



City of Fredericksburg

City Council Work Session Agenda
Monday, August 7, 2023 ~ 1:00 PM
Lady Bird Johnson Golf Course - Cardinal Room
341 Golfers Loop
Fredericksburg, Texas 78624

Jeryl Hoover, Mayor
Tony Klein, Councilmember
Bobby Watson, Councilmember/Pro Tem

Randy Briley, Councilmember
Emily Kirchner, Councilmember
Clinton Bailey, City Manager

The City of Fredericksburg City Council will meet in a Work Session on Monday, August 7, 2023 at 1:00 PM. At the conclusion of the meeting, the meeting audio will be posted to the City of Fredericksburg YouTube Channel (Fredericksburg, Texas USA - YouTube <https://www.youtube.com/c/FredericksburgTexasUSA>).

The City Council welcomes citizen participation and comments at all City Council Meetings on Agenda Items.

Comment Card for Written or Verbal Comments-submitted by 4:00 p.m. the day before the meeting.

- i. Complete the Comment Card online at www.fbgtx.org;
- ii. Make sure to check the appropriate box (verbal or written);
- iii. Only one (1) agenda item per Comment Card.

Sign up in person at the meeting location between 12:30 p.m. and 1:00 p.m.

- i. Only one (1) agenda item per Comment Card;
- ii. Speakers will be limited to 3 minutes to speak. **Please Note:** The Mayor can reduce the number of minutes for any speaker during Public Comment on a single agenda item depending on the number of people who sign up for it.
- iii. Any citizen with handouts should provide them to the City Secretary before speaking. If you wish the City Council to receive your handouts for the meeting, please provide ten (10) copies; if not, the City Council will receive your handouts the following day.

NOTE: The City Council may adjourn into Executive Session to consider any item listed on this agenda if a matter is raised that is appropriate for discussion. An announcement will be made of the basis for the Executive Session discussion. The City Council may also publicly discuss any item listed on the agenda for the Executive Session.

Attendance By Other Elected or Appointed Officials: It is anticipated that the Planning & Zoning Commission, Historic Review Board, Charter Review Committee, and Board of Adjustments members may attend the City Council Meeting at the date and time above in numbers that may constitute a quorum. Notice is hereby given that at the City Council Meeting at the date and time above, no Board or Commission action will be taken by such in attendance unless such item and action are specifically provided on a separate agenda

1. CALL TO ORDER

2. FISCAL YEAR 2023/2024 PROPOSED BUDGET

- A. Receive comments from Clinton Bailey, City Manager
- B. Consider and discuss potential Bond Projects and Finance options:
 - i. Transportation Projects
 - ii. City Building Facilities
 - iii. Park Land and Projects
- C. Consider, discuss, and provide directions regarding the following items:
 - i. Communication/Public Relations Firm
 - ii. Grant Writing Assistance
 - iii. Employee Housing Incentive Program
 - iv. Turner Hall Property
 - v. Fort Martin Scott
 - vi. Marktplatz Event Fees
 - vii. Fredericksburg Food and Wine Fest
 - viii. City Council Training and Travel
- D. Announcements of upcoming budget activities:
 - i. Joint City Council and County Commissioners Budget Workshop on August 10, 2023, at 9:00 a.m. in the AgriLife Building at 38 Business Court
 - ii. File the proposed Budget with the City Secretary on August 14, 2023
 - iii. Budget Workshop on all Funds on August 16, 2023, at 1:00 p.m. in the Cardinal Room at Lady Bird Johnson Golf Course
 - iv. City Council Workshop for Public Hearing on the proposed FY2024 Budget and No-New Revenue Tax Rate on August 21, 2023, at 1:00 p.m. in the Cardinal Room at Lady Bird Johnson Golf Course
 - v. City Council Regular Meeting for adoption of the 2023 Tax Rate and FY2024 Budget on September 19, 2023, at 9:00 a.m. at the Law Enforcement Center

3. ADJOURN

CERTIFICATION

This is to certify that I, Shelley Goodwin, posted this Agenda at 4:20 p.m. on August 3, 2023, on the bulletin board of the City of Fredericksburg City Hall, 126 W. Main St., Fredericksburg, Texas.

