

MINUTES
REGULAR CITY COUNCIL MEETING
CITY OF STAFFORD, TEXAS
WEDNESDAY, MAY 4, 2022

On the 4th day of May 2022, at 7:00 p.m., the City Council of Stafford, Texas met in regular session in the City Council Chambers. Mayor Willis called the meeting to order. The following members of the Council were present. Mayor Cecil Willis Jr. and Council Members Ken Mathew (Mayor Pro Tem), Wen Guerra, Virginia Rosas, Don Jones (arrived at 6:45 p.m.), Alice Chen, and Xavier Herrera. Absent: None. The following City staff were present: Roxanne Benitez (City Secretary); Lawrence Di Camillo (Fire Chief), Shanell Garcia (Director of Human Resources), Richard Ramirez (Chief of Police), Bonnie Baiamonte (Interim City Secretary), Art Pertile (Olson & Olson) and Katie Rutherford (Olson & Olson).

NOTE: Items appearing in these minutes are in the order they were discussed, not necessarily in the order they appeared on the agenda.

1. CALL TO ORDER

Mayor Willis called the meeting to order at 6:30 P.M.

2. Executive session as authorized by Chapter 551, Texas Government Code, Section 551.071(1)(A), pending or contemplated litigation; Section 551.071(2), authorized under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas. Professional Conduct of the State Bar of Texas, Section 551.074 (1), to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee. City Council reconvened at 7:00 p.m.

3. Pledge of Allegiance.

Council Member Rosas led the pledges of the United States and Texas flags.

4. Consideration of appropriate action on items discussed in Executive Session.

City Council did not go into Executive Session.

5. (a) Recognition of appreciation of Stafford firefighters who were deployed to various locations to assist in Texas fires.

Mayor Willis presented certificates of appreciation to Battalion Chief Jose Magana (not present), Lieutenant Matt Ricks, Fire Fighter Micah George, and Fire Fighter Melvin Evanicky in recognition of their service in assisting fighting wildfires all over the state of Texas.

Mayor Willis read a commendation letter, from the Fort Bend County Health & Human Services Emergency Medical Service, which recognized Battalion Chief

Jose Magana, Lieutenant John Gutierrez, Fire Fighter Deandre Dixon, and Fire Fighter Kevin Lightfoot for their swift assistance regarding an incident that occurred on May 2, 2022.

(b) Presentation of Proclamation designating the week of May 15-21, 2022, as National Public Works Week.

Mayor Willis read a proclamation recognizing May 15-21, 2022 as Public Works Week and presented it to Public Works Director Jose Pastrana and Senior Public Works Specialist Otis Brown.

6. Council Reports.

Mayor Willis

- Advised that the last day to vote would be on Saturday, May 7, 2022, from 7:00 a.m. to 7:00 p.m.
- Introduced City Secretary Roxanne Benitez and Public Works Director Jose Pastrana, new employees whom both started with the City on Monday, May 2, 2022.
- Recognized Jalen Petrie, a graduate of Stafford High School and Baylor University, for being accepted in the draft for the National Football League (NFL).
- Introduced Adrian Chavez, the 3rd resident of Stafford to receive the achievement of Eagle Scout.

Council Member Rosas

- Wished her grandson a happy second birthday.
- Provided a brief history on Cinco de Mayo and the Battle of Puebla.
- Advised that there would be a National Day of Prayer service near the fountain outside of City Hall on Thursday, May 5, 2022 at 7:00 p.m.
- Spoke regarding a barbecue benefit, that would be held on Saturday, May 7, 2022, from 10:00 a.m. to 2:00 p.m., with the proceeds going to Kathy Ratcliff for medical and housing expenses.
- Advised that the SMSD Senior breakfast would be held on Friday, May 13, 2022 at 8:30 a.m.

