CITY OF LAREDO

CITY COUNCIL ANNUAL BUDGET WORKSHOP ON THE PROPOSED FY 1997-1998 BUDGET

CITY COUNCIL CHAMBERS 1110 HOUSTON STREET LAREDO, TEXAS

8, 1997: 9:00 A.M.- 5:00 P.M. FRIDAY, AUGUST SATURDAY, AUGUST 9, 1997: 9:00 A.M.- 5:00 P.M. SUNDAY, AUGUST 10, 1997: 9:00 A.M. -1:00 P.M.

M97-W-26 MINUTES **AUGUST 8, 1997**

CALL TO ORDER I.

With a quorum present Mayor Saul N. Ramirez, Jr., called the meeting to order.

II. PLEDGE OF ALLEGIANCE

Mayor Saul N. Ramirez, Jr. led in the Pledge of Allegiance.

III. ROLL CALL

IN ATTENDANCE:

SAUL N. RAMIREZ, JR., MAYOR

JOSE R. PEREZ, COUNCILMEMBER, DISTRICT I
LOUIS H. BRUNI, ", DISTRICT II
ALFONSO I. "PONCHO" CASSO, ", DISTRICT III
CECILIA MAY MORENO, ", DISTRICT IV
ELISEO VALDEZ, ", DISTRICT V
JOE A. GUERRA, ", DISTRICT VI
MARIO ALVARADO, ", DISTRICT VII
CONSUELO MONTALVO, ", DISTRICT VII " , DISTRICT VII CONSUELO MONTALVO, , DISTRICT VIII

GUSTAVO GUEVARA, JR., CITY SECRETARY FLORENCIO PENA, III, CITY MANAGER CITY ATTORNEY JAIME L. FLORES,

Cm. Bruni joined the meeting at 10:20 a.m.

PROPOSED ANNUAL BUDGET WORKSHOP FY 1997-98 IV.

Review and presentation of the proposed FY 1997-98 Annual Budget.

Governmental Accounting Practices - Baum & Mejia CPA's

Mr. Gerardo Mejia, of Baum & Mejia, made the presentation before the council. He addressed the expectation gap and explained that it is merely the difference between an accounting firm which is doing the audit (what the requirements are for that audit firm vs. what the expectation of the auditee is when they get an audit). An auditor doing an audit goes by certain guidelines and the auditee very often thinks they are getting something different. So there is this expectation gap between what the auditor thinks he has to do or knows he has to do and what the auditee thinks they are getting in the form of an audit.

He said they are basically hired and the scope of their work constitutes of mainly three things, they were before council to express an opinion on the city's financial statement.

- 1) Do the numbers fairly reflect the financial position and results of operation or results of activities of the entity being audited?
- 2) They perform and study an evaluation of the entities internal control structure and determine whether there are adequate controls to safeguard assets and other reasons.
- 3) To issue an opinion and to whether or not for a governmental entity, the entity complied with laws and regulations which would have an impact on the city.

He added that a new approach to auditing is one which is called Risk Based Approach where they will look at programs based on the risk factor rather than the dollar value.

City Manager's FY 1997-98 Proposed Budget - Florencio Pena, III, Interim City Manager

- A. Impacts on FY 1997-98 Proposed Budget
- B. Major Budget Goals and Issues
- C. Consolidated Budget Summary
- D. Ad Valorem Tax Rate
- E. Salary Plan and Benefits

Florencio Pena, City Manager, stated that the budget goals and guiding principles were the following in preparing the budget:

- 1 To keep expenditures down to a minimum and in some cases even reduce expenditures without negatively affecting public service.
- 2 To provide and prove public services through reorganization of activities at no extra cost and in some cases even a reduction of expenditures as a result of those reorganizations.
- 3 To provide necessary funding for increased service demands at a minimum impact or to avoid unnecessary property tax increases. There have been additional services that have been required of the city over the last few years as a result of the bond issue passed in 1993.
- 4 To restructure the pay administration plan, to provide improve control over salary expenditures while simultaneously offering an improved retirement program at

no additional burden on expenditures.

