MINUTES OF REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF LUFKIN, TEXAS, HELD ON THE 17TH DAY OF DECEMBER, 1996 AT 5:00 P. M.

On the 17th day of December, 1996 the City Council of the City of Lufkin, Texas, convened in a regular meeting in the Council Chambers of City Hall with the following members thereof, to wit:

Louis Bronaugh	Mayor
Don Boyd	Mayor pro tem
Percy Simond, Jr.	Councilmember, Ward No. 1
Betty Jones	Councilmember, Ward No. 3
Bob Bowman	Councilmember, Ward No. 4
Jack Gorden, Jr.	Councilmember, Ward No. 5
Tucker Weems	Councilmember, Ward No. 6
C. G. Maclin	City Manager
Darryl Mayfield	Asst. City Manager/Finance
Stephen Abraham	City Planner
Bob Flournoy	City Attorney
Atha Stokes	City Secretary
Keith Wright	City Engineer

being present when the following business was transacted.

1. Meeting was opened with prayer by Rev. Jimmy Hedges, Minister, Calvary Baptist Church.

2. Mayor Bronaugh welcomed visitors present.

3. **APPROVAL OF MINUTES**

Motion was made by Councilmember Don Boyd and seconded by Councilmember Tucker Weems that the minutes of the Regular Meeting of December 3, 1996 be approved as presented. A unanimous affirmative vote was recorded.

4. **ORDINANCE - APPROVED - SECOND READING - ZONE CHANGE - RESIDENTIAL SMALL SINGLE FAMILY TO SINGLE FAMILY/MIXED USE - HOME AVENUE AND FREEMAN STREET - D. H. NEAL**

Mayor Bronaugh stated that the next item for consideration was Second Reading of an Ordinance to change the zoning from "RS" Residential Small Single Family to "SF/MX" Single Family/Mixed Use on approximately 10.249 acres of land which includes all property between Home Avenue and Freeman Street east of Paul Avenue as requested by D. H. Neal.

Motion was made by Councilmember Betty Jones and seconded by Councilmember Jack Gorden, Jr. that request of D. H. Neal to change the zoning from "RS" Residential Small Single Family to "SF/MX" Single Family/Mixed Use on approximately 10.249 acres of land which includes all property between Home Avenue and Freeman Street east of Paul Avenue be approved on Second and Final Reading as presented. A unanimous affirmative vote was recorded.

5. **ORDINANCE - APPROVED - SECOND READING - ZONE CHANGE - RESIDENTIAL MEDIUM SINGLE FAMILY TO NEIGHBORHOOD RETAIL - 805 ELLIS AVENUE - PHIL MEDFORD - DAVID ASKINS**

Mayor Bronaugh stated that the next item for consideration was Second Reading of an Ordinance to change the zoning from "RM" Residential Medium Single Family to "NR" Neighborhood Retail on property located at 805 Ellis Avenue as requested by Phil Medford on behalf of David Askins.

Motion was made by Councilmember Bob Bowman and seconded by Councilmember Betty Jones that request of Phil Medford on behalf of David Askins to change the zoning from "RM" Residential Medium Single Family to "NR" Neighborhood Retail on property located at 805 Ellis Avenue be approved on Second and Final Reading as presented. A unanimous affirmative vote was recorded.

6. **ORDINANCE - APPROVED - SECOND READING - ZONE CHANGE - RESIDENTIAL MEDIUM SINGLE FAMILY AND LOCAL BUSINESS, SPECIAL USE (DRESS SHOP) TO LOCAL BUSINESS - 701 W. FRANK AVENUE - WILLIAM BATCHELOR**

Mayor Bronaugh stated that the next item for consideration was Second Reading of an Ordinance to change the zoning from "RM & LB, SU" Residential Medium Single Family & Local Business, Special Use (Dress Shop) to "LB" Local Business on property located at 701 W. Frank Avenue as requested by William Batchelor.

