



August 13, 2024

Notice is hereby given of a Special Meeting of Nacogdoches City Council to be held on the above date in the C.L. Simon Recreation Center, 1112 North Street, Nacogdoches, Texas, beginning at 5:30 p.m. for the purpose of considering the following agenda items.

Some City Council Members may attend via videoconference but a quorum of the City Council and the Presiding Officer will be present at the above-stated physical location. The meeting will be streamed live at: <https://www.nactx.us/21>. There will be an opportunity for the public to comment on agenda items in person in Council Chambers.

**PLEASE LIMIT PRESENTATIONS TO THREE MINUTES
(UNLESS PRIOR APPROVAL IS OBTAINED)**

1. CALL TO ORDER.
2. PLEDGE OF ALLEGIANCE.
3. OPEN FORUM. Open Forum is an opportunity for citizens to address the City Council about items listed on the agenda, as well as on matters that are not specifically listed on the agenda. Alternatively, a citizen may address the City Council about an agenda item when the item comes up for consideration during the meeting. In order to address the City Council, please complete the Public Comment Form and submit it to the City Secretary prior to the start of the meeting. In accordance with the Texas Open Meetings Act, the City Council will not discuss, deliberate, or make any decisions on items not listed on the agenda. Comments are limited to 3 minutes per person.
4. ITEMS TO BE REMOVED FROM CONSENT AGENDA.
5. CONSENT AGENDA: Items included under Consent Agenda require little or no deliberation by Council. Approval of Consent Agenda authorizes the City Manager or his designee to proceed with conclusion of each in accordance with staff recommendations as reflected in the minutes of this meeting.
 - A. Consider approval of minutes for the July 16, 2024, Regular City Council Meeting, the July 18, 2024, Special City Council Meeting, and the August 5, 2024, Special City Council Meeting. (City Secretary)
 - B. Consider selection of Real Estate Broker/Agent for Professional Real Estate/Broker Services for the City of Nacogdoches/Nacogdoches Fire Department for the new fire stations land acquisition. (Assistant Director of Public Works/Assistant City Engineer)
6. REGULAR AGENDA: City Council will receive staff recommendations and public input on the following items, and may deliberate and take formal action on the item.

- A. Consider approval of an ordinance of the City of Nacogdoches, Texas, amending Chapter 102 – “Traffic and Vehicles”, Article V. – “Stopping, Standing and Parking”, of the Code of Ordinances of the City of Nacogdoches, Texas; providing a severability clause; providing a continuation clause; providing a repeal clause; and providing an effective date. (City Attorney)
7. WORK SESSION. Items included under Work Session are intended to provide opportunities for City Council to study and discuss various issues, and gather and analyze information. Council will not take formal action on matters presented at a work session, but may direct staff to place items relating to the matter on future agendas for formal consideration.
 - A. Receive a report, hold a discussion and give staff direction regarding the FY 24-25 Health Plan. (Human Resources Director)
 - B. Hold a discussion regarding the City of Nacogdoches FY2024-2025 Budget.
8. EXECUTIVE SESSION.
 - A. Deliberation regarding Economic Development negotiations under Government Code Section 551.087 as follows:
 1. Discuss or deliberate regarding commercial or financial information the governmental body has received from business prospects that the governmental body seeks to have locate, stay, or expand in or near the territory of the governmental body and with which the governmental body is conducting economic development negotiations; and
 2. Deliberate the offer of financial or other incentives to business prospects described by Subdivision 1 above.
9. ADJOURN.



Rhonda Lewis
City Secretary



This agenda is posted as required under G. C. Section 551.041. For more information or a copy of the Open Meetings Act, please contact Attorney General of Texas at 1-800-252-8011; City Secretary at (936) 559-2506 or visit City of Nacogdoches web site at www.nactx.us.

CERTIFICATION

I certify the notice of meeting was posted in the directory outside of City Hall, 202 E. Pilar Street, Nacogdoches, Texas on August 9, 2024 at 4:00 p.m. and remained posted until the meeting

convened.

Rhonda Lewis, City Secretary



City Council Meeting

Date: August 13, 2024

Agenda Item: 5.A.

PRESENTER: Rhonda Lewis, City Secretary

ITEM/SUBJECT: Consider approval of minutes for the July 16, 2024, Regular City Council Meeting, the July 18, 2024, Special City Council Meeting, and the August 5, 2024, Special City Council Meeting. (City Secretary)

SUMMARY/BACKGROUND:

FINANCIAL:

No financial impact associated with this item.

COUNCIL PRIORITIES: THIS AGENDA ITEM IS CONSISTENT WITH THE FOLLOWING CITY COUNCIL PRIORITIES

CITY CONTACT: Rhonda Lewis, City Secretary
lewisr@nactx.us
(936) 559-2506

ATTACHMENTS:

1. City Council Meeting Minutes - 07.16.24
2. City Council Meeting Minutes - 07.18.24
3. City Council Meeting Minutes - 08.05.24



Regular Session
Nacogdoches City Council
July 16, 2024 – 5:30 p.m.
City Council Chamber
202 E. Pilar Street, Nacogdoches, TX

City Council present: Mayor Randy Johnson, Council Members, Chad Huckaby; Kathleen Belanger; Blane Williams; and Brad Maule

1. Called to order at 5:30 p.m.
2. Pledge of Allegiance.
3. Open Forum:

Mayor Randy Johnson commented in Open Forum on the July 9, City Council meeting and Budget Work Session. He referred to an article in a local paper regarding a possible tax increase. The Mayor also stated he inquired with the City of Nacogdoches' Finance Director about the one (1) cent sales tax that goes to the Hospital District, and the impact the \$9MM would have on our ad valorem taxes if the City had it back into the general revenue, the Director stated the taxes would be 17 cents. Mayor Johnson stated that this money would go a long way in retaining employees, fixing streets, building parks and many other projects.

4. ITEMS TO BE REMOVED FROM CONSENT AGENDA.

Councilwoman Belanger removed Item D from the Consent Agenda for further discussion.

