

**SPECIAL MEETING & BUDGET WORKSHOP
CITY COUNCIL
CITY OF NASSAU BAY, TEXAS
JULY 1, 2020
5:00 PM
VIA TELECONFERENCE**

MEMBERS OF COUNCIL PRESENT: Mayor Mark Denman, Mayor Pro Tem Don Matter, Councilmembers Ashley Graves, John Mahon, Bob Wartens, and Matt Prior, and Councilmember- Elect Phil Johnson

MEMBERS OF COUNCIL ABSENT: None

OTHERS PRESENT: City Manager Jason Reynolds, City Secretary Sandra Ham, Assistant City Manager Mary Chambers, Finance Director Csilla Ludanyi, Police Chief Tim Cromie, Public Works Director Paul Lopez, Emergency Management Coordinator Dena Mahon, Fire Chief Tom George, Human Resources Manager Chani Honeycutt and Planning Commission Chairman Roscoe Lee

PRESIDING: Mayor Mark Denman

CALL TO ORDER AND ROLL CALL OF MEMBERS

Mayor Mark Denman called the meeting to order at 5:00 p.m. and announced a quorum of Council was present with all elected officials in attendance.

CITIZENS' REQUEST FOR HEARING BEFORE CITY COUNCIL

Mayor Mark Denman announced a Public Hearing for citizens to address Council regarding any issues or concerns.

The Public Hearing was opened at 5:01 p.m.

There being no one wishing to speak, the Public Hearing was immediately closed.

NEW BUSINESS

Resolution accepting all of Volume 1 and the City of Nassau Bay's portion of Volume 2 of the Harris County Multi-Hazard Mitigation Action Plan

City Manager Jason Reynolds indicated adoption of the resolution was required for Harris County to submit the plan for final FEMA approval. Federal grant funding, including funds for home elevations, is dependent on having an adopted mitigation plan in place.

The caption of the resolution reads as follows:

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NASSAU
BAY, TEXAS, AUTHORIZING THE ADOPTION OF THE HARRIS
COUNTY MULTI-HAZARD MITIGATION ACTION PLAN UPDATE.

(Said Resolution is of record in Resolution Book No. 19 of the City of Nassau Bay, Texas, being Resolution No. R2020-2200.)

It was moved by Councilmember Bob Warters, seconded by Councilmember Ashley Graves, to approve a resolution authorizing the adoption of the Harris County multi-hazard mitigation action plan update.

Motion passed 7 – 0.

BUDGET WORKSHOP

Presentation and discussion regarding the City Manager’s proposed budget for Fiscal Year 2021

City Manager Jason Reynolds began the workshop by providing an agenda overview for the Budget Workshop, which will include a discussion on the Council’s vision, priorities and current Council desires, key City projects, the Strategy Map, and department presentations. He continued by stating that he will ask for City Council’s feedback on flood mitigation, water and sewer infrastructure, financial stability, cost savings, tax rate, personnel, including organization, Police Department marketability, property decline and green spaces.

Mr. Reynolds continued by overviewing the FY21 draft Budget, the General Fund accounts for revenue of \$5,714,000 and expenses of \$6,523,000, of which \$818,000 are one-time expenses. As proposed, the draft Budget maintains 105 days of reserve.

The General Fund does not include flood backup pumps, which is funded through the EDC and TIRZ funding. Additionally, the water and sewer transmission lines are funded with a Texas Water Development Board bond, and are mentioned because of the human capital requirements, but the General Fund is not financing the project. Lastly, although there will be a discussion on the NASA Parkway palm trees, this item is currently paid for out of the EDC.

City Manager Reynolds presented the City’s Strategy Map, which he indicated begins with the City’s vision, which is enacted through the priorities of Council. He overviewed the business outcomes, specifically focusing on employee engagement, and the “Promote Learning and Growth” strategy. He presented the City’s organizational chart and emphasized that Nassau Bay is a full-service city with only 43 employees. Additionally, most employees are one-person departments.

City Manager Reynolds provided a budget breakdown of the Maintenance & Operations expenses of each department’s employees. After accounting for employees, \$1,622,830 remains in what can be addressed in cost-saving measures. Although there are some necessary items within that potential section of funding, such as the audit, legal fees, jail contract, and more, that cannot be removed. Therefore, Mr. Reynolds emphasized there was little excess from the budget that could be reduced without a staff reorganization.

