

LEWISVILLE CITY COUNCIL
2025 ANNUAL CITY COUNCIL RETREAT

February 22, 2025

8:30 A.M.

Present:

TJ Gilmore, Mayor

Council Members:

Patrick Kelly, Mayor Pro Tem
Ronni Cade, Deputy Mayor Pro Tem
Bob Troyer
William Meridith
Brandon Jones
Kristin Green

City Staff:

Claire Powell, City Manager
Gina McGrath, Deputy City Manager
Shante Akafia, Assistant City Manager
Jim Proce, Assistant City Manager
Liz Plaster, City Attorney
Lauren Crawford, Deputy City Attorney
Jennifer Malone, Acting City Secretary

With a quorum of the Council Members present, the workshop session of the Lewisville City Council Retreat was called to order by Mayor Gilmore at 8:30 a.m. on Saturday, February 22, 2025, in the Lower Level Training Room of Lewisville City Hall, 151 West Church Street, Lewisville, Texas. City Department Heads were also in attendance.

WORKSHOP SESSION

Icebreaker

(Agenda Item A)

Alan Sims, the retreat facilitator, began with an icebreaker. Council members were asked to say one thing that they appreciate about their fellow Council members.

City Council Discussion on the Topics Listed Below:

(Agenda Item B)

**Prioritization of 2025 Vision Plan Unfinished
Items and Discussion of Strategic Focus
Areas**

Deputy City Manager Gina McGrath and Budget Manager Ashley Carlisle led a discussion regarding action priorities and received questions and comments from City Council members.

**Economic Outlook: Trends, Demographics,
and Budget Insights**

This topic will be brought to a workshop session of a future regularly scheduled City Council meeting.

Mayor Gilmore RECESSED the Workshop Session for a break at 10:16 a.m.

Mayor Gilmore RECONVENED the Workshop Session at 10:31 a.m.

Retreat Recap and Takeaways

City Manager Claire Powell presented slides and led a discussion regarding a recap of items discussed at the City Council Retreat.

Short Term Short Term Rental Update and Consideration of Future Ordinance Revisions

- Proceed with limitation of number of short term rental properties - council stated ranges were 90-150; target 130 ($0.005 \times 26,000 = 130$); bring back to Council March 3; final review of ordinance with Legal for March 3 (sent 2/21).
- Proceed with researching density options and bring back to Council.
- Proceed with public engagement.
- Fix slide - date of adoption of prohibition in the presentation stated 2/29/24; correct date verified as 2/19/24.
- Council question: "Were the bylaws/CCRs of the HOAs looked at?" - we should discuss if this is part of the outreach effort.

2035 Engagement Plan and Timeline

- Proceed with plan as presented. Continue "big" theme but make it new and dynamic
- Increase touchpoints with community.

Water Rate Structure and Rate Changes

- Proceed with conservation and rate philosophy - bring back discussion at Budget Workshop.

Mall Progress Report and Revised Site Plan

- Continue with plan - look at incorporating the current cupola, historical markers, entertainment area, addition of condos.

Acquisition of Parkland Strategy and Key Parcel Discussion

- Begin due diligence of the property purchase and connectivity improvements with those LISD parcels: Vista Ridge Elementary and LISDOLA property.
- Move forward with potential partnerships for the McDaniels master planning.
- Start community engagement in North Edmonds neighborhood.
- Continue with use of LAPS process for land acquisition data.

Affordable Housing Comparison, Update and Rehab RFP

- Continue with plan as presented.
- Keep NOFA eligibility (currently requires 80/preferred 60), but knowing Council wants to see 60 or below.
- Make sure to include a tie in creating jobs at a level to allow people to be self-sufficient in our economic development agreements and incorporate economic mobility.

Centralized Volunteer Management

- Good with plan, look into incorporating court mandated community service.
- Will try to fit into upcoming budget.

CoCare Update

- Continue with plan as presented.

Forestry Progress and Future

- Continue as presented.
- Provide specific details on potential UDC updates to protect Tree Canopy.
- Move forward with Residential Tree Planting programs thru PEP and Branch Out Pilot.
- Research development of the commercial version of RFW.
- Bring back discussion on standardizing park development agreements.
- Consider including YouTube Videos re: tree care.

Retiree Health Insurance

- Pursue Option 4 – bring back at upcoming Council meeting to implement.
- Budget ADC at 100% annually.
- Make sure to monitor annually to ensure liability is manageable.
- Will see operating budget impact in upcoming budget.
- Monitor salary savings due to retirements.

City Council DiSC Assessments

Facilitator Alan Sims explained the DiSC model, showed a video to the City Council and conducted a DiSC activity with the Council members.

Closed Session

There was no closed session.

Adjournment

Mayor Gilmore adjourned the Lewisville City Council Retreat at 11:40 a.m. Saturday, February 22, 2025.

These minutes approved by the Lewisville City Council on the 7th of April, 2025.

