



City of Fredericksburg

City Council Regular Meeting Agenda
Tuesday, September 5, 2023 ~ 9:00 AM
Law Enforcement Center
1601 E. Main Street
Fredericksburg, Texas 78624

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

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

The City of Fredericksburg City Council will meet in a regular session on Tuesday, September 5, 2023, at 9:00 AM. Link to 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 8:30 a.m. and 9:00 a.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 posted subject to the Texas Open Meeting Act. This is not an agenda of an official meeting of the City Boards and Commissions, and minutes will not be taken.

1. CALL TO ORDER

2. INVOCATION

Rev. Ted Bodjanac, Shepherd of the Hills Texas, will lead the Invocation

3. PLEDGE OF ALLEGIANCE

4. CEREMONIAL MATTERS/PROCLAMATIONS/EMPLOYEE RECOGNITION

- A. Proclaim September 17th through 23rd as Constitution Week (Daughters of the American Revolution)

5. COUNCIL COMMENTS

6. CONSENT

THE FOLLOWING ITEMS MAY BE ACTED UPON IN A SINGLE MOTION. NO SEPARATE DISCUSSION OR ACTION ON ANY OF THESE ITEMS WILL BE HELD UNLESS PULLED AT THE REQUEST OF A MEMBER OF THE CITY COUNCIL.

- A. Consider approval of City Council Minutes for the following meetings:
 - i. August 9, 2023 Joint Special Meeting with Planning and Zoning Commission
 - ii. August 10, 2023, Joint Budget Work Session with Gillespie County Commissioners Court
 - iii. August 15, 2023, Regular Meeting
 - iv. August 17, 2023, Work Session

7. OTHER ACTION ITEMS AND UPDATES

- A. Receive a presentation on the City Council's duties and responsibilities regarding development and construction (Mayor Hoover)
- B. Continued discussion regarding the need for affordable housing (Mayor Hoover)

8. ITEMS FOR FUTURE AGENDA

- A. Review the Future Agenda Spreadsheet

9. ADJOURN

CERTIFICATION

This is to certify that I, Shelley Goodwin, posted this Agenda at 3:15 p.m. on August 31, 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" being more prominent than the last name "Goodwin".

Shelley Goodwin, TRMC/CMC
City Secretary



PROCLAMATION

WHEREAS: The Constitution of the United States of America, the guardian of our liberties, embodies the principles of limited government in a Republic dedicated to rule by law; and

WHEREAS: September 17, 2023, marks the two hundred and thirty-sixth anniversary of the framing of the Constitution of the United States of America by the Constitutional Convention; and

WHEREAS: It is fitting and proper to accord official recognition to this magnificent document and its memorable anniversary and to the patriotic celebrations that will commemorate it; and

WHEREAS: Public Law 915 guarantees the issuing of a proclamation each year by the President of the United States of America designating September 17 through 23 as Constitution Week,

NOW, THEREFORE I, Jeryl Hoover by virtue of the authority vested in me as Mayor of Fredericksburg, Texas, do hereby proclaim the week of September 17 through 23 as

CONSTITUTION WEEK

In the City of Fredericksburg urges all citizens to reaffirm the ideals of the Framers of the Constitution in 1787 by vigilantly protecting the freedoms guaranteed to us through this guardian of our liberties.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the City to be affixed this 5th day of September of the year of our Lord two thousand twenty-three.



Jeryl Hoover
Mayor



City of Fredericksburg

CITY COUNCIL AND PLANNING AND ZONING COMMISSION JOINT MEETING MINUTES

WEDNESDAY, AUGUST 9, 2023 ~ 11:00 a.m.
LADY BIRD JOHNSON GOLF COURSE - CARDINAL ROOM
341 GOLFERS LOOP
FREDERICKSBURG, TEXAS 78624

City Council Members Present:

Mayor Jeryl Hoover
Mayor Pro-Tem Bobby Watson
Councilmember Emily Kirchner
Councilmember Tony Klein
Councilmember Randy Briley

Members Absent:

None

Planning and Zoning Commission Members Present:

Chair Janice Menking
Commissioner Jim Jarreau left at 1:10 p.m.
Commissioner Polly Rickert left at 1:22 p.m.
Commissioner Darryl Whitworth left at 12:48 p.m.
Commissioner Tim Dooley arrived at 11:15 a.m.

Planning and Zoning Commission Members Absent:

Commissioner Tom Musselman
Commissioner Jeff Lawrence
Commissioner Steve Thomas
Commissioner Cynthia Soggins

City Staff Present:

Clinton Bailey, City Manager
Mick McKamie, City Attorney
Garret Bonn, Assistant City Manager
Lynn Bizzell, Fire Chief
Derek Seelig, Lieutenant Police Department
Braxton Roemer, Lieutenant Police Department
Anna Hudson, Director of Development Services
Andrea Schmidt, Director of Parks and Recreation
Kris Kneese, Director of Public Works and Utilities
Evan Williamson, Assistant City Engineer
Leslie Embrey, Administrative Assistant
Lea Feuge, Public Information Officer
Shelby Collier, Associate Planner

Shelley Goodwin, City Secretary

1. CALL TO ORDER

Mayor Hoover called the August 9, 2023, City Council and Planning and Zoning Commission Joint Meeting to order at 11:05 a.m. Mayor Hoover announced the City Council had a quorum. The quorum was not met with the Planning and Zoning Commission, so they observed until they met their quorum at 11:15 a.m.

2. DISCUSSION AND POSSIBLE DIRECTION

A. Fredericksburg Land Use & Policy Overview

i. Tools and Ordinances for Hill Country Communities

Clift Kaplan, Program Director of Hill Country Alliance, reviewed the attached PowerPoint. He also reviewed the best practices and policies of the Hill Country Alliance.

The City Council discussed the following:

- In lieu of parking policies
- Development approved but not built
- Rain catchment

Mick McKamie, City Attorney, stated since developments have already been approved, then the additional requirements would need to be an incentive program.

Clinton Bailey, City Manager, stated there are several tools that can be encouraged such as low flow devices for toilets, low-impact landscaping for new development, and rain capture systems.

ii. Planning Trends

Matt Buccin, Halff Associates, discussed the following:

- Misunderstanding about growth
- Quality developments
- What is Community Character
- Thoroughfare plans and developments
- Top Planning Trends in Texas
- Resilience Planning
- Protection of Natural Assets

The City Council and Planning and Zoning Commission discussed the following:

- Work on several new standards
- The Character of the City
- Base Code, Smart Code, and Strong Town

iii. Land Use Map Workshop

Those present were divided into groups for an exercise.

A quorum was lost for the Planning and Zoning Commission at 12:48 p.m.

iv. Project Updates

Each group explained the Land Use Map.

v. Next Steps

The next steps and a timeline for the Comprehensive Plan were provided.

3. Adjourn

With no other business, Mayor Hoover adjourned the August 9, 2023, City Council and Planning and Zoning Commission Joint Meeting at 1:25 p.m.

Jeryl Hoover
Mayor

Janice Menking
Planning and Zoning Commission
Chair

Shelley Goodwin, TRMC/CMC
City Secretary

Fredericksburg Comprehensive Plan



Advisory Committee Meeting #4 | July 25, 2023



Agenda

1. Project Updates
2. Economic Report
3. Guiding Principles Workshop
4. Map Workshop
5. Next Steps



A painting of a park scene. In the background, there is a long, single-story building with a blue roof and white columns. Large green trees are in front of the building. A tall, ornate lamppost stands in the middle ground. In the foreground, three people are sitting on a white blanket on the grass. To the right, a person in a white dress and hat is standing near a white bench. The overall style is soft and painterly.

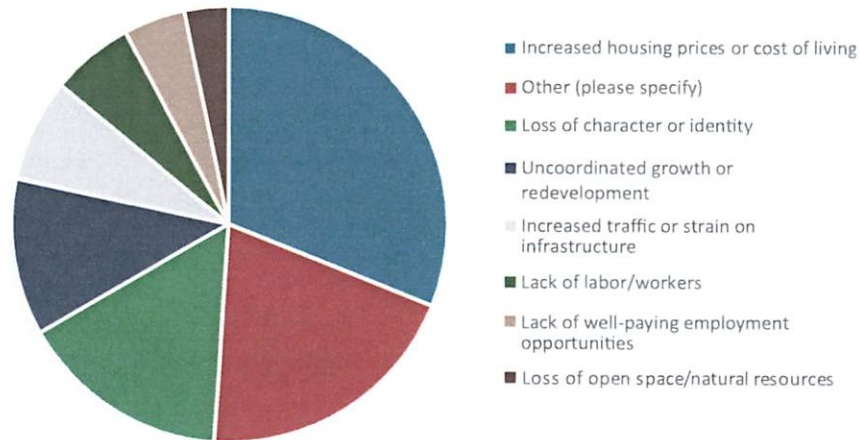
1. Project Updates

Project Status

- **Park Master Plan**
 - City has reviewed first 3 chapters
 - Intro, Fredericksburg Park System, and Needs Assessment
 - Halff is drafting plan recommendations and remaining chapters
 - Next committee meeting will be full draft review
- **Comprehensive Plan**
 - City has reviewed first 2 chapters
 - Intro and Community Snapshot
 - Final Open House on August 9th
 - Next committee meeting will be full draft review



What is the most critical issue facing Fredericksburg today?



'Other' Answers Received

- All of the above
- Short-term rentals
- Lack of youth amenities
- High property taxes

What you love about Fredericksburg

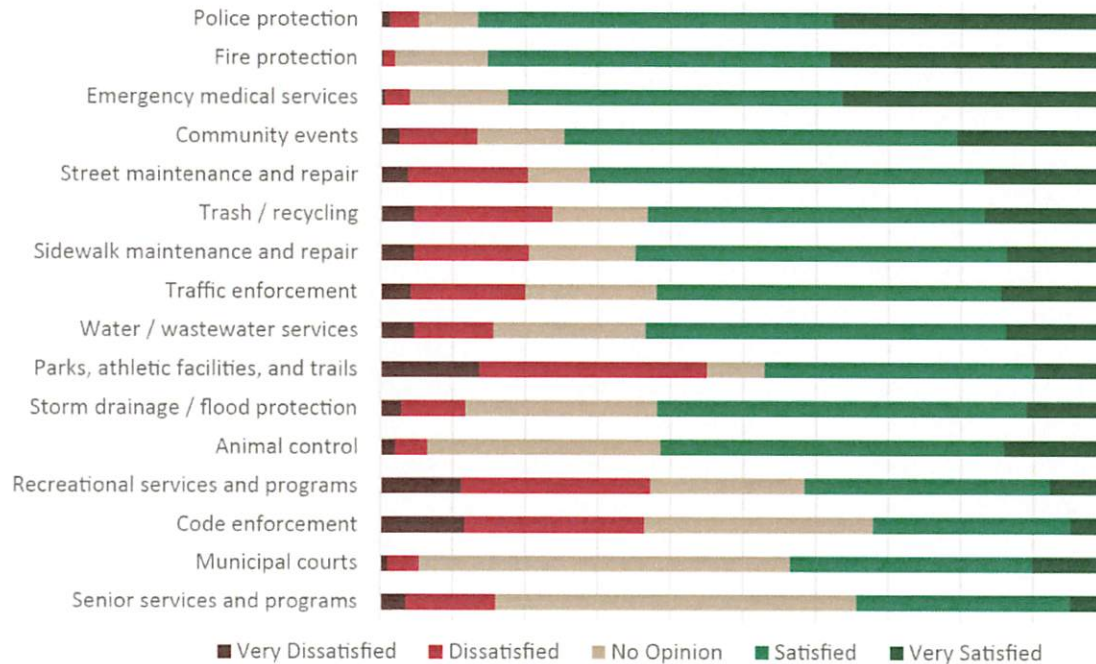
German heritage
Safe
Community
Small-town feel
Family-friendly values



Top Priorities Identified for the Future of Fredericksburg

HousingAffordability
Quality Schools
Access to Healthcare

How satisfied are you with the following issues?



Top 3 Main Street Improvements Identified



Overall, Fredericksburg residents are satisfied with the City's encouragement of citizen involvement



Overall, Fredericksburg residents are satisfied with the City's encouragement of economic growth



A photograph of a park scene. In the background, there is a building with a blue roof and white walls, partially obscured by large green trees. A tall, ornate lamppost stands in the middle ground. In the foreground, three people are sitting on a white blanket on the grass, and another person wearing a hat and a light-colored dress is standing on the right. The scene is bright and sunny.

3. Economic Report

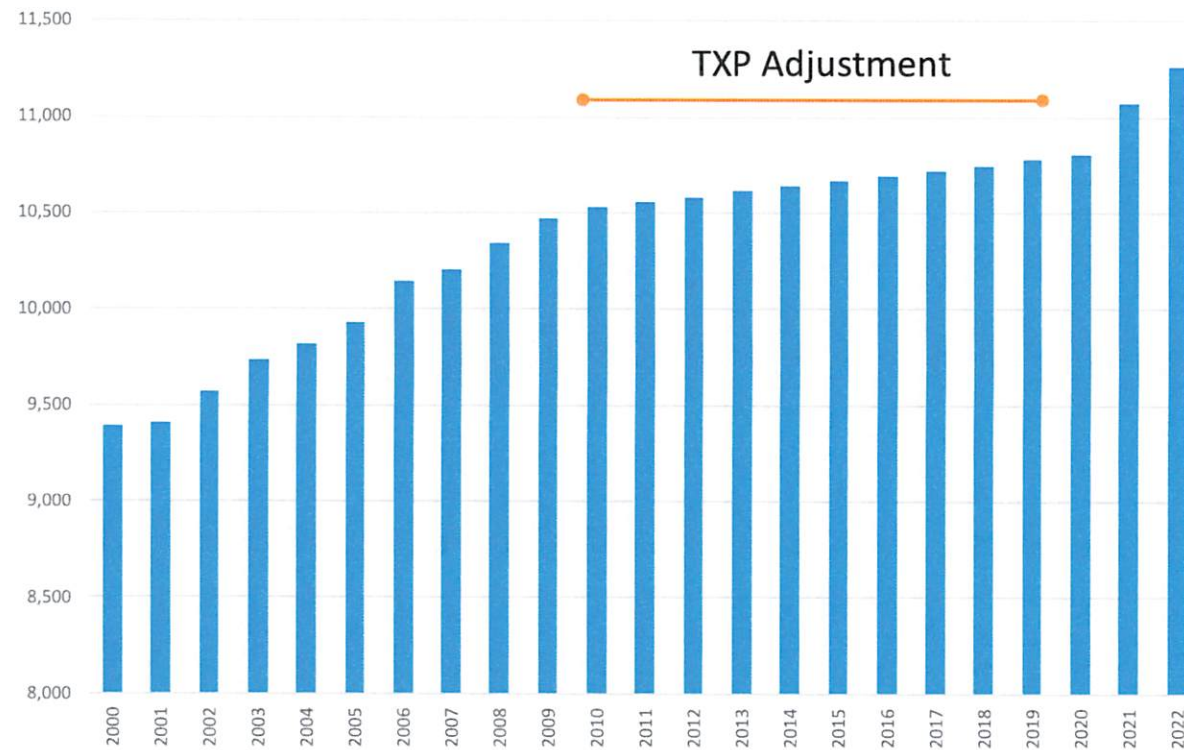


Preliminary Findings

1. Population growth is slow, driven by strong in migration
2. ~ 2/3 of jobs are held by non-Fredericksburg resident
3. Given older demographic, local labor force will be tight
4. Average price of a home sold in Fredericksburg is approaching \$675,000
5. How can we leverage growing tourism activity without losing sense of place?
6. How can we increase resources for economic development and community of life projects?
7. How can we increase the supply of housing options?