A handwritten signature in blue ink, reading "Shelley Goodwin". The signature is fluid and cursive, with the first name "Shelley" and last name "Goodwin" clearly distinguishable.

Shelley Goodwin, TRMC/CMC
City Secretary



CITY COUNCIL AGENDA

MEMO

DEPARTMENT: City Secretary
TO: Mayor & City Council Members
FROM:

MEETING DATE: August 7, 2023

CATEGORY: FISCAL YEAR 2023/2024
PROPOSED BUDGET

CAPTION: Receive comments from Clinton Bailey, City Manager

PRESENTATION:

SUMMARY:

BACKGROUND:

FUNDING SOURCE:

FINANCIAL IMPACT:

STAFF RECOMMENDATION:

COMMUNITY VISIONING/STRATEGIC INITIATIVES:

Business Visioning
Government Vision
Family Life Vision
Quality of Life Vision

ATTACHMENTS:

None

APPROVAL/REVIEW:

Krista Wareham, Director of Finance

Date: August 01, 2023

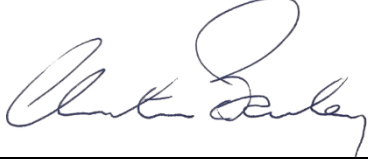
William McKamie, City Attorney

Date: August 01, 2023



Shelley Goodwin, City Secretary

Date: August 03, 2023



Clinton Bailey, City Manager

Date: August 03, 2023



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Guista Wauharn

Date: August 01, 2023

Krista Wareham, Director of Finance

Date: August 01, 2023

William McKamie, City Attorney

A handwritten signature in blue ink, appearing to read "Shelley Goodwin", written over a horizontal line.

Date: August 03, 2023

Shelley Goodwin, City Secretary

A handwritten signature in black ink, appearing to read "Clinton Bailey", written over a horizontal line.

Date: August 03, 2023

Clinton Bailey, City Manager



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ATTACHMENTS:

1. Police Retention 2023 V2

APPROVAL/REVIEW:



