

MINUTES OF REGULAR MEETING OF THE CITY COMMISSION OF THE CITY OF LUFKIN, TEXAS, HELD ON THE 1ST DAY OF MARCH, 1988, AT 5:00 P.M.

On the 1st day of March, 1988, the City Commission of the City of Lufkin, Texas, convened in regular meeting in the Council Chambers of City Hall with the following members thereof, to wit:

Pitser H. Garrison	Mayor
Percy Simond, Jr.	Commissioner, Ward No. 1
Don Boyd	Commissioner, Ward No. 2
Danny Roper	Commissioner, Ward No. 3
Pat Foley	Commissioner, Ward No. 4
Jack Gorden	Commissioner, Ward No. 5
Harvey Westerholm	City Manager
Brian Boudreaux	Assistant City Manager
Ron Wesch	Public Works Director
Robert Flournoy	City Attorney
Atha Stokes	City Secretary

being present when the following business was transacted.

1. Meeting was opened with prayer by Rev. John Zabelskas, Minister, St. Patrick's Catholic Church, Lufkin.
2. Mayor Garrison welcomed visitors present.

3. APPROVAL OF MINUTES

Minutes of regular meeting of February 16, 1988, were approved on a motion by Commissioner Don Boyd and seconded by Commissioner Pat Foley. A unanimous affirmative vote was recorded.

4. ORDINANCE - APPROVED - SECOND READING - CITY ELECTION - MAY 7, 1988

Mayor Garrison stated that the first item for consideration was Second Reading of Ordinance providing for the calling of a City election establishing polling places and setting May 7, 1988 for the election.

Motion was made by Commissioner Don Boyd and seconded by Commissioner Pat Foley that Ordinance be approved on Second and Final Reading as presented. A unanimous affirmative vote was recorded.

5. ORDINANCE - APPROVED - FIRST READING - ZONE CHANGE REQUEST - J. C. PELTON - SHADY PINE BETWEEN LUFKIN AVENUE AND LOOP 287 - RL TO RS

Mayor Garrison stated that the next item for consideration was First Reading of Ordinance for Zone Change Request for J. C. Pelton covering property located on Shady Pine between Lufkin Avenue and Loop 287 from Residential Large to Residential Small.

Mayor Garrison stated that the request for a Residential Small zone was to allow Mr. Pelton to place a permanent mobile home on the property. Mayor Garrison stated that there had been no opposition at the Planning and Zoning Commission meeting and the request had passed unanimously.

Motion was made by Commissioner Percy Simond and seconded by Commissioner Danny Roper that Ordinance be approved on First Reading as presented. A unanimous affirmative vote was recorded.

6. ORDINANCE - APPROVED - FIRST READING - ELECTION - MAY 7, 1988 - COLLECTIVE BARGAINING - LUFKIN FIRE FIGHTERS ASSOCIATION

Mayor Garrison stated that the next item for consideration was First Reading of Ordinance calling for an election providing for the necessary notices and fixing the date for the purpose of voting for or against the adoption of the state law applicable to collective bargaining for fire fighters in the Lufkin Fire Department.

In response to question by Mayor Garrison, City Attorney Bob Flournoy affirmed that the petition submitted by the Lufkin Fire Fighters Association was a valid and acceptable petition.

Motion was made by Commissioner Don Boyd and seconded by Commissioner Pat Foley that Ordinance be approved on First Reading as presented. A unanimous affirmative vote was recorded.

7. SPECIAL WARRANTY DEED - AUTHORIZED - DR. ULEN GAIL MEDFORD

Mayor Garrison stated that the next item for consideration was authorization of Special Warranty Deed as requested by Sam Griffin, Jr. for Dr. Ulen Gail Medford.

Mayor Garrison stated that the City had closed an alley in September of 1965 which was included in a recent purchase of property by Dr. Medford. Mayor Garrison stated that because the deed had not been executed at the time of the alley closing, it was necessary to execute a Special Warranty Deed.

Motion was made by Commissioner Pat Foley and seconded by Commissioner Danny Roper authorizing Mayor Garrison to execute the Special Warranty Deed for Dr. Ulen Gail Medford. A unanimous affirmative vote was recorded.

