



FREEPORT ECONOMIC DEVELOPMENT CORPORATION

SPECIAL BOARD MEETING

FREEPORT POLICE DEPARTMENT

**MUNICIPAL COURT ROOM, 430 NORTH
BRAZOSPORT BOULEVARD, FREEPORT TEXAS**

Wednesday, September 2, 2020, 6:00 p.m.

DIRECTORS:

Jeff Pena:	President
Marinell Music:	Vice President
Mingo Marquez:	Finance
Lesa Girouard:	Secretary
Ed Garcia	
Trey Sullivan	
Kenny Hayes	

Courtland Holman: Executive Director
Tim Kelty: City Manager (Ex-Officio)
Christopher Duncan: Attorney
Kenneth Green: Council Liaison

FREEPORT ECONOMIC DEVELOPMENT CORPORATION
MEETING AT FREEPORT POLICE DEPARTMENT MUNICIPAL COURT ROOM
430 NORTH BRAZOSPORT BOULEVARD, FREEPORT TEXAS

SPECIAL BOARD MEETING AGENDA

Wednesday, September 2, 2020, 6:00 p.m.

THE MEETING WILL BE OPEN TO ATTENDANCE IN PERSON BY THE GENERAL PUBLIC. THE GENERAL PUBLIC
MAY JOIN THE PUBLIC MEETING REMOTELY BY TELECONFERENCE BY DIALING:

Dial-in number (US): (701) 802-5187 and using Access code: 4440124# and *6 to Mute or Unmute

OR

AUDIO VISUAL CONFERENCE CALL USING:

PCs, Macs®, Chromebooks™, iOS and Android™ phones and tablets.

For users wanting to view and listen to the council meeting via a web browser go to

https://join.freeconferencecall.com/edc_mtg_090220

International dial-in numbers: https://fccdl.in/i/edc_mtg_090220

Online meeting ID: edc_mtg_090220

For additional assistance connecting to the meeting text "Help" to the Dial-In number above. Message
and data rates may apply.

I. Call to Order

II. Invocation and Pledge

III. Citizen Comments

Citizens allotted 3 minutes for comments

IV. Consent Agenda

Consent Agenda items are considered to be routine in nature and may be acted upon in one motion. Any item requiring additional discussion may be withdrawn from the Consent Agenda by Board Member or Executive Director and acted upon separately.

a) Approve Meeting Minutes for August 18 Regular Board Meeting.

V. Discussion and Action

a) Discussion and Action to move Regular Board Meeting from September 8th to September 15th due to City Council will be on September 8th. (Courtland Holman)

b) Discussion and Action to Review Bylaws (Jeff Pena)-

a. Review of Attendance

b. New Meeting Schedule - 2x a month - Regular Meetings like City Council
.....may need to revise attendance requirements...

c. Review of Sub Committee Lists

- d. Discuss Potential EDC Advisory Board.... how they are selected, and what their roles might/would be.
- c) Invitation to Speak Present by Riverway Properties Builder/Developer (Jeff Pena)
- d) Invitation to Speak /Present by Mr. Ruben Renobato (Jeff Pena)
- e) Revisit of Mission and Brand Strategy (Jeff Pena)
- f) Special Projects – updates (Jeff Pena)
 - a. Popup.
 - b. Downtown Fountain
 - c. Lighting-Bridge & Streets
 - d. Freeport Beach Entry
 - e. City WIFI
 - f. Windowscape
 - g. Mixers
- g) Budget review, Continuation of Discussion for 1st Edits to be proposed and discussed.

VI. Executive Session – Adjourn into Executive Session

It is now _____ p.m. and I hereby recess the regular session of the Freeport Economic Development Corporation September 2, 2020 meeting and do hereby convene an executive session, said executive session authorized under the following sections of the Texas Government Code: (1) Government Code, Section 551.087 (Economic and Community Development Matters), 551.072 (Deliberations about Real Property), 551.074 (Personnel Matters).

In Accordance with the Texas Government Code:

- A. Section 551.087 (Economic and Community Development Matters)
 - 1. Discuss potential plans or disposition regarding 318 Second Street. (Courtland Holman)
 - 2. Review of current Contracts and/or 380 agreements
 - a. 602 W 1st Street Brazos – Chris Duncan to provide full timeline of events to date. (Jeff / Chris)
 - b. Realty World contract (Jeff / Chris)
 - 3. Round Table Format for builders (Jeff)
 - 4. Bond capacity review and Bond Rating of EDC – preliminary discussion/planning (Jeff)
- B. Section 551.074 (Personnel Matters)
 - 5. Executive Director’s annual review - continued

Reconvene into Open Session

Board President's statement:

It is now _____ p.m. and I hereby close the executive session of the Freeport Economic Development Corporation and do hereby reconvene the regular open session.

Discussion and Action

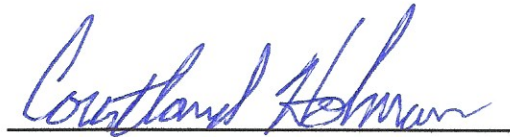
1. Possible action regarding Executive Director's Annual Review.
2. Discuss potential plans or disposition regarding 318 Second Street.
3. Discuss potential Actions on 602 W 1st
4. Discuss potential Actions on Realty World
5. Discuss potential Actions on 212 W Park Ave

VII. Adjourn

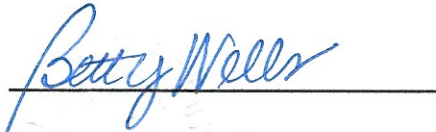
Executive Session Disclosure Statement: The FEDC Board of Directors reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed above, as authorized by the Texas Government Code, Section 551.071 (Consultation with Attorney), 551.072 (Deliberations about Real Property), 551.073 (Deliberations about Gifts and Donations), 551.074 (Personnel Matters), 551.076 (Deliberations about Security Devices) and 551.087 (Economic Development).

If any accommodations for a disability are required please notify the FEDC office at 979-871-0121 at least two (2) working days prior to the date of the meeting.

Posted at 200 W. 2ND STREET, Freeport, TX, in accordance with the Texas Government Code, Chapter 551, on Friday the 28th day of August 2020 by 5:00p.m.



COURTLAND HOLMAN, Executive Director



**Betty Wells, City Secretary
City of Freeport Texas**

IV -a

**CITY OF FREEPORT
ECONOMIC DEVELOPMENT CORPORATION**

200 West 2nd Street, Freeport, Texas 77541

MINUTES

STATE OF TEXAS)
)
COUNTY OF BRAZORIA)
)
CITY OF FREEPORT)

BE IT REMEMBERED that the Economic Development Corporation of the City of Freeport met on Tuesday, August 18, 2020 at 6:00 p.m. in the Freeport Police Department Municipal Court Room, located at 430 North Brazosport Boulevard, Freeport, TX, for the purpose of considering the agenda items.

