

**CITY COUNCIL OF THE CITY OF SACHSE
MEETING MINUTES
APRIL 4, 2022**

The City Council of the City of Sachse held a regular meeting on Monday, April 4, 2022, at 6:30 p.m. at Sachse City Hall, 3815-B Sachse Road. Those present were Mayor Mike Felix; Mayor Pro Tem Jeff Bickerstaff; Councilmembers Brett Franks, Michelle Howarth, Frank Millsap, Chance Lindsey, and Cullen King; City Manager, Gina Nash; City Secretary, Leah Granger; Assistant City Manager, Lauren Rose; Help Desk Technician, James Burns; Director of CIP and Engineering, Corey Nesbit; Finance Director, David Baldwin; Police Chief, Bryan Sylvester; Fire Chief, Marty Wade; Deputy Fire Chief, Lee Richardson; Development Services Director, Matt Robinson; Human Resources Director, Kristi Wong; Assistant to the City Manager, Amanda Chi; Library Services Manager, Daniel Laney; and Library Assistants, Damaris Renedo and Julie Bird.

Mayor Felix called the workshop meeting to order at 6:30 p.m.

WORKSHOP:

Receive an update on Trinity Regional Hospital.

Mr. Sean Johnson, CEO of Trinity Regional Hospital, gave an update to Council regarding the progress of the hospital since they opened in November 2021. They have received Medicare certification and are working on Medicaid certification.

Conduct and discuss boards and commissions interviews.

Council conducted interviews for an open board position.

The Mayor adjourned the workshop and opened the regular meeting at 7:21 p.m.

INVOCATION AND PLEDGES OF ALLEGIANCE TO THE U.S. AND TEXAS FLAGS:

Councilmember Franks lead the invocation and Councilmember Lindsey led the pledges.

MAYOR AND CITY COUNCIL ANNOUNCEMENTS REGARDING SPECIAL EVENTS:

Mayor and City Council announcements regarding special events, current activities, and local achievements.

Councilmember King said he was honored to attend the Fire-Rescue and Police Department award banquets the previous week. He noted they are an awesome group of professionals and he appreciates all they do. Councilmember King reminded everyone that elections are approaching and encouraged residents to research and ask questions to decide who will earn their vote. Finally, he expressed the need for donations at 5 Loaves Food Pantry particularly for jelly, instant potatoes, and ramen. 5 Loaves will be hosting an online auction April 21-24.

Councilmember Franks promoted the upcoming Easter egg hunts hosted by the Parks Department.

Councilmember Millsap advertised the upcoming presentations at the Library and encouraged residents to check the website and newsletters for details.

Mayor Felix announced that City facilities will be closed April 15 in observance of Good Friday. The Great American Cleanup will be Saturday, April 23, starting at 9 a.m. at the Community Center. He encouraged groups and families to register on the website.

The X-treme Green Event will be Saturday, May 21, from 8 a.m. to 1 p.m. in the City Hall parking lot. Residents may drop off trash, debris, brush, and appliances at the event, and CWD will be collecting e-waste, hazardous waste, and shredding documents. This event is for Sachse residents only, and attendees may be asked to show proof of residency.

Early voting runs from Monday, April 25 through Tuesday, May 3 and Election Day is Saturday, May 7. Dallas County residents may vote in the City Hall Courtroom and Collin County residents may vote in the Community Center Reservation Room A and B. Check out the elections page on the City website or call the City Secretary with any questions.

Proclamation recognizing the week of April 3-9, 2022, as National Library Week in the City of Sachse.

Library Services Manager, Daniel Laney, and Library Assistants, Damaris Renedo and Julie Bird, accepted the proclamation recognizing April 3-9 as National Library Week. Mayor Felix thanked them for all they do at the Library and in strengthening the community. Mr. Laney thanked Council for supporting the Library and for the opportunity to serve the residents of Sachse.

CITIZEN INPUT:

Yasin Omer Polat, 2805 Southridge Drive, spoke regarding the construction next to his business. He is concerned about the safety of motorists as well as workers in the new building set 10 feet from the highway. He also noted that the new building is blocking visibility of his business and asked for consideration to change the situation.

Adam Polat, 2805 Southridge Drive, said he loves Sachse but does not like that the City let the new building be constructed zero feet from the highway. He said there have been many accidents and it is an eyesore. He said new buildings should make the area better and not just be about personal gain. City leaders should think about what is best for Sachse and correct this mistake.

Afrdita Topcin, 2805 Southridge Drive, was very concerned about the health of her son's business at 6120 TX-78 with the new construction so close to the road next door. She noted that 20% of businesses fail in the first year and 50% fail within the first five years. The business survived COVID, but she does not think it will survive these circumstances. Every business benefits from being visible, but her son's sales have declined as will his property value. The location of the new construction next door will even make it difficult to sell the business because no future businesses will like the lack of prominence. She asked Council to do something about this situation.

