



**BUDGET HEARING**  
**City of Anthony Board of Trustees**  
**Conference Call**  
**Friday June 18, 2021**  
**5:00 P.M**  
**MINUTES**

You can join meeting using your phone by dialing.

United States: +1 (646) 749-3335

Access Code: 566-513-997

1. **CALL TO ORDER** by Mayor Diana M. Trujillo – *at 5:05 PM*
2. **PLEDGE OF ALLEGIANCE** led by City Manager- Oscar Dominguez
3. **ROLL CALL** Present:

MPT Fernie Herrera	YES	NO – <i>joined at 5:23 P.M</i>
Trustee Gloria Gameros	YES	NO
Trustee Elva Flores	YES	NO
Trustee Javier Silva	YES	NO
Mayor Diana M. Trujillo	YES	NO

Quorum Established                      YES      NO – *Discussion only*

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*Traduccion del ingles al español y del español al ingles esta disponible a petición.*

4. **CONFLICT OF INTEREST**

- *Mayor Trujillo: If anyone has any conflict of interest on the items presented on this agenda, please recuse yourself from voting.*

5. **APPROVAL OF AGENDA ORDER – No voting quorum**

6. **ITEMS FROM THE FLOOR – PUBLIC COMMENTS - None**

7. **DISCUSSION**

- a) Discussion of the cost for AXON body cameras for the Police Department, \$30,397.88 FY 21/22 **GL:** 101-05-62400. **Presented by Chief of Police & IT Manager**
  - *Chief of Police: Staff is trying to get an upgraded system with Axon body cameras. The quote was obtained by IT Manager and he is aware of how the system works.*
    - *Updated camera system is needed because current camera system is outdated; Officers are having issues with the light and longevity of the batteries.*
    - *Municipal League does offer to pay for only the hardware part of the body cameras.*
    - *Total cost is \$97,102.64 for a 5-year period The first year the City would pay \$30,397.88, 2<sup>nd</sup> to 5<sup>th</sup> years would be approximately \$16,676.19 annually. This was the most reasonable quote with everything that it came with. Software has the ability to upload our videos directly to the cloud and share videos via a link verses sending staff to DA's office with a CD. It's a lot more efficient to use.*
    - *Municipal league would compensate us \$11,000- \$12,000 for the equipment (for actual hardware only). They do not pay for the licensing or software.*
    - *LEPF grant is expected to rise to \$45,000 this coming fiscal year with an additional \$1,000 per officer. Given how significant Senate Bill 8 is, it's really important for us to have reliable body cameras.*
    - *Trustee Gameros: I think it's a great idea. We need to update our technology, I'm on board with this.*
    - *Mayor Trujillo: I agree with Trustee Gameros: We need to update all this equipment.*

- **Trustee Silva:** *I'd also like to commend Chief for staying on top of that and for looking out for the well-being of her department. As always, we appreciate the effort that you continue to give us and put into your department, Chief.*
- **Chief of Police** – *This will protect the law enforcement officers as well as protect the City from liability.*

b) Fiscal Year 2021-2022 Preliminary Budget Discussion. **Presented by Finance Officer.**