APPROVED

TJ Gilmore
MAYOR

ATTEST:

Jennifer Malone
ACTING CITY SECRETARY



LEWISVILLE
1925 ★ TEXAS ★ 2025

LEWISVILLE CITY COUNCIL RETREAT

FEBRUARY 21-22, 2025

DAY 2

ICEBREAKER



City Council Discussion

- Would Council like to proceed with staff's recommendation?
- Questions?

Appendix – Slide from July 2024 Presentation



Summer of 2024

City of Lewisville Retiree Medical Premium Analysis
June 2024

Monthly Medical Premium Subsidy			
	15yr	20yr	25yr
Allen	\$ -	\$ -	\$ -
Arlington	\$ -	\$ 500	\$ 550
Carrollton^	\$ -	\$ -	\$ -
Coppell	\$ -	\$ -	\$ 943
Dallas~	\$ -	\$ -	\$ -
Denton	\$ 120	\$ 160	\$ 200
Flower Mound	\$ 215	\$ 220	\$ 225
Fort Worth*	\$ -	\$ -	\$ -
Frisco	\$ 200	\$ 200	\$ 200
Garland"	\$ 516	\$ 516	\$ 516
Grand Prairie	\$ 595	\$ 757	\$ 919
Grapevine	\$ 61	\$ 141	\$ 141
Irving**	\$ -	\$ -	\$ 400
McKinney	\$ -	\$ -	\$ -
Mesquite	\$ 62	\$ 244	\$ 425
Plano	\$ -	\$ 110	\$ 165
Richardson	\$ -	\$ 551	\$ 551
Average	\$ 104	\$ 200	\$ 308
Median	\$ -	\$ 141	\$ 200
% of Cities	41%	59%	71%

Low Cost Plan Retiree Only Net Monthly Premium @ 20 yrs
\$ 1,327
\$ 129
\$ 1,305
\$ 943
\$ 1,378
\$ 381
\$ 574
\$ 1,077
\$ 800
\$ 287
\$ 324
\$ 71
\$ 1,218
\$ 707
\$ 301
\$ 603
\$ 373
\$ 694
\$ 603

OPEB Liability (millions)	OPEB fully funded?	Likely implicitly subsidized rates
\$ 1.7	No	No
\$ 99.3	No	Yes
\$ 2.8	No	No
\$ 3.3	No	No
\$ 208.4	No	No
\$ 41.5	No	Yes
\$ 4.7	No	Yes
\$ 750.0	No	No
\$ 3.4	Yes	No
\$ 97.4	No	Yes
\$ 57.6	No	No
\$ 74.9	No	Yes
\$ 13.5	No	No
\$ 16.2	No	Yes
\$ 31.0	No	Yes
\$ 131.7	No	Yes
\$ 49.3	No	No
\$ 93.3		
\$ 41.5		
	6%	47%

Lewisville#	\$ -	\$ 498	\$ 547
Difference (Avg)	\$ (104)	\$ 298	\$ 239
Difference (Med)	\$ -	\$ 357	\$ 347

\$ 974
\$ 280
\$ 371

\$ 4.2	Yes	Yes
\$ (89.1)		
\$ (37.3)		

- 59% of cities provide some sort of subsidy to the total monthly medical cost at 20 years of service
- Lewisville’s subsidy exceeds market averages
- Lewisville’s net monthly premium for a 20 year retiree is higher than average
- Most cities do not fully fund their OPEB liability
- 47% of cities likely further subsidize their retiree rates implicitly – by not separating out retiree medical costs from employee medical costs and analyzing through an actuary

- We discussed a monthly stipend paid to retirees. Our consultant has not seen such a program employed elsewhere. This option does not appear viable.
- Next Steps:
 - Ask actuary to study implications on premiums and long-term liability if we moved completely or partially to the implicitly subsidized standard (employee COBRA rate, currently \$870/mo.).
 - Share results and options with Council in November 2024.

2025 Lewisville Vision Plan Implementation

- Plan was approved in 2014 and updated in 2021.
- Implementation plan award was received by the City in 2020 (American Planning Association – National Planning Achievement Gold Award for Implementation)
- Annual updates on plan status has been provided through annual report to the residents.
- The majority of the plan initiatives (77%) have been accomplished, are ongoing, or determined to not be feasible.
- 38 action tasks remain.



2025 Lewisville Vision Plan Implementation

- Council has been asked to score remaining tasks
 - Average score: **7.04**
- Staff was also asked to score the same tasks
 - Average score: **6.53**
- Following are the top scores for City Council as well as the top scores for staff
 - ★ means task was identified as a high priority from both City Council and staff

