

**CITY OF LAREDO WORKSHOP
M-2010-W-01
CITY COUNCIL CHAMBERS
1110 HOUSTON STREET
LAREDO, TEXAS 78040
MAY 10, 2010
5:30 p.m.**

I. CALL TO ORDER

With a quorum present, Mayor Raul G. Salinas called the meeting to order.

II. PLEDGE OF ALLEGIANCE

Mayor Raul G. Salinas led in the Pledge of Allegiance.

III. ROLL CALL

In attendance:

Raul G. Salinas,	Mayor
Mike Garza,	Mayor Pro Tempore, District I
Hector Garcia,	Council Member, District II
Michael Landeck,	Council Member, District III
Juan Narvaez,	Council Member, District IV
Johnny Rendon,	Council Member, District V
Gene Belmares,	Council Member, District VI
Jose Valdez, Jr.	Council Member, District VII
Cynthia Liendo-Espinoza,	Council Member, District VIII
Gustavo Guevara,	City Secretary
Carlos Villarreal,	City Manager
Cynthia Collazo,	Deputy City Manager
Horacio De Leon,	Assistant City Manager
Jesus Olivares,	Assistant City Manager
Raul Casso,	City Attorney

Motion to excuse Cm. Liendo Espinoza.

Moved: Mayor Pro Tem Garza

Second: Cm. Narvaez

For: 7

Against: 0

Abstain: 0

II. ITEMS FOR DISCUSSION

1. Presentation by Dan Migura, Human Resources Director, regarding the status of the City's prescription drug plan as it relates to the health benefits plan and the health of the City employees, with possible action.

Dan Migura, Human Resources Director, provided a packet to Council of the presentation.

Dr. Sonia Oliva from the Medical Management Department of Blue Cross/Blue Shield spoke on Disease Prevalence and gave the following presentation:

This presentation can be viewed at the City Secretary's Office, 1110 Houston St., Laredo, TX 78040.

Brian Carlskin, Branch Manager of Blue Cross/Blue Shield, gave the following presentation:

This presentation can be viewed at the City Secretary's Office, 1110 Houston St., Laredo, TX 78040.

Paul Albright, Prime Therapeutics, explained that out-of-pocket expenses for pharmacy were less for a Blue Cross/Blue Shield member that enrolled in the mail order program.

Tina Cerda, Blue Cross/Blue Shield, stated that changes that were made last year were from a four-tier rate structure instead of a two-tier rate structure. This allowed those who were primarily spouses who were covered elsewhere to opt out of the City plan to shift the claim dollars onto their own employers. Also, the deductible was raised from \$500 to \$750 although a \$250 credit could be given by participation in disease management, wellness exam, or the Buena Vida clinic.

2. Discussion with possible action regarding provisions of health insurance to all City employees including part time and time limited employments.

Dan Migura, Human Resources Director, reported that he provided a handout to the Council. He explained that the seasonal and temporary employees had never been part of the benefit plan. He went on to say that the cost of part-time employee benefits would be \$209,844.36 plus any claims that would occur. He added that they were currently in a deficit.

Cm. Landeck responded that he had brought this issue to the last session of City Council and was concerned regarding the full-time temporary positions that were for one or two years with no benefits. He asked if any of these positions were as a result of grants received from Washington. He concluded that he would like to find out if the employees were already insured, and if not, to bring up this issue with the City Manager to possibly insure them with the next budget.

City Manager Carlos Villarreal stated that he could not overemphasize the current state of the budget and the major cuts that would soon be needed. He went on to say that he would hate to open a new avenue that was not covered in the budget. He concluded that his recommendation was that they could not afford it.

Motion to postpone this item until the City Manager could research how to rearrange the grant monies to cover benefits for these workers.

Moved: Cm. Landeck

Second: None

Motion dies due to lack of a second.

3. Discussion with possible action on the “sick leave pool” for City employees and reconsidering the maximum or payout days for non-utilized sick days to retiring employees.

Human Resources Director Dan Migura reported that in the packet he had provided to City Council, where they were at with their sick leave balances was that they had forty employees who had exceeded the 720 hours that they paid as their cap. Therefore, if they were to pay this sick leave amount today, it would add up to \$1.1 million. He went on to say that for other cities, the norm was 720 hours except for police and fire. He clarified that they already had a sick leave pool.

City Manager Carlos Villarreal explained that the sick leave pool did already exist for those who had catastrophic illnesses. He went on to say that 720 hours of sick leave was unprecedented for any city organization.

Cm. Garcia stated that this needed to be reviewed.

4. Presentation on the preliminary study on restructuring and establishing new water rate fees necessary to meet future capital improvements for the Waterworks fund of the Utilities Department, with possible action.

Tomas Rodriguez, Utilities Director, reported that back in June 2009, City Council authorized them to hire a specialist to study their water rates to see if they needed restructuring.

Mr. Jack Snowden made the following presentation:

This presentation can be viewed at the City Secretary’s Office, 1110 Houston St., Laredo, TX 78040.

5. Discussion with possible action on the proposed Ethics Ordinance.

Javier Montemayor of the Ethics Committee stated that the committee had not made any changes since the last workshop because they were advised that they would receive additional suggestions from staff.

Motion to table and allow the committee to review the comments presented to them.

Moved: Cm. Valdez

Second: Cm. Narvaez

For: 7

Against: 0

Abstain: 0

6. Discussion with possible action on proposed City Charter Amendments.

City Attorney Raul Casso stated that the committee had put forward seven items that they wished to change. He went on to say that the Legal department had suggested changes as well and also incorporated suggestions with regards to the civil service ordinance.

Jose Salvador Tellez, Charter Commission Member, stated that the Commission’s changes were highlighted in red, while the City Attorney’s recommendations were in yellow and blue in the margins. He went on to say that the first change that was reviewed by the

Commission was section 2.01c, Terms and Limits, to clarify when City Council Members resigned or deceased.

Motion to accept the Commission's recommendation with the modification by the City Attorney.

Moved: Cm. Garcia

Second: Mayor Pro Tem Garza

For: 7

Against: 0

Abstain: 0

Motion to accept recommendation of the Commission that the Mayor be included in the term "Council Members" in section 2.15.

Moved: Cm. Garcia

Second: None.

Motion dies.

Motion to table.

Moved: Mayor Pro Tem Garza

Second: Cm. Valdez

For: 7

Against: 0

Abstain: 0

III. EXECUTIVE SESSION

None.

IV. ADJOURNMENT

Motion to adjourn.

Moved: Cm. Garcia

Second: Cm. Narvaez

For: 7

Against: 0

Abstain: 0