8. EXCHANGE OF EASEMENT - APPROVED - TERRY FAUBLE

Mayor Garrison stated that the Commission would now consider the exchange of easement across the property of Terry Fauble.

Mayor Garrison stated that the City Engineer has approved the plan which will adequately take care of the drainage from Echo Lane back to Hurricane Creek.

In response to question by Commissioner Pat Foley, City Manager Westerholm stated that he was not aware of any commitment by the City to do anything other than exchange the easement.

Motion was made by Commissioner Pat Foley and seconded by Commissioner Don Boyd that Release by City of Easement be approved as presented. A unanimous affirmative vote was recorded.

9. OUT-OF-COUNTY AMBULANCE RUNS REPORT

Mayor Garrison stated that the next item for consideration was report on out-of-county ambulance runs.

Chief Kenneth Snyder stated that the Lufkin Fire Department is recommending that the City consider discontinuing all out-of-county ambulance runs. Chief Snyder stated that because out-of-county runs absorb a great amount of manhours with very little revenue in return, he feels justified in making this request.

Commissioner Don Boyd stated that he was concerned about the poor if the service was discontinued.

Chief Snyder stated that the State has made provision for the county to provide for ambulance service to indigent patients.

In response to question by Commissioner Boyd, Chief Snyder stated that his report was dealing primarily with indigent patients. Chief Snyder stated that, in his opinion, anyone directly affected by this request should meet in a workshop and work up the best policy for handling the situation. Chief Snyder stated he is not sure that it is the City's burden to carry these patients.

Commissioner Simond stated that he would like for City Manager Westerholm to provide the answer to three questions he had. 1) Is there a built-in fee for the nursing home charges for ambulances? 2) Is it true that medicare will not pay for ambulance service unless it is an emergency? 3) Does the doctor have to sign off on a case as to whether or not it is an emergency?

In response to question by Mayor Garrison, Chief Snyder stated that last year 34 of the emergency transfers to Galveston were obstetric patients. Chief Snyder stated that the study prepared by Long and Associates recommends that the Fire Department hire 55 additional people. Chief Snyder stated that it is not unusual to have five ambulances in the Houston-Galveston area at one time, leaving two ambulances and seven people to provide fire protection and EMS for the City. Chief Snyder stated that of the \$92,500 billed for out-of-county runs, only 51% was collected.

In response to question by Commissioner Boyd, Chief Snyder stated that in 1974 the department increased its manpower to allow for three shifts.

Commissioner Foley stated that he would like for figures reflecting the amortization of the equipment to be made available for the workshop.

It was the consensus of opinion of the Commission that Chief Snyder organize a workshop to include all those who are directly affected by the out-of-county ambulance runs and prepare recommendations to be presented to the Commission at a future date.

Motion was made by Commissioner Percy Simond and seconded by Commissioner Don Boyd that item be tabled until a later date. A unanimous affirmative vote was recorded.

Commissioner Pat Foley stated that he would like for the Chief to notify Commissioners when the group meets so that they can attend the meeting if possible.

10. RESOLUTION - APPROVED - VACATION ENTITLEMENT RULE - POLICE DEPARTMENT

Mayor Garrison stated that the Commission now had for consideration a Resolution allowing carry over vacation entitlement in the Police Department.

Chief Sherman Collins stated that the request is in compliance with the Texas Civil Service Act, Section 143.046(c), which states that "unless approved by the municipality's governing body, a fire fighter or police officer may not accumulate vacation leave from year to year".

Motion was made by Commissioner Danny Roper and seconded by Commissioner Pat Foley that Resolution be approved as presented. A unanimous affirmative vote was recorded.

11. INVOICE - APPROVED - EVERETT GRIFFITH AND ASSOCIATES - INTERCEPTOR LINE

Mayor Garrison stated that the next item for consideration was an invoice from Everett Griffith and Associates for engineering services for the interceptor line.

Motion was made by Commissioner Don Boyd and seconded by Commissioner Pat Foley that invoice from Everett Griffith and Associates in the amount of \$503.83 be approved as presented. A unanimous affirmative vote was recorded.

