

LEWISVILLE CITY COUNCIL

REGULAR SESSION

June 16, 2025

6:00 P.M.

Present:

TJ Gilmore, Mayor

Council Members:

Patrick Kelly, Mayor Pro Tem
Ronni Cade, Deputy Mayor Pro Tem
Bob Troyer
William Meridith
Brandon Jones – arrived at 6:02 p.m.
Kristin Green

City Staff:

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

With a quorum of the Council Members present, the workshop session of the Lewisville City Council was called to order by Mayor Gilmore at 6:00 p.m. on Monday, June 16, 2025, in the City Council Conference Room of Lewisville City Hall, 151 West Church Street, Lewisville, Texas. City Department Heads were also in attendance.

WORKSHOP SESSION

Discussion of Regular Agenda Items and Consent Agenda Items

(Agenda Item A)

Mayor Gilmore led a discussion of regular agenda items and consent agenda items and received questions and comments from City Council and City staff.

Councilmember Jones arrived at 6:02 p.m.

City Manager Claire Powell answered a question related to Item Nos. F-3 and G-8 and Planning Director Richard Luedke answered a question related to item No. F-7.

Compensation & Benefits Update

(Agenda Item B)

At the request of Mayor Gilmore, Director of Human Resources Tadd Phillips gave a presentation on the compensation and benefits update and received questions and comments from City Council and City staff.

Mr. Phillips answered questions related to police top salaries in relation to having fewer steps to get to the top-out and job progression timeframes. City Manager Powell provided clarification regarding market increases and merit increases.

City Manager Powell and Mr. Phillips responded to questions related to 70% COLA.

City Manager Powell and Mr. Phillips responded to a question regarding the full budgetary cost of contract services.

Neighborhood Grants Update

(Agenda Item C)

At the request of Mayor Gilmore, Neighborhood Services Manager Ashleigh Feryan and Grants Specialist Bryan McBreen gave a presentation on the neighborhood grants update and received questions and comments from City Council and City staff. City Manager Powell discussed NEZ-2 and explained the reasons for the proposed changes to the Neighborhood Enhancement Program.

REGULAR SESSION

With a quorum of the Council Members present, the regular session of the Lewisville City Council was called to order by Mayor Gilmore at 7:00 p.m. on Monday, June 16, 2025.

Invocation

(Agenda Item A)

At the request of Mayor Gilmore, Councilmember Bob Troyer gave the invocation.

Pledge to the American and Texas Flags

(Agenda Item B)

At the request of Mayor Gilmore, Councilmember Brandon Jones gave the pledge to the United States and Texas flags.

**2024-2025 Lewisville Citizens University
Graduation**

(Agenda Item C)

Mayor Gilmore presented graduation certificates to the 2024-2025 Lewisville Citizens University graduates.

Public Hearing: Consideration of Ordinance No. 0766-25-ZON, an Ordinance of the Lewisville City Council, Amending the Zoning Ordinance by Rezoning Approximately 0.189 Acres of Land out of the Edmond Aday Survey, Abstract Number 11, Located at 563 Bennett Lane, From Agriculture Open Space (AO) District Zoning to Light Industrial (LI) District Zoning; Correcting the Official Zoning Map; Preserving all Other Portions of the Zoning Ordinance; Determining That the Zoning Amendment Herein Made Promotes the Health, Safety, and General Welfare of the City; and Providing for a Savings Clause, Repealer, Severability, a Penalty, and an Effective Date; as Requested by Steven Broughton, RPB Holdings LLC, the Property Owner. (Case No. 25-02-3-Z)

(Agenda Item D-1)

This small lot is surrounded by Light Industrial zoning but maintains Agriculture Open Space zoning, which is considered a residential zoning district. Rezoning this lot will allow for development on the lot to the south. The Planning and Zoning Commission recommended unanimous approval (7-0) on May 20, 2025.

The City staff's recommendation was that the City Council approve the ordinance as set forth in the caption above.

Planning Director Richard Luedke was available for questions posed by the City Council.

Mayor Gilmore opened the public hearing at 7:09 p.m.

Ken Lambert, P.E. submitted a card indicating that he is available for questions.

MOTION: Upon a motion made by Councilmember Troyer and seconded by Councilmember Meridith, the Council voted six (6) "ayes" and no (0) "nays" to close the public hearing. The motion carried.

Mayor Gilmore closed the public hearing at 7:10 p.m.

MOTION: Upon a motion made by Mayor Pro Tem Kelly and seconded by Deputy Mayor Pro Tem Cade, the Council voted six (6) “ayes” and no (0) “nays” to approve **Ordinance No. 0766-25-ZON** as set forth in the caption. The motion carried.

Visitors Forum

(Agenda Item E)

There were no speakers for Visitors Forum.

CONSENT AGENDA

(Agenda Item F)

MOTION: Upon a motion made by Councilmember Green and seconded by Deputy Mayor Pro Tem Cade, the Council voted six (6) “ayes” and no (0) “nays” to approve the Consent Agenda as presented.

