



**AUSTIN CITY COUNCIL  
MINUTES**

**BUDGET WORK SESSION MEETING  
WEDNESDAY, MAY 3, 2017**

The City Council of Austin, Texas convened in a Budget Work Session Meeting on Wednesday, May 3, 2017, City Hall at 301 W. Second Street, Austin, Texas.

Mayor Adler called the Council Meeting to order at 9:10 a.m.

**DISCUSSION ITEMS**

1. Discussion of policy topics related to department overviews, finances, and the City's financial forecast.

The presentation was made by Ed Van Eenoo, Deputy Chief Financial Officer.

The following topics were discussed:

- **Four-person Staffing and Overtime**  
The presentation was made by Rey Arellano, Assistant City Manager; Rhoda May Kerr, Chief; Tom Dodds, Assistant Chief; Ronnelle Paulsen, Assistant Director, Austin Fire Department.

Direction was given to staff to provide Council with the following: the magnitude of the budget challenge relative to the number of vacancies; the plan to increase the number of cadet classes; the contractual requirement that allows vacation time used as productive time and its impact on overtime cost; the number of hours of overtime being worked by each employee; the average number of hours worked during a pay-period including overtime; the number of overtime that hours being triggered by the taking of vacation; the portion of overtime is the result of special events; the rates we are charging for special events and recommendations on appropriate increase needed to cover the overtime costs; the elements of the union contract that may be contributing to the overtime or understaffing; department plans to address the increase number of employees who are retiring or resigning; our retention rate compared to other peer cities; budget impact on overtime costs of changing 4-person to 3-person staff on overtime costs; additional years of performance data for before and after the 2007 Resolution supporting 4-person staffing; a list of other peer cities who use 4-person staffing on all of the apparatus; data trends on the number of incidents and fire deaths per 100,000 population; the impact on vacancies resulting from the merger of ESD #4; efficiencies that may result by implementing technology improvements for assistance

with tracking of overtime, leave and pay; options being considered for improvements to the testing process that would increase the diversity of the applicant pool; the building material research conducted that outlines the impact of materials on fires; and options being considered to fill this budget gap and if closing fire stations is being considered.

- **Golf Enterprise Fund Overview**

The presentation was made by Sara Hensley, Acting Assistant City Manager, Kimberly McNeeley, Acting Director, and Kevin Gomillion, Manager, Parks and Recreation Department.

Direction was given to staff to provide the following: attendance rates for resident vs. non-resident users of the golf courses; a list of partnerships for the First Tee program; data on golf course usage, organized by golf course; and the percentage of the costs that are being covered by fees collected.

Mayor Adler recessed the meeting at 12:30 p.m. without objection.

Mayor Adler reconvened the meeting at 1:12 p.m. without objection.

- **Historic Cemeteries**

The presentation was made by Sara Hensley, Acting Assistant City Manager; Kimberly McNeeley, Acting Director; Helen Berberidou, Assistant Director; and Tonja Walls, Manager, Parks and Recreation Department.

Direction was given to staff to provide the following: options for creating a fund that would allow individuals to contribute to maintenance of the cemeteries; options for fee increases to keep the fees in line with increasing maintenance costs; recommendations on a long-term strategy for the creation of a perpetual care fund; a copy of the draft administrative rules; and options for a fee structure that is different for residents and non-residents.

- **Aquatics Operations Policy Discussion**

The presentation was made by Sara Hensley, Acting Assistant City Manager and Kimberly McNeeley, Acting Director, Parks and Recreation Department.

Direction was given to staff to provide the following: recommendations on changes to the business model that would increase sustainability; options for assistance from Austin Water to assist with repairs related to water leaks; and data on which aquatic facilities are serving residents outside of Austin.

- **Civilian Wages and Benefits**

The presentation was made by Mark Washington, Assistant City Manager; Joya Hayes, Director; and Karen Haywood, Assistant Director, Human Resources Department.

Direction was given to staff to provide the following: recommendations on how a pay for performance plan could be implemented; the number of retirees who return to work; and the pay policies relating to retirees returning to work with the City.

Mayor Adler adjourned the meeting at 3:04 p.m. without objection.

The minutes were approved on this the 11<sup>th</sup> day of May 2017 on Council Member Houston's motion, Council Member Pool's second on an 11-0 vote.