

JULY 13, 2004

A SPECIAL WORKSHOP OF THE KINGSVILLE CITY COMMISSION WAS HELD ON TUESDAY, JULY 13, 2004 IN THE HONORABLE ROBERT H. ALCORN COMMISSION CHAMBERS CITY HALL / 200 EAST KLEBERG AVENUE AT 12:00 NOON.

CITY COMMISSION PRESENT:

Sam R. Fugate, Mayor
Charles E Wilson, Commissioner
Arturo Pecos, Commissioner
Al Garcia, Commissioner
Stanley Laskowski, Commissioner

STAFF PRESENT:

Carlos Yerena, City Manager
Edna S. Lopez, City Secretary
George Bejarano, Asst. City Manager/Finance Director

I. Preliminary Proceedings.

Mayor Fugate opened the workshop at 12:10 P.M.

INVOCATION / PLEDGE OF ALLEGIANCE – (Mayor Fugate)

A prayer was recited, followed by the Pledge of Allegiance, and the Texas Pledge.

MINUTES OF PREVIOUS MEETING(S) – Required by Law

None

II. Public Hearing - (Required by Law).¹

None

III. Petitions, Grievances, and Presentations.²

1. Conduct workshop regarding Goal Setting and Team Building for the City of Kingsville.

Mr. George McShan, President – National School Boards Association continued with the workshop from the previous day. He started by saying that goals would be developed from the profiles in terms of prioritizing goals that come from the strengths. Mr. McShan said that time lines should be considered in terms of goals. He asked everyone to look at the “Strengths” (these were listed at the previous workshop (July 12, 2004)) and take bullet written and translate them into performance goals.

Commissioner Garcia asked if only the focus would be for short-term goals, only. Mr. McShan said that immediately things should be looked at but long-term goals should also be considered.

Commissioner Wilson commented that in reference to goal #9, a contract should be signed with South Texas Water Authority to continue to secure our dual water supplies.

Discussion followed on the memorandum of understanding and signing a contract with STWA. It was the consensus of the commission that a contract is need.

Commissioner Wilson stated that in Strength #3, it is very important being involved in the BRAC discussion through funding or direct involvement.

Mayor Fugate commented it needed to be both ways.

Commissioner Pecos commented that in the past the Commission was always involved, but recently have been left out.

Commissioner Wilson reminded them that Mr. Dick Messberger, EDC Director had expressed the desire for the Commission or staff to go and added this needed to be a priority.

Discussion followed on how the Commission as a whole could be involved.

There was discussion on goal #16 – networking with political delegates.

Commissioner Wilson stated that goal #13 –Location Proximity to San Antonio and the Port of Corpus Christi should be made an overture to the board of the Port of Corpus Christi on how the City of Kingsville can be apart of that.

There was discussion on industrial parks. Mr. George Bejarano, Finance Director presented a map of the industrial parks in the Valley.

There was discussion on getting infrastructure on the east side of the Bypass in order to bring more businesses to the industrial area.

Mayor Fugate stated there should be a short-term goal on how this will be accomplished.

City Manager Yerena stated that a plan of partnership should be developed.

Commissioner Wilson suggested that a plan for infrastructure should be developed which would be goal #18.

Commissioner Laskowski stated that improving our Strength is good. He said the "Need to Improve" column is essentially where all the goals are because that is where the problems are. He also stated that this column would provide the short and long-term goals.

Mayor Fugate stated prioritizing was necessary in fixing infrastructure. He added that this was something the City Manager needed to tell them.

City Manager Yerena stated that the biggest concern was the water towers and the wastewater.

Discussion followed on Certificate of Obligation monies for fixing these problems.

Commissioner Laskowski stated that problems in the north side plant needed to be addressed.

Commissioner Wilson mentioned that one of the immediate things is wastewater because the City can't afford to be getting fined. He also stated that in respect to water, this needed to be evaluated, on how to approach the problem with the Naval Base and incorporate that into the water tower and the water improvements to make sure asset is taken care of.

City Manager Yerena said that the NAS situation could be taken care of.

There was discussion on issuing the CO's and putting plan in place.

Mayor Fugate said it was his understanding that in the past CO's were issued and monies not used for purposes that they were issued for. He added this was totally irresponsible.

Discussion followed concerning the magnitude of these issues.

Mr. McShan stated that CO's should be dedicated to a project and aligned, he suggested that updates should be done quarterly.