- ❖ **City Manager:** *The next iteration of the budget includes some increases in the projected expenses for Neighborhood Services and IT and our financial officer will have more details in a bit.*
  - *The operating budget is now at about a \$112,000 deficit, which still includes \$100,000 to maintain Dos Lagos, which is really more of a project than a department.*
  - *There was some communication today from the Municipal League and from DFA around the process of accepting the American Rescue Plan Act funds, for which the City of Anthony will be awarded about \$2.1 million dollars. Staff will be adding that fund to the budget for the next three years. Those awards immediately stop becoming federal funds and become city funds when they hit our bank account and a tentative plan is to use it for match. Staff requests a workshop for the board to assist with the programming of those funds for the next three years.*
- ❖ **Finance Officer:** *Next revision, which on the last column on the page. Changes are as follows:*
  - *03-61110: Increased from \$1,200 to \$3,400.00*
  - *03-62401: \$3,000 moved to CES GL: 300*
  - *03-63400: Did not have funds; Added \$200 for uniform.*
  - *03-70900: Increased from \$1,500 to \$5,500.00*
  - *05-62400: Increased from \$30,400 to \$37,100.00*
  - *03-70900: Had \$1,500; Reduced to \$900.00*
  - *11-60102: Added \$900.00 to conference registrations*
  - *11-60110: Added \$400.00 to per diem & travel*
  - *11-91200: Added \$12,425.00 to be used for animal kennel shade development*
  - *14-72100: Department deficit of \$10,000.00 was removed*
  - *15-63000: Increased from \$62,000.00 to \$93,900.00 for IT software*
  - *16-71300: Increased from \$4,680.00 to \$10,580.00*
  - *16-91200: Added \$2,000.00 for equipment & machine*
- ❖ **Trustee Gameros:** *Thank you, Hiram, Finance Officer for making this one of the best ever budget that City has ever gone through. I really do appreciate it. You did not have issues presenting and getting things fixed. I love that you are accountable for mistakes and you fix them. So, I really appreciate it. It's refreshing.*
  - *Request review of payroll budget; I have some suggestions to put out there to the board. I am fine with the 3.5% pay rate increase for all employees.*
  - *There are certain individuals that I think need to get a higher pay rate and I'm requesting a 6% and only because these people were working throughout the year 2020, they were present, they were getting the job done. The way we as trustees see it, as we see, the reports coming in, we see the work getting done, paperwork coming to us when we're asking for it and the research done by some employees. These are the individuals that I feel should get a 6% rate, so that way, it makes the other employees look at that and see the need to work a little harder to be recognized and have a bigger increase.*
  - *Individuals for 6% would be, City Clerk, Finance Officer, IT Manager, Chief of Police. Those are the individuals that I noticed their work. The other Trustee can suggest others.*
  - **MPT Herrera:** *One more person who deserves the 6% raise, who has good quality of work, took a tough job, has been doing multiple positions as codes, animal control and P&Z work. I recommend Eddie Salazar for 6% raise, because he has been doing a lot of work.*
  - **Trustee Gameros:** *Thank you for catching that, I actually bypassed some of my notes. He's on my notes, so I thank you for that.*

