STATE OF TEXAS COUNTY OF DENTON CITY OF CORINTH

On this the 13th day of August 2020, the City Council of the City of Corinth, Texas met in Workshop Session at the Corinth City Hall at 5:45 P.M., located at 3300 Corinth Parkway, Corinth, Texas. The meeting date, time, place and purpose as required by Title 5, Subtitle A, Chapter 551, Subchapter C, Section 551.041, Government Code, with the following members to wit:

Members Present:

Mayor Heidemann Sam Burke, Mayor Pro Tem Scott Garber, Council Member Lowell Johnson, Council Member Kelly Pickens, Council Member

Members Absent:

Tina Henderson, Council Member

Staff Members Present:

Bob Hart, City Manager
Lee Ann Bunselmeyer, Finance, Administration, Communications & Marketing Director
Chris Rodriguez, Assistant Finance Director
Patricia Adams, Rockefeller, & Fort
Helen-Eve Beadle, Planning and Development Director
Jason Alexander, Economic Development Corporation Director
Cody Collier, Public Works Director
Jerry Garner, Police Chief
Michael Ross, Fire Chief
Guadalupe Ruiz, Human Resources Director
George Marshall, City Engineer
Shea Rodgers, Technology Services Communications Manager
Lana Wylie, Interim City Secretary

CALL TO ORDER:

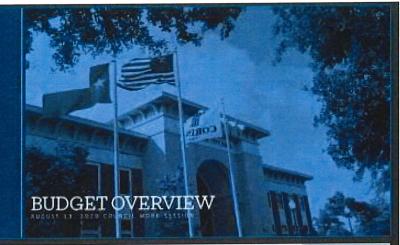
Mayor Heidemann called the meeting to order at 5:45 p.m.

WORKSHOP BUSINESS AGENDA:

1. Receive a report, hold a discussion, and provide staff direction on the Fiscal Year 2020-2021 Annual Program of Services and Capital Improvement Program.

City Manager Hart outlined the meeting agenda and items for discussion to include the tax rate analysis, the general department overview, the sales tax funds, the CIP, debt capacity, and the budget calendar. The city is currently at approximately 70% of the certified tax roll, with 30% unknown. The City Council will vote on the rate in the Regular Session Meeting. He presented the overview for City Administration. Human Resources Director, Guadalupe Ruiz, gave an overview of the Human Resources budget. Police Chief Garner and Fire Chief Ross provided an overview of their budgets. Cody Collier, Public Works Director, Planning & Development Director Helen-Eve Beadle, and Lee Ann Bunselmeyer, Finance Director, presented their departmental budgets.

Mr. Hart presented the General Fund Financial Forecast and the Capital Improvement Program. Corinth Economic Development Director Jason Alexander presented the Economic Development Departmental Budget.



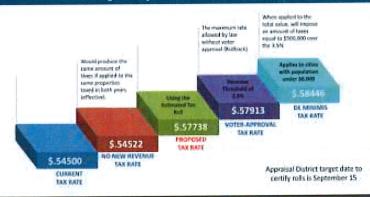
Agenda

- ◆ Tax Rate Analysis
- ◆ General Fund Department Overview
- ♦ Restricted and Sales Tax Use Funds Overview
- CIP and General Debt Capacity Analysis
- → Budget Calendar