Mr. Reynolds overviewed the initiatives underway in 2021, which include a 3% merit increases for FY21, targeted salary adjustments for specialized jobs, the Police Department, EMS and Public Works, and continued benchmarking to ensure Nassau Bay is competitive and aligns with sustainable practices. The City aims to provide salary and

benefits that align with most of the cities in the southeast region. Currently, Nassau Bay is at or below average on salary, and is average on benefits, including health insurance, vacation, sick leave, holidays, and TMRS.

Councilmember-Elect Phil Johnson inquired if the City benchmarks for salaries by comparing Nassau Bay to similar size cities, or the region. Mr. Reynolds responded by stating both methods are utilized, as the region is important in salary decisions, as employees would be more likely to leave Nassau Bay to a regional City, than to a City of a similar size.

City Manager Reynolds transitioned the discussion to the City's financial practices. The City maintains conservative practices, and practices long-term financial planning and capital infrastructure planning for sustainable budgeting. There is a policy for carrying low amounts of debt. Additionally, the Finance Department prepares a Comprehensive Annual Financial Report every year, receives clean audits, and exceeds GFOA Budget Award expectations. Mr. Reynolds provided a comparison of the FY21 Budget to the FY20 actual expenses. He indicated there was a \$30,000 decrease budgeted for Fiscal Year 2021 compared to Fiscal Year 2020 actuals, an overall 4.3% decrease.

He continued overviewing the FY21 Budget, noting the largest additions to the budget to be annual fire gear testing for \$15,000, new firefighter gear for \$9,000, uniform budget of \$5,000, and a dispatch contract for \$5,080. The CIP remains modest, with \$80,000 for a transfer to fleet, \$10,190 for axon body cameras, \$37,210 for EMS ambulance equipment, \$11,840 for the conference center, and a \$500,000 transfer from the General Fund to the Water / Sewer Fund. The Water / Sewer Fund transfer utilizes General Fund reserves, which Council had previously earmarked for the Southeast Water Purification Plant southeast transmission line.

Mr. Reynolds addressed the continued focus on the TMRS unfunded liability as the unfunded actuarial accrued liability funding is at 79.3%, just below the 80% benchmark for cities.

City Manager Reynolds moved forward with the "Manage the Business" strategy and noted there were several initiatives established. Initiatives include the Comprehensive Master Plan benchmarking, process improvements such as CIP project management, standard operating procedures, job audits, proactive replacements, and maintenance goals, performance management across departments, capitalizing on innovation, and growing the volunteer base to accomplish more with less. Benchmarking includes not just salaries, but also operational processes in the City.

Key projects for the City include the creation of a strategy to accomplish short- and long-term projects from the Comprehensive Master Plan, as well as a review and audit of IT security measures.

As the City drives to fulfill the "Serve Our Customers" strategy, Mr. Reynolds noted there are specific strategies, but Council's priorities are brought to fruition by the various departments. He ended his comments by stating that each department will discuss their key points, including budget additions and subtractions, and will be available for questions and open discussion by Council.

Finance Director Csilla Ludanyi provided an overview of the Finance Department, beginning with FY2021 long-term financial projections. The FY2020 beginning balance was 3.021 million. For FY2021 revenue, the City is not projecting similar revenue levels as FY2020, and will remain conservative until FY2022. Currently, projections show revenue larger than expenditures. Describing the reduction of revenue for FY21, she indicated this was due to conservative sales tax projections, and largely due to Hurricane Harvey funding ending.

The FY2021 one-time projects of approximately \$800,000 is being funded by General Fund reserves. Continued focus should be on the 90-day reserve policy, which could be approved as an amendment to the Charter in the November election. There are currently 105 days of reserves in this proposed budget. Ms. Ludanyi indicated that since 2012, the City has operated with a reserve, which has been utilized for one-time projects.

Mayor Pro Tem Don Matter inquired if the EMS Department ran operations on a loss, with Ms. Ludanyi indicating that the total revenue does not cover the total expenditures incurred. Revenue currently covers approximately 50% of the budget, which is more than most departments in the City. Mayor Pro Tem Matter requested the City perform further evaluation on market fees, with Ms. Ludanyi noting research was performed within the past two years. She indicated Medicaid dictated much of the revenue received, and how it is billed and collected. Mayor Pro Tem Matter and Councilmember Johnson requested additional information on self-payer insurance, private insurance, and Medicaid, and how the structure of these systems provide for revenue in the EMS Department.

