

**NOTICE OF CITY COUNCIL REGULAR MEETING  
CITY OF SOUTH PADRE ISLAND**

**WEDNESDAY, MAY 4, 2022**

5:30 PM AT THE MUNICIPAL BUILDING,  
CITY COUNCIL CHAMBERS, 2ND FLOOR  
4601 PADRE BOULEVARD, SOUTH PADRE ISLAND, TEXAS

1. Call to order

2. Pledge of Allegiance and Texas Pledge

3. Public Comments and Announcements:

*This is an opportunity for citizens to speak to Council relating to agenda or non-agenda items. Speakers are required to address Council at the podium and give their name before addressing their concerns. [Note: State law will not permit the City Council to discuss, debate or consider items that are not on the agenda. Citizen comments may be referred to City Staff or may be placed on the agenda of a future City Council meeting]*

4. Presentations and Proclamations:

4.1. Proclamation: National Travel and Tourism Week is May 1-7, 2022. (Moore)

4.2. Police K9 "Breta's" retirement announcement. (O'Carroll)

5. Approve Consent Agenda:

5.1. Approve Quarterly Investment Report for the quarter ending March 31, 2022 as prepared by Valley View Consulting L.L.C. (Gimenez)

5.2. Approve invoices for payment. (Gimenez)

5.3. Approve budget enhancement for \$6,329.18 from 01-48045 Insurance Proceeds for PD-163 repairs. (Garza)

5.4. Approve budget amendment to transfer \$3,348.17 for the purchase of tablets (including service) for the PW department. (V. Martinez)

5.5. Approve budget amendments in the amount of \$68,800.00 for all departments relating to the fuel and lubrications expenditures during the 2021/2022 fiscal year. (Sanchez)

5.6. Approve the minutes from the April 20, 2022 Regular City Council Meeting. (Soto)

6. Regular Agenda

6.1. Discussion and possible action regarding vehicle and trailer parking along Gulf Boulevard. (Shoreline Task Force)

6.2. Discussion and possible action to erect a sign at Turtle Park that prohibits the use of grills on City Park property. (Schwartz)

- 6.3. Discussion and possible action to erect a Golf Carts Prohibited sign on the east side of the Queen Isabella Memorial Bridge heading west. (Schwartz)
- 6.4. Discussion and action regarding compliance with the Short-Term Rental Ordinance and the Noise Ordinance. (McNulty, Ricco)
- 6.5. Discussion and possible action to appoint a member to a vacancy created by resignations to the following: (McNulty)
  - a. Special Events Committee
- 6.6. Discussion and possible action to change order #1 for Laguna Boulevard Street and Drainage Improvements. (Sanchez)
- 6.7. Presentation and discussion of the Evergreen Solutions LLC Compensation Study and Plan final report. (Ricco)
- 6.8. Discussion and possible action to select an option and date for implementation of the compensation plan recommended by Evergreen Solutions LLC and related budget adjustment. (Ricco)
- 6.9. Discussion and possible action to reschedule the June 15, 2022 Regular City Council Meeting to a Special City Council Meeting on Wednesday, June 22, 2022, due to information gathering of tourism. (McNulty)
- 6.10. Discussion and action to extend the City's Declaration of a Local State of Disaster due COVID-19 Virus Epidemic to 11:59 p.m. on Monday, June 6, 2022 (McNulty)

7. Adjourn.

WE RESERVE THE RIGHT TO GO INTO EXECUTIVE SESSION REGARDING ANY OF THE ITEMS POSTED ON THIS AGENDA, PURSUANT TO SECTIONS 551.071, CONSULTATION WITH ATTORNEY; 551.072, DELIBERATIONS ABOUT REAL PROPERTY; 551.073, DELIBERATIONS ABOUT GIFTS & DONATIONS; 551.074, PERSONNEL MATTERS; 551.076, DELIBERATIONS ABOUT SECURITY DEVICES; AND/OR 551.087, DISCUSS (1) COMMERCIAL OR FINANCIAL INFORMATION RECEIVED FROM A BUSINESS PROSPECT WITH WHICH THE CITY IS CONDUCTING NEGOTIATIONS, OR (2) FINANCIAL OR OTHER INCENTIVES TO THE BUSINESS PROJECT.

DATED THIS THE 29<sup>TH</sup> DAY OF APRIL 2022



Marta Martinez, Assistant City Secretary

I, THE UNDERSIGNED AUTHORITY, DO HEREBY CERTIFY THAT THE ABOVE NOTICE OF MEETING OF THE CITY COUNCIL OF THE CITY OF SOUTH PADRE ISLAND, TEXAS IS A TRUE AND CORRECT COPY OF SAID NOTICE AND THAT I POSTED A TRUE AND CORRECT COPY OF SAID NOTICE ON THE BULLETIN BOARD AT CITY HALL MUNICIPAL BUILDING ON **FRIDAY, APRIL 29, 2022**, AT/OR BEFORE 5:30 PM AND REMAINED SO POSTED CONTINUOUSLY FOR AT LEAST 72 HOURS PRECEDING THE SCHEDULED TIME OF SAID MEETING.




Marta Martinez, Assistant City Secretary

THIS FACILITY IS WHEELCHAIR ACCESSIBLE, AND ACCESSIBLE PARKING SPACES ARE AVAILABLE. REQUESTS FOR ACCOMMODATIONS OR INTERPRETIVE SERVICES MUST BE MADE 48 HOURS PRIOR TO THIS MEETING. PLEASE CONTACT BUILDING OFFICIAL, GEORGE MARTINEZ AT (956)761-8103.

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Linette Hernandez, Management Assistant

**DEPARTMENT:** Convention and Visitors Bureau

**ITEM**

Proclamation: National Travel and Tourism Week is May 1-7, 2022. (Moore)

**ITEM BACKGROUND**

N/A

**BUDGET/FINANCIAL SUMMARY**

N/A

**COMPREHENSIVE PLAN GOAL**

N/A

**LEGAL REVIEW**

Sent to Legal: No

Approved by Legal: No

**RECOMMENDATIONS/COMMENTS:**



## South Padre Island Celebrates “The Future of Travel”

*National Travel and Tourism Week 2022 (May 1-7)*

### PROCLAMATION

**WHEREAS** the Future of Travel will be a consistent driver of **The City of South Padre Island, Texas** economy and workforce.

**WHEREAS** a robust travel industry provides significant economic benefits for the nation, generating more than \$2.6 trillion in economic output prior to the pandemic, with \$1.2 trillion spent directly by travelers in the U.S.

**WHEREAS** travel has been the foundation of a healthy workforce, serving as one of the largest private-sector employers in the U.S., supporting 17 million jobs in prior to the pandemic.

**WHEREAS** spending by travelers has aided state and local governments alike, generating \$90 billion in state and local tax revenue prior to the pandemic to support essential services and programs.

**WHEREAS** promoting America as a premier destination for global travelers is more important than ever as we recover from steep losses. The future of travel is connecting the U.S. with the global community and safely and securely welcoming back international travelers to every community in the country, including **South Padre Island, Texas**.

**WHEREAS** the travel industry cannot recover without the full return of in-person meetings and events, by both domestic and international visitors.

**WHEREAS** the rebound of travel will drive the rebuilding of the U.S. economy and American workforce since, prior to the pandemic, 60% of leisure and hospitality employment was small business.

**WHEREAS** the Future of Travel will prioritize diversity, equity and inclusion initiatives, powering a future that values all cultures, embraces new perspectives and reflects the faces and ideas of the full American society.

**WHEREAS** the Future of Travel will foster a faster recovery, create a more sustainable, seamless and secure traveler experience and rebuild **South Padre Island, Texas** workforce, driving us toward a more prosperous future. Therefore, I, Patrick McNulty do hereby proclaim May 1-7, 2022 as National Travel and Tourism Week in **The City South Padre Island, Texas**, and urge the citizens of **South Padre Island, Texas** to join me in recognizing the critical role this industry plays in **South Padre Island, Texas**.

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Claudine O'Carroll, Police Chief

**DEPARTMENT:** Police Department

**ITEM**

Police K9 "Breta's" retirement announcement. (O'Carroll)

**ITEM BACKGROUND**

Police K9 Breta has been part of the City of South Padre Island Police Dept. since 2016. She was first partner with Officer Albert Pelayo and later in 2020 with Officer Lisa Sanchez.

**BUDGET/FINANCIAL SUMMARY**

n/a

**COMPREHENSIVE PLAN GOAL**

n/a

**LEGAL REVIEW**

Sent to Legal: No

Approved by Legal: No

**RECOMMENDATIONS/COMMENTS:**

Presentation of Police K9 "Breta's" Retirement.

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Rodrigo Gimenez, CFO

**DEPARTMENT:** Finance Department

**ITEM**

Approve Quarterly Investment Report for the quarter ending March 31, 2022 as prepared by Valley View Consulting L.L.C. (Gimenez)

**ITEM BACKGROUND**

Quarterly Investment Report ending 3/31/2022 prepared by Valley View Consulting in accordance with PFIA Act.

**BUDGET/FINANCIAL SUMMARY**

N/A

**COMPREHENSIVE PLAN GOAL**

N/A

**LEGAL REVIEW**

Sent to Legal: No

Approved by Legal: No

**RECOMMENDATIONS/COMMENTS:**

Approve



## QUARTERLY INVESTMENT REPORT

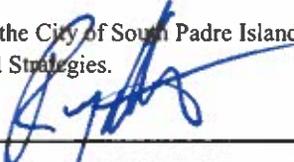
For the Quarter Ended

March 31, 2022

Prepared by

Valley View Consulting, L.L.C.

The investment portfolio of the City of South Padre Island is in compliance with the Public Funds Investment Act and the City's Investment Policy and Strategies.

  
\_\_\_\_\_  
City Manager

  
\_\_\_\_\_  
Chief Financial Officer

**Disclaimer:** These reports were compiled using information provided by the City. No procedures were performed to test the accuracy or completeness of this information. The market values included in these reports were obtained by Valley View Consulting, L.L.C. from sources believed to be accurate and represent proprietary valuation. Due to market fluctuations these levels are not necessarily reflective of current liquidation values. Yield calculations are not determined using standard performance formulas, are not representative of total return yields, and do not account for investment advisor fees.

**Summary**

**Quarter End Results by Investment Category:**

Asset Type	December 31, 2021		March 31, 2022		
	Book Value	Market Value	Book Value	Market Value	Ave. Yield
DDA/MMA	\$ 41,500,784	\$ 41,500,784	\$ 38,793,187	\$ 38,793,187	0.06%
Pools	152,595	152,595	152,620	152,620	0.14%
CDs/Securities	15,679,744	15,679,744	15,682,141	15,682,141	0.36%
<b>Totals</b>	<b>\$ 57,333,123</b>	<b>\$ 57,333,123</b>	<b>\$ 54,627,947</b>	<b>\$ 54,627,947</b>	<b>0.15%</b>

<u>Current Quarter Average Yield (1)</u>	
Total Portfolio	0.15%
Rolling Three Month Treasury	0.31%
Rolling Six Month Treasury	0.36%
TexPool	0.15%

<u>Fiscal Year-to-Date Average Yield (2)</u>	
Total Portfolio	0.13%
Rolling Three Month Treasury	0.18%
Rolling Six Month Treasury	0.22%
TexPool	0.10%

<u>Interest Earnings (Approximate)</u>	
This Quarter	\$ 14,929
Fiscal Year to Date	\$ 31,225

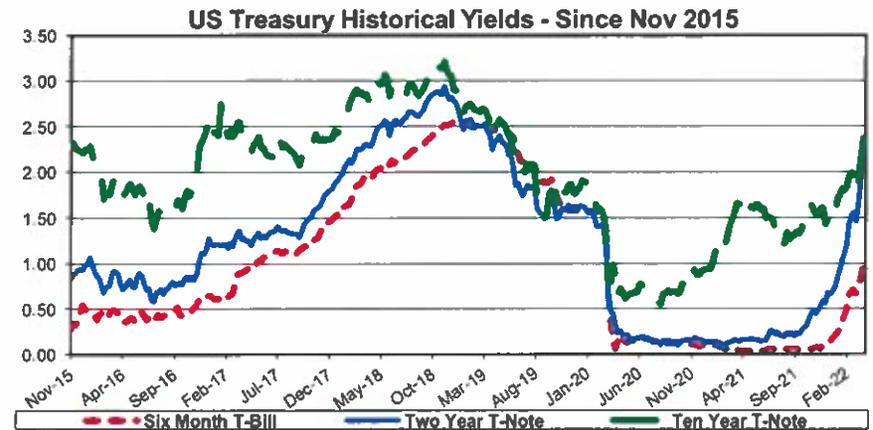
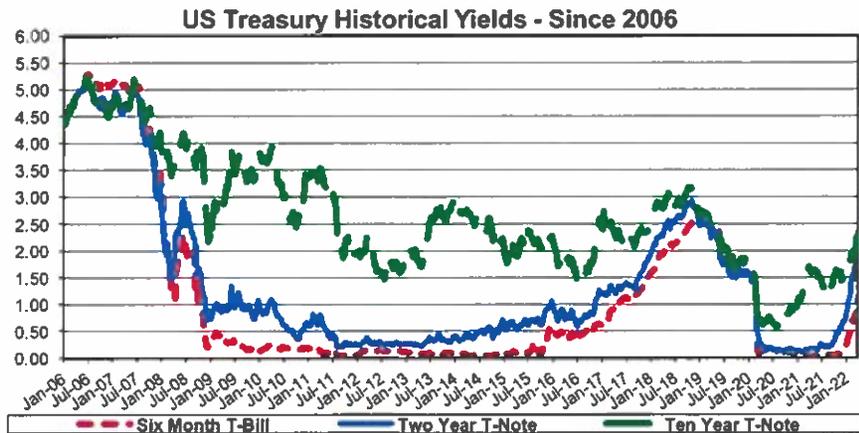
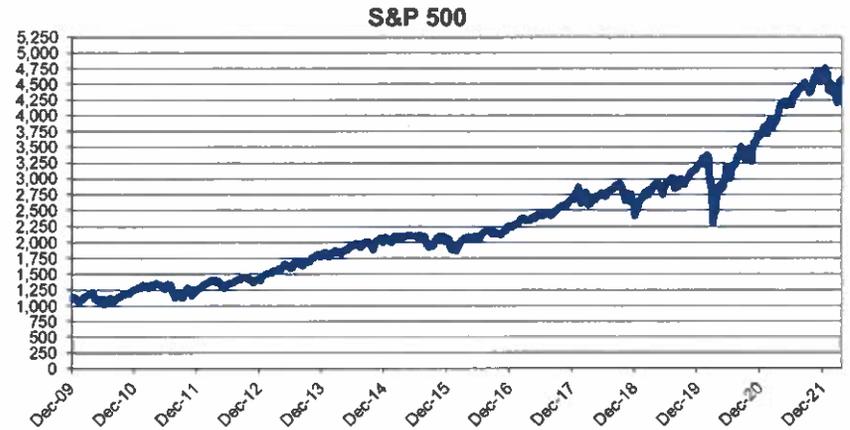
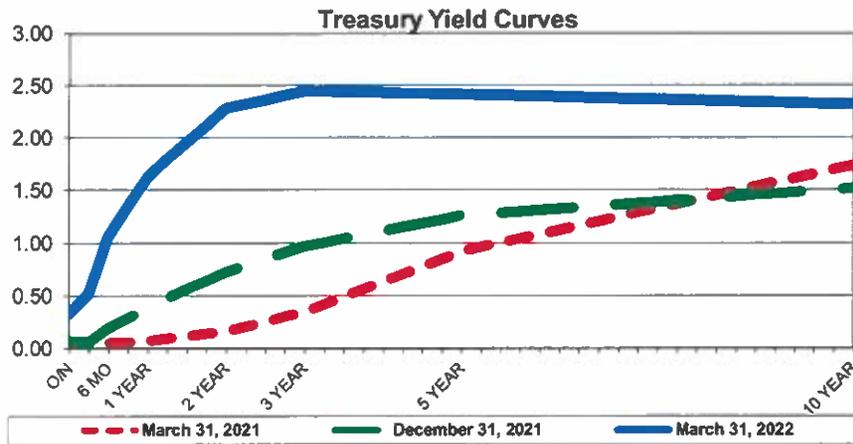
(1) **Current Quarter Average Yield** - based on adjusted book value, realized and unrealized gains/losses and investment advisory fees are not considered. The yield for the reporting month is used for bank, pool, and money market balances.

(2) **Fiscal Year-to-Date Average Yield** - calculated using quarter end report yields and adjusted book values and does not reflect a total return analysis or account for advisory fees.

**Economic Overview**

3/31/2022

The Federal Open Market Committee (FOMC) **raised** the Fed Funds target range to 0.25% to 0.50% (Effective Fed Funds are trading +/-0.30%). The FOMC ended monthly security purchases and may begin reducing their balance sheet. The market projection 4 to 6 more increases this calendar year. Final Fourth Quarter GDP recorded +6.9%. March Non-Farm Payroll missed estimates adding 431k net new jobs. Decreasing the Three Month Average NFP to 562k. Crude oil declined to +/- \$100 per barrel. The Stock Markets have recovered from the "correction" and slowly regained some lost ground. Some domestic economic indicators, including housing, softened. Inflation remained well over the FOMC 2% target (Core PCE +/-5.4%). The FOMC Fed Funds target projections pushed the yield curve to a Three Year Maturity peak.



**Investment Holdings**  
**March 31, 2022**

Description	Rating	Coupon/ Discount	Maturity Date	Settlement Date	Par Value	Book Value	Market Price	Market Value	Life (days)	Yield
IBC		0.00%	04/01/22	03/31/22	\$ 25,029,187	\$ 25,029,187	1.00	\$ 25,029,187	1	0.00%
First Community Bank		0.30%	04/01/22	03/31/22	158,726	158,726	1.00	158,726	1	0.30%
Veritex Community Bank MMA		0.14%	04/01/22	03/31/22	2,018,996	2,018,996	1.00	2,018,996	1	0.14%
Texas Regional Bank MMA		0.12%	04/01/22	03/31/22	10,006,258	10,006,258	1.00	10,006,258	1	0.12%
NexBank MMA		0.55%	04/01/22	03/31/22	1,580,020	1,580,020	1.00	1,580,020	1	0.55%
TexasDaily	AAAm	0.14%	04/01/22	03/31/22	121,163	121,163	1.00	121,163	1	0.14%
TexPool	AAAm	0.15%	04/01/22	03/31/22	31,457	31,457	1.00	31,457	1	0.15%
Texas Regional Bank CD		0.12%	06/07/22	06/07/21	2,502,450	2,502,450	100.00	2,502,450	68	0.12%
Allegiance Bank CD		0.45%	06/16/22	06/18/20	3,023,640	3,023,640	100.00	3,023,640	77	0.45%
Texas Regional Bank CD		0.40%	08/03/22	02/03/21	1,003,665	1,003,665	100.00	1,003,665	125	0.40%
East West Bank CD		0.14%	08/12/22	08/12/21	2,502,226	2,502,226	100.00	2,502,226	134	0.14%
East West Bank CD		0.19%	10/28/22	10/28/21	240,867	240,867	100.00	240,867	211	0.19%
Veritex Community Bank CD		0.15%	12/07/22	09/07/21	2,501,860	2,501,860	100.00	2,501,860	251	0.15%
Texas Regional Bank CD		0.38%	03/01/23	03/01/21	1,405,050	1,405,050	100.00	1,405,050	335	0.38%
East West Bank CD		1.35%	03/22/23	03/22/22	1,500,555	1,500,555	100.00	1,500,555	356	1.35%
Texas Regional Bank CD		0.22%	05/13/23	05/13/21	1,001,828	1,001,828	100.00	1,001,828	408	0.22%
					<b>\$ 54,627,947</b>	<b>\$ 54,627,947</b>		<b>\$ 54,627,947</b>	<b>55</b>	<b>0.15%</b>
									(1)	(2)

(1) **Weighted average life** - For purposes of calculating weighted average life bank, pool, and money market balances are assumed to have a one day maturity.

(2) **Weighted average yield to maturity** - The weighted average yield to maturity is based on adjusted book value, realized and unrealized gains/losses and investment advisory fees are not considered. The yield for the reporting month is used for bank, pool, and money market balances.

(3) **IBC and SSB Yields Estimated.**



### Book & Market Value Comparison

Issuer/Description	Yield	Maturity Date	Book Value 12/31/21	Increases	Decreases	Book Value 03/31/22	Market Value 12/31/21	Change in Market Value	Market Value 03/31/22
IBC	0.00%	04/01/22	\$ 27,742,072	\$ -	\$ (2,712,886)	\$ 25,029,187	\$ 27,742,072	\$ (2,712,886)	\$ 25,029,187
First Community Bank	0.30%	04/01/22	158,606	120	-	158,726	158,606	120	158,726
Veritex Community Bank MMA	0.14%	04/01/22	2,018,409	587	-	2,018,996	2,018,409	587	2,018,996
Texas Regional Bank MMA	0.12%	04/01/22	10,003,298	2,960	-	10,006,258	10,003,298	2,960	10,006,258
NexBank MMA	0.55%	04/01/22	1,578,398	1,622	-	1,580,020	1,578,398	1,622	1,580,020
TexasDaily	0.14%	04/01/22	121,146	17	-	121,163	121,146	17	121,163
TexPool	0.15%	04/01/22	31,450	7	-	31,457	31,450	7	31,457
Bank OZK CD	0.32%	03/22/22	1,506,027	-	(1,506,027)	-	1,506,027	(1,506,027)	-
Texas Regional Bank CD	0.12%	06/07/22	2,501,710	740	-	2,502,450	2,501,710	740	2,502,450
Allegiance Bank CD	0.45%	06/16/22	3,020,288	3,351	-	3,023,640	3,020,288	3,351	3,023,640
Texas Regional Bank CD	0.40%	08/03/22	1,003,665	-	-	1,003,665	1,003,665	-	1,003,665
East West Bank CD	0.14%	08/12/22	2,501,362	864	-	2,502,226	2,501,362	864	2,502,226
East West Bank CD	0.19%	10/28/22	240,754	113	-	240,867	240,754	113	240,867
Veritex Community Bank CD	0.15%	12/07/22	2,500,935	925	-	2,501,860	2,500,935	925	2,501,860
Texas Regional Bank CD	0.38%	03/01/23	1,403,705	1,344	-	1,405,050	1,403,705	1,344	1,405,050
East West Bank CD	1.35%	03/22/23	-	1,500,555	-	1,500,555	-	1,500,555	1,500,555
Texas Regional Bank CD	0.22%	05/13/23	1,001,297	531	-	1,001,828	1,001,297	531	1,001,828
<b>TOTAL / AVERAGE</b>	<b>0.15%</b>		<b>\$ 57,333,123</b>	<b>\$ 1,513,737</b>	<b>\$ (4,218,912)</b>	<b>\$ 54,627,947</b>	<b>\$ 57,333,123</b>	<b>\$ (2,705,175)</b>	<b>\$ 54,627,947</b>

**Fund Allocation**

**March 31, 2022**

<b>Book &amp; Market Value</b>	<b>Consolidated/ Operating</b>	<b>Payroll</b>	<b>Police Forfeiture</b>	<b>EDC</b>	<b>EDC Debt Service Reserve</b>	<b>Venue Debt Reserve</b>	<b>2021 Tax Notes</b>	<b>2017 Venue Tax Bonds</b>	<b>Totals</b>
IBC	\$ 22,011,689	\$ 7,491	\$ 38,337	\$ 1,258,303	\$ 597,964	\$ 530,572	\$ -	\$ 584,830	\$ 25,029,187
First Community Bank	-	-	-	158,726	-	-	-	-	158,726
Veritex Bank MMA	2,018,996	-	-	-	-	-	-	-	2,018,996
Texas Regional Bank MMA	5,503,047	-	-	-	-	-	4,503,211	-	10,006,258
NexBank MMA	1,068,316	-	-	-	-	-	-	511,705	1,580,020
TexasDaily	121,163	-	-	-	-	-	-	-	121,163
TexPool	7,865	-	-	-	23,591	-	-	-	31,457
06/07/22-Texas Regional Bank CD	2,502,450	-	-	-	-	-	-	-	2,502,450
06/16/22-Allegiance Bank CD	3,023,640	-	-	-	-	-	-	-	3,023,640
08/03/22-Texas Regional Bank CD	1,003,665	-	-	-	-	-	-	-	1,003,665
08/12/22-East West Bank CD	2,502,226	-	-	-	-	-	-	-	2,502,226
10/28/22-East West Bank CD	-	-	-	240,867	-	-	-	-	240,867
12/07/22-Veritex Community Bank CD	2,501,860	-	-	-	-	-	-	-	2,501,860
03/01/23-Texas Regional Bank CD	1,405,050	-	-	-	-	-	-	-	1,405,050
03/22/23-East West Bank CD	1,500,555	-	-	-	-	-	-	-	1,500,555
05/13/23-Texas Regional Bank CD	1,001,828	-	-	-	-	-	-	-	1,001,828
<b>Totals</b>	<b>\$ 46,172,350</b>	<b>\$ 7,491</b>	<b>\$ 38,337</b>	<b>\$ 1,657,897</b>	<b>\$ 621,555</b>	<b>\$ 530,572</b>	<b>\$ 4,503,211</b>	<b>\$ 1,096,534</b>	<b>\$ 54,627,947</b>

**Fund Allocation**

**December 31, 2021**

<b>Book &amp; Market Value</b>	<b>Consolidated/ Operating</b>	<b>Payroll</b>	<b>Police Forfeiture</b>	<b>EDC</b>	<b>EDC Debt Service Reserve</b>	<b>Venue Debt Reserve</b>	<b>2021 Tax Notes</b>	<b>2017 Venue Tax Bonds</b>	<b>Totals</b>
IBC	\$ 24,632,399	\$ 10,158	\$ 38,337	\$ 1,334,052	\$ 529,626	\$ 530,572	\$ -	\$ 666,928	\$ 27,742,072
First Community Bank	-	-	-	158,606	-	-	-	-	158,606
Veritex Bank MMA	2,018,409	-	-	-	-	-	-	-	2,018,409
Texas Regional Bank MMA	5,501,419	-	-	-	-	-	4,501,879	-	10,003,298
NexBank MMA	1,067,219	-	-	-	-	-	-	511,179	1,578,398
TexasDaily	121,146	-	-	-	-	-	-	-	121,146
TexPool	7,864	-	-	-	23,586	-	-	-	31,450
03/22/22-Bank OZK CD	1,506,027	-	-	-	-	-	-	-	1,506,027
06/07/22-Texas Regional Bank CD	2,501,710	-	-	-	-	-	-	-	2,501,710
06/16/22-Allegiance Bank CD	3,020,288	-	-	-	-	-	-	-	3,020,288
08/03/22-Texas Regional Bank CD	1,003,665	-	-	-	-	-	-	-	1,003,665
08/12/22-East West Bank CD	2,501,362	-	-	-	-	-	-	-	2,501,362
10/28/22-East West Bank CD	-	-	-	240,754	-	-	-	-	240,754
12/07/22-Veritex Community Bank CD	2,500,935	-	-	-	-	-	-	-	2,500,935
03/01/23-Texas Regional Bank CD	1,403,705	-	-	-	-	-	-	-	1,403,705
05/13/23-Texas Regional Bank CD	1,001,297	-	-	-	-	-	-	-	1,001,297
<b>Totals</b>	<b>\$ 48,787,445</b>	<b>\$ 10,158</b>	<b>\$ 38,337</b>	<b>\$ 1,733,412</b>	<b>\$ 553,212</b>	<b>\$ 530,572</b>	<b>\$ 4,501,879</b>	<b>\$ 1,178,107</b>	<b>\$ 57,333,123</b>

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Rodrigo Gimenez, CFO

**DEPARTMENT:** Finance Department

**ITEM**

Approve invoices for payment. (Gimenez)

**ITEM BACKGROUND**

Approve invoices for payments by General Fund check numbers 151905 through 151997 and EFT payments totaling \$692,931.48

**BUDGET/FINANCIAL SUMMARY**

N/A

**COMPREHENSIVE PLAN GOAL**

N/A

**LEGAL REVIEW**

Sent to Legal: No

Approved by Legal: No

**RECOMMENDATIONS/COMMENTS:**

VENDOR SET: 01 City of South Padre Islan  
 FUND : 01 GENERAL FUND  
 DEPARTMENT: N/A NON-DEPARTMENTAL  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT		
01-003185	OFFICE OF THE ATTY GEN	I-C1C202204256806	01 2473	CHILD SUPPORT:	ORDER NO 2015-DCL-56	005967	301.38		
01-003185	OFFICE OF THE ATTY GEN	I-C1Q202204256806	01 2473	CHILD SUPPORT:	CS 2014-DCL-08362	005967	374.31		
01-003185	OFFICE OF THE ATTY GEN	I-C24202204256806	01 2473	CHILD SUPPORT:	A/N 0011488748	005967	259.28		
01-003185	OFFICE OF THE ATTY GEN	I-C2Y202204256806	01 2473	CHILD SUPPORT:	ORDER # 2020-DCL-021	005967	230.77		
01-003185	OFFICE OF THE ATTY GEN	I-C3Q202204256806	01 2473	CHILD SUPPORT:	ORDER NO: 2020-DCL-0	005967	270.92		
01-003185	OFFICE OF THE ATTY GEN	I-C3S202204256806	01 2473	CHILD SUPPORT:	ORDER NO 2020-DCL-04	005967	76.15		
01-003185	OFFICE OF THE ATTY GEN	I-C3U202204256806	01 2473	CHILD SUPPORT:	A/N 0009497447	005967	198.00		
01-003185	OFFICE OF THE ATTY GEN	I-C3X202204256806	01 2473	CHILD SUPPORT:	AN 0013291716	005967	152.31		
01-003185	OFFICE OF THE ATTY GEN	I-C51202204256806	01 2473	CHILD SUPPORT:	A/N 0012375322	005967	294.33		
01-003185	OFFICE OF THE ATTY GEN	I-C67202204256806	01 2473	CHILD SUPPORT:	ORDER NO 2012-DCL-00	005967	151.38		
01-003185	OFFICE OF THE ATTY GEN	I-C77202204256806	01 2473	CHILD SUPPORT:	A/N 0010353126	005967	226.91		
01-003185	OFFICE OF THE ATTY GEN	I-C82202204256806	01 2473	CHILD SUPPORT:	ORDER #2012-DCL-0866	005967	319.38		
01-003185	OFFICE OF THE ATTY GEN	I-C91202204256806	01 2473	CHILD SUPPORT:	AN 0012920905	005967	442.62		
						VENDOR 01-003185 TOTALS	3,297.74		
01-019222	S.P.I. FIREFIGHTERS AS	I-042622	01 2472	FIREFIGHTERS :	ASSOCIATION DUES	PR 151979	342.00		
						VENDOR 01-019222 TOTALS	342.00		
						DEPARTMENT	NON-DEPARTMENTAL	TOTAL:	3,639.74

VENDOR SET: 01 City of South Padre Island

BANK: OPER

FUND : 01 GENERAL FUND

DEPARTMENT: 512 CITY MANAGERS OFFICE

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L	ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-013149	CITY OF MCALLEN	I-041822	01	512-0513	TRAINING EXPE:	REGISTRATION FEE; RE 151974		49.00
						VENDOR 01-013149 TOTALS		49.00
01-016600	SAN BENITO NEWS	I-030322	01	512-9174	RECORDS MANAG:	LEGAL NOTICE; ORD NO 151940		132.00
						VENDOR 01-016600 TOTALS		132.00
01-019189	WILLIAM R. SMITH	I-040722	01	512-0550	TRAVEL EXPENS:	MEAL ALLOWANCE 4/24- 002561		150.00
						VENDOR 01-019189 TOTALS		150.00
							DEPARTMENT 512 CITY MANAGERS OFFICE TOTAL:	331.00

VENDOR SET: 01 City of South Padre Islan

FUND : 01 GENERAL FUND

DEPARTMENT: 513 FINANCE DEPARTMENT

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-012101	ROSA E.GUZMAN	I-041922	01 513-0130	WEARING APPAR:	REIMBURSE PURCHASE O	002558	54.68
						VENDOR 01-012101 TOTALS	54.68
						DEPARTMENT 513 FINANCE DEPARTMENT TOTAL:	54.68

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REGULAR DEPARTMENT PAYMENT REPORT

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VENDOR SET: 01 City of South Padre Island

BANK: OPER

FUND : 01 GENERAL FUND

DEPARTMENT: 514 PLANNING DEPARTMENT

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-016600	SAN BENITO NEWS	I-033122	01 514-0540	ADVERTISING	: SPECIAL MEETING NOTI	151940	198.00
						VENDOR 01-016600 TOTALS	198.00
						DEPARTMENT 514 PLANNING DEPARTMENT TOTAL:	198.00

VENDOR SET: 01 City of South Padre Islan  
 FUND : 01 GENERAL FUND  
 DEPARTMENT: 515 TECHNOLOGY DEPARTMENT  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-001161	AT&T	I-4322	01 515-0501	COMMUNICATION:	956-761-2424	151906	1,197.81
01-001161	AT&T	I-4322	01 515-0501	COMMUNICATION:	956-761-2424	151906	1,110.79
01-001161	AT&T	I-4322-1	01 515-0501	COMMUNICATION:	956-7612819	151906	434.31
01-001161	AT&T	I-4322-1	01 515-0501	COMMUNICATION:	956 -761-2819	151906	403.71
01-001161	AT&T	I-4322-2	01 515-0501	COMMUNICATION:	956-761-2792	151906	44.68
01-001161	AT&T	I-4322-2	01 515-0501	COMMUNICATION:	956-761-2792	151906	41.46
						VENDOR 01-001161 TOTALS	3,232.76
01-001390	AT & T MOBILITY LLC	I-02152022	01 515-0501	COMMUNICATION:	AT&T FIRST NET	151908	2,396.81
01-001390	AT & T MOBILITY LLC	I-03152022	01 515-0501	COMMUNICATION:	AT&T FIRST NET	151908	2,091.23
01-001390	AT & T MOBILITY LLC	I-04152022	01 515-0501	COMMUNICATION:	AT&T FIRST NET	151908	5,266.77
						VENDOR 01-001390 TOTALS	9,754.81
01-002034	B & H PHOTO - VIDEO	I-201029832	01 515-0150	MINOR TOOLS &:	PTP EQUIPMENT	151952	1,154.41
						VENDOR 01-002034 TOTALS	1,154.41
01-004089	TX DEPT OF INFORMATION	I-22030585N	01 515-0501	COMMUNICATION:	TEX-AN NG CHARGES MA	151961	8.91
						VENDOR 01-004089 TOTALS	8.91
01-020644	T-MOBILE	I-41522	01 515-0501	COMMUNICATION:	T-mobile billingFINA	151985	940.94
						VENDOR 01-020644 TOTALS	940.94
01-023900	XEROX CORPORATION	I-015656757	01 515-0415	SERVICE CONTR:	XEROX C8055H	151997	283.65
						VENDOR 01-023900 TOTALS	283.65
						DEPARTMENT 515 TECHNOLOGY DEPARTMENT TOTAL:	15,375.48

VENDOR SET: 01 City of South Padre Island

BANK: OPER

FUND : 01 GENERAL FUND

DEPARTMENT: 516 HUMAN RESOURCES

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L	ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-022037	C.L. ANDERSON, JR.	M.D I-1018822	01	516-0530	PROFESSIONAL ;	DULCE M.LIMA, PATIEN	151991	105.00
01-022037	C.L. ANDERSON, JR.	M.D I-1018822	01	516-0530	PROFESSIONAL ;	MARIO BENAVIDES #325	151991	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1018822	01	516-0530	PROFESSIONAL ;	ALBERTO CANTU PATIEN	151991	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1019733	01	516-0530	PROFESSIONAL ;	ADRIAN RAMOS, #52936	151992	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1019733	01	516-0530	PROFESSIONAL ;	BRIAN SALAZAR #52992	151992	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1019733	01	516-0530	PROFESSIONAL ;	CYNTHIA Y SAUCEDO SA	151992	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1019733	01	516-0530	PROFESSIONAL ;	MARCO J. COUTINO # 3	151992	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1019733	01	516-0530	PROFESSIONAL ;	MIGUEL SANDOVAL JR.	151992	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1019733	01	516-0530	PROFESSIONAL ;	MIGUEL CASTRO 30.	151992	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1019733	01	516-0530	PROFESSIONAL ;	MIGUEL SANDOVAL #108	151992	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1021337	01	516-0530	PROFESSIONAL ;	DELFINO SANCHEZ #402	151993	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1025004	01	516-0530	PROFESSIONAL ;	ESIQUEL RODRIGUEZ #5	151994	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1025004	01	516-0530	PROFESSIONAL ;	GENISE A. RODRIGUEZ	151994	30.00
01-022037	C.L. ANDERSON, JR.	M.D I-1025004	01	516-0530	PROFESSIONAL ;	MIKE MELCHOR #531055	151994	30.00
							VENDOR 01-022037 TOTALS	495.00
							DEPARTMENT 516 HUMAN RESOURCES TOTAL:	495.00

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 01 GENERAL FUND

DEPARTMENT: 520 MUNICIPAL COURT

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-008131	LUIS R. HERNANDEZ	I-040122	01 520-0530	PROFESSIONAL :	ALTERNATE MUNICIPAL	151925	900.00
						VENDOR 01-008131 TOTALS	900.00
						DEPARTMENT 520 MUNICIPAL COURT TOTAL:	900.00

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 01 GENERAL FUND

DEPARTMENT: 521 POLICE DEPARTMENT

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-007006	GT DISTRIBUTORS, INC.	I-INV0899400	01 521-0130	WEARING APPAR:	2-DRK NAVY SHIRTS,	151966	87.50
01-007006	GT DISTRIBUTORS, INC.	I-INV0899424	01 521-0130	WEARING APPAR:	1-DRK NAVY SHIRT SIZ	151966	42.00
01-007006	GT DISTRIBUTORS, INC.	I-INV0899479	01 521-0130	WEARING APPAR:	2-SHIRTS,DRK NAVY, S	151966	91.00
						VENDOR 01-007006 TOTALS	220.50
						DEPARTMENT 521 POLICE DEPARTMENT	TOTAL: 220.50

VENDOR SET: 01 City of South Padre Islan  
 FUND : 01 GENERAL FUND  
 DEPARTMENT: 522 FIRE DEPARTMENT  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

BANK: OPER

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-001022	AIRGAS USA, LLC	I-9987543612	01 522-0114	MEDICAL SUPPL:	MISC OXYGEN CYLINDER	002547	212.76
VENDOR 01-001022 TOTALS							212.76
01-002914	JOSE VILLARREAL	I-2093	01 522-0411	BUILDINGS & S:	SERVICE CALL TO FIRE	151954	100.00
VENDOR 01-002914 TOTALS							100.00
01-004311	EMERGENCY MEDICAL PROD	I-2330720	01 522-0114	MEDICAL SUPPL:	1 CASE/3-PL GLUCOSE	151917	212.76
VENDOR 01-004311 TOTALS							212.76
01-007075	GALLS, LLC	I-020788998	01 522-0130	WEARING APPAR:	4 PR MISC. SHORTS,	151921	192.87
01-007075	GALLS, LLC	I-020831185	01 522-0130	WEARING APPAR:	1- MEN'S PERF S.S PO	151967	47.24
01-007075	GALLS, LLC	I-020894800	01 522-0130	WEARING APPAR:	1-MENS GAUGE POLO	151967	45.46
VENDOR 01-007075 TOTALS							285.57
01-008313	HENRY SCHEIN INC	I-18928433	01 522-0114	MEDICAL SUPPL:	10-DOPAMINE INJ SDV	151926	44.90
01-008313	HENRY SCHEIN INC	I-18929090	01 522-0114	MEDICAL SUPPL:	11-ROBERTAZZI NASAL	151926	32.89
01-008313	HENRY SCHEIN INC	I-19128537	01 522-0114	MEDICAL SUPPL:	1-CS GRIP GLOVE MED.	151970	253.80
VENDOR 01-008313 TOTALS							331.59
01-012133	LIFE - ASSIST, INC	I-1193277	01 522-0114	MEDICAL SUPPL:	DYNAREX COLD PACKS,	151933	156.40
01-012133	LIFE - ASSIST, INC	I-1193486	01 522-0114	MEDICAL SUPPL:	MISC SUCTION CATHETE	151933	29.70
01-012133	LIFE - ASSIST, INC	I-1196033	01 522-0114	MEDICAL SUPPL:	2-BX EPINEPHRINE, JE	151933	270.40
VENDOR 01-012133 TOTALS							456.50
01-013506	METRO FIRE APPARATUS S	I-181190-1	01 522-0150	MINOR TOOLS &:	JUMBO BALL INTAKE	151975	1,950.00
VENDOR 01-013506 TOTALS							1,950.00
01-019362	SKYDIVE SPI, LLC	I-974	01 522-0130	WEARING APPAR:	EMBROIDERY WORK ON M	002554	358.50
VENDOR 01-019362 TOTALS							358.50