Motion was made by Councilmember Don Boyd and seconded by Councilmember Tucker Weems that request of William Batchelor to change the zoning from "RM & LB, SU" Residential Medium Single Family & Local Business, Special Use (Dress Shop) to "LB" Local Business on property located at 701 W. Frank Avenue be approved on Second and Final Reading as presented. A unanimous affirmative vote was recorded.

7. **ORDINANCE - APPROVED -SECOND READING - ZONE CHANGE - DUPLEX TO COMMERCIAL - 412 N. FIRST STREET - BILL RICKS - VERNA MCGAUGHEY**

Mayor Bronaugh stated that the next item for consideration was Second Reading of an Ordinance to change the zoning from "D" Duplex to "C" Commercial on Lots 1 and 2, Block 33, Original Town of Lufkin, located at 412 N. First Street at the southeast corner of the intersection of N. First Street and Paul Avenue as requested by Bill Ricks on behalf of Verna McGaughey.

Motion was made by Councilmember Don Boyd and seconded by Councilmember Bob Bowman that Ordinance to change the zoning from "D" Duplex to "C" Commercial on Lots 1 and 2, Block 33, Original Town of Lufkin, located at 412 N. First Street at the southeast corner of the intersection of N. First Street and Paul Avenue be approved on Second Reading as requested by Bill Ricks on behalf of Verna McGaughey as presented. A unanimous affirmative vote was recorded.

8. **ORDINANCE - TABLED - FIRST READING - ZONE CHANGE - RESIDENTIAL LARGE SINGLE FAMILY TO LOCAL BUSINESS - OLD UNION ROAD AND LARGENT - ROBERT WOOD - ROYCE GARRETT - CHARLES LARGENT**

Mayor Bronaugh stated that the next item for consideration was the request of Robert Wood, Royce Garrett and Charles Largent to change the zoning on "RL" Residential Large Single Family to "LB" Local Business on approximately 4.87 acres of land including tracts 139 through 143 of the J. A. Bonton Survey, located at the northwest corner of the intersection of Old Union Road and Largent Street.

City Manager Maclin stated that this request does conform to the Comprehensive Plan and comes to the Council with a unanimous recommendation from the Planning & Zoning Department.

There was no one present to represent the request.

Motion was made by Councilmember Bob Bowman and seconded by Councilmember Tucker Weems that Ordinance to change the zoning on "RL" Residential Large Single Family to "LB" Local Business on approximately 4.87 acres of land including tracts 139 through 143 of the J. A. Bonton Survey located at the northwest corner of the intersection of Old Union Road and Largent Street as requested by Robert Wood, Royce Garrett and Charles Largent be tabled. A unanimous affirmative vote was recorded.

9. **ORDINANCE - APPROVED - FIRST READING -TMRS RETIREMENT PLAN - 20 YEAR PLAN**

Mayor Bronaugh stated that the next item for consideration was First Reading of an Ordinance for revisions to the TMRS retirement plan to include a 20 year option.

City Manager Maclin stated that TMRS is the acronym for the Texas Municipal Retirement System, which a vast majority of the cities in the State of Texas are a member of and use as a retirement vehicle for their employees. City Manager Maclin stated that in the last legislative session, legislation was approved to allow the TMRS to include a 20 year retirement along with current retirement which requires a minimum of 25 years participation in the system. City Manager Maclin stated that there is a listing of the participating cities included in the packet information. City Manager Maclin stated that this is a subject that has been discussed in his quarterly meetings that he initiated with City employees, and particularly in the Police Department there is a lot of interest in this, possibly because of the burn out factor from being a Police Officer. City Manager Maclin stated that other City departments had also expressed an interest in this plan as a benefit. City Manager Maclin stated that included in the Council packet is an Ordinance that will allow the City as an option within the retirement system a 20 year option in addition to the 25 year option.

City Manager Maclin stated that the short range expense is within current budgeted numbers, and the long range expense would be less to the City's retirement contribution because historically when there are less years participation the monthly check is less. City Manager Maclin stated that there is a significant financial or numeric incentive for an employee to stay for 25 years because of the match factor.