Krista Wareham, Director of Finance

Date: August 01, 2023

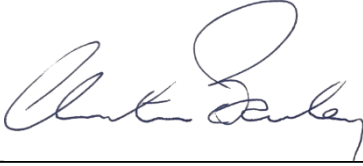
William McKamie, City Attorney

Date: August 01, 2023



Shelley Goodwin, City Secretary

Date: August 03, 2023



Clinton Bailey, City Manager

Date: August 03, 2023

Police Retention Initiative & First Responder Housing

Fredericksburg Texas

Randy Briley/City Council

August 2023

DRAFT



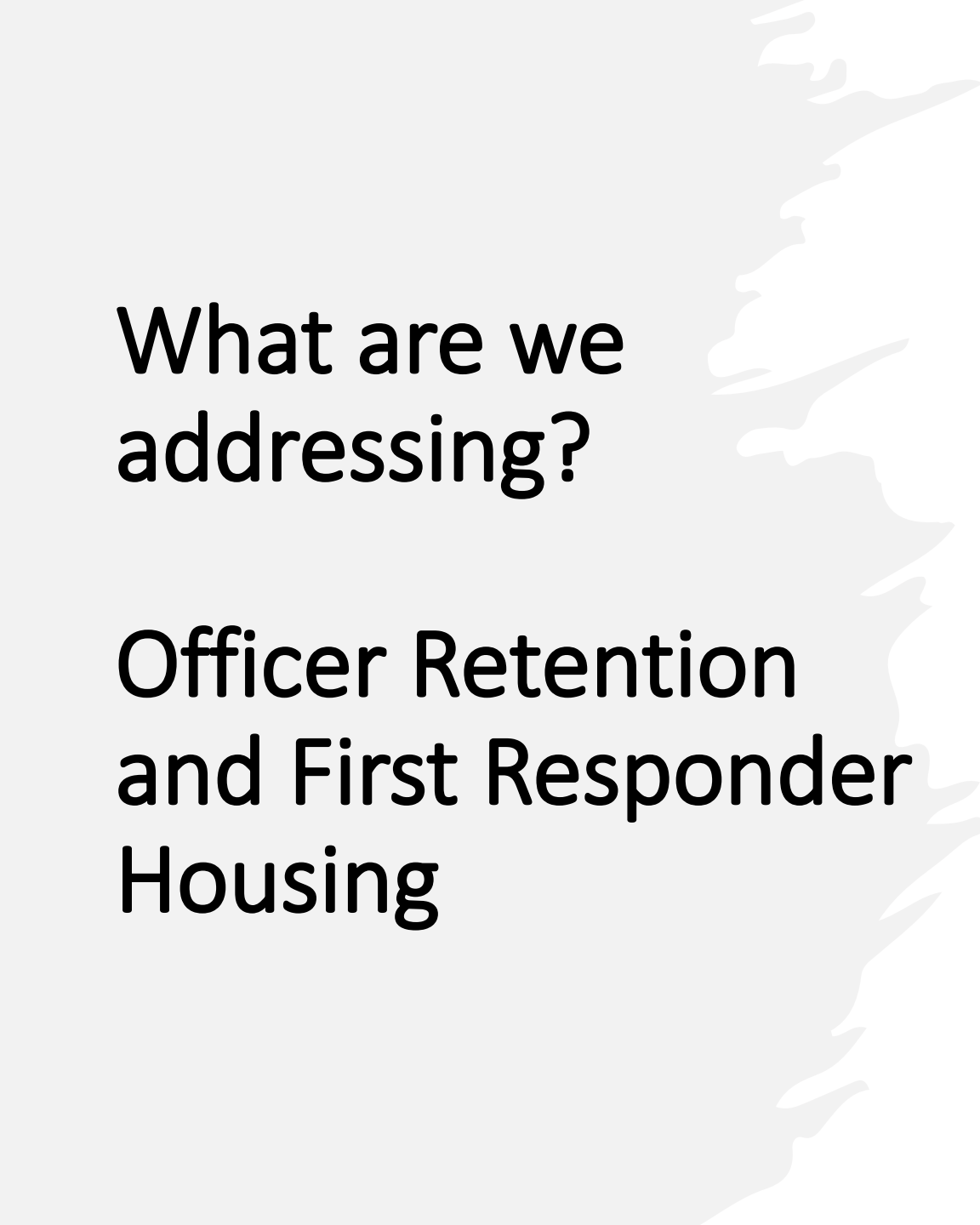
Agenda

What are We Addressing

FBPD Staff Survey

Step One – Officer Retention

Step Two – First Responder
Housing and Relocation



What are we
addressing?

Officer Retention and First Responder Housing

FY2023 - Step One:

- Develop a program to retain current officers for a 3 year period.

FY2024 & Beyond - Step Two:

- Sustained first responder housing and relocation incentives.



FBPD Staff Survey

If you were provided housing assistance, would you be willing to accept a 5 year contract obligation for service?

- Yes: 23
- No: 3

What amount would support your decision?

\$12k-\$15k:	25% of respondents
\$25k - \$30k:	42% of respondents

**Full survey results are available.*

6 Year Window/Police Personnel Departures

Joined a neighboring law enforcement agency	12
Left law enforcement	8
Retired	7
Dismissed for cause	4
Joined the military	2
Total:	33

Dallas Police Officer Retention Program:

- Dallas police officers could get extra \$40,000 to keep working two more years
- Cops with at least 28 years of experience can get paid a bonus as a way to slow attrition.
- The city hopes [it'll keep 70 of them from leaving](#) in the near future.

Step 1: Retention Recommendations

- One time payout of \$10k per officer with 3 year signed retention agreement.
- Funding comes from police staff salary surplus funded in FY23.
- Contract would require prorated repayment to the city in the event of termination of employment for any reason.

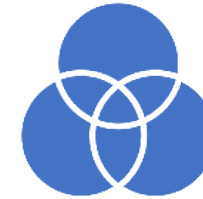
Step Two FY24+ Options to Discuss:



Establish a Housing Stipend
based on first responders AMI.



Develop a relocation incentive
program.



Additional options discussion.

Justification:

- Retention is crucial to counter the lack of new police recruits.
- Fredericksburg has 33 officers in the last 5 years.
- The cost to train and equip a new recruit is estimated at \$40,000.
- \$10k is a cost effective means to secure our police staff for 3 years.
- Kerrville asp single family home: \$358k – Fredericksburg: \$548k

**Zillow 2023*