

PRE-COUNCIL WORK SESSION, THURSDAY
April 10, 1986, 8:30 A.M.

CITY COUNCIL OF THE CITY OF ABILENE, TEXAS,
BASEMENT CONFERENCE ROOM, CITY HALL

The City Council of the City of Abilene, Texas, met in a Pre-Council Work Session on April 10, 1986, at 8:30 A.M. in the Basement Conference Room of City Hall. Mayor David Stubbeman was present and presiding with Councilman Gary D. McCaleb, Councilwoman Betty Ray, Councilmen Walter E. Wheat, A. E. Fogle, Jr., Welton Robinson and Harold Nixon. Also present were City Manager Jim C. Blagg, Assistant City Managers Roy L. McDaniel and Rickey Childers, City Attorney Harvey Cargill, Jr., City Secretary Patricia Patton and various members of the City Staff.

The Council briefly discussed various consent and regular agenda items. There being no further questions, the meeting was recessed to the City Council Chambers for the Regular Council Meeting.

REGULAR CITY COUNCIL MEETING
April 10, 1986, 9:00 A.M.

CITY COUNCIL OF THE CITY OF ABILENE, TEXAS,
CITY COUNCIL CHAMBERS OF CITY HALL

Mayor Stubbeman reconvened the City Council of the City of Abilene, Texas, into Regular Session April 10, 1986, at 9:00 a.m. in the City Council Chambers of City Hall.

Invocation was given by Councilman A. E. Fogle, Jr.

The minutes of the Pre-Council Work Session and Regular City Council Meeting held March 27, 1986, stand approved.

Patricia A. Patton, City Secretary, briefed the Council on a resolution canvassing the results of the General City Election held April 5, 1986, declaring that Welton Robinson fill the position of Council Place V and Harold D. Nixon fill the position of Council Place VI. Ballots were issued to each precinct as required by state law to be duly recorded.

Mayor Stubbeman received by mail a Ballot and Seal Certificate from each presiding judge, duly signed by same and released to the City Secretary for filing in the official election records.

Councilman Fogle moved to approve the resolution canvassing the returns and declaring the results of the General City Election held April 5, 1986. The motion was seconded by Councilman McCaleb and the motion carried:

AYES: Councilman McCaleb, Councilwoman Ray, Councilmen

Wheat, Fogle, Robinson, Nixon, and Mayor Stubbeman.
NAYS: None.

The resolution is numbered 11-1986 and is captioned as follows:

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ABILENE, TEXAS, CANVASSING THE RETURNS AND DECLARING THE RESULTS OF A GENERAL ELECTION HELD IN THE CITY OF ABILENE ON APRIL 5, 1986.

Patricia A. Patton, City Secretary, disseminated to each member of the City Council their annual pay check of one (1.00) dollar.

Welton Robinson, Council Place V, and Harold Nixon, Council Place VI, were inducted into the office for a three-year term by Patricia Patton, City Secretary. A reception followed.

Councilman McCaleb moved to elect A. E. Fogle and Walter Wheat as Co-Mayors Pro Tempore. The motion was seconded by Councilman Robinson and the motion carried.

AYES: Councilman McCaleb, Councilwoman Ray, Councilmen Robinson, Nixon, and Mayor Stubbeman.

NAYS: None.

ABSTAIN: Councilmen Wheat, Fogle.

Mayor Stubbeman removed from the agenda items 5b, 5c, 5d, 5e, 5h, and 5j, pursuant to the recommendations of the Planning and Zoning Commission.

Councilwoman Ray moved to approve the consent agenda items, being 5a, 5f, 5g, 5i, 5k through 5m, and 6a, as presented by the staff. The motion was seconded by Councilman Wheat and the motion carried.

AYES: Councilman McCaleb, Councilwoman Ray, Councilmen Wheat, Fogle, Robinson, Nixon, and Mayor Stubbeman.

NAYS: None.

5. Ordinances & Resolutions:

- a. Consider on first reading an ordinance changing zoning district boundaries - Z-2986 - Request from the Kroenke Group to rezone from AO (Agricultural Open Space) to PDMX (Planned Development Mixed Use) district, located on N. Judge Ely Blvd., 1/4 mile north of US Highway 80 east, and set a public hearing for April 24, 1986, at 9:00 a.m.

AN ORDINANCE OF THE CITY OF ABILENE, TEXAS, AMENDING CHAPTER 23, SUBPART E, ZONING, OF THE ABILENE MUNICIPAL CODE, CONCERNING JUDGE ELY BLVD. PDMX PLANNED DEVELOPMENT DISTRICT; CALLING A PUBLIC HEARING; PROVIDING A PENALTY AND AN EFFECTIVE DATE.