VENDOR SET: 01 City of South Padre Island

BANK: OPER

FUND : 01 GENERAL FUND

DEPARTMENT: 522 FIRE DEPARTMENT

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-020016	TERMINIX	I-419225965	01 522-0415	SERVICE CONTR:	PEST CONTROL 106 W	151982	192.00
VENDOR 01-020016 TOTALS							192.00
01-020602	ADRIAN CHARLES HULSE & I-33762		01 522-0101	OFFICE SUPPLI:	10- 16.5 X 1.85 GATO	151945	45.00
01-020602	ADRIAN CHARLES HULSE & I-33828		01 522-0130	WEARING APPAR:	3 ENGRAVED METAL NAM	151984	53.14
VENDOR 01-020602 TOTALS							98.14
01-020698	TRAINING DIVISION.COM	I-27025	01 522-0513	TRAINING EXPE:	NFPA FIREFIGHTER I &	151986	4,516.00
01-020698	TRAINING DIVISION.COM	I-27026	01 522-0513	TRAINING EXPE:	NFPA FIREFIGHTER I &	151986	4,516.00
VENDOR 01-020698 TOTALS							9,032.00
01-020767	JOSE TREVINO JR	I-041822	01 522-0513	TRAINING EXPE:	REIMBURSE INDENTOGO	002562	39.05
VENDOR 01-020767 TOTALS							39.05
01-022163	VALLEY SHREDDING LLC	I-VSS 20-6628	01 522-0415	SERVICE CONTR:	ON-SITE SHREDDING OF	151995	53.50
VENDOR 01-022163 TOTALS							53.50
DEPARTMENT 522 FIRE DEPARTMENT						TOTAL:	13,322.37

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 01 GENERAL FUND

DEPARTMENT: 532 HEALTH/CODE ENFORCEMENT

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-003682	CLARKE MOSQUITO CONTRO	I-5099021	01 532-0105	CHEMICALS	: LARVACIDE	151958	3,384.00
						VENDOR 01-003682 TOTALS	3,384.00
01-020622	ROLANDO TORRES JR.	I-150	01 532-0545	LOT MOWING	: MOWING @ 104 W KINGF	002555	35.00
01-020622	ROLANDO TORRES JR.	I-151	01 532-0545	LOT MOWING	: MOWING @ 204 W SATUR	002555	30.00
						VENDOR 01-020622 TOTALS	65.00
DEPARTMENT 532 HEALTH/CODE ENFORCEMENT TOTAL:							3,449.00

VENDOR SET: 01 City of South Padre Island  
 FUND : 01 GENERAL FUND  
 DEPARTMENT: 540 FLEET MANAGEMENT  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

BANK: OPER

VENDOR	NAME	ITEM #	G/L	ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-002435	BOGGUS MOTOR CO. II, L I-W269		01	540-1007	MOTOR VEHICLE: FD FIRST RESPONDER U	151909		41,408.75
01-002435	BOGGUS MOTOR CO. II, L I-W281		01	540-1007	MOTOR VEHICLE: FD FIRST RESPONDER	151910		41,408.75
01-002435	BOGGUS MOTOR CO. II, L I-W287		01	540-1007	MOTOR VEHICLE: FD FIRST RESPONDER T	151911		41,408.75
							VENDOR 01-002435 TOTALS	124,226.25
01-007090	GODWIN & SONS SIGNS	I-42046	01	540-0420-01	REPAIRS & MAI: DECALS FOR UNIT#161	151922		631.65
							VENDOR 01-007090 TOTALS	631.65
01-009147	INDUSTRIAL DISPOSAL SU	I-469892	01	540-0420-03	REPAIRS & MAI: PARTS FOR PW 07 SWEE	151928		497.28
							VENDOR 01-009147 TOTALS	497.28
01-012091	CINTAS CORP.	I-4116138919	01	540-0130	WEARING APPAR: UNIFORMS FLEET MAINT	002552		21.38
01-012091	CINTAS CORP.	I-4116838627	01	540-0130	WEARING APPAR: UNIFORMS	002552		21.38
							VENDOR 01-012091 TOTALS	42.76
01-013059	MASTERS TOWING & RECOV	I-0000206	01	540-0420-03	REPAIRS & MAI: TOWED UNIT #12 FROM	151935		150.00
							VENDOR 01-013059 TOTALS	150.00
01-018031	ALFREDO RAMOS	I-78-22	01	540-0420-02	REPAIRS & MAI: TRK#1 PIERCE VELOCIT	002553		500.00
01-018031	ALFREDO RAMOS	I-79-22	01	540-0420-02	REPAIRS & MAI: TRK#1 PIERCE, REMOVE	002553		500.00
01-018031	ALFREDO RAMOS	I-80-22	01	540-0420-02	REPAIRS & MAI: LADDER #1, AERIAL SY	002553		500.00
01-018031	ALFREDO RAMOS	I-81-22	01	540-0420-02	REPAIRS & MAI: TRUCK # 1 PIERCE, RE	002553		500.00
01-018031	ALFREDO RAMOS	I-82-22	01	540-0420-02	REPAIRS & MAI: TRK#1 PIERCE, REMOVE	002553		500.00
01-018031	ALFREDO RAMOS	I-83-22	01	540-0420-02	REPAIRS & MAI: TRK#1, PUMP, VALVES,	002553		350.00
01-018031	ALFREDO RAMOS	I-84-22	01	540-0420-02	REPAIRS & MAI: ENG#1 FERRARA PUMPER	002553		350.00
							VENDOR 01-018031 TOTALS	3,200.00
01-019311	SOUTHERN TIRE MART, LL	I-4880020794	01	540-0111-01	TIRES & TUBES: PD-165 TIRES	151980		500.76
01-019311	SOUTHERN TIRE MART, LL	I-4880020797	01	540-0111-01	TIRES & TUBES: PD-208 TIRES	151980		625.68
01-019311	SOUTHERN TIRE MART, LL	I-4880020798	01	540-0111-03	TIRES & TUBES: PW-03 TIRES	151980		507.12
							VENDOR 01-019311 TOTALS	1,633.56

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 01 GENERAL FUND

DEPARTMENT: 540 FLEET MANAGEMENT

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-021226	US BANK VOYAGER FLEET	I-8693264882218	01 540-0104-01	FUEL & LUBRIC:	FUEL PURCHASED 3/24	151990	8,057.55
01-021226	US BANK VOYAGER FLEET	I-8693264882218	01 540-0104-02	FUEL & LUBRIC:	FUEL PURCHASED 3/24	151990	1,210.57
01-021226	US BANK VOYAGER FLEET	I-8693264882218	01 540-0104-03	FUEL & LUBRIC:	FUEL PURCHASED 3/24	151990	3,879.63
01-021226	US BANK VOYAGER FLEET	I-8693264882218	01 540-0104-04	FUEL & LUBRIC:	FUEL PURCHASED 3/24	151990	1,625.69
01-021226	US BANK VOYAGER FLEET	I-8693264882218	01 540-0104-05	FUEL & LUBRIC:	FUEL PURCHASED 3/24	151990	2,129.88
VENDOR 01-021226 TOTALS							16,903.32

DEPARTMENT 540 FLEET MANAGEMENT TOTAL: 147,284.82

VENDOR SET: 01 City of South Padre Island  
 FUND : 01 GENERAL FUND  
 DEPARTMENT: 541 BUILDING MAINTENANCE  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

BANK: OPER

VENDOR	NAME	ITEM #	G/L	ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-002887	BUCHER PLUMBING LLC	I-20930	01	541-0427	PLUMBING	; REPAIRED LEAK ON COP	151912	164.10
							VENDOR 01-002887 TOTALS	164.10
01-006720	GABRIEL IVAN NAJERA	I-0001	01	541-0410	MACHINERY & E	; REPAIRS NEEDED TO SA	151965	300.00
							VENDOR 01-006720 TOTALS	300.00
01-012091	CINTAS CORP.	I-4116138919	01	541-0130	WEARING APPAR	; UNIFORMS, FACILITY M	002552	19.46
01-012091	CINTAS CORP.	I-4116138919	01	541-0160	LAUNDRY & JAN	; MATS, MOPS ETC	002552	121.50
01-012091	CINTAS CORP.	I-4116838627	01	541-0130	WEARING APPAR	; UNIFORMS	002552	19.46
01-012091	CINTAS CORP.	I-4116838627	01	541-0160	LAUNDRY & JAN	; MATS MOPS, ETC.	002552	121.50
							VENDOR 01-012091 TOTALS	281.92
01-013114	MATHESON TRI-GAS INC.	I-0025393263	01	541-0415	SERVICE CONTR	; MISC ACETYLENE CYLIN	151936	391.57
							VENDOR 01-013114 TOTALS	391.57
01-020016	TERMINIX	I-419127807	01	541-0415	SERVICE CONTR	; PEST CONTROL 4601 PA	151982	287.00
01-020016	TERMINIX	I-419250238	01	541-0415	SERVICE CONTR	; PEST CONTROL 4501 PA	151982	64.00
							VENDOR 01-020016 TOTALS	351.00
							DEPARTMENT 541 BUILDING MAINTENANCE TOTAL:	1,488.59

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 01 GENERAL FUND

DEPARTMENT: 543 PUBLIC WORKS DEPARTMENT

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-002070	BLADES GROUP, LLC	I-18033406	01 543-0416	STREETS & RIG:	4 PALLETS OF ASPHALT	151953	1,860.00
					VENDOR 01-002070 TOTALS		1,860.00
01-003108	CAVENDER STORES, LTD	I-053-CAV053REB1	01 543-0130	WEARING APPAR:	WORK BOOTS, JOSE SAN	151913	150.00
					VENDOR 01-003108 TOTALS		150.00
01-003704	CAMERON COUNTY	I-042222	01 543-0432	CAUSEWAY LIGH:	CAUSEWAY LTNG 3/17-4	151959	96.53
					VENDOR 01-003704 TOTALS		96.53
01-012091	CINTAS CORP.	I-4116138919	01 543-0130	WEARING APPAR:	UNIFORMS FLEET MAINT	002552	306.40
01-012091	CINTAS CORP.	I-4116838627	01 543-0130	WEARING APPAR:	UNIFORMS	002552	198.81
					VENDOR 01-012091 TOTALS		505.21
01-019192	SHERWIN WILLIAMS CO.	I-9394-4	01 543-0416	STREETS & RIG:	MISC. PAINT FOR UMBR	151978	179.36
01-019192	SHERWIN WILLIAMS CO.	I-9396-9	01 543-0416	STREETS & RIG:	PAINT ETC. UMBRELLA	151978	30.54
					VENDOR 01-019192 TOTALS		209.90
01-022028	VULCAN MATERIALS COMPA	I-62448748	01 543-9189	PW YARD PROJE:	740 TONS LIME STONE	151949	418.02
01-022028	VULCAN MATERIALS COMPA	I-62448748	01 543-9189	PW YARD PROJE:	740 TONS LIME STONE	151949	410.94
					VENDOR 01-022028 TOTALS		828.96
DEPARTMENT 543 PUBLIC WORKS DEPARTMENT TOTAL:							3,650.60

VENDOR SET: 01 City of South Padre Island

BANK: OPER

FUND : 01 GENERAL FUND

DEPARTMENT: 570 GENERAL SERVICES

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L	ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-006034	FED EX	I-7-694-04563	01	570-0108	POSTAGE	: SHIPPING CHARGES FIR 151919		109.39
							VENDOR 01-006034 TOTALS	109.39
01-012071	LAGUNA MADRE WATER DIS	I-040822-01	01	570-0581	WATER, SEWER, :	CRNR WALLACE REED RD 002551		13.72
01-012071	LAGUNA MADRE WATER DIS	I-040822-02	01	570-0581	WATER, SEWER, :	BY MONUMENT SIGN IRR 002551		525.45
01-012071	LAGUNA MADRE WATER DIS	I-040822-06	01	570-0581	WATER, SEWER, :	334 PADRE BLVD CNTR 002551		3,684.56
01-012071	LAGUNA MADRE WATER DIS	I-040822-09	01	570-0581	WATER, SEWER, :	904 PADRE BLVD MDN I 002551		25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-10	01	570-0581	WATER, SEWER, :	1313 PADRE BLVD MDN 002551		39.65
01-012071	LAGUNA MADRE WATER DIS	I-040822-11	01	570-0581	WATER, SEWER, :	911 PADRE BLVD MDN I 002551		25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-12	01	570-0581	WATER, SEWER, :	1201 PADRE BLVD MDN 002551		14.00
01-012071	LAGUNA MADRE WATER DIS	I-040822-13	01	570-0581	WATER, SEWER, :	1612 PADRE BLVD MDN 002551		32.58
01-012071	LAGUNA MADRE WATER DIS	I-040822-14	01	570-0581	WATER, SEWER, :	2000 PADRE BLVD MDN 002551		45.30
01-012071	LAGUNA MADRE WATER DIS	I-040822-18	01	570-0581	WATER, SEWER, :	CRN PADRE & TARPON I 002551		25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-19	01	570-0581	WATER, SEWER, :	1400 PADRE BLVD MDN 002551		25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-21	01	570-0581	WATER, SEWER, :	1800 GULF BLVD 002551		1,453.12
01-012071	LAGUNA MADRE WATER DIS	I-040822-22	01	570-0581	WATER, SEWER, :	2414 GULF BLVD IRR 002551		13.72
01-012071	LAGUNA MADRE WATER DIS	I-040822-23	01	570-0581	WATER, SEWER, :	CRN SW GULF & MARLIN 002551		206.78
01-012071	LAGUNA MADRE WATER DIS	I-040822-24	01	570-0581	WATER, SEWER, :	2712 PADRE BLVD IRR 002551		13.72
01-012071	LAGUNA MADRE WATER DIS	I-040822-25	01	570-0581	WATER, SEWER, :	CRN W GULF & RED SNA 002551		219.27
01-012071	LAGUNA MADRE WATER DIS	I-040822-26	01	570-0581	WATER, SEWER, :	3108 PADRE BLVD MDN 002551		25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-27	01	570-0581	WATER, SEWER, :	3204 PADRE BLVD MDN 002551		31.46
01-012071	LAGUNA MADRE WATER DIS	I-040822-28	01	570-0581	WATER, SEWER, :	3408 PADRE BLVD MDN 002551		28.91
01-012071	LAGUNA MADRE WATER DIS	I-040822-29	01	570-0581	WATER, SEWER, :	3420 GULF BLVD -ACCE 002551		318.96
01-012071	LAGUNA MADRE WATER DIS	I-040822-30	01	570-0581	WATER, SEWER, :	3704 PADRE BLVD MDN 002551		26.65
01-012071	LAGUNA MADRE WATER DIS	I-040822-31	01	570-0581	WATER, SEWER, :	13 B/A MOONLIGHT CIR 002551		18.69
01-012071	LAGUNA MADRE WATER DIS	I-040822-32	01	570-0581	WATER, SEWER, :	106 W RETAMA ST F/L 002551		50.25
01-012071	LAGUNA MADRE WATER DIS	I-040822-33	01	570-0581	WATER, SEWER, :	106 W RETAMA ST. 002551		451.71
01-012071	LAGUNA MADRE WATER DIS	I-040822-34	01	570-0581	WATER, SEWER, :	CRN NW GULF & CAPRIC 002551		219.27
01-012071	LAGUNA MADRE WATER DIS	I-040822-35	01	570-0581	WATER, SEWER, :	5222 GULF BLVD IRR 002551		112.94
01-012071	LAGUNA MADRE WATER DIS	I-040822-36	01	570-0581	WATER, SEWER, :	5112 PADRE BLVD IRR 002551		13.72
01-012071	LAGUNA MADRE WATER DIS	I-040822-37	01	570-0581	WATER, SEWER, :	110 E MORNINGSIDE DR 002551		229.97
01-012071	LAGUNA MADRE WATER DIS	I-040822-38	01	570-0581	WATER, SEWER, :	5418 GULF BLVD BCH/ 002551		21.74
01-012071	LAGUNA MADRE WATER DIS	I-040822-39	01	570-0581	WATER, SEWER, :	S SIDE OF CORONADO & 002551		63.08
01-012071	LAGUNA MADRE WATER DIS	I-040822-40	01	570-0581	WATER, SEWER, :	6100 PADRE BLVD 002551		61.04
01-012071	LAGUNA MADRE WATER DIS	I-040822-41	01	570-0581	WATER, SEWER, :	5700 PADRE BLVD IRR 002551		17.03
01-012071	LAGUNA MADRE WATER DIS	I-040822-42	01	570-0581	WATER, SEWER, :	5801 PADRE BLVD IRR 002551		19.25
01-012071	LAGUNA MADRE WATER DIS	I-040822-43	01	570-0581	WATER, SEWER, :	6100 PADRE BLVD IRR 002551		558.51
01-012071	LAGUNA MADRE WATER DIS	I-040822-47	01	570-0581	WATER, SEWER, :	8000 PADRE BLVD IRR 002551		5,508.08
01-012071	LAGUNA MADRE WATER DIS	I-040822-48	01	570-0581	WATER, SEWER, :	8001 PADRE BLVD IRR 002551		5,387.91
01-012071	LAGUNA MADRE WATER DIS	I-040822-49	01	570-0581	WATER, SEWER, :	108 W HUISACHE ST 002551		61.65
01-012071	LAGUNA MADRE WATER DIS	I-040822-50	01	570-0581	WATER, SEWER, :	SE CRNR OF OLEANDER 002551		13.72
01-012071	LAGUNA MADRE WATER DIS	I-040822-53	01	570-0581	WATER, SEWER, :	4900 PADRE BLVD MDN 002551		25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-54	01	570-0581	WATER, SEWER, :	4200 PADRE BLVD IRR 002551		13.72
01-012071	LAGUNA MADRE WATER DIS	I-040822-56	01	570-0581	WATER, SEWER, :	4380 GULF BLVD IRR 002551		91.83

VENDOR SET: 01 City of South Padre Islan  
 FUND : 01 GENERAL FUND  
 DEPARTMENT: 570 GENERAL SERVICES  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

BANK: OPER

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-012071	LAGUNA MADRE WATER DIS	I-040822-57	01 570-0581	WATER, SEWER, :	4501 PADRE BLVD	002551	306.61
01-012071	LAGUNA MADRE WATER DIS	I-040822-58	01 570-0581	WATER, SEWER, :	4501 PADRE BLVD	002551	90.44
01-012071	LAGUNA MADRE WATER DIS	I-040822-59	01 570-0581	WATER, SEWER, :	4501 PADRE BLVD	002551	113.10
01-012071	LAGUNA MADRE WATER DIS	I-040822-60	01 570-0581	WATER, SEWER, :	4501 PADRE BLVD	002551	363.84
01-012071	LAGUNA MADRE WATER DIS	I-040822-61	01 570-0581	WATER, SEWER, :	4601 PADRE BLVD F/L	002551	50.25
01-012071	LAGUNA MADRE WATER DIS	I-040822-62	01 570-0581	WATER, SEWER, :	4601 PADRE BLVD	002551	906.25
01-012071	LAGUNA MADRE WATER DIS	I-040822-63	01 570-0581	WATER, SEWER, :	4818 GULF BLVD BCH/A	002551	63.38
01-012071	LAGUNA MADRE WATER DIS	I-040822-64	01 570-0581	WATER, SEWER, :	6816 PADRE BLVD IRR	002551	13.72
01-012071	LAGUNA MADRE WATER DIS	I-040822-65	01 570-0581	WATER, SEWER, :	5404 PADRE BLVD MDN	002551	25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-66	01 570-0581	WATER, SEWER, :	6001 PADRE BLVD MDN	002551	25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-67	01 570-0581	WATER, SEWER, :	6410 PADRE BLVD	002551	25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-69	01 570-0581	WATER, SEWER, :	W SATURN & PADRE	002551	124.26
01-012071	LAGUNA MADRE WATER DIS	I-040822-70	01 570-0581	WATER, SEWER, :	330 PADRE BLVD TRANS	002551	124.26
VENDOR 01-012071 TOTALS							21,970.36
01-014100	QUADIENT FINANCE, USA, I-4322		01 570-0108	POSTAGE	: POSTAGE FOR POSTAGE	151938	539.00
VENDOR 01-014100 TOTALS							539.00
01-018154	REPUBLIC SERVICES #863 I-0863002169766		01 570-0581	WATER, SEWER, :	108 W RETAMA, ON CAL	151977	1,250.09
VENDOR 01-018154 TOTALS							1,250.09
01-021095	UNITED PARCEL SERVICE I-000034965X152		01 570-0108	POSTAGE	: SERVICE CHARGE	151947	15.50
01-021095	UNITED PARCEL SERVICE I-00034965X162		01 570-0108	POSTAGE	: SERVICE CHARGES	151989	15.50
VENDOR 01-021095 TOTALS							31.00
DEPARTMENT 570 GENERAL SERVICES TOTAL:							23,899.84
VENDOR SET 01 GENERAL FUND TOTAL:							214,309.62

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 02 HOTEL/MOTEL TAX FUND

DEPARTMENT: 590 VISITORS BUREAU

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-004089	TX DEPT OF INFORMATION	I-22030585N	02 590-0501	COMMUNICATIONS	TEX-AN NG CHARGES MA	151961	2.74
					VENDOR 01-004089 TOTALS		2.74
01-007600	GULF COAST PAPER CO, I	I-2222280	02 590-0160	LAUNDRY & JAN:	4 CS ROLL TWLS, TISS	151968	443.36
					VENDOR 01-007600 TOTALS		443.36
01-020185	CHARTER COMMUNICATIONS	I-0306005041122	02 590-0415	SERVICE CONTR:	CABLE & INTERNET SRV	151944	276.88
					VENDOR 01-020185 TOTALS		276.88
01-021226	US BANK VOYAGER FLEET	I-8693264882218	02 590-0104	FUEL & LUBRIC:	FUEL PURCHASED 3/24	151990	42.99
					VENDOR 01-021226 TOTALS		42.99
DEPARTMENT 590 VISITORS BUREAU						TOTAL:	765.97

VENDOR SET: 01 City of South Padre Islan  
 FUND : 02 HOTEL/MOTEL TAX FUND  
 DEPARTMENT: 592 SALES & ADMINISTRATION  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

BANK: OPER

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-003891	MARC CRAIN	I-7436	02 592-0538	CONVENTION SE:	SPONSORED FIREWORKS	151960	4,000.00
					VENDOR 01-003891 TOTALS		4,000.00
01-004089	TX DEPT OF INFORMATION	I-22030585N	02 592-0501	COMMUNICATION:	TEX-AN NG CHARGES MA	151961	1.56
					VENDOR 01-004089 TOTALS		1.56
01-013426	MUNI SERVICES, LLC	I-INV06-013763	02 592-0530	PROFESSIONAL :	2021-2022 HOT ADMIN	151937	5,213.75
01-013426	MUNI SERVICES, LLC	I-INV06-014023	02 592-0530	PROFESSIONAL :	2021-2022 HOT ADMIN	151937	5,149.25
					VENDOR 01-013426 TOTALS		10,363.00
01-020602	ADRIAN CHARLES HULSE &	I-33604	02 592-0101	OFFICE SUPPLI:	2-NAME BADGES YOLAND	151984	41.13
01-020602	ADRIAN CHARLES HULSE &	I-33740	02 592-0538	CONVENTION SE:	PRINTED 2500 BOOKMAR	151945	199.00
01-020602	ADRIAN CHARLES HULSE &	I-33741	02 592-0538	CONVENTION SE:	PRINTED 2500 MAPS,	151945	316.00
01-020602	ADRIAN CHARLES HULSE &	I-33742	02 592-0538	CONVENTION SE:	PRINTED 2500 6 X 4 P	151945	160.00
					VENDOR 01-020602 TOTALS		716.13
01-021095	UNITED PARCEL SERVICE	I-0000648239152-1	02 592-0108	POSTAGE :	SERVICE CHARGES	151947	36.00
					VENDOR 01-021095 TOTALS		36.00
01-021226	US BANK VOYAGER FLEET	I-8693264882218	02 592-0104	FUEL & LUBRIC:	FUEL PURCHASED 3/24	151990	81.35
					VENDOR 01-021226 TOTALS		81.35
01-022260	DAVID VILLARREAL	I-032122-1	02 592-0550	TRAVEL EXPENS:	PER DIEM TRAVEL TO I	002563	120.00
01-022260	DAVID VILLARREAL	I-32122	02 592-0550	TRAVEL EXPENS:	PER DIEM: AUSTIN TRI	002563	48.00
					VENDOR 01-022260 TOTALS		168.00
01-023900	XEROX CORPORATION	I-015897505	02 592-0415	SERVICE CONTR:	CVB XEROX C8070H	151997	786.32
					VENDOR 01-023900 TOTALS		786.32
01-024211	THE ZIMMERMAN AGENCY	I-INV-26201	02 592-0535	FAMILIARIZATI:	12455-ADVERTISING SE	151950	3,551.58
					VENDOR 01-024211 TOTALS		3,551.58
DEPARTMENT 592 SALES & ADMINISTRATION TOTAL:							19,703.94

VENDOR SET: 01 City of South Padre Island

BANK: OPER

FUND : 02 HOTEL/MOTEL TAX FUND

DEPARTMENT: 593 EVENTS MARKETING

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L	ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-019313	SPI BIRDING AND NATURE	I-WOWE-22-1	02	593-8099	MISC SPONSORS: WOVE 2011		151981	1,250.00
							VENDOR 01-019313 TOTALS	1,250.00
01-020602	ADRIAN CHARLES HULSE &	I-33729	02	593-8060	ENTRANCE SIGN: ART SERV: SEA TURTLE	151945		275.00
01-020602	ADRIAN CHARLES HULSE &	I-33730	02	593-8060	ENTRANCE SIGN: ART SRV. : SURFING C	151945		280.00
01-020602	ADRIAN CHARLES HULSE &	I-33731	02	593-8060	ENTRANCE SIGN: ART SERV. :SHALLOWSP	151945		275.00
01-020602	ADRIAN CHARLES HULSE &	I-33732	02	593-8060	ENTRANCE SIGN: ART SERV.:SPLASH MED	151945		500.00
							VENDOR 01-020602 TOTALS	1,330.00
01-023037	KAREN M WATT	I-41422	02	593-8099	MISC SPONSORS: SPI TRI 2022		151996	1,250.00
							VENDOR 01-023037 TOTALS	1,250.00
							DEPARTMENT 593 EVENTS MARKETING TOTAL:	3,830.00

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 02 HOTEL/MOTEL TAX FUND

DEPARTMENT: 594 MARKETING

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-003398	NEXSTAR	I-3241493-1	02 594-0531	MEDIA PLACEME:	02/01-28/22	151956	1,250.00
01-003398	NEXSTAR	I-3241495-1	02 594-0531	MEDIA PLACEME:	03/01-03*/31/22	151956	1,100.00
01-003398	NEXSTAR	I-3360067-2	02 594-0531	MEDIA PLACEME:	03/01-03*/31/22	151956	250.00
01-003398	NEXSTAR	I-3360162-1	02 594-0531	MEDIA PLACEME:	03/01-03*/31/22	151956	1,445.00
01-003398	NEXSTAR	I-3360298-1	02 594-0531	MEDIA PLACEME:	03/01-03*/31/22	151956	250.00
						VENDOR 01-003398 TOTALS	4,295.00
01-003677	CLEAR CHANNEL OUTDOOR,	I-792102466	02 594-0533	MARKETING	: AIRPORT DISPLAY, HRL	151915	520.00
						VENDOR 01-003677 TOTALS	520.00
01-004424	ENTRAVISION COMMUNICAT	I-633817-1	02 594-0531	MEDIA PLACEME:	SEMANA SANTA CAMPAIG	151918	5,242.19
						VENDOR 01-004424 TOTALS	5,242.19
01-009113	GLORIA GRACIA	I-980	02 594-0531	MEDIA PLACEME:	MARKETING BUY-MEXICO	151927	9,750.00
01-009113	GLORIA GRACIA	I-981	02 594-0531	MEDIA PLACEME:	MARKETING BUY-MEXICO	151927	6,800.00
01-009113	GLORIA GRACIA	I-982	02 594-0531	MEDIA PLACEME:	MARKETING BUY-BILLBO	151971	6,750.00
						VENDOR 01-009113 TOTALS	23,300.00
01-012090	LAMAR TEXAS LIMITED PA	I-113504679	02 594-0531	MEDIA PLACEME:	DIGITAL BILLBOARDS	151932	3,900.00
01-012090	LAMAR TEXAS LIMITED PA	I-113504681	02 594-0531	MEDIA PLACEME:	DIGITAL BILLBOARDS	151932	13,380.00
01-012090	LAMAR TEXAS LIMITED PA	I-113530249	02 594-0531	MEDIA PLACEME:	DIGITAL BILLBOARDS	151973	3,000.00
						VENDOR 01-012090 TOTALS	20,280.00
01-020059	TEXAS DEPT OF TRANSPOR	I-TRV3939	02 594-0531	MEDIA PLACEME:	2022 MEDIA PLAN	151983	3,726.85
						VENDOR 01-020059 TOTALS	3,726.85
01-024211	THE ZIMMERMAN AGENCY	I-INV-26289	02 594-0531	MEDIA PLACEME:	COLLEGE SPRING BREAK	151950	101,889.47
01-024211	THE ZIMMERMAN AGENCY	I-INV-26290	02 594-0531	MEDIA PLACEME:	FAMILY SPRING BREAK	151950	44,186.82
01-024211	THE ZIMMERMAN AGENCY	I-INV-26291	02 594-0531	MEDIA PLACEME:	MEDIA PLAN FY 21/22	151950	30,605.61
						VENDOR 01-024211 TOTALS	176,681.90
DEPARTMENT 594 MARKETING						TOTAL:	234,045.94

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 02 HOTEL/MOTEL TAX FUND

DEPARTMENT: 596 SPI HISTORICAL MUSEUM

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L	ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-012071	LAGUNA MADRE WATER DIS	I-040822-07	02	596-0581	WATER, SEWER,;	600 PADRE BLVD	002551	61.04
01-012071	LAGUNA MADRE WATER DIS	I-040822-08	02	596-0581	WATER, SEWER,;	600 PADRE BLVD	002551	35.44
							VENDOR 01-012071 TOTALS	96.48
01-020016	TERMINIX	I-419228855	02	596-0415	SERVICE CONTR:	PEST CONTROL 610 PAD 151982		60.00
							VENDOR 01-020016 TOTALS	60.00
							DEPARTMENT 596 SPI HISTORICAL MUSEUM TOTAL:	156.48
							VENDOR SET 02 HOTEL/MOTEL TAX FUND TOTAL:	258,502.33

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 03 VENUE PROJECT FUND

DEPARTMENT: 597 VENUE PROJECT

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-012071	LAGUNA MADRE WATER DIS	I-040822-15	03 597-0581	WATER, SEWER, :	2412 PADRE BLVD MDN	002551	70.34
01-012071	LAGUNA MADRE WATER DIS	I-040822-16	03 597-0581	WATER, SEWER, :	2700 PADRE BLVD MDN	002551	40.49
01-012071	LAGUNA MADRE WATER DIS	I-040822-17	03 597-0581	WATER, SEWER, :	3000 PADRE BLVD MDN	002551	25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-20	03 597-0581	WATER, SEWER, :	1612 GULF BLVD IRR	002551	609.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-45	03 597-0581	WATER, SEWER, :	7010 STATE PARK RD #	002551	21.46
01-012071	LAGUNA MADRE WATER DIS	I-040822-51	03 597-0581	WATER, SEWER, :	3900 PADRE BLVD MDN	002551	25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-52	03 597-0581	WATER, SEWER, :	4400 PADRE BLVD MDN	002551	25.81
01-012071	LAGUNA MADRE WATER DIS	I-040822-55	03 597-0581	WATER, SEWER, :	4598 PADRE BLVD IRR	002551	13.72
01-012071	LAGUNA MADRE WATER DIS	I-040822-68	03 597-0581	WATER, SEWER, :	4701 PADRE BLVD MDN	002551	25.81

VENDOR 01-012071 TOTALS 859.06

DEPARTMENT 597 VENUE PROJECT TOTAL: 859.06

VENDOR SET 03 VENUE PROJECT FUND TOTAL: 859.06

VENDOR SET: 01 City of South Padre Island  
 FUND : 06 CONVENTION CENTER FUND  
 DEPARTMENT: 565 CONVENTION CENTER OPER  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

BANK: OPER

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-001161	AT&T	I-040322	06 565-0501	COMMUNICATION;	SERVICE APRIL 3 - MA	151951	317.66
				VENDOR 01-001161	TOTALS		317.66
01-001345	ASAP QUIKLOCKS	I-7463	06 565-0150	MINOR TOOLS &;	REPAIR ON WEST DOORS	151907	357.84
				VENDOR 01-001345	TOTALS		357.84
01-003418	JAMES R. MATTHEWS	I-0522	06 565-0415	SERVICE CONTR;	WATER TREATMENT MAY	151957	172.00
				VENDOR 01-003418	TOTALS		172.00
01-004283	ECOLAB INC.	I-6268547900	06 565-0415	SERVICE CONTR;	DISHMACHINE RENTAL	151916	155.41
01-004283	ECOLAB INC.	I-6268662004	06 565-0415	SERVICE CONTR;	3-5GL. LOW TEMP MACH	151963	213.03
				VENDOR 01-004283	TOTALS		368.44
01-005512	EXPRESS SERVICES, INC.	I-26691747	06 565-0530	PROFESSIONAL ;	TEM LABOR CVB JAN 23	151964	1,154.40
				VENDOR 01-005512	TOTALS		1,154.40
01-007600	GULF COAST PAPER CO. I	I-2214778	06 565-0160	LAUNDRY & JAN;	MISC. PAPER PROD. &	151923	499.68
01-007600	GULF COAST PAPER CO. I	I-2214779	06 565-0160	LAUNDRY & JAN;	MISC.PAPER PROD & JA	151923	476.11
01-007600	GULF COAST PAPER CO. I	I-2221879	06 565-0150	MINOR TOOLS &;	7-CHROME TOUCH FREE	151968	416.25
01-007600	GULF COAST PAPER CO. I	I-2221888	06 565-0160	LAUNDRY & JAN;	2 CS HAND SANITIZER,	151968	193.06
01-007600	GULF COAST PAPER CO. I	I-2222112	06 565-0401	FURNITURE & F;	5-CS FOAM HAND SANIT	151968	487.65
				VENDOR 01-007600	TOTALS		2,072.75
01-008264	HOLT CAT	I-WIEZ0032723	06 565-0415	SERVICE CONTR;	GENERATOR PM	151969	3,849.94
				VENDOR 01-008264	TOTALS		3,849.94
01-012071	LAGUNA MADRE WATER DIS	I-040822-44	06 565-0581	WATER, SEWER,;	7355 PADRE BLVD	002551	2,425.05
01-012071	LAGUNA MADRE WATER DIS	I-040822-46	06 565-0581	WATER, SEWER,;	7355 PADRE BLVD	IRR 002551	2,844.49
				VENDOR 01-012071	TOTALS		5,269.54

VENDOR SET: 01 City of South Padre Islan  
 FUND : 06 CONVENTION CENTER FUND  
 DEPARTMENT: 565 CONVENTION CENTER OPER  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

BANK: OPER

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-020602	ADRIAN CHARLES HULSE &	I-33724	06 565-0101	OFFICE SUPPLI:	REPLACEMENT DIE CUT	151945	150.00
VENDOR 01-020602 TOTALS							150.00
01-020745	TRANE, U.S. INC.	I-312539547	06 565-1001	BUILDINGS & S:	PM FOR CHILLER AT CC	151988	4,472.00
01-020745	TRANE, U.S. INC.	I-312542457	06 565-0410	MACHINERY & E:	REPAIR TO SOLENOID A	151988	1,560.00
VENDOR 01-020745 TOTALS							6,032.00
01-021102	UNIFIRST HOLDINGS, INC	I-8412252722	06 565-0130	WEARING APPAR:	UNIFORMS	002556	67.65
01-021102	UNIFIRST HOLDINGS, INC	I-8412252722	06 565-0160	LAUNDRY & JAN:	MISC. JANITORIAL	002556	167.30
01-021102	UNIFIRST HOLDINGS, INC	I-8412253513	06 565-0160	LAUNDRY & JAN:	UNIFORMS AND MATS, M	002556	167.30
01-021102	UNIFIRST HOLDINGS, INC	I-8412253513	06 565-0130	WEARING APPAR:	UNIFORMS AND MATS, M	002556	67.65
VENDOR 01-021102 TOTALS							469.90
01-021226	US BANK VOYAGER FLEET	I-8693264882218	06 565-0104	FUEL & LUBRIC:	FUEL PURCHASED 3/24	151990	47.45
VENDOR 01-021226 TOTALS							47.45
DEPARTMENT 565 CONVENTION CENTER OPER						TOTAL:	20,261.92
VENDOR SET 06 CONVENTION CENTER FUND						TOTAL:	20,261.92

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 08 FORFEITED PROPERTY FUND

DEPARTMENT: N/A NON-DEPARTMENTAL

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-003071	CAMERON CTY DISTRICT A	I-040122	08 2422		FORFEIT PENDI: 50% OF SEIZED US CUR	151955	680.00
						VENDOR 01-003071 TOTALS	680.00
						DEPARTMENT	680.00
						NON-DEPARTMENTAL	
						TOTAL:	680.00
						VENDOR SET 08	680.00
						FORFEITED PROPERTY FUND	
						TOTAL:	680.00

VENDOR SET: 01 City of South Padre Islan

FUND : 09 PARKS, REC & BEAUTIF

DEPARTMENT: 572 GENERAL SERVICES

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-020743	TREETOP PRODUCTS, INC.	I-SOTRE89941	09 572-9177	PARK IMPROVEM:	PINIC TABLES & BENCH	151987	13,148.11
						VENDOR 01-020743 TOTALS	13,148.11
						DEPARTMENT 572 GENERAL SERVICES TOTAL:	13,148.11
						VENDOR SET 09 PARKS, REC & BEAUTIF TOTAL:	13,148.11

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 21 MUN. COURT TECHNOLOGY

DEPARTMENT: 520 MUN COURT TECHNOLOGY

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-012172	LEXIS NEXIS RISK DATA	I-1824012-20220131	21 520-0415	SERVICE CONTR:	Identity Search	151934	91.00
01-012172	LEXIS NEXIS RISK DATA	I-1824012-20220228	21 520-0415	SERVICE CONTR:	Identity Search	151934	91.00
01-012172	LEXIS NEXIS RISK DATA	I-1824012-20220331	21 520-0415	SERVICE CONTR:	Identity Search	151934	91.00
						VENDOR 01-012172 TOTALS	273.00
						DEPARTMENT 520 MUN COURT TECHNOLOGY TOTAL:	273.00
						VENDOR SET 21 MUN, COURT TECHNOLOGY TOTAL:	273.00