After a couple of questions from Council, Ms. Nash affirmed that an Emergency Executive Session was not possible without an attorney present, but she will share the information she has with Council and get back with the family about the situation. The Council could discuss zoning at an upcoming meeting if they would like.

Matthew Holboke, 5511 Oakridge Circle, understood after the previous meeting that Bailey Road could not be reconstructed faster because of allotted funds. He noted several expenditures and referenced the Tax Increment Reinvestment Zone. He expressed frustration that he had to wait 20 years for Bailey Road and thought they should have to wait too. He urged Council to think more carefully about what items are funded.

CONSENT AGENDA: All items listed on the consent agenda will be considered by the City Council and will be enacted on by one motion. There will be no separate discussion of these items unless a Councilmember or citizen so requests.

1. **Approve the minutes of the March 21, 2022, combined meeting.**
2. **Accept the monthly revenue and expenditure report for the period ending February 28, 2022.**
3. **Approve a resolution authorizing the City Manager to enter into an Interlocal Agreement with North Texas Municipal Water District for participation in the Merritt Road Widening Project.**
4. **Approve the Consent Agenda Items as presented.**

Mayor Pro Tem Bickerstaff made a motion to approve the consent agenda as presented. Councilmember King seconded the motion and it carried unanimously.

REGULAR AGENDA ITEMS:

Receive an update on employment trends and "The War for Talent".

Ms. Nash mentioned that the War for Talent is a topic that was to be discussed at the cancelled Council retreat. She noted the difficulty that all businesses are experiencing with hiring new and qualified personnel. Ms. Rose and Ms. Wong collaborated to prepare the presentation describing the issues the City has been facing.

Ms. Rose described the significant shift in employment trends following the COVID-19 pandemic. Expectations and workforce dynamics are changing, and "The Great Resignation" reflects the change in the way people want to work. Comparator cities are experiencing the same challenges and are competing for the same positions. Ms. Rose gave an overview of Sachse's workforce retention changes and reasons employees have been leaving. Recent studies have shown that the 'do more with less' philosophy that many cities adopted following the 2008 financial crisis may be a detriment in the current employment climate.

In an effort to retain talent and attract qualified candidates, Ms. Rose recommended reviewing compensation, reviewing low-cost/high-reward strategies for meeting expectations and needs of

employees, and addressing work environment and culture to suit the current needs of employees and candidates. Staff will conduct a market study to reflect the considerable changes to market conditions. Human Resources has implemented some new and unique recruiting strategies. She also mentioned that employee recognition was scaled back/put on hold during the pandemic and leadership has started to bring that back. Ms. Rose also briefly discussed employee burnout and stress and noted that benefits will be evaluated to ensure the City is supporting employee's physical, mental, and financial wellness. The City of Sachse would like to be an employer of choice in the Metroplex. Staff will return to a future Council meeting to provide options that will help the City to adjust behavior and programs to retain great talent and attract strong candidates to build toward the future of the City.

Councilmember Franks agreed that the issues Ms. Rose described are the same experienced all over the world. He is looking forward to hearing the suggestions and thinks staff is doing the right thing. Councilmember King was glad to see a recognition program come back and noted the strategies discussed sound reasonable. Councilmember Millsap encouraged Ms. Rose to continue looking at options. He suggested that competitions and extracurricular activities may help build interest in the community as well as attract and retain employees.

Mayor Felix adjourned the meeting to Executive Session at 8:09 p.m.

EXECUTIVE SESSION:

The City Council shall convene into Executive Session pursuant to Texas Government Code Section §551.087: Deliberation regarding Economic Development Negotiations: Discussion of an Economic Development incentive for Dutch Bros, LLC, or affiliated entities.

The City Council shall convene into Executive Session pursuant to Texas Government Code, Section §551.087 Economic Development Deliberations: to deliberate the offer or other financial incentive to a business prospect generally located along the President George Bush Turnpike.

Mayor Felix reconvened the regular session at 8:55 p.m.

REGULAR AGENDA ITEMS:

Take action as a result of executive session: Consider authorizing the City Manager, as Executive Director of EDC, to negotiate and execute an economic development agreement on behalf of the City Council with Dutch Bros, LLC, or affiliated entities, and any amendments and instruments related thereto.

Councilmember Howarth made a motion to approve the item as presented. Councilmember King seconded the motion, and it carried unanimously.

Take action as a result of executive session: Consider authorizing the City Manager to negotiate an economic development incentive for a business prospect generally located along the President George Bush Turnpike.

No action at this time.

ADJOURNMENT:

Mayor Felix adjourned the meeting at 8:57 p.m.


Mike J. Felix, Mayor

ATTEST:


Leah K Granger, City Secretary



