

**MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF COMMISSIONERS FOR THE LAKEVIEW POLICE DEPARTMENT
OF THE CITIES OF TAYLOR LAKE VILLAGE AND EL LAGO, TEXAS
HELD ON JULY 20, 2020**

MEMBERS AND ALTERNATES PRESENT: Rob O'Donel, Patrick Delly, and Gene Easley

MEMBERS AND ALTERNATES ABSENT: Michael O'Brien, Jeff Corbin and Harvey Burns

MAYOR AND COUNCIL (EL LAGO/TAYLOR LAKE VILLAGE): Bob Davee (TLV), Darin Clark (El Lago) and Kris Kuehnel (El Lago)

LAKEVIEW POLICE DEPARTMENT EMPLOYEES: Chief Savage

VISITORS: None

1. CALL TO ORDER:

Chairman Rob O'Donel called the meeting to order at 7:10 p.m. with the above listed commission members present. Those in attendance said the Pledge of Allegiance to the United States of America.

2. BUDGET WORKSHOP:

Chairman O'Donel thanked everyone for their attendance again at the meeting and explained that the meeting was called to continue discussion of the personnel salaries for the next budget year. The Chief prepared a summary sheet for those in attendance. Chairman O'Donel asked everyone in the room their opinion on the listed options and what impact to the cities would be realized. Chris Kuehnel stated it was easier to examine the budget as a whole and then determine the acceptability. The consensus of the group was for the Commission to decide on the different options listed and then present the options to each city and let them decide which budget to accept for the following year.

Rob O'Donel motioned to present the budget with Option #2 that would adjust the pay grid by 1%. He stated he thought that Options #3 & #4 were not realistic for both cities but something needed to be done to attempt to close the gap. It was seconded by Patrick Delly with all in agreement. With the possibility that the increase might fail, the Chief stated the department should also prepare a budget with no increase to the grid.

Rob O'Donel motioned to present the budget with Option #1 along with Option #2 so that both Options could be presented to both cities.

3. AUTHORIZATIONS - DISCUSSION, CONSIDERATION AND POSSIBLE ACTION

Chairman O'Donel stated he would like the Chief to prepare a budget utilizes both options and present such to the Commission.

4. ADJOURNMENT:

Chairman O'Donel adjourned the meeting at 7:50 p.m.

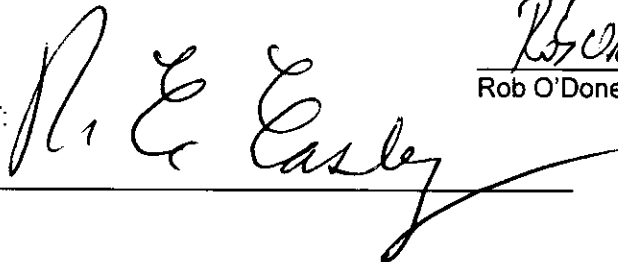
LAKEVIEW POLICE COMMISSION



Rob O'Donel, Chairman

ATTEST:

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BUDGET WORKSHOP SUMMARY

An extensive salary survey was performed of area police departments. Of interest was the information gathered on our close competitors of Nassau Bay and Kemah Police Departments.

	Beginning Salary	Top Salary
Police Officer		
Nassau Bay	43,000	70,200
Kemah	48,307	66,281
Lakeview	44,199	61,182
Sergeant		
Nassau Bay	47,154	86,486
Kemah	63,176	74,409
Lakeview	49,920	69,101

As in any year, there is a three percent adjustment for all employees each year as they go through their first ten years of service and then again at year fifteen. These individual adjustments will occur even if no overall adjustment is made to the grid itself. The following is the brief history of the grid:

FY 19-20	Chief's salary was adjusted
FY 18-19	Added the 15 th year of service to the grid
FY 17-18	No adjustment
FY 16-17	No adjustment
FY 15-16	Entire grid was adjusted

Salary Committee's Objectives

- Align LVPD salary structure with surrounding agencies to maintain seasoned and quality LVPD staff.
- Be proactive to prevent a future adjustment which would create a major budgetary increase.

Option 1

Approve the scheduled payroll step increases which will result in an increase of \$17,536 to the annual LVPD payroll budget or \$8,768 for each city. Re-align or shift \$5,000.00 from the Chief's salary to distribute to the Sergeants so that everyone gets an adjustment in salary this year.

Option 2

Approve a 1% increase to the entry level pay of each position which will result in an increase of \$25,122 to the annual LVPD payroll budget or \$12,561 for each city.

	Beginning Salary	Top Salary
Police Officer		
Nassau Bay	43,000	70,200
Kemah	48,307	66,281
Lakeview	44,640	61,792
Sergeant		
Nassau Bay	47,154	86,486
Kemah	63,176	74,409
Lakeview	50,419	69,792

Option 3

Approve a 2% increase to the entry level pay of each position which will result in an increase of \$32,718 to the annual LVPD payroll budget or \$16,359 for each city.

	Beginning Salary	Top Salary
Police Officer		
Nassau Bay	43,000	70,200
Kemah	48,307	66,281
Lakeview	45,082	62,404
Sergeant		
Nassau Bay	47,154	86,486
Kemah	63,176	74,409
Lakeview	50,918	70,482

Option 4

Approve a 3% increase to the entry level pay of each position which will result in an increase of \$40,313 to the annual LVPD payroll budget or \$20,156 for each city.

	Beginning Salary	Top Salary
Police Officer		
Nassau Bay	43,000	70,200
Kemah	48,307	66,281
Lakeview	45,524	63,016
Sergeant		
Nassau Bay	47,154	86,486
Kemah	63,176	74,409
Lakeview	51,417	71,173

Option 5

Approve a multi-year plan with a combination of percentage increases or change the percent adjustment at years 5 and 10 to a different percentage to accelerate the adjustment and expand the range.