Finance Director Ludanyi continued by providing a visual of the draft General Fund budget, which displayed how the City's resources are allocated based on Council's priorities. Currently the Police Department comprises 23% of the General Fund budget, with General & Administrative comprising 17% of the budget. Finance Director Ludanyi did emphasize that the General & Administrative department encompasses over \$300,000 of Capital Improvement Projects.

Ms. Ludanyi described the smaller General Fund CIP requests, with some of these requests not funded, but only accounted for as a request. Items included are 15 sets of annual gear tests for the Fire Department, 12 new sets of fire fighter gear, increase in the Police Department's uniform budget for new hires, and an increase in the Police Department's dispatch contract. Some items requested include a 100-foot ladder truck for the Fire Department, increase in the Police Department's salary after a recent salary survey, MDT upgrades for the Police Department, and a payrate increase for the EMS Department based on a market survey.

Ms. Ludanyi noted there were several assumptions made in the draft General Fund budget, which include a 3% increase for merit increase, each department being fully staffed (where previously there were salary savings from vacancies), a 5% increase in medical insurance, budgeted increases for Workers Compensation, and holding the TMRS rate steady at 16.21%, with additional payments to be made towards the unfunded liability. Mayor Pro Tem Matter inquired on the actual dollar amount of the medical insurance increase, with Ms. Ludanyi noting that the actual dollar amount varies based on which Fund the insurance is paid from. Overall, medical insurance costs the City approximately \$621,000 across all Funds, which includes the General Fund, Water & Sewer Fund, and others.

Finance Director Ludanyi continued by overviewing the General Administrative Department and indicated she would be specifically focusing on the Finance Department and Municipal Court. The Finance Department activities include the general ledger, accounts payable, accounts receivable, payroll, budget, investments, property insurance, fleet planning, audit, utility billing, purchasing, grant tracking and reconciliation, and financial reporting. Councilmember-Elect Phil Johnson inquired on the number of full-time employees for the Finance Department, with Ms. Ludanyi responding with four employees. She emphasized each individual is not completely funded by the General Fund, and all personnel salaries are divided amongst all of the Funds within the budget.

Mayor Denman inquired on the increase of workers compensation, which Ms. Ludanyi noting this to be specific to Fire Department cancer claims, although not internal claims, but system-wide claims. Fire Chief Tom George added that every year the City receives a grant for \$3,500, which is specifically for this expenditure. Ms. Ludanyi also added the Police Department incident in December 2019 also contributed to the increase.

Councilmember Bob Warters asked if the City was expecting an increase in non-payment of property taxes for the upcoming year, with non-payment due to COVID-19 related economic issues. Ms. Ludanyi indicated there are two predominant categories in Nassau Bay, homeowners which are retired, and others who owe a mortgage of their home. For those homeowners with a mortgage, most mortgage loans incorporate property taxes as part of the loan. If there is a default on the mortgage, the bank continues to pay the property taxes. Councilmember Ashley Graves confirmed, noting continued payment of property taxes helps with the foreclosure process, as the bank continues to own the property. For retired individuals, the economic impact of COVID-19 is not as severe. The collection rate of property taxes is normally at 99%, and it is possible that the collection rate could be at 95%.

Councilmember Graves inquired if the City was fully-staffed with Ms. Ludanyi noting there are positions to be filled, and have been budgeted. For FY20 there are 43 FTEs, and there is no change for FY21.

She continued by overviewing Municipal Court department, which provides for ticket processing, in-person court proceedings, revenue collections, and reporting to the state. She indicated that in FY2021 this position returns to supporting Building Department at 50%.

Mayor Denman questioned the increase in the Municipal Court department, and Ms. Ludanyi noted expenses are largely driven by the number of cases, which includes an increase in prosecutorial billing. City Manager Reynolds expanded by indicated the Court recently reduced to one docket per month, to help create efficiencies.

City Manager Reynolds introduced Public Works Director Paul Lopez to provide an overview of the Department's activities. Mr. Lopez noted the Department is very streamlined on the budget. One component includes a focus on preventative maintenance in order to reduce the need for funding in the Capital Improvement Project list. He continued with a visual of the Department's organizational chart, showing that the Department has three vacancies, and would be fully staffed at 16 employees. Councilmember Matt Prior voice confusion on the hierarchy of the department, as there was a couple of supervisors with only one or two direct reports. Mr. Reynolds emphasized that each supervisor is a working employee, not completely fulfilling a supervisory role.