Council Member Chen

- Advised that May 2-6, 2022 was Teacher Appreciation Week and recognized teachers and staff.
- Congratulated the Stafford Kickstart team, whom competed in Dallas, Texas the previous week, in which many of the students received first place and Grand Champion.
- Stated that Chairman Jerome Powell, Chairman of the Federal Reserve announced that the CPI was 8.5, which was the highest it has been in forty years.
- Advised that the U.S. economy and job market were increasing.

- Advised that gas was \$100 a barrel
- Advised that Dow Jones increased 900 points that day.

Council Member Jones

- Requested continued prayers for the thousands of troops and NATO forces that were in Ukraine.
- Wished all mothers a happy Mother's Day.

Council Member Herrera

- Wished all mothers a happy Mother's Day.
- Spoke on the May 7, 2022 barbecue benefit for Kathy Ratcliff.
- Commended Jalen Pitre for his recent selection to the NFL draft and wished him the best.
- Praised Adrian Chavez for achieving the rank of Eagle Scout.

Mayor Pro Tem Mathew

- Thanked all those in the audience for their attendance.
- Thanked the Fire Department and Police Department front line employees.

Council Member Guerra

- Wished all mothers an early Happy Mother's Day.
- Commended Jalen Pitre and advised that Mr. Pitre's accomplishments were a reflection of good parenting.
- Spoke on the war in Ukraine and many deaths that occurred there.
- Spoke on Cinco de Mayo and provided some history on General Ignacio Zaragoza and former Mexican Presidents Benito Juarez and Porfirio Diaz.

Council Member Herrera

- Advised that Sherry Hobbs created a Go Fund Me account for Kathy Ratcliff.

7. Public Comments

7.1 Adrian Chavez, a Stafford resident, advised that he planted five trees and thirty pollinator plants as part of his Eagle Scout project. He also advised that he would be attending Texas A & M in the Fall. Mayor Willis and Council Member Herrera commended Mr. Chavez and his parents.

8. (a) Discussion of employee compensation as recommended by Human Resources including funding.

(b) Discussion of an Ordinance of the City of Stafford, Texas, Classifying Positions of the Stafford Police and Fire Departments, Adopting Salary Schedules and Providing for Severability including compensation.

Mayor Willis advised that the Human Resources department submitted a proposal at the last meeting regarding the salary market for Police and Fire personnel. He also advised that he and Staff were instructed to return with the funding mechanism for proposed salary increases and added that the information was included in their Council packets. The Council had a lengthy discussion regarding the following:

- Funding sources for proposed salary increases for all City employees
- Division of compensation into three phases: Phase I – salary increases for police, fire, and dispatch employees; Phase II – compensation study; Phase III – salary increases for administrative employees
- Salary and benefits costs
- Sales tax revenue
- Future budget costs

Public comments were received from the following:

- Tim Wood, who lives at 2022 Secretariat Drive, commended Mayor Willis on his efforts, and advised that he appreciated the service the City provides. He also advised that there was an urgent need for salary increases and urged the Council to approve and pass.
- Laura Morales, Senior Development Services Specialist, advised that she had been a City employee for eighteen years and was passionate about her position. She also advised that she was not in favor of the phased pay increases as it could cause division between employees and added that all employees should be treated the same.
- Gloria Orea, Court Clerk, advised that the Municipal Court processed the actions of the Police Department, and added that the Municipal Court Staff had not been taken into consideration. She also advised that she liked to receive a salary increase for her more than twenty years of service.
- Cindy Harris, Accounts Clerk, advised that Public Works were also first responders and that the Public Works Department was short several employees. She suggested that there should be a clause in which new Police and Fire personnel must stay a certain period of time, if not, reimburse the City for training costs incurred.
- Dr. Glyn Horn, Assistant Police Chief, thanked those in attendance for appearing. He also advised that the level of service provided by the Police Department could not be sustained in the future if changes were not made.
- Otis Brown, Senior Public Works Specialist, advised that he was a long-time employee. He also advised that Public Works were first responders during storms and hurricanes. Mr. Brown advised that the Public Works department was short 9-10 employees and everyone was part of the same organization.
- Shanell Garcia, Human Resources Director, advised that for four years, she brought forth recommendations for salary increases for all City

employees based on previous compensation studies. She also advised that all employees were seen and heard and added that employee concerns were passed along. Ms. Garcia advised that their goal is to put a plan in place that will address all employees.

