



**CITY OF NEW BRAUNFELS, TEXAS  
JOINT MEETING OF THE CITY COUNCIL  
AND THE NEW BRAUNFELS UTILITIES  
BOARD OF TRUSTEES**



**CITY HALL - COUNCIL CHAMBERS  
550 LANDA STREET**

**TUESDAY, SEPTEMBER 26, 2017 at 6:00 PM**

Barron Casteel, Mayor	Chris Monceballez, Councilmember (District 4)
George Green, Councilmember (District 1)	Wayne Peters, Mayor Pro Tem (District 5)
Justin Meadows, Councilmember (District 2)	Leah A. García, Councilmember (District 6)
Ron Reaves, Councilmember (District 3)	Robert Camareno, City Manager

**MISSION STATEMENT**

*The City of New Braunfels will add value to our community  
by planning for the future, providing quality services, encouraging  
community involvement and being responsive to those we serve.*

**CALL TO ORDER**

**CALL OF ROLL: City Secretary**

**INVOCATION: Councilmember Justin Meadows**

**PLEDGE OF ALLEGIANCE & SALUTE TO THE TEXAS FLAG**

**1. WORKSHOP**

- A) Discuss and consider approval of the second and final reading of an ordinance amending Ordinance 2011-93, Section IV, by changing assignment pay for Criminal Investigator-Detective within the Police Department.  
*Jared Werner, Director of Human Resources*
- B) Presentation regarding New Braunfels Utilities’s Financial Operating Plan and Joint Initiatives with the City of New Braunfels.  
*Ian Taylor, New Braunfels Utilities CEO*
- C) Interview applicants for the New Braunfels Industrial Development Corporation Board of Directors for terms ending October 9, 2019.  
*Patrick Aten, City Secretary*
- D) Discuss and consider approval of the appointment of four individuals to the New Braunfels Industrial Development Corporation Board of Directors for terms ending October 9, 2019.  
*Patrick Aten, City Secretary*

**CERTIFICATION**

I hereby certify the above Notice of Meeting was posted on the bulletin board at the New Braunfels City Hall on September 19, 2017, at 12:00 p.m.

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Patrick Aten, City Secretary

NOTE: Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services such as interpreters for persons who are deaf or hearing impaired, readers, or large print, are requested to contact the City Secretary's Office at 221-4010 at least two (2) work days prior to the meeting so that appropriate arrangements can be made.

9/26/2017

Agenda Item No. A)

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Presenter/Contact

*Jared Werner, Director of Human Resources  
(830) 221-4387 - jwerner@nbtexas.org*

**SUBJECT:**

Discuss and consider approval of the second and final reading of an ordinance amending Ordinance 2011-93, Section IV, by changing assignment pay for Criminal Investigator-Detective within the Police Department.

**BACKGROUND / RATIONALE:**

In 2007, criminal investigation-detective (CID) assignment pay was established as a result of combining the existing ranks of detective and corporal. The Detective position had traditionally been a rank that existed between Corporal and Sergeant. Once all the detectives were consolidated into the Corporal rank, a criminal investigations division assignment pay was established to ensure that existing detectives did not see a decrease in take home pay.

Over the past ten years, as new step plans have been introduced and implemented, the CID assignment pay has resulted in several unintended consequences, such as difficulty in promotional interest for the rank of sergeant (the rank above corporal). This is mainly due to the fact that a corporal at the highest step in the range (max base salary plus assignment pay) earns more than the entry level salary or step for a sergeant.

During the FY 2017-18 Budget Development process, the City Manager's Office, Finance and Human Resources staff worked with the Police Department on developing a step plan that would allow for the CID assignment pay to be removed, ensuring that the existing employees that receive the assignment pay wouldn't see a decrease in pay and that there was a true increase in take home pay for Corporals that promote to Sergeant.

The updated step plans developed accomplish the objectives described above. In the FY 2017-18 Adopted Budget, 50 percent of the costs to implement the updates plans are included. Therefore, staff recommends that the ordinance that authorized assignment pay in the Police Department be amended to consistently decrease the current CID assignment pay by 50 percent.

<b>Police Department Rank</b>	<b>Existing Assn. Pay</b>	<b>Updated Assn. Pay</b>
Police Officer and Corporal	\$5,800 annually	\$2,900 annually
Sergeant and Lieutenant	\$4,800 annually	\$2,400 annually

**ADDRESSES A NEED/ISSUE IN A CITY PLAN OR COUNCIL PRIORITY:**

N/A

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**FISCAL IMPACT:**

The funding to support the updated step plans and decreased assignment pay has been incorporated into the FY 2017-18 Adopted Budget. Therefore, sufficient funds are available to support the financial impact from amending the attached ordinance.