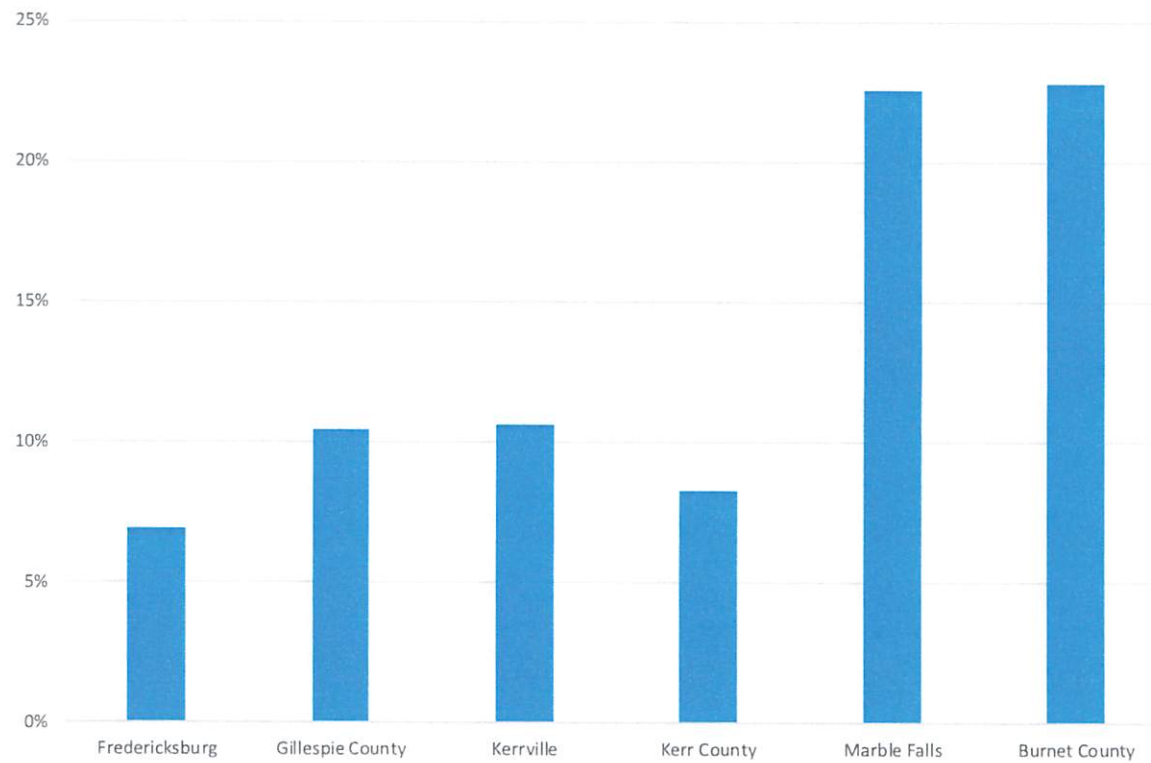


Fredericksburg Population Trends



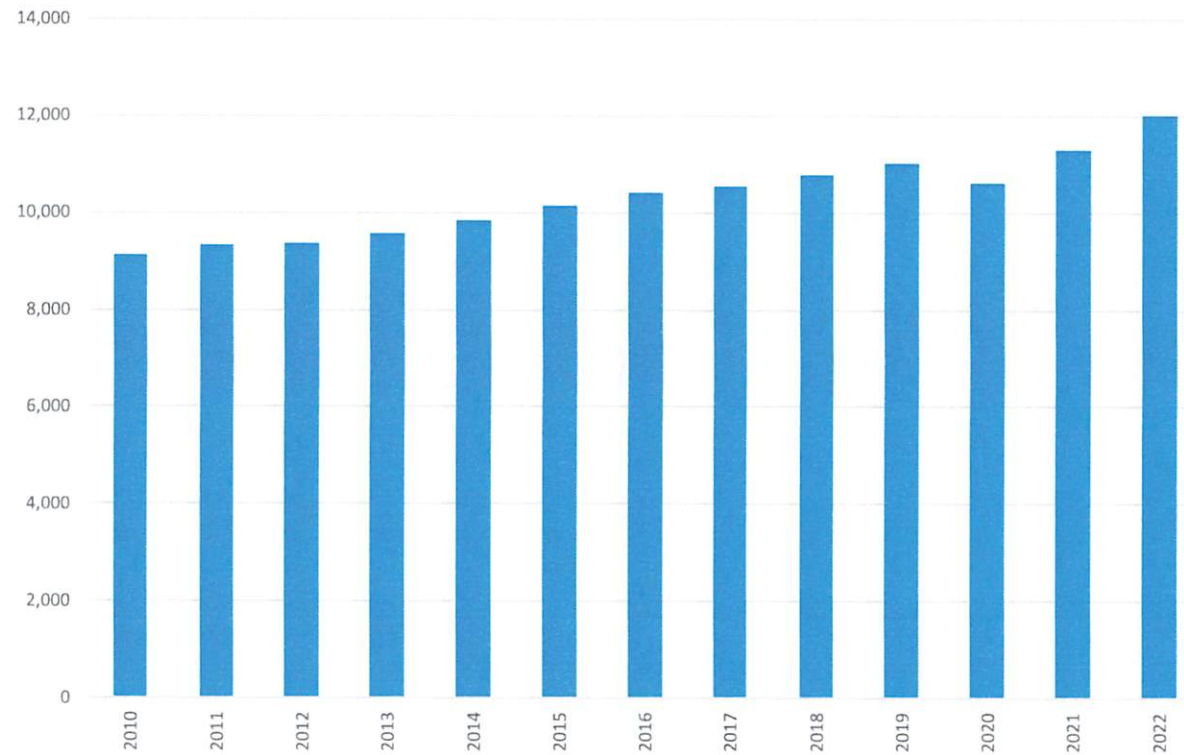


Regional Population Growth Rates (2010 to 2022)



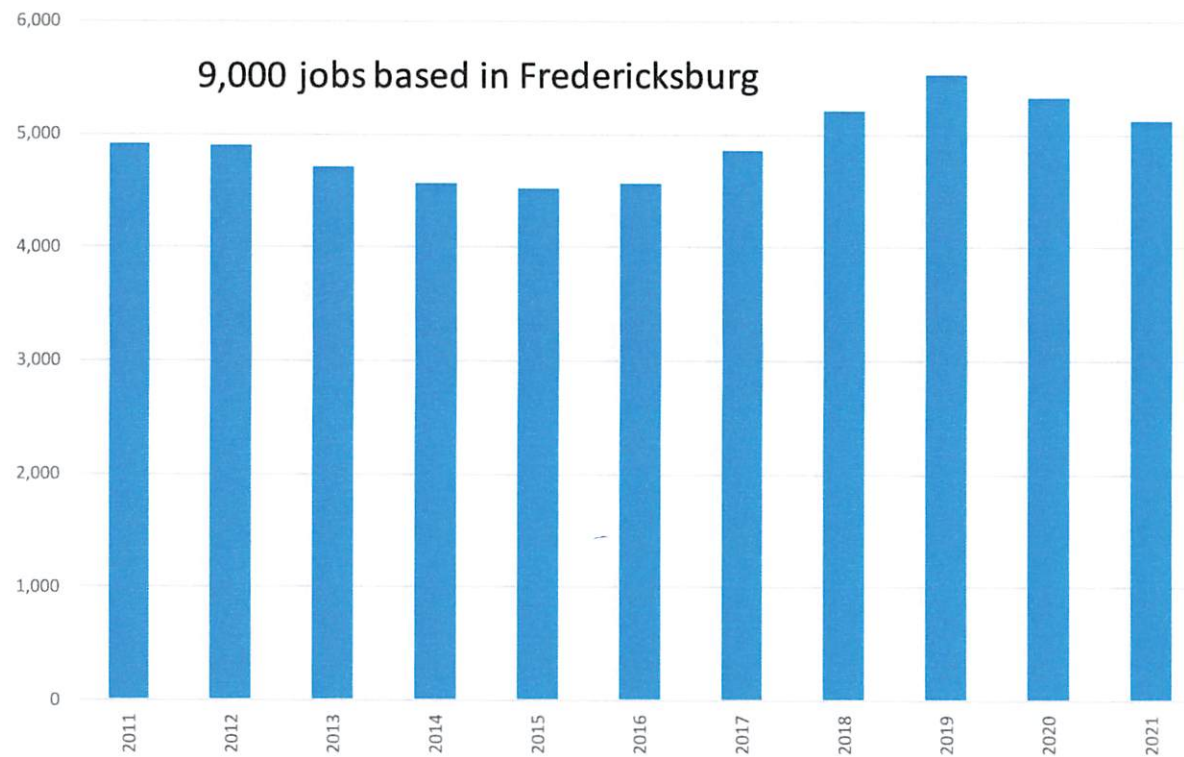


Gillespie County Employment QCEW



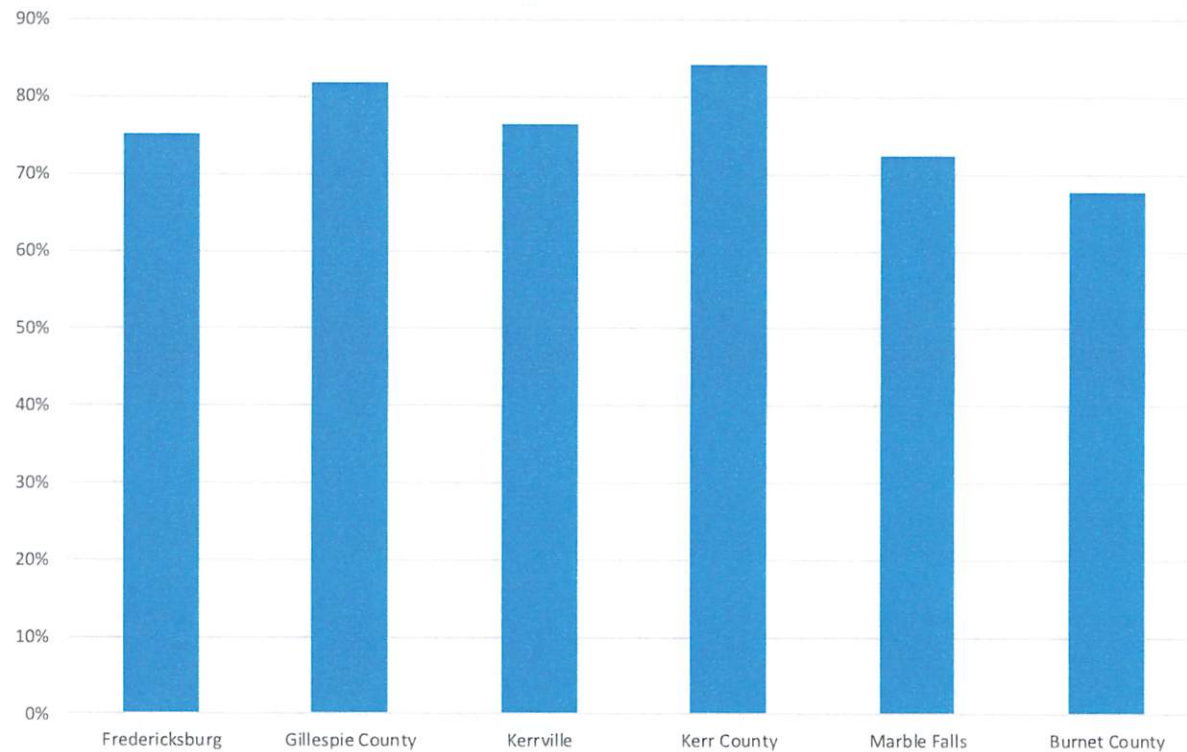


Employed Fredericksburg Residents by Year (ACS 5-Year Estimate)



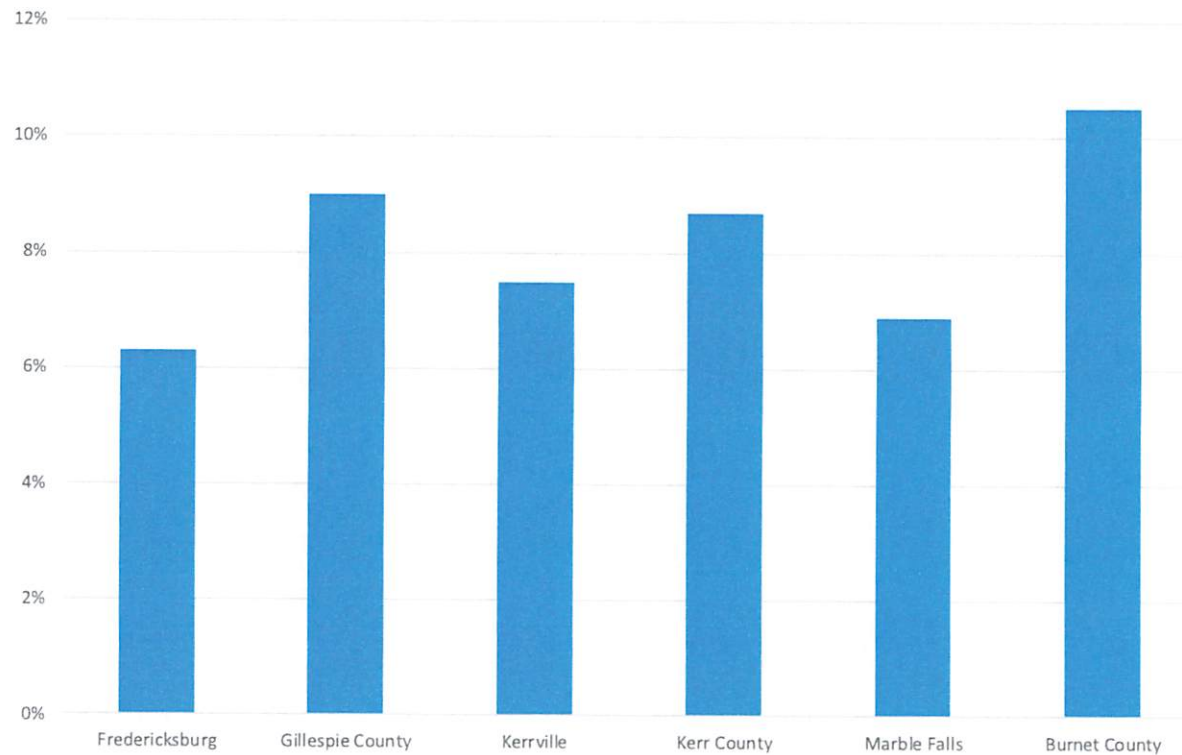


Percentage who Worked in their Place of Residence (2021 ACS 5-Year Estimate)