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 30 TRANSPORTATION

DEPARTMENT: 591 SPI METRO

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L	ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-004141	ELITE PRO TERMITES & PE	I-10650	30	591-0415	SERVICE CONTR:	MONTHLY PEST SERVICE	151962	150.00
						VENDOR 01-004141 TOTALS		150.00
01-006111	AIM MEDIA TEXAS OPERAT	I-10022472-0322	30	591-0540	ADVERTISING :	CLASSIFIED ADS REQ	151920	853.20
						VENDOR 01-006111 TOTALS		853.20
01-009695	JOSE ANTONIO PEREZ HUE	I-6785	30	591-0420	MOTOR VEHICLE:	404/18/22	151929	360.00
01-009695	JOSE ANTONIO PEREZ HUE	I-6786	30	591-0420	MOTOR VEHICLE:	4/25/22	151972	360.00
						VENDOR 01-009695 TOTALS		720.00
01-012071	LAGUNA MADRE WATER DIS	I-040822-03	30	591-0581	WATER, SEWER, :	321 PADRE BLVD TRANS	002551	402.53
01-012071	LAGUNA MADRE WATER DIS	I-040822-04	30	591-0581	WATER, SEWER, :	321 PADRE BLVD IRR	002551	450.17
01-012071	LAGUNA MADRE WATER DIS	I-040822-05	30	591-0581	WATER, SEWER, :	321 PADRE BLVD F/L	002551	50.25
						VENDOR 01-012071 TOTALS		902.95
01-014991	OCTAVIO'S REMODELING &	I-20482	30	591-0411	BUILDINGS & S:	EMERGENCY REPAIR OF	151939	650.00
						VENDOR 01-014991 TOTALS		650.00
01-016141	BARTOLO PEREZ III	I-041122	30	591-0550	TRAVEL EXPENS:	REIMBURSE PARKING &	002559	302.09
						VENDOR 01-016141 TOTALS		302.09
01-016600	SAN BENITO NEWS	I-031022	30	591-0540	ADVERTISING :	RFQ FOR BUS SHELTERS	151940	231.00
01-016600	SAN BENITO NEWS	I-031722	30	591-0540	ADVERTISING :	RFQ FOR BUS SHELTERS	151940	231.00
						VENDOR 01-016600 TOTALS		462.00
01-018058	RELIABLE ELECTRIC CO.	I-33980	30	591-0530	PROFESSIONAL :	INSTALLED 2 LIGHT FI	151976	421.54
01-018058	RELIABLE ELECTRIC CO.	I-33981	30	591-0411	BUILDINGS & S:	REGALVANIZE LIGHT PO	151976	3,600.00
						VENDOR 01-018058 TOTALS		4,021.54
01-019494	TCR - THE BEST ALARM,	I-70281	30	591-0415	SERVICE CONTR:	MONTHLY FIRE MONITOR	151942	600.00
						VENDOR 01-019494 TOTALS		600.00

VENDOR SET: 01 City of South Padre Island

BANK: OPER

FUND : 30 TRANSPORTATION

DEPARTMENT: 591 SPI METRO

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L	ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-020125	TEXAS DEPT. OF TRANSP	I-LEA00002145	30	591-0560	RENTAL	: YEARLY LEASE	151943	7,500.00
							VENDOR 01-020125 TOTALS	7,500.00
01-021226	US BANK VOYAGER FLEET	I-8693264882218	30	591-0104	FUEL & LUBRIC:	FUEL PURCHASED 3/24	151990	21,166.94
							VENDOR 01-021226 TOTALS	21,166.94
01-023900	XEROX CORPORATION	I-015897502	30	591-0415	SERVICE CONTR:	C8035H	151997	139.96
							VENDOR 01-023900 TOTALS	139.96
							DEPARTMENT 591 SPI METRO	TOTAL: 37,468.68
							VENDOR SET 30 TRANSPORTATION	TOTAL: 37,468.68

VENDOR SET: 01 City of South Padre Islan  
 FUND : 57 VENUE TAX CONSTRUCTION  
 DEPARTMENT: 597 VENUE TAX CONSTRUCTION  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-008094	HORTA USA dba BOTANY L	I-030322	57 597-9075		CONSTRUCTION : PLANTS MONARCH TRAIL 151924		515.00
						VENDOR 01-008094 TOTALS	515.00
01-011149	KIMLEY-HORN & ASSOCIAT	I-069234011-0322	57 597-0530		PROFESSIONAL : AMENDMENT 24	002550	1,490.00
						VENDOR 01-011149 TOTALS	1,490.00
01-012050	LOS EBANOS FARMS	I-022846	57 597-9075		CONSTRUCTION : PLANTS MONARCH TRAIL 151931		3,593.50
						VENDOR 01-012050 TOTALS	3,593.50
						DEPARTMENT 597 VENUE TAX CONSTRUCTION TOTAL:	5,598.50
						VENDOR SET 57 VENUE TAX CONSTRUCTION TOTAL:	5,598.50

VENDOR SET: 01 City of South Padre Islan  
 FUND : 60 BEACH MAINTENANCE FUND  
 DEPARTMENT: 522 BEACH PATROL  
 INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999  
 PAY DATE RANGE: 4/21/2022 THRU 4/29/2022  
 BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L	ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-003244	PEDRO CASILLAS	I-041122	60	522-0550	TRAVEL EXPENS:	PER DIEM, CHICAGO TR	002557	202.25
					VENDOR 01-003244	TOTALS		202.25
01-016247	JIM PIGG	I-041122	60	522-0550	TRAVEL EXPENS:	PER DIEM, CHICAGO TR	002560	202.25
					VENDOR 01-016247	TOTALS		202.25
01-020602	ADRIAN CHARLES HULSE &	I-33478	60	522-0101	OFFICE SUPPLI:	PRINTED 200 2PT NCR	151945	86.40
					VENDOR 01-020602	TOTALS		86.40
01-021226	US BANK VOYAGER FLEET	I-8693264882218	60	522-0104	FUEL & LUBRIC:	FUEL PURCHASED 3/24	151990	507.11
					VENDOR 01-021226	TOTALS		507.11
01-022037	C.L. ANDERSON, JR. M.D	I-1025004	60	522-0530	PROFESSIONAL :	MAGNUM C. CALLISON #	151994	105.00
					VENDOR 01-022037	TOTALS		105.00
							<b>TOTAL:</b>	<b>1,103.01</b>

VENDOR SET: 01 City of South Padre Islan

FUND : 60 BEACH MAINTENANCE FUND

DEPARTMENT: 560 BEACH MAINTENANCE

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

BANK: OPER

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT		
01-008179	HDR ENGINEERING INC.	I-1200424089	60 560-0530	PROFESSIONAL	TOMPKINS CHANNEL	PHA 002549	1,434.39		
					VENDOR 01-008179	TOTALS	1,434.39		
01-018154	REPUBLIC SERVICES #863	I-0863002169528	60 560-0581	WATER, SEWER,	TEMP SERVICE	7355 PA 151941	863.60		
					VENDOR 01-018154	TOTALS	863.60		
01-021226	US BANK VOYAGER FLEET	I-8693264882218	60 560-0104	FUEL & LUBRIC:	FUEL PURCHASED	3/24 151990	2,499.87		
					VENDOR 01-021226	TOTALS	2,499.87		
01-021237	U.S. GEOLOGICAL SURVEY	I-90975494	60 560-0530	PROFESSIONAL	NFWF Living Shorelin	151948	29,085.00		
					VENDOR 01-021237	TOTALS	29,085.00		
01-023900	XEROX CORPORATION	I-015897502	60 560-0415	SERVICE CONTR:	C8035H	151997	93.20		
					VENDOR 01-023900	TOTALS	93.20		
						DEPARTMENT 560	BEACH MAINTENANCE	TOTAL:	33,976.06
						VENDOR SET 60	BEACH MAINTENANCE FUND	TOTAL:	35,079.07

VENDOR SET: 01 City of South Padre Islan

BANK: OPER

FUND : 61 BEACH ACCESS FUND

DEPARTMENT: 543 PUBLIC WORKS

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-011215	LJA ENGINEERING, INC.	I-202206526	61 543-9075-01	CONSTRUCTION	: Sea Island CMP 26	151930	2,805.00
VENDOR 01-011215 TOTALS							2,805.00

DEPARTMENT 543 PUBLIC WORKS TOTAL: 2,805.00

VENDOR SET: 01 City of South Padre Islan

FUND : 61 BEACH ACCESS FUND

DEPARTMENT: 572 SPECIAL PROJECTS

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

BANK: OPER

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-001018	ACCESSREC, LLC	I-2360	61 572-1002	MOBI MATS	: VEHICULAR MAT	151905	23,350.00
						VENDOR 01-001018 TOTALS	23,350.00
						DEPARTMENT 572 SPECIAL PROJECTS TOTAL:	23,350.00
						VENDOR SET 61 BEACH ACCESS FUND TOTAL:	26,155.00

VENDOR SET: 01 City of South Padre Islan

FUND : 62 BAY ACCESS FUND

DEPARTMENT: 560 SHORELINE

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-011215	LJA ENGINEERING, INC.	I-202206527	62 560-0530	PROFESSIONAL ;	Marisol Boat Ramp TP	151930	18,165.00
						VENDOR 01-011215 TOTALS	18,165.00
						DEPARTMENT 560 SHORELINE	TOTAL: 18,165.00
						VENDOR SET 62 BAY ACCESS FUND	TOTAL: 18,165.00

VENDOR SET: 01 City of South Padre Islan

FUND : 66 LAGUNA BLVD RECONSTRUCTIO

DEPARTMENT: 562 PUBLIC WORKS

INVOICE DATE RANGE: 1/01/1998 THRU 99/99/9999

PAY DATE RANGE: 4/21/2022 THRU 4/29/2022

BUDGET TO USE: CB-CURRENT BUDGET

VENDOR	NAME	ITEM #	G/L ACCOUNT	NAME	DESCRIPTION	CHECK #	AMOUNT
01-003686	CLORE EQUIPMENT LLC	I-2	66 562-9075		CONSTRUCTION : LAGUNA BLVD PROJECT	002548	62,431.19
						VENDOR 01-003686 TOTALS	62,431.19
						DEPARTMENT 562 PUBLIC WORKS	TOTAL: 62,431.19
						VENDOR SET 66 LAGUNA BLVD RECONSTRUCTIOTOTAL:	62,431.19
						REPORT GRAND TOTAL:	692,931.48

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Vedette Garza

**DEPARTMENT:** Public Works Department

**ITEM**

Approve budget enhancement for \$6,329.18 from 01-48045 Insurance Proceeds for PD-163 repairs. (Garza)

**ITEM BACKGROUND**

PD Unit 163 was involved in an accident on February 20, 2022. The City will receive funds for \$6,329.18 from TML for the repairs.

**BUDGET/FINANCIAL SUMMARY**

Increase line item 01-48045 Insurance Proceeds by \$6,329.18

Increase line item 01-540-0420-01 Police Repairs and Maintenance by \$6,329.18

**COMPREHENSIVE PLAN GOAL**

n/a

**LEGAL REVIEW**

Sent to Legal: No

Approved by Legal: No

**RECOMMENDATIONS/COMMENTS:**



WORKERS' COMPENSATION • PROPERTY • LIABILITY

April 20, 2022

Rodrigo Gimenez  
 South Padre Island  
 4601 Padre Blvd  
 South Padre Island, TX 78597-7325

RE: TMLIRP Fund Member: South Padre Island  
 Date of Loss: February 20, 2022  
 TMLIRP Claim No: AU0000000165794  
 VIN No: 1FM5K8AR5UGA36292

Dear Rodrigo Gimenez:

A TML Risk Pool check in the amount of \$6,329.18, as agreed upon for the above-referenced claim, will follow separately.

Should you have any questions or concerns, please feel free to contact me.

Sincerely,

A handwritten signature in blue ink, appearing to read "Erick Ceballos".

Erick Ceballos  
 Texas Municipal League Intergovernmental Risk Pool  
 Auto Claims Specialist  
 Direct Line: 512-491-2454  
 erick.ceballos@tmlirp.org



## On The Go Appraisals

Workfile ID: 4d48a7bc

14699 Brown Road  
Tomball, TX 77377  
Phone: (833) 219-9001  
claims@otgappraisals.com

For:

### TML INTERGOVERNMENTAL RISK POOL

#### Estimate of Record

**Owner: South Padre Island PD**

**Job Number:**

Written By: OTG Appraisals  
Adjuster: ERICK, CEBALLOS

Insured: South Padre Island PD      Policy #:      Claim #: AU165794  
Type of Loss:      Date of Loss: 2/20/2022 12:00 PM      Days to Repair: 0  
Point of Impact:

<b>Owner:</b>	<b>Inspection Location:</b>	<b>Repair Facility:</b>
South Padre Island PD	4601 Padre Blvd	
4601 Padre Blvd	South Padre Island, TX 78597	
South Padre Island, TX 78597	Other	
(956) 761-8159 Business	(956) 761-8159 Evening	

#### VEHICLE

2017 FORD Police Interceptor Utility Vehicle AWD (Fleet) 4D UTV 6-3.7L Gasoline Sequential MPI Black

VIN: 1FM5K8AR5HGA36292	Production Date:	Interior Color:
License:	Odometer: 128,501	Exterior Color: Black
State:	Condition:	

#### TRANSMISSION

Automatic Transmission  
4 Wheel Drive

#### POWER

Power Steering  
Power Brakes  
Power Windows  
Power Locks  
Power Mirrors  
Power Driver Seat  
Power Adjustable Pedals

#### DECOR

Dual Mirrors

Privacy Glass

Overhead Console

#### CONVENIENCE

Air Conditioning  
Intermittent Wipers  
Tilt Wheel  
Cruise Control  
Rear Defogger  
Message Center  
Steering Wheel Touch Controls  
Rear Window Wiper  
Backup Camera

#### RADIO

AM Radio

FM Radio

Stereo

Search/Seek

CD Player

#### SAFETY

Drivers Side Air Bag  
Passenger Air Bag  
Anti-Lock Brakes (4)  
4 Wheel Disc Brakes  
Traction Control  
Stability Control  
Front Side Impact Air Bags

Head/Curtain Air Bags

Xenon or L.E.D. Headlamps

#### SEATS

Cloth Seats  
Bucket Seats  
Reclining/Lounge Seats

#### WHEELS

Styled Steel Wheels

#### PAINT

Clear Coat Paint

#### OTHER

Rear Spoiler  
California Emissions

## Estimate of Record

Owner: South Padre Island PD

Job Number:

2017 FORD Police Interceptor Utility Vehicle AWD (Fleet) 4D UTV 6-3.7L Gasoline Sequential MPI Black

Line	Oper	Description	Part Number	Qty	Extended Price \$	Labor	Paint
1		<b>FRONT BUMPER</b>					
2		O/H front bumper				3.8	
3	**	Repl A/M KEYSIQ Bumper cover	FB5Z17D957EB	1	660.00	Incl.	2.4
4		Add for Clear Coat					1.0
5		Repl Absorber	FB5Z17C882C	1	85.03	Incl.	
6		Repl Impact bar	FB5Z17757A	1	117.78	0.6	
7	*	Repl Lower grille	NOT USED	1	<u>88.18</u>	Incl.	
8	#	Repl Front Siren		1	195.00	0.4	
9	#	Repl Push Bar, W Strobes		1	695.00	3.0	
10		<b>GRILLE</b>					
11		Repl Grille POLICE INTERCEPTOR	FB5Z8200GB	1	428.12	Incl.	
12		<b>FRONT LAMPS</b>					
13		Repl LT Headlamp housing level 2 lamps to 04/03/2018	FB5Z13008AD	1	1,006.17	Incl.	
14		Aim headlamps				0.5	
15		<b>RADIATOR SUPPORT</b>					
16	**	Repl A/M Radiator support	FB5Z16138B	1	306.00	2.9	
17		Evacuate & recharge				m 1.4	
18		Refrigerant recovery				m 0.4	
19		<b>HOOD</b>					
20	**	Repl A/M CAPA Hood (ALU)	FB5Z16612A	1	737.00	1.1	3.0
21		Add for Clear Coat					1.2
22		Add for Underside(Complete)					1.5
23		<b>FENDER</b>					
24	**	Repl A/M CAPA LT Fender	FB5Z16006A	1	262.00	2.3	2.2
25		Overlap Major Adj. Panel					-0.4
26		Add for Clear Coat					0.4
27		Add for Edging					0.5
28	#	Subl Hazardous waste removal		1	5.00		
29	#	Repl Cover Car		1	10.00 T	0.2	
30	#	Repl Flex additive		1	8.00 T		
31	#	Rpr Setup & measure				1.5 F	
32	#	Rpr Unibody structural repair				4.0 F	
<b>SUBTOTALS</b>					<b>4,603.28</b>	<b>22.1</b>	<b>11.8</b>

## NOTES

Prior Damage Notes:  
none

## Estimate of Record

**Owner: South Padre Island PD**
**Job Number:**

2017 FORD Police Interceptor Utility Vehicle AWD (Fleet) 4D UTV 6-3.7L Gasoline Sequential MPI Black

### ESTIMATE TOTALS

Category	Basis	Rate	Cost \$
Parts			4,585.28
Body Labor	16.6 hrs @	\$ 50.00 /hr	830.00
Paint Labor	11.8 hrs @	\$ 50.00 /hr	590.00
Frame Labor	5.5 hrs @	\$ 65.00 /hr	357.50
Paint Supplies	11.8 hrs @	\$ 38.00 /hr	448.40
Miscellaneous			18.00
Subtotal			6,829.18
<b>Total Cost of Repairs</b>			<b>6,829.18</b>
Deductible			500.00
<b>Total Adjustments</b>			<b>500.00</b>
<b>Net Cost of Repairs</b>			<b>6,329.18</b>

**MyPriceLink Estimate ID / Quote ID:**

944623323407458304 / 104070729

This is NOT an authorization for repairs. This estimate in no form approves any payments. ALL approval for any repairs must be provided by the vehicle owner. All financial responsibility for any repairs, teardowns, rentals, parts, labor, advance charges, etc... are the sole responsibility of the owner.

No supplements will be honored without prior approval, re-inspection, or written authorization from the insurance company involved.

This estimate may have been written with Pre and/or Post repair scans included, per the manufacturer positions statements. If these were included within the estimate, the listed carrier has the right to ask for these scan reports at any time during and/or after the repair process; for validation they were performed. If the repair facility is unable to produce the scan documents or supporting validation items upon demand, they may be removed from the estimate and may represent a negative supplement and possible payment reimbursement

SUPPLEMENTS\*\*\*\*\*SUPPLEMENTS\*\*\*\*\*SUPPLEMENTS\*\*\*\*\*SUPPLEMENTS\*\*\*\*\*SUPPLEMENTS  
 \*\*\*\*\*  
 FOR A SUPPLEMENT REQUEST, PLEASE CALL NUMBER ON HEADER OR EMAIL [claims@otgappraisals.com](mailto:claims@otgappraisals.com). !!!  
 \*\*\*\*\*  
 \*\*\*\*\*

By law, you have the right to select where you have your motor vehicle repaired and the parts used for repairs. However, an insurance company is not required to pay more than a reasonable amount for such repairs and parts. Your rights concerning motor vehicle repairs are explained in the insurance code Article 5.07-01



Texas Municipal League  
Intergovernmental Risk Pool  
Joint Self Insurance Fund  
1821 Rutherford Lane  
Austin, TX 78754  
(512) 491-2300

Frost Bank  
Parkdale  
88-2322/1149  
59

Date	Number
04/18/22	09057319
AU0000000165794	
Amount	
\$*****6,329.18	



Pay SIX Thousand THREE Hundred TWENTY NINE Dollars and EIGHTEEN Cents

To City of South Padre Island  
4601 Padre Blvd  
South Padre Island, TX 78597-7325

*[Signature]*  
*[Signature]*  
Void After 90 Days

SIGNATURE HAS A COLORED BACKGROUND • BORDER CONTAINS MICROPRINTING

⑈09057319⑈ ⑆114923222⑆ 29 9990348⑈

CLAIM NUMBER INVOICE NUMBER	PAYMENT FOR	FOR THE PERIOD	AMOUNT	ADJUSTER LINE CATEGORY
AU0000000165794 VIN# 1FM5K8AR5HGA36292	South Padre Island		-500.00	erick.ceballos Deductible
AU0000000165794 VIN# 1FM5K8AR5HGA36292	South Padre Island		6,829.18	erick.ceballos Vehicle

*[Handwritten Signature]*  
4-26-2022  
01-48645

City of South Padre Island

09057319

6,329.18 04/18/22

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Ben Ramirez, IT Systems Coordinator

**DEPARTMENT:** Information Technology

**ITEM**

Approve budget amendment to transfer \$3,348.17 for the purchase of tablets (including service) for the PW department. (V. Martinez)

**ITEM BACKGROUND**

Pending

**BUDGET/FINANCIAL SUMMARY**

Increase line item 43-572-9471 by \$3,348.17

Increase line item 01-49090 by \$3,348.17

Increase line item 01-515-0410 by \$(the cost of the tablets)

Increase line item 01-515-0415 by \$(the cost of the service).

**COMPREHENSIVE PLAN GOAL**

n/a

**LEGAL REVIEW**

Sent to Legal:

Approved by Legal:

**RECOMMENDATIONS/COMMENTS:**



# Government, Education, and Corporate Department

For Pricing Requests, Purchase Orders, and Customer Service:

<b>Phone:</b> 800-947-8003 212-239-7503	<b>Fax:</b> 800-858-5517 212-239-7759	<b>Email:</b> Education: emailbids@bhphoto.com Corporate: corporatesales@bhphoto.com	Fed Gov: federsales@bhphoto.com State and Local: biddept@bhphoto.com
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4601 Padre Blvd  
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SOUTH PADRE ISLAND, TX 78597

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City Of South Padre Island  
4601 Padre Blvd  
Attn: Victor Martinez  
SOUTH PADRE ISLAND, TX 78597

Bill Phone: (956)761-8387 Ext.:MAIN  
Work Phone: (956)761-8387 Ext.:AP  
Fax Phone: (956)761-3888

(956)761-8387

Date	Customer Code	Terms	Salesperson	Ship Via
04/14/22	76563530	N/A	WB	MULTIPLE
Qty Ord	Item Description	SKU# MFR#	Item Price	Amount
3	SAMSUNG TAB S7 FE 256GB TABLET - MYSTIC BLACK/REG	SASMT733NZKF (SMT733NZKFXA)	675.64	2,026.92
3	ALLSTATE 4-YR ADH NEW TABLET WRNTY/\$500-749.99/REG	ALTP0749N4A (RTP0749N4ATE)	199.99	599.97
PLEASE NOTE: ----- ***PLEASE NOTE OUR UPCOMING HOLIDAY SCHEDULE*** We will be closed from Friday April 15th through Saturday April 23rd and will reopen on Sunday April 24th at 10:00am ***** **** Please reference your quote number on all PO's **** **** ALL PRICES ARE LISTED IN USD **** Certain items may be enforced by vendor to sell at the vendor-imposed price posted at the time of order.				
<b>Payment Type -</b>			<b>- Amount</b>	
N/A			Sub-Total:	2,626.89
			Shipping:	Free STND
			<b>Total:</b>	<b>2,626.89</b>

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Alex Sanchez, Public Works Director

**DEPARTMENT:** Public Works Department

**ITEM**

Approve budget amendments in the amount of \$68,800.00 for all departments relating to the fuel and lubrications expenditures during the 2021/2022 fiscal year. (Sanchez)

**ITEM BACKGROUND**

n/a

**BUDGET/FINANCIAL SUMMARY**

Increase line item 01-540-0104-01 Fuel & Lubricants - PD \$30,500.00

Increase line item 01-540-0104-02 Fuel & Lubricants - FD \$9,000.00

Increase line item 01-540-0104-03 Fuel & Lubricants - PW \$15,000.00

Increase line item 01-540-0104-04 Fuel & Lubricants - CO \$4,300.00

General Fund excess reserves is approximately \$1.6 million

Increase line item 60-560-0104- BM Fuel & Lubricants \$10,000; Current Fund 60 excess reserves is \$3.3 million

**COMPREHENSIVE PLAN GOAL**

n/a

**LEGAL REVIEW**

Sent to Legal:

Approved by Legal:

**RECOMMENDATIONS/COMMENTS:**

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Nikki Soto, City Secretary

**DEPARTMENT:** City Managers Office

**ITEM**

Approve the minutes from the April 20, 2022 Regular City Council Meeting. (Soto)

**ITEM BACKGROUND**

Approve April 20, 2022 Regular City Council Meeting Minutes.

**BUDGET/FINANCIAL SUMMARY**

N/A

**COMPREHENSIVE PLAN GOAL**

N/A

**LEGAL REVIEW**

Sent to Legal:

Approved by Legal:

**RECOMMENDATIONS/COMMENTS:**

**MINUTES OF THE CITY COUNCIL REGULAR MEETING  
CITY OF SOUTH PADRE ISLAND**

**WEDNESDAY, APRIL 20, 2022**

**1.CALL TO ORDER**

The City Council Members of the City of South Padre Island, Texas held a Regular Meeting on Wednesday, April 20, 2022 at the Municipal Complex Building, 2. Floor, 4601 Padre Boulevard, South Padre Island, Texas. Mayor McNulty called the meeting to order at 5:36 p.m. A quorum was present: Mayor Patrick McNulty, Council Members, Ken Medders, Joe Ricco, Kerry Schwartz, Lydia Caballero, and Eva-Jean Dalton.

City staff members present were City Manager Randy Smith, Financial Officer Rodrigo Gimenez, Police Chief Claudine O’Carroll, , Public Works Director Alex Sanchez, Assistant Public Works Director Jon Wilson, Shoreline Director Kristina Boburka, Operations Fire Captain Oziel Garcia, Parks and Recreation Manager Debbie Huffman, and City Secretary Angelique Soto.

**2.PLEDGE OF ALLEGIANCE AND TEXAS PLEDGE**

Mayor McNulty led the Pledge of Allegiance and the Texas Pledge.

**3.PUBLIC COMMENTS AND ANNOUNCEMENTS:**

Public comments and announcements were given at this time.

**4.PRESENTATIONS AND PROCLAMATIONS:**

**4.1. PRESENTATION OF THE WIND AND WATER SPORTS PARK. (BOBURKA)**

**5.APPROVE CONSENT AGENDA:**

Council Member Medders made a motion, seconded by Council Member Schwartz to approve Consent Agenda Items 5.1 through 5.3. Motion carried unanimously.

**5.1. APPROVE A BUDGET AMENDMENT FROM THE FEDERAL FORFEITURE FUNDS IN THE AMOUNT OF \$10,000 TO PURCHASE A K9 AND INCLUDE TRAVEL AND TRAINING. (O’CARROLL)**

**5.2. APPROVE THE MINUTES FROM THE APRIL 6, 2022 REGULAR CITY COUNCIL MEETING (SOTO)**

**5.3. APPROVE INVOICES FOR PAYMENT. (GIMENEZ)**

Invoices approved for payment by General Fund check numbers 151820 through 151904 and EFTs payments totaling \$905,452.33.

**6.REGULAR AGENDA**

**6.1. PRESENTATION, DISCUSSION AND POSSIBLE ACTION REGARDING THE CONVENTION CENTRE EXPANSION COMPONENT OF THE VENUE TAX PROJECT. (MCNULTY, RICCO)**

Council Member Ricco made a motion, seconded by Council Member Schwartz for staff to issue a Request for Qualifications for Architectural Engineering Design Phase I and Phase II omitting the 3<sup>rd</sup> floor from the design. Motion carried unanimously

**6.2. MID-YEAR BUDGET REVIEW FY 2021-2022 PRESENTATION. (GIMENEZ)**

Chief Financial Officer Rodrigo Gimenez explained that the City is required by the Home Rule Charter, Section 5.08 to review the performance of the budget at mid-year. Rodrigo presented an overview of the current budget and highlighted several areas, such as, compliance with required reserves, excess reserves available, and funding for infrastructure.

**6.3. DISCUSSION AND POSSIBLE ACTION REGARDING THE DEVELOPMENT OF THE PICKLEBALL COURT DESIGN CONCEPT, CONSTRUCTION PHASES AND TO APPROVE A BUDGET AMENDMENT FROM GENERAL FUND EXCESS RESERVES IN AN AMOUNT UP TO \$55,715. (RICCO)**

Council Member Ricco made a motion, seconded by Council Member Caballero to approve the Pickleball Court design concept, construction phases and approved a budget amendment from General Fund Excess Reserves in an amount up to \$55, 715. Motion carried unanimously.

**6.4. DISCUSSION AND ACTION TO APPROVE A BEACH AND DUNE PERMIT FOR 2216 GULF BOULEVARD TO CONSTRUCT A NEW 80-FOOT ADA RAMP. (BOBURKA)**

Council Member Ricco made a motion, seconded by Council Member Schwartz to approve a Beach and Dune Permit for 2216 Gulf Boulevard to construct a new 80-foot ADA ramp. Motion carried unanimously.

**6.5. DISCUSSION AND ACTION TO APPROVE AND ACCEPT HDR'S TOMPKINS CHANNEL PHASE III DREDGING PROPOSAL AND TO AUTHORIZE THE CITY MANAGER TO EXECUTE THE PROPOSAL. (BOBURKA)**

Council Member Ricco made a motion, seconded by Council Member Schwartz to approve and accept HDR's Tompkins Channel Phase III Dredging proposal and authorized the City Manager to execute the proposal. Motion carried unanimously.

**6.6. DISCUSSION AND ACTION TO APPROVE A BUDGET AMENDMENT FROM BEACH MAINTENANCE EXCESS RESERVES FUND IN THE AMOUNT OF \$157,600 FOR TOMPKINS CHANNEL PHASE III. (BOBURKA)**

Council Member Ricco made a motion, seconded by Council Member Medders to approve a budget amendment from the Beach Maintenance Excess Reserves Fund in the amount of \$157,600 for the Tompkins Channel Phase III. Motion carried unanimously.

**6.7. DISCUSSION AND POSSIBLE ACTION ON THE PRELIMINARY DESIGN FOR THE MARISOL BOAT RAMP UNDER THE TEXAS PARKS AND WILDLIFE DEPARTMENT AND RESTORE ACT GRANTS. (BOBURKA)**

Council Member Medders made a motion, seconded by Council Member Schwartz to move forward with the permitting process for the Marisol Boat Ramp with the preliminary design of the ramp location with the suggestion of a 13 percent grade, dock, and the fishing table. Motion passed on a 5 to 1 vote with Council Member Ricco casting a nay vote.

**6.8. DISCUSSION AND POSSIBLE ACTION ON THE PRELIMINARY DESIGN FOR SEA ISLAND CIRCLE IMPROVEMENTS UNDER THE COASTAL MANAGEMENT PROGRAM (CMP)'S CYCLE 26. (BOBURKA)**

Council Member Ricco made a motion, seconded by Council Member Medders to approve the preliminary design for Sea Island Circle improvements under the Coastal Management Program Cycle 26. Motion carried unanimously.

**7.ADJOURN.**

There being no further business, Mayor McNulty adjourned the meeting at 7:07 p.m.

---

Angelique Soto, City Secretary

APPROVED

---

Patrick McNulty, Mayor

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Kristina Boburka, Shoreline Director

**DEPARTMENT:** Shoreline Department

**ITEM**

Discussion and possible action regarding vehicle and trailer parking along Gulf Boulevard. (Shoreline Task Force)

**ITEM BACKGROUND**

The Shoreline Task Force discussed this item at previous meetings and held a workshop in December 2021. Task Force Member Nixon brought forward the need for clarification on parking regulations for beach access parking on Gulf Boulevard as it relates to boat/trailer parking.

At their January 11, 2022, regular meeting the Shoreline Task Force had the following recommendation for City Council:

Recognizing and acknowledging the legal requirements to provide for public parking for beach access, and for public safety reasons, and to comply with any and all legal requirements, the parking, stopping, or standing of any type of trailer, attached or unattached to any vehicle, or any other type of vehicle, with or without trailers, or other attachments, that occupies or takes up any amount of space in excess of one designated standard parking space, or does not totally fit within one designated standard parking space, for any period of time, is prohibited on Gulf Boulevard, and in all designated City beach accesses. Overnight parking is prohibited on Gulf Boulevard and in all designated City beach accesses.

**BUDGET/FINANCIAL SUMMARY**

None

**COMPREHENSIVE PLAN GOAL**

Chapter 9: Shoreline

**LEGAL REVIEW**

Sent to Legal: Yes

Approved by Legal: Yes

**RECOMMENDATIONS/COMMENTS:**

January 12, 2022

**Regarding amendment recommendation to Section 18-19 (A) of the City of South Padre Island Code of Ordinances by the Shoreline Taskforce**

To the Honorable South Padre Island Mayor Patrick McNulty and South Padre Island City Council,

Over the last several meetings and one workshop that included input and consultation from City Manager Randy Smith and SPIPD Chief Claudine O'Carroll, the SPI Shoreline Taskforce (SLTF) has been discussing observed issues regarding parking in designated Public Beach Access Parking Spaces along Gulf Blvd. and the Public Beach Access cul-de-sacs.

The issues that have been identified by the SLTF in these spaces has been properties utilizing these Beach Access Parking Spots being utilized by property owners and condominiums for overflow parking, the parking of boat, utility and other trailers overnight and oversized vehicles taking up multiple spaces. These spaces are dedicated to the access and use of the City's Public Beach for our daily visitors as required by the Texas General Land Office under the Texas Open Beaches Act (Texas Natural Resources Code Title 2, Subtitle E, Chapter 61, Subsection A). The abuse of these spots takes away opportunities for convenient access to our City Beaches from our visitors and residents that are not living on Gulf Blvd.

As a result of this, the SLTF has been working with Shoreline Director, Kristina Boburka and City Attorney, Ed Cyganiewicz on a resolution which has resulted in an amendment recommendation of Section 18-19 (A) of the City of South Padre Island's Code of Ordinances which addresses parking within the city limits. The recommended language submitted by Mr. Cyganiewics is as follows:

*"Section 18-19 (A) (21)*

*Recognizing and acknowledging the legal requirements to provide for public parking for beach access, and for public safety reasons, and to comply with any and all legal requirements, the parking, stopping, or standing of any type of trailer, attached or unattached to any vehicle, or any other type of vehicle, with or without trailers, or other attachments, that occupies or takes up any amount of space in excess of one designated standard parking space, or does not totally fit within one designated standard parking space, for any period of time, is prohibited on Gulf Boulevard, and in all designated City beach accesses.*

*Overnight parking is prohibited on Gulf Boulevard and in all designated City beach accesses.*

*Any violation of this section is punishable by a maximum fine of \$500.00."*

The SLTF approved this language to be sent to the City Council at our January 11 regular meeting for your review and approval. The SLTF requests that the City Council approves this language and direct Mr. Cyganiewicz to formally draft the amendment for City Council's approval at a future meeting so that this amendment can be adopted before our high season starts in March of this year. This would also include an approval of the City Council to direct the Shoreline Department and Public Works to add any signage that would be required.

Thank you for your consideration of this amendment at your January 19 meeting. If you have any questions, please feel free to contact me.

Sincerely,

Rob Nixon

Vice-Chair, SPI Shoreline Taskforce

956-433-1472

Robaroo2000@gmail.com

#1

**DRAFT - FOR COUNCIL CONSIDERATION**  
(NO PROHIBITION OF OVERNIGHT PARKING ON GULD BLVD)

**Section 18-19 (A) (21)**

Recognizing and acknowledging the legal requirements to provide for public parking for beach access, and for public safety reasons, and to comply with any and all legal requirements, the parking, stopping, or standing of any type of trailer, attached or unattached to any vehicle, or any other type of vehicle, with or without trailers, or other attachments, that occupies or takes up any amount of space in excess of one designated standard parking space, or does not totally fit within one designated standard parking space, for any period of time, is prohibited on Gulf Boulevard, and in all designated City beach accesses.

Any violation of this section is punishable by a maximum fine of \$500.00.

## #2

### **DRAFT – FOR COUNCIL CONSIDERATION**

**(INCLUDES PROHIBITION OF OVERNIGHT PARKING ON GULF BLVD)**

#### **Section 18-19 (A) (21)**

Recognizing and acknowledging the legal requirements to provide for public parking for beach access, and for public safety reasons, and to comply with any and all legal requirements, the parking, stopping, or standing of any type of trailer, attached or unattached to any vehicle, or any other type of vehicle, with or without trailers, or other attachments, that occupies or takes up any amount of space in excess of one designated standard parking space, or does not totally fit within one designated standard parking space, for any period of time, is prohibited on Gulf Boulevard, and in all designated City beach accesses.

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January 12, 2022

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Thank you for your consideration of this amendment at your January 19 meeting. If you have any questions, please feel free to contact me.

Sincerely,

Rob Nixon

Vice-Chair, SPI Shoreline Taskforce

956-433-1472

Robaroo2000@gmail.com

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**Sec. 18-19.2. Over night parking prohibited on cul-de-sacs east of Gulf Blvd.**

No person shall stop, stand or park a vehicle in or on a cul-de-sac east of the east Right-of-way line of Gulf Boulevard from March 1 to September 15 between the hours of 12:01 a.m. and 6:00 a.m., except Aurora Circle, Surf Circle and Harbor Circle the prohibited hours are between 2:01 a.m. and 6:00 a.m.

(Ord. No. 13-03; Ord. No. 13-03A)

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Kerry Schwartz

**DEPARTMENT:** City Council

**ITEM**

Discussion and possible action to erect a sign at Turtle Park that prohibits the use of grills on City Park property.  
(Schwartz)

**ITEM BACKGROUND**

The Parks and Keep SPI Beautiful Committee at the April 20, 2022 meeting made a recommendation of a simple No Barbecuing sign with the City Ordinance Sec. 25-7.C.1. noted on the sign to be added at Turtle Park.

**BUDGET/FINANCIAL SUMMARY**

n/a

**COMPREHENSIVE PLAN GOAL**

n/a

**LEGAL REVIEW**

Sent to Legal: No

Approved by Legal: No

**RECOMMENDATIONS/COMMENTS:**

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Kerry Schwartz

**DEPARTMENT:** City Council

**ITEM**

Discussion and possible action to erect a Golf Carts Prohibited sign on the east side of the Queen Isabella Memorial Bridge heading west. (Schwartz)

**ITEM BACKGROUND**

Attached are two pictures of signs related to golf carts. The existing sign is smaller and placed too far away from the causeway entrance. The yellow sign is larger, approximately 24"X24" and will be much more visible.

**BUDGET/FINANCIAL SUMMARY**

N/A

**COMPREHENSIVE PLAN GOAL**

N/A

**LEGAL REVIEW**

Sent to Legal:

Approved by Legal:

**RECOMMENDATIONS/COMMENTS:**





**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Patrick McNulty

**DEPARTMENT:** City Council

**ITEM**

Discussion and action regarding compliance with the Short-Term Rental Ordinance and the Noise Ordinance.  
(McNulty, Ricco)

**ITEM BACKGROUND**

N/A

**BUDGET/FINANCIAL SUMMARY**

N/A

**COMPREHENSIVE PLAN GOAL**

N/A

**LEGAL REVIEW**

Sent to Legal: Yes

Approved by Legal: Yes

**RECOMMENDATIONS/COMMENTS:**

is five (5) wrecker services. They are: 1) Paradise Towing, 2) Bay Area Towing, 3) A-pro Island Beach Towing, 4) Cantu's Towing and 5) Isla Towing.