In response to a question by Councilmember Gorden, City Manager Maclin stated that some of the major cities are not listed because they have their own retirement system.

Motion was made by Councilmember Bob Bowman and seconded by Councilmember Don Boyd that Ordinance for revisions to the TMRS retirement plan to include a 20 year option be approved on First Reading as presented. A unanimous affirmative vote was recorded.

10. **RESOLUTION - APPROVED - ICMA-RC 457 PLAN AMENDMENT**

Mayor Bronaugh stated that the next item for consideration was a Resolution for a ICMA-RC 457 Plan Amendment.

City Manager Maclin stated that included in the packet is a memo from the Assistant City Manager along with an attachment of the federal 457 law changes and some information regarding portfolios as provided by the International City Management Retirement Corporation. City Manager Maclin stated that this is a program where the employee, if they choose to, can participate in additional retirement. City Manager Maclin stated that the City has no participation financially in this other than to accommodate payroll deduction for the employee. City Manager Maclin stated that previously government employees were not allowed to take advantage of this option, and with the federal law being changed, government employees became eligible to participate in the program.

Asst. City Manager Mayfield stated that the law that was signed by President Clinton on the changes and federal guidelines for 457 basically effect the City in three major ways. Asst. City Manager Mayfield stated that the contributions by the employee was considered to be owned by the employer, the law has changed that and requires that the monies be held in trust in ICMA-RC corporation for the participants, which then bars the employer from ever being able to access those monies; they are specifically now for the participants or those who have made contributions. Mr. Mayfield stated that this will not only hold true for the ICMA Plan but also for the PEPSCO plan. Mr. Mayfield stated that the other changes in the law will treat the 457 Plan as the government has treated the 401-K plans or other plans in the private sector. Mr. Mayfield stated that before the 457 Plan was established government employees could not put more than $7,500 a year in the plan, and they were not indexed to any type of CPI or inflation index. Mr. Mayfield stated that this will change by 1998, and the 457 law will have 457 plans indexed and they will go up $500. Mr. Mayfield stated that there is speculation that the 457 plans will be indexed into $500 increments for every year thereafter.

Mr. Mayfield stated that the other significant part of the legislation allows the City to agree to loan back to participants on a one time loan the amount of money they have in the Plan. Mr. Mayfield stated that the law appears to want to give the participants some leeway in using their funds over the previous years. Mr. Mayfield stated that prior to the changing of this law there was a one time emergency clause during the life of their participation in the Plan.

Mr. Mayfield stated that the last thing about the law is that it allows individuals who have not contributed for two years, or have at least $3,500 in the Plan, to draw that money out.

Mr. Mayfield stated that the City makes no investment decisions about any of the monies that are placed in the ICMA or PEBSCO Plans. Mr. Mayfield stated that every participant receives on a regular basis a portfolio statement as well as a number of opportunities that are held in the 457 Plan that they may choose from.

In response to a question by Councilmember Gorden, Mr. Mayfield stated that currently in the ICMA Plan there are 28 participants.

In response to a question by Councilmember Simond, Mr. Mayfield stated that the Federal laws state that if you take money out of any type of pension or IRA type of instrument you are immediately taxed 20%, and then you have to declare that amount on Income Tax.

Motion was made by Councilmember Tucker Weems and seconded by Councilmember Jack Gorden, Jr. that Resolution for a ICMA-RC 457 Plan Amendment be approved as presented. A unanimous affirmative vote was recorded.

11. **RESOLUTION - APPROVED - DEEP EAST TEXAS NARCOTICS TRAFFICKING TASK FORCE MEMBERSHIP**

Mayor Bronaugh stated that the next item for consideration was a Resolution for membership in the Deep East Texas Narcotics Trafficking Task Force.

City Manager Maclin stated that included in the Council packet is a memo from the Chief of Police along with a Resolution that is required for the City's participation in the Task Force, and a brief summary of the activity of the Task Force. City Manager Maclin stated that Chief Collins is recommending continued participation in this effort, and is available for specific questions.

