

**CITY COUNCIL OF THE CITY OF SACHSE
MEETING MINUTES
NOVEMBER 1, 2021**

The City Council of the City of Sachse held a regular meeting on Monday, November 1, 2021, 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; Interim City Secretary, Leah Granger; IT Manager, Mike Pastor; Strategic Services Director, Lauren Rose; CIP and Public Works Director, Corey Nesbit; Director of Finance, Teresa Savage; Assistant Director of Finance, David Baldwin; Fire Chief, Marty Wade; Police Chief, Bryan Sylvester; Director of Human Resources, Kristi Wong; Neighborhood Services Manager, Ray Mendez; and Assistant to the City Manager, Amanda Chi.

Mayor Felix called the workshop meeting to order at 6:33 p.m.

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

The Council recessed into Executive Session at 6:33 p.m.

The Council reconvened into the regular meeting at 7:08 p.m.

INVOCATION AND PLEDGES OF ALLEGIANCE TO THE US AND TEXAS FLAGS:

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

MAYOR AND CITY COUNCIL ANNOUNCEMENTS REGARDING SPECIAL EVENTS:

Mayor Pro Tem Bickerstaff commended the marching bands from all three local high schools for qualifying for the 2021 State Marching Band Contest. He noted how much hard work goes into preparing and that the community is very proud of their great accomplishment. He wished them the best of luck.

Councilmember Lindsey announced that vote centers would be open from 7 a.m. to 7 p.m. on Election Day, Tuesday, November 2. Dallas County residents may vote at the Sachse City Hall Courtroom and Collin County residents may vote at the Michael J. Felix Community Center.

Councilmember King took the opportunity to give a special thanks to City staff for being involved with Fallfest the previous week. He was especially thankful for Lt. Steven Doerr's guidance, the immeasurable assistance from Kyle Murray with the Parks and Recreation Department, and CERT.

Mayor Felix noted that the 18th Annual Sachse High School Turkey Trot will be held on Thanksgiving Day, November 25. Register to run or walk in the event. Proceeds go to the Sachse High School Class of 2022.

City offices will be closed on Thursday, November 25, and Friday, November 26, in observance of the Thanksgiving Holiday. Solid waste services will also shift over one day.

The Christmas Extravaganza will be held on December 8. The City will host a lighted Christmas Parade at 6 p.m. followed by the Tree Lighting at City Hall at 7 p.m. Activities include visits with Santa, cookies, story time, a petting zoo, train rides, and a winter wonderland surprise you won't want to miss!

HEARTSafe Community - Life Saving Awards: Chief Wade introduced the Still family, who recently needed assistance from City staff during a cardiac event. Cheri Still delivered a statement on behalf of her husband, survivor John Still. Mr. Still went into cardiac arrest four times and through the efforts of his wife, son, and City staff, he was able to be resuscitated and survived. Ms. Still urged all individuals to learn CPR so they might have the privilege of saving a life. The Still family presented a donation to be used as a donation to a charity or to Sachse CERT.

Dr. John George, with Methodist Richardson, explained the importance of bystander CPR. He explained that the heart can survive 45 minutes without oxygen, but the brain can only survive for five minutes. Dr. George said in all his years of practicing medicine, he has never seen a fire department or paramedic team perform perfect CPR the way the Sachse team did. He praised the crew for their efforts, and noted that for the best possible outcome, life-saving efforts must begin at home before the paramedics arrive, then continue until they can be transported to a doctor at a medical facility.

Dr. George presented an award and Mayor Felix presented the HeartSaver Hero Award to the following individuals:

- David Garrett – Firefighter/Paramedic
- Lee Goodwin – Firefighter/Paramedic
- Alek Matson – Firefighter/Paramedic
- Austen Fullen – Driver/Engineer
- Jody Krizan – Driver/Engineer
- Ken Messick – Sachse Fire-Rescue Lieutenant
- Steven Doerr – Sachse Police Department Lieutenant
- Lorraine Massey – Dispatch
- Lee Richardson – Deputy Fire Chief
- Matthew Still – son
- Cheri Still – wife

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 October 18, 2021, combined meeting.**
2. **Accept the monthly revenue and expenditure report for the period ending September, 30, 2021.**
3. **Approve a resolution adopting the City of Sachse, Sachse Economic Development Corporation, Sachse Municipal Development District, President George Bush Turnpike Reinvestment Zone Tax Increment, and Reinvestment Zone Number Two Investment Policy ("Sachse Investment Policy").**

Councilmember Millsap requested to remove item number three from the consent agenda.