Big Move	Goal	Action Priority	Status Update	Score	Special Consideration (Up to Three Action Priorities)	Total Score (Auto Calculated)
EXAMPLE BIG MOVE	EXAMPLE GOAL	EXAMPLE ACTION PRIORITY	PARTIALLY COMPLETE	7	5	12
Green Centerpiece	Create a Green Centerpiece within the large natural area of the Elm Fork floodplain and around Lewisville Lake.	Update Nature Center concepts to meet the needs and interests of Lewisville residents.	Partially Complete	7	0	7
		Secure adequate Green Centerpiece resource and funding commitments for the updated Master Strategy and Nature Center.	Partially Complete	7	0	7
		Develop a plan for the landfills and other adjacent properties so their future use enhances the Green Centerpiece.	Partially Complete	10	0	10
Extending the Green	Extending the Green by expanding the Green Centerpiece and trail system, both physically and visually, to connect with other parts of the City.	Provide financial support to existing community gardens that serve low-to-moderate income clientele or that provide produce to local food banks in order to build capacity and provide inexpensive fresh produce to those Lewisville residents in greatest need.	No Significant Progress	5	0	5
		Use education, incentives and other techniques to encourage existing Lewisville businesses to embrace green practices and connect to the green destinations and trails citywide.	No Significant Progress	5	0	5
Old Town	Continue investment in Old Town.	Evaluate additional activities that would bring people to Old Town (such as higher education classes, training, makerspace, incubator business, popup stores).	Partially Complete	7	0	7
Diverse & Thriving Neighborhoods	Maintain and enhance Lewisville's Diverse and Thriving Neighborhoods	Engage residents, private sector, medical providers, nonprofit organizations, faith-based communities and others in an initiative to define a set of 'essential neighborhood resources and services', identify current gaps in availability and create a strategy to address these.	No Significant Progress	6	0	6
		Develop a strategy for maintenance and rehabilitation of existing apartment complexes that improves residents' quality of life while continuing to include affordable housing.	Partially Complete	10	5	15
		Continue and expand the Police and Code Compliance Departments' Nuisance Abatement programs for multi-family and hotel/motel properties.	Partially Complete	10	0	10

Council (Top 3rd of Scores)

	Order	Big Move	Action Priority	Status	Score
★	1	Diverse & Thriving Neighborhoods	Develop a strategy for maintenance and rehabilitation of existing apartment complexes that improves residents' quality of life while continuing to include affordable housing.	Partially Complete	12.57
★	2	Old Town	Evaluate additional activities that would bring people to Old Town (such as higher education classes, training, makerspace, incubator business, popup stores).	Partially Complete	9.86
★	3	Diverse & Thriving Neighborhoods	Continue and expand the Police and Code Compliance Departments' Nuisance Abatement programs for multi-family and hotel/motel properties.	Partially Complete	9.29
★	4	Connected City	Improve the access and connection of all residents to jobs, education and resources.	Partially Complete	9.00
★	5	Connected City	Provide free public WIFI at all public parks within Lewisville and continue to install smart technologies at these public locations, with highest priority given to low and moderate income areas.	Partially Complete	9.00
★	6	Values-Driven Organization	Expand dialogue with communities of color to understand their experiences and identify actions to improve Lewisville as a place for them to live and work.	Partially Complete	8.86
★	7	Data-Driven Organization	Use data to identify demographics and geographies where more events and interaction are needed between residents and City staff.	Partially Complete	8.57
	8	Data-Driven Organization	Identify data to use in monitoring issues among populations in group quarters, such as senior living centers.	No Significant Progress	8.43
★	9	Economic Vitality	Develop an inventory of retail establishments in Lewisville, for use in communication, marketing and business support.	Partially Complete	8.14
	10	Identity, Place, and Communications	Way-finding, messaging and informational materials should create inviting and understandable routes between Lewisville's distinctive places.	Partially Complete	8.14
★	11	Values-Driven Organization	Involve the entire diverse community in implementation of Lewisville 2025 and in service on City Boards and Commissions.	Partially Complete	8.14
★	12	Green Centerpiece	Secure adequate Green Centerpiece resource and funding commitments for the updated Master Strategy and Nature Center.	Partially Complete	7.86
	13	Data-Driven Organization	Continue the conversation on racial inclusiveness and ideas which will help Lewisville be the kind of place where all residents want to work and live.	Partially Complete	7.86

Staff (Top 3rd of Scores)

	Order	Big Move	Action Priority	Status	Score
★	1	Diverse & Thriving Neighborhoods	Develop a strategy for maintenance and rehabilitation of existing apartment complexes that improves residents' quality of life while continuing to include affordable housing.	Partially Complete	9.31
★	2	Values-Driven Organization	Involve the entire diverse community in implementation of Lewisville 2025 and in service on City Boards and Commissions.	Partially Complete	8.94
	3	Identity, Place, and Communications	Central I-35E: Work with owners and offer incentives to redo, improve or redevelop commercial centers.	Partially Complete	8.75
★	4	Diverse & Thriving Neighborhoods	Continue and expand the Police and Code Compliance Departments' Nuisance Abatement programs for multi-family and hotel/motel properties.	Partially Complete	8.44
★	5	Connected City	Provide free public WIFI at all public parks within Lewisville and continue to install smart technologies at these public locations, with highest priority given to low and moderate income areas.	Partially Complete	7.88
	6	Green Centerpiece	Develop a plan for the landfills and other adjacent properties so their future use enhances the Green Centerpiece.	Partially Complete	7.75
★	7	Connected City	Improve the access and connection of all residents to jobs, education and resources.	Partially Complete	7.75
★	8	Green Centerpiece	Secure adequate Green Centerpiece resource and funding commitments for the updated Master Strategy and Nature Center.	Partially Complete	7.56
★	9	Data-Driven Organization	Use data to identify demographics and geographies where more events and interaction are needed between residents and City staff.	Partially Complete	7.38
	10	Identity, Place, and Communications	All Gateways: Continue to improve gateways into Lewisville to provide distinctive entrances and create a unique sense of place for pedestrians and cyclists as well as drivers.	Partially Complete	7.25
★	11	Economic Vitality	Develop an inventory of retail establishments in Lewisville, for use in communication, marketing and business support.	Partially Complete	7.13
★	12	Old Town	Evaluate additional activities that would bring people to Old Town (such as higher education classes, training, makerspace, incubator business, popup stores).	Partially Complete	7.00
★	13	Values-Driven Organization	Expand dialogue with communities of color to understand their experiences and identify actions to improve Lewisville as a place for them to live and work.	Partially Complete	7.00

