

LEWISVILLE CITY COUNCIL

REGULAR SESSION

JULY 11, 2016

Present:

Rudy Durham, Mayor

Council Members:

TJ Gilmore, Mayor Pro Tem
Leroy Vaughn, Deputy Mayor Pro Tem
R Neil Ferguson
Brent Daniels
Brandon Jones

City Staff:

Donna Barron, City Manager
Steve Bacchus, Assistant City Manager
Melinda Galler, Assistant City Manager
Eric Ferris, Assistant City Manager
Julie Heinze, City Secretary
Lizbeth Plaster, City Attorney

WORKSHOP SESSION – 6:30 P.M.

With a quorum of the Council Members present, the workshop session of the Lewisville City Council was called to order by Mayor Durham at 6:30 p.m. on Monday, July 11, 2016, in the City Council Conference Room of the Lewisville City Hall, 151 West Church Street, Lewisville, Texas. All City Department Heads were in attendance.

Discussion on Police Recruitment

(Agenda Item A)

At the request of City Manager Donna Barron, Assistant City Manager Melinda Galler presented the attached PowerPoint Presentation for City Council consideration. The City Council expressed no opposition to the recommendations presented.

**Discussion of Regular Agenda Items and
Consent Agenda Items**

(Agenda Item B)

Mayor Durham reviewed Agenda Item A, Invocation. There was no discussion on this item.

Mayor Durham reviewed Agenda Item B, Pledge to the American and Texas Flags. There was no discussion on this item.

**Discussion of Regular Agenda Items and
Consent Agenda Items (cont'd)**

(Agenda Item B)

Mayor Durham reviewed Agenda Item C, Visitors/Citizens Forum. There was no discussion on this item.

Mayor Durham reviewed Agenda Item D-1, Approval of City Council Minutes of the June 20, 2016, Workshop Session and Regular Session. There was no discussion on this item.

Mayor Durham reviewed Agenda Item D-2, Approval of an Economic Development Agreement By and Between the City of Lewisville and Mary Kay Inc.; and Authorization for the City Manager to Execute the Agreement. There was no discussion on this item.

Mayor Durham reviewed Agenda Item D-3, Approval of a Resolution Concurring to the Transfer of the Maintenance of All City Birth and Death Vital Records to Denton County. There was no discussion on this item.

Mayor Durham reviewed Agenda Item E-4, Consideration of Four Variances to the Lewisville City Code Section 6-103 (Access Management) Regarding Driveway Spacing and Control of Access, Section 5-91 Fire Code, and Section 6-123 Multi-Family and Non-Residential Landscaping Requirements Related to Brookhollow North Located at 1660 South Stemmons Freeway, as Requested by Dan Gallagher, Kimley-Horn and Associates, Inc., on Behalf of the Owner. There was no discussion on this item.

Mayor Durham reviewed Agenda Item E-5, Consideration of Calling a Special-Called Meeting to Consider the Future Design and Use of the Bank Building Located at 191 West Main Street for July 25, 2016 at 6pm. There was no discussion on this item.

Mayor Durham reviewed Agenda Item E-6, Consideration of Calling a Special-Called Meeting to Conduct a Public Hearing on the Budget. There was no discussion on this item.

Mayor Durham reviewed Agenda Item F, Reports. There was no discussion on this item.

Mayor Durham reviewed Agenda Item G-Closed Session. There was no discussion on this item.

With no further discussion, the workshop session of the Lewisville City Council was adjourned at 6:58 p.m. on Monday, July 11, 2016.

REGULAR SESSION - 7:00 P.M.

With a quorum of the Council Members present, the regular session of the Lewisville City Council was called to order by Mayor Durham at 7:00 p.m. on Monday, July 11, 2016, in the Council Chambers of the Lewisville City Hall, 151 West Church Street, Lewisville, Texas.

Invocation

(Agenda Item A)

At the request of Mayor Durham, Councilman Daniels gave the invocation.