12. FIRE FIGHTING EQUIPMENT TRADE - APPROVED - CENTRAL VOLUNTEER FIRE DEPARTMENT

Mayor Garrison stated that the next item for consideration was the trade of fire fighting equipment with Central Volunteer Fire Department.

Chief Kenneth Snyder stated that the Lufkin Fire Department was approached by the Central Volunteer Fire Department to trade a 1982 Chevrolet one ton four-wheel-drive with a 250 gallon tank and 250 gallon pump to be used for grass fires for a 1958 Ford 750 gallon pumper that the Fire Department was in the process of preparing to sell.

Motion was made by Commissioner Pat Foley and seconded by Commissioner Don Boyd that trade of vehicles with Central Volunteer Fire Department be approved as presented. A unanimous affirmative vote was recorded.

13. DETCOG - APPOINTMENT - APPROVED - PERCY A. SIMOND, JR.

Mayor Garrison stated that an Executive Session had been scheduled to consider appointment for the vacancy for Commissioner of Ward 6 and vacancy on the DETCOG Board as a result of the resignation of Louis A. Bronaugh.

It was the consensus of opinion of the Board that the vacancy of Commissioner Ward 6 not be filled.

Commissioner Percy Simond stated that he would serve as the City's representative on the DETCOG Board of Directors to replace Louis Bronaugh's position on the Board.

Motion was made by Commissioner Pat Foley and seconded by Commissioner Don Boyd approving the appointment of Commissioner Percy Simond to the DETCOG Board of Directors to replace Louis Bronaugh's position on the Board. A unanimous affirmative vote was recorded.

14. PAROLE OFFICE - POLICE CHASE - CITY EMPLOYEE PAY RAISES - STATEMENT BY MAYOR

Commissioner Percy Simond stated that he was still receiving telephone calls concerning the parole office located on Lakeview, and he would like for City Manager Westerholm to explain the situation to him.

Commissioner Simond stated that he was concerned about a recent chase by the Police Department where the individual was only charged with drunk driving and not with evading arrest.

Chief Collins stated that since the chase was so brief there was not a substantial case of evasion.

Commissioner Pat Foley stated that the Commission had talked about reviewing the budget at mid-year with the possibility of giving pay raises to City employees. Commissioner Foley stated that if at all

feasible, he would like for the City Commission to get started on the budget discussions and have some figure in mind for employee pay raises.

Mayor Garrison stated that he had prepared a statement which he would like to read to the City Commission (a copy of which is attached hereto).

15. There being no further business for consideration, meeting adjourned at 6:21 P.M.



Pitser H. Garrison
Pitser H. Garrison, Mayor

ATTEST:

Atha Stokes
Atha Stokes, City Secretary

When the City Commission set the budget for the current fiscal year, it was the opinion of the majority that the economic conditions then existing did not justify raising taxes to provide raises for City employees.

The Commission assured the City employees that their service was, of course, invaluable to the citizens of Lufkin and that raises would be considered when and as our economy improved - even to the point of considering raises at mid-year if the City's income was sufficient to do so.

As of now there are signs of improvement in our local economy but the City revenues may or may not be sufficient to authorize wage increases during this fiscal year.

Although I will not be a member of this Commission when the next budget is considered, I would suggest that the City Commission consider an 8% raise for all City employees. The fine work of our employees and the indicated improvement of our economy would justify, in my opinion, raising taxes sufficiently to cover the raises. A tax increase of about 5.5 cents per hundred dollars valuation would be required.

I recently read that minority groups are filing complaints that the Department of Public Safety is not hiring enough minority patrolmen on the Highway Patrol. Apparently members of the minority population were seeking those positions and were complaining that too few of them are being hired.

This made me believe that the salary schedule of the Highway Patrol was adequate to attract qualified applicants from the minorities.

To seek information about the Highway Patrol I called Col. Gossett, Director of DPS, who gave me some interesting information.

The State Highway Patrol has on file applications from 6,700 people who are seeking Highway Patrol positions.

When I compared the Patrol salary schedule to the earnings of each of our policemen who worked the full year of 1987, including longevity, overtime and certificate pay, I found that an 8% raise would, in almost every instance, give each of these policemen annual earnings virtually equal to or exceeding the earnings of Highway Patrolmen with equal experience.