Highest Priority Tasks (Averaged)

Order	Big Move	Action Priority	Status	Score - Council	Score - Staff	Score - Averaged
1	Diverse & Thriving Neighborhoods	Develop a strategy for maintenance and rehabilitation of existing apartment complexes that improves residents' quality of life while continuing to include affordable housing.	Partially Complete	12.57	9.31	10.94
2	Diverse & Thriving Neighborhoods	Continue and expand the Police and Code Compliance Departments' Nuisance Abatement programs for multi-family and hotel/motel properties.	Partially Complete	9.29	8.44	8.86
3	Values-Driven Organization	Involve the entire diverse community in implementation of Lewisville 2025 and in service on City Boards and Commissions.	Partially Complete	8.14	8.94	8.54
4	Connected City	Provide free public WIFI at all public parks within Lewisville and continue to install smart technologies at these public locations, with highest priority given to low and moderate income areas.	Partially Complete	9.00	7.88	8.44
5	Old Town	Evaluate additional activities that would bring people to Old Town (such as higher education classes, training, makerspace, incubator business, popup stores).	Partially Complete	9.86	7.00	8.43
6	Connected City	Improve the access and connection of all residents to jobs, education and resources.	Partially Complete	9.00	7.75	8.38
7	Data-Driven Organization	Use data to identify demographics and geographies where more events and interaction are needed between residents and City staff.	Partially Complete	8.57	7.38	7.97
8	Values-Driven Organization	Expand dialogue with communities of color to understand their experiences and identify actions to improve Lewisville as a place for them to live and work.	Partially Complete	8.86	7.00	7.93
9	Green Centerpiece	Secure adequate Green Centerpiece resource and funding commitments for the updated Master Strategy and Nature Center.	Partially Complete	7.86	7.56	7.71
10	Economic Vitality	Develop an inventory of retail establishments in Lewisville, for use in communication, marketing and business support.	Partially Complete	8.14	7.13	7.63
11	Identity, Place, and Communications	Central I-35E: Work with owners and offer incentives to redo, improve or redevelop commercial centers.	Partially Complete	6.43	8.75	7.59
12	Connected City	Way-finding, messaging and informational materials should create inviting and understandable routes between Lewisville's distinctive places.	Partially Complete	8.14	6.25	7.20
13	Connected City	Increase collaboration with social service agencies, non-profits, utility providers and others to help the Lewisville community become more adaptable and resilient, and to offer the community coordinated support in times of crisis.	Partially Complete	7.43	6.88	7.15

Consensus on Remainder of Tasks

- Remaining tasks with an average score of 5.00 and up:
 - Incorporate into Lewisville 2035, but not as urgent as highest priority tasks that will be accomplished in FY 2026.
- Remaining tasks with an average score of 4.99 or less:
 - Consider removal due to infeasibility or lack of public interest.

Order	Big Move	Action Priority	Status	Score - Council	Score - Staff	Score - Averaged
35	Identity, Place, and Communications	Southwestern Gateway: Use economic development policy to support international trade and distribution businesses located in the Southwest Lewisville area.	Partially Complete	5.29	5.00	5.14
36	Identity, Place, and Communications	All Gateways: Incorporate energy efficiency and sustainable design in improvements to gateways and identity focal points.	No Significant Progress	4.00	4.94	4.47
37	Connected City	Have more community gardens so people connect with their neighbors.	No Significant Progress	4.86	4.06	4.46
38	Identity, Place, and Communications	All Gateways: Engage community residents, property owners and other stakeholders in each of these areas to create appropriate and appealing names for these places.	No Significant Progress	3.00	3.81	3.41

Next Steps

- **Short-Term:** Top Lewisville 2025 Action Priorities will become the focus of the FY 2026 budget.
- **Medium-Term:** Council’s previously-identified Strategic Focus Areas will remain in place, but serve as more broad guidance over the next few years.
 - Discuss whether any changes are need to Strategic Focus Areas.
- **Long-Term:** The Lewisville 2025 plan will become Lewisville 2035. 2035 initiatives will then serve as the City’s long-term goals.

