, Councilmembers John Heiman, David Paschall, Stan Pickett, John Monaco, Dennis Tarpley and Shirley Roberts; City Manager Ted Barron, Deputy City Manager Carol Zolnerowich, Assistant City Manager Mark Hindman, Budget Director Ted Chinn, Finance Director Don Simons, Director of Human Resources George Mones, Director of Parks and Recreation Tony Cisneros, Manager of Economic Development Tom Palmer, Public Information Officer Greg Sowell and Senior Management Analyst Valerie Bradley.

CALL TO ORDER – 4:00 P.M.

Mayor Mike Anderson called the meeting to order.

EXECUTIVE SESSION – CITY COUNCIL CONFERENCE ROOM.

Mayor Anderson announced that the City Council would meet in Executive Session pursuant to Section 551.072 of the Texas Government Code to consider purchase, sale, exchange, lease or value of real property (acquisition of property for fire station site in Kaufman County and acquisition of property located in Skyline Village No. 37, Phase 3); whereupon, the City Council proceeded to meet in the City Council Conference Room. After the closed meeting ended, the City Council reconvened in Open Session.

No executive action was necessary.

EXECUTIVE SESSION – CITY COUNCIL CONFERENCE ROOM.

Mayor Anderson announced that the City Council would meet in Executive Session pursuant to Section 551.087 of the Texas Government Code to consider commercial or financial information regarding a business prospect or project (prospect seeking to locate in the Town East Retail and Restaurant Area [TERRA]). After the closed meeting ended, the City Council reconvened in Open Session.

No executive action was necessary.

WORK SESSION – ADMINISTRATION CONFERENCE ROOM – 5:15 P.M.

1. **HUMAN RESOURCES DEPARTMENT PRESENTATION**

George Mones, Director of Human Resources, presented a summary of the City's risk management program. Mr. Mones said the City's annual insurance premium is \$579,258 and covers workers' compensation claims, general liability and \$166 million in property coverages. Mr. Mones then described recent employment activity, pointing out

Minutes of City Council Meeting held July 2, 2007

Page 2

that the new recruiter position has helped increase the number of police applicants by 71 percent and has lead to new information regarding police applicants, such as finding 67 percent come from non-criminal justice majors and half of all applicants decide to become police officers while in college or later in life. Mr. Mones outlined recruiting goals for 2007-08 and listed the sites for future job fairs.

Mr. Mones then reviewed medical plan benefits with the Council and gave a progress report on the Wellness Program and the Mesquite Employee Health Center. Mr. Mones discussed medical plan funding recommendations by Holmes Murphy, the City's medical plan consultant. Mr. Mones said recommended premiums total \$10,289,377 and would not require a rate increase. Mr. Mones said the City's contribution for active employees is 76 percent while the contribution for pre-65 retirees is 79 percent. Mr. Mones then covered new incentives and possible benefits to consider next year including waiving the co-pay for annual physicals completed at the Mesquite Employee Health Center and covering 100 percent of the cost, up to \$500 per year, for smoking and tobacco cessation products.

Mr. Mones concluded his presentation by covering public safety and general government compensation plans. Mr. Mones said that average market increases given by the survey cities were 3.45 percent for police officers and 3.67 percent for firefighters in 2006-07, while Mesquite's increases were 5.55 percent and 6.05 percent respectively. Mr. Mones then provided the Council with a public safety pay plan alternative to consider, which would increase the step ranges for basic firefighter and police officer positions from the current five-step structure to eleven steps, phased in over six years, with one step added each year. Mr. Mones said the cost savings could be \$59,836 the first year with a cumulative savings of \$1.2 million by the sixth year in 2013. Mr. Mones then highlighted 2006-07 market adjustments for general government employees, noting that the average increase among the survey cities was 2.91 percent while Mesquite averaged 3.84 percent. Mr. Mones presented a proposal to increase the maximum of salary ranges at a cost of \$63,105 and gave three alternatives to bring 118 general government positions currently out of line with the market to within 5 percent of the market average for each position. Mr. Mones said the total cost of the market adjustments would be \$603,360, but added that one option could be to increase only those positions considered mission critical at a cost \$385,895.

ADJOURNMENT – 6:15 p.m.

The meeting adjourned at 6:15 p.m.