5. CONSENT AGENDA:

- A. Consider approval of a final change order to the construction contract of the ongoing Park Street Storm Sewer Relocation Project in the amount of \$30,108.75.
- B. Consider approval and acceptance of the Texas State Library and Archives Commission (TSLAC) Special Projects Grant: Armchair Adventures, in the amount of \$10,497.00.
- C. Consider approval of the purchase of a thickener auger replacement at the Wastewater Treatment Plant from Zone Industries, for a not-to-exceed amount of \$49,914.00.
- D. Consider approval of grant participation agreements with TxDOT for a runway/taxiway pavement rehabilitation project, and an Airport Layout Plan update project, at the A.L. Mangham Jr. Regional Airport.
- E. Consider approval of minutes for the July 2, 2024, Regular City Council Meeting, and the July 9, 2024, Special City Council Meeting.

Councilwoman Belanger moved to approve the remaining items on the Consent Agenda. Councilman Huckaby seconded the motion, and the motion carried unanimously.

Councilwoman Belanger asked Colin Smith, Airport Manager, to provide more information on the runway/taxiway at the airport, and if there had been more discussion. Mr. Smith explained that the scope does not include widening or lengthening the runway at the airport, but is for repairs and rehabilitation of the pavement and adding 3-5 years to the runway, and adding striping. He also stated there is no projected completion date.

City Manager, Rick Beverlin, stated that TxDOT has also informed the City's Airport that the safety items and the pavement conditions, before the consideration of widening and lengthening.

Councilwoman Belanger moved to approve Item D as written, Councilman Williams duly seconded the motion.

6. **REGULAR AGENDA:**

- A. Consider approval of a proposed City policy for the issuance of trespass warnings to protect against unlawful and disruptive activities and persons at City-owned buildings and property.

City Attorney, Jerry Baker, asked Council to approve a City policy allowing the Police Department to issue criminal trespass warnings and due process in writing. The policy will include the reason for a person's exclusion from a property; the area the person is excluded from and duration of the exclusion. The person can also seek administrative review if they are in disagreement with the issuance of warning.

Councilman Williams asked if this would make any citations issued in the past null and void. Mr. Baker stated that if challenged, there is a possibility that the citation would not be upheld based on the policy proposed.

Mayor Johnson made a motion to approve the policy, Councilman Maule duly seconded the motion, and the motion carries unanimously.

- B. Receive a presentation on the 2024 Texas Blueberry Festival.

Grace Handler-Welch, Executive Director of Millard's Crossing Historic Village and Chair of the Texas Blueberry Festival and Kelly Augustine, President, Chamber of Commerce, presented an update on the success of this year's Blueberry Festival Event and presented Council with the annual poster.

7. **EXECUTIVE SESSION:**

Mayor Johnson announced the convening into Executive Session at 6:14 p.m.

Mayor Johnson and the rest of Council re-convened in Regular Session at 6:47 p.m. Mayor Johnson made a motion to approve the extension of professional services and employment of the City Attorney, Jerry Baker. Councilwoman Belanger seconded the motion, and the motion carried unanimously.

8. **ADJOURNED:** 6:15 p.m.

ATTEST:

Mayor, Randy Johnson
City Council
City of Nacogdoches

Rhonda Lewis, City Secretary



Special Session
Nacogdoches City Council
July 18, 2024 – 5:30 p.m.
City Council Chambers
202 E. Pilar Street, Nacogdoches, TX

City Council present: Mayor Randy Johnson, Council Members, Kathleen Belanger, and Brad Maule

City Council Members attending remotely: Councilman Williams; and Councilman Chad Huckaby

1. Called to order at 5:30 p.m.
2. Pledge of Allegiance.
3. Open Forum:

There were no comments in Open Forum:

4. REGULAR AGENDA:

- A. Hold a discussion and take action on the City of Nacogdoches Drainage Project #1 Bid Evaluations.

Assistant Public Works Director, Jason Vickery, stated to Council that on July 11, the Engineering Department opened bids for the first set of drainage projects. Mr. Vickery stated the as read low bidder coming in at \$1,844,079.02, had significant errors in the calculations. He stated that there were two options that Council could consider, moving forward with the second lowest bidder, or reject all bids and re-bidding the projects.

Councilman Huckaby asked what the timeline is for mobilization on the project should the second lowest bidder be approved.

Michael Delaney of Two Fifteen Consulting stated that the bidder can move immediately on the start of the project.

Councilwoman Belanger asked if the City has used either of the bidders. Mr. Delaney stated that he has only worked with the proposed second bidder's company in the past.

Councilman Maule made a motion to approve Crockett Construction for the project. Councilwoman Belanger duly seconded the motion and the motion carried unanimously.

5. ADJOURNED: 5:43 p.m.

ATTEST:

Mayor, Randy Johnson
City Council
City of Nacogdoches

Rhonda Lewis, City Secretary



Special Session
Nacogdoches City Council
August 5, 2024 – 2:30 p.m.
City Council Chambers
202 E. Pilar Street, Nacogdoches, TX

City Council present: Council Members, Kathleen Belanger; Blane Williams; Chad Huckaby; and Brad Maule

City Council Members not attending: Mayor Randy Johnson

1. Called to order at 5:30 p.m.
2. Pledge of Allegiance.
3. Open Forum:

There were no comments in Open Forum:

4. **ITEMS TO BE REMOVED FROM CONSENT AGENDA.**
5. **CONSENT AGENDA:**

There were no items on the Consent Agenda.

6. **REGULAR AGENDA:**

- A. Consider an ordinance amending Ordinance No. 1978-09-23 appropriating various amounts in accordance with the budget adopted for the ensuing fiscal year beginning October 1, 2023, and ending September 30, 2024.

Assistant Public works Director, Jason Vickery, began by stating that the budget amendment is strictly related to ARPA Funds. Mr. Vickery asked Council to approve the moving of funds from the CIP Utility Fund ARPA money to fund the drainage project #1.

Councilman Maule asked why the monies did not come from other sources. Mr. Vickery stated that the ARPA money is said aside specifically for the drainage project.

Councilman Huckaby asked when the project could start. Mr. Vickery stated that Crockett Construction can start as soon as the next day.

City Manager, Rick Beverlin, stated that these approvals are necessary to avoid any additional costs.

Councilman Huckaby made a motion to approve Item 6.A. as presented. Councilman Williams duly seconded the motion, and the motion carried.

- B. Consider approval of a contract by and between the City of Nacogdoches and Crockett Construction for the 2024 Drainage Improvements Project #1 in a not-to-exceed amount of \$1,958,073.00.

Councilman Huckaby made a motion to approve Item 6.B as presented. Councilman Maule duly seconded the motion, and the motion carried unanimously.