MEMBERS OF THE BOARD PRESENT:

Quorum Present

Marinell Music Vice President
Lesa Girouard
Kenny Hayes
Mingo Marquez (Via Teleconference)
Jeff Pena
Ed Garcia

Tim Kelty: City Manager
Chris Duncan: Attorney
Stephanie Russell: Finance Director

Visitors in Attendance:

Paul Crow (Via Teleconference)
Nicole Mirles
Sam Reyna
Ruben Renobato
Melanie Oldham
David McGinty
Jennifer Hawkins
Michael Payne
Kirk Paschal
Keith Stumbaugh

I. CALL TO ORDER:

Mrs. Marinell Music opened the meeting at 6:03P.M. A quorum was present. Lesa Girouard, Mingo Marquez (Via Teleconference), Jeff Pena, Marinell Music, Kenny Hayes and Ed Garcia.

II. INVOCATION AND PLEDGE

Mr. Tim Kelty led the invocation and Mrs. Marinell Music the Pledge.

III. CITIZEN COMMENTS:

Mr. Keith Stambaugh said a couple of EDC meetings ago there was an item on the agenda about replacing the fountain in downtown and he volunteered to assist. Mr. Stambaugh said he took the time to go online and found some commercial fountains and gave the board several pictures of fountain examples he found. Mr. Stambaugh said the fountains are really nice and are not real expensive the price range is between \$10,000-\$12,000. Mr. Stambaugh said he think the board should look into this more and have a meeting to collaborate on deciding on a particular fountain. Mr. Stambaugh also said he personally does not like the waterfall type of fountain because it is focused on one direction and the place where the fountain is a 360-degree view. Mr. Stambaugh stated the installation cost and removal will be in addition to the cost of the fountain.

IV. CONSENT AGENDA

A) Approve Meeting Minutes for July 14 Regular Board Meeting and July 20 Special Board Meeting.

MOTION made by Mrs. Lesa Girouard to approve meeting minutes for July 14 Regular Board Meeting and July 20 Special Board Meeting, **seconded** by Mr. Ed Garcia. Motion **PASSED** unanimously.

B) Approve June Financial Statement

MOTION made by Mr. Kenny Hayes to approve June Financial Statement, **seconded** by Mr. Jeff Pena. Motion **PASSED** unanimously.

V. DISCUSSION AND ACTION

A) Choosing of Officers that was delayed to COVID.

Mr. Kenny Hayes said he thinks it should be delayed again

Mr. Chris Duncan said in the By-Laws states it is required to have an annual meeting and elect officers in June and it does not say anything about the timing related to when the City Council appoints officers. Mr. Duncan stated the By-Laws are kind of like the Constitution and are required to follow the By-Laws.

Mr. Ed Garcia said he thinks it has already been delayed long enough and he is one of the members that may be reappointed or not and if he is reappointed he is willing to serve and if not, he says thank you very much and enjoyed the time he was on the board.

Mr. Ed Garcia, Mr. Jeff Pena and Mrs. Marinell Music nominated Mr. Jeff Pena for President of the board.

Mr. Kenny Hayes and Mrs. Lesa Girouard nominated Mr. Trey Sullivan for President of the board.

Jeff Pena was voted President by a 3 to 2 vote

Mr. Jeff Pena, Mr. Ed Garcia, Mrs. Marinell Music, Mrs. Lesa Girouard and Mr. Kenny Hayes nominated Mrs. Marinell Music for Vice President of the board. **Mrs.**

Marinell Music was voted Vice President by a 5 to 0 vote.

Mr. Jeff Pena, Mr. Ed Garcia, Mrs. Marinell Music, Mrs. Lesa Girouard and Mr. Kenny Hayes nominated Mr. Mingo Marquez for Treasurer of the board. **Mr. Mingo Marquez was voted Treasurer by a 5 to 0 vote.**

Mr. Ed Garcia, Mr. Jeff Pena, Mrs. Marinell Music, Mrs. Lesa Girouard and Mr. Kenny Hayes nominated Mrs. Lesa Girouard for Secretary of the board. **Mrs. Lesa Girouard was voted Secretary by a 5 to 0 vote.**

B) Discussion and Possible Action for Mr. Campbell to discuss business plan on 602 West First Street.

Mr. Gardner Campbell said last time he went up to talk to the board a new packet/agreement was put together and did a deed on the property of the new home he was building. Mr. Campbell said he has had a few delays the home that was built with the idea of selling did not work the people that went to look at it with the realtor they were not happy with the conditions of the river in front of it and have been working for four years to get this problem solved. Mr. Campbell stated the City is dealing with the railroad, have gone through changes of City Managers, changes in president and members of the EDC and most times when he goes to the

board sometimes the board members do not know about his agreements or projects. Mr. Campbell said he opted to rent for \$1,600 and could not rent it for that amount till finally he got a good tenant that is on a three-year lease for \$1,300 a month. Mr. Campbell asked Mr. Chris Duncan he has not seen that packet/agreement that was agreed on the last time and wants to know if he has a copy of a signed agreement.

Mr. Chris Duncan if there is a signed copy Mr. Courtland Holman would have it and would be in the EDC files.

Mr. Campbell said a thumb drive will be provided next week that will show every receipt, files, closing statements and everything on the houses Mr. Campbell said he decided to live in 602 West First Street and on the document, it will show the total amount invested in the property as of today. Mr. Campbell said he would like to purchase the lot in front of 602 West First Street so he can put a boat dock in and possibly a boat house in the future. Mr. Campbell asked the board if they could sell him the lot in front of 602 West First Street so he can move further with his development in that neighborhood.

Mr. Chris Duncan said the original agreement was Mr. Campbell owns four of the six lots and the agreement says when he built a house that had a specific value of \$160,000 in improvements he would get the lot behind it that would make it a riverfront house.

Mr. Campbell said the reason of having to do redo the first agreement is because it never got finalized and a quorum was not being met almost a whole year before being able to get the group together to have the full discussion. Mr. Campbell stated he took the paper work of his agreement to his attorney and he looked at it and said there was a lot of contradiction and said it is not legal. Mr. Campbell said after that he took it back to the board to discuss it and everybody read it and the language was going to be straightened in between two paragraphs but he said he does not know that he ever saw that agreement.

Mrs. Marinell Music said she thinks it is best to get the agreement found and see what the status is if it has been signed or not. Mrs. Marinell Music said she personally has no issues with selling the three lots because she sees it does no good to anybody else other than Mr. Campbell. Mrs. Marinell Music stated she knows and sees Mr. Campbell does excellent work and also has good product that he puts out.

Mr. Ruben Renobato said he would hate to think the EDC is doing business based on unsigned agreements and if such thing happens then is the EDC board that careless in the way business is done.

Mr. Chris Duncan said just for clarification the board does have signed agreements and have signed multiple of agreements with Mr. Campbell and some have been modified and he said they are some agreements with a mistake and is not certain of what he is talking about. Mr. Duncan said the original deal was he would be able to buy the waterfront property at a very cheap price in exchange of building houses at a certain value.

MOTION made by Mr. Ed Garcia to table discussion and possible action for Mr. Campbell to discuss business plan on 602 West First Street, **seconded** by Mr. Jeff Pena. Motion **PASSED** unanimously.

C) Discussion and Action for support letter from the FEDC board with the Main Street grant application.