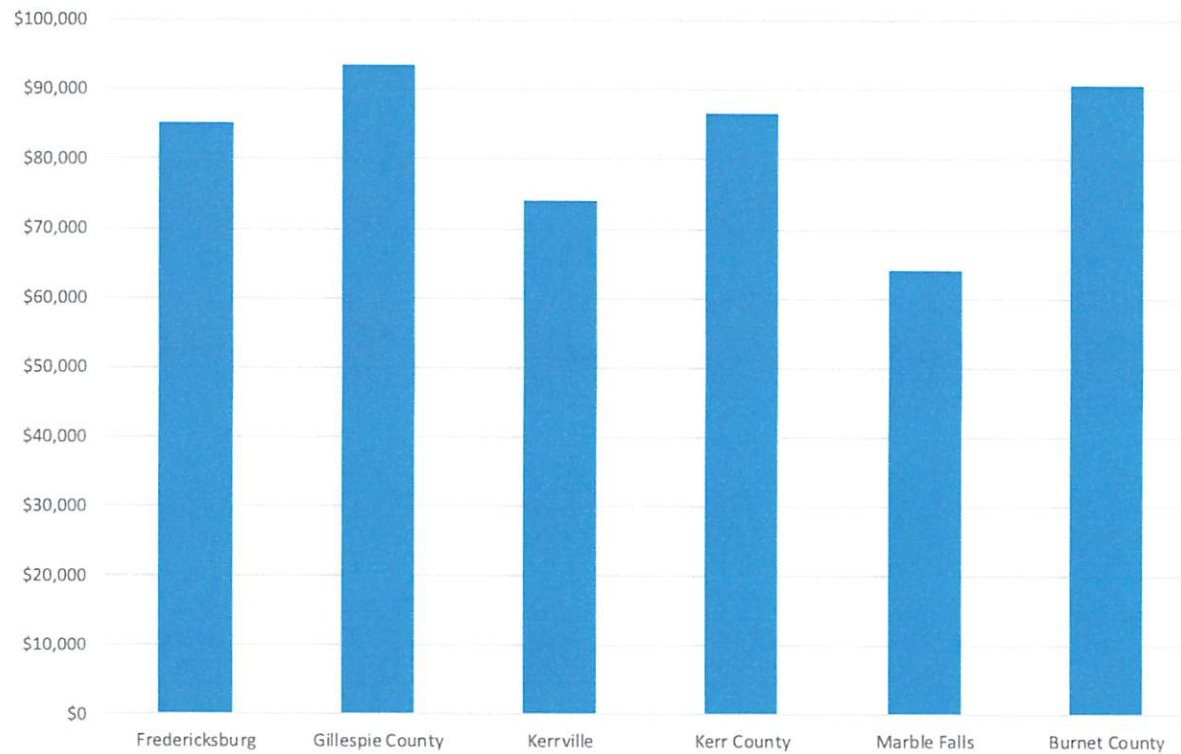


Percentage who Worked from Home (2021 ACS 5-Year Estimate)



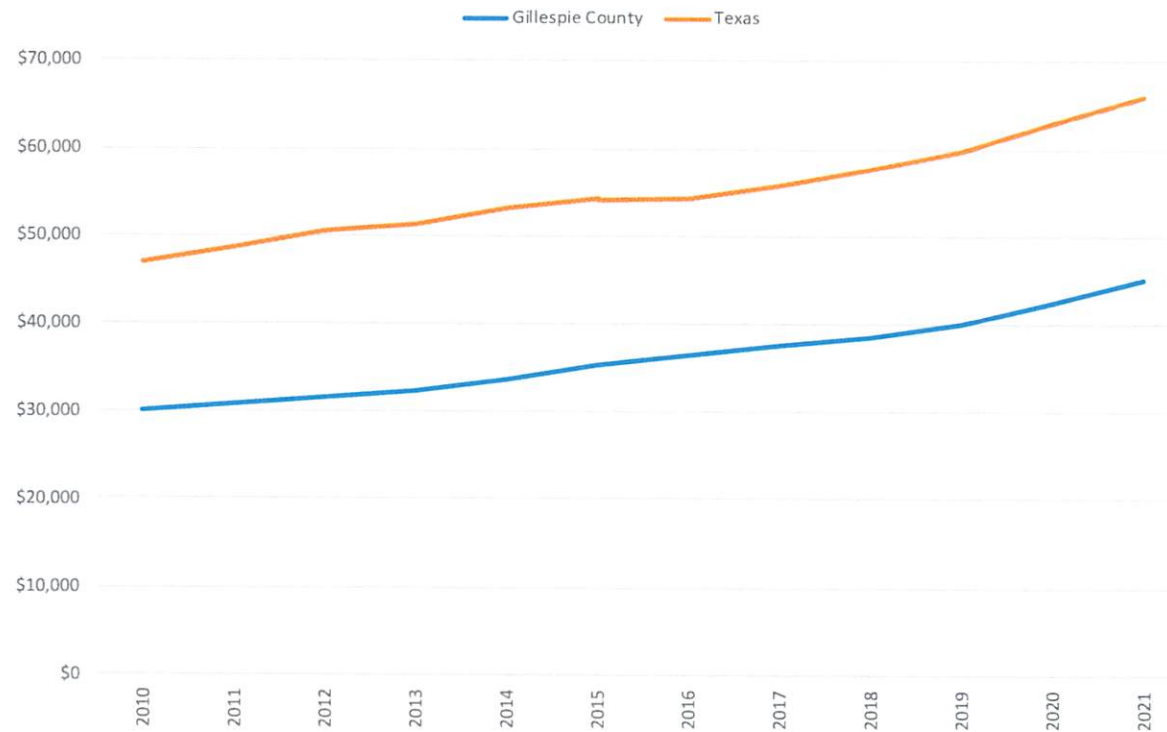


Average Household Income (2021 ACS 5-Year Estimate)



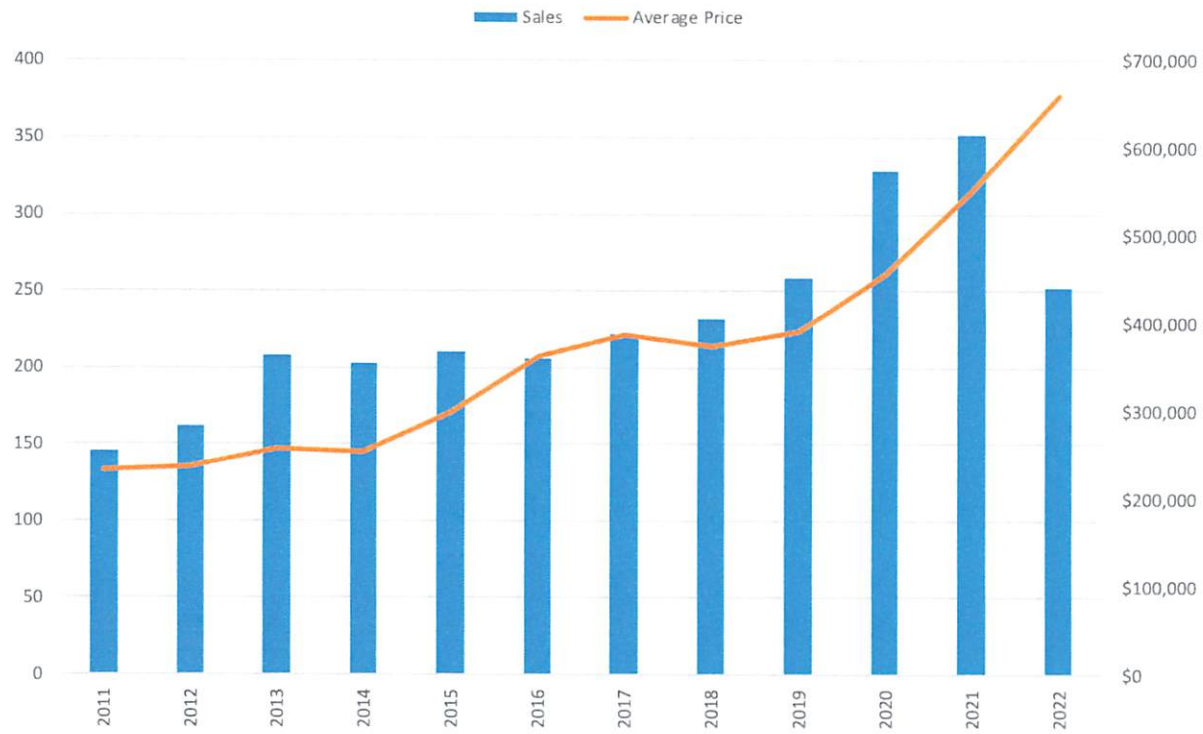


Average Wage Earned in Gillespie County vs. Texas



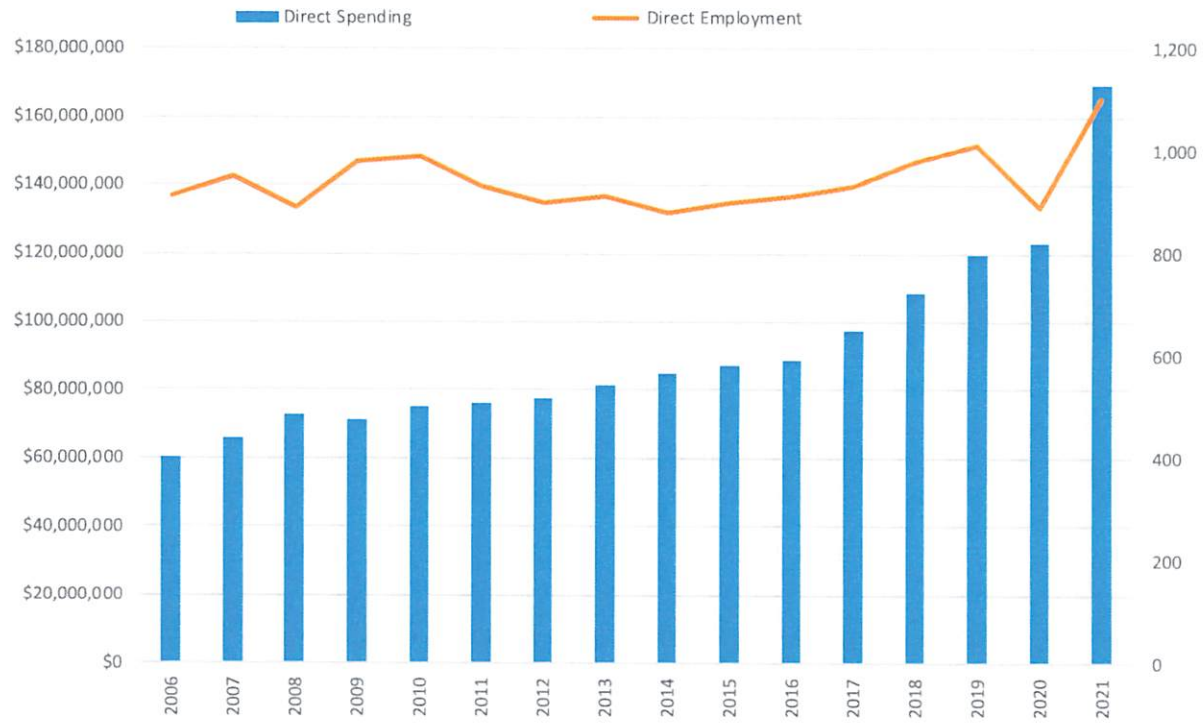


Fredericksburg Home Sales and Average Price



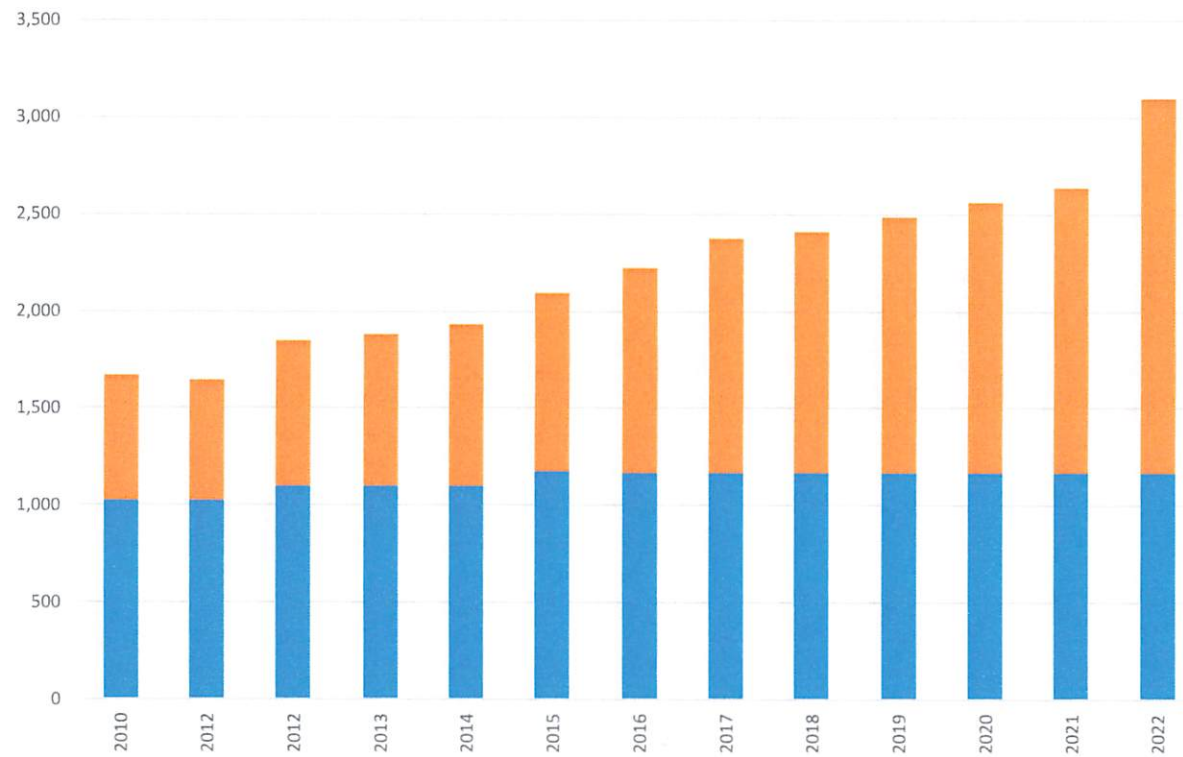


Tourism Activity in the Fredericksburg





Gillespie County Lodging – Est. Room Nights



A painting of a park scene. In the foreground, three people are sitting on a white blanket on a green lawn. To the right, a person in a light-colored dress and hat stands near a white bench. In the background, there is a building with a blue roof and a tall lamppost. The scene is surrounded by trees and foliage.