Short-Term (FY 2026) Lewisville 2025 Top Action Priorities	Medium-Term (Broader Direction) Strategic Focus Areas	Long-Term (Overarching Goals) Lewisville 2035 Initiatives
Develop a strategy for maintenance and rehabilitation of existing apartment complexes that improves residents' quality of life while continuing to include affordable housing.	Affordable Housing Lake District/Northern Gateway City Infrastructure and Planning Beautification Initiatives Mall Redevelopment 10-Minute Walk to a Park Business 121 Corridor Planning Public Engagement	To Be Determined
Continue and expand the Police and Code Compliance Departments' Nuisance Abatement programs for multi-family and hotel/motel properties.		
Involve the entire diverse community in implementation of Lewisville 2025 and in service on City Boards and Commissions.		
Provide free public WIFI at all public parks within Lewisville and continue to install smart technologies at these public locations, with highest priority given to low and moderate-income areas.		
Evaluate additional activities that would bring people to Old Town (such as higher education classes, training, makerspace, incubator business, popup stores).		
Improve the access and connection of all residents to jobs, education and resources.		
Use data to identify demographics and geographies where more events and interaction are needed between residents and City staff.		
Expand dialogue with communities of color to understand their experiences and identify actions to improve Lewisville as a place for them to live and work.		
Secure adequate Green Centerpiece resource and funding commitments for the updated Master Strategy and Nature Center.		
Develop an inventory of retail establishments in Lewisville, for use in communication, marketing and business support.		

Improving Communication and Increasing Teamwork

Alan E. Sims Consulting
IMPROVING COMMUNICATIONS



Why Are We Here?

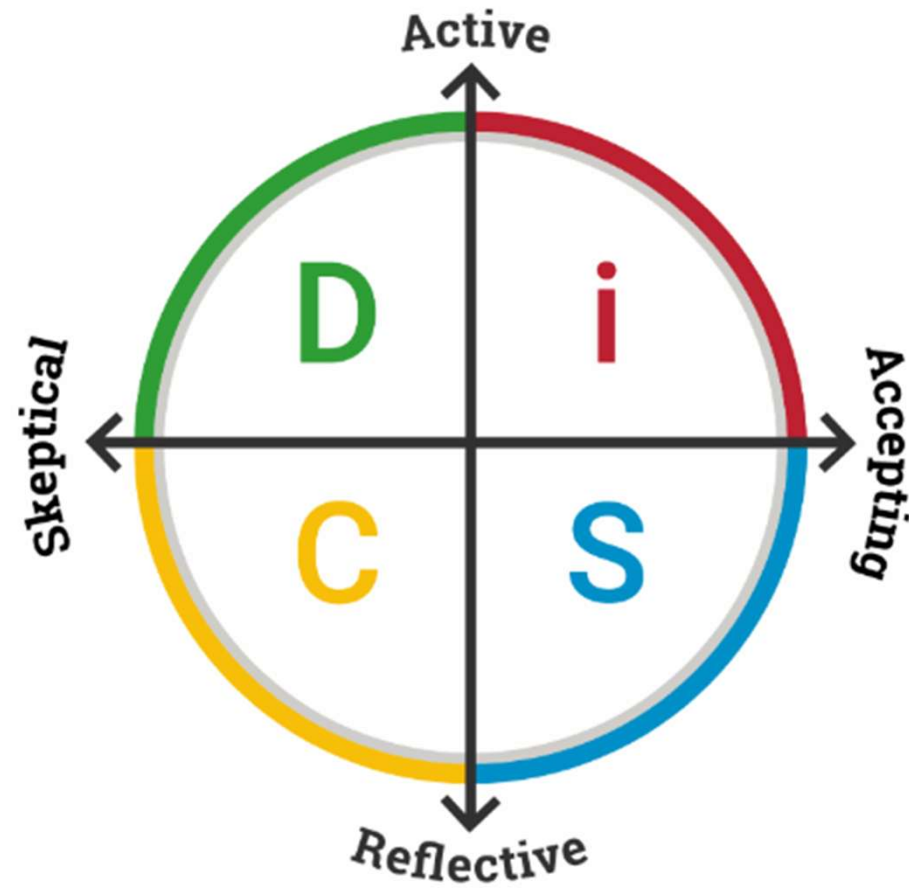


Overview of DiSC (video)