Mr. Courtland Holman said he has worked with Mrs. LeAnn Strahan (Destinations Direct of the City) on the grant that is being worked on for the Main Street. Mr. Courtland Holman said it is a letter that would be sent to the Main Street Organization asking for not only the FEDC support but also the Historical Commission and supporting their request for a grant.

Mrs. Marinell Music asked Mr. Courtland if all that is being asked is for the EDC to generate support letter to go along with the grant application.

Mr. Courtland Holman replied to Mrs. Marinell and said yes, the more support letters they can receive from the City the better the opportunity to receive a grant.

Mr. Kelty said Mr. Courtland Holman is not submitting an application for the grant but is submitting an application to join the Main Street.

MOTION made by Mr. Kenny Hayes to submit support letter from the FEDC board with the Main Street grant application, **seconded** by Mr. Jeff Pena. Motion **PASSED** unanimously.

D) Discussion and Action for Letter to Governor to include Downtown Zone in the Severely Distressed New Market Tax Credit zone as it borders the existing SDNMTC at Second street northward in order to attract financial investment.

Mr. Courtland Holman said he is requesting another support letter. Mr. Courtland Holman said a TIRZ has already been created downtown to try to get additional funding to attract development which is one step. Mr. Courtland Holman stated this is another potential step that can obtain possible tax credit allocation. Mr. Holman said the City and possible county commissioners would have to approve this.

Mr. Jeff Pena asked Mr. Courtland Holman if this is the final version and if instead of only having the board president if it is possible to have it signed by the board officers also.

Mr. Courtland Holman replied to Mr. Jeff Pena and said it is not the final version changes can be made to the letter and it is no problem having the board officers' signatures on the letter also.

MOTION made by Mrs. Lesa Girouard to submit letter to Governor to include Downtown Zone Severely Distressed New Market Tax Credit zone as its borders the existing SDNMTC at Second street northward in order to attract financial investment, **seconded** by Mr. Kenny Hayes. Motion **PASSED** unanimously.

E) Discussion development of 2020-2021 Budget that must be approved by September regular board meeting prior to City Council meeting.

Mr. Courtland said a subcommittee will be able to look over the budget and make a final recommendation to the board. Mr. Holman said the grant review committee which is the one he would like to maintain to review the budget is Mr. Ed Garcia, Mr. Mingo Marquez, Mrs. Lesa Girouard, Mr. Chris Duncan, Mrs. Stephanie Russell and the alternate being Mrs. Marinell Music.

Mrs. Marinell Music said if an alternate is needed Mr. Jeff Pena volunteered for this position.

MOTION made by Mrs. Lesa Girouard to change the alternate in the grant review committee to Mr. Jeff Pena, **seconded** by Mr. Ed Garcia. Motion **PASSED** unanimously.

F) Update to Pop Box.

Mr. Chris Duncan said the Pop Box is a modified shipping container that is developed into a mobile pop up vendor size of market and the plan is to have several of these to make it into an attraction. Mr. Duncan said the first Pop Box was delivered this afternoon and is by where the old Freeport Community House is located. Mr. Duncan said applications will be taken from Freeport owned businesses whether it is an existing business, a former business or wanting to start a new business. Mr. Duncan said the intention is to not charge any rent but their will be mandatory hours if occupied the business will have to be open certain days and certain hours. Mr. Duncan said any items can be sold in this pop box. Mr. Duncan said this is only intended for Freeport citizens. Mr. Duncan said the subcommittee

will develop the agreements, documents, and procedures. Mr. Duncan stated he would like for the pop box to be occupied by September 1st, 2020. Mr. Duncan asked the board for permission to do a press release to the Facts with some good photos once applications have been submitted and the logo has been added to the pop box.

Mr. Holman said they are also other options such as Hispanic Chamber of Commerce and Brazoria County Alliance to promote the Pop Box.

Mr. Duncan said the intention of this is to benefit as many businesses in the City of Freeport.

VI. EXECUTIVE SESSION-ADJOURN INTO EXECUTIVE SESSION

It is now 7:19 p.m. and I hereby recess the regular session of the Freeport Economic Development Corporation August 18, 2020 meeting and do hereby convene an executive session, said executive session authorized under the following sections of the Texas Government Code: (1) Government Code, Section 551.087 (Economic and Community Development Matters), 551.072 (Deliberations about Real Property), 551.074 (Personnel Matters).

In Accordance with the Texas Government Code:

A. Section 551.087 (Economic and Community Development Matters)

- 1. Update on Project Sky High**
- 2. Discuss potential plans or disposition regarding 318 Second Street**
- 3. Update on Project Wing Tips**
- 4. Update on Hotel Development**
- 5. Update on Realty World**

Reconvene into Open Session

Board President's statement:

It is now 9:05 p.m. and I hereby close the executive session of the Freeport Economic Development Corporation and do hereby reconvene the regular open session

Discussion and Action

1. Possible action regarding Executive Director's Annual Review

MOTION made by Jeff Pena made a motion to table this item and to be rescheduled for special board meeting next week, **seconded** by Mr. Mingo Marquez. Motion **PASSED** unanimously.

2. Possible action regarding potential plans or disposition regarding 318 Second Street

MOTION made By Mr. Ed Garcia made a motion to table this item and to be rescheduled for special board meeting next week, **seconded** by Mr. Jeff Pena. Motion **PASSED** unanimously.

3. Discussion and possible action on Realty World

No Action

VII. EXECUTIVE DIRECTOR'S REPORT

Directors Report given by FEDC Director Courtland Holman.

VIII. ADJOURN

MOTION made by Jeff Pena to adjourn the meeting, **seconded** by Mr. Mingo Marquez. Motion **PASSED** unanimously.

Lesa Girouard
Secretary

V-b

THE CITY OF FREEPORT ECONOMIC DEVELOPMENT CORPORATION

BYLAWS

ARTICLE 1

PURPOSE AND POWERS

Section 1.01 - Purpose. The Corporation is incorporated for the purposes set forth in its Articles of Incorporation, the same to be accomplished on behalf of the City of Freeport, Texas (the "City") as its duly constituted authority and instrumentality in accordance with the Texas Development Corporation Act of 1979, as mandated, by the Texas Development Act, Texas Local Government Code Title 12, Section 501 et. seq., as amended (the "Act"), and other applicable laws; for all other purposes allowed by law as permitted by the Development Corporation Act as it now exists or is hereafter amended. The Corporation shall be a non-profit corporation as defined by the Internal Revenue Code of 1986, as amended, and the applicable regulations of the United States Treasury Department and the rulings of the Internal Revenue Service of the United States prescribed and promulgated there under.

Section 1.02 - Power. In the fulfillment of its corporate purpose, the Corporation shall be governed by Section 4B of the Act, and shall have all the powers set forth and conferred in its Articles of Incorporation, in the Act, and in other applicable law, subject to the limitations prescribed therein and herein and to the provisions thereof and hereof.

ARTICLE 2

OFFICES

The principal office of the Freeport Economic Development Corporation (the "Corporation") shall be at the City of Freeport, Texas.

