

City of Bronte, Texas
Special City Council Meeting Minutes Revised
Thursday, March 28, 2019 6:00 P.M.

The City Council of the City of Bronte, Texas met in regular session in City Council Chambers, City Hall, 114 S. Washington Street, Bronte, Texas at 6:30 p.m.

6:01 P.M. City Council Convened - City Council Chambers, 114 S Washington Street, Bronte, Texas

Present: Paul Gohman, Mayor
David Bedford, Mayor Pro Tem
Lee Wommack, Councilman
Steve Hines, Councilman
Ricky Royall, Utilities Director
Teresa Ballard, City Secretary
Sherry Bailey, Deputy City Secretary
Ken Coalson, Utility Operator

Absent: Eileen M. Hayman, City Attorney
Santiago Rodriguez, Councilman
Stormy Vaughn, Councilman

A. Proclamations and Presentations

A.1. Pledges of Allegiance

A.2. Prayer was led by David Bedford

B. Citizen Comments - Any citizen wishing to appear before a regular meeting of the City Council may do so by signing up to speak at the City Council meeting itself, regarding any item posted on the City Council agenda. Council may take comments from citizens on this matter. Citizens are allowed three minutes for comments.

No comments

Regular Agenda

- 2. Discuss/Act – Employee Healthcare Plan – Reduction in employee benefits**
- 2.a Discuss/Act – Plan options**
- 2.b. Discuss/Act – Reduction of employee benefits**
- 2.c. Discuss/Act – Approve the Mayor to execute a rerate notice and employee benefits verification with TML Health Benefit Pool**

Mayor Gohman reported the City has been covering employee healthcare at 100% since 1992. This was before we were selling water, we were totally depended on property and sales tax. Back then they thought it was worth it to provide health insurance to the team.

The Texas Municipal Clerks Association conducts a survey each year and for towns under two thousand, 92% of the cities cover health insurance at 100%.

We have two things to decide, one to cover at 100% or possibly look for other plans that are less expensive. That is another option. We are running out of time if we want to say with this plan.

My personal opinion at this time having paid this since 1992 this amounts to a pay reduction. Every dollar that comes out of their paycheck that goes somewhere is a reduction in pay. As solvent as we are, why are we going to reduce? At this point, this is not my recommendation, I think I have made my point clear, but I do not vote unless of a tie. I will leave that on the table as far as reducing from 100% down to something else. I leave it up to you to choose if you want to reduce from 100%. I value the team we have, I respect them to the man and to the woman, I will always support them, I will always have their back that I guarantee to all of our employees. That is why I am taking a firm position on this at this time. I don't agree reducing it at this point unless there is cause and so with that said I would like to put this on the table.

- 1) So we are going continue to pay a 100% and keep TML insurance, we have to decide which plan to take.
- 2) If we are going to require to pick a plan and pay for part of it, then we need to open it up and have them choose
- 3) If were going away from TML and look for something else.

Mayor reported talking to Jim and he expressed his opinion and he said he look at health insurance is really expensive.

Mayor asked what your thoughts David is. Teresa and Steve summarized the discussion from last week's meeting. Steve wants to be transparent and if we're going to continue with what we've been doing and the first time we raise the water or the tax rate, I want it out there so that the people will know what they are paying for. Lee continued with the discussion saying we don't have much time to decide, to look another insurance company. We have to send something in by April 7, so we are stuck with this. My opinion is we already have a budget for this, we did not budget the 3% increase, that still it's not much of an increase, we budgeted to pay their insurance and I think we should continue it at 100%.

Steve asked is it in the books that employee's get a 3% increase each year. No it is not. They got one this year and I didn't vote on it. Teresa reported it was talked about in budget. This is what they have done in the past. Somewhere during the budget process it was discussed. It is not listed in the minutes stating 3% increase, but it was in the figures that everyone reviewed.

Prior to this meeting Santiago Rodriguez asked Teresa if she would ask TML the following two questions: Teresa reported the following answers.

1) Coverage dates. Coverage ends June 30th.

2) If we find a new plan during the year, what is the cancellation policy? A written 30 day notice of termination.

Steve mentioned everyone he has spoken to says TML's cheap. I just have a problem with the percentage.

David expressed when you take a job there is a salary and benefits are part of my salary. I don't think it is good practice to reduce salary to your employees. I personally count salary as the whole package. That is an agreement we made with these employees and they to work her with that agreement and understanding.

Lee Wommack made the motion to approve employees paying 100% of the cost of the insurance of the current rerate plan and approve the Mayor to execute a rerate notice and employee benefits verification with TML Health Benefit Pool, seconded by David Bedford.

Vote: 2-1, Steve opposed, motion passed

3. Discuss/Act – Livestock Permit – Juan DeLaRosa; 310 Lombard; Review temporary permit presented January 2019.

Discussion - Mayor reported the citizens are keeping property clean. Steve and Ricky also reported property is being kept clean.

Steve Hines made a motion to approve 2019 livestock permit, seconded by David Bedford.

Vote: 3-0, motion passed

4. Discuss/Act – Sanitation Ordinance: Update – Consider amending Sanitation Ordinance 18-05 Item #1, adding verbiage to say portion of the Convenient Center fee goes to service Inside City Limit Curb Side Service.

Stormy Vaughn asked to review one more time to be sure the verbiage is correct.

Discussion – all council members approve of verbiage.

David Bedford made a motion to amend changes to Sanitation Ordinance 18-05 seconded by Lee Wommack.

Vote: 3-0, motion passed

Adjourn: No further business meeting adjourned at 6:28 pm


Paul Gohman, Mayor

ATTEST:


Teresa Ballard, City Secretary