

PUBLIC NOTICE

DEVELOPMENT CORPORATION OF ABILENE, INC.

A regular meeting of the Development Corporation of Abilene, Inc. will be held on January 28, 2020, at Develop Abilene conference room, 174 Cypress St., 3rd floor, Abilene, Texas, commencing at 1:30 p.m. to consider the following agenda:

SIGNED:


Misty Mayo, CEO

AGENDA

January 28, 2020
1:30 p.m.

Develop Abilene Conference Room
174 Cypress St., 3rd floor

1. Call the meeting to order
2. Discussion concerning extending term of Director serving as DCOA President
3. Officer Elections: President, Vice President and Secretary/Treasurer
4. Approval of minutes from the December 20, 2019 board meeting
5. Preliminary financial report for November 2019
6. Discussion concerning new governance schedule
7. Executive Session:
The DCOA reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed, as authorized by the Texas Government Code Sections:
 1. 551.071 (Consultation with Attorney)
 - A. FY20 Abilene Industrial Foundation contract
 - B. D & O Insurance Coverage
 - C. Authority of Chief Executive Officer
 2. 551.072 (Deliberations about Real Property)
 - A. Acquisition of property in Central Abilene
 3. 551.074 (Personnel Matters)
 - A. Realignment of Chief Operating Officer duties
 4. 551.087 (Business Prospect/Economic Development)
8. Discussion and possible approval of a resolution authorizing the charge-off of \$7,860.86 in debt owed by Holland Training & Development dba MuRF Systems from 2003.

9. Discussion and possible approval of a resolution awarding a contract for the re-roofing of three buildings on Fulwiler Rd.
10. Discussion and possible approval of a resolution authorizing match funding for a Defense Economic Adjustment Assistance Grant for expansion construction for the Consolidated Security Center at the front gate of Dyess Air Force Base.
11. Discussion and possible approval of a resolution authorizing the DCOA's Chief Executive Officer to take certain actions.
12. Discussion of the next board meeting date.
13. Adjournment.

CERTIFICATE

I hereby certify that the above notice of meeting was posted on the bulletin board at the City Hall of Abilene, Texas, on the 24th day of January, 2020 at 3:15 p.m.



City Secretary

NOTICE

Persons with disabilities who would like special assistance or need special accommodations to participate in this meeting should contact the Development Corporation of Abilene, Inc., (325) 676-6390, at least forty-eight (48) hours in advance of this meeting. Telecommunication device for the deaf is (325) 676-6360.

DEVELOPMENT CORPORATION OF ABILENE, INC.
BOARD MEETING MINUTES
December 20, 2019

MEMBERS PRESENT: John Beckham Jack Rich Vic Corley
Sam Vinson

MEMBERS ABSENT: Seaton Higginbotham

STAFF PRESENT: Misty Mayo Kim Tarrant Akane Thaxton

GUESTS PRESENT: Mark Zachary McMahon Surovik Suttle, PC
Chris Shelton McMahon Surovik Suttle, PC
Justin Jaworski Abilene Industrial Foundation

1. **CALL THE MEETING TO ORDER:** President John Beckham called the meeting to order at 10:03 a.m. at 174 Cypress St., 3rd floor conference room, Abilene, Texas.

2. **APPROVAL OF MINUTES FROM THE NOVEMBER 22, 2019 BOARD MEETING:** Sam Vinson moved to approve the minutes from the November 22, 2019, board meeting. Jack Rich seconded, and the motion carried.

3. **PRELIMINARY FINANCIAL REPORT FOR OCTOBER 2019:** No discussion or action was taken in reference to this item.

4. **EXECUTIVE SESSION:** I hereby announce we are going into Executive Session pursuant to Texas Government Code Sections 551.071, 072, 074 and 087 to consult with our legal counsel, discuss real property transactions, personnel matters, and discuss economic development negotiations involving a business prospect, as set forth on the agenda. Any vote or action will be taken in open session.

President John Beckham announced the date is December 20, 2019 and the time is 10:06 a.m. Later, President Beckham announced the date is still December 20, 2019 and the time is 11:31 a.m. No vote or action was taken in Executive Session.