PROPERTY TAX RATE ANALYSIS

Using Certified Estimate Value of \$2,435,945,630



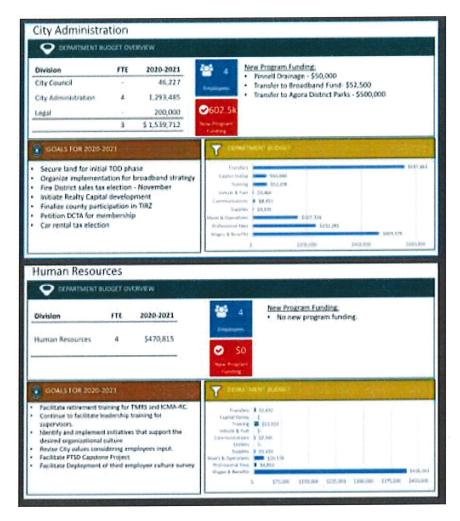






GENERAL FUND OVERVIEW





Mr. Hart stated the city is currently 1.84 to 1.98 % below the average for salaries, which is the justification for the recommended 2%. When other cities award raises in October, Corinth will have another pay gap. The effective date will be January 1, unless the Fire District Sales Tax does not pass. Council Member Garber inquired about Public Safety's step raises and how this alters their efforts to keep the pay in line with other cities. Ms. Ruiz said the cities Corinth is comparable with are Bedford, Highland Village, Little Elm, Wylie, and The Colony. She stated the compensation gap is greater, by double digits, if compared to Denton and Lewisville. Ms. Bunselmeyer stated a 2% increase in January is \$214,000; a full 12 months at 1% is \$142,000. A 3% increase would mean \$427,500.00, citywide. Mr. Hart confirmed Mr. Garber's comment about being behind the curve. He is not sure how long COVID will continue, and the recommendation was to be conservative. He explained the tax rate, and if you go above the voter approval rate, residents could file a petition to call an election, and anything above the de minimis rate requires an election. Mayor Pro Tem Burke asked about the difference; Ms. Bunselmeyer affirmed one cent is \$243,000. Mr. Burke asked about SB2 and Public Safety. Mr. Hart confirmed what was approved in this budget year cannot be less than what was included in the existing budget. Mr. Garber would like for the city to continue with the step performance by next year. Ms. Bunselmeyer stated the progress made over the past several years. She and Ms. Ruiz agreed they would prefer the 3% plus cost adjustment, but the revenues do not support the raise. Council Member Pickens asked if people leave due to salaries offered. Ms. Ruiz confirmed, yes.

Council Member Johnson asked about salary compression. He suggested the council commit to possibly work on both the merit and step program at the six-month point and then commit to the next year's budget to correct it before it becomes a more significant problem.

EMPLOYEE COMPENSATION

TO ADDRESS PAY GAPS



2% Pay Plan Adjustment to the Public Safety and General Pay Schedules – Effective January 4, 2021

Most of the employees' salaries are under the midpoint of Corinth's current pay ranges. Ideally, salaries should be at the midpoint of the pay ranges. Total cost - \$214,110.



Police Lateral Pay

The purpose of the program is to attract qualified experienced officers and pay them accordingly based on their training and experience.

While the City already permitted "lateral transfers," the need to preserve internal equity kept limiting the salary/Step that the Department could offer to a new experienced police officer. For this reason, it was imperative to address internal equity first. Total cost of \$40,131.

HEALTH INSURANCE RATES

PROPOSED CITY RATES FY2021

- 11.8% increase -\$265,228 after negotiation and dependent contribution change
- Continues Health Employee Insurance Benefits Trust – 1.75% premium savings
- City dependent contribution remains at 69%

OTY CONTEMUTION						
	Current (69%)	Proposed (49%)	City			
EE Only	\$559.01	\$435.80	565.95			
EE/Children*	871.71	974.39	102.68			
EE/Spouse*	5.013.57	1,132.89	119.37			
EE/Fumily*	1,467.33	1.573.05	165.77			

HEALTH INSURANCE

Proposed Employee Rates FY 2021

EMPLOYEE BASE PLAN:

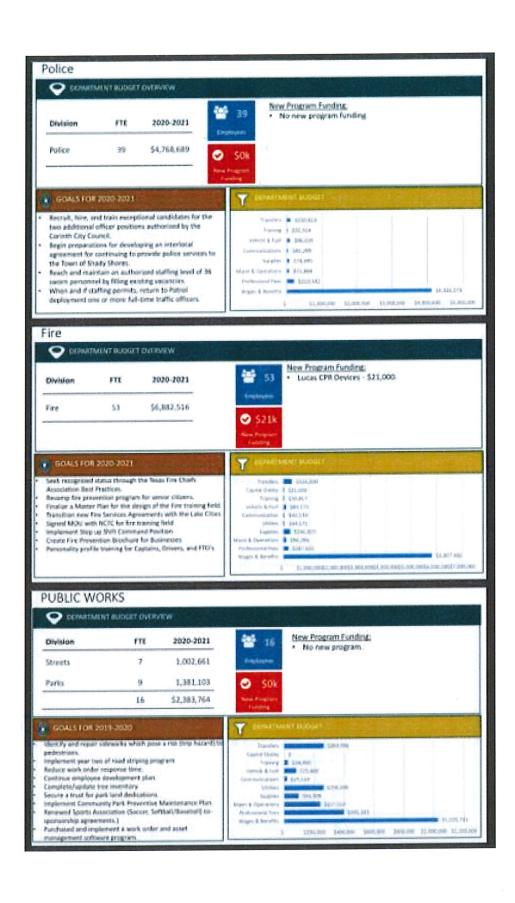
- Continue High Deductible Insurince Plan with a Health Savings Account (H.S.A.)
- Continue contribution to employee Health Savings Account of \$1,000
- Deductible increases from \$2,700 to \$2,800 for individual (2020 IRS)

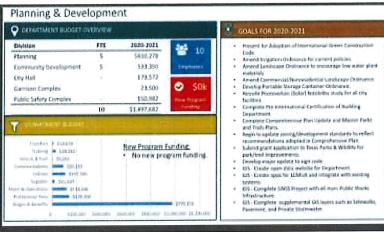
EMPLOYER "BASE PLAY" CONTRIBUTION					
	Coment (31%)	Proposed (1250)	Employed tempack 50		
EE Only	50	50			
EX/Children*	140.13	156.62	16.50		
\$3/5pouse*	251.83	227.84	34.03		
SE/Variety*	267.7%	425.58	44.84		

EMPLOYEE BUY UP PLAN:

- Plan option with deductibles/copays (traditional PPO Plan)
- Deductible of \$1,000
- Co-insurance Benefit 80% to \$3,000 out of pocket maximum
- Copays (Emergency room -\$200, Urgent care-\$50, Office Visit \$25, Specialist \$50, Prescriptions \$10/\$15/\$/70/\$150)

EMPLOYER "BUY UP" CONTRIBUTION						
	Current	Proposed	Employee Impact			
EE Only	548.79	\$71.20	\$7.50			
SE/Chibbres	233.24	241.37	99.06			
W/Speace	313.34	352.66	65.32			
EE/Family	594.18	653.00	68.82			





Finance & Strategic Services



604L5 FOR 2020-2021

- Continue to create forms and gurums to help streamline into

- Contacts to creat terms and parties to may be used in a paper less inventoriesed. Exporte participation on Westerd Found Up program, Continues to receive the Cartificide of Arbivorement for Expoleración Productión Reporting. Work Seeming servicing the Comproduct of Public Acustostó-ficamparency Stars, program for accounting, procurement and comments.
- oprovents. Complete vocalization of Fiber Word City Hall to Public Safety

- Complete remailation of their four City stall so Public Subtly Center.

 Expend subdiviously services in the Council Chandons and have staff to -band to run the AV.

 Consent access control in City Half from a historic substains to an en premises assution.

 Complete the registron of five notherant to now vertices and substantial services.

- only to contribute the Contributions of Strongs Plan.
 Springeries Social Media and Media Relations Frotocols.
 Improve resident politicus through "out of city half"
 strikation.

General Fund Financial Forecast Assumes Tax Growth of 4% in 2021-22

	Zilio-2028 Estimata	2023-2021 Budget	2021-2022 Projected	2022-2023 Projected
Estimated Reginning Fund Balance	53,091,654	\$5,305,460	54,829,208	\$5,147,261
Revenues Fire Service Agreements Public Safety Agreements SAFER Gram (9 Frieman) Use of Fund Ralance	16,573,201 1,911,753 522,940 517,901	17,011,444 1,914,034 531,943 310,740 476,252	17,437,329 2,717,668 541,045 60,422	17,953,399 2,816,337 541,045
Total Resources	\$ 19,470,412	20.244,410	20,751,464	21,308,781
Expenditures New on-going Programs One-time Programs	16,129,571 820,696 1,509,412	19,605,910 15,000 621,500	20,433,433	20,924,376
Total Expenditures	19,250,722	20,244,410	20,433,411	20,924,376
Estimated Ending Fund Balance	55,305,460	\$4,829,700	55,147,261	\$5,531,376
% of Total Expenditutes Policy Target	25,43% 20,00%	23.85% 20.00%	25.19% 20.00%	26.44% 20.00%