- John Gutierrez, Fire Department Lieutenant, advised that he takes pride in everything he does for the City. He also advised that salary increases did not have to be at the top, but in the middle, while being fair and equitable, and added, that he has been an employee of the City for seventeen years. Lieutenant Gutierrez advised that he cares about the City and will continue to do well.

Mayor Willis commended Human Resources Director Shanell Garcia and Human Resources Assistant Celina Escobar on the tremendous job they do.

(c) Consideration of appropriate action on items (a) and (b).

Council Member Guerra made a motion to approve Ordinance Number 1224, classifying positions of the Stafford Police and Fire departments, and adopting salary schedules, and Council Member Herrera seconded the motion. Mayor Willis, Mayor Pro Tem Mathew, and Council Members Chen, Guerra, Herrera, and Rosas voted "Aye". "Nay" – Jones. Motion carried 6-1.

9. (a) Discussion of awarding contract for construction of City of Stafford general street repairs.

Bob Jones, with Jones Engineering Solutions, advised that there were five bidders for the project and their recommendation was S & C Construction. The City Council and Mr. Jones discussed street striping, concrete streets, street overlays, project scheduling, as well as durability and life of repairs.

(b) Mayor's presentation on facts regarding budgeting for the project.

Mayor Willis provided history on previous budgeting and certificates of obligation in regard to road projects.

(c) Consideration of appropriate action on items (a) and (b).

Council Member Herrera made a motion to approve the awarding contract for construction to S & C Construction for the City of Stafford general street repairs, and Council Member Rosas seconded the motion. Mayor Willis, Mayor Pro Tem Mathew, and Council Members Chen, Guerra, Herrera, Jones, and Rosas voted "Aye". "Nay" – none. Motion carried 7-0.

10. (a) Discussion of evaluation by City Engineer of the southbound lanes of the US 90A underpass as it transitions to Staffordshire Road to determine what modifications could be made to enhance driver, pedestrian and neighborhood safety.

(b) Discussion of City Engineer's opinion on the street design with short- and long-term solutions for traffic control devices at Willow Drive and Staffordshire Road.

City Engineer Bob Jones advised that he contacted TxDOT regarding improvement options for Willow Drive and Staffordshire Road. The City Council

discussed safety concerns in Dove Country subdivision, such as traffic visibility and vehicles traveled at a high rate of speed. Council and the City Engineer discussed possible solutions including signage, street striping, reflective buttons, curb cuts, lowering the speed limit, and barrier walls. Mr. Jones advised that, due to power poles and rights-of-way, it would be difficult to install barrier walls. Public comments were received from the following:

- Edgar Martinez, who lives at 302 Fair Oak Lane, suggested that a roundabout be installed on Willow and to restrict the number of lanes on the underpass.
- Ken Floyd, who lives at 311 Fair Oak Court, advised that, on three occasions, there were vehicles which crash landed onto his property. He also advised that Staffordshire had become a dangerous roadway and requested assistance from Council.
- Cindy Cox, who lives at 411 Live Oak Drive, advised that a vehicle had previously crashed into her home. She also advised that she had previously heard cars racing, people arguing, and sounds of gun shots, and added that something needed to be done.
- Patty Collins, who lives at 415 Live Oak Drive, advised that a vehicle previously went through her house, and suggested that a solid brick wall be constructed across the twelve houses near Willow.
- Tim Wood, who lives at 1222 Secretariat Drive, thanked Council Member Rosas for making others aware of the issues. He suggested that a roundabout, traffic signal, or both be installed. Mr. Wood advised that turning left from Staffordshire to Main was difficult.

Further discussion was held by Council and the City Engineer in regard to visibility, Mr. Jones advised that he would present options, addressing Council's concerns, at a future meeting.

