

CITY OF CORPUS CHRISTI, TEXAS



MAYOR

JASON LUBY

CITY COUNCIL

DR. BILL TIPTON
MAYOR PRO TEM

EDUARDO DE ASEZ
RUTH GILL
BOB GULLEY
GABE LOZANO, SR.
EDWARD L. SAMPLE

March 30, 1977

CITY MANAGER

R. MARVIN TOWNSEND

CITY SECRETARY

BILL G. READ

CITY OFFICES

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POST OFFICE BOX 9277
PHONE (512) 884-3011
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The Honorable Arnold Gonzales
Texas House of Representatives
Post Office Box 2910
Austin, Texas 78769

Dear Representative Gonzales:

As we discussed yesterday, I am enclosing a copy of a memorandum written in October indicating that 95 out of the 116 appointments and promotions in Salary Grade 29 and above which have been made since I became city manager in January 1968 were people who resided within the city when appointed. The memorandum lists the 21 who were employed from outside, as well as all of the minority appointments made since January 1, 1968, in Grade 29 and above who are presently employed.

I am also enclosing a copy of the testimony which I presented to the Committee on Intergovernmental Affairs March 29 regarding employee residency requirements. The bill has been referred to subcommittee for further consideration. If it comes out of committee, I hope you will consider it carefully. I think that you will find that the reasons, from a community standpoint, why employees should live inside the city outweigh the complaints which you might hear about depriving an individual employee of his right to move.

Please let me know if I can be of any assistance or if you have any questions.

Sincerely,

R. Marvin Townsend
City Manager

RMT:yd

Enclosures

INTER-OFFICE COMMUNICATION

Dept. City Manager

To Honorable Mayor and Council Members

From R. Marvin Townsend, City Manager

Date October 27, 1976

Subject Appointments and Promotions Grade 29 and Above Since January 1, 1968

Since January 1, 1968, a total of 116 appointments and promotions were made to managerial level positions in Salary Grade 29 and above throughout the City. Of this total, 21 or 18% were appointees who resided outside of the City of Corpus Christi at the time of appointment or promotion. The remaining 95 appointments or 82% were residents of the City. A listing of non-resident appointments made during this time is as follows:

<u>Position</u>	<u>Grade</u>	<u>Name</u>	<u>Date</u>
Assistant City Manager	43	A. N. Walker	10-28-68
City Attorney	42	J. B. Aycok	1-5-76
Budget Director	37	M. E. Gresham	4-15-74
Director of Industrial Development	36	B. E. Allen	9-12-68
Director of Maintenance Services	36	W. N. Scarborough, Jr.	8-9-70
Director of Parks and Recreation	36	T. R. Dopson	5-5-75
City Physician		M. L. Lewis	12-1-75
Director of Personnel	34	H. C. Speed, Jr.	9-21-71
Director of Libraries	34	E. L. Whittaker	9-29-75
Senior Assistant City Attorney	33	F. H. George, Jr.	1-4-71
Senior Engineer	33	C. E. Neikirk	8-6-73
Systems Programmer	33	C. M. Pinkston, Jr.	6-21-73
Senior Engineer	33	B. W. Tibbets	4-19-71
Senior City Planner	33	B. W. McClendon	5-6-74

Honorable Mayor and Council Members
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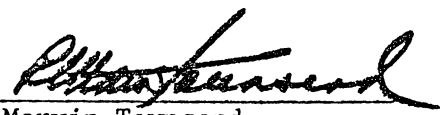
<u>Position</u>	<u>Grade</u>	<u>Name</u>	<u>Date</u>
Programs Superintendent	32	C. A. Nickerson III	11-19-73
Chief Prosecutor	31	B. L. Terry	1-4-71
Director of Programs for The Elderly	31	H. T. Martinez, Jr.	8-1-73
Attorney II	31	B. W. Monkres	12-20-71
City Planner II	31	M. G. Raasch	5-24-76
Engineer II	29	G. J. Pascador	1-12-76
Associate Curator	29	L. M. Goebel	7-1-69

The following are resident minority appointments and promotions made since January 1, 1968:

Director of Planning and Urban Development	42	E. M. Briones	8-6-73
Manpower Planning Coordinator	34	J. M. Bosquez	12-16-71
Building Official	33	N. V. Fernandez	1-7-74
Municipal Court Judge C	32	J. A. Gonzalez	10-2-75
Engineer III	31	H. Olivera	3-8-74
Sanitation Superintendent	31	C. F. Valenzuela	2-1-72
Engineer III	31	V. S. Medina	8-5-74
Engineer III	31	M. Garza, Jr.	9-11-75
Production and Supply Superintendent	31	E. E. Tercilla	1-13-75