5. **DISCUSSION AND POSSIBLE APPROVAL OF A RESOLUTION AUTHORIZING A NEW CONSOLIDATED LEASE AGREEMENT WITH EAGLE AVIATION SERVICES, INC. FOR PROPERTY AT THE ABILENE REGIONAL AIRPORT:** John Beckham presented resolution DCOA-2020.09 authorizing an Agreement with Eagle Aviation Services, Inc. (EASI) for the lease of land and hangars at the Abilene Regional Airport. EASI's lease with the DCOA expires on December 31, 2019 and both parties desire to extend the lease for an additional 36 months. Kim Tarrant, COO of the DCOA reminded the board there is \$800,000 built into the Agreement for Financial Assistance for the expansion of Hangar 2. Thomas Hicks Construction was engaged in 2019 to estimate the project. Most of the hangar currently does not have any fire suppression, and if the board decides to include it the cost would increase by approximately \$100,000. Discussion ensued regarding the need to add fire suppression to the remainder of the hangar.

Jack Rich moved to approve resolution DCOA-2020.09 authorizing an Agreement with Eagle Aviation Services, Inc. for Financial Assistance and Airport Hangar lease and Ground Sublease with Eagle Aviation Services, Inc. and the DCOA. Sam Vinson seconded and the motion passed.

6. DISCUSSION AND POSSIBLE APPROVAL OF A RESOLUTION AUTHORIZING AN AMENDMENT TO THE LEASE AGREEMENT AND LAND LEASE WITH ABIMAR FOODS FOR PROPERTY ON VINE ST.: Misty Mayo, CEO of the DCOA presented resolution DCOA-2020.07 authorizing an amendment to the Lease Agreement and Land Lease with AbiMar Foods for property at 3901/4009/4109 Vine St. AbiMar Foods requested a three (3) month extension of the two leases to April 30, 2020, to allow them time to assess their future warehousing needs. They also requested to add the vacant office space to their Lease Agreement at no additional cost.

Sam Vinson moved to approve resolution DCOA-2020.07 authorizing an Amendment to the Lease Agreement and Land Lease with AbiMar Foods, Inc. for property on Vine St. Vic Corley seconded and the motion passed.

7. DISCUSSION AND POSSIBLE APPROVAL OF A RESOLUTION AUTHORIZING A CONSULTING AGREEMENT WITH JP SOLUTIONS: Misty Mayo presented resolution DCOA-2020.08 authorizing a Consulting Agreement (Agreement) with JP Solutions. The Agreement allows for added workforce in light of COO Kim Tarrant's upcoming retirement and will also allow us to address larger projects we do not have staff for currently. An example would be putting together our own Personnel Policies and Procedures handbook that aligns with our organization. There was discussion about contract deliverables after the three months, which will include job descriptions and other components that support the pending realignment of job duties.

Jack Rich moved to approve resolution DCOA-2020.08 authorizing a Consulting Agreement with JP Solutions. Sam Vinson seconded and the motion passed.

8. DISCUSSION REGARDING THE ORGANIZATION OF THE DCOA: Misty Mayo handed out a draft copy of the DCOA's new organizational chart indicating three main areas; business, operations and strategic initiatives. Discussion ensued regarding the possible need for additional staff.

No vote or action was needed on this item.

9. DISCUSSION OF THE NEXT BOARD MEETING DATE: President Beckham announced the next scheduled meeting of the DCOA Board will be on January 28, 2020, at 1:30 p.m.