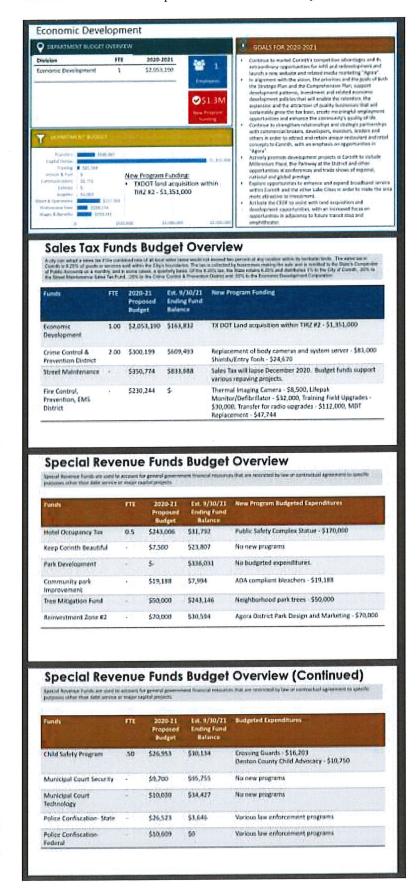




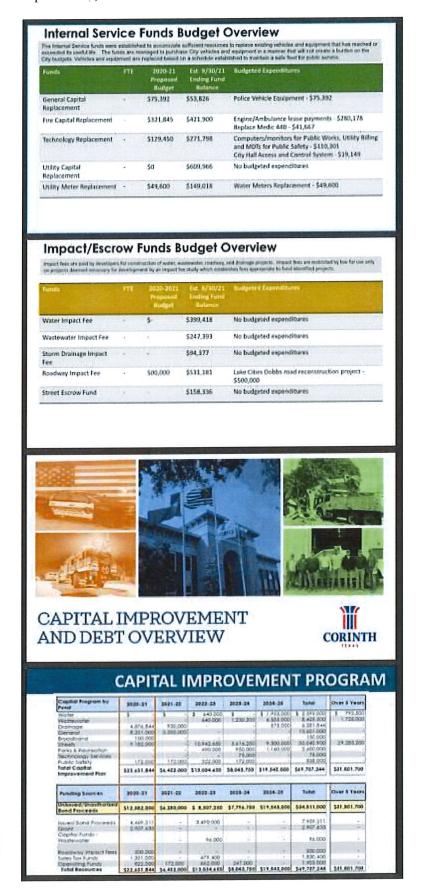
RESTRICTED AND SALES TAX FUNDS OVERVIEW



Council Member Johnson asked if the other three Lake Cities have been approached about forming their own fire district to offset their expenses. Mr. Hart said they have no interest.



Mr. Johnson inquired about the Utility Capital Replacement Fund. Ms. Bunselmeyer said the funds are for utility capital replacement, such as a backhoe or sewer camera.



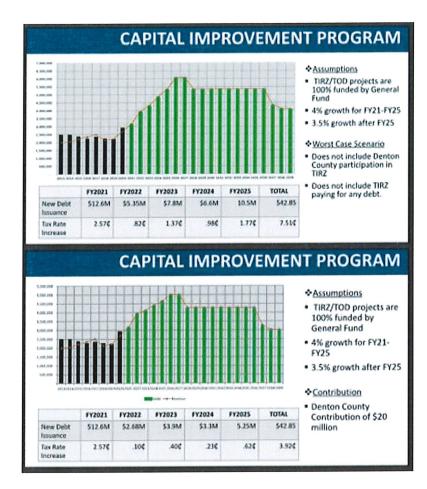
Mr. Burke asked for an explanation of the CIP and the \$531 million. Mr. Hart explained it was related to the tax increment. It is all of the infrastructure that was identified. The funds are without county funds and from the period of 2026-2031.