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<u>Position</u>	<u>Grade</u>	<u>Name</u>	<u>Date</u>
Property Manager	30	R. Barrera	12-10-69
Administrative Assistant - Personnel	29	E. E. Garcia	11-1-71
Administrative Assistant III	31	P. A. King	11-3-75
Police Captain		M. M. Garza	4-12-76
Police Captain		J. M. Solis	10-9-72
Police Commander	32	O. B. Bell	1-9-76
District Fire Chief		A. S. Allen	8-6-73
District Fire Chief		V. R. Garcia	6-20-74


R. Marvin Townsend
City Manager

RMT/CS/pab

Statement in Opposition to HB 513, HB 475, and SB 189

by Marvin Townsend, City Manager, Corpus Christi
to the

Committee on Intergovernmental Affairs -- March 29, 1977

Chairman Lewis and Members of the Committee:

Whether or not Corpus Christi can require its employees to live within the city limits and be a part of the community is an important question to Corpus Christi and it should be an important question to every community concerned about its health and well being and its economic life.

The municipal government is one of the largest employers in Corpus Christi and in most cities. We seek new industry and maintain an active industrial development program. Why shouldn't we be able to keep the economic benefit of the city's own industry, its employees? It is unfair to the citizens of the city to have employees, whose salary they pay, living outside of the city but enjoying its benefits and using its services. Why provide tax supported jobs for non-taxpayers?

There is much concern in Corpus Christi to hire local residents, citizens of the City. It makes no sense to honor this concern by hiring city residents and then thwart it by allowing the employee to immediately move outside.

Corpus Christi has over 103 square miles of land with every kind of living conditions and accommodations available in the immediate area from small farm acreage to downtown apartments, from small residential lots to Ocean Drive estates, from fishing shacks to new subdivisions. Of the City's 2,842 employees who work inside the City, excluding reservoir personnel and others who live outside because of their job requirements, less than 30 employees live outside the City and 17 of these live immediately adjacent to the City in small subdivisions which will probably soon be annexed. In other words only a dozen or so employees either now have or are seeking waiver or about .4% of the employees. We have few requests for

waivers and those are carefully considered and granted only if they involve health or family property problems of long standing. The Corpus Christi system works and, we believe, is fairly managed.

It is important that the public employee be a member of the community he serves so that he can better understand its customs and needs, be more responsive to the concerns of its citizens, and feel that he is serving the community in which he lives. This may sound old-fashioned, but it makes sense.

A city's employees need to know the problems of taxes and utility bills. They need to feel they are responsible for their own money. They need to live with the regulations they enforce, whether it be police, animal control, building inspection, zoning, or any other type of rule or regulation. They need to understand the city resident's views by being one.

A more recent concern is that the city should not aid and abet those who are trying to flee school busing and community integration by allowing employees to move outside the city, which is also usually outside of the central city school district.

It seems quite clear that the welfare of the community is enhanced by having its employees live inside the city, since they are more readily available for emergency work, pay property and sales tax, are available to hear and better understand the problems of their neighbors, and can generally better participate in the community. The only arguments for not requiring individuals to live inside the city are that they can go outside the city and find cheap land or a less expensive place to live, that it is alleged to be a violation of their rights as citizens to require them to live in any certain place, or that some want to move to avoid having their children bused or attending an integrated school. It is difficult to understand why the reasons which support a residency requirement do not offset the relatively minor inconveniences which such regulations might cause to the individual

employee. Hopefully the advantages to the entire community are more important than the personal desires of a few employees.

Corpus Christi is also concerned about the availability of its employees in times of emergency. During Hurricane Beulah, Corpus Christi was cut off from access from the north and west by three roads under water for several days. Employees who were on vacation or on their days off who were north of the City were unable to return to work, some for as many as three days. If employees lived in these areas, the problem of availability during emergencies would be serious. We need to know that our employees will be available if we have another hurricane or any other type of emergency.

It is rather fundamental that a city government should be allowed to make such reasonable rules and regulations regarding its personnel as that city deems necessary. It is difficult to find any overriding state concern which justifies the State taking over the decision as to where a city's employees should live. Certainly the citizens of each community can make that decision for themselves. We ask that you leave the question of city employee residency to each city to determine. Let each city recognize its individual needs and problems and determine its residence policy accordingly.