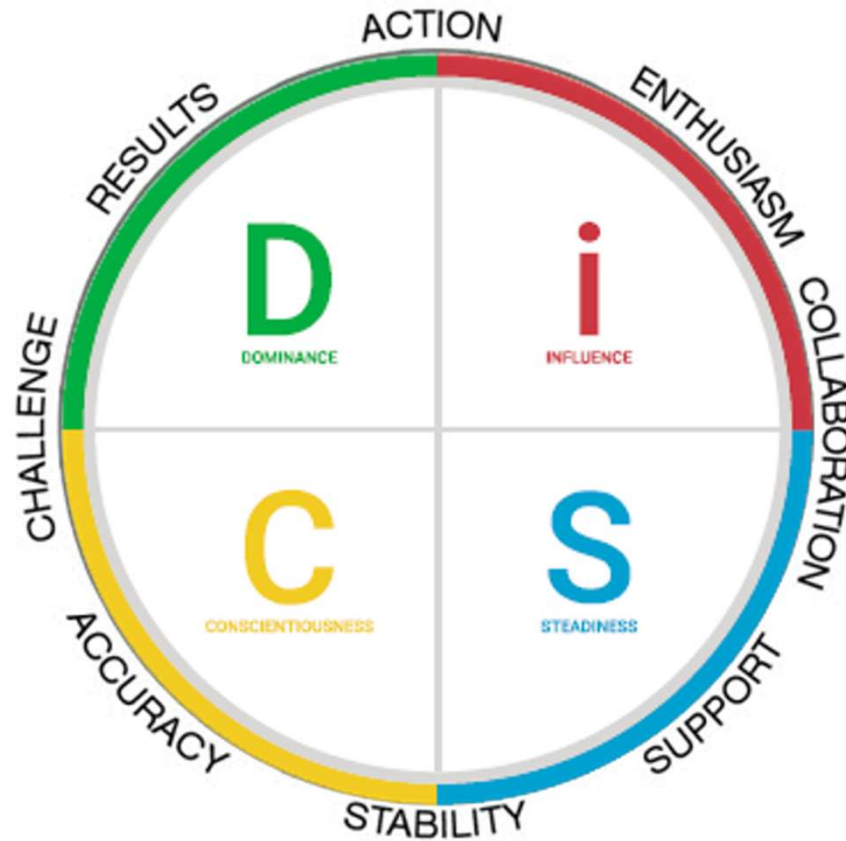


Login to Catalyst <https://catalyst.everythingdisc.com/> > Discology > DiSC Model > Video link

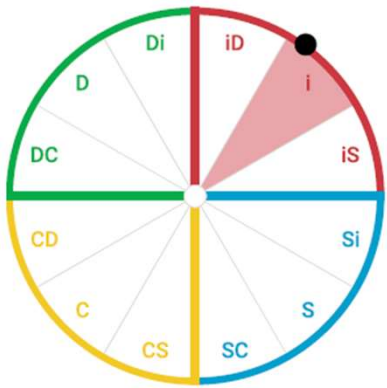
Overview of DiSC



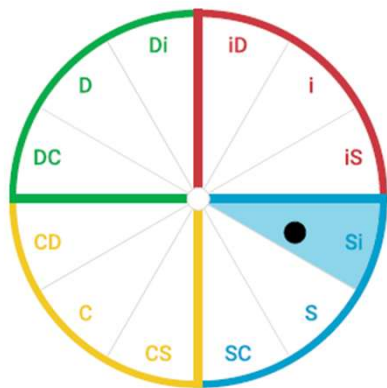
The DiSC Model



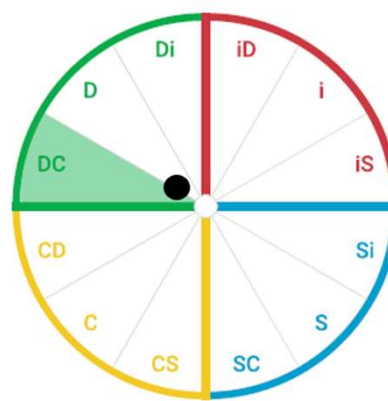
DiSC “Dots”



Strong



Moderate



Slight



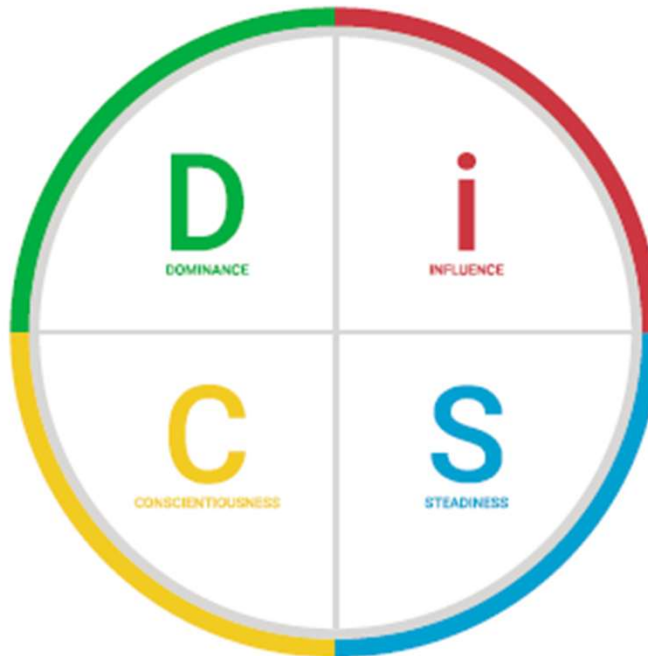
DiSC – What Does It Mean? (On a Good Day)