- **MPT Herrera:** Minimum wage is going up, plus the raises; Will this budget be able to cover that or will we be on a deficit?
- **Finance Officer:** I'm already projecting the minimum wage for all on this edition.
- **Trustee Gameros:** Next suggestion that I have is that the deputy clerk start at \$12.00/ hour. I was looking at the wages that they have out there and we're looking at about \$12 to \$12.50, to start.
  - o Information Technology assistant to be competitive with Gadsden IDS, start at \$12.76/ hr.
  - o MVD has not really been there fully. We have two open positions right now. Suggested to remove 2 positions and work with what we have.
  - o Police records clerk, I understand why they're wanting that rate. Fiscal year 2018-2019, it had come up again, requested raise for the police records clerk due to the fact that she was doing evidence. We took that into consideration when revising the pay scale with the statistics from Bureau of Labor Statistics where we averaged those two positions (evidence / police clerk) and got \$12.00/hr. We moved from \$10.00 to \$12.00; That change was already made. Suggest placing police records evidence at 3.5% raise. Instead of the requested 25% raise.
  - o Police Chief needs a detective. I think we should go ahead and fund the detective position. Suggested deleting the lieutenant. I really know she wants it, but I feel that Chief has two sergeants' in supervisory positions who can do the work of a lieutenant. Chief can start by placing duties of a lieutenant with the 2 sergeants.
- ❖ **Trustee Silva:** Suggested to leave one MVD position funded just in case; In case we get to the point where we really need somebody, then those funds are available.
  - **Trustee Gameros:** I'm okay with that. Requested City Manager to review public works job descriptions to separate building mechanic, groundskeeper or motor vehicle mechanic helper with their levels.
  - **Trustee Silva:** What are we using to determine maintenance level 3? Is there a certification that they're getting?
  - **Trustee Silva:** I agree with the fact that some people, even though they were at home, they stepped outside of their boundaries to keep doing what they needed to do to provide what the City needed. Suggested 4.5% raise for Public Works.
  - **Trustee Gameros:** I understand what you're saying trustee; Public works was part-time majority of the time. They were working outdoors. If they couldn't work indoors. Yet we still had a lot of people complaining about weeds and potholes. I think it's a 3.5% is okay.
  - **Trustee Silva:** It wasn't at their discretion to work part-time. It was their higher-ups. Even 4% to show them that, we appreciate it. Not that the rest of the work that everybody has done is not appreciated. Another group that went above and beyond were the police officers who were also shorthanded. Suggested 4.5% raise.
  - **Mayor Trujillo:** If we're going to pick and choose, it is sad and lowers the morale some of the individuals that have really worked. The city manager does the daily operations. He sees what is going on at the City. He knows what the employee's limitations were due to pandemic. There was limitations for everyone. To be fair to everyone, whatever happened with whoever did what they did wrong, they're no longer here. Morale is going to go down for some of these employees that they see that certain people get a higher percentage increase.
  - **Trustee Silva:** That makes perfect sense, Mayor, but that's why for starters, there's that there's a 3.5% increase for everybody. We're not leaving anybody out, but in past history and in jobs that I worked, those increases didn't come as equality to everybody. It came based on performance. Trustee Flores requested a 3.5% increase for everybody. Police officers & their duty, is completely different. No job is more important than the other, but in essence, officers walk out there not know if they are going to come back. During COVID-19 police officers were still on duty. At the end of the day, we also can see those other individuals that are out there, putting that extra foot forward.
  - **MPT Herrera:** I just want to make sure we have enough money.
  - **Finance officer:** When we started the conversation, it was mentioned we will be granted \$2.1M from the federal government and we have to spend it in the next three years. We have close to \$3 million in our

account, out of which, a little bit over a quarter million dollars is reserve for the next fiscal year; The reserves required by the State.

- **City Manager:** We also had two years of surpluses, so we're carrying that forward as well. It was really only a few weeks that public works was working part time at the beginning of the pandemic. Mostly because, PW was not necessarily considered essential. I'd have to go back and look at the exact dates.
- **Trustee Gameros:** Suggested public works part time position to be made full time. Also suggest that everyone with under a year of employment get their increase starting their anniversary.

## 8. CONSIDERATION AND ACTION

- a. Consideration and action to accept Memorandum of Agreement between Dona Ana county sheriff's office and the city of Anthony police department for increased border security and protection under operation Stone Garden for \$42,156.00 FY 21/22 **GL: 242. Presented by Chief of Police**
- **Chief of police:** I'm going to respectfully request that this item be postponed. I do need to revisit this matter with city manager to share some new information.

**Motion to post pone item.**

1<sup>st</sup> Motion: Trustee Silva 2<sup>nd</sup> Motion: Trustee Gameros

### Roll Call:

MPT Fernie Herrera YES NO  
Trustee Gloria Gameros YES NO 3 to 0 votes, Motion passed.  
~~Trustee Elva Flores YES NO Absent~~  
Trustee Javier Silva YES NO  
~~Mayor Diana M. Trujillo YES NO~~

## 9. ADJOURNMENT

1<sup>st</sup> Motion: Trustee Silva 2<sup>nd</sup> Motion: Trustee Gameros

### Roll Call:

MPT Fernie Herrera YES NO  
Trustee Gloria Gameros YES NO - 3 to 0 votes, Motion passed.  
~~Trustee Elva Flores YES NO Absent~~  
Trustee Javier Silva YES NO  
~~Mayor Diana M. Trujillo YES NO~~

**Mayor Trujillo:** Meeting is adjourned at 6:07 PM



  
Diana Murillo-Trujillo, Mayor

{SEAL}

ATTEST:



Esther Motongo, City Clerk