

1. CALL MEETING TO ORDER

Mayor Werner called the meeting to order at 6:00 p.m.

PRESENT: ABSENT:

Alderman Colemere
Alderman Hisel
Alderman Heintzelman
Alderman Simpson
Mayor Pro Tem Ross
Mayor Werner

2. PLEDGE OF ALLEGIANCE AND INVOCATION

Mayor Werner dispensed with the Pledge of Allegiance to the Flag and the Invocation.

3. CITIZENS TO BE HEARD

No citizens signed up to address City Council at this time.

4. CITY COUNCIL COMMENTS

Mayor Werner, with consensus of City Council, dispensed with City Council Comments.

5. AGENDA ITEMS

5.1. Review / discussion - Annual update to Compensation Survey Results and City of Shavano Park 2017-18 compensation - City Manager / Steve Werling, Werling Associates

Steve Werling, Werling Associates, presented the annual update to Compensation Survey results in which he discussed:

- Nine Cities participated (including San Antonio); San Antonio not used for Police and Fire
- Increase in wages 2016-17 was 2.87%; increase anticipated in 2017-18 at 3.13%
- Note: our compensation study was based upon 2016-17 data and adjusted 2015-16 data
- Three lowest paying cities (Shavano Park, Converse, Balcony Heights) all adjusted wages up considerably
- Wages for bottom earning employees either going up or cities have hard time filling
- Re-evaluated Public Works positions
- Re-evaluated no credit given for internal experience related to promotion from Fire
- Lieutenant to Captain and Police Corporal to Sergeant
- Working with City Staff on the latest updated individual pay model worksheets for the 2017-18 pay rate for each employee.

5.2. Review / discussion - Capital Replacement Fund and Schedules - City Manager / Finance Director

City Manager Hill and Finance Director Feagins presents a review of the Capital Replacement Fund and Schedules.

5.3. Review / discussion - Department Requirements

5.3.1 - Fire Department

Finance Director Feagins and Chief Naughton reviewed the Fire Department requirements with City Council.

5.3.2 - Police Department

Finance Director Feagins and Chief Lacy reviewed the Police Department requirements with City Council.

5.3.3 - Public Works

City Manager Hill stated that PW Director Peterson is out of town tonight and that we would discuss the Public Works Department requirements at a later meeting. City Manager Hill pointed out specific issues with the backhoe and it would need to be replaced this fiscal year and will present more detailed information at the July Regular meeting.

6. ADJOURNMENT

Mayor Pro Tem Ross made am motion to adjourn the meeting.

Alderman Colemere seconded the motion.

The meeting adjourned at 9:10 p.m.

Robert Werner
Mayor

Zina Tedford
City Secretary