7. **ADJOURNED:** 2:39 p.m.

ATTEST:

Mayor, Randy Johnson
City Council
City of Nacogdoches

Rhonda Lewis, City Secretary



City Council Meeting

Date: August 13, 2024

Agenda Item: 5.B.

PRESENTER: Jason Vickery, Assistant City Engineer

ITEM/SUBJECT: Consider selection of Real Estate Broker/Agent for Professional Real Estate/Broker Services for the City of Nacogdoches/Nacogdoches Fire Department for the new fire stations land acquisition. (Assistant Director of Public Works/Assistant City Engineer)

SUMMARY/BACKGROUND: The City recently sent out a Request for Qualifications (RFQ) for the City and the NFD seeking a Real Estate Broker/Agent to assist in the acquisition of real estate property within the City of Nacogdoches for the construction of three (3) new fire stations over the course of the next three (3) years. One submission was received for these services from Charles Pool Real Estate, Inc (CPRE). City staff evaluated the submission based on understanding of the project scope, work plan, and experience and references, and found CPRE to be highly qualified to perform these services. CPRE has extensive experience and expertise in the acquisition of commercial real estate and has a long history of providing real estate broker/agent services within Nacogdoches County.

Staff recommends selection of CPRE for these Real Estate Broker/Agent services. Once selected, a professional services contract will be negotiated and brought to City Council for approval.

FINANCIAL:

No financial impact associated with this item

COUNCIL PRIORITIES: THIS AGENDA ITEM IS CONSISTENT WITH THE FOLLOWING CITY COUNCIL PRIORITIES

Not Applicable

CITY CONTACT: Jason Vickery, Assistant Director of Public Works/Assistant City Engineer
vickeryj@nactx.us
(936) 559-2518

ATTACHMENTS: 1. Scoring

City of Nacogdoches 2024 Fire Station Real Estate Acquisition RFQ Evaluation

Charles Pool Real Estate, Inc.

		Drew Flores	Case Opperman	Jason Vickery
10	Letter of Intent The proposal must be introduced with a letter of interest that includes a synopsis of the company's services and highlight the capacity to perform the work. The letter should be signed by the individual with contract signature authority for the company.	10	10	10
20	Firm Profile Outline of company history, scope of services offered, size of the firm, breakdown of full-time employees, location of office/employees, and any other relevant information.	20	20	20
25	Firm Experience Provide information regarding five (5) projects with the last five (5) years that have included services in these areas, and include in the narrative a description of your firm's experience in assisting government entities with the following items: •Land Purchases and Sales; •Presentation of site options; •Negotiation of contracts and post-closing development agreements with sellers/developers; •Coordination with architects and engineers for site feasibility, access, utilities, and drainage; •Coordination with surveyors, environmental Firms, and other testing/inspection companies; •Experience guiding governmental entities through statutory requirements for land sales; •Negotiations; •Explain your firm's approach to the market and sales process •How does your firm control cost during the market value phase?	25	25	25
35	Firm Qualifications Please provide the names, resumes and any licenses of full- time employees that will be assigned to the City and NFD. Identify key personnel with a description of related work experience, education, training, and any other pertinent data that would demonstrate competence and experience in this type of work. Identify the project's principal contact and contact information. Provide any additional qualifications or advantages that make your firm uniquely qualified to perform the professional design services for the desired projects.	35	35	35
10	Three (3) References Three (3) project references must be provided for similar clients. These projects must have been engaged during the last five (5) years.	10	10	10
100	TOTAL POINTS	100	100	100

PRESENTER: Jerry Baker, City Attorney

ITEM/SUBJECT: Consider approval of an ordinance of the City of Nacogdoches, Texas, amending Chapter 102 – “Traffic and Vehicles”, Article V. – “Stopping, Standing and Parking”, of the Code of Ordinances of the City of Nacogdoches, Texas; providing a severability clause; providing a continuation clause; providing a repeal clause; and providing an effective date. (City Attorney)

SUMMARY/BACKGROUND: The proposed amendment is based on the request of the City Council following a recent citizen communication concerning the long-term parking of a recreational vehicle (RV) on a City street.

The City of Nacogdoches possesses exclusive control over the public highways, streets, and alleys located within the City limits, including the ability to control, regulate, or remove an encroachment or obstruction, pursuant to Texas Transportation Code §311.001. Moreover, Article II, §20 of the Charter grants the City the power to control, regulate, and remove all obstructions, encroachments, and encumbrances on any public street, right-of-way, avenue, or alley.

The City Council has exercised such authority and adopted Chapter 102, Article V in the ordinances of the City of Nacogdoches, which specifically regulates parking on its public streets and rights-of-way. This amendment seeks to address the specific issue of long-term parking of RV's on public streets and right-of-ways. The amendment also provides law enforcement authority to require RV's to be moved if determined that they would interfere with the free movement of traffic or otherwise create a hazardous condition, irrespective of the time period they may be stopped or parked.

FINANCIAL:

No financial impact associated with this item

COUNCIL PRIORITIES: THIS AGENDA ITEM IS CONSISTENT WITH THE FOLLOWING CITY COUNCIL PRIORITIES

Not Applicable

CITY CONTACT: Jerry Baker, City Attorney
bakerj@nactx.us
(936) 559-2503

ATTACHMENTS: 1. Ordinance_102-169_RV Parkng

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF NACOGDOCHES, TEXAS, AMENDING CHAPTER 102 – “TRAFFIC AND VEHICLES”, ARTICLE V. – “STOPPING, STANDING AND PARKING”, OF THE CODE OF ORDINANCES OF THE CITY OF NACOGDOCHES, TEXAS; PROVIDING A SEVERABILITY CLAUSE; PROVIDING A CONTINUATION CLAUSE; PROVIDING A REPEAL CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

RECITALS:

WHEREAS, Texas Transportation Code §311.001 provides that a home-rule municipality, like the City of Nacogdoches, has exclusive control over and under the public highways, streets, and alleys located within the City, which includes the ability to control, regulate, or remove an encroachment or obstruction on City streets; and

WHEREAS, the City of Nacogdoches is further authorized under Article II, §20 of its Charter to exercise the power to control, regulate, and remove all obstructions, encroachments, and encumbrances on any public street, right-of-way, avenue, or alley; and

WHEREAS, the City Council of the City of Nacogdoches has exercised such authority and adopted ordinances which govern the operation of vehicles within its jurisdictional limits, to include parking on its public streets and rights-of-way; and

WHEREAS, the City Council has determined the need to amend certain portions of these ordinances as set forth herein;

NOW, THEREFORE BE IT ORDAINED BY THE CITY OF NACOGDOCHES:

SECTION I

All above premises are hereby found to be true and correct legislative and factual findings.