Mr. Bejarano stated that the City had purchased a Project Management program for this purpose.

Commissioner Wilson stated leaps and bounds are being made with goal #2 – Absentee Ownership by working with Paulson Falls.

Commissioner Wilson recommended that staff should be allowed to give open and honest assessments during budget workshops without risk or repercussions.

Commissioner Laskowski stated that he would like to make sure there is adequate funding before the City borrows money.

Commissioner Wilson stated that in long range planning some of staff needed to implement putting together feedback from the public as to what the long-range plan needs to be for community.

Mayor Fugate stated he wanted to make sure that every part of community is represented.

Commissioner Laskowski stated this idea was already in effect and could be found in past minutes.

Mayor Fugate stated this needed to start within the next sixty (60) days.

Commissioner Laskowski stated he would like to see this on the next agenda. He said he would like to set the committee to start process now and use funds allocated in this budget year to get process started.

The morale of the City employees was discussed. Several ideas were discussed for boosting employee morale. One idea was to find way to adequately reward employees that go above and beyond their paycheck to get the job done. Another idea was to hold a picnic or banquet to recognize employees. There was also a suggestion to use the concept that the Police department uses.

Commissioner Laskowski stated a plan is needed for street improvements. He added that the plan would include the amount of streets to be fixed in order to budget accordingly.

Mayor Fugate stated most of the complaints he receives are for streets and brush.

City Manager Yerena stated the restructuring has occurred which will help them realize that more is expected from them.

Commissioner Laskowski mentioned that if goals are being established to measure the City Manager by his performance, then this is something to measure him by.

Commissioner Pecos stated this would be dictated by the budget as to how many streets can be fixed.

Commissioner Garcia suggested developing something for reserves.

Commissioner Laskowski brought up the idea of a bond issue.

There was discussion on getting the community involved on the needs for a bond election.

Mr. McShan suggested that at some point, in order to kick these projects off, representations from each department should be brought in. He added that for morale, survey instruments be developed to be sent out to the people to see what type of feedback would be received.

Mayor Fugate said that City Manager Yerena would like to add a Public Relations/Small Business person, and asked if this was being considered for this budget. City Manager Yerena replied it is important enough to try to create a pro-business climate.

There was discussion on the incentives that are available for small businesses.

Commissioner Laskowski suggested putting together an ordinance to stimulate residential and business growth in the heart of our community.

City Manager Yerena stated this was the same concept as the reinvestment zone. He added this could be expanded to residential.

There was a lengthy discussion on this subject.

City Manager Yerena stated that a viable downtown is needed to make this work.

Commissioner Laskowski stated that he met with the downtown business merchants about three years ago, and at that time they were very divided.

City Manager Yerena stated the All American City award would be one of his goals.

Mr. McShan stated that support is needed by the City Manager in order to make all this happen.

There was discussion in reference to hiring a building inspector and public relations person.

There was brief discussion on the eight-liner fee funds.

City Manager Yerena commented that the City has the money, but reminded the Commission there are a lot of needs and added that the cost for chlorination is \$130,000.00. He stated that basically NAS has said that this is what is needed. City Manager Yerena stated this is the recommendation from the engineering report.

Mr. Bejarano gave an overview of projected projects planned with the \$500,000.00 from the eight-liner funds.

Commissioner Laskowski mentioned that the fire station is in need of a new roof at a cost of \$40,000.00. He also stated that this is a goal setting workshop, and that the employees at the fire department have been living in this environment for the last three (3) years. He added that mold has been identified there, and bid for \$30,000.00 has been awarded for mold remediation. He also added that nothing has been done while the City is sitting on \$500,000.00.

Commissioner Pecos commented on a letter that was in the newspaper from a civilian regarding the problem at NAS and explaining what will be done to alleviate the problem. He added that if the monies are there than the City needs to do this especially because of the BRAC situation.

City Manager Yerena stated this would be on the next agenda.

Commissioner Laskowski asked if money borrowed from 2002 Bond monies for the purchase of rollouts and dumpsters would be paid back from the eight-liner money. Commissioner Pecos stated he did not remember, but priority needed to be set.

Mr. McShan moved on to "Opportunities".

Once again there was discussion on hiring a public relations person.