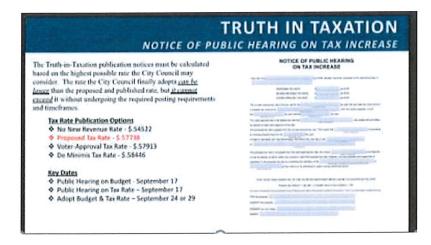




Ms. Bunselmeyer overviewed the financial forecast and issuing bonds. Mr. Burke inquired about making a purchase as soon as possible due to the low rates. Ms. Bunselmeyer stated there would be a possibility of an interest payment. Ms. Pickens asked about refinancing debt. Ms. Bunselmeyer said you could only refinance them when a call date occurs on the existing securities. The next call date is not until 2026. The city refinanced within the last year few years, and we lowered the debt impact. And so now we have to wait five years before we can do another one. The city can look into a bond issuance now versus in the spring. She said issuing debt is traditionally done after the first quarter since the final audit number is completed in January.



Mr. Hart suggested to set the proposed tax rate at \$.57738 and stated the council would vote in the Regular Session meeting tonight. Ms. Bunselmeyer confirmed if the council wants to issue debt in September, it will increase the debt rate, which will be above the \$.57738, and it would almost require the de minimis rate because of the unknown of the debt impact. Council Member Garber asked if the council approves the de minimis rate, could they approve a lower rate before the budget and tax rates are confirmed? Ms. Bunselmeyer confirmed.





2. Discuss Regular Meeting Items on Regular Session Agenda, including the consideration of closed session items as set forth in the Closed Session agenda items below.

There was no discussion on regular session agenda items.

There was no closed session following the workshop session.

CLOSED SESSION

The City Council convened in closed session to consider any matters regarding matters pursuant to Chapter 551 of the Texas Government Code.

<u>Section 551.071.</u> (1) Private consultation with its attorney to seek advice about pending or contemplated litigation; and/or settlement offer; and/or (2) a matter in which the duty of the attorney to the government body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act.

a. Red River Bancorp Demand (B)

<u>Section 551.072</u>. To deliberate the purchase, exchange, lease or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

- a. Right-of-way consisting of .198 acres located at 6801 S I-35E and 3404 Dobbs Road along Dobbs Road within the H. Garrison Survey, Abstract No. 507, within the City of Corinth, Denton County, Texas (F)
- b. 3.792 acres, Tract 13H, out of the J.P. Walton Survey, Abstract 1389, within the City of Corinth, Denton County, Texas (P)
- c. Being 5.379 acres of land located in the J. WALTON SURVEY, Abstract No. 1389, City of Corinth, Denton County, Texas, and being a portion of the tract of land conveyed to Anchor City Investments, LLC, by the deed recorded in Instrument No. 2006-90896, of the Deed Records of Denton County, Texas (D)

Section 551.074. To deliberate the appointment, employment, evaluation, reassignment, duties,

discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee.

<u>Section 551.087</u>. To deliberate or discuss regarding commercial or financial information that the governmental body has received from a business prospect that the governmental body seeks to have locate, stay, or expand in or near the territory of the governmental body and with which the governmental body is conducting economic development negotiations; or to deliberate the offer of a financial or other incentive to a business prospect.

a. Project Agora

After discussion of any matters in closed session, any final action or vote taken will be in public by the City Council. City Council shall have the right at any time to seek legal advice in Closed Session from its Attorney on any agenda item, whether posted for Closed Session or not.

TEXAS

RECONVENE IN OPEN SESSION TO TAKE ACTION, IF NECESSARY, ON CLOSED SESSION ITEMS.

ADJOURN:

Mayor Heidemann adjourned the workshop session at 7:32 p.m.

AYES:

Meeting adjourned.

Approved by Council on the 24th day of Suptember 2020

Lana Wylie, Interim City Secretary

City of Corinth, Texas