- f. Consider on first reading an ordinance changing zoning district boundaries - Z-3686 - Request from FM 600 Fleamarket, agent Eddie Adams, to rezone from AO (Agricultural Open Space) to PDMX (Planned Development Mixed Use) district, located at 4051 West Lake Road, and set a public hearing for April 24, 1986.

AN ORDINANCE OF THE CITY OF ABILENE, TEXAS, AMENDING CHAPTER 23, SUBPART E, ZONING, OF THE ABILENE MUNICIPAL CODE, CONCERNING F. M. 600 PDMX PLANNED DEVELOPMENT DISTRICT; BOUNDARIES AFFECTING CERTAIN PROPERTIES, AS DESCRIBED BELOW; CALLING A PUBLIC HEARING; AND DECLARING A PENALTY.

- g. Consider on first reading an ordinance changing zoning district boundaries - Z-3786 - Request from Holmes & Perry, agent, Nathan Coulter, to amend PDMX (Planned Development Mixed Use) Ordinance #68-1985 by expanding the district to include land within an RS-6 (Residential Single Family) district and changing its classification to PDMX (Planned Development Mixed Use), and by amending the existing site plan and ordinance, located at South 27th Street & Buffalo Gap Road, and set a public hearing for April 24, 1986, at 9:00 a.m.

AN ORDINANCE OF THE CITY OF ABILENE, TEXAS, AMENDING CHAPTER 23, SUBPART E, "ZONING" OF THE ABILENE MUNICIPAL CODE AND ORDINANCE NO. 68-1985, CONCERNING THE OVERPLACE PLANNED DEVELOPMENT DISTRICT; CALLING A PUBLIC HEARING; PROVIDING A PENALTY AND AN EFFECTIVE DATE.

- i. Consider on first reading an ordinance for thoroughfare closure - T-326 - Request from Catclaw II Joint Venture, agent, Charles A. McClure III, for thoroughfare abandonment, being a portion of Curry Lane right-of-way south of and adjacent to a tract of land located in J. C. Donley Survey No. 95, and set a public hearing for April 24, 1986, at 9:00 a.m.

AN ORDINANCE PROVIDING FOR THE ABANDONMENT OF A PORTION OF PUBLIC RIGHT OF WAY; PROVIDING FOR THE TERMS AND CONDITIONS OF SUCH ABANDONMENT, AND CALLING A PUBLIC HEARING.

- k. Consider on first reading an ordinance amending Chapter 18, Traffic, of the Abilene Municipal Code, changing various traffic schedules.

AN ORDINANCE AMENDING CHAPTER 18, "MOTOR VEHICLES AND TRAFFIC", OF THE ABILENE MUNICIPAL CODE, BY AMENDING CERTAIN SECTIONS AS SET OUT BELOW; PROVIDING A SEVERABILITY CLAUSE; AND DECLARING A PENALTY.

1. Consider on first reading an ordinance amending Ordinance No. 69-1985, Part 5, regarding the number of classified positions in the Police Department.

AN ORDINANCE AMENDING ORDINANCE NO. 69-1985, PART 5, REGARDING THE NUMBER OF CLASSIFIED POSITIONS IN THE POLICE DEPARTMENT.

- m. A resolution ordering paving improvements on Buffalo Gap Road from Antilley Road south to Highway 707 and calling a public hearing for May 8, 1986 at 9:00 a.m.; consider on first reading an ordinance authorizing special paving assessment proceedings for improvements on Buffalo Gap Road.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ABILENE, TEXAS, ORDERING THE IMPROVEMENT OF THE HEREINAFTER NAMED STREET, PROVIDING FOR ASSESSMENT OF A PORTION OF THE CURB AND GUTTER COST AGAINST ABUTTING PROPERTY OWNERS; THE NAME OF THE STREET TO BE SO IMPROVED BEING AS FOLLOWS, TOWIT: BUFFALO GAP ROAD FROM SOUTH OF THE INTERSECTION AT ANTILLEY ROAD SOUTH TO HIGHWAY 707; APPROVING AN ESTIMATE OF COSTS OF SAID PROPOSED IMPROVEMENTS; APPROPRIATING FUNDS IN THE SUM OF NINETY-SIX THOUSAND FIVE HUNDRED FORTY AND NO/100 DOLLARS (96,540.00) FOR THE CITY OF ABILENE'S PORTION OF SUCH ESTIMATED COSTS; AND CALLING A PUBLIC HEARING TO CONSIDER AN ORDINANCE LEVYING PROPOSED ASSESSMENTS AGAINST THE ABUTTING PROPERTY OWNERS.