Mayor Fugate stated that a lot has been given to the City Manager to complete between now and October 2005. He stated some is fairly easy and not money driven, but some stuff will have to be discussed during the budget process to see how far the Commission can go. He stated that right now it is critical that the City assists the Navy and would like to see something on the agenda.

Mayor Fugate asked for other comments on short-term basis.

City Manager Yerena stated he would like to develop a City Sister with a city in Mexico and Texas.

Mr. McShan stated that there had been great dialogue, the plan for infrastructure is something that will happen, the water tower and wastewater is high priority, the morale of employees is very important, trying to sign contract with STWA, and something will be done at the next meeting concerning the military. He added all these are short-term.

Mayor Fugate stated that in all fairness to the City Manager, a committee would be put together to get Master Plan for long-term goals.

Mr. McShan gave each person a questionnaire regarding the workshop.

Commissioner Laskowski asked to put together a committee for Charter Revision. Commissioner Laskowski stated that a goal for revising the Charter should be set. He added that the revision should be put out to the voters in May 2006.

Listed below is the information that was followed during the workshop:

Strengths

1. Higher Education – TAMUK
2. Coastal Bend College
3. Tie to Military
4. Diversity in Economy
5. Celanese
6. Wildlife Management
7. Oil & gas
8. stable economy (moderate growth)
9. ** (1) Dual Water sources (adequate water)
 - a. Enter into contractual agreement with STWA
10. History (Tradition – King Ranch)
11. Tourism(Eco)
12. People (Values of Community)
13. Location Prox. Mexico and San Antonio and Port of Corpus
14. Hospital – Spohn – Adequate Healthcare
15. Safe place to raise a family – Low crime
16. Access to political system thru community
17. Transportation Infrastructure
 - a. Issue C/O's
 - b. put plan in place
18. Develop a plan for infrastructure - east of Bypass

NEED TO IMPROVE

1. Infrastructure (streets, water, sewer, etc)
 - a. Water towers - (NAS)
 - b. Wastewater
 - c. Plan for streets - seal coating and hot mix
2. Absentee Ownership (work in Kingsville but do not live in City)
3. School system reputation
 - a. Mayor and City Manager meeting with school
4. Improve Long Range Planning (Master Plan)
 - a. Get public feedback and input (get committee together within 60 days)
5. Community involvement in the interest of the City – Committees, Boards, Commissions Ex. Capital improvement board
6. Moral of City employees // A more customer service oriented employee
 - a. Reward system for employees who go above and beyond
 - b. Picnic/banquet
 - c. Set up committee to choose Employee of the Month
7. Indicate value to employee
8. Listen more to needs of Naval Air station and University
9. Economic development – focus to existing business for expansion of small business
10. Take Pride in Community's Appearance – Beautification //Improve Community's Outlook (attitude) - need more ambassadors for the City
 - a. Hire P/R person
 - b. Hire Building Inspector
11. Promote the City at speaking engagements
12. Financial strength of City

OPPORTUNITIES

1. Increase Tourism (Revitalization of Downtown)
 - a. Hire person
 - b. Restructure organizational chart
2. Location
3. Develop a Sister City with a City in Mexico and in Texas
4. I69 to bring business that will complement existing business (suppliers)
5. Higher Education
6. Military (BRAC)
7. Housing
8. Land – Annexation
9. Medical facility to complement pharmacy – research
10. Federal Grants – housing , infrastructure (Partnering with other entities)
11. Network

THREATS

1. Base closure
2. Higher education funding
3. Encroachment by other cities
4. Attitude
5. Finances – Economic downturn – Bond issues/Infrastructure
6. Closure of business – loss of employment (Cel – reducing workforce)
7. Technology – Ex. connectivity in parks (Linking)

IV. Public Comment on Agenda Items³

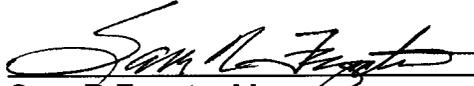
1. Comments on all agenda and non-agenda items.
None

V. Items for consideration by Commissioners.⁴

None

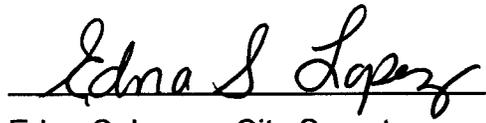
VI. Adjournment.

The meeting was adjourned at 2:00 P.M.



Sam R Fugate, Mayor

ATTEST:



Edna S. Lopez, City Secretary