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

Councilmember Millsap asked about the dollar thresholds needed to be disclosed by employees and elected officials as well as if it applied to brokers. Director of Finance, Teresa Savage, noted that this is a standard policy that was previously part of the original investment policy. All employees and elected officials are required to disclose any conflict of interest having to do with purchasing and investments. Conflicts of interest often render the entity ineligible to conduct work with the City to avoid a possible beneficial relationship between an elected official, City employee, and a project.

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

REGULAR AGENDA ITEMS:

Take any action as a result of Executive Session.

No action necessary at this time.

Discuss and consider authorizing the renewal of employee medical and dental insurance coverage policies with United Healthcare and authorizing the City Manager to execute such agreement for coverage.

Ms. Nash introduced Andrew Weeger, the City's benefits consultant with HUB International. Mr. Weeger provided an update to the Council on the City's performance from the most recent plan year and presented the results from the request for proposals (RFPs) that were recently released to the market for employee medical and dental benefits. He noted that there were several employees or dependents with significant claims in 2021 that made the City's portfolio much less attractive to potential bidders in the market. As a result, the City received limited responses to its RFP. Based on an initial evaluation, United Healthcare and Cigna were the finalists for plan options. Mr. Weeger discussed the differences between the carriers, plans, and costs. Upon the conclusion of Mr. Weeger's presentation, Ms. Nash explained her assessment of the market conditions and made her recommendation to retain United Healthcare as the City's medical and dental provider for the upcoming plan year.

Ms. Nash stated that there was a considerable amount of reflection and deliberation with the leadership team. While initially attractive, making the transition to Cigna would create a large amount of coverage disruption for employees, and also did not include a rate cap for the second year, creating concern that the City would lock in at a lower rate and be hit with a substantially higher rate the following year. In terms of the secondary HMO plan offered by United Healthcare, there was concern with having to require employees to receive pre-authorization for a specialist and to see a primary care physician in the DFW area – particularly when many employees and their families live outside of the Metroplex. In addition, Ms. Nash indicated that she was concerned about increasing costs to employees during the difficult year of COVID-19 and the February snow storm. Her recommendation was that the increased cost not be passed to employees as it would not only negate the three percent COLA increase employees received in March, but would ultimately be a decrease in pay. Ms. Nash referred to the “war on talent” that all employers are experiencing and reminded the Council of the importance of providing competitive benefits. She noted that cities often cannot compete with the private sector on salary, but stability of service and healthcare is a draw for individuals.

The Mayor and Council discussed the benefits of the two providers and plans. Councilmember Franks expressed concern with only offering an HMO plan to employees. Councilmember Howarth understood the need to keep premium increases from affecting employee’s paychecks but requested that staff evaluate a long-term solution moving forward. Ms. Nash agreed that premium increases and/or plan changes would need to be incorporated but she wants to give employees as much warning of those changes as possible. Mayor Pro Tem Bickerstaff concurred that the City has good employees and the Council would like to retain them, but changes will need to be made down the road.

Councilmember Millsap asked if there is an opportunity for rates to decrease. Mr. Weeger explained that if the loss ratio is below the target 85%, insurance companies often reduce rates. If the target 85% is met, the rate may be passed to the next year. Councilmember Lindsey asked how Sachse’s claims and loss ratio compare to other Cities. Mr. Weeger indicated that many Cities are experiencing a similar level of claims as Sachse.

After continued discussion, Councilmember Franks made a motion to approve the renewal of employee medical and dental insurance coverage policies with United Healthcare. Councilmember Lindsey seconded the motion, and it carried 6-1 with Councilmember Millsap voting against the item.