He added property values have increased by 6.3% over the previous fiscal year. That is showing a healthy increased in property values. The tax rate proposed is 53.3244 tax rate or 1.2% increase over the previous tax rate 52.6766. The city proposes to issue debt of \$19 million for various drainage and street improvement projects, a public works facility, building repairs, vehicles, equipment, and a combination of tax and water/wastewater revenue debt to finance wastewater projects and the city's participation in the colonia project. The debt issuance will not require a property tax increase due to the pay down of existing debt.

He further stated that any major capital expenditure between 1999 and 2003 may require property tax increase. The City is moving ahead with its COPPS Program implemented in 1995, the City Council has approved a program to expand to four additional districts, and they are able to do that without any additional cost to the city. The New Main Library will increase services and open in November of 1997, it includes three additional positions (2 librarians and one custodian). A parking meter fund is being created in this budget. This fund will account for all revenues/expenditures associated with management of downtown parking and it includes one new position (a sign/meter superintendent). The goal here is to create sufficient revenues in that fund to show a fund balance adequate to issue some debt to purchase additional parking for the downtown area. The revenue stream will allow for approximately \$100,000.00 surplus, but they would like to have a year experience and then meet with the financial advisor to see if they can go to the bond market to purchase additional parking for downtown.

It has always been a goal of the City Council and strengthen by the requirement of the City Charter Amendment approved by voters two years ago to maintain a fund balance that approximates 12-15% and this budget accomplishes that. They have a 15% fund balance and it is hoped to increase the bond rating having reflected that accomplishment.

The budget also proposed a Merit Pay Plan which will attract quality employees and retain high quality performers, reduce cost, offer more competitive salary and provide mechanism to reward higher achievers at a higher rate. Also included is an increase in the city retirement program from 7 1/2% to 10%.

Finally, there is one program that has minor cost, but is a very significant step towards bonding and bridging the citizens of Laredo that is, the creation of a Volunteer Program. This program will be centralized under the Center for Non-Profit at the library and will be a minimal cost of \$7,000.00.

Beto Ramirez, Budget Officer, presented the budget revenues and expenditures.

Motion to transfer the Alarm System inspections and citations duties presently in the Police Department to the Code Enforcement Division of the Building Department.

Moved : Cm. Valdez Second: Cw. Montalvo

For: 8 Against: 0 Abstain: 0

Motion to concur with the deletion of the Assistant City Attorney in the Police Department, but to transfer the position to the City Attorney's Office.

Moved : Cm. Valdez Second: Cm. Bruni

For: 8 Against: 0 Abstain: 0

The following figures were presented on the property tax calculations.

Property Tax Calculation for FY1997-1998

Total Revenues

\$20,519,122	Total Tax Levy Proposed FY97-98
19,036,802	Total Tax Levy FY96-97
1,482,320	Revenue increase
836 , 372	Increase due to improvements
48,319	Increase due to annexations
597,629	Increase in Revenues
1,482,320	Revenue increase

Description of Tax Rate	Tax Rate	Tax	Additional
	Per \$100	Levy	Revenue
Effective Tax Rate 1% Tax Increase 1 Cent Per \$100 Increase Effective Tax Rate x 1.03 Notice & Public Hearing Rate Rollback Tax Rate Proposed Tax Rate	0.523413 0.528647 0.533413 0.539115 0.539115 0.540469 0.533413	\$19,921,493 20,120,703 20,302,100 20,519,122 20,519,122 20,570,657 20,302,100	597,629 597,629 649,164

The City Manager's Proposed Tax Rate is \$0.533244 or 1.5% over the previous year's tax rate of \$0.526766.

