

MINUTES  
SPECIAL CALLED CITY COUNCIL MEETING  
CITY OF STAFFORD, TEXAS  
MONDAY, SEPTEMBER 26, 2022

On the 26<sup>th</sup> day of September 2022, at 4:00 p.m., the City Council of Stafford, Texas met in the Council Chambers. The following members of City Council were present: Mayor Cecil Willis Jr., Mayor Pro Tem Don Jones, and Council Members William K. Bostic Jr. (arrived at 4:11 p.m.), Alice Chen, Wen Guerra, Xavier Herrera, and Ken Mathew. Absent: None. The following City staff were present: City Secretary Roxanne Benitez, Director of Human Resources Shanell Garcia, Director of Finance Alka Shah, Chief of Police Richard Ramirez, Fire Chief Larry Di Camillo, and City Attorney Art Pertile (in person from 4:00 p.m. to 5:38 p.m., attended virtually from 5:39 p.m. to 5:57 p.m.).

1. CALL TO ORDER

Mayor Willis called the meeting to order at 4:00 p.m.

2. Pledges of Allegiance.

Council Member Mathew led the pledge to the United States flag. Mayor Willis led the pledge to the Texas flag.

3. (a) Discussion of Results of Compensation Study Completed by Public Sector Personnel Consultants.

Kay Tilzer, with Public Sector Consultants, provided a PowerPoint presentation providing salaries based on the market as well as options for salary increases. Ms. Tilzer recommended that the compensation plan be competitive, attainable, and sustainable. She provided a listing of competitors and comparators.

Council, Staff, and Ms. Tilzer discussed employees' current salaries, costs and percentages for salary increases, various occupations/positions, where some positions were in reference to the market, certification/incentive pay, funding for salary increases, merit increases, cost-of-living allowances, and employee benefits.

Public comments were received from the following:

- Cliff Cowperthwait, who lives at 111 Squires Bend, advised that most employees were below the minimum, Police and Fire Department employees were given increases, and the other employees needed to be taken care of or they would leave. He also advised that employees had been waiting.
- Virginia Rosas, who lives at 619 Elm View Court, advised that the City was unable to do all in one day and should have a plan. She also advised that other entities had compression issues. Ms. Rosas advised that the

Council was in a very difficult position and added that they want to take care of employees but have a fiscal responsibility.

- Assistant Superintendent of Public Works Ian Sargent asked if the mid-point was provided, on the compensation study, for every employee. Director of Human Resources Shanell Garcia advised that most employees would receive 8% or more if they are below the market.
- Fire Chief Larry Di Camillo advised that the proposed fee schedule was on the September 28 Council agenda for approval, and if approved, would provide an increase of \$300,000.00 in fees that could be used to fund positions.
- Senior Inspector/Investigator Jon Lopez advised that, six years ago, a compensation study was done in which 40% of employees were below the market. He also advised that most of the employees, who were in the audience, had worked for the City of Stafford for five years or more. Mr. Lopez read an excerpt from the personnel policy regarding compensation and asked why the policy was not adhered to. He also advised that the updated fee schedule would bring more revenue to the City. Mr. Lopez advised that he hoped the Council would adhere to the policy.

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

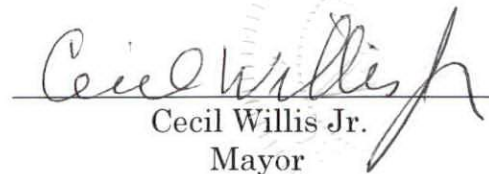
No action was taken.

4. Adjournment.

Council Member Herrera made a motion to adjourn the meeting at 5:57 p.m., and Council Member Chen seconded the motion. Mayor Willis, Mayor Pro Tem Jones, and Council Members Bostic, Chen, Guerra, Herrera, and Mathew voted "Aye". "Nay" – none. Motion carried 7-0.

ATTEST:

  
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Roxanne Benitez  
City Secretary

  
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Cecil Willis Jr.  
Mayor