SECTION II

CHAPTER 102 – “TRAFFIC AND VEHICLES”, ARTICLE V. – “STOPPING, STANDING AND PARKING” of the Code of Ordinances of the City of Nacogdoches, Texas, is hereby amended, as set hereafter to include the following:

Sec. 102-169. – Recreational Vehicles

(a) The following words, terms and phrases, when used in this section, shall have the meanings ascribed to them in this subsection, except where the context clearly indicates a different meaning:

“Recreational vehicle” means a vehicle or trailer designed primarily as temporary living quarters for recreation, camping, travel, or seasonal uses. This term shall include

travel trailers, camp trailers, pop-up or tent campers, house trailers, fifth wheels, motor homes, coach buses, toy haulers, camper vans, and pickup campers.

(b) It shall be unlawful for the owner or operator of a recreational vehicle to park or leave standing a recreational vehicle upon any portion of a public street or right-of-way, located within any part of the city, in excess of twenty-four (24) hours without prior authorization from the chief of police.

(c) An owner or operator of a recreational vehicle must comply with the other parking restrictions and requirements outlined in this chapter regardless of the time period in which the recreational vehicle may be stopped or parked.

(d) Notwithstanding any permission which may be granted herein, a police officer may require the owner or operator to move a recreational vehicle if it is determined that the stopping, standing, or parking of the recreational vehicle on a public street or right-of-way interferes with the free movement of traffic or otherwise creates a hazardous condition. Failure to obey such a request constitutes a violation of this chapter.

SECTION III

Severability. If any word, article, phrase, paragraph, sentence, clause, or provision of this Ordinance shall be held to be invalid or unconstitutional, such holding shall in no way affect other provisions or applications of this Ordinance which can be given effect without the invalid provision, and to this end provisions of this Ordinance are declared to be severable.

SECTION IV

Continuation. All provisions of Chapter 102 of the Code of Ordinances existing prior to the date of passage of this Ordinance remain in full force and effect.

SECTION V

Repeal. This Ordinance shall be and is hereby declared to be cumulative of all other ordinances of the City of Nacogdoches, and this Ordinance shall not operate to repeal or affect any such other ordinances except insofar as the provisions thereof might be inconsistent or in conflict with provisions of this Ordinance, in which such conflicting provisions, if any, in such other ordinance or ordinances are hereby repealed.

SECTION VI

Effective Date. This Ordinance shall take effect ten (10) days from its passage and publication as may be required by governing law.

SECTION VII

Proper Notice & Open Meeting. It is hereby officially found and determined the meeting at which this Ordinance was passed was open to the public as required and public notice of time, place, and purpose of said meeting was given as required by the Open Meetings Act, Chapter 551 of the Texas Government Code.

SECTION VIII

Official Public Records. The City Secretary is hereby authorized and instructed to file a signed and sealed copy of this Ordinance in and among the records of the City of Nacogdoches.

PASSED AND APPROVED this the ____ day of _____, 2024, by a vote of ____ (ayes) to ____ (nays) of the City Council of the City of Nacogdoches.

ATTEST:

CITY OF NACOGDOCHES

Rhonda Lewis, City Secretary

BY: _____
Randy Johnson, Mayor

APPROVED AS TO FORM:

APPROVED AS TO CONTENT:

Jerry Baker, City Attorney

Scott Weems, Chief of Police



City Council Meeting

Date: August 13, 2024

Agenda Item: 7.A.

PRESENTER: Bonita Hall, Director of Human Resources

ITEM/SUBJECT: Receive a report, hold a discussion and give staff direction regarding the FY 24-25 Health Plan. (Human Resources Director)

SUMMARY/BACKGROUND: The City of Nacogdoches' Human Resources Director, Bonita Hall, has invited Cadence Insurance, A Gallagher Company, to present an overview of the City of Nacogdoches Employee Benefits Renewal package for 2024-2025.

FINANCIAL:

COUNCIL PRIORITIES: THIS AGENDA ITEM IS CONSISTENT WITH THE FOLLOWING CITY COUNCIL PRIORITIES

CITY CONTACT: Bonita Hall, Human Resources Director
hall@nactx.us
(936) 559-2565

ATTACHMENTS: 1. City of Nacogdoches Employee Benefits Renewal 2024 - 2025



**CITY OF NACOGDOCHES
EMPLOYEE BENEFITS RENEWAL
2024-2025**

BACKGROUND

- The City of Nacogdoches offers Health and Dental Insurance for Employees and Dependents. The employee only base health insurance plan and the employee only dental plan is free of charge to employees.
- The Health Insurance policy is a partially self-insured plan and the Dental Insurance policy is a self-insured plan. Blue Cross Blue Shield is the administrator and insurance company for both Health and Dental Insurance.
- The rates the employees pay for their Health & Dental Insurance have remained the same or have been reduced for over 5 years.
- The City of Nacogdoches offers additional ancillary coverage to the employees and dependents.
- Ancillary coverages included are Employer Paid Life and Long Term Disability Insurance. Voluntary Life, Vision, Accident, Critical Illness and Hospital Indemnity Insurance for employees and dependents. All of these coverages are fully insured.