Dan Migura, Administrative Services Director, made his presentation on the pay plan for 1997-1998 budget. He presented the following facts:

^{*} October 1, 1997 headcount = 1,296 (excluding fire & Police)

- * Fiscal year to date turnover rate = 12% (approximately 155 employees)
- * The City of Laredo has not upgraded the pay plan since 1992
- * The Consumer Price Index has averaged 2.8% per year since 1992.
- * The City of Laredo Pay Plan would 14% higher if a Pay Plan adjustment of 2.8% had been implemented each fiscal year since 1992.
- * 4.7% (16) of our employees will be at maximum on October 1, 1997. Our current pay plan does not allow these employees to get any further increases unless promoted to a position of higher grade.
- * 24.5% (318) of our employees are below step 3 of our current pay plan.
- * 91% of our employees have received a step increase this fiscal year.
- * Our current pay plan does not encourage excellence.
- * Our current pay plan encourages hiring employees at step 1 because of policy and because of salary inequities caused by salary compaction.

The following is the Proposed Plan:

- Step 1 Make step 3 as the minimum entry level salary for all positions.
- Step 2 Increase the present maximum 10 a step by 10% for all positions.
- Step 3 Establish a merit pool of 3% to be distributed by each by each department based on performance.

Motion to create an Ad Hoc Committee with the whole council and assign staff to prepare recommendations for the Pay Plan and to include all costs on the different alternatives.

Moved : Cm. Perez Second: Cm. Bruni

For: 8 Against: 0 Abstain: 0

Mayor Ramirez suggested that staff deletes steps 1 and 2 and that a timeline on evaluations be considered and to keep the 5% in the step increases.

Cm. Perez stated that on the timeline for evaluations, if the evaluation is not turned in on a specified timeline then it would become automatically approved.

Florencio Pena, City Manager, presented the following figures for a proposed pension plan:

Pension plan upgrade - January 1, 1996 3%/6% to 5%/7.5%

Proposed plan upgrade - January 1, 1998

5%/7.5% to 5%/10%

Motion to accept the proposed pension plan as presented by Florencio Pena, City Manager.

Moved : Cm. Perez Second: Cm. Guerra

For: 8 Against: 0 Abstain: 0

Lunch break from 1:00 p.m. to 1:45 p.m.

Presentation by Estrada & Hinojosa - Noe Hinojosa

A. Debt Service overview

- B. Strategies on improving fund ratios and liquidity position for bond rating companies
- C. Proposed Bond Sales FY 1997-98 and impact on debt service

Mr. Noe Hinojosa reported that the City of Laredo has a present rating of A - by Standard & Poors and Fisch and a rating of A-3 - by Moody. He added that the industry is looking at about 15% fund balance of expenditures and he also recommends keeping a 15% fund balance.

Motion to adopt a clause stipulating that we shall not have less then a 15% fund balance.

Moved : Cm. Casso Second: Cm. Valdez

For: 8 Against: 0 Abstain: 0

Florencio Pena, City Manager, recommended a \$10 million bond sale in Certificates of Obligation for Capital Improvement Programs. While Cm. Perez and Mayor Ramirez were recommending a \$30 million bond issue by taking them to the people for a vote.

Mayor Ramirez and Cw. Moreno felt that we should not fund purchases of items under \$10,000 by sale of bonds.

Proposed Capital Improvements Program FY 1997-89

- A. General Construction Projects
- B. Drainage Fund
- C. Street Fund
- D. Capital Improvement Fund
- E. Enterprise Fund

Keith Selman, Planning Director, and Oscar Medina made the presentation before the council on the proposed capital improvements projects.

Motion to initiate the publication processes to hold a public hearing on the Capital Improvement Programs.

Moved: Cw. Moreno

Second: Cw. Montalvo

For: 7 Against: 0 Abstain: 0

Mayor Protem Perez was chairing the meeting.

Traffic and Bridge Department - Luis Landin, Traffic & Bridge Director

- A. Traffic
- B. Parking
- C. Bridge

Roberto Murillo, Traffic Engineer, made the presentation for the Traffic Department.

Motion to use the revenues from the Parking Meter Fund Account for the purchase of parking areas.

Moved: Cw. Montalvo Second: Cm. Valdez

For: 8 Against: 0 Abstain: 0

Rafael Garcia, Bridge Manager, made the presentation on the Bridge System. He stated that revenues have increased by 12% over last year and had a 20% increase in commercial traffic, 7% in vehicles, and 15% increase in pedestrians.