A number of our policemen do not have the intermediate certificate from which they could be drawing an extra \$85.00 per month or

the advanced certificate which would add another \$85.00 per month to their pay.

We have heard different views of how our police salaries compare to others, but it would seem to me that the Highway Patrol salaries, which are fixed on a state wide basis, would make a sensible basis for our own police salaries - and the reasonableness of this salary schedule is proven by the fact that there are 6,700 applicants on file for those positions and minority applicants are seeking those positions at a higher rate than they are being employed.

I point out the police salaries particularly because the level of their pay has recently been an issue - but, of course, the salaries of all other City employees would be accordingly upgraded.

This is just offered for your consideration - as I might say - "one man's opinion".

I am disturbed by the apparent dissatisfaction of some of the City employees. I would hope that they would have confidence that the City Commission will raise their salaries as circumstances permit, as they have been assured. It is only through a spirit of cooperation and good will that the City Commission and all those working in the service of the City can provide a level of service that will be in the best interest of all the citizens of Lufkin.

1987

LUFKIN POLICE DEPARTMENT
ACTUAL EARNINGS

	Hire Date	Mo. Base Dec. '87	Regular Earnings	Overtime Earnings	Certificate Pay	Longevity Pay	Gross '87 Earnings	Gross '87 with 8% ⁸⁷	DPS	Difference
Trainee	8-03-87	1,492.62	7,384.24	381.48			7,765.72	8,386.98	7,575	812
Trainee	8-03-87	1,492.62	7,450.93	713.80			8,598.57	9,251.75	7,575	1,677
Patrolman 1st Cl.	9-15 Mos.	1,492.62	8,073.82	348.84			8,422.66	9,096.47	8,090	1,006
Patrolman 1st Cl.	12-13-86	1,492.62	17,868.10	326.46	2,051.04	7.40	20,253.00	21,708.56	20,028	1,681
Patrolman III	9-15 Mos.	1,492.62	18,071.18	1,223.86		29.60	19,324.64	20,868.24	20,028	840
Patrolman III	6-28-86	1,492.62	18,325.84	2,492.23		51.80	20,869.87	22,535.32	22,950	(415)
Patrolman III	15-24 Mos.	1,492.62	18,780.28	1,270.58	197.20	88.80	20,336.86	21,940.93	23,028	(1,087)
Patrolman III	2-08-86	1,492.62	19,042.31	881.19		114.70	20,038.20	21,632.08	23,028	(1,396)
Patrolman II	11-02-85	1,544.75	19,138.68	1,323.04		122.02	20,583.74	22,220.68	23,028	(807)
Patrolman II	10-05-85	1,544.75	19,536.12	2,079.39	1,025.52	170.20	22,811.23	24,540.47	23,028	1,512
Patrolman II	4-06-85	1,544.75	19,475.39	1,309.20		170.20	20,954.79	22,617.56	23,028	(410)
Patrolman II	3-30-85	1,544.75	19,584.24	1,394.13		177.60	22,181.49	23,859.76	23,112	748
Patrolman II	3-02-85	1,544.75	19,584.24	2,966.44	1,025.52	177.60	23,753.80	25,557.85	23,112	2,446
Patrolman II	3-02-85	1,544.75	19,915.91	826.52	1,025.52	221.84	21,989.79	23,649.18	23,112	537
Patrolman I	9-22-84	1,596.88	20,060.27	1,459.26		244.04	22,789.09	24,510.65	23,112	1,399
Patrolman I	6-23-84	1,596.88	19,999.41	901.58		244.04	22,817.11	24,813.92	23,112	(295)
Patrolman I	5-19-84	1,596.88	19,847.56	1,040.20		255.14	21,142.90	22,813.92	23,112	(298)
Patrolman I	4-14-84	1,596.88	20,119.66	1,931.36		262.54	24,151.11	26,077.64	23,112	2,949
Patrolman I	2-11-84	1,596.88	20,239.91	3,630.16		291.04	26,060.72	28,060.72	23,112	4,949
Patrolman I	6-18-83	1,649.01	20,673.70	1,727.45	591.60	343.86	23,336.61	25,128.70	23,196	1,933
Patrolman I	2-19-83	1,649.01	19,762.09	824.42		373.46	22,959.97	24,606.89	23,196	(589)
Patrolman I	1-01-83	1,649.01	21,012.33	804.30		384.48	22,201.11	23,946.44	23,196	750
Patrolman I	2-26-83	1,649.01	19,988.25	1,570.27		373.46	21,931.98	23,656.66	23,196	461
Patrolman I	1-01-83	1,649.01	20,693.33	1,375.77		384.48	22,453.58	24,219.11	23,196	1,023
Patrolman I	7-04-81	1,701.14	21,654.58	471.56		528.70	24,654.84	26,424.93	24,831	(406)
Patrolman I	4-25-81	1,701.14	21,736.80	595.60		547.20	24,615.04	26,401.63	24,831	1,571
Patrolman I	6-12-82	1,701.14	21,420.93	1,215.40		439.98	24,101.83	25,912.74	24,831	1,082
Patrolman I	9-13-80	1,701.14	21,721.14	294.76		606.32	23,647.74	25,409.01	24,831	578
Patrolman I	5-20-78	1,701.14	21,653.63	80.45		831.86	22,960.34	24,699.07	24,831	(132)
Patrolman I	5-20-78	1,701.14	21,793.24	2,805.98		831.86	27,482.12	29,450.06	24,831	4,619
Patrolman I	4-21-82	1,701.14	21,517.17	936.67		454.78	23,934.14	25,730.45	24,831	899
Patrolman I	5-01-70	1,701.14	21,778.05		1,025.52	1,604.52	24,408.09	26,150.33	24,831	1,319
Patrolman I	12-06-80	1,701.14	21,779.94	818.68		584.12	25,233.78	27,041.67	24,831	2,211
Patrolman I	8-07-82	1,701.14	21,303.97	3,115.10		425.18	24,844.25	26,797.78	24,831	1,967
Patrolman I	8-21-82	1,701.14	21,221.83	1,078.92	670.48	421.48	23,392.71	25,176.77	24,831	346