10. ADJOURNMENT: There being no further business the meeting was adjourned.

John Beckham, President

DEVELOPMENT CORPORATION OF ABILENE
STATEMENT OF NET POSITION
November 30, 2019 and 2018

	November 2019	November 2018
Current Assets:		
Cash and cash investments	\$ 33,089,983	\$ 23,529,930
Accounts receivable	-	4,466,848
Due from other governments	2,042,065	1,983,177
Total Current Assets	35,132,048	29,979,955
Noncurrent Assets:		
Notes receivable, net	2,611,813	2,812,933
Notes receivable - earning economic incentives	9,634,211	10,478,383
Capital assets	59,355,448	60,410,934
Accumulated depreciation	(14,041,728)	(14,132,185)
Total capital assets, net	45,313,720	46,278,749
Total Noncurrent Assets	57,559,744	59,570,065
Total Assets	\$ 92,691,792	\$ 89,550,020
Liabilities		
Current:		
Accounts payable	\$ 127,476	\$ 39,971
Accrued expenses	12,085	1,789,830
Total Current Liabilities	139,561	1,829,801
Total Liabilities	139,561	1,829,801
Net Position		
Net Investment in capital assets	45,313,720	46,278,749
Restricted for contractual obligations	17,298,336	13,811,575
Unrestricted, designated for purposes of trust	29,940,175	27,629,895
Total Net Position	92,552,231	87,720,219
Total Liabilities and Net Position	\$ 92,691,792	\$ 89,550,020

DEVELOPMENT CORPORATION OF ABILENE
SCHEDULE OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
For two months ending November 30, 2019 and 2018
Preliminary - Budget Basis

	November 2020	Fiscal YTD 2020	Fiscal YTD 2019
Revenues:			
Sales and use taxes	\$ 1,082,334	\$ 2,053,499	\$ 1,993,322
Investment earning	48,126	101,045	80,393
Building rental / land lease	70,283	167,516	165,601
Miscellaneous revenue	4,600	4,600	-
Total Revenues	<u>1,205,343</u>	<u>2,326,660</u>	<u>2,239,316</u>
Expenses:			
Economic Development Projects	364,517	412,054	961,426
DCOA property maintenance	84,243	116,166	133,775
Abilene Industrial Foundation	57,021	57,021	53,624
TTU Small Business Development Center	15,900	15,900	15,506
Chamber Military Affairs	-	-	-
Airport Business Development Manager	19,199	19,199	6,072
ACU Griggs Center	-	-	-
Economic Development Operating Division	89,064	281,039	235,087
Total Expenditures	<u>629,944</u>	<u>901,379</u>	<u>1,405,490</u>
Changes In Net Position	575,399	1,425,281	833,826
Net Position at Beginning of Period	<u>91,976,832</u>	<u>91,126,950</u>	<u>86,886,393</u>
Net Position at End of Period	<u>\$ 92,552,231</u>	<u>\$ 92,552,231</u>	<u>\$ 87,720,219</u>

Summary of Current Period Economic Development Projects:	
EASI De-fuel Truck	\$ 1,950
Industrial Maintenance Training AISD	6,650
Abimar Foods 2015 Expansion - principal reduction	300,000
North 1st Street Land Purchase	5,486
Airport Roofing Project	50,431
Total	<u>\$ 364,517</u>