2. Guiding Principles Workshop

Vision Statement

With this vision as our compass, the City of Fredericksburg aims to create a resilient and prosperous future for generations to come.

Embracing our heritage, natural beauty, and vibrant community spirit, we envision a future where our unique charm harmonizes with sustainable development.

We strive to cultivate a thriving city that honors our rich history while embracing innovation, fostering economic prosperity, and enhancing the quality of life for the community of Fredericksburg.



Guiding Principles

- Neighborhood Integrity
- Mobility
- Main Street Charm
- Governance
- Human Capital

Neighborhood Integrity

Housing choices for everyone

- GP: Fredericksburg encourages a range of housing types for the preservation and creation of quality, affordable housing for residents of all backgrounds.

Neighborhood quality of life improvements

- GP: Fredericksburg protects the character, integrity, and stability of neighborhoods where families can live.

Mobility

Safe active transportation alternatives

- GP: Fredericksburg provides safe and comfortable infrastructure for pedestrians and cyclists.

Well-planned thoroughfares

- GP: Fredericksburg supports a high quality of life through coordinated regional connections and vehicular connections to reduce congestion within the City.

Main Street Charm

Main Street character preservation

- GP: Fredericksburg preserves a unique, small-town character which promotes its heritage while providing a variety of dining, shopping, and recreation options for all.

Rebalance tourism

- GP: Fredericksburg attracts visitors for its diverse service, entertainment, and recreation options.

Governance

Efficient growth of infrastructure

- GP: Fredericksburg promotes sustainable land use patterns which balance demands on infrastructure and natural resources while supporting a high quality of life and community character.

Responsible use of tax dollars

- GP: Fredericksburg maintains transparency with residents and invests in infrastructure and services to ensure a vibrant, livable, and economically robust community.

Human Capital

Improve education and workforce development

- GP: Fredericksburg fosters an environment for developing quality talent in targeted industries and for retaining young talent.

Economic innovation

- GP: Fredericksburg supports existing businesses and is a place of strong investment for a variety of new businesses and industries.



4. Map Workshop

Group Mapping Exercise

- Break into small groups
- Use trace paper to modify
 - Future Land Use
 - Trail Opportunity Zones

What is a Future Land Use Map?

- Visual representation of city's future
- Not zoning
- Not parcel based, not limited to city limits
- Very forward thinking
- Flexible uses, character based
- Multiple different ways to create a future land use map

Future Land Use Categories

- **Parks & Open Space**
 - 100% non-residential
- **Main Street**
 - 90-70% comm, 30-10% res
- **General Commercial**
 - 100-90% comm, 10-0% res
- **Light Industrial**
 - 100% non-residential
- **Mixed-Use Community or Corridor**
 - 80-40% res, 60-40% comm
 - Missing Middle housing types such as townhouses, SF detached, SF attached, cottages, or urban lofts and apartments in walkable environments near commercial and open space
- **Neighborhood Residential**
 - 100-90% res, 10-0% small comm
 - SF detached; SF attached; Cottages; Townhouses (>3 units).
- **Mixed Density Residential**
 - 100-80% res, 20-0% comm
 - SF attached; SF detached; cottages/garden homes; townhouses (>6 units); medium density multi-family; pocket neighborhoods; mixed-use urban lofts, where appropriate.



A painting of a park scene. In the foreground, three people are sitting on a white blanket on a green lawn. To the right, a woman in a light-colored dress and a hat stands near a white signpost. In the background, there is a building with a blue roof and a tall lamppost. The scene is surrounded by lush green trees.

5. Next Steps

Next Steps

- Halff and City staff continuing public engagement
- Halff drafting plan recommendations
- One (1) more meeting for draft reviews
 - Second optional meeting if needed
- One (1) more open house and short survey – Comprehensive Plan
 - August 9th from 3:30pm-7:00pm at Pioneer Museum Sanctuary



Schedule



End date of December 2023



Fredericksburg Comprehensive Plan



Advisory Committee Meeting #4 | July 25, 2023





City of Fredericksburg

CITY COUNCIL AND GILLESPIE COMMISSIONERS COURT JOINT BUDGET MEETING MINUTES THURSDAY, AUGUST 10, 2023 ~ 9:00 a.m. AGRILIFE BUILDING 38 BUSINESS COURT FREDERICKSBURG, TEXAS 78624

City Council Members Present:

Mayor Jeryl Hoover
Mayor Pro-Tem Bobby Watson
Councilmember Emily Kirchner
Councilmember Tony Klein
Councilmember Randy Briley

Members Absent:

None

City Staff Present:

Clinton Bailey, City Manager
Garret Bonn, Assistant City Manager
Lynn Bizzell, Fire Chief
Anna Hudson, Director of Development Services
Andrea Schmidt, Director of Parks and Recreation
Kris Kneese, Director of Public Works and Utilities
Krista Wareham, Director of Finance
Leslie Embrey, Administrative Assistant
Lea Feuge, Public Information Officer
David Kellam, Finance Manager
Justin Calhoun, Emergency Management Coordinator
Shelley Goodwin, City Secretary

1. CALL TO ORDER

Mayor Hoover called the Joint Meeting of the Fredericksburg City Council to order at 9:00 a.m. on Thursday, August 10, 2023. He announced that a quorum had been met. Judge Jones called the Joint Meeting of the Gillespie Commissioners Court to order 9:00 a.m. He announced that a quorum of the Commissioners had been met.

2. PLEDGE OF ALLEGIANCE

Mayor Hoover led the Pledge of Allegiance.

3. FISCAL YEAR 2023/2024 PROPOSED BUDGET

A. Receive comments from Clinton Bailey, City Manager, and Daniel Jones, Gillespie County Judge

Mayor Hoover stated that the City Council and Gillespie County Commissioners Court have developed a high level of trust with each other. He noted that there is a good working relationship between the two to serve the residents well.

Judge Jones stated he and Clinton Bailey, City Manager, have spent a lot of time working together to improve the processes.

Clinton Bailey, City Manager, stated that he feels the working relationship between the two entities is better than it has ever been. He noted that he has met with the City Council and Commissioners to discuss the budget and its needs and challenges.

B. Consider and discuss the following funds:

i. Economic Development Commission Funding

Tim Limberg, EDC Director, provided the attached proposed budget, requesting a 10% budget increase.

The City Council and Commissioners Court discussed:

- Reserves (\$113,000 at the end of the year)
- Rent
- Bank of PTO time (allowed to carry over 60 hours every year)
- Fiscal Year
- Last 5 to 10 years wine increase, keep building wine industry or other industry
- California Winery moving in and other California Wineries are watching them
- Winery
- Target industries and whether built in the budget
- Processes used to target business segments
- Inquires about businesses wanting to come here (200 to 300)
- Line items with increases
- Car allowance

ii. Gillespie County Health Services

Kelli Olfers, Director of Gillespie County Health Service, thanked the Commissioners Court and the City Council for the new office. She reviewed her proposed budget and the increases.

The City Council and Commissioners Court discussed:

- Fee structure
- Revenues
- Split funding
- Solar Eclipse funding
- Events happening this year that didn't happen last year
- Retail permits issued
- MobileFood Trucks

iii. Emergency Management Services

Justin Calhoun, Emergency Management Coordinator, reviewed the proposed budget increases and decreases.

The City Council and Commissioners Court discussed:

- Solar Eclipse revenue
- Personnel

iv. Fire Department

Lynn Bizzell, Fire Chief, reviewed the proposed budget and the reasons for the increases and adding three shift personnel. He reviewed the benefits of adding three shift personnel and replacing the rescue truck. The new ambulance was in the parking lot and thanked everyone of their contributions. He also reviewed the reason to increase the uniform line item.

The City Council and Commissioner Court discussed:

- Wages (two openings - Captain and Firefighter Paramedic)
- Difference with the pervious budgets the County received
- How does tourism affect calls
- Total budget
- Expenses – Radio cost and the payment installations
- How each entity pays the installments
- Status of radio microphones and tower

Councilmember Briley stated he has been looking at the different locations of where the Police and Fire Personnel live. He noted he is also looking at a two-step incentive program to bring people into town and keep them in town.

Lynn Bizzell, Fire Chief, reviewed the benefits of having employees living in communities.

v. County Rural Fire Services

Judge Jones reviewed the proposed budget.

vi. EMS Department

Lynn Bizzell, Fire Chief, stated that EMS operates out of two budgets. He reviewed his request for a training officer to handle the training program, continuing education, and specialty courses. He also noted that he is requesting three additional shift personnel in April 2024.

The City Council and Commissioners Court discussed:

- Fleet Lease
- Medical Records
- Equipment
- Contract Professional Services

vii. Law Enforcement Center (LEC)

Sheriff Mills reviewed the expenses for the generator and noted the City's portion is half.

viii. Emergency Dispatch Center

Les Metzler, Director of Dispatch, reviewed the budget and expenses. He also noted that all services between the County and City will remain the same.

The City Council and Commissioners Court discussed:

- Security
- Back up and recovery plan timeframe (24 hours)
- Video

C. Consider and discuss outstanding budget items

The City Council and Commissioners Court discussed:

- Fiber expenses
- CVB Budget
- Awarding of Hotel Occupancy Tax
- Landfill Fees
- Water and Development Management

4. ADJOURN

With no other business, Mayor Hoover adjourned the August 10, 2023, City Council and Gillespie County Commissioners Court Joint Budget Meeting at 10:44 a.m.

Jeryl Hoover
Mayor

Shelley Goodwin, TRMC/CMC
City Secretary

GILLESPIE COUNTY ECONOMIC DEVELOPMENT COMMISSION

Fiscal Year 2024 Budget
Oct 1, 2023 thru Sep 30, 2024

Income

Contributions	264,000.00
Interest & Dividends	400.00
Total Income	264,400.00

Expense

Accounting		5,420.00
Advertising/Marketing		500.00
Awards/Recognition		200.00
Business Promotion		750.00
Conferences/Seminars/Continuing Education		1,200.00
Contingency		0.00
Dues and Subscriptions		1,400.00
Event Support/Underwriting		2,000.00
Hospitality		300.00
Insurance - Casualty & WC		2,180.00
Insurance - Off/Dir		1,320.00
Director Auto Allowance		6,000.00
Office Equipment		500.00
Office Supplies		700.00
Payroll Expense		
Director Salary	134,388.00	
Medical	17,855.00	
Retirement	35,109.00	
Payroll Taxes	12,483.00	
Total Payroll		199,835.00
Postage		120.00
Rent & Allocated Overhead		3,540.00
Research/Studies		2,500.00
Telephone		804.00
Travel		
Airline	0.00	
Auto Rental	0.00	
Lodging	500.00	
Meals	0.00	
Total Travel		500.00
Web Site Hosting, Maintenance & Improvements		2,000.00
Total Expense		231,769.00

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Income	actual	actual	actual	actual	actual	actual	actual	projected	budget	budget
Contributions	140,000.00	140,000.00	140,000.00	140,000.00	140,000.00	140,000.00	240,000.00	240,000.00	264,000.00	264,000.00
Interest & Dividends	385.17	488.80	410.37	535.06	491.29	365.49	361.99	400.00	400.00	450.00
Total Income	140,385.17	140,488.80	140,410.37	140,535.06	140,491.29	140,365.49	240,361.99	240,400.00	264,400.00	264,450.00
Expense										
Compensation-Unused PTO Accrual		2,289.74		980.92			322.14			
Accounting	2,551.27	2,390.02	6,812.53	2,860.66	3,122.52	3,133.17	8,074.39	4,700.00	5,420.00	6,000.00
Advertising/Marketing	192.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	500.00
Awards/Recognition	57.90	281.68	57.90	0.00	0.00	62.95	69.25	0.00	200.00	200.00
Business Promotion	787.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	750.00	750.00
Conferences/Seminars/Continuing Education	405.00	595.00	990.00	1,254.23	620.00	0.00	0.00	0.00	1,200.00	1,200.00
Contingency/Misc.	0.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dues and Subscriptions	1,247.50	1,247.50	1,245.00	1,350.00	1,235.00	1,145.00	1,080.00	1,400.00	1,400.00	1,500.00
Event Support/Underwriting	1,975.19	752.00	1,196.04	1,155.34	628.00	700.00	781.18	377.60	2,000.00	2,000.00
Hospitality	0.00	0.00	0.00	55.95	43.77	0.00	0.00	300.00	300.00	300.00
Insurance - Casualty & WC	1,596.00	1,550.00	1,568.00	1,719.00	1,750.00	1,793.00	2,060.00	2,054.00	2,180.00	2,300.00
Insurance - Off/Dir	972.00	972.00	1,000.00	1,000.00	1,000.00	1,000.00	1,320.00	1,320.00	1,320.00	1,400.00
Director Auto Allowance	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00
Office Equipment	0.00	472.00	0.00	0.00	0.00	0.00	246.53	0.00	500.00	500.00
Office Supplies	804.24	471.30	610.22	422.58	286.17	236.09	528.57	650.00	700.00	750.00
Payroll Expense										
Director Salary	84,075.06	87,625.02	90,375.06	93,729.96	97,479.24	98,425.68	109,999.92	124,999.94	134,388.00	141,110.00
Medical	8,316.00	9,882.00	10,901.40	11,306.40	11,531.40	11,678.75	15,984.00	16,595.29	17,855.00	18,750.00
Retirement	9,258.03	9,852.51	10,300.32	12,442.20	17,350.41	23,597.70	29,134.56	32,783.32	35,109.00	36,865.00
Payroll Taxes	7,455.27	7,877.10	8,121.66	8,420.94	8,720.52	8,792.94	10,008.78	11,449.10	12,483.00	13,105.00
Part-Time Assistant										
Postage	120.00	120.00	120.00	120.00	120.00	120.00	120.00	120.00	120.00	120.00
Rent & Allocated Overhead	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00
Research/Studies	7,553.30	3,750.00	13,250.00	87.20	10,000.00	250.00	843.56	650.00	2,500.00	2,500.00
Telephone	804.00	804.00	804.00	804.00	804.00	804.00	804.00	804.00	804.00	804.00
Travel										
Airline	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Auto Rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Lodging	0.00	229.35	574.67	978.31	242.13	0.00	0.00	0.00	500.00	700.00
Meals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Web Site Hosting, Maintenance & Improvements	1,222.64	928.64	928.64	928.64	940.64	940.64	1,184.64	1,668.64	2,000.00	3,000.00
Total Expense	138,932.90	141,629.86	158,455.44	149,156.33	165,413.80	162,219.92	192,101.52	209,411.89	231,769.00	243,894.00
Net	1,452.27	(1,141.06)	(18,045.07)	(8,621.27)	(24,922.51)	(21,854.43)	48,260.47	30,988.11	32,631.00	20,556.00



City of Fredericksburg
CITY COUNCIL REGULAR MEETING MINUTES
TUESDAY, AUGUST 15, 2023 ~ 9:00 a.m.
LAW ENFORCEMENT CENTER
1601 E. MAIN STREET
FREDERICKSBURG, TEXAS 78624

Mayor Jeryl Hoover
Mayor Pro-Tem Bobby Watson
Councilmember Emily Kirchner
Councilmember Tony Klein
Councilmember Sharon Joseph

Members Absent:

None

City Staff Present:

Clinton Bailey, City Manager
Fritz Quast, Assistant City Attorney (video conference)
Garret Bonn, Assistant City Manager
Lynn Bizzell, Fire Chief
Andrea Schmidt, Director of Parks and Recreation
Kris Kneese, Director of Public Works and Utilities
Anna Hudson, Director of Development Services
Derek Seelig, Police Lieutenant
Braxton Roemer, Police Lieutenant
Justin Calhoun, Emergency Management Coordinator
Lea Feuge, Public Information Officer
Jennifer Krupa, Special Events Coordinator/Assistant Director Parks and Recreation
Krista Wareham, Director of Finance
Aaron Anderegg, Assistant Director of Information Technology
Cody Oris, IT Specialist
Leslie Embrey, Administrative Assistant
Shelley Goodwin, City Secretary

1. CALL TO ORDER

Mayor Hoover called the Regular Meeting of the Fredericksburg City Council to order at 9:00 a.m. on Tuesday, August 15, 2023. He announced that a quorum had been met.