In response to a question by Councilmember Boyd, City Manager Maclin stated that the City's participation was in the amount of $13,900.

Motion was made by Councilmember Don Boyd and seconded by Councilmember Bob Bowman that Resolution for membership in the Deep East Texas Narcotics Trafficking Task Force be approved as presented. A unanimous affirmative vote was recorded.

12. **SEAT BELT RESOLUTION - APPROVED**

Mayor Bronaugh stated that the next item for consideration was the Seat Belt Resolution.

City Manager Maclin stated that included in the Council packet is a copy of a Resolution considering accepting a Grant from the State of Texas through the Texas Department of Transportation. City Manager Maclin stated that this is a program that the City has participated in in previous years and has an affirmative impact reduction of accidents due to lack of use of seatbelts. City Manager Maclin stated that the way the program works is the Grant provides the City with $10,000 to go towards overtime costs for Officers to work in an intense time frame to enforce the seatbelt laws.

Motion was made by Councilmember Bob Bowman and seconded by Councilmember Don Boyd that Seat Belt Resolution be approved as presented. A unanimous affirmative vote was recorded.

13. **DWI GRANT RESOLUTION - APPROVED**

Mayor Bronaugh stated that the next item for consideration was the DWI Grant Resolution.

City Manager Maclin stated that included in the Council packet is a Resolution for a grant for DWI in the amount of $10,000.

Motion was made by Councilmember Bob Bowman and seconded by Councilmember Betty Jones that DWI Grant Resolution be approved as presented. A unanimous affirmative vote was recorded.

14. **CONTRACT - APPROVED - GARY R. TRAYLOR & ASSOCIATES, INC. - GRANT MANAGEMENT SERVICES - 1996 ECONOMIC DEVELOPMENT ADMINISTRATION GRANT**

Mayor Bronaugh stated that the next item for consideration was a contract with Gary R. Traylor & Associates, Inc. for grant management services for the City's 1996 Economic Development Administration Grant.

Mr. Traylor stated that the purpose of his visit was to present for Council's consideration a contract between the City and his firm for grant management services on the City's 1996 Economic Development Grant that was awarded by the EDA in connection with the Pilgrim's Pride Texas Capital Fund project that involves water and street improvements along Webber Street. Mr. Traylor stated that this project began with cost estimates of approximately $1 million several years ago and at this time the current estimates for the project are approximately $1.2 million, but through a combination of the Texas Capital Fund, which awarded $496,500, and the Economic Development Association, which awarded $667,000, almost all of this project is being paid for with either Federal or State grant funds.

Mr. Traylor stated that with respect to his firm's contract, they are being forced to keep two sets of books and show them both to the IRS. Mr. Traylor stated that the fee he is proposing for this project is a total of $60,700, which is customary. Mr. Traylor stated that when the City applied for this grant, his firm actually requested from EDA a total of $607,000 which would have been a grant award of approximately 50%, but because of the way they chose to classify certain of the project costs in the City's favor they actually stipulated an award to the City considerably in excess of what was requested. Mr. Traylor stated that his fee is based on the amount they requested, not the amount they approved.

City Manager Maclin stated that, in his opinion, it is important to note that Mr. Traylor's firm has assisted the City with grant administrative services on both the

City's first Texas Capital Fund Infrastructure Grant in the history of the City, and the City's first EDA Infrastructure Grant in the history of the City. City Manager Maclin stated that staff recommends approval of the contract.

Motion was made by Councilmember Don Boyd and seconded by Councilmember Bob Bowman that contract with Gary R. Traylor & Associates, Inc. for grant management services for the City's 1996 Economic Development Administration Grant be approved as presented. A unanimous affirmative vote was recorded.

15. **ANNUAL MUNICIPAL COURT REPORT - JUDGE JOHN SLOAN**

Mayor Bronaugh stated that the next item for consideration was the annual Municipal Court Report by Judge John Sloan.

Judge Sloan stated that the Municipal Court is still anticipating the arrival of their computers.