Mayor Ramirez requested that Mr. Pena get Rafael Garcia to address his two concerns which are more personnel and more funds for improvements with special consideration to his priority being that of personnel and bring back his recommendations.

Gilbert Segovia, El Metro Manager, made the presentation before the council.

Motion to implement the two park-n-ride route projects presented by Mr. Segovia which are proposed to be located at Bartlett and Zacatecas and at Loop 20 and Zapata Highway.

Moved : Cm. Perez Second: Cw. Montalvo

For: 8 Against: 0 Abstain: 0

Motion to implement a new route using a van to Santa Rita, this route is called the South Laredo Looper.

Moved : Cm. Perez Second: Cw. Moreno

For: 8 Against: 0 Abstain: 0

Motion to approve a route to Heritage Subdivision with hours of 7 a.m.- 11:00 a.m. and 3:00 p.m. to 6:00 p.m. and to extension the hours on the Mines Road from 10 a.m.- 11 a.m. to 10 a.m. - 1:00 p.m. and from 5 p.m. - 6:00 p.m. to 3:00 p.m.- 6:30 p.m. and to include 5 new operators.

Moved : Cm. Perez Second: Cm. Bruni

For: 8 Against: 0 Abstain: 0

Motion to eliminate the position of Taxicab Inspector from ATE payroll and create it under the City of Laredo's General Fund with ATE providing the funds for this position.

Moved : Cm. Bruni Second: Cm. Perez

For: 7 Against: 0 Abstain: 0

Cm. Casso was not present.

Fire Department - Tomas Ramirez, Fire Chief

A. Fire/EMS Operations

B. Hazardous Materials Management

Fire Chief Tomas Ramirez made the presentation to council on the Fire Department's budget.

Mayor Ramirez suggested that those fees collected from Haz-Mat permits be allocated in a special fund under the umbrella of the Fire Department.

Florencio Pena, City Manager, told council that NPDES people and the Haz-Mat personnel would be housed in the Health Department to work with Health Department personnel.

Motion to instruct staff to implement the drafting of an ordinance providing for an Environmental Service Department with the condition that a year from now this department would be a separate department.

Moved : Cm. Casso Second: Cm. Bruni

For: 8 Against: 0 Abstain: 0

Motion to exercise our right under the Fire contract with the County of Webb that grants the City the right to review the contract in 12 months and put the County on notice.

Moved : Cm. Bruni Second: Cw. Moreno

For: 8 Against: 0 Abstain: 0

Police Department - Agustin Dovalina, III, Acting Police Chief

A. Police Operations

B. Federal Grant Funding

Agustin Dovalina III, Interim Chief of Police, made the presentation before the council.

Parks and Recreation Department - John Vidaurri, Asst. City

Manager

John Vidaurri, Assistant City Manager, made the presentation before the Council on the Parks and Recreation Department.

Cm. Bruni stated that he is still waiting a list of the public restrooms from staff.

Cm. Valdez stated that he would like to see more investments into the swimming pools.

Cw. Moreno asked Lynn Nava from the Parks & Recreation Department to meet with the schools for an agreement for the use by the schools of the swimming pools.

Motion to look for security services for all parks.

Moved : Cm. Perez Second: Cw. Montalvo

For: 8 Against: 0 Abstain: 0

Motion to look for custodial services or contract such services and to hire part-timers to carry out the programs at the recreational centers.

Moved : Cm. Perez Second: Cw. Moreno

For: 8 Against: 0 Abstain: 0

Cm. Bruni requested a report on the Veterans Field position, that of the promoter.

Library Department - Janice Weber, Library & Grants Adm.

- A. New Library Operation
- B. Center for Non-Profit Volunteer Program

Janice Weber, Library Director, made the presentation before the Council.

Motion to proceed with Option D as presented by Mrs. Weber and to include to allow the AARP the use of approximately 500 square feet of space at the Bruni Plaza Library.