Consider an ordinance amending the Code of Ordinances by amending Chapter 3 titled “Building Regulations” by amending Article II titled “Reserved” by retitling Article II “Municipal Court Jurisdiction Regarding Substandard Buildings” by amending and retitling Sections 3-41 through 3-49 to provide procedures for the Municipal Court’s jurisdiction relating to substandard buildings.

Lauren Rose, Director of Strategic Services, began the presentation by introducing Ray Mendez, Neighborhood Services Manager. She indicated that Mr. Mendez has been instrumental in leading this division and making recommended changes to procedures. Ms. Rose then explained that substandard properties do not only apply to buildings with structural issues, but are also properties that do not meet minimum standards. Substandard properties in Neighborhood Services are

properties with substantial nuisance issues that impact the quality of the neighborhoods. Currently, most issues can be handled through abatements; however, staff runs into challenges with more complicated cases because of the way the process is outlined in the City's Code. Currently, escalated cases for substandard properties must come before the City Council for an appeal and elevated action. This presents challenges from a timing perspective and also puts residents with potentially delicate situations on display in a public setting. The best outcome in these situations is compliance and City staff wants to be particularly sensitive to these issues as ultimate solutions are worked out. As a result, staff recommends relocating this process from the City Council's purview over to the municipal court. This move would complement the City's current process of having municipal court review basic code enforcement cases.

Ms. Rose reiterated that the primary objective in resolving code cases is compliance. She explained that her staff has done a wonderful job of partnering with churches and volunteer groups that may be able to help residents in need. Ms. Rose also indicated that her team is working on a citywide service event to pair volunteers with residents who need help adhering to compliance codes. Ms. Nash added that the goal of moving the jurisdiction for escalated cases to the municipal court is to maintain the dignity of the resident and obtain the help they need. The Neighborhood Services Division has made connections with the community and they are eager to assist.

Councilmember King thanked the Neighborhood Services staff for their hard work. He is impressed with the loving spirit of City staff. Councilmember Millsap would like to see a more aggressive approach from staff in addressing issues before they get to the point that they would need to come before Council or the court. He suggested several options on how staff could approach the conditions. Ms. Rose noted some legal restrictions that prevent staff from observing certain code violations in the manner suggested by Councilmember Millsap; however, she did indicate that staff is focusing on increasing its enforcement efforts.

Councilmember Franks made a motion to accept the item as presented. Councilmember King seconded the motion, and it carried 6-1 with Councilmember Millsap voting against the item.

Consider authorizing the City Manager to execute an amendment to the professional service contract for the Maxwell Creek Pump Station Improvements between the City of Sachse and Hazen-Sawyer Engineering in the amount not to exceed One Hundred Twenty-Seven Thousand, Three Hundred and No/100 Dollars (\$127,300.00).

Director of CIP and Public Works, Corey Nesbit, presented the recommended changes to the Maxwell Creek Pump Station Improvements project. He explained some of the structural issues and design changes that have triggered the amendments.

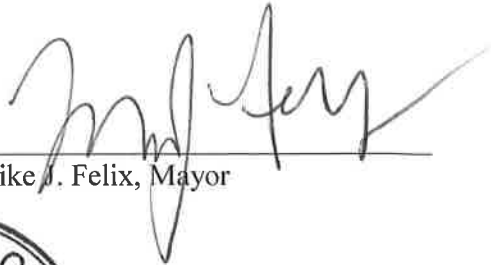
Mayor Pro Tem Bickerstaff made a motion to approve the item as presented. Councilmember Franks seconded the motion.

Councilmember Millsap asked for clarification on the needs of the project changes. Mr. Nesbit explained that many of the changes are in response to the recently completed Risk and Resilience Study required by FEMA. Ms. Nash confirmed by explaining that the study was not complete at the time of project initiation and design. The changes presented today are required changes needed to ensure compliance with the findings in the study.

Mayor Pro Tem Bickerstaff made a motion to approve the item as presented. Councilmember Franks seconded the motion, and it carried unanimously.

ADJOURNMENT:

Mayor Felix adjourned the meeting at 8:55 p.m.


Mike J. Felix, Mayor

ATTEST:


Leah K Granger, Interim City Secretary