Pledge to the American and Texas Flags

(Agenda Item B)

At the request of Mayor Durham, Deputy Mayor Pro Tem Vaughn gave the pledge to the American and Texas flags.

Visitors/Citizens Forum

(Agenda Item C)

Greg Hayden, 454 Frankie Lane, Lewisville, Texas 75057, spoke before the City Council regarding maintaining local control of the Police.

No one else appeared to speak at this time.

CONSENT AGENDA

(Agenda Item D)

MOTION: Upon a motion made by Deputy Mayor Pro Tem Vaughn and seconded by Councilman Ferguson, the Council voted five (5) “ayes” and no (0) “nays” to approve and adopt all remaining items on the Consent Agenda, as recommended and as follows:

1. APPROVAL OF MINUTES: City Council Minutes of the June 20, 2016, Workshop Session and Regular Session.
2. Approval of an Economic Development Agreement By and Between the City of Lewisville and Mary Kay Inc.; and Authorization for the City Manager to Execute the Agreement.
3. Approval of Resolution No. 4292-07-2016(R) Concurring to the Transfer of the Maintenance of All City Birth and Death Vital Records to Denton County.

The motion carried.

*Position cards in favor of Agenda Item D-2 were submitted by: Ella Ross, PO Box 799043, Dallas, Texas 75230; Yvette Hillerbrand, 1340 Old Barn Lane, Lewisville, Texas 75067; and Lori Krouskos, 551 North Valley Parkway, Lewisville, Texas 75067 (Lewisville Chamber of Commerce).

END OF CONSENT AGENDA

Consideration of Four Variances to the Lewisville City Code Section 6-103 (Access Management) Regarding Driveway Spacing and Control of Access, Section 5-91 Fire Code, and Section 6-123 Multi-Family and Non-Residential Landscaping Requirements Related to Brookhollow North Located at 1660 South Stemmons Freeway, as Requested by Dan Gallagher, Kimley-Horn and Associates, Inc., on Behalf of the Owner

(Agenda Item E-4)

The subject site is a 3.9-acre lot zoned Light Industrial (LI) within the Brookhollow North Addition. The property owner, Vista North Properties, Inc., is proposing site improvements resulting from right of way dedication for the Phase II, I-35 project and has requested the following variances to allow the occupancy of the existing building: a) driveway spacing of less than the 50-feet required, b) control of access of less than the 100-feet required, c) two points of emergency access to be less than the required 350-feet apart, and d) to allow donation of \$200,000 towards the IH-35E beautification fund and enhanced landscape buffer along the northern lot line in lieu of the required landscaping.

The City staff's recommendation was that the City Council approve the variances as set forth in the caption above.

Jeff Kelly, P.E., Assistant City Engineer; Tim Ippolito, Fire Marshal; and George Babineaux, Assistant Building Official, were all present to respond to any questions posed by the City Council.

MOTION: Upon a motion made by Councilman Ferguson and seconded by Deputy Mayor Pro Tem Vaughn, the Council voted five (5) "ayes" and no (0) "nays" to approve the following four variances to the Lewisville City Code Section 6-103 (Access Management) Regarding Driveway Spacing and Control of Access, Section 5-91 Fire Code, and Section 6-123 Multi-Family and Non-Residential Landscaping Requirements related to Brookhollow North located at 1660 South Stemmons Freeway: a) driveway spacing of less than the 50-feet required, b) control of access of less than the 100-feet required, c) two points of emergency access to be less than the required 350-feet apart, and d) to allow donation of \$200,000 towards the IH-35E beautification fund and enhanced landscape buffer along the northern lot line in lieu of the required landscaping; as requested by Dan Gallagher, Kimley-Horn and Associates, Inc., on behalf of the owner. The motion carried.