(c) Consideration of appropriate action on items (a) and (b).

No action was taken.

Council Member Herrera exited the meeting at 10:46 p.m.

11. (a) Consent Agenda (Items i.-viii.). Any item tagged will be discussed and considered at the conclusion of this item or at the next regular City Council Meeting; any item approved will include payment of expenses.
 - i. Approval of request to add landscaping maintenance services on Cash Road to an existing contract with Westco in the amount of \$2,905.00.
 - ii. Ratification of approval of Special Event Permit to Dominion Chapel to use City Hall Courtyard on Thursday, May 5, 2022, from 7:00-8:30 p.m. for National Day of Prayer.
 - iii. Approval of the City's Investment Report for the period ending March 31, 2022.
 - iv. Approval of recommendations from the 4th of July Committee as outlined in memo to City Council dated April 21, 2022.

v. Approval of request by Fire Chief Larry DiCamillo for Fire Department personnel Larry DiCamillo, John Gutierrez and Jose Magana to attend TEEEX Leadership Development Symposium at a cost of \$1,386.00.

vi. Approval of request by Fire Chief Larry DiCamillo for Fire Department personnel Dylan Merchant and Melvin Evanicky to attend TEEEX Wild Land School at a cost of \$1,535.00.

vii. Approval of request by Fire Chief Larry DiCamillo for Fire Department personnel Jose Magana to attend Fire Service Chief Executive Officer training at a cost of \$3,370.00.

viii. Approval of agreement with Marathon Pest Control for mosquito control in the City.

(b) Consideration of appropriate action on items (i-viii.).

Council Member Rosas made a motion to approve all items on the Consent Agenda as presented, and Council Member Chen seconded the motion. Mayor Willis, Mayor Pro Tem Mathew, and Council Members Chen, Guerra, Jones, and Rosas voted "Aye". "Nay" – none. Council Member Herrera was not present. Motion carried 6-0.

12. (a) Approval of the Regular City Council Meeting Minutes of February 2, 2022,

(b) Consideration of appropriate action on items (a)-(b).

Council Member Chen made a motion to approve the minutes of the February 2, 2022 Regular City Council meeting, and Council Member Rosas seconded. Mayor Willis, Mayor Pro Tem Mathew, and Council Members Chen, Guerra, Jones, and Rosas voted "Aye". "Nay" – none. Council Member Herrera was not present. Motion carried 6-0.

Council Member Herrera entered the meeting at 10:49 p.m.

13. (a) Discussion of requests by Councilmembers for future agenda items.

(b) Consideration of appropriate action on item (a).

Mayor Pro Tem Mathew motioned to have a discussion item regarding salary increases, for all administrative employees, placed on the City Council meeting agenda for May 18, 2022, and Council Member Chen seconded. Mayor Pro Tem Mathew, and Council Members Chen, Guerra, Herrera, Jones, and Rosas voted "Aye". "Nay" – Mayor Willis. Motion carried 6-1.

Council Member Rosas motioned to have a discussion item regarding a registry for vacant buildings placed on a future agenda, and Council Member Herrera seconded. Mayor Pro Tem Mathew, and Council Members Chen, Guerra, Herrera, Jones, and Rosas voted "Aye". "Nay" – Mayor Willis. Motion carried 6-1.

14. Adjournment.

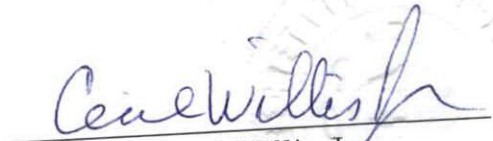
Council Member Herrera made a motion to adjourn the meeting at 10:53 p.m., and Council Member Chen seconded the motion. Mayor Willis, Mayor Pro Tem

Mathew, and Council Members Chen, Guerra, Herrera, Jones, and Rosas voted "Aye". "Nay" – none. Motion carried 7-0.

ATTEST:



Roxanne Benitez
City Secretary



Cecil Willis Jr.
Mayor