Dominance

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic



Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful



**Strengths overused...
become
weaknesses**

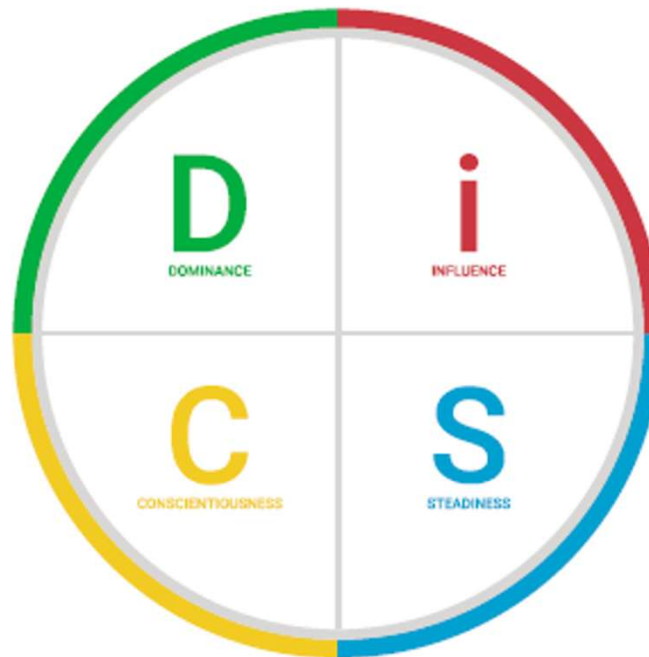
DiSC – What Does It Mean? (On a Bad Day)

Dominance

- Aggressive
- Controlling
- Driving
- Overbearing
- Intolerant

Conscientiousness

- Stuffy
- Indecisive
- Suspicious
- Cold
- Reserved



Influence

- Outgoing
- Frantic
- Indiscreet
- Flamboyant
- Hasty

Steadiness

- Docil
- Bland
- Plotting
- Resistant
- Stubborn

Exercise – Identifying Style

The Four Styles

*We have all **four** DiSC styles within us!*

- We are all capable of using **all** the behavior types
- We simply **mix** them up to create our own canvas
- We use all the behavior types to better **communicate and connect** with others