Consideration of Calling a Special-Called Meeting to Consider the Future Design and Use of the Bank Building Located at 191 West Main Street for July 25, 2016 at 6pm

(Agenda Item E-5)

On May 19, 2016, Beck Architecture and Catalyst Commercial facilitated a design charrette with the committee appointed by City Council. That appointed committee was made up of representatives from various Old Town advisory boards, the Arts Advisory Board, as well as key community stakeholders. During that charrette, Beck Architecture received input from the committee members with regard to the type of uses and building form/architecture that the committee would like to see on the property. Beck Architecture and Catalyst Commercial will be presenting to the City Council the information collected from the charrette as well as the use, design, and phasing options for the site.

The City staff's recommendation was that the City Council call a Special-Called meeting for July 25, 2016 at 6pm in the City Council Conference Room.

Claire Swann, Assistant City Manager, was present to respond to any questions posed by the City Council.

MOTION: Upon a motion made by Mayor Pro Tem Gilmore and seconded by Councilman Jones, the Council voted five (5) "ayes" and no (0) "nays" to call a Special-Called meeting for July 25, 2016 at 6 p.m. in the City Council Conference Room. The motion carried.

Consideration of Calling a Special-Called Meeting to Conduct a Public Hearing on the Budget

(Agenda Item E-6)

State law requires two public hearings on the budget be held. In order to make the timeline work, a special-called meeting is necessary. City staff recommends that this meeting be held on August 24, 2016 at 7:30 a.m. in the City Council Conference Room.

The City staff's recommendation was that the City Council call a Special-Called meeting for August 24, 2016 at 7:30 a.m. to be held in the Lewisville City Council Conference Room.

MOTION: Upon a motion made by Councilman Jones and seconded by Councilman Daniels, the Council voted five (5) "ayes" and no (0) "nays" to call a Special-Called meeting for August 24, 2016 at 7:30 a.m. to be held in the Lewisville City Council Conference Room. The motion carried.

Reports

(Agenda Item F)

- Police Chief William Kerbow thanked the City Council and the public for the show of support the Police Department and Officers have been receiving since the recent events that had occurred in Dallas.
- Director of Public Services Keith Marvin advised that the lake was currently 2 feet over conservation.
- Director of Parks and Leisure Services Robert Monaghan advised that the boat ramp at Lake Park was expected to be opened on July 26th and the remainder of the park sometime after that date.
- Mayor Pro Tem Gilmore reminded everyone of the upcoming Clear the Shelter Event scheduled for July 23rd. He encouraged anyone interested in looking for future family members to look for more information on the City's website.
- Councilman Ferguson expressed sentiments of being thankful to live in a City where he was proud of the Police Department. Councilman Ferguson gave an update on upcoming events at the MCL Grand Theatre.
- Mayor Durham thanked the Police Officer and his coworkers for the service they provide to the public and community.

There were no additional reports at this time.

Mayor Durham advised that there were no items to be discussed in Closed Session.

Adjournment

(Agenda Item I)

MOTION: Upon a motion made by Councilman Ferguson and seconded by Mayor Pro Tem Gilmore, the Council voted five (5) "ayes" and no (0) "nays" to adjourn the Regular Session of the Lewisville City Council at 7:14 p.m. on Monday, July 11, 2016. The motion carried.

These minutes approved by the Lewisville City Council on the 18th day of July, 2016.

APPROVED

Rudy Durham
MAYOR

ATTEST:

Julie Heinze
CITY SECRETARY

Police Department Recruitment Plan

2016

Current Staffing

- 158 sworn positions
- 15 vacant police officer positions (+ one retiring in Sept 2016)
 - Traffic Officer: 1
 - Street Crimes Officers: 5
 - Narcotics Detective: 1
 - Patrol Officer: 8
- One officer in the Police Academy
- One officer in the Field Training Program

Current Marketing and Testing

- Police staff recruited at Fort Hood
- Tested in March, April, May, June and July 2016
- Created a Police Department Facebook page for targeted recruitment