**Development Corporation of Abilene
Economic Program Status
As of November 30, 2019**

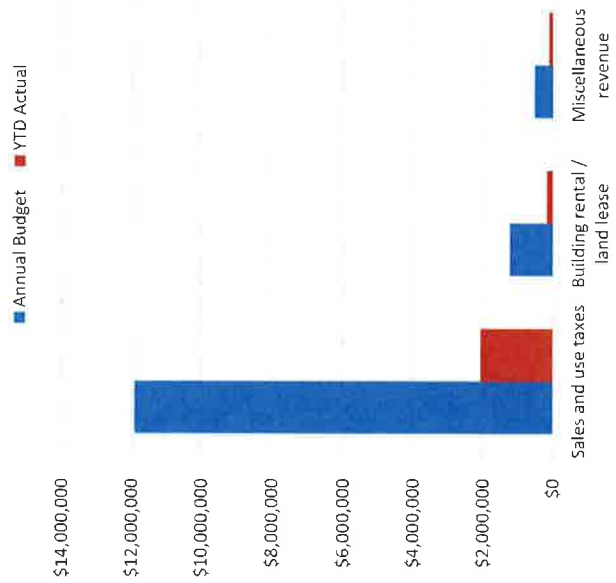
Economic Programs:	Project	Amount Budgeted	Prior Years Disbursement	Current Year Disbursement	Balance reserved for budgeted programs
Murf Systems	4998	\$ 237,240	\$ 237,240	\$ -	\$ -
EASI De-Fuel Truck	5354	158,360	148,400	1,950	8,010
Coca Cola Refreshments	5387	1,232,712	1,232,712	-	-
Industrial Maintenance Training AISD	5389	181,098	131,098	6,650	43,350
Abimar Foods 2015	5391	1,200,000	900,000	300,000	-
TTUHSC School of Public Health	5393	1,115,104	1,115,104	-	-
Broadwind Towers	5400	99,672	99,672	-	-
TSTC New Abilene Campus	5401	4,179,600	979,600	-	3,200,000
Access Business Park A/E	5406	64,150	64,051	-	99
Access Business Park Ph 1 Development	5406.1	1,258,101	1,140,758	-	117,343
BE In Abl Grant	5407	250,000	-	-	250,000
5 Pts Purchase Zoltek Property	5410	5,023,290	5,023,290	-	-
5 Pts. Business Park Repairs/Cleanup	5410.1	974,041	974,169	(128)	-
Fulwiler Property Re-Roof Design	5410.2	134,658	4,658	-	130,000
Vine St. Roof Project	5415	1,789,830	1,736,100	9,035	44,695
City Street Maintenance	5416	8,500,000	-	-	8,500,000
Abilene Educ Foundation	5418	93,012	49,727	-	43,285
Hardin Simmons University	5419	250,000	250,000	-	-
N 1st Land Purchase	5422	99,492	93,005	5,586	901
Airport Roofing Project	5425	1,976,786	1,434,949	88,961	452,876
FDLIC	5426	1,035,000	-	-	1,035,000
Chamber 2020 Census	5427	100,000	26,471	-	73,529
Airport-Aerospace Cluster Study	5428	55,000	24,000	-	31,000
Staff Retention Bonus	5430	15,695	-	-	15,695
		-	-	-	-
Subtotal Economic Program Obligation Reserve		\$ 30,022,841	\$ 15,665,004	\$ 412,054	\$ 13,945,783
Plus Administrative Division Obligations:					
Economic Development Operating Division	Division 2760	1,171,132	-	281,039	890,093
DCOA Property Maintenance	Division 2775	983,640	-	116,166	867,474
Abilene Industrial Foundation	Division 2775	771,525	-	57,021	714,504
TTU Small Business Dev Center	Division 2775	253,000	-	15,900	237,100
Chamber Military Affairs	Division 2775	437,000	-	-	437,000
Airport Business Development Manager	Division 2775	198,081	-	19,199	178,882
ACU Griggs Center	Division 2775	27,500	-	-	27,500
Subtotal Administrative Divisions Obligation Reserve		\$ 3,841,878	\$ -	\$ 489,325	\$ 3,352,553
Total reserve for obligated programs					\$ 17,298,336
DCOA Board approved projects waiting for signed contracts:			Expiration Date		
JLUS Implementation		\$ 55,000	12/10/2019		
Project Peanut		750,000	04/22/2020		
		<u>\$ 805,000</u>			

**Development Corporation of Abilene
Revenue and Expense
Budget vs Actual Comparison
For two months ending November 30, 2019**

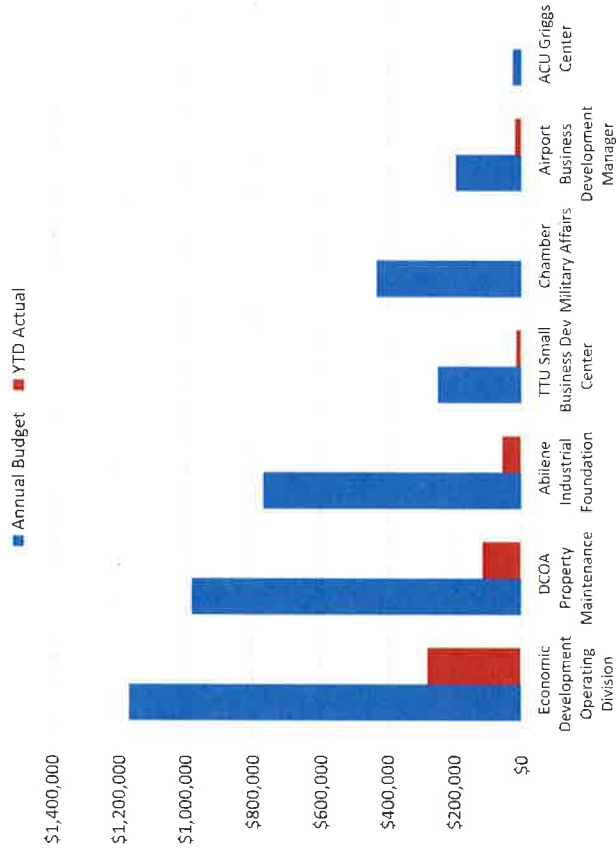
Revenue	Annual Budget	YTD Actual	% of Budget
Sales and use taxes	11,913,770	2,053,499	17%
Building rental / land lease	1,233,814	167,516	14%
Miscellaneous revenue	532,000	105,645	20%
Revenue	13,679,584	2,326,660	17%