ARTICLE 3

BOARD OF DIRECTORS

Powers, Number and Term of Office.

Section 3.01 The property and affairs of the Corporation shall be managed and controlled by a Board of Directors (the "Board") which shall be composed in its entirety of persons appointed by, and whose terms of office shall be fixed by, the governing body of the City of Freeport, Texas ("the City") and, subject to the restrictions imposed by the law, by the Articles of Incorporation, and by these Bylaws, the Board shall exercise all of the powers of the Corporation and do all lawful acts.

Section 3.02 The Board shall consist of seven (7) directors each of whom shall be appointed by the City Council of the City of Freeport. Such appointment shall be for a term of two years. Board terms shall be staggered such that the terms of three (3) directors shall expire in even years and the terms of four (4) directors shall expire in odd years.

Section 3.03 Any director may be removed from office by the City Council at any time without cause.

Section 3.04 Vacancies in the Board, including vacancies to be filled by reason of an increase in the number of directors, shall be filled for the unexpired term by the appointment of successor directors by the governing body of the City.

Section 3.05 The property and business of the Corporation shall be managed by the Board which may exercise all powers of the Corporation and do all lawful acts

Section 3.06 Directors shall receive no compensation for services as rendered as directors but shall be reimbursed for all reasonable expenses incurred in performing their duties as directors.

Section 3.07 The City Council of the City of Freeport may name a City Council member to serve as the "Council Liaison" with the Freeport Economic Development Corporation. The Council Liaison, and the City Manager of the City of Freeport, or if designated by the City Manager, the Assistant City Manager, shall serve as "ex officio" members of the Board of Directors. Ex officio members shall not be included in the calculation of a quorum, and shall not have any rights of a board member, except the right to attend open board meetings. Such Ex officio members shall attend closed sessions of board meetings unless a majority of a quorum of the Board of Directors attending such closed session votes to exclude them.

Meetings of Directors.

Section 3.08 For meetings of the Board, notice thereof shall be provided as set forth in accordance with the Texas Government Code 551.001. Any member of the Board, officers of the Corporation or Executive Director, may have an item placed on the agenda by delivering the same in writing to the Secretary of the Board or the Executive Director no less than three (3) calendar days prior to the date of the Board meeting. Each agenda of a Board meeting shall contain an item, entitled "Citizens Forum", to allow public comment to be made by the general public concerning Board related matters. However, no official or formal action or vote may be taken on any comment made by citizens during Citizens Forum.

Section 3.09 The board shall hold regular and special meetings, in the corporate limits of the City, at such place or places as the Board may from time to time determine, and in conformance with the Texas Open Meetings Act.

Section 3.10 The annual meeting of the board shall be held on the first regularly scheduled meeting date in June of each year, if not legal holiday and if a legal holiday, then at the next regular business day following, at 6:00 o'clock p.m., or at such time and place as shall be fixed by the consent in writing of all the directors.

Section 3.11 Attendance. Directors must be present in order to vote at any meeting. Regular attendance at Board meetings is required of all directors. The position of any director shall be considered vacant should the director have three (3) consecutive absences from Regular meetings

or four (4) absences from Regular meetings in any twelve (12) month period.

Notice and Calling of Meetings.

Section 3.12 Regular meetings, other than the annual meeting, may be held without specific notice to Board members at such time as shall from time to time be determined by resolution of the Board.

Section 3.13 Special meetings of the Board may be called by the President on three days notice to each director, either personally or by mail or by electronic mail; special meetings shall be called by the President, Secretary, or Executive Director in like manner on the written request of two or more directors. The secretary or the Executive Director shall give written notice to each director of each special meeting in person, by email, or facsimile transmission.

Section 3.14 Attendance of a director at a meeting shall constitute a waiver of notice of such meeting, except where such director attends a meeting for the express purpose of objecting to the transaction of any business on the grounds that the meeting is not lawfully called or convened. A waiver of notice in writing, signed by the person or persons entitled to said notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

Section 3.15 All meetings and deliberations of the Board shall be called, convened, held, and conducted, and notice shall be given to the public, in accordance with the Texas Open Meetings Act. Texas Government Code 551.001, et seq.

Section 3.16 - Quorum Attendance by 4 or more regular directors, shall constitute a quorum for the conduct of the official business of the Corporation. Ex officio members shall not be included in the calculation of a quorum. The act of a majority of the directors present at a meeting at which a quorum is in attendance shall constitute the act of the Board and of the Corporation, unless the act of a greater number is required by law. If a quorum shall not be present at any meeting of the directors, the directors' present thereat may recess the meeting for time to time, without notice other than announcement at the meeting, until a quorum shall be present.

Section 3.17 - Conduct of Business. At the meeting of the Board, matters pertaining to the business of the Corporation shall be considered in accordance with rules of procedures as from time to time prescribed by the Board. At all meetings of the Board, the President of the board shall preside. The secretary of the Corporation shall act as secretary of all meetings of the Board, but in the absence of the secretary, the presiding officer may appoint any person to act as secretary of the meeting.

Section 3.18 - Committees of the Board. The Board may, by resolution or resolutions adopted by a majority vote of a quorum of the Board at a Regular board meeting, establish one or more committees, each committee to consist of not more than three of the directors of the Corporation, and any such other individuals, the Board deems advisable. Such committee or committees shall have such name or names, and such powers, as may be determined from time to time by resolution adopted by the Board of Directors. It is provided, however, that all final, official actions of the Corporation may be exercised only by the Board.

ARTICLE 4

NOTICES

Section 4.01 Whenever under the provisions of the statutes or the Bylaws, notice is required to be given to any director, it shall not be construed to mean personal notice, but such notice may be given in writing, by mail, or by electronic mail, addressed to such director at such address as appears on the books of the Corporation, and such notice shall be deemed to be given at the time when the same shall be thus mailed, or sent by electronic mail.

Section 4.02 Whenever any notice is required to be given under the provisions of the statutes or of these Bylaws, a waiver thereof in writing signed by the person or persons entitled to said notice, whether before or after the time stated therein, shall be deemed equivalent thereto.

ARTICLE 5

OFFICERS

Section 5.01 The officers of the Corporation shall be chosen by the Board. The board shall choose from its members a President and Vice President. The Board shall also choose a Secretary and a Treasurer who may or may not be members of the Board. Any two or more offices may be held by the same person, except the office of President and Secretary. If a Secretary or Treasurer is not a board member, then they shall not be included as voting members of the Board.

Section 5.02 The Board shall choose such officers at its first meeting and at each annual meeting.

Section 5.03 The officers of the Corporation chose pursuant to Section 4.02 shall serve until the next annual meeting of the Board thereafter or until their successors are chosen and qualified in their stead.

Section 5.04 The Board may appoint such other officers and agents as it shall deem necessary, who shall hold their offices for such terms and shall exercise such powers and perform such duties as shall be determined for time to time by the Board.

Section 5.05 Any officer elected or appointed by the Board may be removed at any time by the affirmative vote of a majority of the whole Board. If the office of any officers becomes vacant for any reason, the vacancy shall be filled by the Board.