- (B) Currently the maximum amount of wrecker services authorized to conduct private property towing services within the city limits of South Padre Island is five (5). They are: 1) Paradise Towing, 2) Bay Area Towing, 3) A-pro Island Beach Towing, 4) Cantu's Towing and 5) Isla Towing.

Secs. 11-217—11-219. - Reserved.

#### ARTICLE VII. - SHORT TERM RENTALS

##### Sec. 11-220. - Short term rentals.

- (A) The purpose of this Article is to establish regulations for the use of residential single family dwelling units ("dwelling units" herein) as short term rentals and to ensure the collection and payment of hotel/motel occupancy taxes.
- (B) For purposes of this Article a Short Term Rental (STR), is defined as a residential dwelling, including a single-family residence, apartment, residential condominium unit, or other residential real estate improvement, in which the public may obtain sleeping accommodations in exchange for compensation for a period of less than 30 consecutive days. The term applies regardless of whether the dwelling was originally constructed or zoned as a residential dwelling.
- (C) For purposes of this Article: An Owner shall designate the Owner, or an Agent or a Representative to comply with the requirements of this section on behalf of the Owner. The Owner or designated agent or representative is referred to as "Operator" herein.
- (D) The Owner shall not be relieved from any personal responsibility or personal liability for noncompliance with any applicable law, rule or regulation pertaining to the use and occupancy of the residential dwelling unit as a short term rental unit, regardless of whether such noncompliance was committed by the Owner's authorized agent or representative or the occupants of the Owner's short term rental unit or their guests.
- (E) This Article is not intended to provide any owner of residential property with the right or privilege to violate any private conditions, covenants and restrictions applicable to the owner's property that may prohibit the use of such owner's residential property for short term rental purposes as defined in this section.

##### Sec. 11-221. - Registration.

- (A) The Owner/Operator who offers for rent or advertises for rent (in any manner) a short term rental of a dwelling unit shall obtain a short term rental registration and any other required documents from the Convention Centre Department of the City of South Padre Island located at 7355 Padre Boulevard, South Padre Island, Texas, 78597. The Convention Centre Department may be contacted at phone number 956-761-3000 for additional information.
- (B) The Owner/Operator must submit and comply with the following information on a short term rental registration form:
- (1) The name, address, email and telephone number of the Owner/Operator of the subject short term rental unit;
  - (2) The name, address, email and twenty-four hour telephone number of the local contact person. The local contact person is the person designated by the owner or the operator who shall be available twenty-four (24) hours per day, seven (7) days per week and shall respond in person within one hour (with the signed rental contract in hand) to complaints from a City Official regarding the condition, operation, or conduct of occupants of the short term rental unit; and take remedial action to resolve any such complaints;
  - (3) The name and address of the proposed short term rental unit;

- (4) The number of bedrooms and the applicable overnight and daytime occupancy limit of the proposed short term
  - (5) The property ID number as listed on the Cameron County Appraisal District; and
  - (6) Such other information as the City Manager, or designee, deems reasonably necessary to administer this section.
- (c) If any information on the registration form changes, the Owner/Operator must modify that information within 30 days.
- (D) Registration Fee.
- (1) The short term rental registration form shall be accompanied by a registration fee as established by the City Council.
    - a. The rental registration fee shall be fifty dollars (\$50.00) (per rental unit).
    - b. The registration fee is waived for those properties that have been properly remitting hotel occupancy tax.
  - (2) A registration is valid from the date the completed registration is filed with the City and payment of the registration fee (if applicable) has been made, and is transferrable if the ownership of the short term rental changes.
  - (3) Each property shall be issued a registration number.
- (E) The registration number must appear on any advertisement of the property available for short term rental.

(Ord. No. 17-09, § 1, 8-16-2017)

Sec. 11-222. - Compliance—Penalty provision.

- (A) The Owner or Operator shall comply with all applicable laws, rules and regulations pertaining to the use and occupancy of the subject short term rental unit, including, but not limited to, Chapter 12, "Noises" and Chapter 17, Article II "Hotel-Motel Occupancy Tax: of the City Code of South Padre Island. Pursuant to Section 17-20 of the city code, the Owner or Operator shall, submit a monthly report to the City, on the appropriate "Hotel Occupancy Tax Collection Report" form, even if the short term rental unit was not rented during any such month.
- (B) Any violation of this Article XII may be punished by a fine not to exceed Five Hundred Dollars (\$500.00) for each offense, for each day such offense shall continue and the penalty provisions of Section 21-1 of the Code of Ordinances is hereby adopted and incorporated for all purposes."

(Ord. No. 17-09, § 1, 8-16-2017)

Chapter 12 - OFFENSES AND MISCELLANEOUS PROVISIONS

ARTICLE I. - IN GENERAL

Sec. 12-1. - Firearms—Discharge prohibited, exceptions.

The discharge of any type of firearms, including, but not limited to, pistols, rifles, shotguns and airguns, is expressly forbidden within the limits of the City. This prohibition does not include the discharge of a firearm by a peace officer or law enforcement officer in the exercise of his lawful duty. (Ord. No. 7, 7-18-73)

Sec. 12-2. - Noises—Loud, disturbing, etc. prohibited.

- (A) *Definitions and Standards.* As used in this Section 12-2, the following words and terms shall have the meanings respectively ascribed:

- (4) The number of bedrooms and the applicable overnight and daytime occupancy limit of the proposed short term
  - (5) The property ID number as listed on the Cameron County Appraisal District; and
  - (6) Such other information as the City Manager, or designee, deems reasonably necessary to administer this section.
- (c) If any information on the registration form changes, the Owner/Operator must modify that information within 30 days.
- (D) Registration Fee.
- (1) The short term rental registration form shall be accompanied by a registration fee as established by the City Council.
    - a. The rental registration fee shall be fifty dollars (\$50.00) (per rental unit).
    - b. The registration fee is waived for those properties that have been properly remitting hotel occupancy tax.
  - (2) A registration is valid from the date the completed registration is filed with the City and payment of the registration fee (if applicable) has been made, and is transferrable if the ownership of the short term rental changes.
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- (B) Any violation of this Article XII may be punished by a fine not to exceed Five Hundred Dollars (\$500.00) for each offense, for each day such offense shall continue and the penalty provisions of Section 21-1 of the Code of Ordinances is hereby adopted and incorporated for all purposes."

(Ord. No. 17-09, § 1, 8-16-2017)

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Sec. 12-2. - Noises—Loud, disturbing, etc. prohibited.

- (A) *Definitions and Standards.* As used in this Section 12-2, the following words and terms shall have the meanings respectively ascribed:

*A-weighted sound level* means the sound pressure level in decibels are measured on a sound level meter using the A-weighting network. The level so read is designated dB(A) or dBA.

*Daytime/evening* shall mean the hours between seven o'clock a.m. and eleven o'clock p.m., Sunday through Thursday and seven o'clock a.m. and midnight Friday and Saturday.

*Impulsive sound* means sound of short duration, usually less than one second, with an abrupt onset and rapid decay. Examples of sources of impulsive sound include explosions, drop forge impacts, and the discharge of firearms.

*Nighttime* shall mean the hours between eleven o'clock p.m. and seven o'clock a.m., Sunday through Thursday and midnight and seven o'clock a.m. Friday and Saturday.

*Noise nuisance* means any loud, irritating, vexing or disturbing sound originating from a nearby property under separate ownership which causes injury, discomfort, or distress of a person of reasonable nervous sensibilities, or any sound that exceeds the maximum permitted sound levels specified in subsections B(a)(8)-(12).

*Sound level* means the weighted sound pressure level obtained by the use of a sound level meter and frequency weighting network such as A, B or C as specified in American National Standards Institute specifications for sound level meters (ANSI S1.4-1971). If the frequency weighting employed is not indicated, the A-weighting shall apply.

(B) *Noise Nuisance Enumeration.*

- (1) The following acts, among others not hereinafter enumerated, are declared to be "noise nuisances," and are unlawful and in violation of the provisions of this division when such acts are done or accomplished or carried on in such a manner, or with such volume, intensity, or with continued duration, so as to annoy, to distress, or to disturb the quiet, comfort, or repose of a person of reasonable nervous sensibilities, within the vicinity or hearing thereof, or so as to endanger or injure the safety or health of humans or animals, or so as to interfere with the physical well being of humans or animals, or so as to endanger or injure personal or real property:
  - a. The playing or permitting or causing the playing of any radio, television, phonograph, drum, juke box, nickelodeon, musical instrument, sound amplifier or similar device which produces, reproduces, or amplifies sound.
  - b. Any loud or vociferous language or any soliciting for, or description of, any amusement house, moving picture theater, or other like place of amusement, or for the performance therein, in the entrance thereto, the foyer or lobby thereof, or on the sidewalks adjoining the same.
  - c. The continued or frequent sounding of any horn or other signal device on any automobile or vehicle, motorcycle, bus or other vehicle, except as a danger signal.
  - d. The discharge into the open air of the exhaust of any steam engine, stationary internal combustion engine, automobile, motorcycle, or other motor vehicle or boat, except through a muffler or other device which prevents loud or explosive noises therefrom.
  - e. The erection, including construction, excavation, demolition, alteration, or repair work, or the permitting or causing the operation of any tools or equipment used in construction, excavation, drilling, demolition, alteration or repair work:
    1. Other than during the daytime; or
    2. At anytime such that the sound level at or across a real property boundary exceeds 80dBA.
    3. This section shall not apply in cases of urgent necessity in the interest of public safety, or in cases of public convenience, including city sponsored or co-sponsored fiestas, parades, and public events.
  - f. The crying, calling, or shouting, in person or by a mechanical device, or the use of any whistle, rattle, bell, gong, clapper, hammer, drum, horn, loudspeaker or phonograph with or without an amplifier, hand organ, or other devices or instruments, musical or otherwise.

- g. The raucous shouting, whistling, yelling, singing, hooting, or crying of peddlers, hawkers, vendors or any other persons.
  - h. The making of noise which exceeds seventy-five (75) decibels on District zoned "A" property as defined by Chapter 20, Code of Ordinances (Zoning), when measured from property under separate ownership.
  - i. The making of noise which exceeds seventy-five (75) decibels on District "E" property as defined by Chapter 20, Code of Ordinances (Zoning), when measured from property under separate ownership.
  - j. The making of noise which exceeds seventy-eight (78) decibels on District zoned "B", "B-2" and "NT", properties as defined by Chapter 20, Code of Ordinances (Zoning), when measured from property under separate ownership.
  - k. The making of noise which exceeds eighty (80) decibels on District zoned "C", "NC", "TCC", "PBS" and "PBC" property as defined by Chapter 20 Code of Ordinances, when measured from property under separate ownership.
  - l. The making of noise which exceeds eighty-five (85) decibels emanating from property in Districts "BF", "EDC", C-2, PDD, PBN, D, D-1 and D-2 as defined by Chapter 20 Code of Ordinances (Zoning), when measured from property under separate ownership. Any adjacent property owned, leased, controlled or managed by any person or entity or any affiliate that directly or indirectly controls, is controlled by, or shares common control with the other entity that has an ownership interest or lease interest in the monitored property shall not be considered property under separate ownership for purposes of determining the boundaries of the noise source property from in those districts.
- (2) Subtract seven (7) decibels for noise at nighttime except in Districts "BF", "EDC", "PBN", PDD, D, D-1 and D-2 as defined by Chapter 20 Code of Ordinances (Zoning).

(C) *Vibration.*

It shall be unlawful for any person to create, maintain or cause any ground or airborne vibration which is perceptible without instruments at any point on any affected property adjoining the property in which the vibration source is located

- (D) *Vehicular mounted sound amplification systems.* It shall be unlawful for any person operating or controlling a motor vehicle in either a public or private place within the City to operate any sound amplifier which is part of, or connected to, any radio, stereo receiver, compact disc player, cassette player, or other similar device in the motor vehicle, in such a manner that, when operated, is audible at a distance of thirty (30) or more feet from the source or, when operated causes a person to be aware of the vibration accompanying the sound in any location outside the confines of the vehicle emitting the sound, noise, or vibration. A culpable mental state is not necessary to constitute a violation of this section.
- (E) *Exceptions.* The provisions of this Section 12-2 shall not apply to:
- (1) The emission of sound for the purpose of alerting persons to an emergency; or
  - (2) Sound produced by emergency vehicles; or
  - (3) Sound produced by a vehicle motor while the vehicle is moving on a public right-of-way or public waterway; or
  - (4) Sound produced by any governmental body in the performance of a governmental function; or
  - (5) Sound generated by parade spectators and participant on the parade route during a permitted parade; by outdoor celebration participants sponsored or co-sponsored by the City for the general welfare of the public; by pyrotechnic displays that are inspected and approved by the City Fire Chief.
  - (6) Sound produced by the operation of any air-conditioning unit, heat pump, or swimming pool machinery which does not produce a sound exceeding sixty-five (65) dBA on residential property or seventy (70) dBA on non-residential property, when measured at a distance of either fifteen (15) feet from the equipment producing the

sound, or to the nearest exterior wall of a residential or commercial building under separate ownership, whichever distance is shorter.

(7) Sound produced solely for the purpose of encouraging citizen participation in elections.

(F) *Method of Noise Measurement.*

(1) Whenever portions of this Chapter prohibit noise over a certain decibel limit, measurement of said noise shall be made with a decibel meter meeting the standards prescribed by the American National Standards Institute. The instruments shall be maintained in calibration and good working order. Calibration corrections shall be employed in meeting the response specifications prior to every sampling of noise. Measurements recorded shall be taken so as to provide a proper representation of the noise being measured. The microphone shall be positioned so as not to create any unnatural enhancement or diminution of the measured noise. A windscreen for the microphone shall be used. Traffic, aircraft and other transportation noise sources and other background noises shall not be considered in taking measurements except where such background noise interferes with the primary noise being measured. Except as provided in Subsection (B)(a)(11), measurements may be taken at a point on adjacent public or private property or on either side of an adjacent public right-of-way at or near the boundary line of the property where the noise is generated.

(2) The decibel standard for the noise source shall be the standard for the zoning district of the property from which the noise source is emitted.

(G) *Identification of Violator.* The persons responsible for violations of this Article are identified as follows:

(1) *At private residences.* Any adult resident present at the time of the offense, and any adult guest or adult trespasser with the ability to control the level of noise at the time of the offense when no adult resident is present at the time of the offense.

(2) *At business locations.* Any business owner, operator, manager, employee in charge, and all persons in control or in possession of the noise nuisance generating instrument or property at the time of the offense.

(3) At any location with an unattended noise nuisance producing machine, device, instrument, child, animal or combination of same. Any person who leaves unattended any machine, instrument, device, child, animal, or any combination of same, which thereafter commences producing noise in violation of this Article.

(H) *Penalties.* Any person who violates any portion of this Section 12-2 is guilty of a misdemeanor and shall upon conviction be subject to a fine, as provided by Section 21-1 of the Code of Ordinances.

(Ord. No. 06-04, May 2006)

Sec. 12-3. - Camping—"To camp" defined.

*To camp*, as used in this Chapter, is defined as a person or persons remaining stationary for purposes of spending the night, or sleeping during night time hours, including, but not limited to, the erection of a temporary structure such as a tent for purposes of sleeping during the night.

(Ord. No. 23, 6-19-1974)

Sec. 12-4. - Same—Prohibited in absence of sewer facilities.

It shall be unlawful for any person to camp within the City limits, unless there are maintained and available at the campsite sanitary sewer facilities consisting of a sanitary sewer system.

(Ord. 23, 6-19-1974)

Sec. 12-5. - Same—Prohibited upon private property without owner consent.

## Texas Property Code

# § 92.010

## Occupancy Limits

- (a) Except as provided by Subsection (b), the maximum number of adults that a landlord may allow to occupy a dwelling is three times the number of bedrooms in the dwelling.
- (b) A landlord may allow an occupancy rate of more than three adult tenants per bedroom:
- (1) to the extent that the landlord is required by a state or federal fair housing law to allow a higher occupancy rate; or
  - (2) if an adult whose occupancy causes a violation of Subsection (a) is seeking temporary sanctuary from family violence, as defined by Section 71.004 (Family Violence), Family Code, for a period that does not exceed one month.
- (c) An individual who owns or leases a dwelling within 3,000 feet of a dwelling as to which a landlord has violated this section, or a governmental entity or civic association acting on behalf of the individual, may file suit against a landlord to enjoin the violation. A party who prevails in a suit under this subsection may recover court costs and reasonable attorney's fees from the other party. In addition to court costs and reasonable attorney's fees, a plaintiff who prevails under this subsection may recover from the landlord \$500 for each violation of this section.
- (d) In this section:
- (1) "Adult" means an individual 18 years of age or older.
  - (2) "Bedroom" means an area of a dwelling intended as sleeping quarters. The term does not include a kitchen, dining room, bathroom, living room, utility room, or closet or storage area of a dwelling.

Added by Acts 1993, 73rd Leg., ch. 937, Sec. 1, eff. Sept. 1, 1993. Amended by Acts 2003, 78th Leg., ch. 1276, Sec. 7.002(o), eff. Sept. 1, 2003.

*Location:* [https://texas.public.law/statutes/tex.\\_prop.\\_code\\_section\\_92.010](https://texas.public.law/statutes/tex._prop._code_section_92.010)

*Original Source:* Section 92.010 — Occupancy Limits, <http://www.statutes.legis.state.tx.us/Docs/PR/htm/PR.92.-htm#92.010> (last accessed Jun. 7, 2021).

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Patrick McNulty

**DEPARTMENT:** City Council

**ITEM**

Discussion and possible action to appoint a member to a vacancy created by resignations to the following: (McNulty)

- a. Special Events Committee

**ITEM BACKGROUND**

n/a

**BUDGET/FINANCIAL SUMMARY**

n/a

**COMPREHENSIVE PLAN GOAL**

n/a

**LEGAL REVIEW**

Sent to Legal:

Approved by Legal:

**RECOMMENDATIONS/COMMENTS:**



# SPECIAL EVENTS COMMITTEE

## 1 Position Available

Term Expires 12/31/2022

May 4, 2022

City Council Meeting

APR 25 2022

By: ema

Time: 8:02 PM

**CANDIDATE APPLICATION FORM  
FOR COUNCIL-APPOINTED BOARDS, COMMITTEES &  
COMMISSIONS**

Information disclosed on this application or any other attached document may be disclosed in public meetings. Please print clearly.

Board Preference 1: Special events Committee

Board Preference 2: \_\_\_\_\_

Do you currently serve on another Committee, Board, etc. – if so, please specify: \_\_\_\_\_

Name: Christopher Johnson

Home Address: 1110 Hwy 100

City: Laguna Heights Zip: 78578 Mailing: 5208 Padre Blvd Unit A

Telephone: 956 433-8020 Fax: \_\_\_\_\_

E-Mail: Admin@hookedonseafoodspi.com

Profession: Seafood Sales / Wholesale / Retail

Business Name: Hooked on Seafood

Business Address: 5208 Padre Blvd Unit A

City: South Padre Island State: TX Zip: 78597

Business Telephone: 956-433-5500

Business E-Mail: admin@hookedonseafoodspi.com

Special Knowledge or Experience applicable to City Committee Function:

Marketing for big events and businesses

Other Information (Civic Activities): \_\_\_\_\_

I verify that the information I have provided in this application to be true and correct. I also acknowledge that this information may be made available to the public.

[Signature]  
Signature

4/23/22  
Date

PLEASE RETURN COMPLETED APPLICATION TO THE CITY SECRETARY'S OFFICE, CITY OF SOUTH PADRE ISLAND, 4601 PADRE BLVD., SOUTH PADRE ISLAND, TX 78597; EMAIL NSOTO@MYSPI.ORG OR FAX 956-761-3888.



City of South Padre Island – Committees, Boards and Commissions Questionnaire  
4601 Padre Blvd., South Padre Island, TX 78597 Phone: 956/761-6456 Fax: 956/761-3888

**APPLICANT INFORMATION**

Last Name: Johnson First: Christopher M.I.: E Date: 4/23/22  
Street Address: 1110 Hwy 100 Apartment/Unit #: A  
City: Laguna Heights State: TX Zip: 78578  
Phone: 956-433-8020 E-mail Address: Admin@hookedonseafoodspi.com  
Occupation (Place of Business): Hooked on Seafood Phone: 956-433-8020

Are you a citizen of the United States? Yes  No

Have you ever been convicted of a felony? Yes  No  If yes, please explain: \_\_\_\_\_

Have you ever been convicted of, received probation or deferred adjudication for any offense that was not a felony? Yes  No  If yes, please explain: \_\_\_\_\_

Do you have a current Driver's License? Yes  No

Have you been a resident of the City of South Padre Island for at least six (6) months prior to the date of application? Yes  No

If qualified, are you a registered South Padre Island voter? Yes  No

Are you an adversary party to pending litigation against the City of South Padre Island? Have you ever been an adversary part to litigation against the City of South Padre Island? Yes  No  If yes, please explain: \_\_\_\_\_

Are you an employee or a business associate of either an adversary party or a representative of an adversary party in any past or pending litigation against the City of South Padre Island, other than an eminent domain proceeding? Yes  No  If yes, please explain: \_\_\_\_\_

Are you an employee or a business associate of either an adversary party or a representative of an adversary party that has a pecuniary interest in any past or pending litigation or claim against the City of South Padre Island, other than an eminent domain proceeding? Yes  No  If yes, please explain: \_\_\_\_\_

Are you in arrears on any City of South Padre Island taxes, water service charge or other obligations owned to the City of South Padre Island? Yes  No  If yes, please explain: \_\_\_\_\_

Provide All Information Requested: INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED FOR COMMITTEE, BOARD OR COMMISSION OPPORTUNITIES. Your complete application form will be maintained in our active files for six (6) months from the date of the application. I understand that should I not be appointed to the City of South Padre Island committee, board or commission, this application and any other records obtained, collected or otherwise prepared regarding this application shall be maintained in accordance with the Texas Public Information Act and the City of South Padre Island's document retention schedule.

**DISCLAIMER AND SIGNATURE**

I certify that my answers are true and complete. I understand that the information contained in this application may be considered, among other criteria, qualifications and/or information, by the City Council in its evaluation for the position being sought. I further understand that should I be appointed to any City of South Padre Island committee, board, or commission, I serve at the pleasure of the South Padre Island City Council and may be removed from said position at any time and for any reason or no reason at all, with or without notice. I also understand that should I be appointed to a City of South Padre Island Board or Commission, I must be responsible for a creditable record of attendance and performance. I also understand that I shall complete the requirements for the Open Meetings Act Training as mandated by South Padre Island Resolution No. 2012-09 within 90 days of appointment. If this application leads to my appointment to a position on a City of South Padre Island Committee, Board or Commission, I understand that false or misleading information in my application may result in my removal from the position.



4/23/22

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



**RESOLUTION 2012-10**

**RESOLUTION OF THE CITY COUNCIL ESTABLISHING MINIMUM ATTENDANCE REQUIREMENTS FOR THE CITY OF SOUTH PADRE ISLAND BOARDS, COMMISSIONS AND COMMITTEE MEMBERS; AND REPEALING ALL PRIOR RESOLUTIONS, OR PARTS THEREOF, IN CONFLICT HERewith**

**WHEREAS**, the City Council strongly values citizens serving as members of its boards, commissions and committees. As interested community leaders, citizens provide an important service to the City of South Padre Island through board membership and participation; and

**WHEREAS**, regular attendance is required by all members of the City of South Padre Island's boards, commissions, committees; and

**WHEREAS**, the City Council of the City of South Padre Island desires to establish criteria to use in deciding whether to grant a request for excused absence; and

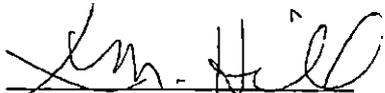
**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SOUTH PADRE ISLAND, TEXAS THAT RESOLUTION 2012-10 HEREBY ADD THE FOLLOWING ATTENDANCE REQUIREMENTS OF ALL BOARD, COMMISSION AND COMMITTEE MEMBERS OF:**

- 1) Absences from any meeting must either be classified as "excused" or "unexcused" by the committee chairman. Members may not accumulate more than three (3) unexcused absences within any twelve month period.
- 2) Any board member who accumulates three (3) unexcused absences within any 12 month period has forfeited his or her place on that board, commission or committee and such place will be considered vacated.

**PASSED, APPROVED AND ADOPTED** on this 2nd day of May 2012.

**TEST:**

**CITY OF SOUTH PADRE ISLAND, TEXAS**

  
Susan M. Hill, City Secretary

  
Robert N. Pinkerton, Jr., Mayor



RECEIVED BY  
CITY SECRETARY

CANDIDATE APPLICATION FORM  
FOR COUNCIL-APPOINTED BOARDS, COMMITTEES  
AND COMMISSIONS

APR 18 2022

CITY OF SOUTH PADRE ISLAND

Information disclosed on this application or any other attached document may be disclosed in public meetings.  
Please print clearly.

Board Preference 1: SPECIAL EVENTS COMMITTEE  
Board Preference 2: OTHERS AVAILABLE THAT MY SKILL SET WOULD BENEFIT.

Do you currently serve on another Committee, Board, etc. – if so, please specify: N/A

Name: JOSEPH D. CAROILE

Home Address: 109 EAST RETAMA STREET #2

City: SOUTH PADRE ISLAND Zip: 78597 Mailing: \_\_\_\_\_

Telephone: 956-579-7813 Fax: N/A

E-Mail: jdcaroile@gmail.com

Profession: OWNER, CAROILE EVENTS

Business Name: CAROILE EVENTS SERVICES LLC.

Business Address: P.O. BOX 3298

City: SOUTH PADRE ISLAND State: TEXAS Zip: 78597

Business Telephone: 956-579-7813

Business E-Mail: CAROILEEVENTS@GMAIL.COM

Special Knowledge or Experience applicable to City Committee Function: \_\_\_\_\_

\* OWNER OF AN EVENTS COMPANY. \* 30 YEARS EXPERIENCE IN RADIO AND TELEVISION BROADCASTING/MARKETING + ADVERTISING. \* 7 YEARS IN CONCERT + EVENT PROMOTIONS. \* MUSICIAN IN BANDS FOR 20+ YEARS  
Other Information (Civic Activities): MY COMPANY HAS BOTH PARTICIPATED IN AND SPONSORED THE NATIONAL AND LOCAL BEACH CLEAN UP.

I verify that the information I have provided in this application to be true and correct. I also acknowledge that this information may be made available to the public.

Joseph D. Caroile  
Signature

APRIL 18, 2022  
Date

PLEASE RETURN COMPLETED APPLICATION TO THE CITY SECRETARY'S OFFICE, CITY OF SOUTH PADRE ISLAND, 4601 PADRE BLVD., SOUTH PADRE ISLAND, TX 78597; EMAIL NSOTO@MYSPI.ORG OR FAX 956-761-3888.



City of South Padre Island – Committees, Boards and Commissions Questionnaire
4601 Padre Blvd., South Padre Island, TX 78597 Phone: 956/761-6456 Fax: 956/761-3888

APPLICANT INFORMATION

Last Name: CANDIE First: JOSEPH M.I.: D. Date: APRIL 10, 2022

Street Address: 109 E. RETAMA STREET Apartment/Unit #: 2

City: SOUTH PADRE ISLAND State: TEXAS Zip: 78597

Phone: 956-579-7813 E-mail Address: jdc1221@gmail.com

Occupation (Place of Business): CANDIE EVENT SERVICES, LLC. Phone:

Are you a citizen of the United States? Yes [checked] No [ ]

Have you ever been convicted of a felony? Yes [ ] No [checked] If yes, please explain:

Have you ever been convicted of, received probation or deferred adjudication for any offense that was not a felony? Yes [ ] No [checked] If yes, please explain:

Do you have a current Driver's License? Yes [checked] No [ ]

Have you been a resident of the City of South Padre Island for at least six (6) months prior to the date of application? Yes [checked] No [ ]

If qualified, are you a registered South Padre Island voter? Yes [ ] No [ ] (PENDING)

Are you an adversary party to pending litigation against the City of South Padre Island? Have you ever been an adversary part to litigation against the City of South Padre Island? Yes [ ] No [checked] If yes, please explain:

Are you an employee or a business associate of either an adversary party or a representative of an adversary party in any past or pending litigation against the City of South Padre Island, other than an eminent domain proceeding? Yes [ ] No [checked] If yes, please explain:

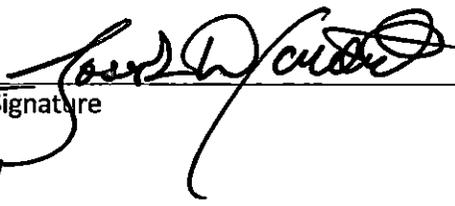
Are you an employee or a business associate of either an adversary party or a representative of an adversary party that has a pecuniary interest in any past or pending litigation or claim against the City of South Padre Island, other than an eminent domain proceeding? Yes [ ] No [checked] If yes, please explain:

Are you in arrears on any City of South Padre Island taxes, water service charge or other obligations owned to the City of South Padre Island? Yes [ ] No [checked] If yes, please explain:

**Provide All Information Requested: INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED FOR COMMITTEE, BOARD OR COMMISSION OPPORTUNITIES.** Your complete application form will be maintained in our active files for six (6) months from the date of the application. I understand that should I not be appointed to the City of South Padre Island committee, board or commission, this application and any other records obtained, collected or otherwise prepared regarding this application shall be maintained in accordance with the Texas Public Information Act and the City of South Padre Island's document retention schedule.

**DISCLAIMER AND SIGNATURE**

I certify that my answers are true and complete. I understand that the information contained in this application may be considered, among other criteria, qualifications and/or information, by the City Council in its evaluation for the position being sought. I further understand that should I be appointed to any City of South Padre Island committee, board, or commission, I serve at the pleasure of the South Padre Island City Council and may be removed from said position at any time and for any reason or no reason at all, with or without notice. I also understand that should I be appointed to a City of South Padre Island Board or Commission, I must be responsible for a creditable record of attendance and performance. I also understand that I shall complete the requirements for the Open Meetings Act Training as mandated by South Padre Island Resolution No. 2012-09 within 90 days of appointment. If this application leads to my appointment to a position on a City of South Padre Island Committee, Board or Commission, I understand that false or misleading information in my application may result in my removal from the position.

  
\_\_\_\_\_  
Signature

April 18, 2022  
Date



**RESOLUTION 2012-10**

**A RESOLUTION OF THE CITY COUNCIL ESTABLISHING MINIMUM ATTENDANCE REQUIREMENTS FOR THE CITY OF SOUTH PADRE ISLAND BOARDS, COMMISSIONS AND COMMITTEE MEMBERS; AND REPEALING ALL PRIOR RESOLUTIONS, OR PARTS THEREOF, IN CONFLICT HEREWITH**

**WHEREAS**, the City Council strongly values citizens serving as members of its boards, commissions and committees. As interested community leaders, citizens provide an important service to the City of South Padre Island through board membership and participation; and

**WHEREAS**, regular attendance is required by all members of the City of South Padre Island’s boards, commissions, committees; and

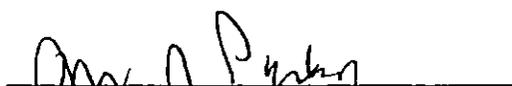
**WHEREAS**, the City Council of the City of South Padre Island desires to establish criteria to use in deciding whether to grant a request for excused absence; and

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SOUTH PADRE ISLAND, TEXAS THAT RESOLUTION 2012-10 HEREBY ADD THE FOLLOWING ATTENDANCE REQUIREMENTS OF ALL BOARD, COMMISSION AND COMMITTEE MEMBERS OF:**

- 1) Absences from any meeting must either be classified as “excused” or “unexcused” by the committee chairman. Members may not accumulate more than three (3) unexcused absences within any twelve month period.
- 2) Any board member who accumulates three (3) unexcused absences within any 12 month period has forfeited his or her place on that board, commission or committee and such place will be considered vacated.

**PASSED, APPROVED AND ADOPTED** on this 2nd day of May 2012.

ATTEST:  
  
Susan M. Hill, City Secretary

CITY OF SOUTH PADRE ISLAND, TEXAS  
  
Robert N. Pinkerton, Jr., Mayor



**CANDIDATE APPLICATION FORM  
FOR COUNCIL-APPOINTED BOARDS, COMMITTEES &  
COMMISSIONS**

Information disclosed on this application or any other attached document may be disclosed in public meetings. Please print clearly.

Board Preference 1: Events Committee

Board Preference 2: \_\_\_\_\_

Do you currently serve on another Committee, Board, etc. – if so, please specify: NA

Name: Ryan O'Byrne

Home Address: \_\_\_\_\_

City: Dallas Zip: \_\_\_\_\_ Mailing: \_\_\_\_\_

Telephone: 312.622.5594 Fax: \_\_\_\_\_

E-Mail: ryan.obyrne@pearlsouthpadre.com

Profession: Sales and Marketing

Business Name: Pearl South Padre Beachfront Resort

Business Address: 310 South Padre Blvd

City: South Padre State: TX Zip: \_\_\_\_\_

Business Telephone: \_\_\_\_\_

Business E-Mail: ryan.obyrne@pearlsouthpadre.com

Special Knowledge or Experience applicable to City Committee Function: I have lead boards in different markets specific to partnerships and local / national events.

Other Information (Civic Activities): \_\_\_\_\_

I verify that the information I have provided in this application to be true and correct. I also acknowledge that this information may be made available to the public.

C. Ryan O'Byrne  
Signature

4.27.2022  
Date

**PLEASE RETURN COMPLETED APPLICATION TO THE CITY SECRETARY'S OFFICE, CITY OF SOUTH PADRE ISLAND, 4601 PADRE BLVD., SOUTH PADRE ISLAND, TX 78597; EMAIL NSOTO@MYSPI.ORG OR FAX 956-761-3888.**



City of South Padre Island – Committees, Boards and Commissions Questionnaire  
4601 Padre Blvd., South Padre Island, TX 78597 Phone: 956/761-6456 Fax: 956/761-3888

**APPLICANT INFORMATION**

Last Name: O'Byrne First: Ryan M.I.: \_\_\_\_\_ Date: 4.27.2022

Street Address: \_\_\_\_\_ Apartment/Unit #: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: 312.622.5594 E-mail Address: \_\_\_\_\_

Occupation (Place of Business): Pearl Resort Phone: \_\_\_\_\_

Are you a citizen of the United States? Yes  No

Have you ever been convicted of a felony? Yes  No  If yes, please explain: \_\_\_\_\_

Have you ever been convicted of, received probation or deferred adjudication for any offense that was not a felony? Yes  No  If yes, please explain: \_\_\_\_\_

Do you have a current Driver's License? Yes  No

Have you been a resident of the City of South Padre Island for at least six (6) months prior to the date of application? Yes  No

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C. Ryan O'Byrne

4.27.2022

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Alex Sanchez, Public Works Director

**DEPARTMENT:** Public Works Department

**ITEM**

Discussion and possible action to change order #1 for Laguna Boulevard Street and Drainage Improvements. (Sanchez)

**ITEM BACKGROUND**

N/A

**BUDGET/FINANCIAL SUMMARY**

N/A

**COMPREHENSIVE PLAN GOAL**

N/A

**LEGAL REVIEW**

Sent to Legal:

Approved by Legal:

**RECOMMENDATIONS/COMMENTS:**

**CHANGE ORDER NO. 1**      DATE:      Contract No.      2021-PW02  
P.O.#      PROJECT: Laguna Boulevard Street and Drainage Improvements

**OWNER:**  
City of South Padre Island  
4601 Padre Blvd  
South Padre Island, TX 78597

**CONTRACTOR:**  
Clare Equipment, LLC  
21220 FM 1420      Ph: (956) 748-4713  
Harlingen, TX 78550      Fax:

**PURPOSE OF THIS CHANGE ORDER:**  
A. Reconcil Quantaties from Bid Quantaties to Field Quantaties  
B. Change 6" Intersection to 6" Pavement  
C. Revise Wetland Crossing

ITEM NO	UNIT	DESCRIPTION	UNIT PRICE	ORIGINAL QUANTITY	REVISED QUANTITY	ADDED COST
1	EA	REMOVE INLETS & MANHOLES (PHASE I)	\$184.06	19	21	\$368.12
2	LF	REMOVE CURB & GUTTER (PHASE I)	\$9.40	186	194	\$75.20
3	SY	REMOVE ASPHALT PAVEMENT (PHASE I)	\$10.73	116	4946	\$51,825.90
4	SY	6" CONCRETE INTERSECTIONS (PHASE I)	\$58.01	512	0	(\$29,701.12)
5	SY	6" CONCRETE PAVEMENT (PHASE I)	\$73.16	0	512	\$37,457.92
6	LF	RETAINING WALL (WETLAND) (3-FOOT HEIGHT)	\$326.51	70	0	(\$22,855.70)
7	LF	RETAINING WALL (WETLAND) (5-FOOT HEIGHT)	\$614.37	0	30	\$18,431.10
8	LF	TRAFFIC RAILING (TYPE T1F)	\$161.32	130	90	(\$6,452.80)
9	SY	8" SUBGRADE (PHASE I)	\$3.21	6295	0	(\$20,206.95)
10	SY	8" SUBGRADE (PHASE I)	\$4.05	0	6295	\$25,494.75
11	EA	CONNECT TO EXISTING STORM LINE (PHASE I)	\$1,237.00	0	9	\$11,133.00
12	SY	2-1/4" HMAC (PHASE I)	\$11.74	5675	0	(\$66,624.50)
13	SY	2-1/4" HMAC (PHASE I)	\$13.71	0	5675	\$77,804.25
14	SY	3" LIMESTONE BASE (PHASE I)	\$6.22	810	0	(\$5,038.20)
15	SY	3" LIMESTONE BASE (PHASE I)	\$7.15	0	810	\$5,791.50
16	SY	6" LIMESTONE BASE	\$11.90	5675	0	(\$67,532.50)
17	SY	6" LIMESTONE BASE	\$13.69	0	5675	\$77,690.75
18	LF	18" RCP (PHASE I)	\$66.20	312	352	\$2,648.00
<b>TOTAL CHANGE ORDER</b>						<b>\$90,308.72</b>

THE NET AFFECT OF THIS CHANGE ORDER IS      2.47% INCREASE/DECREASE.

TOTAL CHANGE ORDER	90,308.72	
ORIGINAL CONTRACT AMOUNT	\$3,654,006.24	
CHANGE ORDER NO. 1	\$90,308.72	2.47% % CHANGE
REVISED CONTRACT AMOUNT	\$3,744,314.96	2.47% % TOTAL CHANGE
ORIGINAL CONTRACT TIME	730	Days
Time Extension No. 1	0	Days
Revised Contract Time	730	Days
CONSTRUCTION NOTICE TO PROCEED	2/14/2022	
SUBSTANTIAL COMPLETION DATE	2/14/2024	
REVISED SUBSTANTIAL COMPLETION DATE	2/14/2024	

**APPROVED**

A/E CONTRACTOR      Date  
      4/28/2022  
Digitally signed by Andy Vignati, PE, SEIT  
DN: cn=UO, email=andy@vignati.com, o=Vignati  
Engineering, ou=Engineering, cn=Andy  
Vignati, c=US  
Reason: I am approving this document  
Date: 2022.04.28 17:16:31 -0500

CONSTRUCTION CONTRACTOR      Date

PROJECT MANAGER      Date

CITY ENGINEER      Date

DEPARTMENT DIRECTOR      Date

CITY ATTORNEY      Date

CITY MANAGER      Date

MAYOR      Date

CITY SECRETARY      Date

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Wendi Delgado, Administrative Services Director

**DEPARTMENT:** City Managers Office

**ITEM**

Presentation and discussion of the Evergreen Solutions LLC Compensation Study and Plan final report. (Ricco)

**ITEM BACKGROUND**

The City of South Padre Island contracted with Evergreen solutions in 2020 to conduct a market study related to compensation and benefits and create a comprehensive compensation plan for the City that would help retain and recruit employees.