**COMMITTEE RECOMMENDATION:**

N/A

**STAFF RECOMMENDATION:**

Staff recommends approval of the amendment to the ordinance.

**ORDINANCE NO.**

AN ORDINANCE CREATING “ASSIGNMENT PAY” FOR CERTAIN ASSIGNMENTS WITHIN THE POLICE DEPARTMENT; PROVIDING FOR SEVERABILITY; PROVIDING A REPEALER; PROVIDING FOR PUBLICATION; AND ESTABLISHING AN EFFECTIVE DATE.

**WHEREAS**, the City of New Braunfels adopted Chapter 143 of the Texas Local Government Code for its police and fire departments;

**WHEREAS**, there are specialized assignments within the Police Departments that certain police officers perform that are not performed by every police officer;

**WHEREAS**, § 143.042 of the Texas Local Government Code states that the governing body of a municipality may authorize assignment pay for fire fighters or police officers who perform specialized functions in the Fire or Police Department;

**WHEREAS**, § 143.042 (c) of the Texas Local Government Code requires that the governing body must set forth in an ordinance the amount of assignment pay and the conditions under which it is to be payable to members of the Fire and Police Department;

**WHEREAS**, § 143.043 of the Texas Local Government Code permits municipalities to authorize assignment pay for members of the Police Department who perform the duties and responsibilities of the field training officer program; and

**NOW, THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF NEW BRAUNFELS, TEXAS:**

**I.**

That the matters and facts set forth in the preamble are hereby found to be true.

**II.**

That the assignment of “Narcotics or Gang Task Force Officer” is a specialized function within the New Braunfels Police Department and that assignment involves performing investigations and engaging in covert and overt duties, involving enforcement of Federal and State drug/narcotics laws and preventing gang criminal activity and/or investigating relating criminal activity. When a member is designated by the Police Chief or his designee to serve as “Narcotics or Gang Task Force Officer” for the Police Department, that member is entitled to receive Three Thousand Dollars (\$3,000.00) per year as assignment pay. That member must be “actively engaged” in performing the assignment of “Narcotics or Gang Task Force Officer” to be entitled to this Assignment Pay. “Actively engaged,” for the purposes of this ordinance, means that the employee has actually been at work and performed these duties. An employee does not earn this Narcotics or Gang Task Force Officer Assignment Pay if he or she is absent from work for an extended period of time.

### III.

That the assignment of “K-9 Officer” is a specialized function within the New Braunfels Police Department and that assignment is responsible for caring for specially trained canine members of the Police Department. The assignment involves specialized criminal investigations utilizing canine members of the Department, for patrol duties, drug interdiction and investigations. When a member is designated by the Police Chief or his designee to serve as “K-9 Officer” for the Police Department, that member is entitled to receive Nine Hundred, Ten Dollars (\$910.00) per year as assignment pay. That member must be “actively engaged” in performing the assignment of “K-9 Officer” to be entitled to this Assignment Pay. “Actively engaged,” for the purposes of this ordinance, means that the employee has actually been at work and performed these duties. An employee does not earn this K-9 Officer Assignment Pay if he or she is absent from work for an extended period of time.

### IV.

That the assignment of “Criminal Investigator-Detective” is a specialized function within the New Braunfels Police Department and that assignment involves investigating higher grade misdemeanors and felonies for prosecution in County and District Court. When a member is designated by the Police Chief or his designee to serve as “Criminal Investigator—Detective” for the Department, that member is entitled to receive \$2,900 per year as assignment pay if the rank of Police Officer or Corporal; or, \$2,400 per year as assignment pay if the rank of Sergeant or Lieutenant. That member must be “actively engaged” in performing the assignment of “Criminal Investigator—Detective” to be entitled to this Assignment Pay. “Actively engaged,” for the purposes of this ordinance, means that the employee has actually been at work and performed these duties. An employee does not earn this Criminal Investigator—Detective” Assignment Pay if he or she is absent from work for an extended period of time.

### V.

That the assignment of “Field Training Officer” is a specialized assignment within the New Braunfels Police Department. The assignment of “Field Training Officer” involves training and evaluating police recruits on the policies, practices, and procedures of the New Braunfels Police Department. The Police Chief or his designee assigns capable Police personnel to this position of responsibility in accordance with his or her demonstrated knowledge and familiarity with the Field Training Officers Program. Because the assignment of “Field Training Officer” requires additional and specialized duties, members who are assigned to perform these duties are entitled to receive Twenty Five Dollars (\$25.00) per shift as assignment pay during the time period that the member is performing the duties of “Field Training Officer,” *i.e.*, when that member has a probationary police officer assigned to him or her.