2. INVOCATION

Daniel Hoffman, Holy Ghost Lutheran Church Minister of Children and Young Families, lead the Invocation.

3. PLEDGE OF ALLEGIANCE

Mayor Hoover led the Pledge of Allegiance.

4. CEREMONIAL MATTERS/PROCLAMATIONS/EMPLOYEE RECOGNITION

Clinton Bailey, City Manager, stated he did not have any recognitions.

5. COUNCIL COMMENTS

Councilmember Briley stated he attended the Global Leadership Summit. He thanked Pastor Bobby Vitek for organizing and hosting this great event.

Mayor Hoover also thanked Pastor Vitek for the Global Leadership Summit.

Councilmember Kirchner stated she also attended the Global Leadership Summit and agreed it was a great event. She thanked the Department Heads and Staff for compiling all the information for the Joint Meeting with the County Commissioners Court.

Councilmember Watson reported that the Charter Review Committee will hold their second meeting on Thursday, August 17, 2023.

Councilmember Klein reported that the Market Square Redevelopment Project is moving along well and is still taking donations.

6. CONSENT

A. Consider approval of City Council Minutes for the following meetings:

- i. July 24, 2023, Budget Work Session**
- ii. July 26, 2023, Budget Work Session**
- iii. August 1, 2023, Regular Meeting**
- iv. August 7, 2023, Budget Work Session**

B. Consider the approval of a street closure request to close one southbound traffic lane and the parking lane adjacent to Marktplatz on North Adams from Austin to Main Street beginning Friday, October 20, 2023, at 7:00 a.m. until Sunday, October 22, 2023, by 12:00 p.m. for Bestfest

C. Consider the approval of a Partial Release of Easement of a tract from the blanket access easement for an existing drainage and utility easement for Viola Hohmann

Motion: A motion was made by Councilmember Watson, seconded by Councilmember Kirchner, to approve the Consent Agenda Items 6. A. i. – iv., 6. B., and 6. C. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

7. ORDINANCES, RESOLUTIONS AND PUBLIC HEARINGS

A. Consider a request by Jesse Durden, Kept Property Group, LLC., for a Conditional Use Permit (CUP) per Sec. 3.110 to allow for a Condominium Use for property located one lot east of 591 Friendship Lane as defined in the German Emigration Company Lot 24 (#Z-2311):

- i. Presentation by applicant**
- ii. Staff Report**
- iii. Hold a Public Hearing to receive comments for or against the request**
- iv. Take action on the Conditional Use Permit request by Jesse Durden**

Jesse Durden, Kept Property Group, LLC. reviewed the history of the project. He also noted that Short-Term Rentals (STRs) will not be allowed.

Melissa Staudt, Realtor, stated that Fredericksburg needs a community like the one proposed. She stated she also supports restricting STRs in this neighborhood.

Shay Abbott, VP of Construction, discussed building for First Responders, Teachers, etc. He noted the focus of this project is affordability and quality housing.

Anna Hudson, Director of Development Services, reviewed the request and the Zoning. She noted staff requested the developer build sidewalks, which will be included in the final review of the Site Plan. The Planning and Zoning Commission approved the request unanimously.

Motion: A motion was made by Councilmember Kirchner, seconded by Councilmember Watson, to go out of the Regular Meeting and into the Public Hearing at 9:19 a.m. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

Tom Musselman, Planning and Zoning Commissioner and City resident spoke regarding the type of development and the STR restrictions.

Motion: A motion was made by Councilmember Kirchner, seconded by Councilmember Watson, to go out of the Public Hearing and into the Regular Meeting at 9:22 a.m. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

The City Council discussed the following:

- The creativity of the project
- Establish terms for agreements
- Price point
- Sidewalks
- Impact Plan

Motion: A motion was made by Councilmember Klein, seconded by Councilmember Briley, to approve the request by Jesse Durden, Kept Property Group, LLC., for a Conditional Use Permit (CUP) per Sec. 3.110 to allow for a Condominium Use for property located one lot east of 591 Friendship Lane as defined in the German Emigration Company Lot 24 (#Z-2311). The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

B. Consider a request by Whitney Koch, Mustard Design, for a Conditional Use Permit (CUP) per Section 3.320 of the Zoning Ordinance to allow for General Warehousing & Distribution and Light Manufacturing uses for property located at 977 Kerr Rd zoned M-2 Medium Manufacturing. (#Z-2316):

- i. Presentation by applicant**
- ii. Staff Report**
- iii. Hold a Public Hearing to receive comments for or against the request**
- iv. Take action on the Conditional Use request by Whitney Koch**

Whitney Koch, Mustard Design, stated she was given the opportunity to help the client build a business park. She reviewed the history of the project. Each building will contain a maximum number of five tenants. They are asking for a CUP of the warehouse facility and the different uses.

Anna Hudson, Director of Development Services, reviewed the background and the request. She provided some of the businesses that could rent. The Planning and Zoning Commission approved the request with conditions.

Whitney Koch, Mustard Design, stated that they have agreed to the Planning and Zoning Commission's conditions.

Motion: A motion was made by Councilmember Watson, seconded by Councilmember Kirchner, to go out of the Regular Meeting and into the Public Hearing at 9:36 a.m. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

No one wished to speak.

Motion: A motion was made by Councilmember Watson, seconded by Councilmember Klein, to go out of the Public Hearing and into the Regular Meeting at 9:36 a.m. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

The City Council discussed the following:

- Access to the property
- Five affected owners, and no one objected
- Area for the potential food truck

Motion: A motion was made by Councilmember Watson, seconded by Councilmember Kirchner, to approve a request by Whitney Koch, Mustard Design, for a Conditional Use Permit (CUP) per Section 3.320 of the Zoning Ordinance allows for General Warehousing & Distribution and Light Manufacturing uses for property at 977 Kerr Rd zoned M-2 Medium Manufacturing. (#Z-2316). The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

- C. Consider the request by Bob Walch and Haden Simmons to change the Land Use from Low-Density Residential (LDR) to Commercial (C) and change the Zoning from (R1) Single Family Residential to (C1) Neighborhood Commercial for two properties located in the 500 Block of West Live Oak between 528 S. Milam and 610 W. Live Oak (#Z-2315):**
- i. Presentation by applicant**
 - ii. Staff Report**
 - iii. Hold a Public Hearing to receive comments for or against the request**
 - iv. Take action on Ordinance 2023-10 adopting a change in the Comprehensive Plan of the City of Fredericksburg, specifically in the Land Use Map, as to approximately 1.33 acres of land comprised of lot 2 of the Duecker subdivision and German Emigration Company Lot #96 located in the 500 - 600 blocks of West Live Oak, changing said properties from Low-Density Residential (LDR) to Commercial (C); providing that the change become a part of the Comprehensive Plan and providing for an effective date.**
 - v. Take action on Ordinance 2023-11 amending the Zoning Ordinance of the City and changing the Zoning District to approximately 1.33 acres of land comprised of lot 2 of the Duecker Subdivision and German Emigration Company Lot # 96 located in the 500 - 600 blocks of West Live Oak; changing said properties from Single-Family Residential (R1) to Neighborhood Commercial (C1); and providing for an effective date.**

Adam Hahn, Realtor, discussed the application and history of the project. He also discussed the need for zoning and land use changes.

Anna Hudson, Director of Development Services, reviewed the Land Use and Density. She reviewed the background of the Zoning in this area, which would be a cleanup zoning. The Planning and

Zoning Commission and Staff recommended approval with conditions.

Garret Bonn, Assistant City Manager, reviewed the property's floodplain and noted that the requestor will need FEMA approval.

Motion: A motion was made by Councilmember Kirchner, seconded by Councilmember Watson, to go out of the Regular Meeting and into the Public Hearing at 9:40 a.m. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

Tim Dooley, Planning and Zoning Commissioner and City resident spoke regarding the flood-plain. He stated he also feels the Planning and Zoning Commission should be able to require the developer to look at the floodplain.

Motion: A motion was made by Councilmember Watson, seconded by Councilmember Klein, to go out of the Public Hearing and into the Regular Meeting at 9:49 a.m. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

The City Council discussed the following:

- Creek bed
- FEMA Floodplain process

Motion: A motion was made by Councilmember Watson, seconded by Councilmember Briley, to approve Ordinance 2023-10 adopting a change in the Comprehensive Plan of the City of Fredericksburg, specifically in the Land Use Map, as to approximately 1.33 acres of land comprised of lot 2 of the Duecker subdivision and German Emigration Company Lot #96 located in the 500 - 600 blocks of West Live Oak, changing said properties from Low-Density Residential (LDR) to Commercial (C); providing that the change become a part of the Comprehensive Plan and providing for an effective date. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

Motion: A motion was made by Councilmember Klein, seconded by Councilmember Briley, to approve Ordinance 2023-11 amending the Zoning Ordinance of the City and changing the Zoning District to approximately 1.33 acres of land comprised of lot 2 of the Duecker Subdivision and German Emigration Company Lot # 96 located in the 500 - 600 blocks of West Live Oak; changing said properties from Single-Family Residential (R1) to Neighborhood Commercial (C1); and providing for an effective date. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

8. OTHER ACTION ITEMS AND UPDATES

A. Receive a presentation on the City of Fredericksburg Municipal Court operations
Judge Shelley Becker, Municipal Court, provided a PowerPoint (attached) of Fredericksburg Municipal Court becoming a Court of Record. She reviewed the changes, cost, and need for another clerk. She also said she would like this done before February 2024.

The City Council discussed the following:

- Change in court operations
- Additional staff
- Additional expenses

The City Council asked that the additional expenses and staff be added to the proposed FY2024 budget request.

B. Receive an update from the Public Information Officer on the City's website analytics, possible mobile app, and mass communication software and provide directions for proceeding

Lea Feuge, Public Information Officer, reviewed the history of the website. She also reviewed all the CivicPlus products the City uses and the ones the City is considering. She reviewed how to use the Advance Search on the website.

The City Council discussed the following:

- Website upgrade and timeline
- Simplifying the webpages
- Link to CVB website
- CivicReady

C. Continued discussion regarding the need for affordable housing

Mayor Hoover reviewed an article he received regarding housing. He also spoke regarding the Midland Housing Program that leads to housing ownership. He would like to look at ways to be progressive and inclusive regarding housing and maintain the history of the community.

Councilmember Kirchner reviewed a program in Austin named Mueller and Mueller. She noted the City needs to look at Form Based Zoning.

Councilmember Briley stated that affordable housing is a two-step process for employees: 1) reattain what you have and 2) incentivize them to get them.

9. CITY MANAGER'S REPORT

A. City Swimming Pool Update

Andrea Schmidt, Director of Parks and Recreation, provided the attached PowerPoint presentation. She also reviewed the plans for 2024, Pool Committee, and start at the end of September.

Councilmembers Kirchner and Councilmember Watson both volunteered to serve on the committee.

B. City Manager Monthly Update

Clinton Bailey, City Manager, reviewed the high points of the Monthly Update. He reviewed water usage, street paving projects, pool usage, development, financial statements, electric revenue, the Police Department, Health Department, and Fire/EMS.

Lynn Bizzell, Fire Chief, explained controlled burns and how to avoid fire hazards.

C. Renewable Energy Update

Mayor Hoover asked that this item be postponed until the September 19, 2023, City Council Meeting.

D. Short-Term Rental (STR) Update

Anna Hudson, Director of Development Services, provided an STR Update. She noted that STR permits are no longer backlogged.

The City Council discussed the following:

- Sending out notifications when a permit is coming due

- Tracking those that are not permitted

10. ITEMS FOR FUTURE AGENDA

A. Review the Future Agenda Spreadsheet

Clinton Bailey, City Manager, reviewed the Future Agenda Spreadsheet.

11. EXECUTIVE SESSION

A. Consider and discuss the appointment, evaluation, reassignment, and/or duties of a public officer or employee, specifically Municipal Court Employees [Sec.551.074] and

B. Consider and discuss The State of Texas, ex rel. Association Against Fredericksburg Annexations vs. City of Fredericksburg, Texas, pending in 216th District Court [551.071]

Motion: A motion was made by Councilmember Kirchner and a second by Councilmember Briley to go out of Regular Session into Executive Session at 11:54 a.m. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

Motion: A motion was made by Councilmember Kirchner, seconded by Councilmember Watson, to go out of the Executive Session and into the Regular Meeting at 12:35 a.m. The City Council voted five (5) for and none (0) opposed. The motion carried unanimously.

12. BUSINESS ITEM

The City Council did not take any action following the Executive Session.

13. ADJOURN

With no other business, Mayor Hoover adjourned the August 15, 2023, City Council Regular Meeting at 12:35 a.m.