Judge Sloan stated that there is some question about collections (delinquent accounts) through the Municipal Court. Judge Sloan stated that in the past year $77,000 was collected in delinquent accounts. The collections agency was paid $23,00 with a net to the City of an approximate $54,000. Judge Sloan stated that out of that $77,000, the collection agency remitted $37,000 and Municipal Court collected $40,000 plus, and, in his opinion, most of the $40,000 would have been collected without the efforts of the collection agency. Judge Sloan stated that $23,000 was paid to collect $37,000. Judge Sloan stated that on the whole the performance of the collection agency is reasonable and they are cooperative with Court personnel.

Judge Sloan stated that the Court is seeing more enforcement in the area of speeding on Timberland Drive, also racing, exhibition and loud noises. Judge Sloan stated that as he mentioned last year he anticipated that the area of handicapped parking would be a big issue and he has found that to be true. Judge Sloan stated that the violation for parking in a handicapped space is now $100.

Judge Sloan stated that with the new parking regulations downtown there will be some rough spots until people get used to it. Judge Sloan stated that he has implemented a new fee, or a processing fee, for repeat offenders.

Judge Sloan stated that it appears that people are a little more contentious than they were when he first took this job.

Judge Sloan stated that in the past he has tried to give Council an appreciation of the volume that Municipal Court handles and he has talked about repetition of how many times a piece of paper has to be handled, how much filing is involved, how many computer entries are made. Judge Sloan stated that he would make a comparison by giving information that has been given to him by the County Clerk and District Clerk which shows that the two County Courts at law and two District Courts had a total of 5,490 cases filed last year. Judge Sloan stated that in Municipal Court there were 9,728 cases filed. Judge Sloan stated that Municipal Court has three employees and he could not say how many employees there are at the County. Judge Sloan stated that the Community Service Program has gotten more involved, and now there are two employees in the Municipal Court working on their scheduling.

Judge Sloan stated that Municipal Court works with Animal Control, Main Street, Code Enforcement, the Civic Center, Fire Department and others to try and provide community service outlets.

Judge Sloan stated that another program that Municipal Court will get involved with is the boot camp. Judge Sloan stated that scheduling the community service is a great burden for the ladies in Municipal Court because they have to coordinate the entire effort, call and see how many people are needed, what kind of work they will be doing, when they need them there, and how they should be dressed. The participant then has to be notified. Judge Sloan stated that this often involves rescheduling because of conflicts.

Judge Sloan stated that Municipal Court is basically an efficient operation and he hopes that the efforts of the ladies who work in there are sufficiently appreciated. Judge Sloan stated that over the years many more responsibilities have been added to the Department with the same number of personnel.

Judge Sloan stated that his goal for Municipal Court is to continue with quality service and become even more efficient. Judge Sloan stated that the Municipal Court wants to be a department that they are proud of and a department that the City can be proud of.

Mayor Bronaugh stated that he had visited with the people from the boot camp and understands that more tickets for violations are being written for disruptive conduct.

16. **CONTRACT - APPROVED - ASSET MANAGEMENT - DICK LONG/AMBAC**

Mayor Bronaugh stated that the next item for consideration was a contract for an Asset Manager.

City Manager Maclin stated that the Investment Committee met to review this contract at 4:15 p.m. today, and there are some revisions to be made.

City Manager Maclin stated that he would request that the City Attorney make changes to item #21, which references the construction of agreement and lists the State of Connecticut, be changed to reflect the State of Texas, and there is a clarification relating to the fee which is the same as the fee the City had two years ago with First Southwest.

Dick Long stated that AMBAC's main line of business is in municipal bond insurance, and currently has approximately $130 billion of municipal bond insurance outstanding on a par value basis. Mr. Long stated that AMBAC has a $10 million exposure in the State of Texas and actually insures some of the City of Lufkin's bonds. Mr. Long stated that from the standpoint of insurance, AMBAC is on the hook in that if they do not perform adequately in the City's investment portfolio, they are the last checkbook that pays off the City's bonds and it is incumbent on them that they handle things correctly. Mr. Long stated that AMBAC is very experienced and currently has $4-5 billion that they manage inhouse and has an acquisition pending with a group that solely works with local governments or governmental entities that currently manages approximately $7 million. Mr. Long stated that it is his opinion that AMBAC is well prepared and well staffed to provide the services that the City has requested.

