

**MINUTES OF THE CITY COUNCIL MEETING  
OF THE CITY OF GLENN HEIGHTS, TEXAS**

**AUGUST 11, 2015**

**STATE OF TEXAS \*  
COUNTIES OF DALLAS AND ELLIS \*  
CITY OF GLENN HEIGHTS \***

On the 11<sup>th</sup> day of August, 2015 the City Council of the City of Glenn Heights met in a special meeting at the Glenn Heights City Hall in Glenn Heights, Texas located at 1938 S. Hampton Road with the following members present:

**CITY COUNCIL:**

Leon Tate	*	Mayor
Arleen Layne	*	Council Member
Tony Bradley	*	Mayor Pro Tem
Kathy Dixon	*	Council Member
Glenn George	*	Council Member

**STAFF:**

Aretha Ferrell-Benavides	*	City Manager
David Hall	*	Managing Director
Othel Murphree	*	City Secretary
Phillip Prasifka	*	Chief of Police
Fire Chief	*	Eddie Burns
Michael Aguilera	*	Director of Finance
Kacye Harvey	*	Organizational Development
Lauren Gray	*	Community Engagement
Jeremy Tennant	*	Senior Planner
Lauren Gray	*	Community Engagement
Larry Pennington	*	Utilities Superintendent
Kemi Osoba	*	Executive Assist. CM

**CONSULTANTS:**

Julie Doshier	*	City Attorney's Office
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**ABSENT:** Elizabeth Cox \* Council Member

Mayor Tate called the meeting to order at 6:08 p.m.

**INVOCATION:** Chief Burns gave the invocation.

**PUBLIC COMMENT:** None

1. Discuss and consider all matters incident and related to the issuance and sale of "City of Glenn Heights, Texas, Tax and Waterworks and Sewer System (Limited Pledge) Revenue Certificates of Obligation, Series 2015", including the adoption of Ordinance O-07-15 authorizing the issuance of such certificates of obligation. *Important public purpose require that this ordinance be adopted after consideration at only one meeting.*

Mayor Tate moved to approve Ordinance O-07-15 authorizing the issuance of "City of Glenn Heights, Texas Tax and waterworks and Sewer System (Limited Pledge) Revenue Certificates of Obligation, Series 2015"; specifying the terms and features of said certificates; providing for the payment of said certificates of obligation by the levy of an ad valorem tax upon all taxable property within the City and a limited pledge of the net revenues from the operation of the City's combined Waterworks and Sewer System; and resolving other matters incident and relating to the issuance, payment, security, sale and delivery of said Certificates, including the approval and execution of a paying Agent/Registrar Agreement. Mayor Pro Tem Bradley made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

2. Workshop – Employee Benefits Recommendation.

Mayor Pro Tem Bradley moved to open the workshop. Councilman George made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

Mayor Tate opened the workshop at 6:26 p.m.

The City with the assistance of Wellspring Insurance Agency, Inc. sought proposals for Employee Medical, Dental, and Basic Life AD&D insurance. The city received proposals from Blue Cross Blue Shield of Texas, United Health Care, Assurant, Cigna and Scott & White.

The Cities current medial provider is Blue Cross Blue Shield they proposed a renewal price representing a 40% increase or \$241,279.20 annually. Wellspring was able to negotiate with Blue Cross Blue Shield to reduce the renewal to a 29% increase, however, this still reflects an annual increase of approximately \$174,000.

Scott & White presented a group of similar plans that represents a 2% annual decrease or \$13,574.88 under current pricing.

The following recommendations were made by Wellspring Insurance Agency and staff:

- Employee Medical – Scott White with 2 Buy-Up Plans at an annual cost of \$422,331.60 In addition continue paying a flat amount toward dependent coverage per month: Employee plus Spouse (\$110), Employee plus Children (\$150.00) and Families (\$175).

- Dental –Ameritas at an annual cost of \$22,284.60.
- Basic Life/Accidental Death and Dismemberment – Dearborn at an annual cost of \$2,254.24 (8% savings).
- Voluntary products are vision and disability insurance) the premiums are paid entirely by employees with no effect on the City.