Expenses	Annual Budget	YTD Actual	% of Budget
Economic Development Operating Division	1,171,132	281,039	24%
DCOA Property Maintenance	983,640	116,166	12%
Abilene Industrial Foundation	771,525	57,021	7%
TTU Small Business Dev Center	253,000	15,900	6%
Chamber Military Affairs	437,000	-	0%
Airport Business Development Manager	198,081	19,199	10%
ACU Griggs Center	27,500	-	0%
	3,841,878	489,325	13%

FY 20 Budget vs Actual Revenue



FY 20 Budget vs Actual Expenses



DEVELOPMENT CORPORATION OF ABILENE, INC.
BOARD AGENDA
MEETING DATE: January 28, 2020

PROJECT: Holland Training & Development dba MuRF Systems Charge-Off

STAFF: Misty Mayo, CEO

BACKGROUND INFORMATION

Holland Training & Development, Inc. dba MuRF Systems (“MuRF Systems”) was awarded an incentive package by the DCOA in 2003 to assist a local human resource/management service company with expansion into a larger market with on-line products. The company did not meet all the compliance items required to earn back all of the proceeds under a Promissory Note in the original amount of \$170,000.

MuRF Systems is still indebted to the DCOA in the amount of approximately \$7,860.86 under the terms of a Promissory Note dated September 10, 2003.

FISCAL IMPACT

Approximately \$7,860.86 charged-off and considered uncollectible

STAFF RECOMMENDATION

Staff recommends the board approve resolution DCOA-2020.15 authorizing the charge-off of approximately \$7,860.86 from the DCOA’s balance sheet under Notes Receivable.

ATTACHMENTS

Resolution DCOA-2020.15

<https://dcoa.sharepoint.com/Shared Documents/DCOA/Meeting Memos/FY2020/Holland Trng & Dev charge off 01-28-2020.docx>

RESOLUTION NO. DCOA-2020.15

A RESOLUTION OF THE DEVELOPMENT CORPORATION OF ABILENE, INC. (“**DCOA**”), ABILENE, TEXAS, CHARGING-OFF LOAN.

WHEREAS, Holland Training & Development, Inc. dba MuRF Systems (“**MuRF Systems**”) is indebted to the DCOA in the amount of approximately \$7,860.86 under the terms of a Promissory Note dated September 10, 2003 in the original principal amount of \$170,000 (the “**Loan**”); and

WHEREAS, the DCOA’s staff has determined that the repayment of the Loan is substantially doubtful due to Holland Training & Development, Inc. charter being involuntarily forfeited and that the cost of legal action would likely be greater than the amount to be recovered, therefore the DCOA’s staff requests that the Loan be charged off from the DCOA’s balance sheet.

NOW THEREFORE, BE IT RESOLVED BY THE DEVELOPMENT CORPORATION OF ABILENE, INC., ABILENE, TEXAS, THAT:

PART 1. The Loan is hereby charged off from the DCOA’s balance sheet.

Notwithstanding the foregoing, nothing stated herein shall release the debtor, or any cosigner or guarantor, or otherwise prevent the DCOA from pursuing any actions concerning the Loan.

PART 2. DCOA further authorizes its Chief Executive Officer (“**CEO**”) to take any steps necessary which are consistent with and necessary to effectuate the actions outlined above, as determined by the CEO.

PART 3. This Resolution takes effect immediately upon passage.

ADOPTED this the 28th day of January, 2020.