Jeryl Hoover
Mayor

Shelley Goodwin, TRMC/CMC
City Secretary



City of Fredericksburg
CITY COUNCIL WORK SESSION MINUTES
THURSDAY, AUGUST 17, 2023 ~ 6:00 p.m.
LADY BIRD JOHNSON GOLF COURSE - CARDINAL ROOM
341 GOLFERS LOOP
FREDERICKSBURG, TEXAS 78624

Mayor Jeryl Hoover
Mayor Pro-Tem Bobby Watson
Councilmember Emily Kirchner
Councilmember Tony Klein
Councilmember Randy Briley

Members Absent:

None

City Staff Present:

Clinton Bailey, City Manager
Garret Bonn, Assistant City Manager
Lynn Bizzell, Fire Chief
Brian Vorauer, Police Chief
Andrea Schmidt, Director of Parks and Recreation
Kris Kneese, Director of Public Works and Utilities
Evan Williamson, Assistant City Engineer
Anna Hudson, Director of Development Services
Justin Calhoun, Emergency Management Coordinator
Lea Feuge, Public Information Officer
Krista Wareham, Director of Finance
David Kellam, Finance Manager
Tammie Loth, Director of Human Resources
Aaron Anderegg, Assistant Director of Information Technology
Leslie Embrey, Administrative Assistant
Shelley Goodwin, City Secretary

1. CALL TO ORDER

Mayor Hoover called the Work Session Meeting of the Fredericksburg City Council to order at 6:00 p.m. on Thursday, August 17, 2023. He announced that a quorum had been met.

2. FISCAL YEAR 2023/2024 PROPOSED BUDGET

A. Receive comments from Clinton Bailey, City Manager

Clinton Bailey, City Manager, stated that something came up at the August 10, 2023 Joint Meeting with Gillespie County. He noted this proposed budget is not the final budget. He noted the budget changes from the City Council and City staff.

B. Consider, discuss, and provide direction on the proposed FY2024 Budget

Krista Wareham, Director of Finance, provided the attached PowerPoint. She noted that revenues are up over the prior year by \$2 million, and expenses are up over the prior year's budget by \$743,000. She also reviewed the Capital Expenditures Requests, new personnel requests, and employee salary increases. She discussed the property tax rate and no new revenue.

The City Council discussed:

- EMS transportation
- Sales Tax
- Pickle Ball
- Market Square Event Rental Fees
- Fredericksburg Food and Wine Fest
- Beginning Balance
- Debt Funding

Councilmember Briley provided the attached PowerPoint regarding attracting and retaining police officers, firemen, and EMS.

Chief Vorauer reviewed his department's survey and stated that most officers want to live in Gillespie County but not rent.

The City Council discussed:

- Concept of the steps to retain emergency safety officers
- Need to look to see if it is a Constitutional concept
- Pay increases instead of housing allowances
- Emergency Responder Housing Fund

Krista Wareham, Director of Finance, reviewed the Question and Outstanding Items slide.

The City Council discussed:

- Court of Record and the additional cost
- Look at funding a Grant Writer mid-year
- Public Relations
- Food and Wine Fest will be held this year, and then take a year off to reorganize
- How to move forward after the Texas Historical Commission is received
- Event Fees for those held at Market Square
- Market Square Redevelopment Commission
- American Rescue Carryover
- Property Tax Rate

C. Announcements of upcoming budget activities:

- 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., the Cardinal**

Room at Lady Bird Johnson Golf Course

**ii. 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**

Clinton Bailey, City Manager, announced the upcoming budget activities.

3. ADJOURN

With no other business, Mayor Hoover adjourned the August 17, 2023, City Council Work Session Meeting at 7:58 p.m.

Jeryl Hoover
Mayor

Shelley Goodwin, TRMC/CMC
City Secretary



FY 2024 Proposed Budget

Budget Workshop August 17, 2023

Today's Discussion



City of Fredericksburg FY 2024 Proposed Budget

1. *Overview*
2. *City Council Priorities*
3. *Budget Changes*
4. *Capital Expenditure Requests*
5. *New Personnel Requests*
6. *Personnel/Salaries*
7. *Fund Balance*
8. *Property Tax Rate*
9. *Outstanding Items and Questions*

City Council Priorities – May 25, 2023

City of Fredericksburg City Council Priorities – FY2023/2024

Council Member: Emily Kirchner

1. Preserve the small-town charm through caring for our residents and making wise decisions to benefit the future of our city.
2. Outdoors - promote health and wellness of the community through the outdoors: parks, sports fields, walking trails, etc. City partnerships with foundations, sports organizations, businesses to cover costs, preserve natural resources.
3. Infrastructure - improvements including water, wastewater, sanitation.
4. Transportation - Improved mobility and connectivity including walking and bike trails, connectedness from neighborhoods to city center, schools, shopping.
5. Eclipse - address needs of staff and departments.

Council Member: Tony Klein

1. Continued support of Law Enforcement
2. Address transportation and traffic issues
3. Enforcement of STR Ordinance and other code violations
4. Improve City communications with developers and contractors communications and establish more efficient development review process

Council Member: Randy Briley

1. Police, Fire EMS enablement and retention and training
2. Family based programs related to child care and parks
3. Transportation and parking improvement to support both resident and tourism
4. Leveraging of HOT tax to support Police, Fire EMS etc.

City Council Priorities – May 25, 2023

Council Member: Bobby Watson

1. Managing our water resources. Look at adding another water well field, continue to improve our current infrastructure, enforce our water conservation ordinance and look for new ways to conserve water
2. Improve our existing parks by adding new facilities such as soccer, baseball, tennis, pickleball and trails. This would improve the quality of life for our residents and address the needs of young families in our community
3. Revise the current Short Term Rental (STR) Ordinance, resolve STR software issues, compile accurate data and enforce the STR ordinance
4. Affordable housing
5. Address future City needs including sanitary landfill, city hall, police station, water reclamation facility and other major capital improvement needs. Put together a plan with priorities to enable proper budgeting.
6. Increased quality of life for our residents; take care of residents before visitors
7. Better manage our local Tourism Industry
8. Address future employee needs

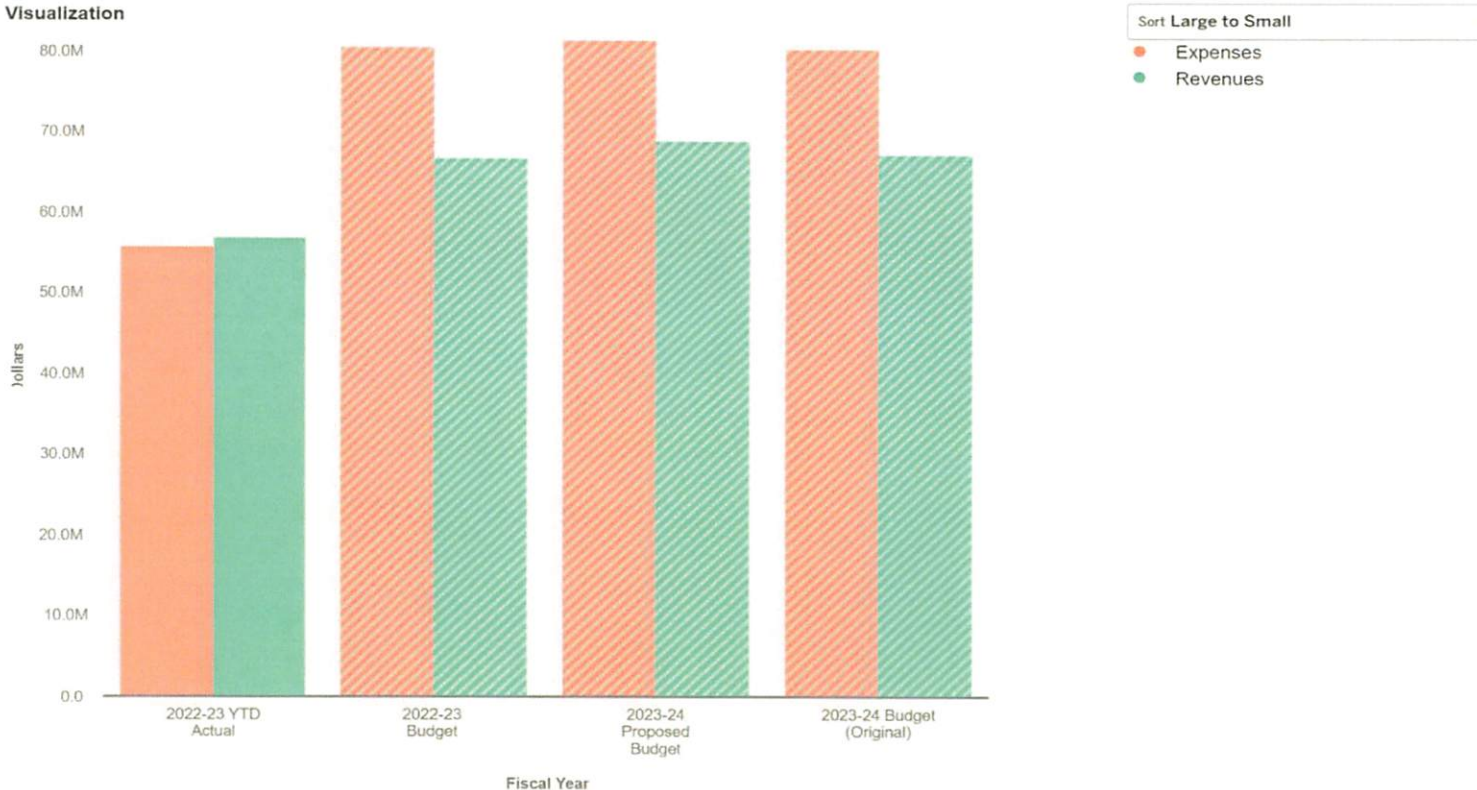
Mayor: Jeryl Hoover

1. Community / Neighborhoods
2. Community Engagement / Communication
3. Children - Child Care
4. City / County Collaboration

Budget Changes

Revenue increase \$1,677,939, Expense increase \$957,348= NET +\$721k

Visualization



Expand All	2022-23 YTD Actual	2022-23 Budget	2023-24 Proposed Budget	2023-24 Budget (Original)
▸ Revenues	\$ 57,077,956	\$ 66,922,261	\$ 68,992,170	\$ 67,314,231
▸ Expenses	55,939,786	80,621,989	81,364,823	80,407,475
Revenues Less Expenses	\$ 1,138,170	\$ -13,699,727	\$ -12,372,653	\$ -13,093,245

Budget Changes

1. ***Revenues Increases - (Property Tax, EMS billing, and Intergovernmental Transfers In-County, reduction in sales tax)***
2. ***Personnel – (New personnel requests, pay adjustments)***
3. ***Maintenance & Operations - (EMS uncollectible, IT costs and equipment costs for new personnel, \$50k added to Sidewalks, Travel/Training-Council)***
4. ***Intercompany Transfer Out - (City Contribution to EMS and Emergency Management from General Fund)***
5. ***Intergovernmental Transfer Out - (City Contribution to County for Rural Fire, Dispatch, LEC)***
6. ***Capital Projects – (Removed Parks Pickleball/Tennis project - \$1.8M)***
7. ***Debt Requirement - (Water Interest payment, previously missed)***

Budget Changes

Collapse All	2022-23 YTD Actual	2022-23 Budget	2023-24 Proposed Budget	2023-24 Budget (Original)
▸ Revenues	\$ 57,077,956	\$ 66,922,261	\$ 68,992,170	\$ 67,314,231
▼ Expenses	55,939,786	80,621,989	81,364,823	80,407,475
▸ Personnel	17,749,287	22,614,165	25,365,483	23,969,645
▸ Maintenance & Operations	17,937,524	22,910,651	23,247,527	22,750,529
▸ Capital	7,606,581	19,486,945	15,995,947	17,747,571
▸ Debt Requirement	3,975,089	4,976,437	5,626,048	5,391,773
▸ Hotel Tax Distributions	4,806,414	4,834,914	4,834,914	4,834,914
▸ Intercompany Transfer Out	2,943,749	4,549,127	4,849,294	4,440,009
▸ Intergovernmental Transfer Out	732,490	979,562	1,161,772	989,196
▸ Food & Wine Fest Expenses	128,554	182,700	196,350	196,350
▸ Administration Fees	60,098	87,488	87,488	87,488
Revenues Less Expenses	\$ 1,138,170	\$ -13,699,727	\$ -12,372,653	\$ -13,093,245

Data filtered by Types, No Project and exported on August 17, 2023. Created with OpenGov

Revenues up over prior year \$2M, Expenses up over prior year budget \$743k

Capital Expenditure Requests

		G/L	Amount	Funding		FY 2024
Admin	City Hall Lobby Remodel	01-20-4030-00	30,000	Cash		30,000
Admin	Records Information Management Project (RIM)	01-20-XXXX-00	50,000	Cash	Various accounts	50,000
	GENERAL FUND ADMINISTRATION TOTALS		\$ 80,000			80,000
Police	Police Vehicles (10)	01-22-5240-00	567,000	Cash		567,000
Police	Radios - Vehicle and Handheld (14)	01-22-5230-00	78,400	Cash		78,400
Police	Video Systems - Vehicle and Body Mounted (8)	01-22-5230-00	72,800	Cash		72,800
Police	Body Cameras - Grant Match	01-22-5230-00	11,667	Cash		11,667
Police	Substation Renovation	01-22-5272-00	75,000	Cash		75,000
	GENERAL FUND POLICE TOTALS		\$ 804,867			804,867
Fire	Principal-Fire Rescue Truck	01-23-6238-00	600,000	Lease/Purchase 5 Yr		120,000
Fire	Replace UTV	01-23-5310-00	45,000	Cash		45,000
Fire	Thermal Imaging Cameras for Trucks (3)	01-23-5310-00	22,678	Cash		22,678
	GENERAL FUND FIRE TOTALS		\$ 667,678			187,678
Street	Sidewalks	01-24-5465-00	150,000	Cash		150,000
Street	S Llano Shared Use Bridge - Ufer Side	01-24-5484-00	1,202,717	Grant Funds/Contribution		1,202,717
Street	Water Truck With Tank #56	01-24-6430-00	142,690	Lease/Purchase 3 Yr		47,565
Street	Pneumatic Roller S-7	01-24-6426-00	142,011	Lease/Purchase 3 Yr	Replace 2004	47,337
Street	Pneumatic Roller	01-24-6428-00	142,011	Lease/Purchase 3 Yr	Replace 2008	47,337
	GENERAL FUND STREET TOTALS		\$ 1,779,429			1,494,956
Parks	RV Restroom Replacement	01-25-5540-00	330,000	Cash		330,000
Parks	Groundskeeper 4500	01-25-5572-00	110,000	Cash		110,000
Parks	Pioneer Pavilion Renovations	01-25-5573-00	150,000	Cash		150,000
Parks	Oakcrest Batting Cage	01-25-5575-00	80,000	Cash		80,000
Parks	Oakcrest Storage A Renovations	01-25-5576-00	12,000	Cash		12,000
Parks	Oakcrest Storage B Renovations	01-25-5577-00	45,000	Cash		45,000
Parks	Old Fair Park Storage	01-25-5578-00	40,000	Cash		40,000
Parks	LBIMP Sand Volleyball Renovations	01-25-5579-00	21,000	Cash		21,000
Parks	Ventrac	01-25-5580-00	60,000	Cash		60,000
Parks	Golf Cart 1	01-25-5581-00	20,000	Cash		20,000
Parks	Golf Cart 2	01-25-5581-00	20,000	Cash		20,000
	GENERAL FUND PARKS TOTALS		\$ 558,000			558,000
IT	Azure AD License	XX-XX-5272-00	46,400	Cash	Allocated to various departments and funds	46,400
IT	Teams VOIP Maintenance	XX-XX-5272-00	26,700	Cash	Allocated to various departments and funds	26,700
IT	Teams VOIP Deployment	XX-XX-5272-00	39,156	Cash	Allocated to various departments and funds	39,156
IT	IT Building Remodel	XX-XX-5272-00	50,000	Cash	Allocated to various departments and funds	50,000
	GENERAL FUND IT TOTALS		\$ 162,256			162,256