Survey Cities Comparison

City	Authorized Sworn Positions	Current Vacancies	Percentage Vacant
Lewisville	158	15	9.5%
Flower Mound	89	8	9.0%
Carrollton	167	13	7.8%
Coppell	67	5	7.5%
Frisco	188	13	6.9%
Richardson	160	11	6.9%
Mesquite	231	10	4.3%
Plano	364	13	3.6%
Ft Worth	1599	56	3.5%
Irving	336	10	3.0%
Dallas	3511	103	2.9%
Arlington	643	17	2.6%
Allen	126	3	2.4%
Grand Prairie	260	6	2.3%
Grapevine	96	2	2.1%
Denton	163	3	1.8%
McKinney	192	3	1.6%
Garland	334	0	0.0%
Total Vacancies Among Survey Cities		291	

Hiring Statistics – 2013 through 2016

YEAR	# of Applications Received	# Tested	# Who Passed Test	# Who Passed the Physical Ability	# Hired	# Still Employed	% of Applicants Hired
FY 13-14	346	174	111	101	11	8	3.2%
FY 14-15	1016	292	182	158	13	8	1.3%
FY 15-16	874	180	108	90	1	1	0.1%
TOTAL	2236	646	401	349	25	17	1.1%

- Three Year Totals
 - 29% of applicants actually test
 - 62% pass the test
 - 87% of those who pass the written pass the physical ability
 - 7% of those who pass the physical ability are hired
 - ❖ 1.1% of those who apply are hired
 - ❖ 3.8% of those who test are hired
 - 32% of those hired are no longer employed

CITIES CURRENTLY ALLOWING LATERAL ENTRY

Survey Cities

- Irving
- Fort Worth
- Grapevine
- Garland
- Grand Prairie
- McKinney
- Richardson
- Coppell
- Allen – Currently Considering

Other Metroplex Cities

- Southlake
- Colleyville
- Duncanville
- Rockwall
- Addison
- North Richland Hills

Consideration of Allowing Lateral Transfers

- Police Officers would begin at what ever step corresponded with their experience.
 - Experience must include work as a sworn police officer at a city with a population of over 50,000 or an entity with over 100 sworn police officers (i.e.. DART, universities.)
- The maximum annual cost per lateral
 - \$15,800
 - Would be absorbed through salary savings from vacant positions
 - Saves the cost of sending a recruit to the academy (\$1,800) and five months of salary while the recruit attends the academy (\$24,125)
- The officers would not have “seniority” in the Lewisville Police Department.

2015-16 POLICE OFFICER STEP PLAN

Step 1: (Academy and FTO) \$57,909

Step 2: (Completion of FTO) \$60,205

Step 3: (1 year from hire date) \$62,592

Step 4: (2 years from hire date) \$65,072

Step 5: (3 years from hire date) \$67,690

Step 6: (4 years from hire date) \$70,348

Step 7: (5 years from hire date) \$73,163

NOTE: Officers must have satisfactory performance reviews and pass a written exam to move to the next step.

LATERAL CONSIDERATIONS

- What about current police officers who are below the step that corresponds with their previous experience?
 - Out of 38 officers hired in the last five years, two would receive increases based on the new standard.
 - The two officers salaries would be adjusted to the step that corresponded with their previous experience.
 - One officer who has been offered a position, but hasn't begun has experience with DART so his starting salary would be commiserate with his experience which would be Step 3.

Potential Annual Cost

- Hiring All Certified Officers at Step 7
 - 15 Vacancies - \$237,000
 - 11 Vacancies - \$189,600
 - 7 Vacancies - \$110,600
 - 4 Vacancies - \$63,200

HIRING INCENTIVE FOR APPLICANTS NOT ELIGIBLE FOR LATERAL TRANSFERS

- Temporary Hiring Incentive
 - Considered for each testing cycle based on number of vacancies and budget
- Applicants would receive \$1000 when hired and \$1000 on their anniversary date for four years - \$5000 total

OTHER CONSIDERATIONS

- Physical Ability Test that would be mobile for off site testing.
- Consideration of schedule changes
 - Currently officers are on fixed 12 hour shifts
 - Consider 12 hour shifts with rotating weekends off