Section 5.06 Officers shall not receive any salary or compensation for their services, except that they may be reimbursed for their actual expenses incurred in the performance of their official duties as officers.

PRESIDENT

Section 5.07 The president shall be the chief operating executive officer of the Corporation, and, subject to the paramount authority of the Board, the president shall be in general charge of the properties and affairs of the Corporation, and execute all contracts, conveyances, franchises, bonds, deeds, assignments, mortgages, notes and other instruments in the name of the Corporation. The President shall serve as Chairman of the Board of Directors.

VICE PRESIDENT

Section 5.08 The vice president shall have such powers and duties as may be prescribed by the Board and shall exercise the powers of the president during that officer's absence or inability to act, in their respective order. Any action taken by the vice president in the performance of the duties of the president shall be conclusive evidence of the absence or inability to act of the president at the time such action was taken.

TREASURER

Section 5.09 The treasurer shall be the Chief Fiscal Officer of the Corporation, and shall have the responsibility to see to the handling, custody and security of all funds and securities of the Corporation in accordance with these Bylaws. When necessary or proper, the treasurer may, as set forth herein, endorse and sign, on behalf of the Corporation, for collection or issuance, checks, notes and other obligations in or drawn upon such bank, banks or depositories as shall be designated by the Board consistent with these Bylaws. The treasurer shall see to the entry in the books of the Corporation full and accurate accounts of all moneys received and paid out on account of the Corporation. The treasurer shall, at the expense of the Corporation, given such bond for the faithful discharge of his duties in such form and amount as the Board or the City Council may require.

SECRETARY

Section 5.10 The Secretary attend all meetings of the Board and shall record all votes and keep the minutes of all meetings of the board, shall give and serve all notices, may sign with the president in the name of the Corporation, and/or attest the signature thereto, all contracts, conveyances, franchises, bonds, deeds, assignments, mortgages, notes and other instruments of Corporation shall have charge of the corporate books, records, documents and instruments, except the books of account and financial records and securities, and such other books on paper as the Board may direct, all of which shall at all reasonable times be open to public inspection upon application at the office of the Corporation during business hours, and shall in general perform all duties incident to the office of secretary subject to the control of the Board.

Section 5.11 Conflict of Interest Conflicts of interest for officers or directors, shall be determined pursuant to Local Government Code 171.001, et seq. As now enacted or hereafter amended or by more stringent rules if so adopted by the board of directors.

ARTICLE 6

FUNCTIONAL CORPORATE DUTIES AND REQUIREMENTS

Section 6.01 No dividends shall ever be paid by the Corporation and no part of its net earnings remaining after payment of its expenses shall be distributed to or inure to the benefit of its directors or officers or any individual, firm, corporation, or association. No part of the Corporation's activities shall be carrying on propaganda, or otherwise attempting to influence legislation, and it shall not participate in or intervene in (including the publishing or distributing of statements), any political campaign on behalf of or in opposition to any candidate for public office.

Section 6.02 Annual Corporate Budget Prior to the commencement of each fiscal year of the Corporation, the Board shall adopt a proposed budget of expected revenues and proposed expenditures for the next ensuing fiscal year. The budget shall contain such classifications and shall be in such form as may be prescribed from time to time by the City Council.

Books, Records, Audit.

Section 6.03 The Corporation shall keep and properly maintain, in accordance with generally accepted accounting principles, complete books, records, accounts, and financial statements pertaining to its corporate funds, activities, and affairs.

Section 6.04 The books, records, accounts, and financial statements of the Corporation may be maintained for the Corporation by the accountants, staff and personnel of the City.

Section 6.05 The Corporation, shall cause its books, records, accounts, and financial statements to be audited at least once each fiscal year by an outside, independent, auditing and accounting firm selected by the City Council. Such audit shall be at the expense of the Corporation.

Deposit and Investment of Corporate Funds.

Section 6.06 All proceeds from loans or from the issuance of bonds, notes, or other debt instruments ("Obligations") issued by the Corporation shall, be deposited and invested as provided in the resolution, order, indenture, or other documents authorizing or relating to their execution or issuance.

Section 6.07 Subject to the requirements of contracts, loan agreements, indentures or other agreements securing Obligations, all other moneys of the Corporation, if any, shall be deposited, secured, and/or invested in the manner provided for the deposit, security, and/or investment of the public funds of the City.

Section 6.08 The Board shall designate the accounts and depositories to be created and designated for such purposes, and the methods of withdrawal of funds therefrom for use by and for the purposes of the Corporation upon the signature of its treasurer and such other persons as the Board shall

designate.

Section 6.09 Bank Accounts All funds of the Company, that are not invested, shall be placed in a bank or financial institution selected by the Board of Directors, and held exclusively in the name of the Corporation.

Section 6.10 Checks All checks or demands for money and notes of the Corporation shall be signed by such office or officers or such other person or persons as the Board may from time to time designate, provided that no event shall a check be negotiable until it is signed by at least one officer.

Section 6.11 Expenditures of Corporate Money The sales and use taxes collected pursuant to Section 4B of the Act and the proceeds from the investment of funds of the Corporation, the proceeds from the sale of property, and the proceeds derived from the sale of obligations, may be expended by the Corporation for any of the purposes authorized by the Act, and to the following limitations:

Expenditures that may be made from a fund created with the proceeds of Obligations, and expenditures of moneys derived from sources other than the proceeds of Obligations may be used for the purpose of financing or otherwise providing one or more "Projects" as defined in Section 4B of the Act;

All other expenditures shall be made in accordance with and shall be set forth in the annual budget required, pursuant to budget amendment or or in contracts meeting the requirements of this Article;

Section 6.12 - Issuance of Obligations By resolution of the Board, the officers of the Corporation may through Bonds, Notes and other forms of debt instruments obligate the Corporation to pay the cost of projects.

Section 6.13 - Contracts for Service The Corporation may contract with any qualified and appropriate person, association, corporation or governmental entity to perform and discharge designated tasks which will aid or assist the Board in the performance of its duties, and for promotional purposes consistent with the purposes, and subject to the limitations, set out in the Development Corporation Act. However, no such contract shall ever be approved or entered into which seeks or attempts to divest the Board of Directors of its discretion and policy-making functions in discharging the duties hereinabove set forth in this section. If advertising for bids for services is required, the Corporation shall comply with all such bidding procedures.

ARTICLE 7

MISCELLANEOUS PROVISIONS

Section 7.01 - Principal Office.

The principal office and the registered office of the Corporation shall be the registered office of the Corporation specified in the Articles of Incorporation.

The Corporation shall have and shall continually designate a registered agent at its registered office,

as required by the Act.

Section 7.02 - Fiscal Year. The fiscal year of the Corporation shall be the same as the fiscal year of the City.

Section 7.03 - Seal. The seal of the Corporation shall be determined by the Board.

Section 7.04 - Resignations. Any directors or officers may resign at any time. Such resignation shall be made in writing and shall take effect at the time specified therein, or, if no time be specified; at the time of its receipt by the president or secretary. The acceptance of resignation shall not be necessary to make it effective, unless expressly so provided in the resignation.