Capital Expenditure Requests

Electric	Replace Substation Breakers	02-21-5382-00	24,000	Cash		24,000
Electric	International Digger/Derrick Truck	02-21-6212-00	425,000	Lease/Purchase 3 Yr		141,667
	ELECTRIC TOTALS		\$ 449,000			165,667
Water	Fairgrounds Lift Station Expansion	03-21-5266-00	3,149,700	Impact Fees		3,149,700
Water	Replace WWTP Bar Screens	03-21-5267-00	286,000	Cash		286,000
Water	Bob White Lift Station	03-21-5268-00	1,232,000	Impact Fees		1,232,000
Water	Tractor and Shredder for WRF	03-21-5269-00	89,000	Cash		89,000
Water	Mower	03-21-5271-00	13,000	Cash		13,000
Water	Backhoe Loader	03-21-6344-00	165,000	Lease/Purchase 3 Yr		55,000
Water	Vac-Jet Truck	03-21-6345-00	445,000	Lease/Purchase 3 Yr		148,333
	WATER & SEWER TOTALS		\$ 5,379,700			4,973,033
Sanitation	Track Loader	05-21-6518-00	490,000	Lease/Purchase 3 Yr		163,333
Sanitation	Chipper	05-21-6526-00	105,000	Lease/Purchase 3 Yr		35,000
	SANITATION TOTALS		\$ 595,000			198,333
EMS	Ambulance - Replace Med 1 (Remount)	06-21-6624-00	245,000	Lease/Purchase 3 Yr		81,667
EMS	Ambulance - Replace Med 1 (Remount)	06-21-6624-00	245,000	Lease/Purchase 3 Yr		81,667
	EMS FUND TOTALS		\$ 490,000			163,334
Tourism	Christmas Lights	07-21-5710-00	110,000	Cash		110,000
Tourism	MP Restroom Renovations	07-21-5712-00	65,000	Cash		65,000
Tourism	MP Storage Expansion	07-21-5713-00	48,000	Cash		48,000
	TOURISM TOTALS		\$ 223,000			223,000
Stormwater/Veg Mgmt	N Llano Storm Sewer Phase 1 Construction	10-21-5159-00	2,602,529	Revenue Bond	Carryover from FY 2023	2,602,529
Stormwater/Veg Mgmt	Stump Grinder and Trailer	10-21-5261-00	26,000	Cash		26,000
Stormwater/Veg Mgmt	Mower and Trailer	10-21-5262-00	17,500	Cash		17,500
	STORMWATER/VEG MGMT TOTALS		\$ 2,646,029			2,646,029
Animal Shelter Special Rev	Animal Control - Detached Temp. Holding Facility	42-22-5211-00	250,000	Cash		250,000
	ANIMAL SHELTER SPECIAL REV TOTALS		\$ 250,000			250,000
	GRAND TOTALS		\$ 14,084,959			\$ 11,907,153

New Personnel Requests

New Positions

*Includes 6 mo. probationary increase (5%)

Includes 6 mo. probationary increase (5%)			Allocations				New Equipment Costs				
Fund	Added Position	Base Wage	Wage	Social Security	TMRS	Health Insurance	IT	Police	Fire/EMS	Other	Total Allocation
Assistant City Secretary											
General Fund-ADMIN	01-20-1030-00		32,000	2,448	7,261	3,932	1,178			3,600	50,419
Electric	02-21-1030-00		16,000	1,224	3,630	1,966	589			1,800	25,209
Water-Sewer	03-21-1030-00		16,000	1,224	3,630	1,966	589			1,800	25,209
Sanitation	05-21-1030-00		16,000	1,224	3,630	1,966	589			1,800	25,209
		80,000									126,047
Assistant to the City Secretary											
General Fund-ADMIN	01-20-1030-00		22,000	1,683	4,992	3,932	1,489			3,600	37,696
Electric	02-21-1030-00		11,000	842	2,496	1,966	744			1,800	18,848
Water-Sewer	03-21-1030-00		11,000	842	2,496	1,966	744			1,800	18,848
Sanitation	05-21-1030-00		11,000	842	2,496	1,966	744			1,800	18,848
		55,000									94,239
GIS Admin											
General Fund-DEV SER	01-27-1040-00		22,601	1,729	5,128	2,949	1,117				33,524
General Fund-ENGINEERING	01-30-1035-00		7,534	576	1,709	983	372				11,175
Electric	02-21-1030-00		22,601	1,729	5,128	2,949	1,117				33,524
Water-Sewer	03-21-1030-00		22,601	1,729	5,128	2,949	1,117				33,524
		75,338									111,748
IT Specialist											
General Fund-ADMIN	01-20-1030-00		17,835	1,364	4,047	2,949	1,117				27,312
Sanitation	05-21-1030-00		11,890	910	2,698	1,966	744				18,208
Electric	02-21-1030-00		17,835	1,364	4,047	2,949	1,117				27,312
Water-Sewer	03-21-1030-00		11,890	910	2,698	1,966	744				18,208
		59,450									91,039
Community Outreach Liaison											
General Fund-POLICE	01-22-1030-00		59,611	4,560	13,526	9,830	5,595	8,404			101,526
		59,611									
School Resource Sergeant (start date 4/2024)											
General Fund-POLICE	01-22-1030-00		51,802	3,963	11,754	4,916	5,595	96,404			174,434
		51,802									
Building Plans Reviewer (start date 12/2023)											
General Fund-DEV SER	01-27-1040-00		54,600	4,177	12,389	8,192	3,722				83,080
		54,600									
Apprentice Arborist - 2 new positions											
Vegetation MGT/Storm Water	10-21-1030-00		85,621	6,550	19,427	19,660	1,190				132,449
		85,621									
Shift Personnel - 3 new position											
Fire	01-23-1030-00		187,575	14,349	42,561	29,490	1,785		16,800		292,560
		187,575									
Training Officer & 3 new Shift Personnel *3 shift (start date 4/2024)											
EMS	06-21-1030-00		99,425	7,606	22,560	9,830	595		5,600		145,616
	06-21-1030-00		93,788	7,175	21,280	14,490	893		16,800		154,425
		193,213									
Totals	16		902,210	69,019	204,711	135,728	33,486	104,808	39,200	18,000	1,507,162

New Personnel Requests

- 16 new positions – total impact of \$1,507,162 (includes wages and equipment)
- General Fund impact \$811,724 (\$568,521 Police and Fire)
- To reduce General Fund impact
 - *Reduce number of new positions*
 - *Fill positions mid-year*
- FY 2023 14 new positions added – total impact of \$1,116,827 (wages, no equipment)
- FY 2023 General Fund impact - \$744,400 (\$295,685 Police)

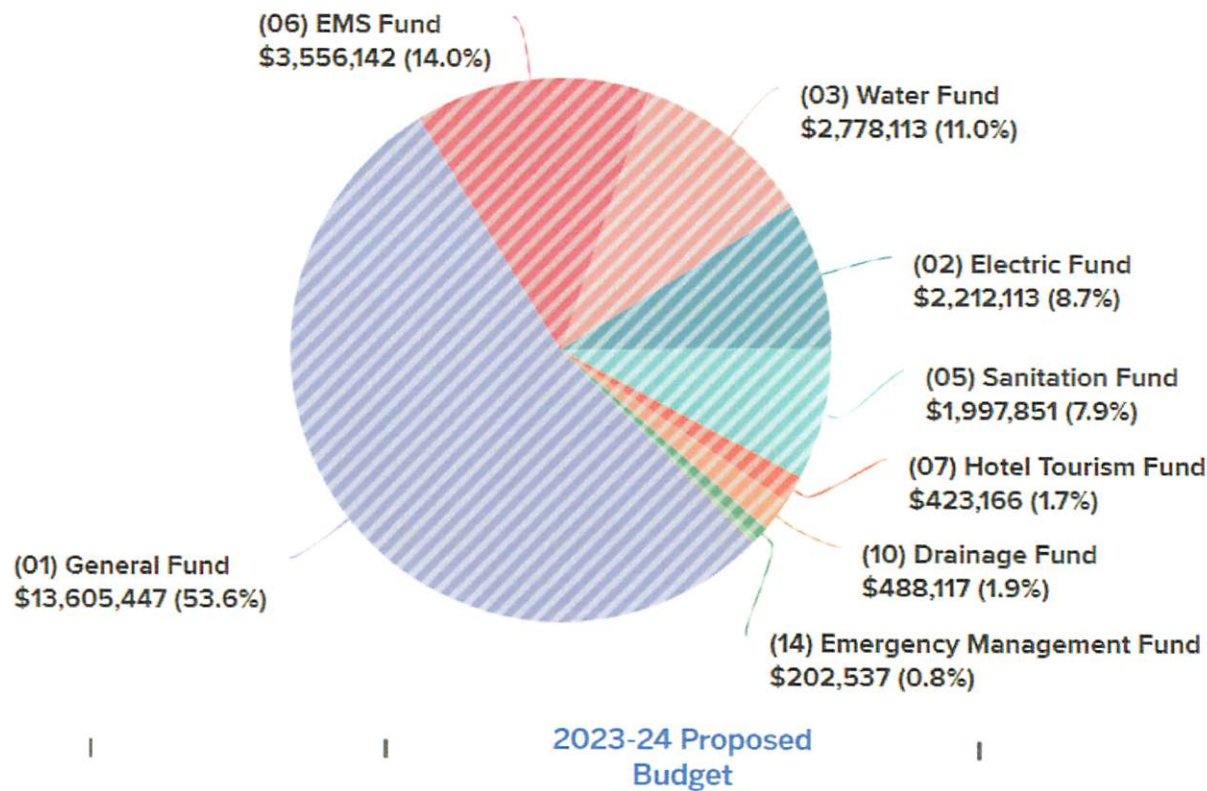
Employee Salary Increases

- 5% increase \$655k total impact (\$855k w/ TMRS/Tax)
 - 3% *Cost of Living Adjustment (COLA)* \$482k total impact
 - 2% *Merit (based on annual employee evaluations)* \$173k total impact
- Impact to General Fund \$438k (\$571k w/ TMRS/Tax)
 - \$367k (First Responders) *\$480k w/ TMRS/Tax
- Pay adjustments (\$20/hr) *approx 16 full-time employees
 - General fund \$65k, Enterprise fund \$20k

Personnel

Personnel expense \$25,365,483 (31.2% of total budget)

Police/Fire/EMS Personnel expense \$11,715,656 (46.2% of total)



Fund Balance

Fund	Beginning Fund Balance	FY 2024 Revenues	FY 2024 Expenditures	(Decrease) Fund Balance	Ending Fund Balance	3 Months Expenditures	Reserve at FYE 2024
General Fund	\$11,020,332	\$22,920,398	\$27,053,474	(\$4,133,076)	\$6,887,256	\$6,007,039	\$880,217
Food and Wine Fest	\$109,026	203,575	196,350	7,225	116,251	49,088	\$67,163
Electric	\$1,426,642	14,655,827	14,711,646	(55,819)	1,370,823	1,369,866	\$957
Water	\$10,089,309	9,501,011	16,384,926	(6,883,915)	3,205,394	2,903,807	\$301,587
Golf	\$124,371	144,457	142,833	1,624	125,995	35,708	\$90,287
Sanitation	\$1,906,018	3,041,300	3,488,433	(447,133)	1,458,885	872,108	\$586,777
EMS	\$107,714	5,801,030	5,801,030	-	107,714	-	\$107,714
Storm Water/Vegetation Mgt	\$561,439	3,258,909	3,547,971	(289,062)	272,377	225,486	\$46,891
Water & Wastewater Capital Project Fund	\$2,521,374	-	-	-	2,521,374	-	\$2,521,374
Debt Service	\$99,820	466,499	462,024	4,475	104,295	-	\$104,295
Tourism	\$3,706,161	6,125,700	6,344,653	(218,953)	3,487,208	1,530,413	\$1,956,795
Emergency Management	\$24,703	323,088	323,088	-	24,703	-	\$24,703
Police Forfeiture	\$14,475	1,040	2,500	(1,460)	13,015	-	\$13,015
Animal Shelter	\$499,221	5,600	365,323	(359,723)	139,498	-	\$139,498
Parks & Recreation Special Revenue	\$26,056	44,030	44,000	30	26,086	-	\$26,086
Hospitalization Insurance	\$1,016,059	2,499,707	2,496,564	3,143	1,019,201	624,141	\$395,060
Totals	\$33,252,718	\$68,992,171	\$81,364,816	(\$12,372,645)	\$20,880,072	\$13,617,655	\$7,262,418

Three month reserve calculations exclude nonrecurring capital requests for FY 2024

FY 2024 Water Fund expenditures include \$4,381,700 of Water projects to be funded with Impact Fees

Property Tax Rate-No-New-Revenue

- Current budget based generally on No-New-Revenue tax rate
 - \$.165180 vs FY2023 adopted rate of \$.195823
- The No-new-revenue tax rate will raise \$178,290 more in property taxes than last year (includes new property)
- Maintenance & Operations \$5,615,919 vs \$5,121,077 for FY2023
- Interest & Sinking to cover Debt payments \$462,486 vs \$779,038 for FY2023
- Voter Approval Rate \$.181386 would provide additional property tax revenue of \$502k