### VI.

That the terms of this ordinance and/or any payment of “assignment pay” do not apply to a member who is performing any of these duties on a “step-up” “acting” or any other temporary basis.

**VII.**

Assignment pay may be reduced or eliminated in future fiscal years, as deemed necessary by the City Council.

**VIII.**

It is hereby officially found and determined that the meeting at which this ordinance was passed was open to the public as required by law.

**IX.**

Severability: If any provision, section, clause, sentence, or phrase of this ordinance is for any reason held to be unconstitutional, void, invalid, or un-enforced, the validity of the remainder of this ordinance or its application shall not be affected, it being the intent of the City Council in adopting and of the Mayor in approving this ordinance that no portion, provision, or regulation contained herein shall become inoperative or fail by way of reasons of any unconstitutionality or invalidity of any other portion, provision, or regulation.

**X.**

Repealer: That all other ordinances, section, or parts of ordinances heretofore adopted by the City of New Braunfels in conflict with the provisions set out above in this ordinance are hereby repealed or amended as indicated.

**XI.**

It is hereby officially found and determined that the meeting at which this ordinance was passed was open to the public as required by law.

**XII.**

This Ordinance shall take effect upon the second and final reading of the same.

PASSED AND APPROVED: First reading this \_\_\_ day of September, 2017.

PASSED AND APPROVED: Second reading this \_\_\_ day of September , 2017.

CITY OF NEW BRAUNFELS, TEXAS

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Barron Casteel, Mayor

ATTEST:

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Patrick D. Aten, City Secretary

APPROVED AS TO LEGAL FORM:

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Valeria Acevedo, City Attorney



## Special City Council Agenda Item Report

550 Landa Street  
New Braunfels, TX

**9/26/2017**

Agenda Item No. B)

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Presenter/Contact

*Ian Taylor, New Braunfels Utilities CEO  
itaylor@nbutexas.com*

**SUBJECT:**

Presentation regarding New Braunfels Utilities's Financial Operating Plan and Joint Initiatives with the City of New Braunfels.



9/26/2017

Agenda Item No. C)

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Presenter/Contact

*Patrick Aten, City Secretary*  
*(830) 221-4006 - paten@nbtexas.org*

**SUBJECT:**

Interview applicants for the New Braunfels Industrial Development Corporation Board of Directors for terms ending October 9, 2019.

**BACKGROUND / RATIONALE:**

N/A

**ADDRESSES A NEED/ISSUE IN A CITY PLAN OR COUNCIL PRIORITY:**

N/A

**FISCAL IMPACT:**

N/A

**COMMITTEE RECOMMENDATION:**

N/A

**STAFF RECOMMENDATION:**

N/A



9/26/2017

Agenda Item No. D)

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Presenter/Contact*Patrick Aten, City Secretary**(830) 221-4010 - paten@nbtexas.org***SUBJECT:**

Discuss and consider approval of the appointment of four individuals to the New Braunfels Industrial Development Corporation Board of Directors for terms ending October 9, 2019.

**BACKGROUND / RATIONALE:**

The New Braunfels Industrial Development Corporation Board of Directors has seven regular members serving two year staggered terms. The vacancies for these positions were posted from June 16 through July 17, 2017.

The following qualified applications were submitted:

- Stuart Hansmann (incumbent)
- Neal Linnartz (incumbent)
- Ashley Davison (incumbent)
- Kathy Meurin (incumbent)
- Cutter Gonzalez
- Don Austin
- Marc Hamilton

Applicant's current & prior service on Boards and Commissions

Stuart Hansmann currently serves on the NBIDC as Chairman.

Neal Linnartz currently serves on the NBIDC and the Building Standards Commission.

Ashley Davison currently serves on the NBIDC, and the NBIDC representative on the Downtown Board.

Kathy Meurin currently serves on the NBIDC.

Cutter Gonzalez previously served on the Building Standards Commission and the Community Development Advisory Committee. He is a graduate of City University.

Don Austin has no previous experience on a City board or commission.

Marc Hamilton has no previous experience on a City board or commission.

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**ADDRESSES A NEED/ISSUE IN A CITY PLAN OR COUNCIL PRIORITY:**

N/A

**FISCAL IMPACT:**

N/A

**COMMITTEE RECOMMENDATION:**

N/A

**STAFF RECOMMENDATION:**

Staff recommends approval of the appointment of four individuals to the New Braunfels Industrial Development Corporation Board of Directors for terms ending October 9, 2019.