Councilmember Gorden stated that when the City started looking for an asset manager Mr. Long was with First Southwest Company and has now changed companies. Councilmember Gorden stated that the Investment Committee has a very high comfort level in dealing with Mr. Long. Councilmember Gorden stated that the Investment Committee would like to recommend that the City accept this contract with AMBAC pending the changes the City Manager has referenced. Councilmember Gorden stated that the process would be that the changes are put in place and members of the Committee would get copies to make sure the changes that were discussed were actually made, and then execute the Contract if Council approves.

Motion was made by Councilmember Jack Gorden, Jr. and seconded by Councilmember Percy Simond that the Contract with AMBAC be accepted with the changes referenced by the City Manager. A unanimous affirmative vote was recorded.

17. **TAX ABATEMENT POLICY EXTENSION - APPROVED**

Mayor Bronaugh stated that the next item for consideration was renewal of the Tax Abatement Policy.

City Manager Maclin stated that it is required by law that the City review the Tax Abatement Policy every two years and consider whether or not the City wishes to continue the Policy. City Manager Maclin stated that this item also represents an excellent example of cooperation between the City, the County, Community College and Chamber of Commerce. City Manager Maclin stated that meetings with the above parties have been conducted over the past few months to review the Tax Abatement Policy and to evaluate its effectiveness and to consider whether or not changes or in order. City Manager Maclin stated that staff is of the opinion that the current policy is acting in the best interests of economic development, and is not an excessive policy. City Manager Maclin stated that in 1994 the Policy that was approved did make it difficult to obtain Tax Abatements. City Manager Maclin stated that the current Policy is specifically aimed at manufacturers and does have some very stringent qualifying criteria including job creation and value added to the tax roles of Lufkin. City Manager Maclin since the Policy was revised and constraints were made a little more stiff, there were two abatements in 1994, one in 1995 and one in 1996.

City Manager Maclin stated that staff is proposing today to renew the current Tax Abatement Policy that was included in the Council packet. City Manager Maclin stated that one or two minor clarifications have been made just so it is easier for the application process.

Motion was made by Councilmember Don Boyd and seconded by Councilmember Bob Bowman that Tax Abatement Policy Extension be approved as presented. A unanimous affirmative vote was recorded.

18. **BIDS - APPROVED - CDBG SEWER REHABILITATION - MARTIN LUTHER KING DRIVE - J & D CONTRACTING, INC.**

Mayor Bronaugh stated that the next item for consideration was bids for CDBG sewer rehabilitation project on Martin Luther King Drive.

City Manager Maclin stated that this is a Community Development Block Grant project that is in a major way a part of the street bond improvements to MLK Drive. City Manager Maclin stated that originally two bids were received, and on the Council table is a faxed letter from one of the companies who has withdrawn their bid and City staff is in accordance with this request. City Manager Maclin stated that staff recommendation is to award the bid of J & D Contracting, Inc. in the amount of $162,515, which is well within budgeted funds for this project.

Motion was made by Councilmember Don Boyd and seconded by Councilmember Bob Bowman that bid of J & D Contracting, Inc. in the amount of $162,515 be approved as submitted. A unanimous affirmative vote was recorded.

19. **BID - APPROVED - SEWER REHABILITATION PROJECT - RAINBOW AND HOMEWOOD ADDITIONS - ALLCO INCORPORATED**

Mayor Bronaugh stated that the next item for consideration was award of bids for the rehabilitation of sewer lines for the Rainbow and Homewood Additions.

City Manager Maclin stated that this is a part of the City's ongoing rehabilitation for sewer utilities in various neighborhoods. City Manager Maclin stated that four bids were received and staff recommendation is to award the low bid of Allco Incorporated in the amount of $45,750.