Unfortunately, just after the project kicked off in 2020, Covid-19 hit us and the project was placed on hold due to the unknown impacts on the community and City. The project was taken off hold in the summer of 2021 and has been substantially completed. During this meeting you will receive an summary presentation of the final report related to the entire project.

**Items Completed:**

Market Survey (Salary and Benefits)  
New Compensation Plan Recommendations  
Implementation options formulated

**Items Pending:**

Training of HR staff to maintain new system  
New job descriptions will be completed  
New Compensation Policies created

An action item will also be included during this meeting for the City Council to consider approval of the plan and or any implementation strategies presented. The earliest implementation date would be 5/21/2022 due to payroll ending dates and time needed to make adjustments.

**BUDGET/FINANCIAL SUMMARY**

Implementation Option 1: To Bring all employees currently paid under the new minimum pay grade to the new minimum:

Implementation Option 2: To Bring all employees to the spot in the new range that that they currently set in the current range capped at midpoint:

Implementation Option 3: To Bring employees into the new pay grade system based on years of service with the City:

**COMPREHENSIVE PLAN GOAL**

The Island Way 2022 Comprehensive Plan

**LEGAL REVIEW**

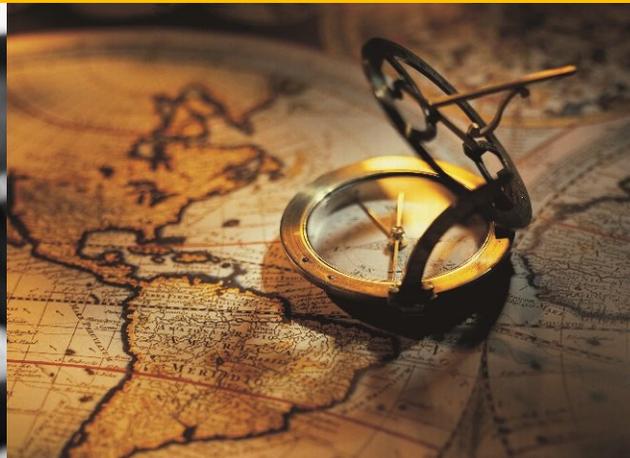
Sent to Legal: No

Approved by Legal: No

**RECOMMENDATIONS/COMMENTS:**

n/a

# Comprehensive Compensation Plan City of South Padre Island, TX



## Study Results



Evergreen Solutions, LLC

May 4, 2022

# *Agenda*

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- Study Process
- Employee Outreach
- Current Conditions
- Classification Review
- Compensation Review
- Key Findings
- Proposed Revised Pay Plans, Implementation Options
- Next Steps

# *Study Process*

---

## **Completed Tasks:**

- ✓ Conducted employee outreach.
- ✓ Assessed conditions of the current pay system.
- ✓ Conducted internal equity analysis by administering the collection of classification information through the Job Assessment Tool (JAT) process.
- ✓ Conducted external equity analysis by surveying the market to determine competitive salary ranges and benefits offerings.

# *Study Process (continued)*

## **Completed Tasks (continued) :**

- ✓ Proposed revisions to the pay plans to be competitive with the market.
- ✓ Individually slotted classifications in the revised pay plans.
- ✓ Developed optional methods for implementing the revised plans/pay ranges.
- ✓ Estimated annualized costs for proposed adjustments to employees' salaries.

# *Study Process (continued)*

---

## **Remaining Tasks:**

- ❑ Prepare and provide Draft and Final Reports.
- ❑ Provide training in study methodology to City Human Resources.
- ❑ Prepare/Provide revised job descriptions.
- ❑ Work with HR staff to develop polices to be inserted into the employee handbook related to the new compensation plan.

# Outreach

## **Perceptions of participants were:**

- They enjoy serving the local community, appreciate employment with the City and stability with the City.
- Concern exists that salaries are not market competitive: and that compression exists between newly hired employees' salaries and those with more tenure.
- There is an expressed desire to have more opportunities to progress in a career paths and have more incentive and certification pay.
- It is excellent that the City pays full for employee only health coverage; however, the City's contribution to dependent coverage is low.

# *Current Conditions*

## ***Reviewed types of pay plan administered:***

### ➤ Full-time:

- open-range
- 26 pay grades
- range spreads varied from 17.8 to 26.3 percent

### ➤ Part-time:

- 8 pay grades with specified hourly rates

# *Classification Review*

---

- Reviewed employee input and supervisor review of Job Assessment Tools (JATs);
- Utilizing compensable factor scoring methodology, determined classification hierarchy/**internal equity**;
- Minor recommendations should be made to classification structure/hierarchy.

# Compensation Review

**Conducted a salary survey;  
collected salary range data from  
15 public-sector peers:**

- *for 51 benchmark classifications;  
representing cross-section of  
organization and salary grades*
- *not all peers had matches for all  
benchmark classifications*

Market Peers
City of Brownsville, TX
City of Corpus Christi, TX
City of Galveston, TX
City of Harker Heights, TX
City of Harlingen, TX
City of McAllen, TX
City of Mission, TX*
City of New Braunfels, TX
City of Pearland, TX
City of Pharr, TX
City of Port Aransas, TX
City of Rockport, TX
City of San Benito, TX*
City of San Marcos, TX
City of Tomball, TX
City of Weslaco, TX
Central Texas Rural Transit District
East Texas Council of Government
Hill Country Transit District
City of Conroe CVB
<b>Experience Bryan College Station</b>
Forth Worth CVB
Irving CVB
<b>Visit Plano</b>
Waco Convention Center

*Bold indicates data obtained from peer.  
\*Peer did not have complete salary range;  
data still consulted.*

# Compensation Review *(Continued)*

Collected salary range data for benchmark classifications (subset of all); conducted external equity analysis by comparing the data at competitive market position.

Market Comparison:

Classification	Survey Minimum % Diff	Survey Midpoint % Diff	Survey Maximum % Diff
Overall Average	-5.9%	-16.3%	-24.1%

Note: City's pay range widths varied greatly from the peers (17.8% to 42.1%) thus differentials were not a focus, i.e. market range data were utilized for study recommendations.

# Compensation Review *(Continued)*

*Conducted a benefits survey; collected data from these seven public-sector peers:*

Market Peers
City of Brownsville, TX
City of Corpus Christi, TX
City of Galveston, TX
City of Marble Falls, TX
City of McAllen, TX
City of San Marcos, TX
City of Mission, TX

- Overall, the City's benefits are competitive with its peers.
- Employee only coverage is better than peers; however, dependent coverage is costly to employee.

# *Key Findings*

---

- City's pay plans are below the market.
- Modifications should be made to design of the current pay plans.
- Current pay plans should be improved to be market competitive.
- City's benefits for employees, overall, are competitive with peers.
- Recommendations should be made to pay plans, and adjustments as appropriate, to employees' salaries.

# Compensation (cont.)

## ➤ Revised full-time pay plan:

### ➤ open-range

- 28 pay grades
- consistent range spreads
- easy to administer

Grade	Minimum	Midpoint	Maximum	Range Spread
1	\$25,000.00	\$30,625.00	\$36,250.00	45.0%
2	\$27,944.19	\$34,231.63	\$40,519.07	45.0%
3	\$30,014.12	\$36,767.29	\$43,520.47	45.0%
4	\$32,084.05	\$39,302.96	\$46,521.87	45.0%
5	\$34,154.00	\$41,838.64	\$49,523.29	45.0%
6	\$36,223.94	\$44,374.33	\$52,524.72	45.0%
7	\$40,363.82	\$49,445.69	\$58,527.55	45.0%
8	\$44,503.70	\$54,517.03	\$64,530.36	45.0%
9	\$48,643.58	\$59,588.39	\$70,533.19	45.0%
10	\$52,783.46	\$64,659.74	\$76,536.02	45.0%
11	\$56,923.33	\$69,731.07	\$82,538.82	45.0%
12	\$61,063.22	\$74,802.44	\$88,541.67	45.0%
13	\$65,203.09	\$79,873.79	\$94,544.48	45.0%
14	\$69,472.90	\$85,104.30	\$100,735.70	45.0%
15	\$74,517.84	\$91,284.36	\$108,050.87	45.0%
16	\$78,657.69	\$96,355.67	\$114,053.65	45.0%
17	\$82,797.59	\$101,427.04	\$120,056.50	45.0%
18	\$86,937.46	\$106,498.39	\$126,059.31	45.0%
19	\$90,175.60	\$110,465.11	\$130,754.62	45.0%
20	\$95,217.22	\$116,641.10	\$138,064.98	45.0%
21	\$99,357.10	\$121,712.44	\$144,067.79	45.0%
22	\$103,496.97	\$126,783.79	\$150,070.61	45.0%
23	\$107,636.84	\$131,855.13	\$156,073.42	45.0%
24	\$111,776.72	\$136,926.49	\$162,076.25	45.0%
25	\$115,916.62	\$141,997.86	\$168,079.10	45.0%
26	\$122,292.03	\$149,807.74	\$177,323.45	45.0%
27	\$132,230.83	\$161,982.76	\$191,734.70	45.0%
28	\$145,453.91	\$178,181.04	\$210,908.17	45.0%



# Compensation (cont.)

## ➤ Revised part-time pay plan:

### ➤ **specified hourly rates**

- 12 pay grades
- easy to administer

Grade	0-1	2	3+
P1	\$9.00	\$9.50	\$10.00
P2	\$9.50	\$10.50	\$11.50
P3	\$10.50	\$11.50	\$12.50
P4	\$12.00	\$13.00	\$14.00
P5	\$13.50	\$14.50	\$15.50
P6	\$15.50	\$16.50	\$17.50
P7	\$18.50	\$19.50	\$20.50
P8	\$21.50	\$22.50	\$23.50
P9	\$25.00	\$26.50	\$28.00
P10	\$30.00	\$31.50	\$33.00
P11	\$35.00	\$36.50	\$38.00
P12	\$40.00	\$41.50	\$43.00



# *Implementation Options*

## **Bring Employees to New Minimums**

A calculation is performed so that each employee's salary is adjusted to the minimum of his/her classification's proposed pay grade. If his/her salary is already within the proposed pay range, no adjustment is made.

## **Current Range Penetration – Capped at Midpoint**

A calculation is performed to determine the relative position of an employee's salary in the current pay range. The recommended salary is based on the employee's new salary being placed at the same relative position in the proposed range. For example, if an employee's salary is 40% into the current pay range, the proposed salary is placed at 40% into the recommended pay range. Option places an employee's salary in the new range based on the relative position in the current range; does not place any salary beyond new midpoints unless salary is already above; no employee salary is reduced.

\*This includes the Bring to Minimum Cost.



# Implementation Options

## Move Toward Midpoint – 3 Tier Tenure

Employees with at least 1 to 3 years tenure are moved closer toward the midpoint of the proposed pay range, those between 3 and 7 years tenure are moved even closer toward the midpoint, and employees with more than 7 years are moved yet even closer toward the midpoint of the pay range. For example, an employee's salary at 75% of the midpoint (Compa-Ratio) would be brought to 79% of the midpoint if tenure is less than 3 years, yet would be brought to 80% if tenure was 3 to 7 years, and to 81% if tenure was greater than 7 years. These increments are designed to give larger adjustments (in percentage terms) to those with salaries furthest from the midpoint and provide greater adjustments to those employees with more tenure. Employees at or above the new midpoints are unaffected.

\*This option includes the Bring to Minimum Option.

## Part-Time Plan

Employees will progress yearly through an abridged pay plan yearly. Moving staticky from 0-1 years, 2 years and capping off on the third year.



# Implementation Cost

## Bring Employees to New Minimums

- Total annualized estimated cost for this option **\$285,387**
- # employees who would receive adjustments = 108

## Current Range Penetration – Capped at Midpoint

- Total annualized estimated cost for this option **\$1,634,589**
- # employees who would receive adjustments = 165

## Move Toward Midpoint – 3 Tier Tenure

- Total annualized estimated cost for this option **\$538,832**
- # employees who would receive adjustments = 154

## Part-Time Plan

- Total annualized estimated cost for this option **\$8,377**
- # employees who would receive adjustments = 18

*\* Cost estimates are salary only and do not include the cost of benefits.*



## **City's Next Steps:**

- ✓ Determine the most appropriate implementation method within fiscal constraints.
- ✓ Communicate results to employees.

## **Evergreen's Next Step:**

- ✓ Assist the City in development of compensation policies to address some of the recommended actions, and provide training and guidance in management of the revised structure.

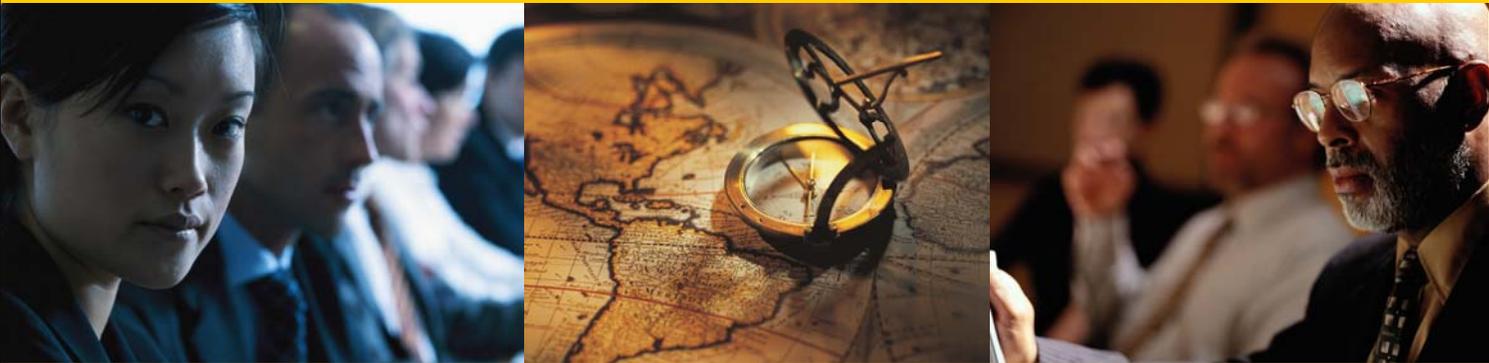
# *Thank You!*

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# Comprehensive Compensation Study for the City of South Padre Island, TX

## DRAFT REPORT



Evergreen Solutions, LLC

April 26, 2022

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## Chapter 1 - Introduction

Evergreen Solutions, LLC (Evergreen) conducted a Comprehensive Compensation Study for the City of South Padre Island, Texas (the City) beginning in October 2020. The purpose of the study was to analyze its total compensation (pay and benefits) system and make recommendations to improve the City's competitive position in the labor market. The study activities involved analyzing the internal and external equity of the City's compensation system, and making recommendations in response to those findings.

Study tasks involved:

- holding a study kick-off meeting;
- analyzing the City's current salary structure (pay plans) to determine its strengths and weaknesses;
- facilitating discussions with the City's project team to develop an understanding of its compensation philosophy;
- collecting classification information through the Job Assessment Tool (JAT) process to analyze the internal equity of the City's classification system;
- developing recommendations for improvements to classification titles if appropriate;
- conducting surveys to assess the external equity (market competitiveness) of the City's current pay and benefits system;
- developing a revised pay structure (plans) and slotting classifications into the pay ranges while ensuring internal and external equity;
- developing the most appropriate methods for transitioning employees' salaries into the new pay structure (plans);
- providing the City with information and strategies regarding compensation and classification administration;
- preparing and submitting draft and final reports that summarize the study findings and recommendations; and
- updating job descriptions to reflect recommended classification changes and employee responses to the JAT, and Fair Labor Standards Act (FLSA) status recommendations.



## 1.1 STUDY METHODOLOGY

Evergreen used a combination of quantitative and qualitative methods to develop recommendations to improve the City's competitive position for its compensation system. Study activities included:

### **Kick-off Meeting**

The kick-off meeting allowed members of the study team from the City and Evergreen to discuss different aspects of the study. During the meeting, information about the City's compensation (pay plans) and current pay philosophy was shared and the work plan for the study was finalized. The meeting also provided an opportunity for Evergreen to explain the types of data needed to begin the study.

### **Assessment of Current Conditions**

This analysis provided an overall assessment of the City's current pay structure (plans) and related employee data at the time of the study. The current pay plan and the progression of employees' salaries through the pay ranges were examined during this process. The findings of this analysis are summarized in **Chapter 2** of this report.

### **Employee Outreach**

Evergreen consultants conducted Employee Outreach virtually. A voiceover slide presentation was provided to the City for delivery to employees so they could learn about the purpose of the study and receive specific information related to their participation in the study process. The virtual focus group meetings and department head interviews allowed City employees, supervisors, and senior leaders to identify practices that were working well and to suggest areas of opportunities for improvement regarding the compensation and classification system, employee benefits and the employee performance evaluation system. The feedback received is summarized in **Chapter 3** of this report.

### **Compensation Philosophy**

Evergreen conducted meetings with the City's project team to develop an understanding of its position with regard to employee compensation, i.e., its' compensation philosophy. Several key factors (e.g., desired market position, design and type of pay plan to administer, and method of employee salary progression) were examined and provided the framework for which to align and provide recommendations for the study.

### **Classification Review - Internal Equity Analysis**

To assess the internal equity of the City's classification system, all employees were asked during employee outreach to complete a JAT to describe the work they performed in their own words. Supervisors were then asked to review their employees' JATs and provide additional information as needed about the position. The information provided in the completed JAT's was utilized in the classification analysis in two ways. First, the work described was reviewed to ensure that classification titles were appropriate. Second, the JAT's were evaluated to



quantify, by a scoring method, each classification’s relative value within the organization. Each classification’s score was based on employee and supervisor responses to the JAT, and the scores allowed for a comparison of classifications across the City.

### **Salary and Benefits Surveys – External Equity Analysis**

For the salary survey, peers were identified that compete with the City for human resources and provide similar services. Classifications representing a cross-section of the departments and levels of work were selected as benchmarks. After the selection of peers and benchmarks, a survey tool was developed for the collection of salary range data for each benchmark. In addition, a benefit survey was utilized to compare the City’s current employee benefits to those of its peers. The data collected during these surveys were analyzed, and a summary provided in **Chapter 4** of this report.

### **Recommendations**

During the review of the compensation philosophy, the City identified its desire to be at a minimum, competitive with the labor market. Understanding this, and utilizing the findings of both internal and external, a revised compensation system was developed. Recommendations were also provided on how to maintain the compensation system going forward. A summary of all study findings and recommendations can be found in **Chapter 5** of this report.

## **1.2 REPORT ORGANIZATION**

This report includes the following additional chapters:

- Chapter 2 – Assessment of Current Conditions
- Chapter 3 – Summary of Employee Outreach
- Chapter 4 – Market Summary
- Chapter 5 – Recommendations



# Chapter 2 – Assessment of Current Conditions

This chapter provides an overall assessment of the compensation system in place for employees at the City. Data included reflect the demographics in place in April 2022 and should be considered a snapshot in time. This review of the pay structure (pay plans) and employees' salaries provided a baseline for further review throughout the course of this study, though were not sufficient cause for recommendations in isolation. By conducting this assessment, Evergreen gained a better understanding of the City's compensation structure and pay practices in place and identified issues for both further review and potential revision.

## 2.1 ANALYSIS OF PAY SCALE

The City administered an open-range pay scale for 163 full-time employees. Additionally, the City employed part-time employees, in a different pay plan with specified hourly rates. These positions were not included in the additional analyses following due to the nature of their compensation and pay progression.

The City's full-time pay plan is shown in **Exhibit 2A** with the following details: the pay grade; the value of each grade/pay range at the minimum, the calculated midpoint, and the pay range maximum; and the range spread for each range (the distance between the pay range minimum and maximum).

As shown in **Exhibit 2A**, the City's pay plan featured 26 pay ranges currently in use with starting at range spreads of 18 percent to 26 percent. The range spreads were not within what is considered best practice (50 to 70 percent) for an open-range plan. **Exhibit 2B** displays the City's pay plan for its part-time employees. This plan featured eight distinct pay grades with planned progression of pay based on years in classification.



**EXHIBIT 2A  
PAY PLAN – FULL-TIME**

Grade	Minimum	Midpoint	Maximum	Range Spread
1	\$22,456.89	\$24,644.71	\$26,450.00	17.8%
2	\$26,362.44	\$28,644.30	\$31,050.00	17.8%
3	\$30,267.97	\$33,216.78	\$35,650.00	17.8%
4	\$34,173.53	\$37,502.82	\$40,250.00	17.8%
5	\$38,079.08	\$41,788.85	\$44,850.00	17.8%
6	\$41,984.62	\$46,074.89	\$49,450.00	17.8%
7	\$45,890.17	\$50,360.92	\$54,050.00	17.8%
8	\$49,795.72	\$54,646.96	\$58,650.00	17.8%
9	\$53,701.25	\$58,933.00	\$63,250.00	17.8%
10	\$57,606.81	\$63,219.03	\$67,850.00	17.8%
11	\$61,512.35	\$67,505.07	\$72,450.00	17.8%
12	\$65,540.47	\$72,862.61	\$78,200.00	19.3%
13	\$70,299.85	\$77,148.65	\$82,800.00	17.8%
14	\$74,205.37	\$81,434.68	\$87,400.00	17.8%
15	\$78,110.93	\$85,720.72	\$92,000.00	17.8%
16	\$82,016.47	\$90,006.76	\$96,600.00	17.8%
17	\$85,071.32	\$94,292.79	\$101,200.00	19.0%
18	\$89,827.57	\$98,578.83	\$105,800.00	17.8%
19	\$93,733.11	\$102,864.86	\$110,400.00	17.8%
20	\$97,638.65	\$107,150.90	\$115,000.00	17.8%
21	\$101,544.19	\$111,436.94	\$119,600.00	17.8%
22	\$105,449.74	\$115,722.97	\$124,200.00	17.8%
23	\$109,355.30	\$120,009.01	\$128,800.00	17.8%
24	\$110,531.87	\$130,037.50	\$139,556.25	26.3%
25	\$127,509.57	\$150,011.26	\$160,992.08	26.3%
26	\$145,725.22	\$171,441.44	\$183,990.95	26.3%

Source: Created by Evergreen from data provided by the City of South Padre Island as of April 2022.

**EXHIBIT 2B  
PAY PLAN – PART-TIME**

Grade	0-1	2	3+
P1	\$8.50	\$9.00	\$9.50
P2	\$9.00	\$10.00	\$11.00
P3	\$10.00	\$11.00	\$12.00
P4	\$11.50	\$12.50	\$13.50
P5	\$13.00	\$14.00	\$15.00
P6	\$15.00	\$16.00	\$17.00
P7	\$18.00	\$19.00	\$20.00
P8	\$21.00	\$22.00	\$23.00



## 2.2 GRADE PLACEMENT ANALYSIS

When assessing the effectiveness of a pay plan and associated practices, it is helpful to analyze where employees' salaries stand in comparison to their classification's pay range. Identifying areas where there are clusters of employees' salaries may illuminate potential pay progression concerns.

It should be noted that the progression of employees' salaries is associated with an organization's compensation philosophy—specifically, the method of salary progression and the availability of resources. Therefore, the placement of salaries should be viewed with this context in mind.

### **Below or at Minimum and at or Above Maximum**

In general, placement of an employee's salary at a classification's grade minimum would generally indicate a newer employee or an employee that was recently promoted into a classification who has not had the opportunity or experience needed to progress through the range. In contrast, an employee at or near the maximum of their grade is generally an employee with longer tenure who has had the opportunity or experience necessary to progress towards the top of the pay range.

**Exhibit 2C** displays the number and percentage of employees compensated at or below their pay range minimum and at or above the maximum of their respective pay. Employees not included in this exhibit are compensated somewhere between the upper and lower thresholds. The percentages are based on the total number of employees in that grade.

**Exhibit 2C, below**, illustrates the placement of employees' salaries relative to pay grade minimums and maximums. The exhibit contains the following:

- the pay grades,
- the number of employees in classifications assigned to the pay grade,
- the number and percentage of employees with salaries below the minimum,
- the number and percentage of employees with salaries at the minimum,
- the number and percentage of employees with salaries at the maximum
- the number and percentage of employees with salaries above the maximum.



**EXHIBIT 2C  
SALARY PLACEMENT OF EMPLOYEES  
AT OR BELOW MINIMUM AND AT OR ABOVE MAXIMUM BY PAY GRADE**

Grade	Employees	# < Min	# = Min	% < Min	% = Min	# > Max	# = Max	% > Max	% = Max
1	29	0	0	0.0%	0.0%	3	0	10.3%	0.0%
2	13	0	0	0.0%	0.0%	2	0	15.4%	0.0%
3	17	0	0	0.0%	0.0%	2	0	11.8%	0.0%
4	11	0	0	0.0%	0.0%	3	0	27.3%	0.0%
5	13	0	0	0.0%	0.0%	4	0	30.8%	0.0%
6	33	0	0	0.0%	0.0%	1	0	3.0%	0.0%
7	5	0	0	0.0%	0.0%	0	0	0.0%	0.0%
8	17	2	0	11.8%	0.0%	1	0	5.9%	0.0%
9	2	0	0	0.0%	0.0%	2	0	100.0%	0.0%
10	8	0	0	0.0%	0.0%	0	0	0.0%	0.0%
11	3	0	0	0.0%	0.0%	1	0	33.3%	0.0%
12	1	0	0	0.0%	0.0%	0	0	0.0%	0.0%
13	1	0	0	0.0%	0.0%	0	0	0.0%	0.0%
15	2	0	0	0.0%	0.0%	0	0	0.0%	0.0%
16	1	0	0	0.0%	0.0%	0	0	0.0%	0.0%
17	1	0	0	0.0%	0.0%	0	0	0.0%	0.0%
20	2	0	0	0.0%	0.0%	0	0	0.0%	0.0%
23	1	0	0	0.0%	0.0%	0	0	0.0%	0.0%
24	1	0	0	0.0%	0.0%	0	0	0.0%	0.0%
25	1	0	0	0.0%	0.0%	0	0	0.0%	0.0%
26	1	0	0	0.0%	0.0%	0	0	0.0%	0.0%
<b>Total</b>	<b>163</b>	<b>2</b>	<b>0</b>	<b>1.2%</b>	<b>0.0%</b>	<b>19</b>	<b>0</b>	<b>11.7%</b>	<b>0.0%</b>

Source: Created by Evergreen from data provided by the City of South Padre Island as of April 2022.

As can be seen, two employees (1.2 percent) were compensated below their respective pay range minimum, and 19 (11.7 percent) were compensated above the maximum. There were no employees at their respective maximum or minimum.

**Above or Below Midpoint**

In addition to assessing the number of employees at minimum and maximum, an analysis was conducted to determine the number of employees below and above the calculated pay range midpoint. Employees with salaries close to the midpoint of a pay range should be fully proficient in their classification and require minimal supervision to complete their job duties while performing satisfactorily. Within this framework, grade midpoint is commonly considered to be the salary an individual could reasonably expect for similar work in the market. Therefore, it is important to examine the percentage and number of employees with salaries above and below the calculated midpoint.

Exhibit 2D illustrates the placement of employees' salaries in their pay grades relative to pay grade midpoints. The exhibit contains the following:

- the pay grades,
- the number of employees in classifications assigned to the pay grade,



- the number and percentage of employees with salaries below the midpoint, and
- the number and percentage of employees with salaries above the midpoint of each pay grade.

**EXHIBIT 2D**  
**SALARY PLACEMENT OF EMPLOYEES**  
**BELOW AND ABOVE MIDPOINT BY PAY GRADE**

Grade	Employees	# < Mid	% < Mid	# > Mid	% > Mid
1	29	3	10.3%	26	89.7%
2	13	0	0.0%	13	100.0%
3	17	7	41.2%	10	58.8%
4	11	3	27.3%	8	72.7%
5	13	6	46.2%	7	53.8%
6	33	12	36.4%	21	63.6%
7	5	1	20.0%	4	80.0%
8	17	8	47.1%	9	52.9%
9	2	0	0.0%	2	100.0%
10	8	3	37.5%	5	62.5%
11	3	1	33.3%	2	66.7%
12	1	1	100.0%	0	0.0%
13	1	1	100.0%	0	0.0%
15	2	2	100.0%	0	0.0%
16	1	0	0.0%	1	100.0%
17	1	1	100.0%	0	0.0%
20	2	2	100.0%	0	0.0%
23	1	1	100.0%	0	0.0%
24	1	0	0.0%	1	100.0%
25	1	1	100.0%	0	0.0%
26	1	0	0.0%	1	100.0%
<b>Total</b>	<b>163</b>	<b>53</b>	<b>32.5%</b>	<b>110</b>	<b>67.5%</b>

Source: Created by Evergreen from data provided by the City of South Padre Island as of April 2022.

As observed, there are 53 employees (32.5 percent) were compensated below their calculated pay range midpoint and 110 (67.5 percent) were compensated above.

### 2.3 SALARY QUARTILE ANALYSIS

In this quartile analysis, each pay range is divided into four equal segments (quartiles) and employees are assigned a quartile based on where their current salary falls. While there is no best practice for what average tenure should be for each quartile, and other factors outside of the breadth of this analysis can impact placement (e.g. promotional and hiring practices),



this analysis can be useful in revealing potential pay compression within a compensation system.

**Exhibit 2E** provides a breakdown of placement of employees' salaries relative to salary quartile and provides the following:

- the pay grades,
- the number of employees per pay grade, and
- the location (by quartile) of the employees' salaries within each grade.

### EXHIBIT 2E SALARY QUARTILE ANALYSIS

GRADE	Total	1ST QUARTILE	2ND QUARTILE	3RD QUARTILE	4TH QUARTILE
1	29	0.00%	1.84%	14.11%	1.84%
2	13	0.00%	0.00%	6.75%	1.23%
3	17	0.00%	4.29%	3.68%	2.45%
4	11	0.00%	1.84%	2.45%	2.45%
5	13	1.23%	2.45%	1.84%	2.45%
6	33	1.84%	5.52%	11.66%	1.23%
7	5	0.00%	0.61%	1.23%	1.23%
8	17	1.23%	3.68%	1.84%	3.68%
9	2	0.00%	0.00%	0.00%	1.23%
10	8	0.00%	1.84%	1.84%	1.23%
11	3	0.00%	0.61%	0.61%	0.61%
12	1	0.00%	0.61%	0.00%	0.00%
13	1	0.00%	0.61%	0.00%	0.00%
15	2	0.61%	0.61%	0.00%	0.00%
16	1	0.00%	0.00%	0.00%	0.61%
17	1	0.00%	0.61%	0.00%	0.00%
20	2	0.00%	1.23%	0.00%	0.00%
23	1	0.00%	0.61%	0.00%	0.00%
24	1	0.00%	0.00%	0.61%	0.00%
25	1	0.00%	0.61%	0.00%	0.00%
26	1	0.00%	0.00%	0.00%	0.61%
<b>Total</b>	<b>100%</b>	<b>4.9%</b>	<b>27.6%</b>	<b>46.6%</b>	<b>20.9%</b>

Source: Created by Evergreen from data provided by the City of South Padre Island as of April 2022.

As displayed in the exhibit, 4.9 percent of employees had salaries in Quartile 1 of their respective range, 27.6 percent were in Quartile 2, 46.6 percent in Quartile 3, and 20.9 percent in Quartile 4.

The quartile analysis, along with the analysis of salaries below and above the midpoint, reveal a clustering of employee salaries around the midpoints which may be acceptable given the



City's pay practices regarding salary progression. However, given that the City's pay range widths are narrow, and below what is considered best practice, one should be cautious drawing specific conclusions from this (or these) analyses. Recommendations in this regard are discussed in **Chapter 5**.

## 2.4 SUMMARY

The information contained in this chapter identifies a number of strengths and weaknesses related to the overall structure of the compensation system for the City's employees. Notably, the following was found:

- **Pay Plans** – The pay plans utilized by the City were clear, though, in the case of the full-time pay plan, not well organized, and with narrow range spreads.
- **Salary Distribution** – Employees' salaries were clustered above the midpoints—suggesting the range spreads were too narrow and not in keeping with pay plan design best practice.

This analysis served as a starting point for the development of recommendations in this report. Paired with market data, Evergreen was able to make recommendations to ensure that the compensation system for the City's employees is structurally sound, competitive with the market, and equitable. These recommendations can be found in **Chapter 5** of this report.



## Chapter 3 – Summary of Employee Outreach

Evergreen facilitated Employee Outreach (virtually) in February 2021 to obtain input from the City's senior leaders, supervisors and employees regarding several topic areas related to the study, as well as provided a voiceover orientation explaining the process of the study. Solicited feedback included areas for improvement with regard to compensation (e.g., compression and competitiveness of salaries) and classification (e.g., title revision).

Senior leaders participated in one-on-one phone interviews with an Evergreen consultant who asked a set of questions to obtain their input on compensation and classification issues for their particular area of supervision. Supervisors and employees had the opportunity to respond to the same questions via focus groups conducted through Zoom and the same questions via SurveyMonkey. Feedback from these sources provided the Evergreen team with valuable information regarding perceptions of the current compensation and classification system. Summarized below are their comments and perceptions.

### 3.1 GENERAL FEEDBACK

Although the purpose of outreach was to solicit feedback regarding the compensation and classification systems, the first two questions pertained to reasons employees came to work for and remain employed with the City. While this section provides feedback that is not directly related to compensation and classification, it is nonetheless important in framing the context of the study.

Important factors frequently shared by employees as reasons for coming to work for and/or remaining with the City included:

- **Reputation** – Employees mentioned that the City is a great place to work and offers high-quality services to its community. The Fire and Police Departments, were mentioned in particular as having strong reputations in the local community.
- **Coworkers**– A large number of participants continue to work with the City because of their positive relationships with their co-workers. They also stated that the City has good leadership.
- **Stability** – Many employees appreciated the job security that comes with working in the public sector. Many respondents took comfort in knowing that their careers in local government were considerably more stable, especially during the pandemic.



### 3.2 COMPENSATION

As already discussed, respondents pointed to several aspects of their employment which they appreciate. There were, however some critiques that were expressed about compensation practices (both pay and benefits), policies, and procedures, including the following:

- **Salary Progression and Compression** – Several participants expressed a desire to progress through their pay range. Furthermore, there was concern that employees with more tenure were compensated at similar levels as new hires.
- **Competitive Compensation** – Some employees cited dissatisfaction with their pay compared to that at surrounding entities. Many employees also cited that employees' salaries were not keeping up with the cost of living in the area.
- **Education and Certification Incentive Pay** – Some respondents voiced their desire for the City to provide education and certification incentives for pursuing higher educational degrees and/or additional certifications that enhance employees' performance on the job. It should be noted that some positions in public safety do receive certification and/or incentive pay.

### 3.3 CLASSIFICATION

General comments provided by employees related to classification included the following:

- **Career Path** – Many respondents stated that they do not believe there are opportunities for career advancement. Promotions can often be difficult to obtain—as the senior level positions are occupied. Therefore, more tiers or levels within a job family would provide more opportunities to grow in responsibility and receive associated pay increases.
- **Clarity in Job Duties** – Some employees also expressed concern that there were some duties that they perform, but are not accounted for in their compensation. As well, having more clarity in the job description, as needed, would be helpful in defining the scope of work.

### 3.4 BENEFITS

Many employees were pleased with the City's employee benefits package. Particular praise was given for the following features:

- **TMRS Retirement Contribution** – Many respondents stated that the City's 2 to 1 contribution match for TMRS (Texas Municipal Retirement System) was generous.
- **Medical Insurance** – Employees also expressed their medical coverage was good and appreciated that the City paid 100% for employee "only" premiums.



- **Leave Accrual**—Many employees also appreciated the amount of leave they could accrue throughout the year.

While there was praise for the benefits package, employees did express the following concerns:

- **Dependent Medical Premiums** – The cost of adding dependents to the City’s benefit plan was very expensive due to the fact that the City only contributes to the monthly rate at a level of \$10.
- **Leave Time Policies**—While the time off accrual rates were generous, many employees expressed they wished there could be higher rollover of time off, and the option to be paid for unused time.
- **Retiree Medical Insurance**—Some employees also expressed it would be nice to have (fully paid by the City) retiree medical insurance through the City, especially after dedicating so many years of employment service.

### 3.5 RECRUITMENT AND RETENTION

Employees stated that the City has noticeable recruitment and retention issues in the following areas/positions (in alphabetical order):

- Firefighters;
- Police Officers; and
- Seasonal positions.

Employees believed some of the largest competitors for quality candidates are (in alphabetical order):

- City of Brownsville;
- City of Corpus Christi;
- City of Galveston;
- City of Harlingen; and
- City of McAllen.

### 3.6 PERFORMANCE EVALUATION

A few questions regarding employee performance evaluation were also included. Employees expressed that the overall process for performance evaluation was straightforward and the new form was an improvement compared to previous versions. However, they also stated the



overall process holds little weight since there was no merit increase budget available to incentivize employees who are performing well. It was mentioned several times that there is no incentive to exceed expectations as high and low performance are perceived as being valued the same.

### 3.7 SUMMARY

Many of the concerns that are reported above are common issues that exist in many organizations today, with some being unique to the City. As with any organization, employees' perceptions of weaknesses in certain areas related to the current compensation and classification system could provide insight for areas of improvement, but are by no means the only source of assessing the City's system. Certainly, with the City's engagement of Evergreen to conduct this study, and this employee outreach, and its commitment to understanding and seeking improvement in these areas is commendable.



## Chapter 4 – Market Summary

This chapter provides a market analysis comparing the City's pay plan (salary ranges) and benefits to those at peer organizations. The data from targeted market peers were used to evaluate the overall compensation and benefits at the City at the time of this study. It is important to note that the market comparisons contained herein do not translate at the individual level and are instead used to provide an overall analysis. The utilized methodology is not intended to evaluate salaries paid to individuals. An employee's total compensation (salary and benefits) is determined through a combination of factors, which could include: the market conditions for a job, geographic location of the organization, the candidate's prior education and experience, and/or an individual's negotiation skills during the hiring process. It should be noted that market comparisons are best thought of as a snapshot of current market conditions.

### 4.1 SALARY SURVEY RESULTS

Evergreen collected pay range information from target organizations utilizing a salary survey tool. The development of this tool included selecting the benchmark classifications to be surveyed. A cross-section of the City's classifications was selected so that the surveyed positions made up a subset of all work areas and levels of classifications in the City. The job title, a description of assigned duties, and the education and experience requirements for each benchmarked classification were provided in the survey tool so that peers could determine if the position existed within their organization.

Evergreen received concurrence from the City's project team regarding the targets to which the survey was provided. Several factors were utilized when developing this peer list, including geographic proximity to the City, similar service offerings, organization size, relative population being served by the organization o which the City is losing employees, and senior leader recommendations. Data were analyzed with adjustments for cost of living. **Exhibit 4A** provides the list of 15 peer organizations from which data was collected for 51 benchmark classifications from which salary range data were collected. It should be noted that is the case in this survey, for the City Manager position, it is common for pay range information not to be available (note number of responses); however, average actual salary data were obtained and referenced when making recommendations.