Councilmember Klug understood, and added that organizations provide supervisory titles to assist in promotional aspects of the organization.

Councilmember Klug questioned Mr. Lopez on the staffing of the Department, and if he felt there were adequate staff for all the work performed. Mr. Lopez noted it was a “tight ship,” with some supervisory level employees helping to manage large projects being outsourced to contractors. There was continued discussion on the utilization of contractors, the contracted City engineer, and the lawn maintenance contracts. Mr. Reynolds noted in normal operations, contract account for approximately \$200,000 per year.

Mr. Lopez continued by providing an in-depth overview of each of the sub-departments of Public Works, including streets & drainage, water, waste water, parks, and animal control. In providing his overview, there was a brief discussion on trash collection on the weekend, temporary garbage cans in the park, drainage, and mosquito spraying.

Mayor Pro Tem Matter inquired on water loss ratios in the City, with Mr. Lopez noting that the City experiences 7% to 10% drainage water loss, which he believes to be exceptional considering approximately nine years ago the City experience loss ratios in the 40% range. Councilmember Graves inquired about water usage during the pandemic, and Mr. Lopez responded there was not any atypical or above average usage, which was unexpected. There was continued discussion on costs of chemicals for water treatment, sanitary breaks and smoke testing, excessive water usage, water intrusion, water capacity of the City, and water leakage.

Public Works Director Lopez provided a summary of the Parks Department, which is largely responsible for upkeep of the parks including benches, tree trimming, sprinkler systems, and mowing. Councilmember-Elect Johnson inquired on the increased costs of ground maintenance, with Mr. Lopez countering that the cost is comparably inexpensive, but landscaping contract costs continue to rise.

Mr. Lopez proceeded the discussion with the Departments accomplishments, including the David Braun Park pavilion rehabilitation, pickle ball court installation, storm water improvement project, FEMA street sealing project, response to 423 service requests, reflective red border installation at speed limit signs, to name a few. For FY21, Mr. Lopez summarized the Department’s performance measures, including the TWDB water/sewer line rehabilitation, water plant engineering study for future growth in the commercial district, monthly water valve exercise program, monthly fire hydrant flow testing and painting, wastewater plant sand filter rehabilitation, goal of 1,000 feet of monthly sewer line cleaning and jetting, goal of storm sewer line cleaning/jetting and televising between 500 to 1,000 feet, and continuation of the pothole program, to name a few measures. Ending the Department discussion, there was a brief discussion on bike lanes around the City.

Fire Chief Tom George began his presentation on the Nassau Bay Volunteer Fire Department and EMS Department. He provided an overview of the NBVFD organizational chart, which has 31 certified fire fighters and 17 certified medics. The EMS Department is comprised of 25 temporary part-time employees, with an average EMS experience of 21 years. Chief George provided a detailed list of all NBVFD and EMS apparatuses, including beginning service date and a description of utilization by the Departments. Chief George

also described the utilization of the Fire & EMS Station, which has been a positive addition for both Departments, as well as City staff.

Chief George overviewed the NBVFD responses, with 250 calls thus far for the Fiscal Year. The average number of personnel on each call is 7 members. The Department has seen a large increase in marine related calls. The EMS Department has responded to 596 calls so far this Fiscal Year, which includes service to Nassau Bay, El Lago and Taylor Lake.

Mr. George provided the FY20 highlights, which include over 9000 manhours completed, the creation of a solid Marine Division with 10 members and three in training, 200 man hours on the water, four personnel completing the Fire Academy, eight new members, and the implementation of the Apparatus Checklist Software. He indicated that COVID-19 response remains driving factor of the Departments. Mr. George highlighted that NBVFD members performance much of the maintenance on the apparatus and the facility, which overall provides significant cost savings for the Department.

For the EMS Department, COVID-19 also remained a main factor for the Department, including supplying EMS, Fire and the Police Department with protective gear, new protocols for training responders, providing digital thermometers to all facilities, monitoring employees, and performing anti-body testing for all City staff. In addition, the EMS Department implemented new patient reporting and billing software.