ATTEST:

Secretary/Treasurer

President

APPROVED AS TO FORM:

Mark Zachary, Attorney at Law

Information for Item #9 will be available
during the board meeting



December 12th, 2019

Memo for: Board of Directors, Development Corporation of Abilene (DCOA)
From: Abilene Chamber of Commerce (ACOC)
Subject: Dyess Funding Request

As you know, Dyess Air Force Base is a vital asset to the City of Abilene and the Big Country. The enlisted men and women at this installation help safeguard our nation against threats from around the globe while the families of these individuals enrich our community in countless ways. For this reason, the Military Affairs Committee (MAC) has worked tirelessly to ensure the base continues to be a central part of Abilene.

The latest Economic Impact Statement estimates that Dyess provides more than \$532 million in economic impact to the local economy. Furthermore, this installation is credited with adding more than 13,700 individuals in military, civilian and retired personnel to our city.

As we look to the future, the MAC has worked to help position the base in such a way that will continue to add value to our nation's defense, while simultaneously reducing the likelihood of downsize or closure. One of the ways in which this can be accomplished is taking a proactive stance towards the base's future development.

Dyess and the MAC are proposing construction of an expanded Consolidated Security Center at the front gate. This proposal was brought forward four years ago, but funding did not come through. This center would serve several purposes:

1. Act as the main and largest secured access point for the almost 7,000-acre base.
2. Serve as the check-in point for visitors.
3. Provide a much larger, more efficient indoor operation for securing passes for access to the base.
4. Serve as an even more appealing, "first impression" of the base.

With a focus on Dyess and its economic value, the Development Corporation of Abilene has been a strong supporter of this installation. Recently, the DCOA assisted the Dyess Perimeter Fence Project by providing matching dollars as MAC worked to utilize the Defense Economic Adjustment Assistant Grant (DEAAG) provided by the State of Texas.

With that success, the MAC is preparing a second request to the DEAAG program that will double the financial impact of the DCOA for the benefit of the base. The approximate cost for this project is \$1,072,674. With support of the DCOA in the amount of \$536,337, the MAC will submit an application to the DEAAG program that will match these funds and successfully complete the project. Abilene City Manager Robert Hanna has agreed that the city will serve as the local governmental entity through which the funds would go and supervision of the project would take place. This is the same arrangement as we had for the fence project.

We do not expect the Department of Defense to provide military construction funds for this project, since a large amount will be set aside for the construction and remodeling that will be required for the basing of B-21 strategic, long-term bombers at the base in the next few years.

The construction of the Consolidated Security Center would be a "qualified project" for military facilities pursuant to Chapter 501, Section 501.101(1), (2)(C) in the Local Government Code.

Doug Peters
President & CEO
Abilene Chamber of Commerce

Gray Bridwell
Vice-President, Military Affairs
Abilene Chamber of Commerce

RESOLUTION NO. DCOA-2020.13

A RESOLUTION OF THE DEVELOPMENT CORPORATION OF ABILENE, INC. (“**DCOA**”), ABILENE, TEXAS AUTHORIZING FUNDING FOR THE DEFENSE ECONOMIC ADJUSTMENT ASSISTANCE GRANT (“**DEAAG**”) FOR CONSTRUCTION OF AN EXPANDED CONSOLIDATED SECURITY CENTER (THE “**SECURITY CENTER**”) AT THE FRONT GATE OF DYESS AIR FORCE BASE (“**DAFB**”).

WHEREAS, the Abilene Chamber of Commerce’s Military Affairs Committee (“**MAC**”) is working to position DAFB in such a way that it will continue to add value to our nation’s defense while simultaneously reducing the likelihood of downsize or closure and the MAC recommends that an expenditure on the Security Center utilizing the DEAAG would further this purpose; and,

WHEREAS, the DEAAG is available for possible funding to improve the existing Security Center at a cost of \$1,072,674.00; and,

WHEREAS, MAC is requesting a 50% match (\$536,337.00) from the DCOA before applying for the DEAAG; and,

WHEREAS, the DCOA’s Board of Directors finds that this project (a) is being implemented for the creation and retention of primary jobs, and (b) is suitable for the development, retention, or expansion of military facilities and promoting or supporting a military base in active use to prevent the possible future closure or realignment of the base.