**EXHIBIT 4A  
MARKET PEERS**

Market Peers
City of Brownsville, TX
City of Corpus Christi, TX
City of Galveston, TX
City of Harker Heights, TX
City of Harlingen, TX
City of McAllen, TX
City of Mission, TX*
City of New Braunfels, TX
City of Pearland, TX
City of Pharr, TX
City of Port Aransas, TX
City of Rockport, TX
City of San Benito, TX*
City of San Marcos, TX
City of Tomball, TX
City of Weslaco, TX
Central Texas Rural Transit District
East Texas Council of Government
Hill Country Transit District
City of Conroe CVB
<b>Experience Bryan College Station</b>
Forth Worth CVB
Irving CVB
<b>Visit Plano</b>
Waco Convention Center

**Bold indicates data obtained from peer**

**\*Peer did not have complete salary range, but data was still consulted in producing recommendations**

The City expressed a desire to examine its pay plan overall as compared to a competitive position (at the average) with the market. To determine the position of the existing structure, Evergreen compared the City’s current salary ranges for the benchmark classifications to the average. It is important to note that the averages in the subsequent exhibits reflect an average of the salary ranges reported by each peer for a given benchmark classification. The market range data presented in this chapter were not the sole criteria for the proposed pay ranges. Some classifications’ grade assignments varied from their associated market range due to the other factors, such as the results of our internal hierarchy assessment. More detail on this analysis is provided in **Chapter 5**.



Exhibit 4B contains the following information:

- The market salary range information for each classification. This indicates the average of the minimum, midpoint, and maximum of the peer survey data for each benchmarked classification.
- The percent differentials (to the City's existing salary ranges). A positive differential indicates the City pay range for these positions was above the targets' average for that classification at the minimum, midpoint, or maximum. A negative differential indicates the City's pay range was below the average for that classification. The final row provides the average percent differentials for the ranges' minimum, midpoint, and maximum for all benchmarked classifications. This represents an average of all classifications' differentials.
- The survey average range width. This provides the average range width for each classification surveyed determined by the average minimum and average maximum salaries of the respondents, relative to the minimum. The average range width for all the classifications is provided in the final row.
- The number of survey responses for each classification is provided in the final column. The average number of responses for all the classifications is provided in the final row of the exhibit.



**EXHIBIT 4B**  
**SALARY SURVEY SUMMARY - AVERAGE**

Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
	Average	% Diff	Average	% Diff	Average	% Diff		
Accountant 1	\$41,589.09	-8.8%	\$51,784.43	-22.1%	\$61,979.76	-32.1%	48.9%	6
Accounting Analyst	\$37,453.85	-9.2%	\$45,915.04	-20.9%	\$54,376.22	-29.9%	44.9%	5
Administrative Assistant	\$30,166.98	0.3%	\$36,706.69	-10.8%	\$43,246.41	-19.3%	43.1%	9
Assistant Finance Director	\$72,978.46	-30.4%	\$90,559.36	-43.1%	\$108,140.27	-52.4%	48.5%	6
Assistant Public Works Director	\$71,854.32	-15.5%	\$89,820.29	-29.1%	\$107,786.27	-39.2%	49.9%	8
Building Inspector	\$35,226.75	-3.0%	\$44,113.07	-17.0%	\$52,999.40	-27.3%	50.3%	8
Building Official	\$62,167.49	-7.6%	\$76,574.35	-19.9%	\$90,981.22	-29.1%	46.6%	10
Chief Financial Officer	\$97,469.43	12.6%	\$124,842.30	0.2%	\$152,215.18	-8.7%	56.1%	6
City Manager	\$141,038.39	3.3%	\$175,146.40	-6.1%	\$209,254.41	-12.8%	48.5%	2
City Secretary	\$67,796.22	-9.7%	\$83,631.29	-22.1%	\$99,466.36	-31.4%	46.9%	5
Code Enforcement Officer	\$33,935.79	-11.4%	\$40,937.19	-21.6%	\$47,938.58	-29.4%	41.0%	10
Convention and Visitor's Bureau Director	\$61,554.53	56.9%	\$81,830.24	41.8%	\$102,105.95	31.0%	65.5%	4
Convention and Visitor's Bureau Sales and Services Manager	\$41,567.92	9.9%	\$57,475.74	-14.0%	\$73,383.55	-30.3%	76.5%	4
Court Administrator	\$55,121.79	-10.2%	\$61,626.00	-12.8%	\$68,130.21	-15.0%	22.5%	7
Custodian/Facility Maintenance	\$23,469.58	-4.4%	\$29,139.15	-17.5%	\$34,808.71	-27.3%	48.1%	10
Deputy Court Clerk	\$27,998.47	19.9%	\$34,382.96	7.9%	\$40,767.46	-1.3%	45.4%	10
Detective	\$51,603.99	-3.6%	\$58,976.00	-8.4%	\$66,348.01	-12.3%	28.1%	5
Director of Operations (Assistant City Manager)	\$117,082.19	8.5%	\$149,194.17	-3.4%	\$181,306.15	-11.9%	54.9%	6
Dispatcher	\$31,775.93	-4.9%	\$39,127.53	-17.1%	\$46,479.12	-26.4%	46.1%	11
Driver Operator	\$49,110.45	-6.8%	\$56,011.06	-11.4%	\$62,911.67	-15.2%	28.4%	3
Environmental Health Director	\$68,125.41	13.7%	\$84,525.99	0.6%	\$100,926.56	-9.3%	48.3%	5
Environmental Health Manager	\$56,509.67	-39.0%	\$70,004.01	-51.2%	\$83,498.35	-60.2%	47.8%	4
Equipment Operator I	\$28,705.38	-8.5%	\$35,091.25	-20.0%	\$41,477.11	-28.8%	44.6%	9
Equipment Operator II	\$31,050.27	-2.6%	\$38,243.84	-14.8%	\$45,437.40	-24.1%	46.1%	9
Fire Captain	\$61,940.72	-7.3%	\$71,857.88	-13.6%	\$81,775.04	-18.6%	31.8%	4
Fire Chief	\$97,073.51	0.6%	\$122,037.99	-13.8%	\$147,002.47	-24.4%	51.8%	5
Fire Lieutenant	\$59,620.51	-18.0%	\$67,956.11	-22.5%	\$76,291.71	-26.1%	27.4%	3
Fire Marshal	\$68,207.54	-31.2%	\$83,914.19	-43.0%	\$99,620.84	-51.8%	46.1%	4
Firefighter	\$47,958.63	-13.3%	\$55,248.54	-18.9%	\$62,538.44	-23.4%	30.4%	4
Grant and Special Projects Administrator	\$47,714.01	4.3%	\$59,113.86	-8.6%	\$70,513.72	-18.4%	47.7%	6
Human Resources Generalist/Training Coordinator	\$35,569.83	16.5%	\$42,526.87	7.2%	\$49,483.91	-0.1%	38.7%	4
Information Technology Director	\$83,249.42	-6.4%	\$104,723.52	-20.7%	\$126,197.63	-31.3%	51.8%	8
IT Systems Coordinator	\$40,123.60	-5.2%	\$49,281.64	-17.2%	\$58,439.67	-26.3%	45.5%	4
Maintenance Technician	\$28,911.88	-25.1%	\$31,235.92	-24.4%	\$33,559.96	-23.7%	14.8%	6
Management Assistant	\$46,479.56	-19.9%	\$56,944.61	-31.5%	\$67,409.67	-40.2%	45.1%	6
Marketing and Communications Specialist	\$37,995.37	0.2%	\$47,630.27	-13.8%	\$57,265.16	-24.3%	50.4%	4
Mechanic	\$32,443.26	-6.9%	\$39,624.58	-18.4%	\$46,805.89	-27.1%	44.2%	10
Municipal Court Judge	\$78,444.38	-69.3%	\$93,433.64	-77.0%	\$108,422.91	-83.0%	38.2%	3
Police Captain	\$95,996.06	-30.9%	\$100,743.54	-27.3%	\$105,491.02	-24.1%	10.0%	5
Police Chief	\$95,079.18	2.7%	\$120,104.42	-12.2%	\$145,129.66	-23.2%	52.8%	7
Police Lieutenant	\$74,896.04	-13.3%	\$84,828.79	-16.5%	\$94,761.54	-19.2%	26.5%	8
Police Officer	\$53,255.82	-23.7%	\$61,316.99	-29.1%	\$69,378.16	-33.5%	30.4%	7
Police Sergeant	\$67,212.94	-15.4%	\$77,476.24	-21.0%	\$87,739.54	-25.6%	30.5%	8
Public Information Officer	\$54,484.83	-9.0%	\$68,046.74	-22.6%	\$81,608.65	-32.7%	50.5%	5
Public Works Director/City Engineer	\$93,371.27	15.8%	\$117,845.90	1.0%	\$142,320.54	-10.0%	52.6%	8
Public Works Foreman	\$42,254.32	-10.4%	\$51,196.25	-21.0%	\$60,138.19	-29.1%	42.3%	3
Records Technician	\$28,393.65	-7.4%	\$34,860.13	-19.4%	\$41,326.61	-28.4%	45.3%	9
System Administrator	\$49,422.96	-7.4%	\$60,251.73	-18.7%	\$71,080.50	-27.2%	44.3%	5
Transit Director	\$70,913.10	18.2%	\$85,466.96	8.6%	\$100,020.81	1.2%	41.3%	3
Transit Supervisor	\$38,705.59	-1.6%	\$45,545.86	-9.4%	\$52,386.13	-15.5%	34.7%	3
Vehicle Operator	\$23,201.26	12.8%	\$27,376.48	4.7%	\$31,551.71	-1.6%	35.5%	4
<b>Overall Average</b>		<b>-5.9%</b>		<b>-16.3%</b>		<b>-24.1%</b>	<b>42.9%</b>	<b>6.0</b>



### **Market Minimums**

A starting point of the analysis was to compare the peer's market minimum for each classification to the City's range minimums. Market minimums are generally considered an entry level salary for employees who meet the minimum qualifications of a classification. Employees with salaries at or near the range minimums typically have not mastered the job and probably have not acquired the skills and experience necessary to be fully proficient in their classification.

As **Exhibit 4B** illustrates for benchmarked classifications, the City was, on average, approximately 5.9 percent below the average market position at the minimum of the respective salary ranges.

### **Market Midpoints**

Market midpoints are important to consider because they are commonly recognized as the salary point at which employees are fully proficient in satisfactorily performing their work. As such, midpoint is often considered as the salary point at which a fully proficient employee could expect his or her salary to be placed.

As **Exhibit 4B** illustrates for the benchmarked classifications, the City was, on average, approximately 16.3 percent below the competitive market position at the midpoint of the respective salary ranges.

### **Market Maximums**

In this section, salary range maximums are compared to the peers' average of maximums for each benchmarked classification. The market maximum is significant as it represents the upper limit salary that an organization might provide to retain and/or reward experienced and high performing employees. Additionally, being competitive at the maximum allows organizations to attract highly qualified individuals for in-demand classifications.

As **Exhibit 4B** illustrates for the benchmarked classifications, the City was, on average, approximately 24.1 percent below the competitive market position at the maximum of the respective salary ranges.

## **4.2 SALARY SURVEY SUMMARY**

It should again be noted that the standing of a classification's pay range compared to the market is not a definitive assessment of an individual employee's salary being equally above or below market. A salary range does, however, speak to the City's general ability to recruit and retain talent over time. If a range minimum is significantly lower than the market would offer, the City could find itself losing out to its market peers when it seeks to fill a position. It is equally true that range maximums lower than the market maximums may serve as a disincentive for experienced employees to remain at the City. From the analysis of the data gathered and discussed above, the benchmark classifications' ranges were generally found to be below the City's desired position of being competitive with the labor market.



### 4.3 BENEFITS SURVEY RESULTS

In addition to the salary survey, Evergreen conducted a benefit survey to compare the City’s employee benefits to those of its peers. The information provided in this section is a result of the analysis of the current benefits at the City and at each peer organization, which are subject to change. Benefit plans have intricacies that are not represented in this chapter; therefore, the data provided should not be used independently as a line-by-line comparison of benefits. It should also be noted that benefits are usually negotiated and acquired through third parties, so one-to-one comparisons can be difficult. The analysis below highlights the results of the benefits survey. Data were requested from the same peers contacted for the salary survey and subsequently collected from the seven peer organizations identified in **Exhibit 4C**.

**EXHIBIT 4C  
MARKET PEERS**

Market Peers
City of Brownsville, TX
City of Corpus Christi, TX
City of Galveston, TX
City of Marble Falls, TX
City of McAllen, TX
City of San Marcos, TX
City of Mission, TX

\*Bold indicates data obtained from peer

#### Employee Health Plans

Exhibit 4D shows the number of health plans provided to current employees by the responding peers and the City. The average number of health plans provided (any combination of PPO, HMO, or HDHP) was 1.7 based on the market. The City offered two PPO (Preferred Provider Organization) plans. Subsequent comparisons will be based on peers’ PPO plans.

**EXHIBIT 4D  
NUMBER OF HEALTH PLANS**

Number of Plans	Peer Average	City of South Padre Island, TX
Number of health plans offered	1.7	1



**Premiums and Deductibles**

Exhibit 4E displays information regarding the PPO health plans of peers compared to the City’s plans. Compared to the peers, the City’s employees paid more for dependent health coverage. The deductibles for the City’s PPO plan were much lower than the peers’ deductibles.

**EXHIBIT 4E  
PPO HEALTH PLAN  
PREMIUMS AND DEDUCTIBLES**

Premium Paid by Employee for:	Peer PPO Average	City of South Padre Island, TX
Percentage of peers offering each plan	85.7%	Yes
Employee coverage	\$53.66	\$0.00
Employee + Child	\$268.28	\$396.86
Employee + Spouse	\$314.85	\$541.44
Employee + Family	\$413.83	\$1,033.92

Premium Paid by Employer for:	Peer PPO Average	City of South Padre Island, TX
Employee coverage	\$502.50	\$535.36
Employee + Child	\$729.18	\$10.00
Employee + Spouse	\$831.37	\$10.00
Employee + Family	\$1,032.37	\$10.00

Deductibles	Peer PPO Average	City of South Padre Island, TX
Individual Maximum In Network	\$1,264.29	\$750.00
Individual Maximum Out of Network	\$3,442.86	\$1,500.00
Employee + Child Maximum In Network	\$2,742.86	\$1,500.00
Employee + Child Maximum Out of Network	\$8,171.43	\$3,000.00
Employee + Spouse Maximum In Network	\$2,742.86	\$1,500.00
Employee + Spouse Maximum Out of Network	\$8,171.43	\$3,000.00
Employee + Family Maximum In Network	\$2,742.86	\$1,500.00
Employee + Family Maximum Out of Network Network	\$8,171.43	\$3,000.00



**Other Insurance Plans**

**Exhibit 4F** displays information from the responding peers regarding the cost to the employee for dental plans. Overall, the City’s employee-paid dental premiums were lower than peers’ employee-paid dental premiums for employee only, employee plus child, and employee plus spouse coverage. The cost of employee plus family dental coverage was slightly higher compared to peers’ family dental coverage.

**Exhibit 4G** displays information from the responding peers regarding the cost to the employee for vision plans. The employee paid premiums for the City’s vision plan were, on average, comparable to the vision premiums at peer organizations.

**EXHIBIT 4F  
DENTAL PLANS**

Dental Premiums	Peer Average	City of South Padre Island, TX
Offered?	100.0%	Yes
Average number of plans offered	1.1	1
Employer cost employee only	\$21.44	\$29.77
Employee cost employee only	\$14.14	\$0.00
Employer cost employee plus child	\$32.07	\$0.00
Employee cost employee plus child	\$51.14	\$39.82
Employer cost employee plus spouse	\$31.69	\$0.00
Employee cost employee plus spouse	\$47.20	\$33.30
Employer cost employee plus family	\$41.32	\$0.00
Employee cost employee plus family	\$72.75	\$77.30



**EXHIBIT 4G  
VISION PLANS**

Vision Premiums	Peer Average	City of South Padre Island, TX
Offered?	85.7%	Yes
Average number of plans offered	1.0	1
Employer cost employee only	\$0.00	\$6.76
Employee cost employee only	\$7.71	\$0.00
Employer cost employee plus child	\$0.00	n/a
Employee cost employee plus child	\$13.37	n/a
Employer cost employee plus spouse	\$0.00	n/a
Employee cost employee plus spouse	\$13.25	n/a
Employer cost employee plus family	\$0.00	\$0.00
Employee cost employee plus family	\$17.56	\$13.50

**Exhibit 4H** displays the percentage of responding peers who provided short- and long-term disability insurance. Like the City, 57.1 percent of peers offered employee paid short-term disability. The amount of disability benefit varied by employee election. As well, like the City, 28.6 percent of peers offered employee paid long-term disability with the amount of disability varying based on employee election. Unlike the City, 14.3 percent of peers offered employer paid short-term disability with a benefit of 60 percent of an employee’s salary.

**EXHIBIT 4H  
DISABILITY INSURANCE**

Disability Insurance		Peer Percentage Offered	Percent of salary employee receives
Short-Term Disability	Employer Paid	14.3%	60.0%
	City of South Padre Island, TX	No	n/a
	Employee Paid	57.1%	varies
	City of South Padre Island, TX	Yes	varies
Long-Term Disability	Employer Paid	42.9%	60.0%
	City of South Padre Island, TX	Yes	60.0%
	Employee Paid	28.6%	varies
	City of South Padre Island, TX	Yes	varies



### **Life Insurance**

Employer-paid life insurance was provided by all peers, as well as the City. All of the peers, as well as the City, offered optional dependent coverage, additional employee paid life insurance, and accidental death insurance. The death benefit offered by peers varied based on salary and age. The City offered a \$50,000 death benefit through its life insurance policy. The death benefit provided by peer organizations varied by salary and age.

### **Tuition Reimbursement**

Tuition reimbursement for employees is provided by 28.6 percent of peers, with an average reimbursement limit of \$2,500 per year. The City also provided tuition reimbursement to its employees with a reimbursement limit of \$4,000.

### **Employee Leave and Holidays**

**Exhibit 4I** provides the average accrual rates for sick and annual/vacation for peers and the City, for both general employees and Fire employees. The City's accrual rates for sick leave were slightly lower at 8 hours per month than peers' sick leave accrual rate at 8.5 hours per month. The City's minimum annual/vacation leave accrual rate of 8 hours per month was comparable to the peers' average minimum annual/vacation leave accrual rate of 7.7 hours per month. While the average maximum annual/vacation leave accrual rate for the peers was higher at 14.8 hours per month, compared to 12 hours at the City, City employees could reach the maximum accrual rate after five years of service. By comparison, employee at peer organizations had to wait, on average, 17.2 years before accruing the maximum rate of annual/vacation leave.

Comparing the sick leave accrual rates for Fire employees, the City and its peer offered comparable monthly accrual rates of sick leave for Fire personnel. In contrast, the City offered less annual/vacation leave to its Fire employees with rates of 12 hours at the minimum and 18 hours at the maximum, compared to peers who offered, on average, 14.4 hours of annual/vacation leave at the minimum and 21.6 hours at the maximum.



**EXHIBIT 4I  
LEAVE TIME ACCRUAL**

Leave Accrual	Organization	Offered?	Minimum Accrual Rate in Hours (Monthly)	Years of service to accrue the minimum rate	Maximum Accrual Rate in Hours (Monthly)	Years of service to accrue the maximum rate
Sick Leave	Peer Average Offered	100.0%	8.5	0.0	8.5	0.0
	City of South Padre Island, TX	Yes	8.0	0.0	8.0	0.0
Annual/Vacation Leave	Peer Average Offered	100.0%	7.7	0.0	14.8	17.2
	City of South Padre Island, TX	Yes	8.0	0.0	12.0	5.0
Leave Accrual	Organization	Offered?	Minimum Accrual Rate in Hours (Monthly)	Years of service to accrue the minimum rate	Maximum Accrual Rate in Hours (Monthly)	Years of service to accrue the maximum rate
Fire Sick Leave	Peer Average Offered	28.6%	12.9	0.0	12.9	0.0
	City of South Padre Island, TX	Yes	12.0	0.0	12.0	0.0
Fire Annual/Vacation Leave	Peer Average Offered	28.6%	14.4	0.0	21.6	25.5
	City of South Padre Island, TX	Yes	12.0	0.0	18.0	5.0

**Retirement Plan Benefits**

The peers were also asked about its retirement plan offerings. The City provided TMRS (Texas Municipal Retirement System) and a 457 plan to its employees. All of the respondent peers also offered TMRS to its employees, with the vesting period (five years) and contribution rates (14 percent employer, 7 percent employee) being comparable to the City’s TMRS program. Also like the City, 71.4 percent of peers also offered a 457 retirement plan to its employees.

**4.4 BENEFITS SURVEY SUMMARY**

The peer benefit data summarized in this chapter indicate that the City’s benefits offerings were, overall, competitive with its peers. For instance, the City’s medical deductibles, dental and vision premiums, tuition reimbursement, and retirement benefits were competitive with its peers. Dependent medical premiums and annual/vacation leave accrual rates for Fire employees were potential areas of improvement.

**4.5 MARKET SUMMARY**

It should again be noted that the standing of a benchmark’s pay range compared to The City’s desired market position is not a definitive assessment of an individual employee’s salary being equally above or below market. The pay range does, however, speak to the City’s general ability to recruit and retain talent over time. If a range minimum is significantly



lower than the market would offer, the City could find itself losing out to its market peers when it seeks to fill a position. It is equally true that range maximums lower than the market maximums may serve as a disincentive for experienced employees to remain at the City, when the economy is more stable.

From the analysis of the data gathered in the external assessment discussed above, the City's pay plans were found to be below its desired market position. When comparing employee benefits, the City was found to be generally competitive with its benefits offerings. All study findings and subsequent recommendations can be found in the next chapter of this report.

DRAFT



## Chapter 5 - Recommendations

The analysis of the City's classification and compensation system revealed some areas of opportunity for improvement. Evergreen focused primarily on developing more competitive pay plans, as well as reviewing and making recommendations to the classification structure. Study recommendations, as well as the findings that led to each, are discussed in this chapter.

### 5.1 CLASSIFICATION SYSTEM

An organization's classification system establishes how its human resources are employed to perform its core services. The classification system consists of the titles and descriptions of the different classifications, or positions, which define how work is organized and assigned. It is essential that the titles and descriptions of an organization's classifications accurately depict the work being performed by employees in the classifications to ensure equity within the organization and to enable comparisons with positions at peer organizations. The purpose of a classification analysis is to identify such issues as incorrect titles and inconsistent titles across departments.

In the analysis of the City's classification system, Evergreen collected classification data through the Job Assessment Tool (JAT) and Management Issues Tool (MIT) processes. The JATs, which were completed by employees and reviewed by their supervisors, provided information about the type and level of work being performed for each of the City's classifications. In addition, the MIT process provided supervisors an opportunity to provide specific recommendations regarding the pay or classification of positions in their areas. Evergreen reviewed and utilized the data provided in the JATs and MITs as a basis for the classification recommendations below.

#### **FINDING**

Overall, the classification system utilized by the City was sound. However, there were a few instances of titles for positions that could be modified.

#### **RECOMMENDATION 1: Revise the titles of some classifications to better reflect job duties.**

**Exhibit 5A** provides a list of the recommended changes to the classification system. The foundation for these recommendations was the work performed by employees as described in their JATs, best practice in the Human Resources field, or unique needs which required a specific titling method.



**EXHIBIT 5A  
PROPOSED CLASSIFICATION CHANGES**

Class Title	Proposed Class Title
Accountant 1	Accountant
Accounting Analyst	Accounting and Purchasing Analyst
Bay Maintenance	Bay Maintenance Technician
Beach Maintenance	Beach Maintenance Technician
Building Maintenance	Building Maintenance Technician
Facility Maintenance	Custodian
Custodian/Facility Maintenance	Facility Maintenance Technician/Custodian
Maintenance	Maintenance Technician
Parks Maintenance	Parks Maintenance Technician

### FINDING

When comparing the City’s current job descriptions to the work described by employees in the JATs, Evergreen noted some tasks that were missing from the current job descriptions. This can happen over a period of time if the descriptions are not reviewed and updated on a regular basis. Some tasks in one classification are often reassigned to another classification. As such, these changes make it necessary that the City continues to update its job descriptions periodically to ensure each job description accurately reflects the work performed.

**RECOMMENDATION 2: Revise all job descriptions to include updated classification information provided in the JAT, and review job descriptions annually for accuracy.**

The process of reviewing and updating the City’s job descriptions, as well as comments received from employees and supervisors during outreach, revealed that the descriptions may not, in some cases, accurately reflect current work performed. To minimize this becoming a concern again in the future, Evergreen recommends the City continue with its regular review of these descriptions, including FLSA status determinations.

A review of the employee’s assigned job classification (description) should occur at least annually. Review of the FLSA determination for exempt or non-exempt status as well as other aspects of the job, (such as physical requirements required to perform essential functions) will also ensure consistent, continuous compliance with the Americans with Disabilities Act (ADA) protection. At the time of this report, Evergreen was in the process of revising the job descriptions for all classifications. The descriptions will be provided to the City under separate cover.



## 5.2 COMPENSATION SYSTEM

The compensation system analysis consisted of two parts: an external market assessment and an internal equity assessment. During the external market assessment, the City's pay ranges for its classifications were compared to the average of the identified market. Details regarding the external market assessment were provided in **Chapter 4** of this report.

During the internal equity assessment, consideration of the relationships between positions and the type of work being performed by the City employees were reviewed and analyzed. Specifically, a composite score was assigned to each of the classifications that quantified the classification's level of five separate compensatory factors (leadership, working conditions, complexity, decision-making, and relationships). The level for each factor was determined based on responses to the JAT. The results of both analyses were utilized when developing the recommendations below.

### FINDING

The City's salary ranges were overall found to be behind the market at the minimum, midpoint, and maximum. As well, the design of the plans required improvements; e.g., range width spreads should be within best practice guidelines, and the number of pay grades in both plans needed adjusting. Implementing a revised competitive pay structure (pay plans) with these improvements would provide the city with an enhanced ability to attract, hire and retain employees.

**RECOMMENDATION 3: Make appropriate revisions to the pay plans; slot all classifications into the plans based on external and internal equity; and transition employees' salaries into the revised plans utilizing the most appropriate method.**

**Exhibit 5B** shows the revised open-range pay plan for full-time employees. This plan has 28 pay grades and constant range spreads of 45 percent. **Exhibit 5C** shows the revised pay plan for part-time employees. This plan has 12 pay grades with specified hourly rates.



**EXHIBIT 5B  
PROPOSED FULL-TIME PAY PLAN**

Grade	Minimum	Midpoint	Maximum	Range Spread
1	\$ 25,000.00	\$ 30,625.00	\$ 36,250.00	45%
2	\$ 27,944.19	\$ 34,231.63	\$ 40,519.07	45%
3	\$ 30,014.12	\$ 36,767.29	\$ 43,520.47	45%
4	\$ 32,084.05	\$ 39,302.96	\$ 46,521.87	45%
5	\$ 34,154.00	\$ 41,838.64	\$ 49,523.29	45%
6	\$ 36,223.94	\$ 44,374.33	\$ 52,524.72	45%
7	\$ 40,363.82	\$ 49,445.69	\$ 58,527.55	45%
8	\$ 44,503.70	\$ 54,517.03	\$ 64,530.36	45%
9	\$ 48,643.58	\$ 59,588.39	\$ 70,533.19	45%
10	\$ 52,783.46	\$ 64,659.74	\$ 76,536.02	45%
11	\$ 56,923.33	\$ 69,731.07	\$ 82,538.82	45%
12	\$ 61,063.22	\$ 74,802.44	\$ 88,541.67	45%
13	\$ 65,203.09	\$ 79,873.79	\$ 94,544.48	45%
14	\$ 69,472.90	\$ 85,104.30	\$ 100,735.70	45%
15	\$ 74,517.84	\$ 91,284.36	\$ 108,050.87	45%
16	\$ 78,657.69	\$ 96,355.67	\$ 114,053.65	45%
17	\$ 82,797.59	\$ 101,427.04	\$ 120,056.50	45%
18	\$ 86,937.46	\$ 106,498.39	\$ 126,059.31	45%
19	\$ 90,175.60	\$ 110,465.11	\$ 130,754.62	45%
20	\$ 95,217.22	\$ 116,641.10	\$ 138,064.98	45%
21	\$ 99,357.10	\$ 121,712.44	\$ 144,067.79	45%
22	\$ 103,496.97	\$ 126,783.79	\$ 150,070.61	45%
23	\$ 107,636.84	\$ 131,855.13	\$ 156,073.42	45%
24	\$ 111,776.72	\$ 136,926.49	\$ 162,076.25	45%
25	\$ 115,916.62	\$ 141,997.86	\$ 168,079.10	45%
26	\$ 122,292.03	\$ 149,807.74	\$ 177,323.45	45%
27	\$ 132,230.83	\$ 161,982.76	\$ 191,734.70	45%
28	\$ 145,453.91	\$ 178,181.04	\$ 210,908.17	45%



**EXHIBIT 5C  
PROPOSED PART-TIME PAY PLAN**

Grade	0-1	2	3+
P1	\$ 9.00	\$ 9.50	\$ 10.00
P2	\$ 9.50	\$ 10.50	\$ 11.50
P3	\$ 10.50	\$ 11.50	\$ 12.50
P4	\$ 12.00	\$ 13.00	\$ 14.00
P5	\$ 13.50	\$ 14.50	\$ 15.50
P6	\$ 15.50	\$ 16.50	\$ 17.50
P7	\$ 18.50	\$ 19.50	\$ 20.50
P8	\$ 21.50	\$ 22.50	\$ 23.50
P9	\$ 25.00	\$ 26.50	\$ 28.00
P10	\$ 30.00	\$ 31.50	\$ 33.00
P11	\$ 35.00	\$ 36.50	\$ 38.00
P12	\$ 40.00	\$ 41.50	\$ 43.00

Evergreen then slotted each proposed classification into the appropriate pay range in the pay plans. Both internal and external equity were analyzed when slotting the classifications. Assigning pay grades to classifications requires a balance of internal equity, desired market position, and recruitment and retention concerns. Thus, market range data shown in **Chapter 4** were not the sole criteria for the proposed pay ranges. Some classifications' grade assignments varied from their associated market range due to the other factors mentioned above. **Exhibit 5D** shows the proposed pay ranges for all classifications in the full-time pay plan, and **Exhibit 5E** shows the proposed pay ranges for all classifications in the part-time pay plan.



**EXHIBIT 5D  
PROPOSED PAY GRADES—FULL-TIME PAY PLAN**

Proposed Class Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Custodian Housekeeping Event Attendant Information Counselor Information Counselor - Lead	1	\$ 25,000.00	\$ 30,625.00	\$ 36,250.00
Bay Maintenance Technician Beach Maintenance Technician Building Maintenance Technician Facility Maintenance Technician/Custodian Maintenance Technician Maintenance Technician Parks Maintenance Technician Records Technician	2	\$ 27,944.19	\$ 34,231.63	\$ 40,519.07
Communications Specialist Vehicle Operator Vehicle Operator - Lead	3	\$ 30,014.12	\$ 36,767.29	\$ 43,520.47
Administrative Assistant/Receptionist Equipment Operator I Equipment Operator I - Lead Mechanic Mechanic Receptionist/HR Associate Special Events Coordinator	4	\$ 32,084.05	\$ 39,302.96	\$ 46,521.87
Administrative Assistant Administrative Assistant Code Enforcement Officer Dispatcher Dispatcher - Lead	5	\$ 34,154.00	\$ 41,838.64	\$ 49,523.29
Accounting Coordinator Administrative Assistant Building Inspector Deputy Court Clerk Equipment Operator II Equipment Operator II/Shift Lead Executive Assistant Parks Maintenance Foreman	6	\$ 36,223.94	\$ 44,374.33	\$ 52,524.72
Environmental Health Manager Facility Booking Coordinator IT Systems Coordinator Management Assistant Marketing and Communications Specialist Municipal Court Judge Planning Coordinator/Assistant City Secretary Public Works Inspector Transit Coordinator Transit Supervisor	7	\$ 40,363.82	\$ 49,445.69	\$ 58,527.55

**EXHIBIT 5D (CONTINUED)  
PROPOSED PAY GRADES—FULL-TIME PAY PLAN**

Proposed Class Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Accountant				
Accounting and Purchasing Analyst				
HR Generalist/Training Coordinator				
Mechanic/Fleet Foreman				
Operations Manager	8	\$ 44,503.70	\$ 54,517.03	\$ 64,530.36
Operations Manager				
Public Information Coordinator				
Public Works Foreman				
Sales Manager				
Convention and Visitor's Bureau Sales and Services Manager				
Firefighter				
Police Officer	9	\$ 48,643.58	\$ 59,588.39	\$ 70,533.19
Program Administrator				
Special Events Manager				
System Administrator				
Chief Marshal				
Coastal Coordinator	10	\$ 52,783.46	\$ 64,659.74	\$ 76,536.02
Driver Operator				
Beach Patrol Lieutenant				
Community Resource Officer				
Court Administrator				
Detective				
Fire Inspector	11	\$ 56,923.33	\$ 69,731.07	\$ 82,538.82
Fire Lieutenant				
Human Resources Manager				
Parks and Recreation Manager				
Senior Marketing and Communications Manager				
Transit Manager				
Assistant Finance Director				
Building Official	12	\$ 61,063.22	\$ 74,802.44	\$ 88,541.67
Operations and Services Manager				
Cid Sergeant				
Fire Captain	13	\$ 65,203.09	\$ 79,873.79	\$ 94,544.48
Fire Marshal				
Sergeant				
Assistant Public Works Director	14	\$ 69,472.90	\$ 85,104.30	\$ 100,735.70
City Secretary				
Operations Captain	15	\$ 74,517.84	\$ 91,284.36	\$ 108,050.87
Police Lieutenant				
Police Captain	16	\$ 78,657.69	\$ 96,355.67	\$ 114,053.65
Environmental Health Director	17	\$ 82,797.59	\$ 101,427.04	\$ 120,056.50
Information Technology Director	18	\$ 86,937.46	\$ 106,498.39	\$ 126,059.31
Shoreline Director	19	\$ 90,175.60	\$ 110,465.11	\$ 130,754.62
Transit Director				
Fire Chief				
Police Chief	22	\$ 103,496.97	\$ 126,783.79	\$ 150,070.61
Public Works Director				
Chief Financial Officer	23	\$ 107,636.84	\$ 131,855.13	\$ 156,073.42
Convention and Visitor's Bureau Director				
Director of Operations	26	\$ 122,292.03	\$ 149,807.74	\$ 177,323.45
City Manager	28	\$ 145,453.91	\$ 178,181.04	\$ 210,908.17

**EXHIBIT 5E  
PROPOSED PAY GRADES—PART-TIME PAY PLAN**

Proposed Class Title	Grade	Minimum	Midpoint	Maximum
Beach Maintenance Technician Maintenance Technician	P1	\$ 9.00	\$ 9.50	\$ 10.00
Information Counselor Code Enforcement Officer	P2	\$ 9.50	\$ 10.50	\$ 11.50
Dispatcher Mechanic Apprentice Code Enforcement Inspector	P3	\$ 10.50	\$ 11.50	\$ 12.50
Police Officer Vehicle Operator Firefighter Firefighter/Paramedic Communications Specialist	P5	\$ 13.50	\$ 14.50	\$ 15.50

After assigning pay grades to classifications, the next step was to develop appropriate methods (options) for transitioning employees’ salaries into the proposed plans. This was done utilizing equitable methods for calculating salaries in the plans and determining whether adjustments were necessary to individual salaries to bring them to their calculated salary. Evergreen calculated and provided the proposed optional transition methods for implementing the revised full-time pay plan. These methods are described below.

**Bring Employees’ Salaries to New Minimums:**

A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If his/her salary is already within the proposed pay range, no adjustment is made.

Utilizing this approach, adjustments were then recommended for 108 employees with an approximate total annualized salary (only) cost of **\$285,387**.

**Range Penetration Capped at Midpoint**

A calculation is performed to determine the relative position of an employee's salary in the current pay range. The employee's recommended salary calculation is based on the employee’s new salary being placed at the same relative position in the proposed range, but with the proposed midpoint being treated as the maximum rather than the actual maximum. For example, if an employee’s salary is 40% into the current pay range, the proposed salary is placed at 40% into the recommended pay range between the minimum and the midpoint. This places an employee’s salary in the new range based on the relative position in the current range, yet does not place any salary beyond new midpoints unless the salary is already above that point, as no employee salary is reduced. This includes cost of the Bring to Minimum Option.

Utilizing this approach, adjustments would be recommended for 165 employees with an approximate total annualized salary (only) cost of **\$1,634,589**.

### **Move Toward Midpoint (3-Tier): Compa-Ratio and Years of Tenure with the City**

After employees' salaries were moved to the proposed pay grade minimum, employees' salaries were moved closer toward the midpoint of the proposed pay grade range based on a combination of time in classification, or years of tenure with the City, and an employee's salary Compa-ratio. The Compa-ratio for each employee was calculated by taking the salary (after bringing to the proposed minimum if needed) and dividing by the proposed midpoint.

Employees with at least one year and less than three years of tenure were moved closer toward the midpoint (market point) of the proposed pay grade range. Employees with between three and seven years of tenure were moved even closer toward the midpoint, and employees with more than seven years in classification were moved yet even closer toward the midpoint of the pay range. Adjustment percentage increments were designed to give larger adjustments (in percentage terms) to those with salaries furthest from the midpoint (using Compa-ratio) and to provide greater adjustments to those employees with more tenure. This includes cost of the Bring to Minimum Option.

Utilizing this approach, adjustments would be recommended for 154 employees with an approximate total annualized salary (only) cost of **\$538,832**.

### **Part-Time Employees' Time in Classification and Specified Rate**

The method utilized to calculate pay plan adjustments for part-time employees considered the employee's time in classification and the associated specified hourly rate in the revised pay plan. Utilizing this approach, adjustments were then recommended for 17 employees with an approximate total annualized salary (only) cost of **\$8,377**.

## **5.3 SYSTEM ADMINISTRATION**

The City's compensation system will continue to require periodic maintenance. The recommendations provided to improve the competitiveness of the plan were developed based on conditions at the time the data were collected. Without proper upkeep, the potential for recruitment and retention issues may increase as the compensation system becomes dated and less competitive.

**RECOMMENDATION 4: Conduct small-scale salary surveys as needed to assess the market competitiveness of hard-to-fill classifications and/or classifications with retention issues, and make changes to pay grade assignments if necessary.**

While it is unlikely that the pay structure (plans) in total will need to be adjusted for several years, a small number of classifications' pay grades may need to be reassigned more frequently. If the City is experiencing difficulty high turnover or challenges with recruiting one

or more classifications, the City should collect salary range data from peer organizations to determine whether an adjustment is needed for the pay grade of the classification(s).

**RECOMMENDATION 5: Conduct a comprehensive classification and compensation study every three to five years, subject to budget constraints and as market conditions are warranted.**

Small-scale salary surveys can improve the market position of specific classifications, but it is recommended that a full classification and compensation study be conducted every three to five years to preserve both internal and external equity. Changes to classification and compensation do occur, and while the increments of change may seem minor, they can compound over time. A failure to react to these changes quickly has the potential to place the City in less than desirable position for recruiting and retaining quality employees.

**RECOMMENDATION 6: Conduct periodic employee benefit studies/surveys to determine if the City's total compensation (salary and benefit package) is competitive.**

Just as the need exists for continuous review of the City's salary compensation, so to is it recommended that the City review the benefits it provides and offers (optionally) to employees. If it finds that its benefits in a particular area (e.g., dependent healthcare) is not as competitive as its peers, the City may want to consider some modification to its offering. Typically, these modifications are made when a particular benefit is, or is not as the case may be, significantly affecting the recruiting and retention of employees.

**RECOMMENDATION 7: Review and revise, as appropriate, existing pay practices including those for determining salaries of newly hired employees, progressing employee salaries through the pay plans and determining pay increases for employees who have been promoted to a different classification.**

The method of moving salaries through the pay plan and setting new salaries for new hires, promotions, and transfers depends largely on an organization's compensation philosophy. It is important for the City to have established guidelines for each of these situations, and to ensure that they are followed consistently for all employees. Common practices for progressing and establishing employee salaries are outlined below.

