



CITY OF TEXARKANA

CITY COUNCIL

MINUTES • MAY 16, 2016

Conference Room

Workshop Meeting

6:15 PM

220 TEXAS BLVD.
TEXARKANA, TX 75501

I. CALL TO ORDER, ROLL CALL, ESTABLISHMENT OF QUORUM

Attendee Name	Title	Status	Arrived
Bob Bruggeman	Mayor	Present	
Jean H. Matlock	Ward 1	Present	
Willie Ray	Ward 2	Present	
Tina Veal-Gooch	Ward 3	Absent	
Brian Matthews	Ward 4	Present	
Christy P. Paddock	Ward 5	Present	
Josh Davis	Ward 6	Present	

Staff Present: City Manager John Whitson, Jennifer Evans, Kyle Dooley, Lisa Thompson, Craig Hicks, Robby Robertson, Charles Kreidler, Nila Smith, Eric Schlotter, Rea Donna Jones, Chuck Mitchell, Vicky Coopwood, Kristin Peeples, Kevin Schutte, Dan Shiner, Jim Powell, and Jerry Sparks.

Legal Counsel: None

II. MAYOR'S OPENING REMARKS

Mayor Bruggeman welcomed staff in attendance and expressed thanks to staff members who comprised the committee for the Employee Compensation Plan review. The Mayor said he had received a preview of the information and that the information would be very informative to the council.

III. OPEN FORUM: COMMENTS FROM THE PUBLIC (LIMIT 5 MINUTES EACH)

There were no comments made at Open Forum.

IV. ITEMS FOR DISCUSSION - EMPLOYEE COMPENSATION PLAN

City Manager Whitson said that council would see a presentation about the Employee Compensation Plan as a result of staff efforts with the help of a professional consulting firm. Each council member was provided the presentation information in a workbook for future reference.

Mr. Whitson also said that staff was not looking for any direction or guidance at this time. Council would be given the opportunity to see the presentation of the Capital Improvement Plan before more definite solutions are discussed for the Employee Compensation Plan. Both workshop sessions are an introduction to the city's budget process for Fiscal Year 2017. Council Members were told their questions were welcomed.

Jim Powell began the presentation stating that the city contracted with a consulting firm called PayScale Human Capital of Seattle, Washington. Mr. Powell highlighted a few specific factors considered in the compensation study process such as: employee turnover rates, department challenges with recruitment and employee retention and development of a salary structure better-aligned with the current market. Both civil service and non-civil service employee salaries were considered in the review process. Mr. Powell continued the discussion answering questions from council members.

Mr. Whitson made summary comments and noted that this compensation study does not include Texarkana Water Utilities (TWU) staff because part of TWU salaries are funded by the City of Texarkana, Arkansas. He has been in discussion with the Arkansas-side City Manager and TWU Executive Director about a future compensation review for TWU employees. This review will target proposed salary adjustments for Fiscal Year 2018.

Mayor Bruggeman made closing remarks and reminded council that the Capital Improvement Plan workshop is scheduled for Monday, June 6th.

V. ADJOURNMENT

A motion was made to adjourn the meeting.
(7:35 p.m.)

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Willie Ray, Ward 2
SECONDER:	Christy P. Paddock, Ward 5
AYES:	Matlock, Ray, Matthews, Paddock, Davis
ABSENT:	Veal-Gooch
EXCUSED:	Bruggeman

Minutes Finalized - City Secretary & Mayor



Jennifer Evans
City Secretary



Bob Bruggeman
Mayor