Mr. George provided an overview of the NBVFD budgets from FY2015 to FY 2019. He indicated apparatus maintenance costs are increasing, as well as facility costs, which is due to more activity and a greater need of supplies. Mayor Pro Tem Matter inquired if the increase in costs was due to the new Fire & EMS Station, with Mr. George responding that there are various factors that account for this increase.

Chief George provided a comparison of the NBVFD's budget to other regional and similar-sized cities. Mont Belvieu is the most similarly comparable city, but their budget is approximately \$500,000 more per year. For the Department's FY21 Budget, there are several increases to the base budget, which include an increase for apparatus maintenance of \$15,400, ten replacement sets of gear for an increase of \$9,000, and performance of gear testing as suggested by NFPA 1851.

For the Department's CIP request, Chief George requests consideration for purchase of a ladder truck. He indicated the NBVFD depends on mutual aid for ladder trucks, which can result in delayed response times. Additionally, the City has many structures the NBVFD can't reach, which is a result of the home elevation program. In the City, there are 132 structures three stories or above and 41 structures with roof heights above 25 feet.

The approximate cost of a ladder track is between \$1 million and \$1.5 million, with costs for purchasing rising every year. Councilmember Graves inquired whether an existing fire truck can be retrofitted to a ladder truck, with Mr. George responding that it was not possible. Council inquired on several aspects of the costs, purchase process, and needs of the Department.

Chief George described the EMS Department budget over the last three years. With COVID-19 precautions a main focus, there has been an increase in medical costs and supplies. Councilmember Graves inquired whether reimbursement from the patient was

possible to offset the cost of increase supplies, with Mr. Reynolds noting COVID-19 related calls were covered by most insurance carriers. For FY21, there were no proposed increases to base. The Department is requesting a salary survey to increase Paramedic pay, which is \$17.50 an hour. This rate is at least \$2 an hour below average, and the wage is causing retention issues with the Department. Mr. Reynolds indicated that \$23.93 is the average pay in the region. Providing a \$2 per hour increase would increase the budget at an amount of \$35,000.

Councilmember Bryce Klug requested a review of the fee structure to ensure losses within the Department are covered. Additionally, it was discussed to review the current contracts with the cities of El Lago and Taylor Lake Village. City Manager Reynolds emphasized it is a competitive process, and a large increase could drive those two cities in a neighboring EMS Department like Seabrook.

Fire Chief George provided a summary of the NBVFD and EMS Department goals. For the NBVFD, health and safety remain a goal, and the Department plans to pursue that with wellness testing, new gear, and gear testing. Additionally, Mr. George noted the Department plans to improve in-house training and reduce engine use. For the EMS Department, the goal is to review the dispatch matrix with NBVFD, which is a call matrix to ensure that the NBVFD does not get dispatched to non-necessary calls. Additionally, the Department hopes to increase community involvement with citizen CPR classes, first aid classes, and employee and NBVFD training.

Chief Tim Cromie provided an overview of the Nassau Bay Police Department, beginning with the Department's organizational chart, and indicating there are two vacant positions in the Department. He continued with an overview of the Department's divisions, which include administration, records, and patrol, criminal investigation, and marine operations.

Describing operations, he noted the main office department is housed in the Don C. Matter Municipal Building, with Department's communications and jail facilities contracted out to the Webster Police Department. Costs are projected to be over \$100,000 should the City perform its own dispatch and jail services. Mayor Pro Tem Matter recalled that staff have previously attempted to perform in-house dispatch services, and knew the costs outweighed the benefits. Chief Cromie confirmed, stating that dispatch services would require additional five personnel.

Chief Cromie continued with an overview of the Department's vehicles in service. He proceeded to provide January 2019 to December 2019 Department statistics, with the Department assigned 168 cases, and performing at a 13% clearing rate. Calls for service for the Department has increased 8%. He also provided an overview of the criminal investigation statistics and noted the Detective position became filled in January 2019. This added position minimized the workload on patrol officers and assisted in the management of evidence. Councilmember Klug inquired on the maximum amount of time there is only one officer on shift, with Chief Cromie noting that there is only one officer approximately 2 to 3 hours per 24 hours.

Chief Cromie indicated for the FY21 budget, his focus will be to maintain reduced crime rate and response times, maintain and improve investigative clearance rates, improve recruitment and Department marketability, provide competitive salary adjustments, improve customer service through progressive officer training, increase Marine Operations, and improve citizen insight through community programs. Chief Cromie stated

that currently, the salary adjustments for the Department are only proposed and not included in current budget proposal.