Section 7.05 - Approval or Advice and Consent of the City Council. To the extent that these Bylaws refer to an approval by the City or refer to advice, approval or consent by the Council, such advice, approval or consent shall be evidenced by a certified copy of resolution duly adopted by the City Council.

Section 7.06 - Services of City Staff and Officers. Subject to the approval of the City Council, the Corporation may have the right to utilize the services and the staff and employees of the City, provided (i) that the Corporation shall pay reasonable compensation to the City for such services, and (ii) the performance of such services does not materially interfere with the other duties of such personnel of the City.

Section 7.07 - Executive Director. The Board of Directors may elect to employ an executive director who shall serve at the direction of the Board of Directors with a voice and no vote at meetings of the Board of Directors.

Section 7.08 - Indemnification of Directors, Officers and Employees.

As provided in the Act and in the Articles of Incorporation, the Corporation is, for the purposes of the Texas Tort Claims Act (Subchapter A, Chapter 101, Texas Civil Practices and Remedies Code), a governmental unit and its actions are governmental functions.

The Corporation may indemnify each and every member of the Board, its officers, and its employees, and each member of the City Council and each employee of the City, to the fullest extent permitted by law, against any and all liability or expense, including attorney's fees, incurred by any of such persons by reason of any actions or omissions that may arise out of functions and activities of the Corporation. The attorney for the Corporation is authorized to provide a defense for members of the Board, officers and employees of the Corporation.

Section 7.09 - Severability. It is hereby declared to be the intention of the "Bylaws" that sections, paragraphs, sentences, clauses, phrases of this document are separable, and if any phrase, clause, sentence, paragraph, or section of this incorporation shall be declared unconstitutional or invalid by the valid judgement or decree of any court of competent jurisdiction, such unconstitutional or invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs, or sections of this incorporation, since the same would have been enacted by the Board of Directors without the incorporation of unconstitutional or invalid phrases, clauses, sentences, paragraphs, or sections.

Section 7.10 - Gifts. The Board may accept on behalf of the Corporation any contribution, gift, bequest, or device for the general purpose or for any special purposes of the Corporation.


ARTICLE 8

EFFECTIVE DATE, AMENDMENTS

Section 8.01 - Effective Date. These Bylaws shall become effective upon the occurrence of the following events: (1) the adoption of these Bylaws by the Board; and (2) the approval of these Bylaws by the City Council.

Section 8.02 - Amendments to Articles of Incorporation and Bylaws. The Articles of Incorporation of the Corporation and these Bylaws may be amended only in the manner provided in the Articles of Incorporation and the Act.

ADOPTED AND APPROVED this 12 day of November, 2019.


Trey Sullivan, President

	Term Cycle	Year	11-Jun-19	11-Jul-19	13-Aug-19	15-Aug-19	10-Sep-19	15-Oct-19	5-Nov-19	12-Nov-19	12/10/2019	1/4/2020	2/11/2020	3/17/2020	4/14/2020	4/21/2020	4/27/2020	5/12/2020	6/2/2020	6/9/2020	6/18/2020	6/23/2020	7/7/2020	7/14/2020	7/20/2020	7/20/2020 Noon	8/18/2020	2019- 2020 Year Excused Absent	2019-2020 Year Unexcused Regular	2020- 2021 Year Excused Absent	2020-2021 Year Unexcused Regular								
Teri Sullivan	Vote	B	2019-2020	Notified	Notified	Notified	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Absent/notified	2	0	0	1								
EJ Garcia	Vote	B	2019-2020	X	X	X	X	X	Absent	Doctors	X	X	X	Doctors	X	X	Absent	X	X	X	X	X	X	X	X	X	X	X	2	0	0	0							
Margo Langman	Vote	A	2019-2021	X	X	X	X	UE-Absent	X	X	X	X	UE-Absent	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	0	2	0	0				
Kenny Fayer	Vote	A	2019-2021	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent	Mark F-UE Absent				
Jeff Ryan	Vote	B	2019-2020	X	Notified	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	0	0	0		
Lesla Oswald	Vote	A	2019-2021	X	X	X	X	X	UE-Absent	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	0	1	0	0	
Marnell Mabe	Vote	A	2019-2021	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	1	0	0	0
Kenneth Green	Advisory			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	0	0	0	

COMMENTS:

For Board Year Starting on June 2019 through May 2020

Excuse Absence is where ED Executive Director is notified in advance of posting agenda by Friday week prior to meeting or 72 hours prior to posting as a quorum must be available for Regular Scheduled meeting at the Second Tuesday of the Month.

If quorum is not present prior to posting of agenda then meeting can be rescheduled.

Un-excused Absence is where ED Executive Director is notified after agenda is posted or no notice.

Special Meetings do not count towards attendance.

For Board Year from June 2018 through May 2019

I had to assume that the second Tuesday of the Month was the regular board meeting and all others were special even though the agenda did not indicate this in writing.

I have no knowledge of the or the situation of absences.