Moved : Cw. Montalvo Second: Cm. Moreno

For: 8 Against: 0 Abstain: 0

Motion to hire a part-time custodial person or to contract out the service at the Santo Nino Library Branch.

Moved : Cm. Perez Second: Cm. Bruni

For: 8 Against: 0 Abstain: 0

Motion to recess for Saturday, August 9, 1997 at 9:00 a.m.

Moved : Cm. Perez Second: Cm. Valdez

For: 8 Against: 0 Abstain: 0

RECESS FOR DAY ONE: Time: 7:45 p.m.

SATURDAY, AUGUST 9, 1997

I. THE FOLLOWING ARE PROCEEDINGS OF THE ANNUAL BUDGET WORKSHOP HELD ON THE 9TH DAY OF AUGUST 1997, AND WHICH WAS CONTINUED FROM THE 8TH DAY OF AUGUST, 1997.

Cm. Alvarado joined the meeting at 9:45 a.m.

Public Works Department - Joe Guerra, Public Works Dir.

- A. Public Works Operations
- B. Fleet Management
- C. Solid Waste and Municipal Landfill

Joe Guerra, Public Works Director, and Oscar Medina, Assistant Director, made the presentation before the council.

Mr. Guerra made a presentation on an Automated Trash Pick-Up Program and presented the following cost figures with a 4 days per week program. This program calls for 2 routes with 2 pick-ups per week per route with 1 route in the north and 1 route in the south.

One truck	\$130,000
2,000 containers	. 100,000
Maintenance	. 12,000
Total cost	\$242,000

Motion to proceed with the Automated Pilot - Trash Pick-Up Program and allow staff to define the routes with an amendment to allocate \$342,000 to the program and schedule 4 routes with 1 pickup per week per route with the 64 gallon containers.

Moved : Cm. Perez Second: Cm. Bruni

For: 8 Against: 0 Abstain: 0

Motion to explore sidewalk paving programs for the Bustamante Street sidewalk approaches and corridors and to include all other LISD school corridors.

Moved : Cm. Valdez

Second: Cm. Guerra

For: 8 Against: 0 Abstain: 0

Motion to dedicate any excess money from the Public Works Department from this year to the four priorities which are creek maintenance, right-of-ways maintenance, street sweeping, and sidewalk construction in collaboration with the school districts.

Moved : Cm. Guerra Second: Cm. Casso

For: 8 Against: 0 Abstain: 0

Motion to instruct staff to use \$750,000 out of the Landfill Fund Reserve Appropriations for the purchase of 100 acres of land for construction of type 4 cells.

Moved : Cm. Guerra Second: Cm. Valdez

For: 8 Against: 0 Abstain: 0

Motion to instruct staff to proceed with the establishment of an impound lot and bring back recommendation for funding to City Council.

Moved : Cw. Montalvo Second: Cm. Alvarado

For: 8 Against: 0 Abstain: 0

Motion to instruct staff to look at other cities who have the landfill privatized and get costs and information, report the pros and cons, report if there are other interested companies, and to bring back recommendations to the council.

Moved : Cm. Bruni Second: Cm. Perez

For: 8 Against: 0 Abstain: 0

Engineering Department - Rogelio Rivera, City Engineer

A. Engineering

B. N.P.D.E.S.

Rogelio Rivera, City Engineer, made the presentation before the Council.

Motion to increase the NPDES appropriation in the Landfill Fund by \$200,000 and transfer it from Federal/State mandate fees.

Moved : Cm. Bruni Second: Cm. Perez

For: 8 Against: 0 Abstain: 0

Motion to instruct staff to study the area west of the Fire

Station and relocate the parking, for use as parking for the Recreation Center and the Fire Station, and have staff make recommendation with funding source.

Moved : Cm. Perez Second: Cm. Bruni

For: 8 Against: 0 Abstain: 0

Health Department and Welfare - Jerry Robinson, Health Dir.

A. Health Department Revenues and Expenditures

Jerry Robinson, Health Director, made the presentation before the Council.