Lufkin Police Department
 Actual Earnings - Year 1987
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	<u>Hire Date</u>	<u>Mo. Base Dec. '87</u>	<u>Regular Earnings</u>	<u>Overtime Earnings</u>	<u>Certificate Pay</u>	<u>Longevity Pay</u>	<u>Gross '87 Earnings</u>	<u>Gross '88 with 8%</u>	<u>DPS</u>	<u>Difference</u>
Sergeant	2-25-78	1,810.03	23,043.35	981.79	1,893.20	854.06	26,772.40	28,694.41	29,286	(592)
Sergeant	1-27-73	1,810.03	23,205.85	389.37	2,051.04	1,342.06	26,988.32	28,875.94	29,286	(410)
Sergeant	8-19-79	1,810.03	23,171.70	1,708.75	2,051.04	709.84	27,641.33	29,631.76	29,286	346
Sergeant	10-16-71	1,810.03	23,217.42	1,879.30	2,051.04	1,464.00	28,611.76	30,619.50	29,286	1,334
Lieutenant	8-16-70	1,918.95	24,607.62	1,577.06	2,051.04	1,574.92	29,810.64	31,905.41	32,255	(350)
Lieutenant	7-01-71	1,918.95	24,601.94	355.02	2,051.04	1,493.60	28,501.60	30,498.16	32,255	(1,757)
Lieutenant	2-10-70	1,918.95	24,511.36		2,051.04	1,722.84	28,285.24	30,246.15	32,255	(2,009)
Lieutenant	4-07-79	1,918.95	24,534.10	1,656.42	2,051.04	768.96	29,010.52	31,105.76	32,255	(1,149)
Lieutenant	9-16-68	1,918.95	24,619.02	464.78	2,051.04	1,759.76	28,894.60	30,901.30	32,255	(1,354)
Captain	9-01-60	2,227.52	28,579.43		2,051.04	2,403.10	33,033.47	35,319.82	35,223	97
Assistant Chief	8-06-64	2,227.52	28,564.09		2,051.04	2,155.34	32,770.47	35,055.60		
Assistant Chief	1-16-68	2,227.52	29,076.90		2,051.04	1,822.58	32,950.52	35,276.67		