Property Tax Rate-No-new-Revenue

TOTAL TAXES									
Cents	Percentage	2023 No New Revenue Tax Rate and Increases	%of Levy	2023 Non frozen Tax Amount	2023 Frozen Tax Amount	2023 Total Tax Amount	2022 Total Tax Amount	Tax Revenue Increase (Decrease)	Incremental Revenue Increase (Decrease)
	NO NEW REVENUE	0.165180	100.00%	\$ 5,112,530	\$ 965,875	\$ 6,078,405	\$ 5,900,115	\$ 178,290	
0.25	1.5%	0.167680	100.00%	5,189,909	965,875	6,155,784	5,900,115	255,669	77,379
0.50	3.0%	0.170180	100.00%	5,267,286	965,875	6,233,161	5,900,115	333,046	77,377
0.75	4.5%	0.172680	100.00%	5,344,665	965,875	6,310,541	5,900,115	410,426	77,379
1.00	6.1%	0.175180	100.00%	5,422,043	965,875	6,387,919	5,900,115	487,804	77,378
1.25	7.6%	0.177680	100.00%	5,499,421	965,875	6,465,297	5,900,115	565,182	77,378
1.50	9.1%	0.180180	100.00%	5,576,799	965,875	6,542,674	5,900,115	642,559	77,377
1.5975	VOTER APPROVAL	0.181386	100.00%	\$ 5,614,126	965,875	6,580,001	5,900,115	679,886	37,327
MAINTENANCE & OPERATIONS									
Cents	Percentage	2023 No New Revenue Tax and Increases	%of Levy	2023 Non frozen Tax Amount	2023 Frozen Tax Amount	2023 Total Tax Amount	2022 Total Tax Amount	Tax Revenue Increase (Decrease)	
	NO NEW REVENUE	0.152612	92.39%	\$ 4,723,534	\$ 892,385	\$ 5,615,919	\$ 5,121,077	\$ 494,842	
0.25	1.6%	0.155112	92.50%	4,800,913	893,481	5,694,394	5,121,077	573,317	\$78,475
0.50	3.3%	0.157612	92.61%	4,878,290	894,544	5,772,835	5,121,077	651,758	78,441
0.75	4.9%	0.160112	92.72%	4,955,670	895,577	5,851,247	5,121,077	730,170	78,412
1.00	6.6%	0.162612	92.83%	5,033,048	896,580	5,929,628	5,121,077	808,551	78,381
1.25	8.2%	0.165112	92.93%	5,110,426	897,555	6,007,981	5,121,077	886,904	78,353
1.50	9.8%	0.167612	93.02%	5,187,803	898,503	6,086,306	5,121,077	965,229	78,325
1.5975	VOTER APPROVAL	0.168818	93.07%	5,225,130	898,951	6,124,081	5,121,077	1,003,004	37,775
INTEREST & SINKING									
		2023 No New Revenue Tax Rate	%of Levy	2023 Non frozen Tax Amount	2023 Frozen Tax Amount	2023 Total Tax Amount	2022 Total Tax Amount	Tax Revenue Increase (Decrease)	
	NO NEW REVENUE	0.012568	7.61%	\$ 388,996	73,490	\$ 462,486	\$ 779,038	\$ (316,552)	

Property Tax Rate-by Home Value

2023 Property Tax Rate Comparison											
Property Value	No New Revenue 0.16518	0.16768	0.17018	0.17268	0.17518	0.1768	0.18018	Last Year's Property Tax Rate 0.195823	Tax Rate Currently in Budget 0.16518	Voter Approval 0.181386	Voter Approval vs No New Revenue
100,000	165.18	167.68	170.18	172.68	175.18	176.80	180.18	195.82	165.18	181.39	16.21
125,000	206.48	209.60	212.73	215.85	218.98	221.00	225.23	244.78	206.48	226.73	20.26
150,000	247.77	251.52	255.27	259.02	262.77	265.20	270.27	293.73	247.77	272.08	24.31
175,000	289.07	293.44	297.82	302.19	306.57	309.40	315.32	342.69	289.07	317.43	28.36
200,000	330.36	335.36	340.36	345.36	350.36	353.60	360.36	391.65	330.36	362.77	32.41
225,000	371.66	377.28	382.91	388.53	394.16	397.80	405.41	440.60	371.66	408.12	36.46
250,000	412.95	419.20	425.45	431.70	437.95	442.00	450.45	489.56	412.95	453.47	40.52
275,000	454.25	461.12	468.00	474.87	481.75	486.20	495.50	538.51	454.25	498.81	44.57
300,000	495.54	503.04	510.54	518.04	525.54	530.40	540.54	587.47	495.54	544.16	48.62
325,000	536.84	544.96	553.09	561.21	569.34	574.60	585.59	636.42	536.84	589.50	52.67
350,000	578.13	586.88	595.63	604.38	613.13	618.80	630.63	685.38	578.13	634.85	56.72
375,000	619.43	628.80	638.18	647.55	656.93	663.00	675.68	734.34	619.43	680.20	60.77
400,000	660.72	670.72	680.72	690.72	700.72	707.20	720.72	783.29	660.72	725.54	64.82
410,979	678.86	689.13	699.40	709.68	719.95	726.61	740.50	804.79	678.86	745.46	66.60
425,000	702.02	712.64	723.27	733.89	744.52	751.40	765.77	832.25	702.02	770.89	68.88
450,000	743.31	754.56	765.81	777.06	788.31	795.60	810.81	881.20	743.31	816.24	72.93
475,000	784.61	796.48	808.36	820.23	832.11	839.80	855.86	930.16	784.61	861.58	76.98
500,000	825.90	838.40	850.90	863.40	875.90	884.00	900.90	979.12	825.90	906.93	81.03
550,000	908.49	922.24	935.99	949.74	963.49	972.40	990.99	1,077.03	908.49	997.62	89.13
600,000	991.08	1,006.08	1,021.08	1,036.08	1,051.08	1,060.80	1,081.08	1,174.94	991.08	1,088.32	97.24
650,000	1,073.67	1,089.92	1,106.17	1,122.42	1,138.67	1,149.20	1,171.17	1,272.85	1,073.67	1,179.01	105.34
700,000	1,156.26	1,173.76	1,191.26	1,208.76	1,226.26	1,237.60	1,261.26	1,370.76	1,156.26	1,269.70	113.44
750,000	1,238.85	1,257.60	1,276.35	1,295.10	1,313.85	1,326.00	1,351.35	1,468.67	1,238.85	1,360.40	121.55
800,000	1,321.44	1,341.44	1,361.44	1,381.44	1,401.44	1,414.40	1,441.44	1,566.58	1,321.44	1,451.09	129.65
850,000	1,404.03	1,425.28	1,446.53	1,467.78	1,489.03	1,502.80	1,531.53	1,664.50	1,404.03	1,541.78	137.75
900,000	1,486.62	1,509.12	1,531.62	1,554.12	1,576.62	1,591.20	1,621.62	1,762.41	1,486.62	1,632.47	145.85
950,000	1,569.21	1,592.96	1,616.71	1,640.46	1,664.21	1,679.60	1,711.71	1,860.32	1,569.21	1,723.17	153.96
1,000,000	1,651.80	1,676.80	1,701.80	1,726.80	1,751.80	1,768.00	1,801.80	1,958.23	1,651.80	1,813.86	162.06

Questions and Outstanding Items

1. Gillespie County: Finalize shared budget information (Tyler Tech, generator, other)
2. Increasing revenues/fees (Dev Svcs)
3. Municipal Court: Court of Record, additional expenses for bids received
4. Salary Savings – earmark \$300k of general fund balance for FY24 (Housing incentive)
5. Grant Writer & Public Relations Services
6. Ft. Martin Scott
7. Capital Projects – Sports Complex
8. Health Insurance Fund 50 (update with new personnel)
9. Food and Wine Fest (Reduce donations by \$10k)
10. American Rescue Carryover (Broadband, Generators, LCRA Radios)
11. Property Tax Rate

FY 2024 Proposed Budget



Questions?

Police Retention Initiative & First Responder Housing

Fredericksburg Texas

Randy Briley/City Council

August 2023

Working Draft



Agenda

What are We Addressing

FBG PD 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:

- Fire/EMS/Police housing and relocation incentives.



FBG PD 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.*

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.

**Dallas Morning News – March 22, 2023*



Step 1: Police 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 1 Justification:

- Retention is crucial to counter the lack of new police recruits.
- The cost to recruit, train and equip a new candidate is estimated at \$40,000.
- \$10k retention offer is a cost effective means to secure our police staff for 3 years.

Kerrville asp single family home: \$358k – Fredericksburg: \$548k

**Zillow 2023*

Step 2 - Fire/EMS/Police Housing Stipend:

- Provide a monthly housing stipend to all first responders to promote relocation and drive retention.
- The program would be funded for 2 year and monitored for results with a 3 year maximum window.
- City first responder resident to receive \$400 monthly. (2 models provided)
- Gillespie County first responder resident to receive \$200 monthly.
- Out of county first responders would participate in the program upon relocation.
- This program would apply to all new hire candidates.

Stipend Proposal FY24 Impact:

DEPARTMENT	CITY @\$400	GILLESPIE @\$200	OUTSIDE OF GILLESPIE
Fire/EMS	4	21	7
Police	14	9	12
Total	18	30	19
Total:	\$86,400	\$72,000	\$0
Total FY24 Budget Impact:	\$158,400		
Total Potential Impact*:	\$321,600		

* Total Potential Impact reflects if all 67 first responders were to relocate into the city limits.

Stipend Proposal FY24 V2:

DEPARTMENT	CITY @\$500	GILLESPIE @\$250	OUTSIDE OF GILLESPIE
Fire/EMS	4	21	7
Police	14	9	12
Total	18	30	19
Total:	\$108,000	\$90,000	\$0
Total FY24 Budget Impact:	\$198,000		
Total Potential Impact*:	\$402,000		

* Total Potential Impact reflects if all 67 first responders were to relocate into the city limits.

Step 2 Justification:

- First responder residence location directly impacts emergency response times.
- By encouraging relocation, our first responder are more closely integrated into our community.
- Better integration will support higher retention rates.
- This (small) annual amount may provide some assistance for a path to home ownership.



Questions



CITY COUNCIL AGENDA MEMO

DEPARTMENT: City Secretary

TO: Mayor & City Council Members

FROM:

MEETING DATE: September 5, 2023

CATEGORY: OTHER ACTION ITEMS AND
UPDATES

CAPTION: Receive a presentation on the City Council's duties and responsibilities regarding development and construction (Mayor Hoover)

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:

Date: August 04, 2023

William McKamie, City Attorney

Date: August 23, 2023

Shelley Goodwin, City Secretary

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

Clinton Bailey, City Manager

Date: August 31, 2023

City Council Regular Meeting September 19, 2023

2023-105	City Council Minutes August 21, 2023 Work Session September 5, 2023 Regular Meeting September 5, 2023 Work Session September 13, 2023 Work Session	Approve-Consent	Shelley Goodwin	City Secretary
2023-463	Renewable Energy Update	Discussion	Mayor Hoover	
	Continued discussion regarding the need for affordable housing	Discussion	Mayor Hoover	
2023-	Ordinance FY2024 Budget	Approve	Clinton Bailey and Krista Wareham	City Manager and Director of Finance
2023-	Ordinance 2023 Tax Rate	Approve	Clinton Bailey and Krista Wareham	City Manager and Director of Finance
2023-430	Approve New RV fees	Approve	Andrea Schmidt	Parks and Recreation
2023-466	Receive and consider approving the agreement with JaniKing for janitorial services at City Facilities in the amount of \$171,000.	Approve	Andrea Schmidt	Parks and Recreation
2023-475	Z-2319 request by Mitchell Sharrock for CUP at 811 N. Llano	Public Hearing and approve	Anna Hudson	Development Services

Future Agenda Items

2023-67	Consider the approval of street closure requests for W. Crockett Street from N. Austin to N. Travis Street; W. Schubert (eastbound lane only) from N. Crockett to N. Adams Street, and N. Adams Street (southbound lane only) from W. Schubert to the church entrance on Adams Street; from 5:30 p.m. to 8:30 p.m., on both Friday and Saturday, December 8 & 9, 2023, for the Christmas Journey event hosted by Bethany Lutheran Church.	Consent - Approve	Jennifer Krupa	Parks and Recreation
2023-74	Consider naming rights for Marktplatz northwest corner project (Fall 2023)	Approve	Andrea Schmidt	Parks and Recreation
2023-341	Approve new fees for pool parties based on new pay rates for lifeguards (December 2023)	Approve	Andrea Schmidt	Parks and Recreation
2023-342	Approve new RV, pavilion, Tatsch House and other recreational fees (Fall 2023)	Approve	Andrea Schmidt	Parks and Recreation
2023-	Award Construction Bid for S. Llano Shared-Use Bridge & Ufer St. Sidewalk Project	Approve	Garret Bonn	City Manager
	Recognition of Patrolman Victor Martinez	Recognize	Clinton Bailey	City Manager
	STR Amendment (October 3, 2023)	Public Hearing	Anna Hudson	Development Services
2023-471	Adopt fees for the John Klein Meeting room (Nov or Dec)	Ordinance	Andrea Schmidt	Parks and Recreation
2023-487	Consider a Request from the Fredericksburg Independent School District (FISD) For Vacation and Abandonment of	Approve	Garret Bonn,	Asst. City Manager

Public Right of Way in the Vicinity of the New Middle School Campus

2023-486	Consider the Approval of a Construction Contract Award for the S. Llano Shared Use Bridge & Ufer St. Sidewalk Project	Approve	Garret Bonn,	Asst. City Manager
2023-488	Consider a Request from Heritage Hill Country Subdivision Relating to Maintenance of Roadways within the Development	Approve	Garret Bonn,	Asst. City Manager
2023-489	Consider an Agreement with Gillespie County Historical Society Relating to Public Restrooms at the Pioneer Museum and Operations and Maintenance of the Vereins Kirche	Approve	Garret Bonn,	Asst. City Manager
2023-467	Approve pool cleaning contract for FY 2024 (October)	Approve	Andrea Schmidt	Parks and Recreation

Upcoming City Council Meetings

September 13, 2023 - City Council Regular Meeting at 6:00 p.m. at the Golf Course – Cardinal Room – Public Hearing

September 19, 2023 - City Council Regular Meeting adoption of the 2023 Tax Rate and FY2024 Budget at 9:00 a.m. at the Law Enforcement Center

October 3, 2023 - City Council Regular Meeting at 9:00 a.m. at the Law Enforcement Center

October 17, 2023 - City Council Regular Meeting at 9:00 a.m. at the Law Enforcement Center

November 7, 2023 - City Council Regular Meeting at 9:00 a.m. at the Law Enforcement Center

November 21, 2023 - City Council Regular Meeting at 9:00 a.m. at the Law Enforcement Center

December 5, 2023 - City Council Regular Meeting at 9:00 a.m. at the Law Enforcement Center

December 19, 2023 - City Council Regular Meeting at 9:00 a.m. at the Law Enforcement Center