HEALTH INSURANCE / CLAIMS EXPERIENCE

	June '22 – May '23	June '23 – May '24	Trend
Gross Medical Claims Paid¹	\$1,114,271	\$1,156,487	+3.8%
Net Medical Claims Paid²	\$1,114,271	\$1,156,487	+3.8%
Pharmacy Claims Paid	\$850,521	\$963,589	+13.3%
Admin & Reinsurance Cost³	\$684,750	\$752,203	+9.9%
Total Cost	\$2,649,542	\$2,872,279	+8.4%

¹ Medical Claims paid before stop loss reimbursement

² Medical Claims paid after stop loss reimbursement

³ Includes Admin & Wellness Credit

HEALTH INSURANCE / HIGH COST CLAIMANTS HISTORY

<u>Paid Band</u>	<u>June '22– May '23</u>	<u>June '23– May '24</u>
\$50,001 - \$75,000	2	4
\$75,001 - \$100,000	4	5
\$100,001 - \$150,000	0	0
\$150,001 - \$200,000	0	0
\$200,001 - \$250,000	0	0
\$250,001 - \$500,000	0	0
\$500,001 +	0	0
Summary \$50,001 or greater	6	9

HEALTH INSURANCE / FUND BALANCE HISTORY

October 1, 2014	\$1,135,543
October 1, 2015	\$770,358
October 1, 2016	\$414,840
October 1, 2017	\$1,055,437
October 1, 2018	\$1,558,280
October 1, 2019	\$1,488,969
October 1, 2021	\$1,953,688
October 1, 2022	\$1,594,441
October 1, 2023	\$2,675,627
July 1, 2024	\$3,190,711

HEALTH INSURANCE / PLAN DESIGN

<u>In-Network Benefits</u>	<u>Current/Proposed Base Plan</u>	<u>Current/Proposed Buy Up Plan</u>
Deductible (Individual / Family)	\$3,000 / \$6,000	\$1,500 / \$3,000
Co-Insurance	70 / 30 %	80 / 20 %
Out of Pocket Maximum	\$8,500 / \$17,000	\$7,750 / \$15,500
Primary Care Office Visit Copay	\$45.00	\$45.00
Specialist Office Visit Copay	\$65.00	\$65.00
Virtual Visit MDLive	100%	100%
Preventative Services	100%	100%
Routine Lab / X-Ray	100%	100%
Emergency Room Copay	\$500.00	\$500.00
Urgent Care Copay	\$75.00	\$65.00
Prescription Copay	\$20 / \$60 / \$85 / 20% to \$600 monthly maximum	\$20 / \$60 / \$85 / 20% to \$600 monthly maximum

ESTIMATED ANNUAL FUNDING



ESTIMATED ANNUAL FUNDING 2023/2024 PLAN YEAR

Contributions from the City and Employees*	\$3,217,657
Expected cost for the 2023 / 2024 plan year	\$3,127,226
Maximum cost for the 2023 / 2024 plan year	\$3,601,976
Actual Cost for the past 12 months	\$2,872,279

*Contributions from City based on 324 budgeted employees (\$2,818,800)
Contributions from employees based on actual enrollments (\$398,857)

ESTIMATED ANNUAL FUNDING 2024/2025 PLAN YEAR

Contributions from the City and Employees*	\$3,178,800
Expected cost for the 2024 / 2025 plan year	\$3,198,894
Maximum cost for the 2022 / 2025 plan year	\$3,671,267

* Contributions from the City based on 324 budgeted employees. (\$2,818,800)
Contributions from employees based on current enrollments. (\$363,600)

CURRENT / RECOMMENDED FUNDING RATES



10/1/2023 Current Funding Rates

Base Plan				
	<u>Counts</u>	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Employee Only	224	\$725.00	\$0.00	\$725.00
Employee + Spouse	13	\$725.00	\$447.05	\$1,172.05
Employee + Child(ren)	24	\$725.00	\$379.38	\$1,104.38
Employee + Family	15	\$725.00	\$767.08	\$1,492.08
Buy-Up Plan				
	<u>Counts</u>	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Employee Only	27	\$725.00	\$68.20	\$793.20
Employee + Spouse	2	\$725.00	\$650.69	\$1,375.69
Employee + Child(ren)	2	\$725.00	\$599.25	\$1,324.75
Employee + Family	2	\$725.00	\$1,092.35	\$1,817.35

10/1/2024 Recommended Funding Rates

Base Plan				
	<u>Counts</u>	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Employee Only	224	\$725.00	\$0.00	\$725.00
Employee + Spouse	13	\$725.00	\$422.05	\$1,147.05
Employee + Child(ren)	24	\$725.00	\$329.38	\$1,054.38
Employee + Family	15	\$725.00	\$692.08	\$1,417.08
Buy-Up Plan				
	<u>Counts</u>	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Employee Only	27	\$725.00	\$68.20	\$793.20
Employee + Spouse	2	\$725.00	\$625.69	\$1,350.69
Employee + Child(ren)	2	\$725.00	\$549.75	\$1,274.75
Employee + Family	2	\$725.00	\$1,017.35	\$1,742.35

* Spouse rate reduced by \$25.00 per month
 Child(ren) rate reduced by \$50.00 per month
 Family rate reduced by \$75.00 per month

RECOMMENDED FUNDING RATES / DENTAL

<u>Coverage Tier</u>	<u>City of Nacogdoches</u>	<u>Employee</u>	<u>Total</u>
Employee Only	\$30.00	\$0.00	\$30.00
Employee + Spouse	\$30.00	\$30.97	\$60.97
Employee + Child(ren)	\$30.00	\$40.80	\$70.80
Employee + Family	\$30.00	\$82.02	\$112.02

ESTIMATED ANNUAL

	Current Plan	Proposed Plan
Estimated contributions from the City of Nacogdoches ¹	\$116,640	\$116,640
Estimated contributions from the employees ²	\$55,743	\$55,743
Estimated contributions from the City and employees	\$171,663	\$171,663
Estimated Fixed cost and projected claims 2022 / 2023	\$139,321	\$158,513

*Recommend no change to the funding rates

¹ Contributions from City based on 324 budgeted employees

² Contributions from employees based on current enrollments

³ Proposed Plan – Increase Orthodontia Maximum to \$2,500

DENTAL / PLAN DESIGN

	Current/ Proposed	Option
Deductible (Individual / Family)	\$50 / \$150	\$50 / \$150
Preventive Care	100%	100%
Basic Services	80%	80%
Major Services	50%	50%
Orthodontia	50%	50%
Max Benefit Per Person Annually	\$1,500	\$1,500
Orthodontia Lifetime Max Benefit Per Person	\$1,500	\$2,500
Benefit Waiting Period:		
Preventive	None	None
Basic	None	None
Major	None	None
Orthodontia	None	None

SUMMARY

	<u>Rate Adjustments</u>	<u>Comments</u>
Medical Insurance	0% for employees \$25 Monthly Reduction for Spouse Coverage \$50 Monthly Reduction for Child(ren) Coverage \$75 Monthly Reduction for Family Coverage	(1) No changes to plan design (2) Recommending \$50 surcharge per month for any employee that does not complete their wellness screening through Catapult of their PCP. (3) Recommending \$50 surcharge per month for any employee and/or spouse that uses any form of tobacco product and does not participate in the tobacco cessation program. Effective 10/1/2024, educate employees about tobacco. Effective 10/1/2025, implement surcharge to tobacco users. (4) Effective 10/1/2024, if any covered spouse is eligible for coverage through his/her employer, he/she is not eligible for the City's plan. Effective 10/1/2025, implement surcharge.
Dental Insurance	0%	Increase Orthodontia Lifetime Maximum from \$1,500 to \$2,500
Employer Paid Life Insurance	0%	No changes in plan design
Employer Paid Long Term Disability	0%	No changes to plan design
Voluntary Term Life Insurance	0%	No changes to plan design
Voluntary Vision	0%	No changes to plan design
Voluntary Short Term Disability	0%	No changes in plan design
Voluntary Accident, Critical Illness, Hospital Indemnity	0%	No changes in plan design



Questions?