Cm. Perez asked Mr. Robinson to look at his concern to allow the Buena Vida Program at least 1 hour and 15 minutes in the morning sessions at the South Laredo Recreation Center.

Motion to rename the Environmental Health Division to Health Protective Services Division.

Moved : Cm. Perez Second: Cm. Valdez

For: 8 Against: 0 Abstain: 0

Motion to go into an interlocal funding agreement with the County of Webb Central Welfare Program.

Moved : Cw. Montalvo Second: Cm. Alvarado

For: 8 Against: 0 Abstain: 0

Motion to increase the Animal Protective Society funding from \$108,000 to \$120,000.

Moved : Cm. Valdez Second: Cm. Perez

For: 8 Against: 0 Abstain: 0

Third Party Contracts:

Judy Baber, Internal Auditor, made the presentation before the Council.

Motion to consider ESG Grant Funds, funds for homeless prevention, for the Central Welfare contributions in lieu of General Funds.

Moved : Cm. Guerra Second: Cm. Valdez

For: 5 Against: 0 Abstain: 0

Cm. Perez, Cm. Casso, and Cw. Montalvo had present.

Mr. Fidel Santos, Coordinator for Big League Baseball,

appeared before the council requesting funding in the amount of \$9,360 for the 16-18 age group.

Motion to approve the funding in the amount of \$3,300 for equipment subject to legal staff review of 501C status.

Moved : Cm. Guerra Second: Cm. Casso

For: 8 Against: 0 Abstain: 0

Motion to approve the 3rd Party Funding as presented by staff and to continue to explore the legal possibility of funding in the amount of \$25,000 to the Calvary Center with an amendment to approve \$50,000 for SCAN, \$12,000 to Bethany House, and the Paisano Girl Scout Council in the amount of \$10,000.

Moved : Cm. Perez Second: Cm. Bruni

For: 7 Against: 0 Abstain: 1 Cm. Alvarado

Mr. Jaime Flores, City Attorney, stated that based on the activity by Calvary Center it is his opinion not to fund them.

Motion to direct staff to prepare an ordinance to establish a method for the distribution of funds for 3rd Party Funding Agencies and use the criteria of United Way as one option.

Moved : Cm. Alvarado Second: Cm. Perez

For: 8 Against: 0 Abstain: 0

Hotel-Motel C&VB, and Civic Center - Larry Dovalina, Director

- A. Hotel-Motel Revenues and Expenditures
- B. Civic Center Revenues and Expenditures
- C. Convention & Visitors Bureau Revenues and Expenditures

Motion to accept the Hotel/Motel Fund budget as presented by staff with the amendment to include funding of \$20,000 to San Agustin, LULAC Hall of Fame in the amount of \$4,000, LCC Ballet Folklorico in the amount of \$5,000, and that the city look at the possibility of funding a Municipal Band.

Moved : Cm. Perez Second: Cm. Bruni

For: 8 Against: 0 Abstain: 0

Motion to set aside \$10,000 from CDBG Funds that are available for improvements to the downtown area for the 3 blocks on Iturbide between Santa Maria and Convent identified in the Centro Iturbide Redevelopment Project.

Moved : Cm. Perez

Second: Cm. Alvarado

For: 8 Against: 0 Abstain: 0

Motion to allocate \$240,000 to the Convention & Visitors Bureau budget from the monies coming in through the Tax Office on delinquent taxes, bankruptcies, and lawsuits.

Moved : Cw. Montalvo Second: Cm. Perez

For: 8 Against: 0 Abstain: 0

Motion to allocate the necessary funds for the cabling of City Hall with Category 5 cable for the installation of the I-Net and that the funds be taken from the windfall of the lawsuit in litigation with CP&L.

Moved : Cm. Perez Second: Cm. Alvarado

For: 8 Against: 0 Abstain: 0

Water & Wastewater Annual Budgets - Fernando Roman, Utilities Director

A. Water Fund Revenues and Expenditures

B. Wastewater Fund Revenues and Expenditures

Fernando Roman, Utilities Director, made the presentation before the Council.