Freshbenies a telehealth service was recommended as a new benefit with the employee paying for the cost of the program (\$12 a month).

Mayor Pro Tem Bradley moved to close the workshop. Councilman George made the second. The motion carried with the following vote:

**VOTE:           5       Ayes** – Layne, Bradley, Dixon, Tate, and George

Mayor Tate closed the workshop at 6:40 p.m.

Mayor Tate moved to recess the City Council meeting. Mayor Pro Tem Bradley made the second. The motion carried with the following vote:

**VOTE:           5       Ayes** – Layne, Bradley, Dixon, Tate, and George

Mayor Tate recessed the City Council meeting at 6:41 p.m.

**CITY OF GLENN HEIGHTS EMPLOYEE BENEFITS TRUST  
MINUTES  
TUESDAY, AUGUST 11, 2014**

1. Call the Meeting to Order

Mayor Tate called the meeting of the Glenn Heights Employee Benefits Trust to order at 6:41 p.m.

2. Consider action awarding bid for Employee Medical, Prescription, Dental and Basic Life Insurance.

Kacye Harvey, reviewed information about the companies being recommended for award of a bid for employee Medical, Prescription, Dental and Vision insurance.

Mayor Pro Tem Bradley moved to award the bid for Employee Medical to Scott & White in the amount of \$422,331.60. Councilman George made the second. The motion carried with the following vote:

**VOTE:           4       Ayes** – Layne, Bradley, Dixon, and George  
                  1       **Against** – Tate

Mayor Pro Tem Bradley moved to award the bid for Dental Insurance to Ameritas in the amount of \$22,284.60. Mayor Tate made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

Mayor Pro Tem Bradley moved to award the bid for Basis Life/AD&D to Dearborn in the amount of \$2,154.24. Councilwoman Layne made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

Mayor Tate moved to award the bid for Vision coverage to Superior Vision at no cost to the City. Councilwoman Layne made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

Mayor Tate moved to award the bid for Short Term Disability and Long Term Disability coverage to Lincoln at no cost to the City. Councilwoman Layne made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

Councilwoman Layne moved to approve the proposed new program Freshbenies with no financial impact to the City. Mayor Tate made the second. The motion was no call for vote.

Councilwoman Layne moved the City would fund the proposed new program Freshbenies in the amount of \$8,000. Mayor Tate made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

3. Adjourn City of Glenn Heights Employee Benefits Trust meeting.

Mayor Tate adjourned the Glenn Heights Benefits Trust meeting and called the Council meeting back to order at 7:13 p.m.

### **Call the City Council meeting Back to Order.**

Mayor Pro Tem Bradley moved to reconvene the City Council meeting. Councilman George made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

Mayor Tate called the City Council meeting back to order at 7:13 p.m.

3. Consider and approve Resolution R-20-15 authorizing the City of Glenn Heights Employee Benefits Trust to pay the obligations of the Trust as it relates to insurance contracts that the Trust awards, and furthermore, that the City Council authorizes any transfers of funds that may be necessary during the fiscal year to fund the Trust's obligations.

Mayor Pro Tem Bradley moved to approve Resolution R-20-15 authorizing the City of Glenn Heights Employee Benefits Trust to pay the obligations of the Trust as it relates to insurance contracts that the Trust awards, and furthermore, that the City Council authorizes any transfers of funds that may be necessary during the fiscal year to fund the Trust's obligations. Mayor Tate made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

Mayor Tate moved to recess the City Council meeting. Mayor Pro Tem Bradley made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

Mayor Tate recessed the City Council meeting at 7:18 p.m.

**Council will recess temporarily to convene a meeting of the City of Glenn Heights Improvement Corporation.**

**CITY OF GLENN HEIGHTS IMPROVEMENT CORPORATION  
MINUTES  
TUESDAY, AUGUST 11, 2015**

1. Call the Meeting to Order.

President Tate called the meeting to order at 7:18 p.m.

