



June 17, 2008 Meeting Minutes

***Introduction & Opening:***

The June meeting was held at the Landa Golf course Clubhouse Grill. Barry Brittain opened the meeting by welcoming members and guests.

Member companies present were: Alamo Worksource, Cemex, CTTC, Coleman, Comal ISD, Detex, Fedex, Great American Products, Hawkins Personnel, NB Chamber, NB Herald-Zeitung, Objective Maintenance, Priority Personnel and Star Manufacturing.

Guests present were: Oscar Garcia & Annah Offtermatt from Global Highway, Inc., Judith Ingalls from the Dream-It Do-It campaign, Sandi Boyd from CTTC, Greg Marberry from CB Richard-Ellis and city manager Mike Morrison

***Officer Reports:***

Barry talked about the method of voting. We adopted email voting last year because not all voting members can attend all of the meetings. By email, all voting members have a voice in the issue. We have not been getting responses back on some of the votes from all member companies. The current voting member/contact list is as follows:

A-Lert	John Bagley
Ameridrives	John Malik
Cemex	Michael Gonzales
Checks In the Mail	Gary Lenard
Coleman	Barry Brittain
Detex	Jeane Oldham
Eh systems	Bill Stipanovich
Great American Products	Roger Tuttle
HVM	Michael Saldana
ITM	Klaus Weiswurm
Herald-Zeitung	Doug Toney
NB Smokehouse	Mike Dietert
Owens	James Hawkins
Precision Marine	Michael Sigman
Senior Flexonics	Dorian Shillingford
Star Mfg	Mike Lovay
Stay-Tuff	Bill Daugherty
Symons	Steve Wilson
TXI	Clifton Stapleton

If we are sending the vote request to the wrong person or if you are not getting the request, please let Paul know so he can correct the email list.

### ***Committee Reports:***

Scholarship: Jerry Negrete provided a brief description of the proposed changes to the scholarship guidelines. Basically the scholarships will be opened up to more than CTTC students and allow for NBMA member company family members to apply. The revised guidelines will be sent out for vote. There are three scholarship applications pending that depend on the guideline changes.

CTTC: Buddy reported on the success of the skills test and invited members to come to CTTC to see the winning device.

### ***Featured Program:***

Mike Morrison, New Braunfels City Manager, talked about changes occurring in the city. The population of New Braunfels is currently 54,000 people. It is expected to reach 100,000 in the next 15 years. The city must change how they do business because of the growth. The city is currently working on centralizing purchasing and budgets and implementing accounting of all resources. The current budget can be viewed on the city's website. The city has implemented a certified human resources function and management. This will protect the city and taxpayers on human resource issues. With over 400 employees, the city needed to have a formal HR program.

As the city grows, there is more delegation of duties required. A renewed emphasis on recruiting and maintaining the best employees is needed. A compensation study has been done by evaluating 18 comparable cities to bring city positions into current market wages. A rational compensation plan has been implemented including merit increases. The city is focusing on improving customer service by providing tolls to allow good service, training on fundamentals and training to meet expectations. A reserve fund was established to replace or refurbish equipment to continue to provide service.

The city council has a number of priorities for city management:

- 1) Infrastructure
  - a. Drainage
    - i. Ordinances are being modified to meet drainage requirements
    - ii. Some projects nearly complete and others are out for bid
    - iii. \$1 million has been put in the budget for localized drainage issues
    - iv. Working on maintenance and improvement of current drainage systems
  - b. roads
    - i. catch-up on road maintenance
    - ii. change way projects are bid & awarded so they are timely and correct
- 2) City facilities

- a. The city facilities are dilapidated and insufficient (except for the library). The city is out of space and is evaluating on how to improve facilities and gain more room
- 3) Public Safety
    - a. Added 14 offices
    - b. Fire Station #6 will be complete in a month
    - c. NBISD has property available to the city for another fire station
    - d. Each fire station needs 19-21 people to be hired.
    - e. Working with the county to contract services for outlying areas for public safety and fire service
    - f. Possible 3 more fire stations based on growth will be required
  - 4) Transportation System:
    - a. Outer loop planning
    - b. Revise thoroughfare plan
    - c. Meeting with TXDOT to create own metropolitan transportation group which would start in 2010 and take control of road project decisions and funding.
  - 5) Quality of Life
    - a. New parks and refurbish current parks
    - b. Meet social needs for at risk kids and families. Working with United Way on this issue
    - c. Needs assessment to positively impact at risk and underprivileged individuals.

Mike closed his presentation and opened the floor for questions.

***Next Meeting:***

The next meeting will be held on July 15, 2008, 11:45 am at CTTC. Judy Ingalls will be the guest speaker about the Dream-It Do-It campaign.

Respectfully submitted:

Paul Webber

NBMA Secretary/Treasurer 2008