DiSC Needs

Profile Page FN4

FUNDAMENTALS: YOUR DISC® STYLE AMY HARDIN

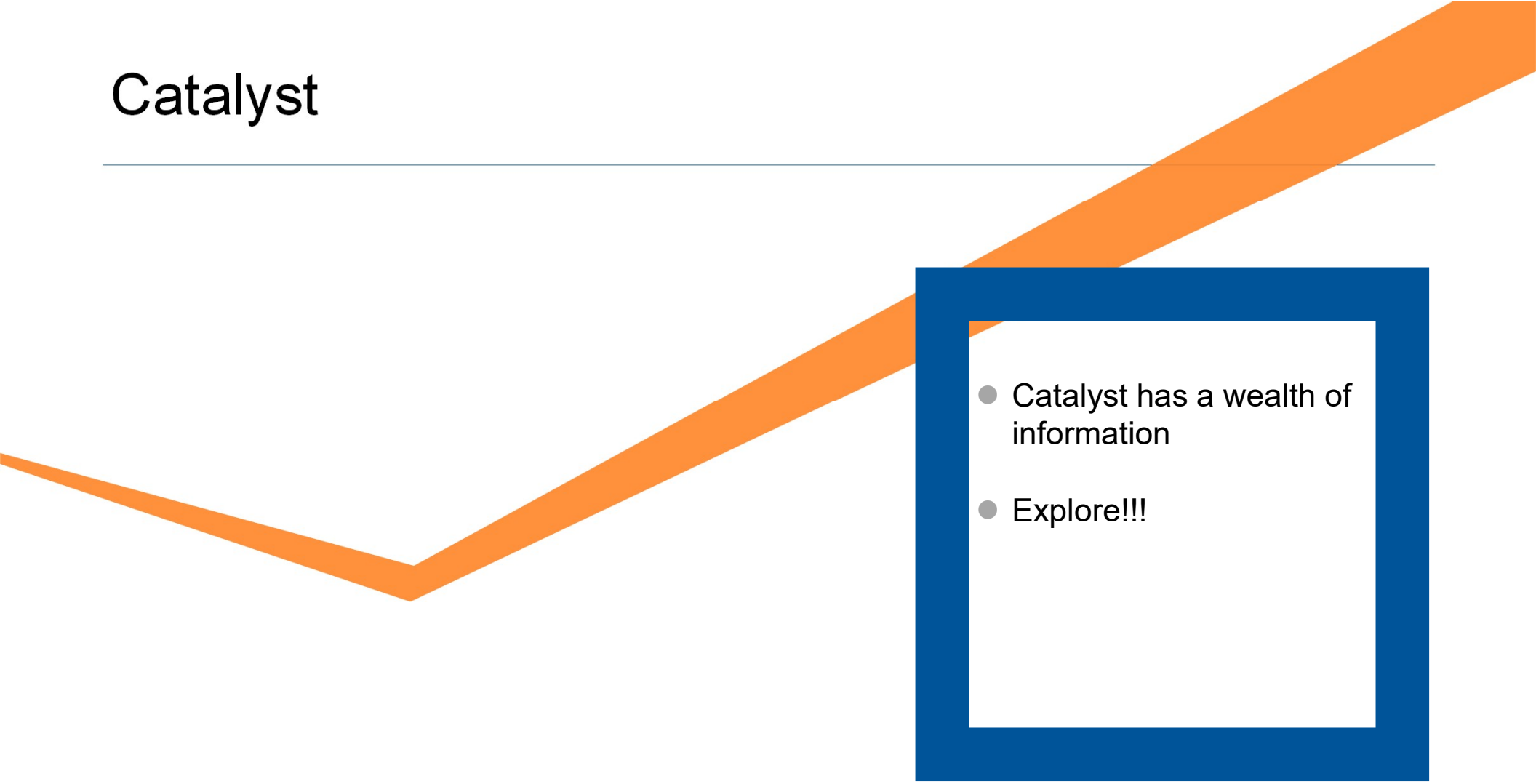
Overview of DiSC®

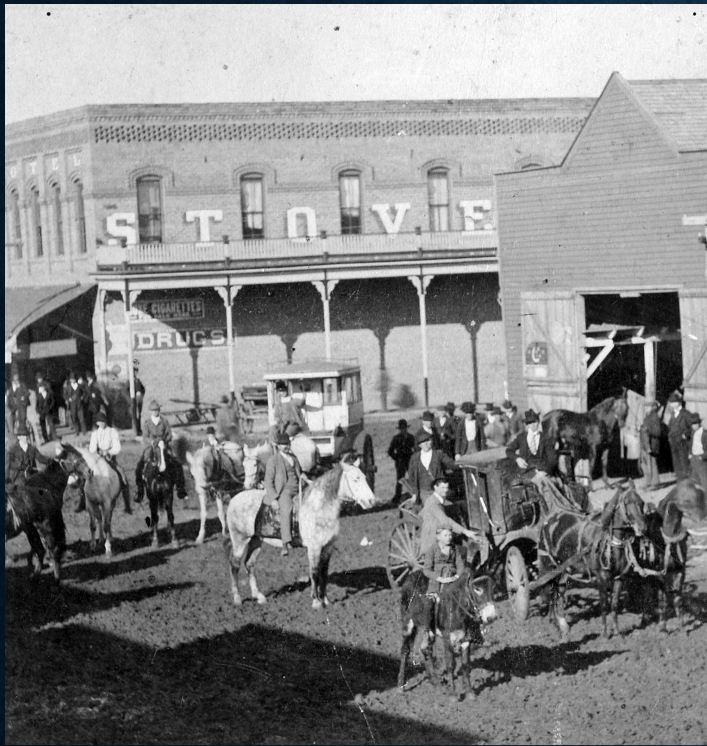
The graphic below provides a snapshot of the four basic DISC® styles.

Style	Values	Motivated by	Fears	Characteristics	Limitations	Key Traits
Dominance (D)	getting immediate results, taking action, challenging self and others	power and authority, competition, winning, success	loss of control, being taken advantage of, vulnerability	self-confidence, directness, forcefulness, risk-taking	lack of concern for others, impatience, insensitivity	Active, Fast-paced, Outspoken, Dynamic, Bold
Influence (i)	expressing enthusiasm, taking action, encouraging collaboration	social recognition, group activities, friendly relationships	social rejection, disapproval, loss of influence, being ignored	charm, enthusiasm, sociability, optimism, talkativeness	impulsiveness, disorganization, lack of follow-through	Accepting, People-focused, Empathizing, Receptive, Agreeable
Conscientiousness (C)	ensuring accuracy, maintaining stability, challenging assumptions	opportunities to use expertise or gain knowledge, attention to quality	criticism, slipshod methods, being wrong	precision, analysis, skepticism, reserve, quiet	overly critical, tendency to overanalyze, isolates self	Questioning, Logic-focused, Objective, Skeptical, Challenging
Steadiness (S)	giving support, maintaining stability, enjoying collaboration	stable environments, sincere appreciation, cooperation, opportunities to help	loss of stability, change, loss of harmony, offending others	patience, team player, calm approach, good listener, humility	overly accommodating, tendency to avoid change, indecisiveness	Thoughtful, Calm, Methodical, Moderate-paced, Careful

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A Wiley Brand

Catalyst

- 
- Catalyst has a wealth of information
 - Explore!!!



COUNCIL DISCUSSION ON LEWISVILLE IDENTITY – PAST, PRESENT, AND FUTURE



The **PAST** is kind enough to give you lessons

The **PRESENT** is kind enough to give you opportunities

The **FUTURE** is kind enough to give you both

STAFF RECAP

Saturday, February 22, 2025



LEWISVILLE
1925 ★ TEXAS ★ 2025

**LEWISVILLE
CITY COUNCIL
RETREAT:
ADJOURNED**