Lesla and Marnell started on 2/20/2019

Kenny started on 11/5/2019

Committees

See Committee Tab

Attendance

See Board 2019 - 2020 Kenny Start Tab

V- c

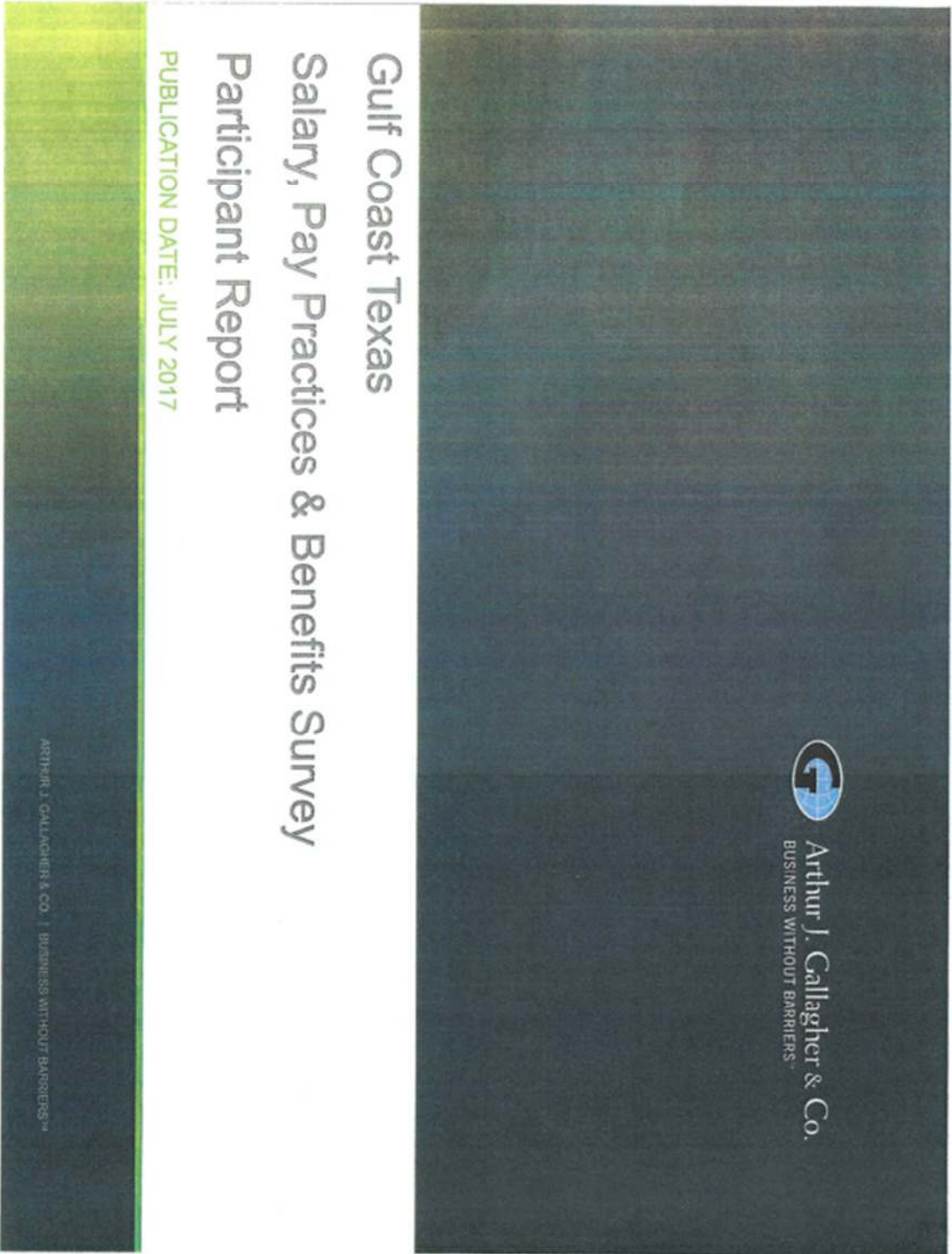
	Grant and Contract Review	EDC Project 1 as proposed by Chris Duncan	EDC Project 2 as proposed by Jeff Pena
Trey Sullivan			
Ed Garcia	x	X	x
Mingo Marquez	x	Alt	x
Kenny Hayes			
Jeff Pena	Alt		x - Lead
Lesla Girourd	x	x	
Marinell Music		x	Alt
Kenneth Green			
Tim Kelty			
Chris Duncan	x	x- LEAD	
Stephanie Russell	x		
EDC Projects 1 -	Fog on River, Modular Retail Boxes		
EDC Projects 2-	City WIFI, Development of Bryan Beach, Downtown Street and Bridge Lighting		

V-g

	FY17-18 Actual	FY18-19 Actual	FY19-20 Estimate	FY19-20 Original Budget	FY20-21 Proposed Budget	Increase/ (Decrease)
REVENUE						
Sales Tax	1,072,577	1,067,322	958,618	1,200,000	1,070,000	(130,000)
Interest Income	-	-	-	120	120	-
Miscellaneous	4,476	2,503	-	-	-	-
Sale of Property	-	8,500	-	-	-	-
TOTAL REVENUE	1,077,053	1,078,325	958,618	1,200,120	1,070,120	(130,000)
EXPENDITURES						
Salaries and Benefits						
Salaries	51,178	67,238	93,150	93,150	147,070	53,920
Education Pay	-	981	1,500	1,500	3,000	1,500
Longevity	192	180	-	68	60	(8)
Auto Allowance	-	2,308	6,000	3,600	6,000	2,400
Cell Phone Allowance	-	250	600	600	1,200	600
Overtime	-	-	-	-	1,000	1,000
FICA & Medicare	4,179	5,155	6,775	7,500	12,112	4,612
Group Insurance	17,449	7,794	11,901	9,800	22,198	12,398
TMRS	8,213	10,299	13,942	14,000	22,839	8,839
Workmen's Comp	-	159	-	270	125	(145)
Unemployment	-	-	-	120	175	55
Subtotal Salaries and Benefits	81,211	94,364	133,868	130,608	215,779	85,171
Supplies						
Office- Computer Supplies	2,811	2,436	442	2,000	3,500	1,500
Postage-Shipping	50	-	46	200	200	-
Books, Publications, Subscription	-	197	(101)	3,000	2,000	(1,000)
Printing & reproduction	505	-	-	500	500	-
Furniture and Fixtures	-	179	-	1,000	500	(500)
Other Supplies	-	757	583	800	800	-
Subtotal Supplies	3,366	3,569	970	7,500	7,500	-
Services						
Water	-	-	-	300	300	-
Professional Services NOS	13,350	57,956	79,827	297,000	298,250	1,250
Bank Services	300	63	-	100	100	-
Professional Services, Auditor	-	-	-	4,000	4,000	-
Professional Services, Legal	26,639	41,583	34,838	30,000	30,000	-
Advertising	-	35,100	65,000	65,000	87,900	22,900
Marketing	6,443	2,500	5,000	20,000	20,000	-
Special Projects	-	24,969	2,310	267,500	300,500	33,000
Electricity	1,027	-	-	2,000	2,000	-
Other Services	47,969	1,300	10,000	43,075	38,000	(5,075)
Subtotal Services	95,728	163,471	196,975	728,975	781,050	52,075
Miscellaneous						
Seminars, Dues, Travel	610	12,737	8,928	27,000	24,860	(2,140)
Insurance, property	-	-	218	-	-	-
Other Sundry	18,710	100	1,500	1,000	1,000	-
Subtotal Miscellaneous	19,320	12,837	10,646	28,000	25,860	(2,140)
Debt Service						
Principal	838,363	277,849	774,277	160,000	-	(160,000)
Interest Expense	64,406	34,755	4,118	65,000	-	(65,000)
Due to City	-	-	50,000	50,000	-	-
Subtotal Debt Service	902,769	312,604	828,395	275,000	-	(225,000)
Capital Outlay	-	-	-	-	150,000	150,000
TOTAL EXPENDITURES	1,102,394	586,844	1,170,854	1,170,083	1,180,189	60,106
NET REVENUE LESS EXPENDITURE	(25,341)	491,481	(212,236)	30,037	(110,069)	(190,106)
BEGINNING FUND BALANCE	263,701	238,360	729,840	729,840	517,605	
ENDING FUND BALANCE	238,360	729,840	517,605	759,877	407,536	
25% Operating Reserve	275,599	146,711	292,713	292,521	295,047	
Unassigned Fund Balance	(37,239)	583,129	224,891	467,357	112,488	