Nacogdoches

the oldest town in Texas

2024-2025

Budget Workshop

Presented August 13, 2024

Todd Simoneaux, CPA

Interim Finance Director

Priorities and Challenges

- Improvements to COL/employee pay, benefits, morale and retention
- Recruitment of key positions critical to effective bond and non bond project implementation
- Recruitment and retention of Police and other First Responders
- Prudent and responsible focus on critical use of General Fund and Utility Fund capital projects
- Engage in continued efforts with Stephen F. Austin State University to address next several years of student growth and building plans
- Continue pursuit of primary jobs and commerce
- Address housing shortages in all categories with targeted incentivization

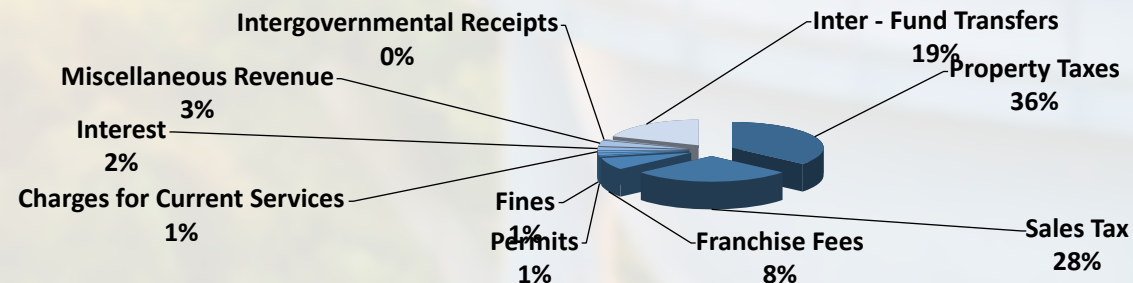
General Fund Revenues

Revenue Source	Actual Balance 2021 / 2022	Actual Balance 2022 / 2023	Estimated 2023 / 2024	Adopted Budget 2023 / 2024	Amended Budget 2023 / 2024	Adopted Budget 2024 / 2025
Property Taxes	\$ 10,160,814	\$ 10,942,118	\$ 10,513,000	\$ 10,856,312	\$ 10,856,312	\$ 11,246,701
Sales Tax	\$ 8,410,452	\$ 8,651,801	\$ 8,570,000	\$ 8,320,000	\$ 8,320,000	\$ 8,770,000
Franchise Fees	\$ 2,417,761	\$ 2,515,301	\$ 2,375,000	\$ 2,370,000	\$ 2,370,000	\$ 2,370,000
Permits	\$ 217,669	\$ 211,818	\$ 222,000	\$ 196,500	\$ 196,500	\$ 192,000
Fines	\$ 401,837	\$ 439,763	\$ 414,800	\$ 415,150	\$ 415,150	\$ 415,150
Charges for Current Services	\$ 372,941	\$ 398,991	\$ 366,800	\$ 368,360	\$ 368,360	\$ 368,360
Interest	\$ 145,752	\$ 596,892	\$ 620,000	\$ 271,900	\$ 271,900	\$ 620,000
Miscellaneous Revenue	\$ 1,144,756	\$ 1,144,175	\$ 1,003,378	\$ 1,117,002	\$ 1,117,002	\$ 1,067,002
Intergovernmental Receipts	\$ 1,019,784	\$ 1,480,251	\$ 780,500	\$ 58,000	\$ 58,000	\$ 143,000
Inter - Fund Transfers	\$ 5,846,925	\$ 6,333,280	\$ 5,987,307	\$ 5,987,307	\$ 5,987,307	\$ 6,309,709
Total General Fund Revenues	\$ 30,138,690	\$ 32,714,390	\$ 30,852,785	\$ 29,960,531	\$ 29,960,531	\$ 31,501,922

2024 / 2025

General Fund

Revenues



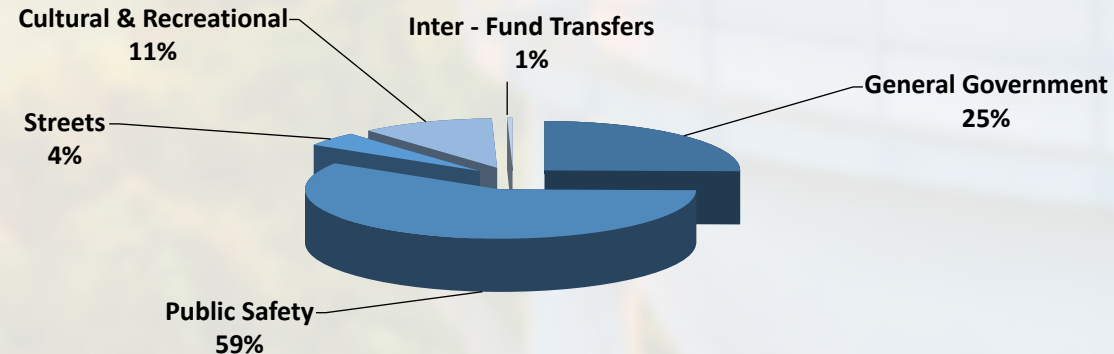
Property Tax Rate

	FY 23-24	FY 24-25
Net Taxable Value	\$ 2,347,313,668	\$ 2,432,975,935 *
Freeze Taxable Value	<u>\$ (273,384,328)</u>	<u>\$ (267,118,836)</u>
Adjusted Taxable Value	\$ 2,073,929,340	\$ 2,165,857,099
Total Tax Rate	\$ 0.47445	\$ 0.52877
M & O Rate	\$ 0.46342	\$ 0.47154
I & S Rate	\$ 0.01103	\$ 0.05723
ARB Protested Values	\$ 277,669,325	\$ 479,603,878
New Property Added	\$ 6,985,598	\$ 15,527,772
No New Revenue Rate (NNR)	\$ 0.47445	\$ 0.43803
Voter approval Rate (VAR)	\$ 0.50604	\$ 0.52877
* This value is not certified yet. To be certified, you must have at least 95% of the values uncontested.		
The amount of values under protest is about 20% of the total value.		

