

CITY OF DENTON CITY COUNCIL MINUTES

July 21, 2016

After determining that a quorum was present, the City Council convened in a Work Session on Thursday, July 21, 2016 at 12:00 p.m. in the Council Work Session Room at City Hall.

PRESENT: Council Member Wazny, Mayor Pro Tem Roden, Council Member Bagheri, Mayor Watts, and Council Member Gregory.

ABSENT: Council Members Hawkins and Briggs.

1. Work Session Reports

- A. ID 16-873 Receive a report, hold a discussion, and give staff direction regarding the Economic Development Investment Fund and the Downtown Reinvestment Grant Fund.

Caroline Booth, Assistant Director of Economic Development, stated that the objective of her presentation was to provide background on the Downtown Reinvestment Grant Program, provide background on the Economic Development Investment Fund, present staff recommendations and receive Council direction. She reviewed the Downtown Reinvestment Grant Program and fiscal information of the program plus presented the program area map. The recommendation was to continue the grant program, expand the geographic scope to add commercial properties in other targeted redevelopment areas, and rename the fund to the Small Business Improvement Grant Program.

Council discussed that changing the geographic area of the program might change the goal of the investment for the City; the scope of criteria for the program; when the program should expand beyond the Downtown; the need for more money for the program and to be more specific on the areas with specific goals for those areas; Denton was more than just the downtown area and it was shortsighted to limit the funding to just that area; and a suggestion to move forward with the funding until other specifics were developed.

Mayor Watts stated that he had a different perspective of the fund altogether. He was opposed to giving the fund to just Downtown businesses as there were other businesses that could benefit from the program.

Council discussed the pros and cons of the program and where the funds should be used. Discussion also centered on what message was being sent to the development community if these funds were strictly kept in the Downtown area.

- B. ID 16-877 Receive a report, hold a discussion, and provide staff direction regarding the objectives of a compensation plan and the results of the compensation market study conducted by the UM Global HR.

Carla Romine, Director of Human Resources, stated that the objectives of the presentation was to highlight the current issues with the existing compensation program; to provide an overview of the compensation program principles and objectives; and to provide a summary of the results of the salary survey. In August a presentation would provide the salary structure recommendations, the cost impact associated with the recommended salary structure, and information on market trends with reward and recognition programs. She reviewed why the study was needed noting the current program was almost ten years old, was difficult to understand, had internal equity concerns, pay

compressions issues and was not in competition with the market. She noted that Dan Ulibarri and Elena Mason were present to provide additional information on the survey.

Mr. Ulibarri stated that they would be presenting information on what went into an evaluation of a compensation plan, information on what was a pay plan, why a pay plan was needed, pay plan strategic considerations, steps in developing pay plans and steps in managing pay plans. Information was presented on what the current state of the plan was and what had been done as well as market study results.

Ms. Mason reviewed the aspects of a pay plan, anatomy of a pay structure, the necessity of having pay plans, pay plan strategic considerations; steps involved in developing pay plans; managing pay plans; the current state of the pay plan and challenges observed plus an overview of their approach.

Mr. Ulibarri demonstrated what the City pay plan looked like currently.

Ms. Mason continued with the market study results in terms of Metroplex labor competition; hard-to-fill positions; compensation study methodology; and criteria used for defining the labor market.

Council discussed the criteria used for defining the labor market in terms of population served, household median, and consideration of reducing the size of the labor market.

Ms. Mason continued with study participants, the summary of findings, summary of findings for non-exempt salaries; and summary of findings for exempt salaries.

Council returned to Item A.

- A. ID 16-873 Receive a report, hold a discussion, and give staff direction regarding the Economic Development Investment Fund and the Downtown Reinvestment Grant Fund.

Caroline Booth, Assistant Director of Economic Development, continued her report regarding the Economic Development Investment fund. She presented information on the purpose of the fund, eligibility for use of the funds, fiscal information, and staff recommendation.

Council discussed sources of funding for the program and whether it would be beneficial to tighten elements of eligibility.

Council consensus for the economic development investment fund was to bring back an ordinance for consideration. Consensus for the Downtown Reinvestment Grant program was to fund up to \$20,000 total for any existing applications to go through the process; any new applications would be placed on hold until the ordinance was completed.

2. Concluding Items

- A. Under Section 551.042 of the Texas Open Meetings Act, respond to inquiries from the City Council or the public with specific factual information or recitation of policy, or accept a proposal to place the matter on the agenda for an upcoming meeting AND Under Section

551.0415 of the Texas Open Meetings Act, provide reports about items of community interest regarding which no action will be taken, to include: expressions of thanks, congratulations, or condolence; information regarding holiday schedules; an honorary or salutary recognition of a public official, public employee, or other citizen; a reminder about an upcoming event organized or sponsored by the governing body; information regarding a social, ceremonial, or community event organized or sponsored by an entity other than the governing body that was attended or is scheduled to be attended by a member of the governing body or an official or employee of the municipality; or an announcement involving an imminent threat to the public health and safety of people in the municipality that has arisen after the posting of the agenda.

Council Member Bagheri requested a re-evaluation of the EDP Board ordinance in terms of council seats on the Board.

Council Member Bagheri requested an evaluation of the Chamber of Commerce contact with the Economic Development Department before the final budget talks.

Mayor Watts asked for a discussion regarding mid-term nominations for board/commission members

Council Member Wazny requested a discussion on an internal auditor position.

With no further business, the meeting was adjourned 3:50 p.m.

CHRIS WATTS
MAYOR
CITY OF DENTON, TEXAS

JENNIFER WALTERS
CITY SECRETARY
CITY OF DENTON, TEXAS