2. Consider and approve the GHIC Minutes for July 7, 2015.

Director Bradley moved to approve the minutes of July 7, 2015. Director Layne made the second. The motion carried with the following vote:

**VOTE: 5 Ayes – Layne, Bradley, Dixon, Tate, and George**

3. Consider and approve the second amendment to Agreement of Purchase and Sale by and between Glenn Heights Improvement Corporation and Palladium USA International, Inc.

Director Bradley moved to approve the second amendment to Agreement of Purchase and Sale by and between Glenn Heights Improvement Corporation and Palladium USA

International, Inc. as proposed. Director George made the second. The motion carried with the following vote:

**VOTE:**        **3**     **Ayes** – Bradley, Tate, and George  
                  **2**     **Against** – Layne and Dixon

4.     Adjourn City of Glenn Heights Improvement Corporation meeting.

President Tate moved to adjourn. The motion carried with the following vote:

**VOTE:**        **5**     **Ayes** – Layne, Bradley, Dixon, Tate, and George

President Tate adjourned the meeting of Glenn Heights Improvement Corporation meeting at 7:24 p.m.

Mayor Tate called the City Council meeting back to order at 7:24 p.m.

4.     **FY 2015/2016 Proposed Budget Workshop:**

- General Fund
  - Personnel
- Police Department
- Fire Department
- Public Works
- Planning
- Economic Development
- Organizational Development - HR
- Community Engagement
- Finance
- City Secretary

Mayor Pro Tem Bradley moved to open the workshop. Councilman George made the second. The motion carried with the following vote:

**VOTE:**        **5**     **Ayes** – Layne, Bradley, Dixon, Tate, and George

Mayor Tate opened the workshop at 7:25 p.m.

Work Plans, Summary of Services, Proposed Budget and Performance Measures for the following departments were presented and discussed in the workshop:

- General Fund
  - Personnel
- City Secretary
- Finance

Councilwoman Dixon left the meeting at 7:54 p.m. and Mayor Tate recessed the meeting because there was no longer a quorum present. Councilwoman Dixon returned to the meeting at 7:55 p.m. and Mayor Tate called the meeting back to order.

- Municipal Court
- Utility Administration
- Organizational Development and Information

Councilwoman Layne moved to close the workshop. Mayor Tate made the second. The motion carried with the following vote:

**VOTE:**        5        **Ayes** – Layne, Bradley, Dixon, Tate, and George

Mayor Tate closed the workshop at 8:36 p.m.

5.        Discuss and consider taking action adopting Resolution R-21-15 amending the Job Classification Table and Compensation Plan to provide for new positions, reclassification of existing positions, revised position titles and removing certain positions in the Job Classification Table.

Mayor Tate moved to approve R-21-15 amending the Job Classification Table and Compensation Plan to provide for new positions, reclassification of existing positions, revised position titles and removing certain positions in the Job Classification Table. Mayor Pro Tem Bradley made the second. The motion failed with the following vote:

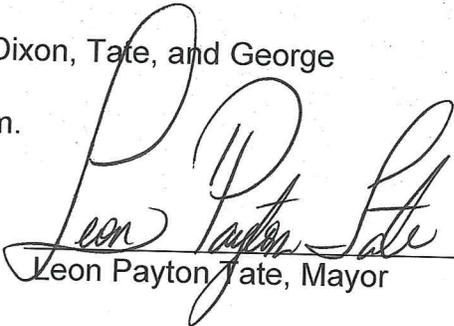
**VOTE:**        3        **Ayes** – Bradley, Tate, and George  
                  2        **Against** – Layne and Dixon

#### ADJOURNMENT

Councilwoman Layne moved to adjourn. Mayor Tate made the second. The motion carried with the following vote:

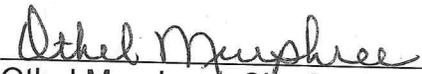
**VOTE:**        5        **Ayes** – Layne, Bradley, Dixon, Tate, and George

Mayor Tate adjourned the meeting at 8:49 p.m.



Leon Payton Tate, Mayor

Attest:

  
Othel Murphree, City Secretary

Passed and approved the 15<sup>th</sup> day of September, 2015.