General Fund Expenditures

Expenditures	Actual Balance 2021 / 2022		Actual Balance 2022 / 2023		Estimated 2023 / 2024		Adopted Budget 2023 / 2024		Amended Budget 2023 / 2024		Adopted Budget 2024 / 2025	
General Government	\$	6,525,460	\$	6,520,083	\$	7,055,659	\$	6,822,543	\$	7,094,971	\$	7,698,690
Public Safety	\$	17,081,054	\$	17,082,226	\$	17,773,734	\$	17,847,441	\$	17,852,969	\$	18,047,886
Streets	\$	1,110,738	\$	1,169,283	\$	1,488,704	\$	1,475,089	\$	1,475,089	\$	1,440,745
Cultural & Recreational	\$	2,834,764	\$	3,262,602	\$	3,254,597	\$	3,493,308	\$	3,498,708	\$	3,390,223
Inter - Fund Transfers	\$	242,859	\$	376,149	\$	205,000	\$	192,000	\$	192,000	\$	130,000
Total Gen. Fund Operating Expenditures	\$	27,794,874	\$	28,410,343	\$	29,777,694	\$	29,830,381	\$	30,113,737	\$	30,707,544
Capital Improvements	\$	1,728,784	\$	3,055,117	\$	2,501,400	\$	1,968,100	\$	3,100,385	\$	3,540,880
Restricted Fund Expenditures	\$	63,988	\$	30,289	\$	65,680	\$	130,508	\$	130,508	\$	164,061
Total General Fund Expenditures	\$	29,587,646	\$	31,495,749	\$	32,344,774	\$	31,928,989	\$	33,344,630	\$	34,412,485

2024 / 2025
General Fund
Operating Expenditures



General Fund Summary

October 1, 2024 Est. Beginning Cash	\$ 15,561,080
2024 – 2025 Proposed Operating Revenue	\$ <u>31,421,772</u>
Total Available Funds	\$ 46,982,852
2024 – 2025 Proposed Operating Expenditures	\$ 30,707,544
2024 – 2025 Proposed Reserves Expenditures	\$ 3,540,880
September 30, 2025 Est. Ending Cash	\$ <u>12,734,428</u>
Total Allocated Funds	\$ 46,982,852
Operating Income	\$ 714,228
Ending Operating Cash Balance	\$ 5,057,542
(in Excess of Reserve Requirement)	

Debt Service Fund

Principal & Interest FY 23-24	\$226,518
Interest and Sinking Tax Rate	\$0.01103 / \$100
Principal & Interest FY 24-25	\$1,214,912
Interest and Sinking Tax Rate	\$0.05723 / \$100*
Increase in I&S Tax Rate	\$0.04620 / \$100*

For every penny that the tax rate is increased, a property owner will pay an additional \$10 per year for every \$100,000 of taxable property value

COLA History

Date	COLA Adjustment
January 2018	3%
June 2019	3%
2020	Salary Adjustment Based on Compensation Study
October 2021	1%
March 2022	Tiered Inflationary Bonus
FY 2023	Quarterly Tiered Retention Bonus
October 2023	1%

Table A: CPI Annual Inflation (in %)	
Year	Change
2019	2.3
2020	1.4
2021	7.0
2022	6.5
2023	3.4

Table A: <https://www.usinflationcalculator.com/inflation/consumer-price-index-and-annual-percent-changes-from-1913-to-2008/>

Data derived from a report by "US Inflation Calculator",
a CoinNews Media Group Company.

Report based on data from US Bureau of Labor Statistics

Items to Consider Included in Fund Summaries

Tiered Salary Increases

- 5% - Employees Earning Less than \$50,000
- 4% - Employees Earning more than \$50,000 but less than \$75,000
- 3% - Employees Earning More than \$75,000 excluding Department Directors
- 3% - All Police/Fire
- 2% - Department Directors
- 0% - Any Employee Who Received a 10% or more raise In Last 12 Months (does not apply to employees on a step plan)

Fund	Cost
General Fund (includes steps)	\$558,003
Utility Fund	\$112,161
Sanitation Fund	\$62,506
Airport FBO	\$7,544

Other Items to Consider Not Shown in Fund Summaries

New Employees

Position	Cost
Chief of Staff	Salary and Benefits Not to Exceed \$200,000
Animal Control Officer	Salary of \$50,232
Reclassify Administrative Captain to Division Chief	Increase in Salary of \$11,900
Recreation Assistant	Salary of \$44,124
Parks Laborer	Salary of \$43,533
Total Cost	\$349,789

Additional Holiday: Juneteenth
Total Cost: \$32,000

Additional Public Safety Wage Increases

1% Increase For Police = \$51,840
1% Increase for Fire = \$38,660

PERCENTAGE SEPARATIONS

FY 22-23

DEPT/DIV	# EMPS	# OF SEP	% SEP
AIRPORT	4	4	100%
CODE ENFORCEMENT	3	2	67%
FLEET	4	2	50%
HISTORIC SITES	7	7	100%
PD-OFFICERS	65	7	11%
PD-DISPATCH	18	3	17%
PD-CIVILIAN	12	1	8%

FY 23-THRU 8-2-24

DEPT/DIV	# EMPS	# OF SEP	% SEP
CUSTODIAL	6	2	33%
FINANCE	6	4	67%
IT	4	2	50%
LIBRARY	9	5	56%
PARKS	19	9	47%
PD-OFFICERS	65	13	20%
PD-DISPATCH*	18	6	33%
PD-CIVILIAN	12	0	0%
RECREATION	8	2	25%