Chief Cromie also described the Department's CIP Proposal, which includes an upgrade of the MDT computers in the patrol units, five computers with a mounting system, a Windows 10 upgrade, and enhancements to the current computers / system purchased in 2015.

Councilmember Klug inquired on the cost addition to the budget for these salary adjustments and asked whether Chief Cromie believed this increase would assist in attracting and retaining quality officers. City Manager Reynolds indicated that current benchmarks place Nassau Bay Police Officer pay in the lower range in the region. This new pay plan would build in step plans. Rookies in competing cities begin with a starting salary of \$66,000, and Nassau Bay's proposal would provide a Rookie salary of \$53,000.

City Manager Reynolds continued the discussion, and requested for Council to provide considerations on how to pay for the increased police salaries, and inquired whether Council would like to consider funding with them new revenue sources, or cut services from the budget to allow for the increased Department funding.

Mayor Denman proposed a reduction in the unfunded actuarial liability (UAAL) payment that the City's voluntarily pays extra every year. Mr. Reynolds reminded council that salary increases would be an on-going cost and would require fundamental changes to the budget.

There was discussion regarding the salary adjustment as an incentive to attract new police officers. Chief Cromie indicated in April 2019, there were 92 officer applications. Of those 92 applications, noting not all were qualified, the Department only looked at 29 of those applications. For the next step in the process, only 10 applications indicated further interest.

Additional ideas on paying for the increase salary adjustments were discussed, including a tax rate increase, a charge for trash service, reduction of the UAAL payment, and a public safety fee added to the utility bill. City Manager Reynolds continued by asking for Council's preference on how to fund this adjustment. Mr. Reynolds noted that an increase in salaries will also increase the City's needed contribution to the TMRS system.

Councilmember Klug inquired on a decrease percentage for merit increase for all employees as a mechanism for additional funding. City Manager Reynolds noted the 3% merit increase for employees is approximately \$40,000, and reducing the merit increase does not answer the on-going needed funding for the Police Department, which is approximately \$150,000 to the budget.

Mayor Denman inquired on the revenue that could be provided if the City charged for trash services, with Mr. Reynolds indicating approximately \$230,000 per year. There was brief discussion on the charging for trash collection, as a tax rate increase would be tax deductible, and trash fees are not. Additionally, with the already increased water rates, a new trash fee may not be favorable to the citizens.

City Manager Reynolds emphasized that the raises for the Police Department does compress the other pay scales for other employees. Mr. Reynolds summarized that the

options to pay for the salary increases to be an increased tax rate or a reduction of services. Mayor Denman indicated perhaps a tax rate increase could be phased over two years. Councilmember Klug recommended waiting for property tax values and anticipates rising values could compensate the needed additional funding. Councilmember Klug also offered for Council to forgo their council stipend. Councilmember Klug also requested for the sales tax projections to be increased. City Manager Reynolds hesitated on increased projections, specifically with COVID. Councilmember Graves also asked about lowering the number of days for reserves, with Mr. Reynolds noting for FY2021 the budget will propose 90 days of reserves. Currently the reduction in number of reserve days is used to pay for CIP items.

Councilmember Graves requested more information on Houston Methodist Clear Lake Hospital's new medical office building, specifically inquiring whether Methodist would pay ad valorem taxes on the building. Mr. Reynolds was unsure but emphasized that Methodist was already one of the top ten taxpayers for the City.

There was a brief discussion on the City's health insurance plan, with Mayor Pro Tem Matter inquiring on the costs for employees. City Manager Reynolds indicated individual employees pay 5% of the total cost and pay 30% of the costs of their family. Councilmember Prior commented that the average costs paid by an employee is 20%. City Manager Reynolds countered by noting the City benchmarked based on the region, where Nassau Bay is average.

The workshop ended with a call to action to council to consider the various options for ensuring the Police Department salary adjustments were approved for the FY2021 budget. These options include a tax rate increase, reduction in services, and a possible trash collection fee.

ADJOURNMENT

There being no further business, the meeting adjourned at 8:36 p.m.

Minutes approved as submitted and/or amended this 12th day of October A.D. 2020.

CITY OF NASSAU BAY, TEXAS



Mark A. Denman
Mayor

ATTEST:



Sandra V. Ham
City Secretary