Motion instructing staff to take 20% of the water availability money that is currently set aside for the purchase of water rights and be set aside under a stability fund that will not be used unless we get to a level of \$1 million in losses in operating revenue as a result of increased rainfall during the course of the year. This fund will be reimbursed back to the water availability fund upon it being recaptured through operating revenues out of the system.

Moved : Cm. Perez Second: Cm. Bruni

For: 8 Against: 0 Abstain: 0

Motion to convert the 4 temporary Customer Services Representatives in the Operation Blitz Program them to permanent status.

Moved : Cm. Valdez Second: Cw. Montalvo

For: 8 Against: 0 Abstain: 0

Motion to make the 20 temporary employees and who have worked for several years to permanent status employees contingent upon being funded on a per project basis. Moved : Cw. Montalvo Second: Cm. Valdez

For: 8 Against: 0 Abstain: 0

Airport Department - Jose Luis, Airport Director A. Airport Revenues and Expenditures

Mr. Jose Luis Flores, Airport Director, made the presentation before the council.

Other Funds or Departments Upon City Council Request

Motion instructing staff to bring back at the workshop:

- (1) Bring back as an action item for consideration the moving of Community Development Department to the Transit Center.
- (2) That the City Manager, on the bond money, look at the possibility of bringing forth what the financial implications are to be able to develop a \$30 million bond program. Just the dollar amounts, not the projects, just to have a clear picture of what it would cost to have a bond program to go out for \$30 million worth of projects.
- (3) That the building repairs ranging from \$100,000 to \$285,000 that we do them under current budget and that we not go out on bond money to do those and come back with a funding source other than drawdowns to make all the building repairs.
- (4) The other consideration is to go on the tax rate from the .53413 to the .53993 that you have as the next step up without the rollback.
- (5) On the salary pay plan, that we look at 3 options with the underlying factor: (a) that we eliminate steps 1 and 2 and add one more step at the top as one option; (b) eliminate the first two steps, but don't add one at the top; and (c) eliminate just one step and don't add anything to the top. That the 5% stays, but this change instead of going into effect in October, that it goes into effect 6 months into the budget or at their anniversary dates. The goad is to reduce the cost and to carry out the other goal which is to become more competitive in the open market.
- (6) That as we look at the different Capital Improvement Projects in the next few days such as drainage, streets, and other activities like facilities such as the Public Works, that the council comes back with projects that may have an impact in their districts and may impact other districts as well and that if we do decide it is a referendum we want to go with, that the projects that we put before the voters for the referendum are the kind of projects that transcend district boundaries and impact the entire city, including those projects that have large amounts of money that otherwise we could not fund them any other way. That staff provides their list as well.

Moved : Cm. Perez Second: Cm. Bruni

Against: 0 For: 8 Abstain: 0

Motion to reclassify the position of City Secretary to Grade 43 - Step 4.

Moved : Cm. Perez Second: Cm. Valdez

Against: 0 For: 8 Abstain: 0

Motion to approve the addition of a Planner I and a Planner II to the Planning Department to be funded under PL112 funds.

Moved : Cm. Valdez Second: Cm. Casso

For: 8 Against: 0 Abstain: 0

Adjourn

Motion to adjourn.

Moved : Cm. Perez Second: Cm. Alvarado

For: 8 Against: 0 Abstain: 0

Adjournment time: 6:45 p.m.

I HEREBY CERTIFY THAT THE ABOVE MINUTES CONTAINED IN PAGES 01 TO 16 ARE TRUE, COMPLETE, AND CORRECT PROCEEDINGS OF THE CITY COUNCIL ANNUAL BUDGET WORKSHOPS HELD FROM AUGUST 8TH THRU AUGUST 09, 1997. CERTIFIED COPY IS ON FILE AT THE CITY SECRETARY'S OFFICE.

GUSTAVO GUEVARA,

CITY SECRETARY

Minutes approved by City Council on: September 2, 1997