*RECENT INCREASE HAPPENED 2-1-24

Police Salary Information

POLICE SALARY INFORMATION - GENERAL

	POPULATION	GF BUDGET	OFFICER		SARGEANT		LIEUTENANT		ASST CHIEF	
			MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
HUNTSVILLE	47,351	32,994,226	58,025	62,504	72,800	94,245	88,691	108,056	106,413	125,485
TEXARKANA	35,778	47,057,208	60,008	68,266	74,589	77,230	83,491	86,632	100,277	103,459
CONROE	103,405	122,344,814	64,920	89,874	91,767	103,305	107,417	117,414	142,595	166,321
LUFKIN	34,152	42,912,959	54,226	82,570	77,685	91,910	91,292	110,279		
SFA			32,000	50,000	37,500	60,500	41,000	69,800		
NCSO			45,918	56,418	57,916	59,916	60,558	62,058	69,267	74,000
NISD			52,000	69,210						
TYLER	109,286	88,791,595	68,671	93,689	98,900	104,685	111,137	111,137		
LONGVIEW	82,531	95,743,287	65,025	88,524	93,503	98,852	104,912	110,734		
AVERAGE			55,644	73,451	75,583	86,330	86,062	97,014	104,638	117,316
NACOGDOCHES	31,990	29,830,381	55,751	70,788	73,040	83,958	80,738	92,806	98,901	113,684
DIFFERENCE			0.19%	-3.76%	-3.48%	-2.83%	-6.59%	-4.53%	-5.80%	-3.20%

POLICE SALARY INFORMATION - CITIES

			OFFICER		SARGEANT		LIEUTENANT		ASST CHIEF	
	POPULATION	GF BUDGET	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
HUNTSVILLE	47,351	32,994,226	58,025	62,504	72,800	94,245	88,691	108,056	106,413	125,485
TEXARKANA	35,778	47,057,208	60,008	68,266	74,589	77,230	83,491	86,632	100,277	103,459
CONROE	103,405	122,344,814	64,920	89,874	91,767	103,305	107,417	117,414	142,595	166,321
LUFKIN	34,152	42,912,959	54,226	82,570	77,685	91,910	91,292	110,279		
LONGVIEW	82,531	95,743,287	65,025	88,524	93,503	98,852	104,912	110,734		
TYLER	109,286	88,791,595	68,671	93,689	98,900	104,685	111,137	111,137		
AVERAGE			61,813	80,905	84,874	95,038	97,823	107,375	116,428	131,755
NACOGDOCHES	31,990	29,830,381	55,751	70,788	73,040	83,958	80,738	92,806	98,901	113,684
DIFFERENCE			-10.87%	-14.29%	-16.20%	-13.20%	-21.16%	-15.70%	-17.72%	-15.90%

Police Salary – Near Peer Cities

POLICE SALARY INFORMATION - NEAR PEER CITIES										
			OFFICER		SARGEANT		LIEUTENANT		ASST CHIEF	
	POPULATION	GF BUDGET	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
HUNTSVILLE	47,351	32,994,226	58,025	62,504	72,800	94,245	88,691	108,056	106,413	125,485
TEXARKANA	35,778	47,057,208	60,008	68,266	74,589	77,230	83,491	86,632	100,277	103,459
LUFKIN	34,152	42,912,959	54,226	82,570	77,685	91,910	91,292	110,279		
AVERAGE			57,420	71,113	75,025	87,795	87,825	101,656	103,345	114,472
NACOGDOCHES	31,990	29,830,381	55,751	70,788	73,040	83,958	80,738	92,806	98,901	113,684
DIFFERENCE			-2.99%	-0.46%	-2.72%	-4.57%	-8.78%	-9.54%	-4.49%	-0.69%

Fire Salary Information

FIRE SALARY INFORMATION - GENERAL

	POPULATION	GF BUDGET	FIREFIGHTER		DRIVER/ENGINEER		CAPTAIN		BATT CHIEF		ASST CHIEF	
			MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
HUNTSVILLE	47,351	32,994,226	54,800	77,431			68,427	96,686			102,866	122,275
TEXARKANA	35,778	47,057,208	44,025	56,599	57,006	60,752	62,639	68,128	75,214	79,889	83,845	92,269
CONROE	103,405	122,344,814	64,920	82,598	85,075	91,133			100,247	106,353	142,584	166,322
LUFKIN	34,152	42,912,959	50,797	64,467			71,924	78,663	79,449	86,892		
TYLER	109,286	88,791,595	66,350	80,774	83,846	90,158	94,262	112,594	117,103	126,107	113,692	143,972
LONGVIEW	82,531	95,743,287	65,254	79,325	79,279	85,207	103,520	111,439	114,766	123,551		
AVERAGE			57,691	73,532	76,301	81,812	80,155	93,502	97,356	104,559	110,747	131,209
NACOGDOCHES	31,990	29,830,381	55,751	70,789	63,462	72,948	71,172	81,811	80,738	92,806	98,901	113,684
DIFFERENCE			-3.48%	-3.88%	-20.23%	-12.15%	-12.62%	-14.29%	-20.58%	-12.66%	-11.98%	-15.42%

Fire Salary – Near Peer Cities

FIRE SALARY INFORMATION - NEAR PEER CITIES

	POPULATION	GF BUDGET	FIREFIGHTER		DRIVER/ENGINEER		CAPTAIN		BATT CHIEF		ASST CHIEF	
			MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
HUNTSVILLE	47,351	32,994,226	54,800	77,431			68,427	96,686			102,866	122,275
TEXARKANA	35,778	47,057,208	44,025	56,599	57,006	60,752	62,639	68,128	75,214	79,889	83,845	92,269
LUFKIN	34,152	42,912,959	50,797	64,467			71,924	78,663	79,449	86,892		
AVERAGE			49,874	66,166	57,006	60,752	67,664	81,159	77,331	83,391	93,355	107,272
NACOGDOCHES	31,990	29,830,381	55,751	70,789	63,462	72,948	71,172	81,811	80,738	92,806	98,901	113,684
DIFFERENCE			10.54%	6.53%	10.17%	16.72%	4.93%	0.80%	4.22%	10.15%	5.61%	5.64%

Budget Calendar

Date	Event
August 13 th , 2024	Budget Workshop – Receive No-New-Revenue and Voter Approval Tax Rates
August 20 th , 2024	Budget Workshop – Vote for Proposed Tax Rate
September 10 th , 2024	1. Public Hearing for Proposed Budget 2. Take Action on Proposed Budget
September 17 th , 2024	1. Public Hearing for Proposed Tax Rate 2. Establish Property Tax Rate and Ratify Budget