#### New Hire Salaries

Typically, an employee holding the minimum education and experience requirements for an existing classification is hired at or near the classification's pay grade minimum. Sometimes, for recruiting purposes an organization might need to consider the ability to offer salaries to new employees that consider prior related experience. It is recommended that the City continue its current practices of establishing new hire salaries while preserving the internal equity of employees' salaries within each classification to the extent possible. Current employees' salaries should be improved, to some degree with implementation of the new plans and the proposed potential adjustments to employees' salaries.

#### Salary Progression

There are several common methods for salary progression including cost of living adjustments (COLA)/across the board and performance-based. It is recommended that the City evaluate,

annually, whether a COLA needs to be applied (to both the pay plan and employees' salaries) to keep up with cost of living. It is recommended that the City continuously evaluate its practices to progress employees' salaries and if necessary, make improvements to preserve equitable pay practices, particularly in the administration of the employee performance evaluation process.

**RECOMMENDATION 8: Review, revise, or develop, as appropriate, longevity pay incentive program and other potential pay incentives, e.g., for attainment of degrees and/or certifications beyond minimum qualifications.**

Methods of moving salaries through the pay range may include incentive pay. It is (more) common practice today for organizations to recognize and reward employees with pay incentives who hold or attain additional degrees or certifications than those that are minimally identified as required for the job. These can vary, and are not necessarily standard. However, it is recommended that the City continuously attempt to gain information regarding its peers' practices in these areas and consider, based on fiscal constraints, providing some combination of incentive pay opportunities to its employees.

#### **5.4 SUMMARY**

The recommendations in this chapter provide an update to the compensation and classification system for the City's employees. Upon implementation, the City's competitiveness in the labor market will be improved and have a responsive compensation system for several years to come. While the upkeep of this will require work, the City will find that having a highly competitive compensation system that enhances strong recruitment and employee retention is well worth this commitment.



**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Wendi Delgado, Administrative Services Director

**DEPARTMENT:** City Managers Office

**ITEM**

Discussion and possible action to select an option and date for implementation of the compensation plan recommended by Evergreen Solutions LLC and related budget adjustment. (Ricco)

**ITEM BACKGROUND**

The City of South Padre Island contracted with Evergreen solutions in 2020 to conduct a market study related to compensation and benefits and create a comprehensive compensation plan for the City that would help retain and recruit employees.

Unfortunately, just after the project kicked off in 2020, Covid-19 hit us and the project was placed on hold due to the unknown impacts on the community and City. The project was taken off hold in the summer of 2021 and has been substantially completed.

**Items Completed:**

Market Survey (Salary and Benefits)  
New Compensation Plan Recommendations  
Implementation options formulated

**Items Pending:**

Training of HR staff to maintain new system  
New job descriptions will be completed  
New Compensation Policies created

This item has been included during this meeting for the City Council to consider approval of the plan and or any implementation strategies presented. The earliest implementation date would be 5/21/2022 due to payroll ending dates and time needed to make adjustments.

**BUDGET/FINANCIAL SUMMARY**

Implementation Option 1: Bring Employees to New Minimums - \$152K for FY 2021/22 and \$359K for FY 2022-23

Implementation Option 2: \$1,634,589 (This is only salary and does not include benefits). This is not recommended by staff.

Implementation Option 3: Bring Employees to someplace between the minimum and midpoint based on Tenure with the City. - Tier 3 Tenure is \$278K for FY 2021-2022 and \$659K for FY 2022-2023.

Option 1 and 3 have the benefit increase amounts included in the total. Option 2 does not have that amount calculated at this time.

Please see the attached amounts separated by fund for Option 1 and 3.

### **COMPREHENSIVE PLAN GOAL**

The Island Way 2022 Comprehensive Plan

### **LEGAL REVIEW**

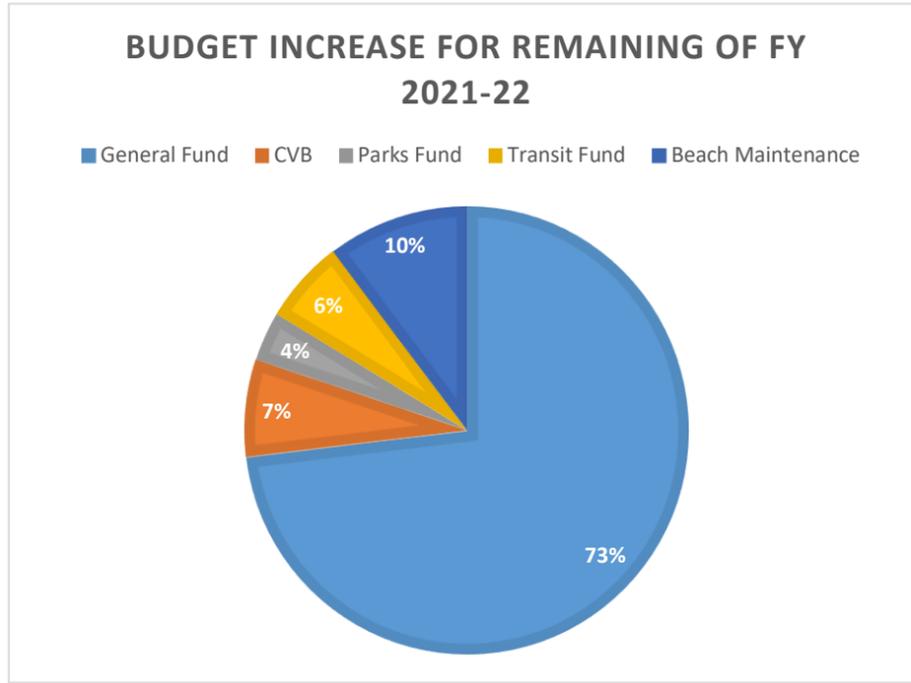
Sent to Legal: No

Approved by Legal: No

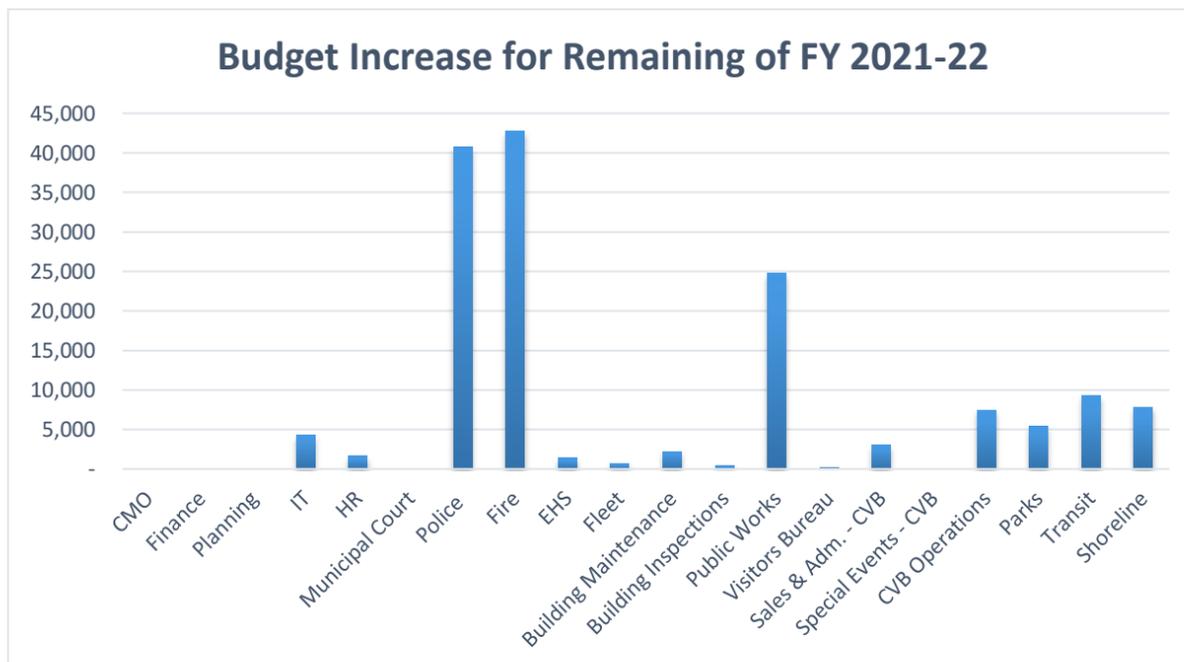
### **RECOMMENDATIONS/COMMENTS:**

### Additional Cost to Bring Employees to New Minimum

Fund	Budget Increase for Remaining of FY 2021-22	Budget Increase for FY 2022- 23
General Fund	\$ 111,085	\$ 262,564
CVB	\$ 10,606	\$ 25,069
Parks Fund	\$ 5,403	\$ 12,772
Transit Fund	\$ 9,231	\$ 21,818
Beach Maintenance	\$ 15,610	\$ 36,897
<b>Total</b>	<b>\$ 151,935</b>	<b>\$ 359,119</b>



Department	Budget Increase for Remaining of FY 2021-22	Budget Increase for FY 2022- 23
CMO	-	-
Finance	-	-
Planning	-	-
IT	4,277	10,110
HR	1,630	3,852
Municipal Court	-	-
Police	40,771	96,368
Fire	42,743	101,029
EHS	1,361	3,216
Fleet	703	1,661
Building Maintenance	2,208	5,219
Building Inspections	459	1,085
Public Works	24,713	58,412
Visitors Bureau	119	282
Sales & Adm. - CVB	3,046	7,200
Special Events - CVB	-	-
CVB Operations	7,441	17,587
Parks	5,403	12,772
Transit	9,231	21,818
Shoreline	7,831	18,510
<b>Total</b>	<b>\$ 151,935</b>	<b>\$ 359,119</b>



## Additional Cost to Bring Employees to New Minimum

Administration			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
512	0010-01	EXEMPT	414,466	414,466	-
512	0010-02	NON-EXEMPT	42,230	42,230	-
512	0040	TEMPORARY EMPLOYEES	-	-	-
512	0060	OVERTIME	-	-	-
512	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>456,696</b>	<b>456,696</b>	<b>-</b>
512	0070	MEDICARE	8,586	8,586	-
512	0080	TMRS	57,818	57,818	-
512	0081	GROUP INSURANCE	-	-	-
512	0083	WORKERS COMPENSATION	-	-	-
512	0084	UNEMPLOYMENT	-	-	-
512	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>66,404</b>	<b>66,404</b>	<b>-</b>
<b>TOTALS</b>			<b>523,100</b>	<b>523,100</b>	<b>-</b>
<b>TOTAL EMPLOYEES:</b>		<b>4.80</b>			

			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Finance Dept	Line Item	Description			
513	0010-01	EXEMPT	173,037	173,037	-
513	0010-02	NON-EXEMPT	185,376	185,376	-
513	0040	TEMPORARY EMPLOYEES	-	-	-
513	0060	OVERTIME	-	-	-
513	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>358,412</b>	<b>358,412</b>	<b>-</b>
513	0070	MEDICARE	6,738	6,738	-
513	0080	TMRS	45,375	45,375	-
513	0081	GROUP INSURANCE	-	-	-
513	0083	WORKERS COMPENSATION	-	-	-
513	0084	UNEMPLOYMENT	-	-	-
513	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>52,113</b>	<b>52,113</b>	<b>-</b>
<b>TOTALS</b>			<b>410,526</b>	<b>410,526</b>	<b>-</b>
<b>TOTAL EMPLOYEES:</b>		<b>5.80</b>			

Planning			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
514	0010-01	EXEMPT	8,806	8,806	-
514	0010-02	NON-EXEMPT	43,353	43,353	-
514	0040	TEMPORARY EMPLOYEES	-	-	-
514	0060	OVERTIME	-	-	-
514	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>52,160</b>	<b>52,160</b>	<b>-</b>
514	0070	MEDICARE	981	981	-
514	0080	TMRS	6,603	6,603	-
514	0081	GROUP INSURANCE	-	-	-
514	0083	WORKERS COMPENSATION	-	-	-
514	0084	UNEMPLOYMENT	-	-	-
514	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>7,584</b>	<b>7,584</b>	<b>-</b>
<b>TOTALS</b>			<b>59,744</b>	<b>59,744</b>	<b>-</b>
<b>TOTAL EMPLOYEES:</b>		<b>1.10</b>			

Information Services			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
515	0010-01	EXEMPT	78,111	86,937	3,734
515	0010-02	NON-EXEMPT	93,739	93,739	-
515	0040	TEMPORARY EMPLOYEES	-	-	-
515	0060	OVERTIME	-	-	-
515	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>171,850</b>	<b>180,677</b>	<b>3,734</b>
515	0070	MEDICARE	3,231	3,397	70
515	0080	TMRS	21,756	22,874	473
515	0081	GROUP INSURANCE	-	-	-
515	0083	WORKERS COMPENSATION	-	-	-
515	0084	UNEMPLOYMENT	-	-	-
515	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>24,987</b>	<b>26,270</b>	<b>543</b>
<b>TOTALS</b>			<b>196,837</b>	<b>206,947</b>	<b>4,277</b>
<b>TOTAL EMPLOYEES:</b>		<b>3.00</b>			

Adm Services			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
516	0010-01	EXEMPT	110,004	113,367	1,423
516	0010-02	NON-EXEMPT	78,688	78,688	-
516	0040	TEMPORARY EMPLOYEES	-	-	-
516	0060	OVERTIME	-	-	-
516	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>188,692</b>	<b>192,056</b>	<b>1,423</b>
516	0070	MEDICARE	3,547	3,611	27
516	0080	TMRS	23,888	24,314	180
516	0081	GROUP INSURANCE	-	-	-
516	0083	WORKERS COMPENSATION	-	-	-
516	0084	UNEMPLOYMENT	-	-	-
516	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>27,436</b>	<b>27,925</b>	<b>207</b>
<b>TOTALS</b>			<b>216,128</b>	<b>219,981</b>	<b>1,630</b>
<b>TOTAL EMPLOYEES:</b>		<b>3.40</b>			

Municipal Courts			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
520	0010-01	EXEMPT	158,085	158,085	-
520	0010-02	NON-EXEMPT	39,560	39,560	-
520	0040	TEMPORARY EMPLOYEES	-	-	-
520	0060	OVERTIME	-	-	-
520	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>197,644</b>	<b>197,644</b>	<b>-</b>
520	0070	MEDICARE	6,307	6,307	-
520	0080	TMRS	25,022	25,022	-
520	0081	GROUP INSURANCE	-	-	-
520	0083	WORKERS COMPENSATION	-	-	-
520	0084	UNEMPLOYMENT	-	-	-
520	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>31,328</b>	<b>31,328</b>	<b>-</b>
<b>TOTALS</b>			<b>228,973</b>	<b>228,973</b>	<b>-</b>
<b>TOTAL EMPLOYEES:</b>			<b>4.00 (Judge in Count)</b>		

			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Police Dept	Line Item	Description			
521	0010-01	EXEMPT	78,732	78,732	-
521	0010-02	NON-EXEMPT	1,782,857	1,866,992	35,595
521	0040	TEMPORARY EMPLOYEES	-	-	-
521	0060	OVERTIME	-	-	-
521	0060-01	OVERTIME - STONE GARDEN	-	-	-
521	0060-02	OVERTIME - HIDTA	-	-	-
521	0060-03	OVERTIME - BORDER STAR	-	-	-
521	0061	ACTING PAY	-	-	-
521	0087	HOLIDAY PAY	66,238	66,238	-
521	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>1,927,828</b>	<b>2,011,962</b>	<b>35,595</b>
521	0070	MEDICARE	36,243	37,825	669
521	0080	TMRS	244,063	254,714	4,506
521	0081	GROUP INSURANCE	-	-	-
521	0083	WORKERS COMPENSATION	-	-	-
521	0084	UNEMPLOYMENT	-	-	-
521	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>280,306</b>	<b>292,539</b>	<b>5,176</b>
<b>TOTALS</b>			<b>2,208,134</b>	<b>2,304,502</b>	<b>40,771</b>
<b>TOTAL EMPLOYEES:</b>		<b>37.75</b>			

			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Fire Dept	Line Item	Description			
522	0010-01	EXEMPT	79,195	79,195	-
522	0010-02	NON-EXEMPT	1,453,587	1,526,108	30,682
522	0040	TEMPORARY EMPLOYEES	-	-	-
522	0060	OVERTIME	-	-	-
522	0061	ACTING PAY	-	-	-
522	0087	HOLIDAY PAY	67,793	67,793	-
522	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>1,600,575</b>	<b>1,673,096</b>	<b>30,682</b>
522	0070	MEDICARE	30,091	31,454	577
522	0080	TMRS	202,633	211,814	3,884
522	0081	GROUP INSURANCE	-	-	-
522	0083	WORKERS COMPENSATION	-	-	-
522	0084	UNEMPLOYMENT	-	-	-
522	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>232,724</b>	<b>243,268</b>	<b>4,461</b>
<b>TOTALS</b>			<b>1,833,299</b>	<b>1,916,364</b>	<b>35,143</b>
<b>TOTAL EMPLOYEES:</b>		<b>27.75</b>			

Environmental Health Services			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
532	0010-01	EXEMPT	72,863	72,863	-
532	0010-02	NON-EXEMPT	175,493	178,226	1,156
532	0040	TEMPORARY EMPLOYEES	-	-	-
532	0060	OVERTIME	-	-	-
532	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>248,355</b>	<b>251,089</b>	<b>1,156</b>
532	0070	MEDICARE	4,669	4,720	22
532	0080	TMRS	31,442	31,788	146
532	0081	GROUP INSURANCE	-	-	-
532	0083	WORKERS COMPENSATION	-	-	-
532	0084	UNEMPLOYMENT	-	-	-
532	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>36,111</b>	<b>36,508</b>	<b>168</b>
<b>TOTALS</b>			<b>284,466</b>	<b>287,597</b>	<b>1,325</b>
<b>TOTAL EMPLOYEES:</b>		<b>5.77</b>			

Fleet Maintenance			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
540	0010-01	EXEMPT	-	-	-
540	0010-02	NON-EXEMPT	77,268	78,718	613
540	0040	TEMPORARY EMPLOYEES	-	-	-
540	0060	OVERTIME	-	-	-
540	0090	MERIT ADJUSTMENTS	-	-	-
SUBTOTALS 1			77,268	78,718	613
540	0070	MEDICARE	1,453	1,480	12
540	0080	TMRS	9,782	9,966	78
540	0081	GROUP INSURANCE	-	-	-
540	0083	WORKERS COMPENSATION	-	-	-
540	0084	UNEMPLOYMENT	-	-	-
540	0085	LONGEVITY	0	-	-
SUBTOTALS 2			11,235	11,446	89
<b>TOTALS</b>			<b>88,503</b>	<b>90,163</b>	<b>703</b>
<b>TOTAL EMPLOYEES:</b>			<b>2.00</b>		

Building Maintenance			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
541	0010-01	EXEMPT	-	-	-
541	0010-02	NON-EXEMPT	51,332	55,888	1,928
541	0040	TEMPORARY EMPLOYEES	-	-	-
541	0060	OVERTIME	-	-	-
541	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>51,332</b>	<b>55,888</b>	<b>1,928</b>
541	0070	MEDICARE	965	1,051	36
541	0080	TMRS	6,499	7,075	244
541	0081	GROUP INSURANCE	-	-	-
541	0083	WORKERS COMPENSATION	-	-	-
541	0084	UNEMPLOYMENT	-	-	-
541	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>7,464</b>	<b>8,126</b>	<b>280</b>
<b>TOTALS</b>			<b>58,796</b>	<b>64,015</b>	<b>2,208</b>
<b>TOTAL EMPLOYEES:</b>		<b>2.00</b>			

Building Inspection			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
542	0010-01	EXEMPT	66,950	66,950	-
542	0010-02	NON-EXEMPT	108,212	109,159	401
542	0040	TEMPORARY EMPLOYEES	-	-	-
542	0060	OVERTIME	-	-	-
542	0090	MERIT ADJUSTMENTS	-	-	-
SUBTOTALS 1			175,162	176,109	401
542	0070	MEDICARE	3,293	3,311	8
542	0080	TMRS	22,176	22,295	51
542	0081	GROUP INSURANCE	-	-	-
542	0083	WORKERS COMPENSATION	-	-	-
542	0084	UNEMPLOYMENT	-	-	-
542	0085	LONGEVITY	0	-	-
SUBTOTALS 2			25,469	25,606	58
<b>TOTALS</b>			<b>200,631</b>	<b>201,715</b>	<b>459</b>
<b>TOTAL EMPLOYEES:</b>		<b>4.00</b>			

			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Public Works Dept	Line Item	Description			
543	0010-01	EXEMPT	165,993	167,665	708
543	0010-02	NON-EXEMPT	557,405	606,434	20,743
543	0040	TEMPORARY EMPLOYEES	-	-	-
543	0060	OVERTIME	-	-	-
543	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>723,398</b>	<b>774,099</b>	<b>21,451</b>
543	0070	MEDICARE	13,600	14,553	403
543	0080	TMRS	91,582	98,001	2,716
543	0081	GROUP INSURANCE	-	-	-
543	0083	WORKERS COMPENSATION	-	-	-
543	0084	UNEMPLOYMENT	-	-	-
543	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>105,182</b>	<b>112,554</b>	<b>3,119</b>
<b>TOTALS</b>			<b>828,580</b>	<b>886,653</b>	<b>24,570</b>
<b>TOTAL EMPLOYEES:</b>		<b>20.75</b>			

<b>TOTALS FUND 1</b>		<b>ANNUAL PAYROLL</b>	<b>Annual Cost Market 3 Tier Tenure</b>	<b>Budget Amendment for 11 Payrolls</b>
<b>Line Item</b>	<b>Description</b>			
0010-01	EXEMPT	1,406,242	1,420,104	5,865
0010-02	NON-EXEMPT	4,689,101	4,904,472	91,118
0040	TEMPORARY EMPLOYEES	-	-	-
0060	OVERTIME	-	-	-
0061	ACTING PAY	-	-	-
0087	HOLIDAY PAY	134,031	134,031	-
0090	MERIT ADJUSTMENTS	-	-	-
0091	CERTIFICATION PAY	-	-	-
<b>SUB TOTALS</b>		<b>6,229,373</b>	<b>6,458,607</b>	<b>96,983</b>
0070	MEDICARE	119,703	124,013	1,823
0080	TMRS	788,639	817,660	12,278
0081	GROUP INSURANCE	-	-	-
0083	WORKERS COMPENSATION	-	-	-
0084	UNEMPLOYMENT	-	-	-
0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>		<b>908,342</b>	<b>941,672</b>	<b>14,101</b>
<b>TOTALS</b>		<b>7,137,715</b>	<b>7,400,279</b>	<b>111,085</b>
<b>TOTAL EMPLOYEES:</b>		<b>122.12</b>		

Visitors Bureau			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
590	0010-01	EXEMPT	-	-	-
590	0010-02	NON-EXEMPT	49,754	50,000	104
590	0040	TEMPORARY EMPLOYEES	-	-	-
590	0060	OVERTIME	-	-	-
590	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>49,754</b>	<b>50,000</b>	<b>104</b>
590	0070	MEDICARE	935	940	2
590	0080	TMRS	6,299	6,330	13
590	0081	GROUP INSURANCE	-	-	-
590	0083	WORKERS COMPENSATION	-	-	-
590	0084	UNEMPLOYMENT	-	-	-
590	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>7,234</b>	<b>7,270</b>	<b>15</b>
<b>TOTALS</b>			<b>56,988</b>	<b>57,270</b>	<b>119</b>
<b>TOTAL EMPLOYEES:</b>		<b>2.00</b>			

Sales & Administration			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
592	0010-01	EXEMPT	409,389	413,440	1,714
592	0010-02	NON-EXEMPT	188,096	190,332	946
592	0040	TEMPORARY EMPLOYEES	-	-	-
592	0060	OVERTIME	-	-	-
592	0090	MERIT ADJUSTMENTS	-	-	-
592	0095	SALES INCENTIVE	-	-	-
SUBTOTALS 1			597,486	603,772	2,659
592	0070	MEDICARE	11,233	11,351	50
592	0080	TMRS	75,642	76,437	337
592	0081	GROUP INSURANCE	-	-	-
592	0083	WORKERS COMPENSATION	-	-	-
592	0084	UNEMPLOYMENT	-	-	-
592	0085	LONGEVITY	0	-	-
SUBTOTALS 2			86,874	87,788	387
<b>TOTALS</b>			<b>684,360</b>	<b>691,560</b>	<b>3,046</b>
<b>TOTAL EMPLOYEES:</b>			<b>11.00</b>		

			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Special Events Dept	Line Item	Description			
593	0010-01	EXEMPT	51,912	51,912	-
593	0010-02	NON-EXEMPT	-	-	-
593	0040	TEMPORARY EMPLOYEES	-	-	-
593	0060	OVERTIME	-	-	-
593	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>51,912</b>	<b>51,912</b>	<b>-</b>
593	0070	MEDICARE	976	976	-
593	0080	TMRS	6,572	6,572	-
593	0081	GROUP INSURANCE	-	-	-
593	0083	WORKERS COMPENSATION	-	-	-
593	0084	UNEMPLOYMENT	-	-	-
593	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>7,548</b>	<b>7,548</b>	<b>-</b>
<b>TOTALS</b>			<b>59,460</b>	<b>59,460</b>	<b>-</b>
<b>TOTAL EMPLOYEES:</b>		<b>1.00</b>			

<b>TOTALS FUND 2</b>		<b>ANNUAL PAYROLL</b>	<b>Annual Cost Market 3 Tier Tenure</b>	<b>Budget Amendment for 11 Payrolls</b>
<b>Line Item</b>	<b>Description</b>			
0010-01	EXEMPT	461,301	465,352	1,714
0010-02	NON-EXEMPT	237,850	240,332	1,050
0040	TEMPORARY EMPLOYEES	-	-	-
0060	OVERTIME	-	-	-
0090	MERIT ADJUSTMENTS	-	-	-
0095	SALES INCENTIVE	-	-	-
<b>SUB TOTALS</b>		<b>699,151</b>	<b>705,683</b>	<b>2,764</b>
0070	MEDICARE	13,144	13,267	52
0080	TMRS	88,513	89,340	350
0081	GROUP INSURANCE	-	-	-
0083	WORKERS COMPENSATION	-	-	-
0084	UNEMPLOYMENT	-	-	-
0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>		<b>101,657</b>	<b>102,606</b>	<b>402</b>
<b>TOTALS</b>		<b>800,808</b>	<b>808,290</b>	<b>3,165</b>
<b>TOTAL EMPLOYEES:</b>		<b>14.00</b>		

FUND 06 - Convention Center			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
565	0010-01	EXEMPT	66,950	66,950	-
565	0010-02	NON-EXEMPT	272,339	287,693	6,496
565	0040	TEMPORARY EMPLOYEES	-	-	-
565	0060	OVERTIME	-	-	-
593	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>339,289</b>	<b>354,643</b>	<b>6,496</b>
565	0070	MEDICARE	6,379	6,667	122
565	0080	TMRS	42,954	44,898	822
565	0081	GROUP INSURANCE	-	-	-
565	0083	WORKERS COMPENSATION	-	-	-
565	0084	UNEMPLOYMENT	-	-	-
565	0085	LONGEVITY	\$0	-	-
<b>SUB TOTALS 2</b>			<b>49,333</b>	<b>51,565</b>	<b>945</b>
<b>TOTALS</b>			<b>388,621</b>	<b>406,208</b>	<b>7,441</b>
<b>TOTAL EMPLOYEES:</b>		<b>10.00</b>			

Fund 09- Parks and Recreation			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
572	0010-01	EXEMPT	45,773	56,923	4,718
572	0010-02	NON-EXEMPT	-	-	-
572	0040	TEMPORARY EMPLOYEES	-	-	-
572	0060	OVERTIME	-	-	-
572	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>45,773</b>	<b>56,923</b>	<b>4,718</b>
572	0070	MEDICARE	861	1,070	89
572	0080	TMRS	5,795	7,206	597
572	0081	GROUP INSURANCE	-	-	-
572	0083	WORKERS COMPENSATION	-	-	-
572	0084	UNEMPLOYMENT	-	-	-
572	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>6,655</b>	<b>8,277</b>	<b>686</b>
<b>TOTALS</b>			<b>52,428</b>	<b>65,200</b>	<b>5,403</b>
<b>TOTAL EMPLOYEES:</b>		<b>1.00</b>			

FUND 30 - Island Metro			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
591	0010-01	EXEMPT	203,034	203,034	-
591	0010-02	NON-EXEMPT	489,308	506,619	7,324
591	0010-03	NON-EXEMPT - ADMINISTRATIVE	38,628	40,364	735
591	0010-04	NON-EXEMPT - MECHANIC	37,504	37,505	0
591	0040	TEMPORARY EMPLOYEES	-	-	-
591	0060	OVERTIME	-	-	-
591	0060-03	OVERTIME - ADMINISTRATIVE	-	-	-
591	0060-04	OVERTIME - MECHANIC	-	-	-
	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>768,473</b>	<b>787,522</b>	<b>8,059</b>
591	0070	MEDICARE	14,447	14,805	152
591	0080	TMRS	97,289	99,700	1,020
591	0081	GROUP INSURANCE	-	-	-
591	0083	WORKERS COMPENSATION	-	-	-
591	0084	UNEMPLOYMENT	-	-	-
591	0085	LONGEVITY	0	-	-
<b>SUB TOTALS 2</b>			<b>111,736</b>	<b>114,506</b>	<b>1,172</b>
<b>TOTALS</b>			<b>880,209</b>	<b>902,027</b>	<b>9,231</b>
<b>TOTAL EMPLOYEES:</b>		<b>22.00</b>			

**ANNUAL PAYROLL**

**Annual Cost Market 3 Tier Tenure Budget Amendment for 11 Payrolls**

TOTALS FUND 30			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
	0010-01	EXEMPT	203,034	203,034	-
	0010-02	NON-EXEMPT	489,308	506,619	7,324
	0010-03	NON-EXEMPT - ADMINISTRATIVE	38,628	40,364	735
	0010-04	NON-EXEMPT - MECHANIC	37,504	37,505	0
	0040	TEMPORARY EMPLOYEES	-	-	-
	0060	OVERTIME	-	-	-
	0060-03	OVERTIME - ADMINISTRATIVE	-	-	-
	0060-04	OVERTIME - MECHANIC	-	-	-
	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>768,473</b>	<b>787,522</b>	<b>8,059</b>
	0070	MEDICARE	14,447	14,805	152
	0080	TMRS	97,289	99,700	1,020
	0081	GROUP INSURANCE	-	-	-
	0083	WORKERS COMPENSATION	-	-	-
	0084	UNEMPLOYMENT	-	-	-
	0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>			<b>111,736</b>	<b>114,506</b>	<b>1,172</b>
<b>TOTALS</b>			<b>880,209</b>	<b>902,027</b>	<b>9,231</b>
<b>TOTAL EMPLOYEES:</b>		<b>22.00</b>			

FUND 60 - Police/ Beach Patrol			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
521	0010-01	EXEMPT	26,241	26,241	-
521	0010-02	NON-EXEMPT			-
521	0040	TEMPORARY EMPLOYEES	-	-	-
521	0060	OVERTIME	-	-	-
521	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>26,241</b>	<b>26,241</b>	<b>-</b>
521	0070	MEDICARE	493	493	-
521	0080	TMRS	3,322	3,322	-
521	0081	GROUP INSURANCE	-	-	-
521	0083	WORKERS COMPENSATION	-	-	-
521	0084	UNEMPLOYMENT	-	-	-
521	0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>			<b>3,815</b>	<b>3,815</b>	<b>-</b>
<b>TOTALS</b>			<b>30,057</b>	<b>30,057</b>	<b>-</b>
<b>TOTAL EMPLOYEES:</b>			<b>0.25</b>		

FUND 60 - Fire/ Beach Patrol			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
522	0010-01	EXEMPT	26,398	26,398	-
522	0010-02	NON-EXEMPT	41,240	56,923	6,635
522	0040	TEMPORARY EMPLOYEES	-	-	-
522	0060	OVERTIME	-	-	-
522	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>67,639</b>	<b>83,322</b>	<b>6,635</b>
522	0070	MEDICARE	1,272	1,566	125
522	0080	TMRS	8,563	10,549	840
522	0081	GROUP INSURANCE	-	-	-
522	0083	WORKERS COMPENSATION	-	-	-
522	0084	UNEMPLOYMENT	-	-	-
522	0085	LONGEVITY	\$0	-	-
<b>SUB TOTALS 2</b>			<b>9,835</b>	<b>12,115</b>	<b>965</b>
<b>TOTALS</b>			<b>77,473</b>	<b>95,437</b>	<b>7,600</b>
<b>TOTAL EMPLOYEES:</b>		<b>1.25</b>			

FUND 60 - EHS- Anti litter Patrol			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
532	0010-01	EXEMPT	12,858	12,858	-
532	0010-02	NON-EXEMPT	3,154	3,229	32
532	0040	TEMPORARY EMPLOYEES	-	-	-
532	0060	OVERTIME	-	-	-
532	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>16,012</b>	<b>16,087</b>	<b>32</b>
532	0070	MEDICARE	301	302	1
532	0080	TMRS	2,027	2,037	4
532	0081	GROUP INSURANCE	-	-	-
532	0083	WORKERS COMPENSATION	-	-	-
532	0084	UNEMPLOYMENT	-	-	-
532	0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>			<b>2,328</b>	<b>2,339</b>	<b>5</b>
<b>TOTALS</b>			<b>18,341</b>	<b>18,426</b>	<b>36</b>
<b>TOTAL EMPLOYEES:</b>			<b>0.23</b>		

FUND 60 - Public Works- Beach Clean-Up			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
560	0010-01	EXEMPT	10,126	10,421	125
560	0010-02	NON-EXEMPT			-
560	0040	TEMPORARY EMPLOYEES	-	-	-
560	0060	OVERTIME	-	-	-
560	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>10,126</b>	<b>10,421</b>	<b>125</b>
560	0070	MEDICARE	190	196	2
560	0080	TMRS	1,282	1,319	16
560	0081	GROUP INSURANCE	-	-	-
560	0083	WORKERS COMPENSATION	-	-	-
560	0084	UNEMPLOYMENT	-	-	-
560	0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>			<b>1,472</b>	<b>1,515</b>	<b>18</b>
<b>TOTALS</b>			<b>11,598</b>	<b>11,936</b>	<b>143</b>
<b>TOTAL EMPLOYEES:</b>			<b>0.15</b>		

FUND 60 - Shoreline			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
560	0010-01	EXEMPT	152,875	152,875	0
560	0010-02	NON-EXEMPT	210,209	226,368	6,837
560	0040	TEMPORARY EMPLOYEES	-	-	-
560	0060	OVERTIME	-	-	-
560	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>363,084</b>	<b>379,244</b>	<b>6,837</b>
560	0070	MEDICARE	6,826	7,130	129
560	0080	TMRS	45,966	48,012	866
560	0081	GROUP INSURANCE	-	-	-
560	0083	WORKERS COMPENSATION	-	-	-
560	0084	UNEMPLOYMENT	-	-	-
560	0085	LONGEVITY	0	-	-
<b>SUB TOTALS 2</b>			<b>52,792</b>	<b>55,142</b>	<b>994</b>
<b>TOTALS</b>			<b>415,876</b>	<b>434,386</b>	<b>7,831</b>
<b>TOTAL EMPLOYEES:</b>		<b>9.00</b>			

FUND 60 TOTAL			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
560	0010-01	EXEMPT	228,499	228,794	125
560	0010-02	NON-EXEMPT	254,603	286,521	13,504
560	0040	TEMPORARY EMPLOYEES	-	-	-
560	0060	OVERTIME	-	-	-
560	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>483,102</b>	<b>515,315</b>	<b>13,629</b>
560	0070	MEDICARE	9,082	9,688	256
560	0080	TMRS	61,161	65,239	1,725
560	0081	GROUP INSURANCE	-	-	-
560	0083	WORKERS COMPENSATION	-	-	-
560	0084	UNEMPLOYMENT	-	-	-
560	0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>			<b>70,243</b>	<b>74,927</b>	<b>1,982</b>
<b>TOTALS</b>			<b>553,345</b>	<b>590,242</b>	<b>15,610</b>
<b>TOTAL EMPLOYEES:</b>		<b>10.88</b>			

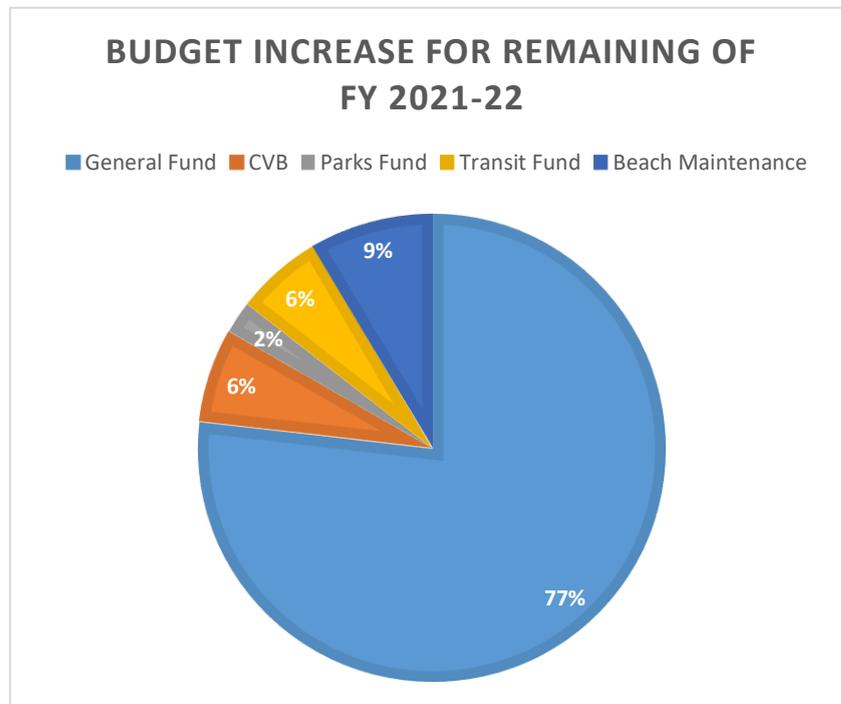
**ANNUAL PAYROLL**

**Annual Cost Market 3 Tier Tenure Budget Amendment for 11 Payrolls**

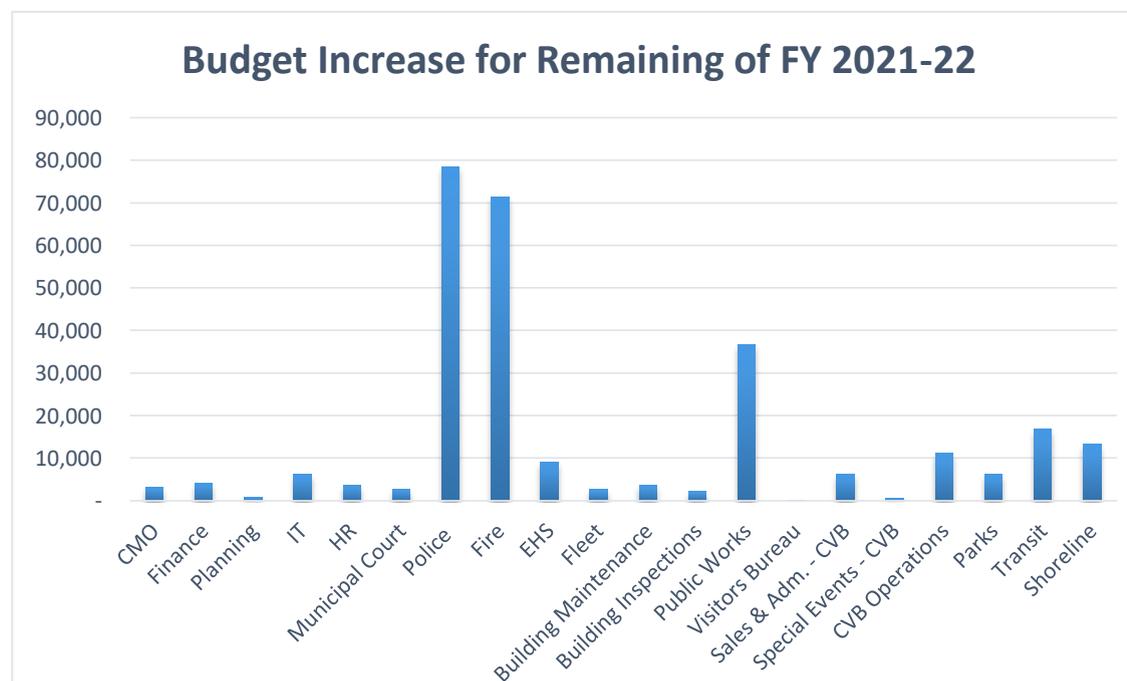
		ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
<b>TOTALS CITY OF SOUTH PADRE ISLAND</b>				
<b>Line Item</b>	<b>Description</b>			
0010-01	EXEMPT	2,411,798	2,441,157	12,421
0010-02	NON-EXEMPT	5,943,201	6,225,637	119,492
0010-03	NON-EXEMPT - ADMINISTRATIVE	38,628	40,364	735
0010-04	NON-EXEMPT - MECHANIC	37,504	37,505	0
0040	TEMPORARY EMPLOYEES	-	-	-
0060	OVERTIME	-	-	-
0060-03	OVERTIME - ADMINISTRATIVE	-	-	-
0060-04	OVERTIME - MECHANIC	-	-	-
0061	ACTING PAY	-	-	-
0087	HOLIDAY PAY	134,031	134,031	-
0090	MERIT ADJUSTMENTS	-	-	-
0095	SALES INCENTIVE	-	-	-
<b>SUB TOTALS</b>		<b>8,565,161</b>	<b>8,878,693</b>	<b>132,648</b>
0070	MEDICARE	163,616	169,510	2,494
0080	TMRS	1,084,349	1,124,043	16,793
0081	GROUP INSURANCE	-	-	-
0083	WORKERS COMPENSATION	-	-	-
0084	UNEMPLOYMENT	-	-	-
0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>		<b>1,247,965</b>	<b>1,293,553</b>	<b>19,287</b>
<b>TOTALS</b>		<b>9,813,127</b>	<b>10,172,246</b>	<b>151,935</b>
<b>TOTAL EMPLOYEES:</b>		<b>180.00</b>		