Other Services	
ED Video	24,000
CivicPlus Annual Contract	5,000
GIS Zoom Prospector (annual)	9,000
Total	38,000
Professional Services	
Retail Demographic Data - Retail Strategies	50,000
TIRZ	30,000
Downtown Revitalization Plan	110,000
Parks Master Plan	45,000
Annexation Plan	30,000
Mark Derrigo (DDS) trade area study/grocery	9,000
New Contract MISC	8,000
Azimuth Grant Service \$7500 + management 10%	16,250
Total	298,250
Training	
Misc. training	1,800
TEDC Board - Online Oct 5 - 9th	500
TEDC Board - Sales Tax Workshop ZOOM Oct 9-23	360
ICSC Dallas - Group of 5 January 2021 TBD	4,500
ICSC Vegas - Group of 5 May 2021 TBD	9,000
Additional Training TBD (Retreat)	8,700
Total	24,860
Marketing	
Local Community Outreach & Public Engagement	5,000
Local Mixer	3,000
Business attraction and met and greet	12,000
Total	20,000
Publications (Advertising)	
Cornett Publishing - Expansion Solutions	30,000
Multiview	12,000
FDI Alliance	25,000
Conway Data - Texas Wide Open	10,000
GHP Economic Guide	0
Business Xpansion Journal	900
Local Publication for Public Notices	3,000
New Publication Contract	5,000
Support Downtown - Window signage	2,000
Total	87,900
Capitol Outlay	
City Project - Memorial Park Improvements/ Fountain or Other City/EDC project	150,000
Total	150,000
Grants / Projects	
Business Improvement Grant	67,500
Grant 1 - TBD	100,000
Grant 2 - TBD	75,000
Popup (5)	45,000
Living Brazos	10,000
Support Downtown - WayFind, Billboard	3,000
Total	300,500

Freeport Economic Development Corporation							
FY2020-2021 Proposed Budget							
Salary and Benefit Details							
Account	Director	Potential Increase Including COLA 10%	Subtotal ED Director	New Position	Discretionary including COLA 5%	Subtotal New Position	Grand Total
Current Salary	90,745		90,745	45,000		45,000	135,745
Potential Increase		9,075	9,075		2,250	2,250	11,325
Salaries/ Wages	90,745	9,075	99,820	45,000	2,250	47,250	147,070
Education Pay	1,500		1,500	1,500		1,500	3,000
Longevity	60		60	0		0	60
Auto Allowance	6,000		6,000	0		0	6,000
Cell Phone Allowance	600		600	600		600	1,200
Overtime			0		1,000	1,000	1,000
FICA & Medicare	7,566	694	8,260	3,603	249	3,852	12,112
Group Insurance	11,099		11,099	11,099		11,099	22,198
TMRS	14,267	1,309	15,576	6,794	469	7,263	22,839
Workmen's Comp	97		97	28		28	125
Unemployment	119		119	57		57	175
Total	132,053	11,078	143,131	68,681	3,967	72,648	215,779



Survey Methodology

- FLG developed a survey questionnaire to collect salary, pay practices and benefits data in a fashion that were standard and easy to quantify and analyze.
- Results include data from selected comparator organizations.
 - Seventy-four organizations were asked to participate; thirty-seven (37) organizations responded, a 50% response rate.
 - Public records requests for job descriptions, salaries and salary range data were submitted to the thirty-seven organizations that did not respond to the survey.
 - Thirty-three of these organizations responded to the public records requests; their salary data was data-mined and incorporated into the survey results.
 - Pay practices and benefits data was not collected from these organizations.
 - Four of these organizations did not respond to either the survey or the public records request.
- Appendix A provides a list of organizations that participated or responded to public records requests.

Summary of Salary Data

Benchmark ID	Benchmark Title	ACTUAL SALARY DATA			
		25th Percentile	Median	Average (Unweighted)	75th Percentile
CONSTRUCTION/PROJECT MANAGEMENT					
83	Construction Project Manager	\$63,326	\$75,013	\$75,120	\$87,543
84	Construction Services Manager	\$81,110	\$86,927	\$90,062	\$93,392
COURTS					
85	Court Clerk	\$31,401	\$33,894	\$35,202	\$37,954
86	Senior Court Clerk	\$39,266	\$44,762	\$45,146	\$50,138
87	Court Docket Coordinator	\$38,532	\$42,973	\$42,721	\$46,488
88	Court Services Specialist	N/A	N/A	N/A	N/A
89	Balliff	\$40,829	\$51,646	\$49,243	\$52,297
90	Warrant Clerk	\$35,188	\$40,248	\$39,925	\$44,320
91	Warrant Coordinator	N/A	N/A	N/A	N/A
92	Warrant Officer	\$47,070	\$51,064	\$56,501	\$57,179
93	Deputy Court Administrator	\$50,362	\$52,559	\$52,847	\$55,664
94	Municipal Court Administrator	\$60,188	\$72,934	\$73,826	\$84,321
ECONOMIC DEVELOPMENT					
95	Economic Development Specialist	\$43,338	\$48,993	\$47,411	\$53,887
96	Senior Economic Development Specialist	\$61,459	\$63,523	\$68,201	\$76,876
97	Economic Development Coordinator	\$58,916	\$62,385	\$68,063	\$82,160
98	Economic Development Compliance Manager	\$82,613	\$88,171	\$86,332	\$88,311
99	Business Retention Manager	\$72,800	\$80,150	\$79,262	\$83,595
100	Economic Development Partnerships Manager	\$73,090	\$88,722	\$86,798	\$94,792

*NOTE: N/A indicates that there was insufficient data reported in order to publish results.

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Summary of Salary Data

Bench ID	Benchmark Title	SALARY RANGE DATA				
		Average Range Min	Average Range Midpt	Average Range Max	Range Min Low	Range Max High
COURTS						
85	Court Clerk	\$29,711	\$36,524	\$43,580	\$24,125	\$54,683
86	Senior Court Clerk	\$35,817	\$43,457	\$53,098	\$27,082	\$66,137
87	Court Docket Coordinator	\$31,290	\$38,944	\$47,284	\$29,141	\$57,346
88	Court Services Specialist	N/A	N/A	N/A	N/A	N/A
89	Bailiff	\$41,707	\$50,511	\$59,490	\$30,992	\$76,337
90	Warrant Clerk	N/A	N/A	N/A	N/A	N/A
91	Warrant Coordinator	N/A	N/A	N/A	N/A	N/A
92	Warrant Officer	\$45,462	\$56,179	\$67,512	\$33,290	\$81,853
93	Deputy Court Administrator	\$47,743	\$58,648	\$70,105	\$34,366	\$81,640
94	Municipal Court Administrator	\$60,474	\$76,105	\$92,415	\$31,304	\$133,653
ECONOMIC DEVELOPMENT						
95	Economic Development Specialist	\$43,779	\$56,069	\$69,037	\$34,686	\$86,581
96	Senior Economic Development Specialist	\$50,319	\$63,367	\$77,745	\$45,268	\$86,063
97	Economic Development Coordinator	\$51,915	\$65,863	\$80,835	\$43,161	\$107,250
98	Economic Development Compliance Manager	\$64,964	\$84,518	\$104,073	\$57,262	\$118,105
99	Business Retention Manager	N/A	N/A	N/A	N/A	N/A
100	Economic Development Partnerships Manager	\$65,915	\$85,437	\$107,393	\$49,067	\$151,715
101	Assistant Director of Economic Development	\$67,649	\$85,980	\$101,004	\$47,798	\$122,179
102	Economic Development Director	\$90,881	\$119,117	\$147,171	\$55,850	\$208,489

*NOTE: N/A indicates that there was insufficient data reported in order to publish results.

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