

YOLANDA FORD
Mayor

VASHAUNDRA EDWARDS
Councilmember at Large Position No. 1

CHRIS PRESTON
Mayor Pro Tem
Councilmember at Large Position No. 2



REGINALD PEARSON
Councilmember District A
JEFFREY L. BONEY
Councilmember District B
ANTHONY G. MAROULIS
Councilmember District C
FLOYD EMERY
Councilmember District D

CITY COUNCIL SPECIAL MEETING MINUTES

The City Council of the City of Missouri City, Texas, met in special session on **Monday, August 5, 2019**, at the City Hall, Council Chamber, 1522 Texas Parkway, Missouri City, Texas, 77489, at **5:30 p.m.** to consider the following:

1. CALL TO ORDER

Mayor Ford called the meeting to order at 5:30 p.m.

Those also present: Councilmembers Pearson, Boney, and Emery; City Manager Snipes, City Secretary Jackson, First Assistant City Attorney Way, Assistant City Manager Atkinson, Assistant City Manager Martel, Assistant City Attorney Santangelo, Assistant City Attorney Quintal, Director of Development Services Spriggs, Director of Public Works Kumar, Director of Financial Services Portis, Fire Chief Campbell, Director of Communications Walker, Assistant Fire Chief Partida, Planning Manager Gomez, and Media Specialist III Sanders. Absent: Mayor Pro Tem Preston, Councilmember Edwards, Councilmember Maroulis, and City Attorney Iyamu. Also present: Sam Lieberman, Management Partners, and Andrew Weegar, HUB International Limited.

2. DISCUSSION/POSSIBLE ACTION

(a) Presentation and discussion on the 2019 employee survey.

Sam Lieberman, Management Partners, presented the 2019 employee survey. He stated the survey queried respondents about these eight categories:

- Work and workload
- Communication
- Organizational culture
- Physical Work Environment and
- Resources
- Employee recognition
- Professional development/growth
- Customer service
- Leadership

Lieberman stated that although respondents were committed to and satisfied with their jobs, there was an overwhelming agreement about the lack of professional development opportunities, promotional opportunities, and succession planning. He also noted the results of the statistical analysis suggest that to improve employee satisfaction even more, the best methods to do so would be to support staff members' need for both physical tools and information technology resources. It would also be important to ensure their work environment was clean, safe, and conducive to efficient work. Councilmember Emery addressed recommendation 16, which assessed the condition of the Public Safety Headquarters. City Manager Snipes stated they planned to do a holistic overview of upgrades needed for the Public Safety Headquarters. Mayor

Ford noted only 60% of employees took the survey and asked what could be done to improve the percentage. Lieberman stated City Manager Snipes sent an initial email and he sent various reminder emails; and, the recommended that Department Directors encourage their staff, as well.

- (b) Presentation and discussion on Benefit Strategy recommendations.

Andrew Weegar, HUB International Limited, presented the Benefit Strategy recommendations. Weegar further discussed medical benefits for employees.

Mayor Ford stepped away at 5:59 p.m. and returned at 6:00 p.m.

- (c) Presentation and discussion on Development Services third party review.

Director of Development Services Spriggs presented on the third party review and recommendations made by the consultant. Mayor Ford spoke about adequate staffing within the development services department. City Manager Snipes noted they would look into staff, technology, and contractual relationships to recommend to Council. Councilmember Emery asked if they could perform test cases through the process and criteria to determine weaknesses. Spriggs stated that with EnerGov, City Staff would be better able to track workload and efficiency. City Manager Snipes then introduced Assistant City Manager Martel who would be over this project.

- (d) Discuss the Texas 86th Legislative Session's major land use changes and the required actions of the city before September 1, 2019.

First Assistant Attorney Way discussed the Texas 86th Legislative Session's major land use changes. Mayor Ford requested changes to be in line with surrounding areas when it comes to new development. Councilmember Emery inquired if a requestor would be able to ask for preliminary plats. Way stated it would depend if the plans were final. Councilmember Boney inquired about the recommendation on having bi-monthly Planning and Zoning Commission meetings. Way stated discussions were in place with City Staff.

3. **ADJOURN**

The special City Council meeting adjourned at 6:56 p.m.

Minutes PASSED AND APPROVED this the _____ day of _____ 2019.

Maria Jackson, City Secretary