### Additional Cost for Tier 3 Tenure

Fund	Budget Increase for Remaining of FY 2021-22	Budget Increase for FY 2022- 23
General Fund	\$ 214,088	\$ 506,026
CVB	\$ 18,005	\$ 42,557
Parks Fund	\$ 6,203	\$ 14,663
Transit Fund	\$ 16,813	\$ 39,739
Beach Maintenance	\$ 23,580	\$ 55,734
<b>Total</b>	<b>\$ 278,689</b>	<b>\$ 658,719</b>



Department	Budget Increase for Remaining of FY 2021-22	Budget Increase for FY 2022- 23
CMO	3,237	7,651.22
Finance	4,088	9,663.18
Planning	860	2,031.82
IT	6,116	14,455.35
HR	3,583	8,467.82
Municipal Court	2,749	6,497.20
Police	78,430	185,379.46
Fire	71,455	168,892.75
EHS	9,000	21,273.53
Fleet	2,608	6,165.12
Building Maintenance	3,491	8,251.19
Building Inspections	2,223	5,254.57
Public Works	36,580	86,461.55
Visitors Bureau	119	282.23
Sales & Adm. - CVB	6,206	14,669.46
Special Events - CVB	544	1,284.91
CVB Operations	11,136	26,320.47
Parks	6,203	14,662.68
Transit	16,813	39,739
Shoreline	13,249	31,316
<b>Total</b>	<b>\$ 278,689</b>	<b>\$ 658,719</b>



## Additional Cost for Tier 3 Tenure

Administration			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
512	0010-01	EXEMPT	414,466	419,864	2,284
512	0010-02	NON-EXEMPT	42,230	43,512	542
512	0040	TEMPORARY EMPLOYEES	-	-	-
512	0060	OVERTIME	-	-	-
512	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>456,696</b>	<b>463,376</b>	<b>2,826</b>
512	0070	MEDICARE	8,586	8,711	53
512	0080	TMRS	57,818	58,663	358
512	0081	GROUP INSURANCE	-	-	-
512	0083	WORKERS COMPENSATION	-	-	-
512	0084	UNEMPLOYMENT	-	-	-
512	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>66,404</b>	<b>67,375</b>	<b>411</b>
<b>TOTALS</b>			<b>523,100</b>	<b>530,751</b>	<b>3,237</b>
<b>TOTAL EMPLOYEES:</b>		<b>4.80</b>			

			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Finance Dept	Line Item	Description			
513	0010-01	EXEMPT	173,037	175,798	1,168
513	0010-02	NON-EXEMPT	185,376	191,051	2,401
513	0040	TEMPORARY EMPLOYEES	-	-	-
513	0060	OVERTIME	-	-	-
513	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>358,412</b>	<b>366,849</b>	<b>3,569</b>
513	0070	MEDICARE	6,738	6,897	67
513	0080	TMRS	45,375	46,443	452
513	0081	GROUP INSURANCE	-	-	-
513	0083	WORKERS COMPENSATION	-	-	-
513	0084	UNEMPLOYMENT	-	-	-
513	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>52,113</b>	<b>53,340</b>	<b>519</b>
<b>TOTALS</b>			<b>410,526</b>	<b>420,189</b>	<b>4,088</b>
<b>TOTAL EMPLOYEES:</b>		<b>5.80</b>			

Planning			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
514	0010-01	EXEMPT	8,806	8,938	56
514	0010-02	NON-EXEMPT	43,353	44,996	695
514	0040	TEMPORARY EMPLOYEES	-	-	-
514	0060	OVERTIME	-	-	-
514	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>52,160</b>	<b>53,934</b>	<b>750</b>
514	0070	MEDICARE	981	1,014	14
514	0080	TMRS	6,603	6,828	95
514	0081	GROUP INSURANCE	-	-	-
514	0083	WORKERS COMPENSATION	-	-	-
514	0084	UNEMPLOYMENT	-	-	-
514	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>7,584</b>	<b>7,842</b>	<b>109</b>
<b>TOTALS</b>			<b>59,744</b>	<b>61,776</b>	<b>860</b>
<b>TOTAL EMPLOYEES:</b>		<b>1.10</b>			

Information Services			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
515	0010-01	EXEMPT	78,111	89,459	4,801
515	0010-02	NON-EXEMPT	93,739	95,012	538
515	0040	TEMPORARY EMPLOYEES	-	-	-
515	0060	OVERTIME	-	-	-
515	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>171,850</b>	<b>184,471</b>	<b>5,339</b>
515	0070	MEDICARE	3,231	3,468	100
515	0080	TMRS	21,756	23,354	676
515	0081	GROUP INSURANCE	-	-	-
515	0083	WORKERS COMPENSATION	-	-	-
515	0084	UNEMPLOYMENT	-	-	-
515	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>24,987</b>	<b>26,822</b>	<b>776</b>
<b>TOTALS</b>			<b>196,837</b>	<b>211,293</b>	<b>6,116</b>
<b>TOTAL EMPLOYEES:</b>		<b>3.00</b>			

Adm Services			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
516	0010-01	EXEMPT	110,004	117,397	3,128
516	0010-02	NON-EXEMPT	78,688	78,688	-
516	0040	TEMPORARY EMPLOYEES	-	-	-
516	0060	OVERTIME	-	-	-
516	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>188,692</b>	<b>196,085</b>	<b>3,128</b>
516	0070	MEDICARE	3,547	3,686	59
516	0080	TMRS	23,888	24,824	396
516	0081	GROUP INSURANCE	-	-	-
516	0083	WORKERS COMPENSATION	-	-	-
516	0084	UNEMPLOYMENT	-	-	-
516	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>27,436</b>	<b>28,511</b>	<b>455</b>
<b>TOTALS</b>			<b>216,128</b>	<b>224,596</b>	<b>3,583</b>
<b>TOTAL EMPLOYEES:</b>		<b>3.40</b>			

Municipal Courts			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
520	0010-01	EXEMPT	158,085	162,049	1,677
520	0010-02	NON-EXEMPT	39,560	41,268	723
520	0040	TEMPORARY EMPLOYEES	-	-	-
520	0060	OVERTIME	-	-	-
520	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>197,644</b>	<b>203,317</b>	<b>2,400</b>
520	0070	MEDICARE	6,307	6,413	45
520	0080	TMRS	25,022	25,740	304
520	0081	GROUP INSURANCE	-	-	-
520	0083	WORKERS COMPENSATION	-	-	-
520	0084	UNEMPLOYMENT	-	-	-
520	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>31,328</b>	<b>32,153</b>	<b>349</b>
<b>TOTALS</b>			<b>228,973</b>	<b>235,470</b>	<b>2,749</b>
<b>TOTAL EMPLOYEES:</b>			<b>4.00 (Judge in Count)</b>		

			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Police Dept	Line Item	Description			
521	0010-01	EXEMPT	78,732	82,826	1,732
521	0010-02	NON-EXEMPT	1,782,857	1,939,244	66,163
521	0040	TEMPORARY EMPLOYEES	-	-	-
521	0060	OVERTIME	-	-	-
521	0060-01	OVERTIME - STONE GARDEN	-	-	-
521	0060-02	OVERTIME - HIDTA	-	-	-
521	0060-03	OVERTIME - BORDER STAR	-	-	-
521	0061	ACTING PAY	-	-	-
521	0087	HOLIDAY PAY	66,238	66,238	-
521	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>1,927,828</b>	<b>2,088,307</b>	<b>67,895</b>
521	0070	MEDICARE	36,243	39,260	1,276
521	0080	TMRS	244,063	264,380	8,596
521	0081	GROUP INSURANCE	-	-	-
521	0083	WORKERS COMPENSATION	-	-	-
521	0084	UNEMPLOYMENT	-	-	-
521	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>280,306</b>	<b>303,640</b>	<b>9,872</b>
<b>TOTALS</b>			<b>2,208,134</b>	<b>2,391,947</b>	<b>77,767</b>
<b>TOTAL EMPLOYEES:</b>		<b>37.75</b>			

			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Fire Dept	Line Item	Description			
522	0010-01	EXEMPT	79,195	82,826	1,536
522	0010-02	NON-EXEMPT	1,453,587	1,578,866	53,003
522	0040	TEMPORARY EMPLOYEES	-	-	-
522	0060	OVERTIME	-	-	-
522	0061	ACTING PAY	-	-	-
522	0087	HOLIDAY PAY	67,793	67,793	-
522	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>1,600,575</b>	<b>1,729,484</b>	<b>54,538</b>
522	0070	MEDICARE	30,091	32,514	1,025
522	0080	TMRS	202,633	218,953	6,905
522	0081	GROUP INSURANCE	-	-	-
522	0083	WORKERS COMPENSATION	-	-	-
522	0084	UNEMPLOYMENT	-	-	-
522	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>232,724</b>	<b>251,467</b>	<b>7,930</b>
<b>TOTALS</b>			<b>1,833,299</b>	<b>1,980,951</b>	<b>62,468</b>
<b>TOTAL EMPLOYEES:</b>		<b>27.75</b>			

Environmental Health Services			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
532	0010-01	EXEMPT	72,863	76,730	1,636
532	0010-02	NON-EXEMPT	175,493	189,516	5,933
532	0040	TEMPORARY EMPLOYEES	-	-	-
532	0060	OVERTIME	-	-	-
532	0090	MERIT ADJUSTMENTS	-	-	-
SUBTOTALS 1			248,355	266,246	7,569
532	0070	MEDICARE	4,669	5,005	142
532	0080	TMRS	31,442	33,707	958
532	0081	GROUP INSURANCE	-	-	-
532	0083	WORKERS COMPENSATION	-	-	-
532	0084	UNEMPLOYMENT	-	-	-
532	0085	LONGEVITY	0	-	-
SUBTOTALS 2			36,111	38,712	1,101
<b>TOTALS</b>			<b>284,466</b>	<b>304,958</b>	<b>8,670</b>
<b>TOTAL EMPLOYEES:</b>			<b>5.77</b>		

Fleet Maintenance			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
540	0010-01	EXEMPT	-	-	-
540	0010-02	NON-EXEMPT	77,268	82,650	2,277
540	0040	TEMPORARY EMPLOYEES	-	-	-
540	0060	OVERTIME	-	-	-
540	0090	MERIT ADJUSTMENTS	-	-	-
SUBTOTALS 1			77,268	82,650	2,277
540	0070	MEDICARE	1,453	1,554	43
540	0080	TMRS	9,782	10,464	288
540	0081	GROUP INSURANCE	-	-	-
540	0083	WORKERS COMPENSATION	-	-	-
540	0084	UNEMPLOYMENT	-	-	-
540	0085	LONGEVITY	0	-	-
SUBTOTALS 2			11,235	12,017	331
<b>TOTALS</b>			<b>88,503</b>	<b>94,668</b>	<b>2,608</b>
<b>TOTAL EMPLOYEES:</b>		<b>2.00</b>			

Building Maintenance			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
541	0010-01	EXEMPT	-	-	-
541	0010-02	NON-EXEMPT	51,332	58,536	3,048
541	0040	TEMPORARY EMPLOYEES	-	-	-
541	0060	OVERTIME	-	-	-
541	0090	MERIT ADJUSTMENTS	-	-	-
SUBTOTALS 1			51,332	58,536	3,048
541	0070	MEDICARE	965	1,100	57
541	0080	TMRS	6,499	7,411	386
541	0081	GROUP INSURANCE	-	-	-
541	0083	WORKERS COMPENSATION	-	-	-
541	0084	UNEMPLOYMENT	-	-	-
541	0085	LONGEVITY	0	-	-
SUBTOTALS 2			7,464	8,511	443
<b>TOTALS</b>			<b>58,796</b>	<b>67,047</b>	<b>3,491</b>
<b>TOTAL EMPLOYEES:</b>		<b>2.00</b>			

Building Inspection			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
542	0010-01	EXEMPT	66,950	66,950	-
542	0010-02	NON-EXEMPT	108,212	112,800	1,941
542	0040	TEMPORARY EMPLOYEES	-	-	-
542	0060	OVERTIME	-	-	-
542	0090	MERIT ADJUSTMENTS	-	-	-
SUBTOTALS 1			175,162	179,750	1,941
542	0070	MEDICARE	3,293	3,379	36
542	0080	TMRS	22,176	22,756	246
542	0081	GROUP INSURANCE	-	-	-
542	0083	WORKERS COMPENSATION	-	-	-
542	0084	UNEMPLOYMENT	-	-	-
542	0085	LONGEVITY	0	-	-
SUBTOTALS 2			25,469	26,136	282
<b>TOTALS</b>			<b>200,631</b>	<b>205,885</b>	<b>2,223</b>
<b>TOTAL EMPLOYEES:</b>		<b>4.00</b>			

Public Works			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
543	0010-01	EXEMPT	165,993	171,726	2,426
543	0010-02	NON-EXEMPT	557,405	626,432	29,204
543	0040	TEMPORARY EMPLOYEES	-	-	-
543	0060	OVERTIME	-	-	-
543	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>723,398</b>	<b>798,158</b>	<b>31,630</b>
543	0070	MEDICARE	13,600	15,005	595
543	0080	TMRS	91,582	101,047	4,004
543	0081	GROUP INSURANCE	-	-	-
543	0083	WORKERS COMPENSATION	-	-	-
543	0084	UNEMPLOYMENT	-	-	-
543	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>105,182</b>	<b>116,052</b>	<b>4,599</b>
<b>TOTALS</b>			<b>828,580</b>	<b>914,211</b>	<b>36,229</b>
<b>TOTAL EMPLOYEES:</b>		<b>20.75</b>			

<b>TOTALS FUND 1</b>		<b>ANNUAL PAYROLL</b>	<b>Annual Cost Market 3 Tier Tenure</b>	<b>Budget Amendment for 11 Payrolls</b>
<b>Line Item</b>	<b>Description</b>			
0010-01	EXEMPT	1,406,242	1,454,561	20,443
0010-02	NON-EXEMPT	4,689,101	5,082,571	166,468
0040	TEMPORARY EMPLOYEES	-	-	-
0060	OVERTIME	-	-	-
0061	ACTING PAY	-	-	-
0087	HOLIDAY PAY	134,031	134,031	-
0090	MERIT ADJUSTMENTS	-	-	-
0091	CERTIFICATION PAY	-	-	-
<b>SUB TOTALS</b>		<b>6,229,373</b>	<b>6,671,163</b>	<b>186,911</b>
0070	MEDICARE	119,703	128,009	3,514
0080	TMRS	788,639	844,569	23,663
0081	GROUP INSURANCE	-	-	-
0083	WORKERS COMPENSATION	-	-	-
0084	UNEMPLOYMENT	-	-	-
0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>		<b>908,342</b>	<b>972,578</b>	<b>27,177</b>
<b>TOTALS</b>		<b>7,137,715</b>	<b>7,643,741</b>	<b>214,088</b>
<b>TOTAL EMPLOYEES:</b>		<b>122.12</b>		

Visitors Bureau			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
590	0010-01	EXEMPT	-	-	-
590	0010-02	NON-EXEMPT	49,754	50,000	104
590	0040	TEMPORARY EMPLOYEES	-	-	-
590	0060	OVERTIME	-	-	-
590	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>49,754</b>	<b>50,000</b>	<b>104</b>
590	0070	MEDICARE	935	940	2
590	0080	TMRS	6,299	6,330	13
590	0081	GROUP INSURANCE	-	-	-
590	0083	WORKERS COMPENSATION	-	-	-
590	0084	UNEMPLOYMENT	-	-	-
590	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>7,234</b>	<b>7,270</b>	<b>15</b>
<b>TOTALS</b>			<b>56,988</b>	<b>57,270</b>	<b>119</b>
<b>TOTAL EMPLOYEES:</b>		<b>2.00</b>			

Sales & Administration			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
592	0010-01	EXEMPT	409,389	415,246	2,478
592	0010-02	NON-EXEMPT	188,096	195,047	2,941
592	0040	TEMPORARY EMPLOYEES	-	-	-
592	0060	OVERTIME	-	-	-
592	0090	MERIT ADJUSTMENTS	-	-	-
592	0095	SALES INCENTIVE	-	-	-
SUBTOTALS 1			597,486	610,293	5,418
592	0070	MEDICARE	11,233	11,474	102
592	0080	TMRS	75,642	77,263	686
592	0081	GROUP INSURANCE	-	-	-
592	0083	WORKERS COMPENSATION	-	-	-
592	0084	UNEMPLOYMENT	-	-	-
592	0085	LONGEVITY	0	-	-
SUBTOTALS 2			86,874	88,737	788
<b>TOTALS</b>			<b>684,360</b>	<b>699,030</b>	<b>6,206</b>
<b>TOTAL EMPLOYEES:</b>			<b>11.00</b>		

			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Special Events Dept	Line Item	Description			
593	0010-01	EXEMPT	51,912	53,034	475
593	0010-02	NON-EXEMPT	-	-	-
593	0040	TEMPORARY EMPLOYEES	-	-	-
593	0060	OVERTIME	-	-	-
593	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>51,912</b>	<b>53,034</b>	<b>475</b>
593	0070	MEDICARE	976	997	9
593	0080	TMRS	6,572	6,714	60
593	0081	GROUP INSURANCE	-	-	-
593	0083	WORKERS COMPENSATION	-	-	-
593	0084	UNEMPLOYMENT	-	-	-
593	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>7,548</b>	<b>7,711</b>	<b>69</b>
<b>TOTALS</b>			<b>59,460</b>	<b>60,745</b>	<b>544</b>
<b>TOTAL EMPLOYEES:</b>		<b>1.00</b>			

<b>TOTALS FUND 2</b>		<b>ANNUAL PAYROLL</b>	<b>Annual Cost Market 3 Tier Tenure</b>	<b>Budget Amendment for 11 Payrolls</b>
<b>Line Item</b>	<b>Description</b>			
0010-01	EXEMPT	461,301	468,280	2,952
0010-02	NON-EXEMPT	237,850	245,047	3,045
0040	TEMPORARY EMPLOYEES	-	-	-
0060	OVERTIME	-	-	-
0090	MERIT ADJUSTMENTS	-	-	-
0095	SALES INCENTIVE	-	-	-
<b>SUB TOTALS</b>		<b>699,151</b>	<b>713,327</b>	<b>5,997</b>
0070	MEDICARE	13,144	13,411	113
0080	TMRS	88,513	90,307	759
0081	GROUP INSURANCE	-	-	-
0083	WORKERS COMPENSATION	-	-	-
0084	UNEMPLOYMENT	-	-	-
0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>		<b>101,657</b>	<b>103,718</b>	<b>872</b>
<b>TOTALS</b>		<b>800,808</b>	<b>817,044</b>	<b>6,869</b>
<b>TOTAL EMPLOYEES:</b>		<b>14.00</b>		

FUND 06 - Convention Center			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
565	0010-01	EXEMPT	66,950	69,566	1,107
565	0010-02	NON-EXEMPT	272,339	292,702	8,615
565	0040	TEMPORARY EMPLOYEES	-	-	-
565	0060	OVERTIME	-	-	-
593	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>339,289</b>	<b>362,268</b>	<b>9,722</b>
565	0070	MEDICARE	6,379	6,811	183
565	0080	TMRS	42,954	45,863	1,231
565	0081	GROUP INSURANCE	-	-	-
565	0083	WORKERS COMPENSATION	-	-	-
565	0084	UNEMPLOYMENT	-	-	-
565	0085	LONGEVITY	\$0	-	-
<b>SUB TOTALS 2</b>			<b>49,333</b>	<b>52,674</b>	<b>1,414</b>
<b>TOTALS</b>			<b>388,621</b>	<b>414,942</b>	<b>11,136</b>
<b>TOTAL EMPLOYEES:</b>		<b>10.00</b>			

Fund 09- Parks and Recreation			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
572	0010-01	EXEMPT	45,773	58,574	5,416
572	0010-02	NON-EXEMPT	-	-	-
572	0040	TEMPORARY EMPLOYEES	-	-	-
572	0060	OVERTIME	-	-	-
572	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUBTOTALS 1</b>			<b>45,773</b>	<b>58,574</b>	<b>5,416</b>
572	0070	MEDICARE	861	1,101	102
572	0080	TMRS	5,795	7,415	686
572	0081	GROUP INSURANCE	-	-	-
572	0083	WORKERS COMPENSATION	-	-	-
572	0084	UNEMPLOYMENT	-	-	-
572	0085	LONGEVITY	0	-	-
<b>SUBTOTALS 2</b>			<b>6,655</b>	<b>8,517</b>	<b>787</b>
<b>TOTALS</b>			<b>52,428</b>	<b>67,091</b>	<b>6,203</b>
<b>TOTAL EMPLOYEES:</b>		<b>1.00</b>			

FUND 30 - Island Metro			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
591	0010-01	EXEMPT	203,034	209,784	2,856
591	0010-02	NON-EXEMPT	489,308	514,896	10,826
591	0010-03	NON-EXEMPT - ADMINISTRATIVE	38,628	40,364	735
591	0010-04	NON-EXEMPT - MECHANIC	37,504	38,124	262
591	0040	TEMPORARY EMPLOYEES	-	-	-
591	0060	OVERTIME	-	-	-
591	0060-03	OVERTIME - ADMINISTRATIVE	-	-	-
591	0060-04	OVERTIME - MECHANIC	-	-	-
	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>768,473</b>	<b>803,168</b>	<b>14,678</b>
591	0070	MEDICARE	14,447	15,100	276
591	0080	TMRS	97,289	101,681	1,858
591	0081	GROUP INSURANCE	-	-	-
591	0083	WORKERS COMPENSATION	-	-	-
591	0084	UNEMPLOYMENT	-	-	-
591	0085	LONGEVITY	0	-	-
<b>SUB TOTALS 2</b>			<b>111,736</b>	<b>116,781</b>	<b>2,134</b>
<b>TOTALS</b>			<b>880,209</b>	<b>919,948</b>	<b>16,813</b>
<b>TOTAL EMPLOYEES:</b>		<b>22.00</b>			

**ANNUAL PAYROLL**

**Annual Cost Market 3 Tier Tenure Budget Amendment for 11 Payrolls**

TOTALS FUND 30			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
	0010-01	EXEMPT	203,034	209,784	2,856
	0010-02	NON-EXEMPT	489,308	514,896	10,826
	0010-03	NON-EXEMPT - ADMINISTRATIVE	38,628	40,364	735
	0010-04	NON-EXEMPT - MECHANIC	37,504	38,124	262
	0040	TEMPORARY EMPLOYEES	-	-	-
	0060	OVERTIME	-	-	-
	0060-03	OVERTIME - ADMINISTRATIVE	-	-	-
	0060-04	OVERTIME - MECHANIC	-	-	-
	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>768,473</b>	<b>803,168</b>	<b>14,678</b>
	0070	MEDICARE	14,447	15,100	276
	0080	TMRS	97,289	101,681	1,858
	0081	GROUP INSURANCE	-	-	-
	0083	WORKERS COMPENSATION	-	-	-
	0084	UNEMPLOYMENT	-	-	-
	0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>			<b>111,736</b>	<b>116,781</b>	<b>2,134</b>
<b>TOTALS</b>			<b>880,209</b>	<b>919,948</b>	<b>16,813</b>
<b>TOTAL EMPLOYEES:</b>		<b>22.00</b>			

FUND 60 - Police/ Beach Patrol			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
521	0010-01	EXEMPT	26,241	27,609	579
521	0010-02	NON-EXEMPT			-
521	0040	TEMPORARY EMPLOYEES	-	-	-
521	0060	OVERTIME	-	-	-
521	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>26,241</b>	<b>27,609</b>	<b>579</b>
521	0070	MEDICARE	493	519	11
521	0080	TMRS	3,322	3,495	73
521	0081	GROUP INSURANCE	-	-	-
521	0083	WORKERS COMPENSATION	-	-	-
521	0084	UNEMPLOYMENT	-	-	-
521	0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>			<b>3,815</b>	<b>4,014</b>	<b>84</b>
<b>TOTALS</b>			<b>30,057</b>	<b>31,623</b>	<b>663</b>
<b>TOTAL EMPLOYEES:</b>			<b>0.25</b>		

FUND 60 - Fire/ Beach Patrol			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
522	0010-01	EXEMPT	26,398	27,609	512
522	0010-02	NON-EXEMPT	41,240	58,574	7,334
522	0040	TEMPORARY EMPLOYEES	-	-	-
522	0060	OVERTIME	-	-	-
522	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>67,639</b>	<b>86,183</b>	<b>7,846</b>
522	0070	MEDICARE	1,272	1,620	147
522	0080	TMRS	8,563	10,911	993
522	0081	GROUP INSURANCE	-	-	-
522	0083	WORKERS COMPENSATION	-	-	-
522	0084	UNEMPLOYMENT	-	-	-
522	0085	LONGEVITY	\$0	-	-
<b>SUB TOTALS 2</b>			<b>9,835</b>	<b>12,531</b>	<b>1,141</b>
<b>TOTALS</b>			<b>77,473</b>	<b>98,714</b>	<b>8,986</b>
<b>TOTAL EMPLOYEES:</b>		<b>1.25</b>			

FUND 60 - EHS- Anti litter Patrol			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
532	0010-01	EXEMPT	12,858	13,541	289
532	0010-02	NON-EXEMPT	3,154	3,154	-
532	0040	TEMPORARY EMPLOYEES	-	-	-
532	0060	OVERTIME	-	-	-
532	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>16,012</b>	<b>16,695</b>	<b>289</b>
532	0070	MEDICARE	301	314	5
532	0080	TMRS	2,027	2,114	37
532	0081	GROUP INSURANCE	-	-	-
532	0083	WORKERS COMPENSATION	-	-	-
532	0084	UNEMPLOYMENT	-	-	-
532	0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>			<b>2,328</b>	<b>2,427</b>	<b>42</b>
<b>TOTALS</b>			<b>18,341</b>	<b>19,122</b>	<b>331</b>
<b>TOTAL EMPLOYEES:</b>			<b>0.23</b>		

FUND 60 - Public Works- Beach Clean-Up			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
560	0010-01	EXEMPT	10,126	10,851	307
560	0010-02	NON-EXEMPT			-
560	0040	TEMPORARY EMPLOYEES	-	-	-
560	0060	OVERTIME	-	-	-
560	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>10,126</b>	<b>10,851</b>	<b>307</b>
560	0070	MEDICARE	190	204	6
560	0080	TMRS	1,282	1,374	39
560	0081	GROUP INSURANCE	-	-	-
560	0083	WORKERS COMPENSATION	-	-	-
560	0084	UNEMPLOYMENT	-	-	-
560	0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>			<b>1,472</b>	<b>1,578</b>	<b>45</b>
<b>TOTALS</b>			<b>11,598</b>	<b>12,429</b>	<b>351</b>
<b>TOTAL EMPLOYEES:</b>			<b>0.15</b>		

FUND 60 - Shoreline			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
560	0010-01	EXEMPT	152,875	156,696	1,617
560	0010-02	NON-EXEMPT	210,209	233,728	9,950
560	0040	TEMPORARY EMPLOYEES	-	-	-
560	0060	OVERTIME	-	-	-
560	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>363,084</b>	<b>390,424</b>	<b>11,567</b>
560	0070	MEDICARE	6,826	7,340	217
560	0080	TMRS	45,966	49,428	1,464
560	0081	GROUP INSURANCE	-	-	-
560	0083	WORKERS COMPENSATION	-	-	-
560	0084	UNEMPLOYMENT	-	-	-
560	0085	LONGEVITY	0	-	-
<b>SUB TOTALS 2</b>			<b>52,792</b>	<b>56,768</b>	<b>1,682</b>
<b>TOTALS</b>			<b>415,876</b>	<b>447,192</b>	<b>13,249</b>
<b>TOTAL EMPLOYEES:</b>		<b>9.00</b>			

FUND 60 TOTAL			ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
Dept	Line Item	Description			
560	0010-01	EXEMPT	228,499	236,305	3,303
560	0010-02	NON-EXEMPT	254,603	295,456	17,284
560	0040	TEMPORARY EMPLOYEES	-	-	-
560	0060	OVERTIME	-	-	-
560	0090	MERIT ADJUSTMENTS	-	-	-
<b>SUB TOTALS</b>			<b>483,102</b>	<b>531,761</b>	<b>20,587</b>
560	0070	MEDICARE	9,082	9,997	387
560	0080	TMRS	61,161	67,321	2,606
560	0081	GROUP INSURANCE	-	-	-
560	0083	WORKERS COMPENSATION	-	-	-
560	0084	UNEMPLOYMENT	-	-	-
560	0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>			<b>70,243</b>	<b>77,318</b>	<b>2,993</b>
<b>TOTALS</b>			<b>553,345</b>	<b>609,079</b>	<b>23,580</b>
<b>TOTAL EMPLOYEES:</b>		<b>10.88</b>			

**ANNUAL PAYROLL**

**Annual Cost Market 3 Tier Tenure Budget Amendment for 11 Payrolls**

		ANNUAL PAYROLL	Annual Cost Market 3 Tier Tenure	Budget Amendment for 11 Payrolls
<b>TOTALS CITY OF SOUTH PADRE ISLAND</b>				
<b>Line Item</b>	<b>Description</b>			
0010-01	EXEMPT	2,411,798	2,497,070	36,077
0010-02	NON-EXEMPT	5,943,201	6,430,672	206,238
0010-03	NON-EXEMPT - ADMINISTRATIVE	38,628	40,364	735
0010-04	NON-EXEMPT - MECHANIC	37,504	38,124	262
0040	TEMPORARY EMPLOYEES	-	-	-
0060	OVERTIME	-	-	-
0060-03	OVERTIME - ADMINISTRATIVE	-	-	-
0060-04	OVERTIME - MECHANIC	-	-	-
0061	ACTING PAY	-	-	-
0087	HOLIDAY PAY	134,031	134,031	-
0090	MERIT ADJUSTMENTS	-	-	-
0095	SALES INCENTIVE	-	-	-
<b>SUB TOTALS</b>		<b>8,565,161</b>	<b>9,140,261</b>	<b>243,311</b>
0070	MEDICARE	163,616	174,428	4,574
0080	TMRS	1,084,349	1,157,157	30,803
0081	GROUP INSURANCE	-	-	-
0083	WORKERS COMPENSATION	-	-	-
0084	UNEMPLOYMENT	-	-	-
0085	LONGEVITY	-	-	-
<b>SUB TOTALS 2</b>		<b>1,247,965</b>	<b>1,331,585</b>	<b>35,377</b>
<b>TOTALS</b>		<b>9,813,127</b>	<b>10,471,845</b>	<b>278,689</b>
<b>TOTAL EMPLOYEES:</b>		<b>180.00</b>		

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Patrick McNulty

**DEPARTMENT:** City Council

**ITEM**

Discussion and possible action to reschedule the June 15, 2022 Regular City Council Meeting to a Special City Council Meeting on Wednesday, June 22, 2022, due to information gathering of tourism. (McNulty)

**ITEM BACKGROUND**

n/a

**BUDGET/FINANCIAL SUMMARY**

n/a

**COMPREHENSIVE PLAN GOAL**

n/a

**LEGAL REVIEW**

Sent to Legal:

Approved by Legal:

**RECOMMENDATIONS/COMMENTS:**

**CITY OF SOUTH PADRE ISLAND  
CITY COUNCIL  
AGENDA REQUEST FORM**

**MEETING DATE:** May 4, 2022

**NAME & TITLE:** Patrick McNulty

**DEPARTMENT:** City Council

**ITEM**

Discussion and action to extend the City's Declaration of a Local State of Disaster due COVID-19 Virus Epidemic to 11:59 p.m. on Monday, June 6, 2022 (McNulty)

**ITEM BACKGROUND**

Governor Abbott renewed the disaster proclamation on April 22, 2022.

**BUDGET/FINANCIAL SUMMARY**

N/A

**COMPREHENSIVE PLAN GOAL**

N/A

**LEGAL REVIEW**

Sent to Legal:

Approved by Legal:

**RECOMMENDATIONS/COMMENTS:**



OFFICE OF THE MAYOR  
CITY OF SOUTH PADRE ISLAND, TEXAS  
**EXTENDING A LOCAL STATE OF DISASTER ORDER**

**WHEREAS**, on March 16, 2020, the City of South Padre Island issued a proclamation declaring a Local State of Disaster for public health emergency for the City of South Padre Island to protect residents, visitors and businesses from the spread of COVID-19; and

**WHEREAS**, the conditions necessitating this declaration of a Local State of Disaster by the Mayor continue to exist; and

**WHEREAS**, Section 418.108(b) of the Texas Government Code provides that a declaration of a Local State of Disaster may not be continued for a period in excess of seven days without the consent of the governing body of the political subdivision.

**NOW, THEREFORE, IT IS HEREBY ORDERED BY THE CITY COUNCIL OF THE CITY OF SOUTH PADRE ISLAND, TEXAS:**

1. That the Declaration of a Local State of Disaster for public health emergency proclaimed for the City of South Padre Island by the Mayor on March 16, 2020, shall continue until 11:59 p.m. on Monday, June 6, 2022.
2. This order is passed as an emergency measure and pursuant to Section 418.108 of the Texas Government Code and shall take effect immediately from and after its issuance.
3. This order shall be given prompt and general publicity and promptly filed with the City Secretary.

**PASSED, ADOPTED AND ISSUED** on the 4th day of May, 2022 at \_\_\_\_\_

\_\_\_\_\_  
Patrick McNulty, Mayor

ATTEST:

\_\_\_\_\_  
Angelique Soto, City Secretary



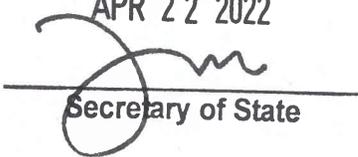
GOVERNOR GREG ABBOTT

April 22, 2022

FILED IN THE OFFICE OF THE  
SECRETARY OF STATE

5pm O'CLOCK

APR 22 2022

  
Secretary of State

The Honorable John B. Scott  
Secretary of State  
State Capitol Room 1E.8  
Austin, Texas 78701

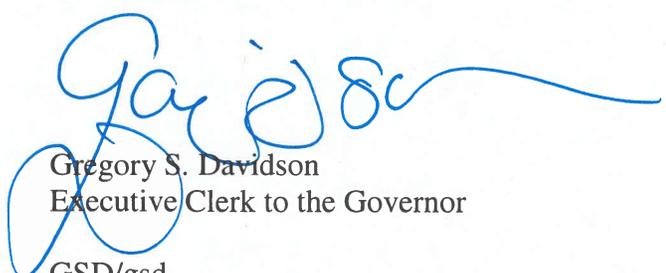
Dear Mr. Secretary:

Pursuant to his powers as Governor of the State of Texas, Greg Abbott has issued the following:

A proclamation renewing the declaration stating the novel coronavirus (COVID-19) poses an imminent threat of disaster for all counties in Texas.

The original proclamation is attached to this letter of transmittal.

Respectfully submitted,

  
Gregory S. Davidson  
Executive Clerk to the Governor

GSD/gsd

Attachment

# PROCLAMATION

BY THE

## Governor of the State of Texas

---

TO ALL TO WHOM THESE PRESENTS SHALL COME:

WHEREAS, I, Greg Abbott, Governor of Texas, issued a disaster proclamation on March 13, 2020, certifying under Section 418.014 of the Texas Government Code that the novel coronavirus (COVID-19) poses an imminent threat of disaster for all counties in the State of Texas; and

WHEREAS, in each subsequent month effective through today, I have issued proclamations renewing the disaster declaration for all Texas counties; and

WHEREAS, I have issued executive orders and suspensions of Texas laws in response to COVID-19, aimed at protecting the health and safety of Texans and ensuring an effective response to this disaster; and

WHEREAS, a state of disaster continues to exist in all counties due to COVID-19;

NOW, THEREFORE, in accordance with the authority vested in me by Section 418.014 of the Texas Government Code, I do hereby renew the disaster proclamation for all counties in Texas.

Pursuant to Section 418.017, I authorize the use of all available resources of state government and of political subdivisions that are reasonably necessary to cope with this disaster.

Pursuant to Section 418.016, any regulatory statute prescribing the procedures for conduct of state business or any order or rule of a state agency that would in any way prevent, hinder, or delay necessary action in coping with this disaster shall be suspended upon written approval of the Office of the Governor. However, to the extent that the enforcement of any state statute or administrative rule regarding contracting or procurement would impede any state agency's emergency response that is necessary to cope with this declared disaster, I hereby suspend such statutes and rules for the duration of this declared disaster for that limited purpose.

In accordance with the statutory requirements, copies of this proclamation shall be filed with the applicable authorities.



IN TESTIMONY WHEREOF, I have hereunto signed my name and have officially caused the Seal of State to be affixed at my office in the City of Austin, Texas, this the 22nd day of April, 2022.

A handwritten signature in black ink that reads "Greg Abbott".

GREG ABBOTT  
Governor

FILED IN THE OFFICE OF THE  
SECRETARY OF STATE  
5:14 O'CLOCK

APR 22 2022

ATTESTED BY:



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JOHN B. SCOTT  
Secretary of State

FILED IN THE OFFICE OF THE  
SECRETARY OF STATE  
5pm O'CLOCK

APR 22 2022