NOW THEREFORE, BE IT RESOLVED BY THE DEVELOPMENT CORPORATION OF ABILENE, INC., ABILENE, TEXAS, THAT:

PART 1. DCOA approves funding up to \$536,337.00 to cover the 50% community contribution requested for the DEAAG to improve the Security Center. Funding is contingent upon the remainder of the match funding being provided by the DEAAG and that the recipient of the funds enter into an agreement with the DCOA providing that if for any reason the funds are not used for the construction of the Security Center, the funds must be returned to the DCOA.

PART 2. The commitment authorized under this resolution shall expire without notice 180 days from the date of adoption of same unless all required documents and agreements are executed prior to that expiration date or the commitment herein is extended in writing by the DCOA’s Chief Executive Officer (“**CEO**”) prior to the expiration date.

PART 3. The CEO is hereby authorized to, on behalf of the DCOA, negotiate, enter into and execute all agreements and to take any steps necessary which are consistent with and necessary to effectuate the actions outlined above.

ADOPTED this the 28th day of January, 2020.

ATTEST:

Secretary/Treasurer

President

APPROVED AS TO FORM:

Mark Zachary, Attorney at Law

RESOLUTION NO. DCOA-2020.14

A RESOLUTION OF THE DEVELOPMENT CORPORATION OF ABILENE, INC. (“**DCOA**”), ABILENE, TEXAS, AUTHORIZING THE DCOA’S CHIEF EXECUTIVE OFFICER (“**CEO**”) TO TAKE CERTAIN ACTIONS.

WHEREAS, pursuant to the DCOA’s Bylaws, the business and affairs of the DCOA are being exercised under the authority of the Board of Directors of the DCOA (the “**Board**”); and

WHEREAS, the Board has planned and directed its work through the CEO and desires to ratify and confirm in this Resolution the giving to the DCOA’s CEO the general powers and authority to (a) transact the general business of the DCOA so that the CEO may more efficiently carry out the DCOA’s programs, oversee the administration functions of the DCOA, and otherwise oversee the DCOA’s affairs and (b) enter into contracts or execute and deliver instruments in the name and on behalf of the DCOA, as set forth below.

NOW THEREFORE, BE IT RESOLVED BY THE DEVELOPMENT CORPORATION OF ABILENE, INC., ABILENE, TEXAS, THAT:

PART 1. The DCOA’s CEO be and hereby is authorized to take the following actions:

1. Make expenditures of the funds as set forth in the DCOA’s annual budget, as such annual budget is approved by the Board and the Abilene City Council;
2. Enter into contracts for the purchase of goods and services, so long as said contracts do not involve expenditures that exceed the amounts set forth for said expenditure in the DCOA’s annual budget; and
3. Employ, direct, control, evaluate, discipline, and discharge the DCOA’s employees¹ other than the CEO;
4. Establish the compensation for each DCOA position other than the CEO position provided that the DCOA’s annual budget has sufficient funds for the expenditures¹ and ²; and
5. Develop various DCOA policies and procedures, provided that any financial, account, and purchasing policy and procedures shall be approved by the Board in a separate resolution as stated in the Bylaws.

The authority described above shall also authorize the DCOA’s CEO to enter into agreements that have provisions for contingent liabilities, provided that the contingent liability obligations are not reasonably expected to exceed the amounts set forth in the DCOA’s annual budget, as determined by the CEO in his or her reasonable discretion.

PART 2. DCOA further authorizes the CEO to take any steps necessary which are consistent with and necessary to effectuate the authority outlined above as determined by the CEO in his or her reasonable discretion.

¹ Subject to the City of Abilene’s policies and procedures, so long as the City of Abilene is providing personnel and employment services to the DCOA.

² For purpose of the authority granted to the CEO in this Part, the Board shall be considered to have established the compensation for a specific position if the salary of any employee being hired will not result in an expenditure that exceeds the DCOA’s annual budget.

PART 3. This Resolution takes effect immediately upon passage.

ADOPTED this the 28th day of January, 2020.

ATTEST:

Secretary/Treasurer

President

APPROVED AS TO FORM:

Mark Zachary, Attorney at Law

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