

**OFFICIAL ACTIONS OF THE ADDISON CITY
COUNCIL
SPECIAL MEETING AND WORK SESSION**

September 10, 2012

6:00 PM - Town Hall

Addison Town Hall, 5300 Belt Line, Dallas, TX 75254

Chris Terry, 9/7/2012, 5:00 PM

Council Members Present:

Arfsten, Clemens, DeFrancisco, Gunther, Meier, Moore, Resnik

Absent:

None

Item #S1 - PUBLIC HEARING on a proposal to increase total tax revenues from properties on the tax roll in the preceding tax year by 11.22 percent (percentage by which proposed tax rate exceeds lower of rollback tax rate or effective tax calculated under Chapter 26, Tax Code).

The following people spoke regarding this item:

Morris Norwood, 14593 Longfellow Court

Bob Doepfner, 4006 Bobbin Lane

John C. Caris, 3883 Weller Run

Mary Carpenter, 4006 Winter Park

There was no action taken.

Item #S2 - PUBLIC HEARING regarding the Town of Addison's Annual Budget and proposed tax rate for the Fiscal Year ending September 30, 2013.

The following people spoke regarding this item:

Morris Norwood, 14593 Longfellow Court

Tom Hunse, 14784 Winnwood

John Tisdale, 8435 Spectrum Drive, McKinney TX 75070

John C. Caris, 3883 Weller Run

Ralph Doherty, 14718 Celestial Place

There was no action taken.

Item #S3 - Discussion and consideration of approval of an employee compensation policy and pay plan.

Ron Whitehead, City Manager; Lea Dunn, Deputy City Manager; and Passion Hayes, HR Director, spoke regarding this item.

Motion was made by Mayor Meier to 1) continue with current level of employee benefits, including a 2/1 contribution to employees' retirement system, deferred compensation, vacation, no cost to employee employee health, dental, disability, and life insurance, as well as the longevity bonus, and liberal overtime availability; 2) approve the City Manager's request for a pool of (\$900,000) to be distributed as the management team deems appropriate to remedy the salary ranges, compression, and entry level adjustments necessary ~~(as well as fund the increase to health insurance costs)~~ 3) continue market and merit pay plan for FY 2013 as recommended by the City Manager, and 4) continue the Merit and Market pay plan for next year and continue to pursue, research, analyze and develop possible new direct pay plans that align organizational and employee interests with our Strategic Plan and Goals; and Council commits each year to review all options and consistently stay competitive in our market place and maintain our best product value proposition by studying all options, all financial and cultural ramifications and, if possible, develop an innovative and creative alternative to our current merit and market pay plan.

A motion to Approve was made by Mayor Todd Meier.

The motion was seconded by Council Member Blake Clemens.

The motion result was: Passed

Voting Aye: Arfsten, Clemens, DeFrancisco, Gunther, Meier, Moore, Resnik

Voting Nay: None

Motion made by Council Member Neil Resnik to amend the original motion by excluding the funding of life insurance cost adjustments within the \$900,000 salary adjustment allocation.

A motion to Approve was made by Council Member Neil Resnik.

The motion was seconded by Council Member Chris DeFrancisco.

The motion result was: Passed

Voting Aye: Arfsten, Clemens, DeFrancisco, Gunther, Meier, Moore, Resnik

Voting Nay: None

Mayor-Todd Meier

Attest:

City Secretary-Chris Terry