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ABILENE, TEXAS, CLOSING THE PUBLIC HEARING; ORDERING IMPROVEMENTS AND LEVYING ASSESSMENTS AGAINST VARIOUS PERSONS AND THEIR PROPERTY FOR THE PAYMENT OF A PART OF THE COST OF THE CURB AND GUTTER FOR A PORTION OF THE FOLLOWING STREET IN THE CITY OF ABILENE, TAYLOR COUNTY, TEXAS, TO-WIT: BUFFALO GAP ROAD FROM SOUTH OF THE INTERSECTION AT ANTILLEY ROAD SOUTH TO HIGHWAY 707.

PROVIDING FOR THE TIME WHEN SUCH ASSESSMENTS BECOME DUE AND PAYABLE; STIPULATING THE RATE OF INTEREST AND FIXING A CHARGE AND LIEN AGAINST SAID PROPERTY, MAKING SAID CHARGE A PERSONAL LIABILITY OF THE PROPERTY OWNERS OWNING PROPERTY ABUTTING ON BUFFALO GAP ROAD; PROVIDING FOR THE COLLECTION THEREOF; AND PROVIDING A SEVERABILITY CLAUSE.

6. Award of Bid:
 - a. High Pressure Sewer Cleaning Machine for Water Utilities - Bid #105. The bid was awarded to Naylor Supply.

Bob Whitehead, Director of Public Works, briefed the Council on an Award of Bid for cab chassis with sideloading refuse packer body for the Refuse Collection Division, Bid #107. Staff recommends R. L. Anderson be awarded the bid.

Councilman Wheat moved to approve the award of bid as recommended by staff. The motion was seconded by Councilwoman Ray and the motion carried.

AYES: Councilman McCaleb, Councilwoman Ray, Councilmen Wheat, Fogle, Robinson, Nixon, and Mayor Stubbeman.

NAYS: None.

Pam Collins, Director of Personnel, briefed the Council on the various committees that worked in regard to the pay plan study. She expressed appreciation to all the City employees that worked on the various committees. She specifically recognized six City employees that served on a Coordinating Committee by presenting them with Certificates of Appreciation. The six employees are: Cindy Manning, Assistant to the Director of Water Utilities; Robby Neill, Management Analyst, Public Works Department; Tony Neitzler, Assistant Director of Planning; Lee Ann Phipps, Micro Systems Coordinator, Finance Department; Tim Stephens, Assistant Civic Center Superintendent, Community Services Department; and Sandra Trosky, Land Agent, Public Works Department.

Pam Collins introduced Mr. Tony Gerczak, Ralph Andersen & Associates, who briefed the Council on the entire study. The study includes six phases: Administrative, Classification, Job Evaluation, Compensation, Pay-for-Performance, and Final Report. Mr. Gerczak stated that every effort was made by the City staff to involve City employees in every aspect of the study. This was accomplished by each employee completing a job questionnaire, 750 employees being interviewed, and the various study committees.

He reviewed with the Council in detail the summary of the results of the entire Study (as shown in the document entitled such and dated April 10, 1986). Recommendations by the consulting firm of Ralph Andersen & Associates are as follows:

1. That the Council adopt the Study in its entirety.
2. That the salary adjustments totaling \$266,094 be implemented effective April 1, 1986, by utilizing the approved budget funds of \$350,000.
3. That the Pay-for-Performance plan be implemented October 1, 1986, to allow sufficient time to train employees on the new procedures.
4. That the entire program be audited closely for the first two years.

Jim Blagg, City Manager, recommended to the Council, that in addition to all the aforementioned recommendations from Ralph Andersen and Associates, the staff recommends the Council authorize the remaining funds of approximately \$83,906, initially budgeted for implementation of the pay plan study be reallocated.

It is suggested these remaining funds be placed in the health insurance fund to offset an anticipated rate increase in health insurance.

The Council discussed the study. Council Members Nixon and Robinson stated that this pay plan may, in fact, be appropriate for the City. However, they requested the decision be postponed for two weeks to allow more time to review the study. Staff responded that a two-week delay would mean the implementation would be postponed. In effect, instead of employees realizing the salary adjustments on their April 18th paycheck, adjustments would not be realized until their May 2nd paycheck.

The Council discussed the implications of postponing the salary implementation.

Councilwoman Ray moved to adopt the pay plan study by oral resolution, as recommended by the staff and Ralph Andersen & Associates. The motion was seconded by Councilman Fogle and the motion carried.

AYES: Councilman McCaleb, Councilwoman Ray, Councilmen Wheat, Fogle, and Mayor Stubbeman.

NAYS: Councilmen Robinson and Nixon.


Mayor Stubbeman recessed the Council into executive session in accordance with State law, Sections 2e and 2g of the Open Meetings Act, to consider pending and contemplated litigation, and the appointment and evaluation of public officials.

The Council reconvened from executive session and reported no action taken.

There being no further business, the meeting was adjourned at 10:50 a.m.



Patricia Patton
City Secretary



David Stubbeman
Mayor