Motion was made by Councilmember Bob Bowman and seconded by Councilmember Don Boyd that bid of Allco Incorporated in the amount of $45,750 be approved as submitted. A unanimous affirmative vote was recorded.

20. **EXECUTIVE SESSION**

Mayor Bronaugh recessed Regular Session at 6:00 p.m. to enter into Executive Session. Mayor Bronaugh reconvened the meeting at 6:14 p.m. and stated that Council had discussed attorney/client matters and appointments to the Lufkin Board of Development.

21. **APPOINTMENTS - APPROVED - LUFKIN BOARD OF DEVELOPMENT - STEVE TROTTER - JIM HALEY - TOM BREWER - KEVIN SMITHHART**

Motion was made by Councilmember Don Boyd and seconded by Councilmember Tucker Weems that Jim Haley, Tom Brewer and Kevin Smithhart be reappointed to the Lufkin Board of Development. A unanimous affirmative vote was recorded.

Motion was made by Councilmember Don Boyd and seconded by Councilme Bob Bowman that Steve Trotter be appointed to the Lufkin Board of Development. A unanimous affirmative vote was recorded.

22. **COMMENTS**

Mayor Bronaugh stated that this is the last Council meeting for the year and it has been an excellent year as far as the Council, the County and the East Texas area is concerned.

Councilmember Boyd stated that he was looking at the affirmative action report included in the packet and he was concerned that the percentage of blacks continues to decline. Councilmember Boyd stated that this is the lowest the percentage has been since 1995.

City Manager Maclin stated that in some cases the Hispanic employees are up in terms of percent wise. City Manager Maclin stated that often the City is able to hire African-American employees during the summer and that gives better numbers because of seasonal positions. Councilmember Boyd stated that African-Americans need to be given permanent jobs rather than just seasonal.

Councilmember Simond stated that he had quit belaboring this because he thought it would eventually correct itself but it appears to be worse, and it is not acceptable to him that 97% of the Fire Department is white and 92% of the Police Department is white. Councilmember Simond stated that this is not a reflection of the racial makeup of the City. Councilmember Simond stated that he noticed the 19% and he did not know what Kerry Little was doing but up until now he had been doing a good job.

Councilmember Bowman stated that he had noticed a proliferation of signs on utility poles and asked if the City has an Ordinance prohibiting this. City Manager Maclin stated that the City does have an Ordinance prohibiting the signs and this has been discussed at an Administrative staff meeting recently. City Manager Maclin stated that there is intense enforcement going on at this time, with letters being sent, and staff will start filing on people who continue to violate the Ordinance. Councilmember Bowman stated that this was getting out of hand and he would encourage staff to do something.

In response to question by Councilmember Bowman, City Manager Maclin stated that the racial makeup of the City is 26.8% African-American and about 10% Hispanic; the County is 15% African-American and 7% Hispanic.

City Manager Maclin stated that a Public Service announcement regarding the new

Director of Public Works position being filled by Mr. Steven Cast. City Manager Maclin stated that Mr. Cast has had several years experience in public works positions and currently is the General Manager of Wellborn Water Supply Corporation in College Station. City Manager Maclin stated that Mr. Cast had served as Public Works Director for the City of Harker Heights, which is a city of approximately 18,000 and is a suburban of Killeen. City Manager Maclin stated that Mr. Cast will be on the job in late January, and as soon as he is on the job a reception will be held for Council to become acquainted with him.

City Manager Maclin stated that the DETCOG meeting will be held in Jasper on Thursday. Mayor Bronaugh stated that this will be the annual Christmas party.

Mayor Bronaugh stated that a copy of a letter he received from a Mr. Cloonan was on the Council table for their consideration.

Councilmember Boyd stated that he had been contacted by some residents regarding the AT&T tower on White House Drive about a problem with white strobe lights. City Manager Maclin stated that he would check with the FAA on this.

23. There being no further business for consideration, meeting adjourned at 6:15 p.m.

Louis A. Bronaugh

Louis A. Bronaugh - Mayor

ATTEST:

Atha Stokes

Atha Stokes - City Secretary