2. APPROVAL OF MINUTES: City Council Minutes of the June 2, 2025, Workshop Session, and Regular Session.
3. Ratification of the Letter Agreement Regarding the Future Use and Occupancy of Certain Real Property By the Slalom Shop, LLC and Singleton Assets & Operations, LLC and the City of Lewisville.
4. Approval of a Revocable License for Use of Premises Between the City of Lewisville and the US Department of Veterans Affairs for the Free Use of Thrive Once a Month to Offer Readjustment Counseling Services; and Authorization for the City Manager to Execute the License.
5. Approval of an Agreement Between the City of Lewisville and the John R. McAdams Company, Inc., for Landscape Architectural Schematic Design Services for the Castle Hills Trails Corridor I Project in the amount of \$59,500; and Authorization for the City Manager, or Her Designee, to Execute the Agreement.
6. Approval of an Agreement with Brandstetter Carroll, Inc. in the Amount of \$72,840 For Design Services For an Outdoor Storage Facility at Lewisville Grand Theater, and Authorization for the City Manager, or Her Designee, to Sign the Agreement.
7. Approval of **Resolution No. 0767-25-RES**, a Resolution of the Lewisville City Council Supporting the City of Lewisville’s Application to the Texas Department of Transportation’s 2025 Transportation Alternatives Set Aside (TA) Call for Projects to Include Pedestrian Improvements Along State Highway 121 Business, in an Amount Not to Exceed \$5,200,000 and Authorizing the City Manager or Her Designee to Execute All Documents Relating Thereto; And Providing an Effective Date.

The motion carried.

Consideration of an Alternative Standard Associated With Landscaping Standards for Northside Air Conditioning; on 1.125 Acres, Located at 816 Office Park Circle, Legally Described as Hillside Office Park Addition, Lots 7, 8, and 9, Block C; Zoned Light Industrial (LI) District, as Requested by Jason Kilpatrick, of Ridinger Associates, Inc, on Behalf of LUCKY 13 INVESTMENTS LLC, the Property Owner. (25-05-8-AltStd)

(Agenda Item G-8)

Northside Air Conditioning, an HVAC contractor operating in Lewisville since 2004, has relocated to 816 Office Park Circle, a site originally developed in 1999. To accommodate the business expansion, a new 3,500 square foot metal building is proposed on the site. Since the existing site conditions do not accommodate the required landscape buffer due to its parking lot location, the applicant is requesting an alternative standard to the landscape requirements. The Planning and Zoning Commission recommended unanimous approval (7- 0) on May 20, 2025.

The City staff's recommendation was that the City Council approve the alternative standard as set forth in the caption above.

MOTION: Upon a motion made by Councilmember Meridith and seconded by Deputy Mayor Pro Tem Cade, the Council voted six (6) "ayes" and no (0) "nays" to approve the alternative standard as set forth in the caption. The motion carried.

Consideration of Initiating the Board / Commission / Committee Appointment Process and the Creation of City Council Subcommittees.

(Agenda Item G-9)

On June 30, 2025, various terms of office on the City's boards, commissions, and committees will be expiring. Those positions have been identified and current notified. Due to the runoff election, the initiation of the board/commission/committee appointment process was postponed to allow the new Councilmember Place No. 4 to participate. Current board/commission/ committee members will continue to serve through July 31, 2025. City Council will need to identify City Council subcommittees to review eligible reappointees, new applicants, and provide nominees for Council's consideration during a future meeting.

The City staff's recommendation was that the City Council initiate the Board/Commission/Committee appointment process and create the City Council subcommittees as set forth in the caption above.

MOTION: Upon a motion made by Councilmember Green and seconded by Councilmember Jones, the Council voted six (6) “ayes” and no (0) “nays” to initiate the Board/Commission/Committee appointment process and create the City Council subcommittees as follows:

Mayor Pro Tem Kelly and Councilmember Meridith: Community Development Block Grant Advisory Committee, Library Board, Park Board, Lewisville Parks and Library Development Corporation (4B) and Tax Increment Reinvestment Zone No. 4.

Councilmember Green and Future Councilmember Tipton: Old Town Design Review Committee, Planning & Zoning Commission, Tax Increment Reinvestment Zone #2, Zoning Board of Adjustment, Lewisville Local Government Corporation.

Deputy Mayor Pro Tem Cade and Councilmember Troyer: Arts Advisory Board, Animal Services Advisory Committee, Tax Increment Reinvestment Zone #1 and Tax Increment Reinvestment Zone #3.

The motion carried.

Reports

(Agenda Item H-1)

- Planning Director Richard Luedke reported on the CLIDE Award for the Business 121 Corridor Plan.
- Director of Neighborhood and Inspection Services Chris McGinn reported on the CLIDE Award for the Backyard Cottage Design Competition.
- Director of Parks and Recreation Stacie Anaya reported on Service Saturday - Prairie Creek Clean Up, A Chance to Hike at Thrive Nature Park and the Pride Art Show at Thrive.
- Councilmember Green encouraged everyone to put in their application for the 2035 Steering Committee.
- Councilmember Jones reported on upcoming events for Juneteenth.
- Councilmember Meridith also thanked staff for the work for the festival and reported on upcoming Lewisville Library activities.
- Councilmember Troyer reported on upcoming events at the Lewisville Grand Theater.
- Mayor Gilmore reported on an upcoming meeting with the leadership of Texas State Technical College to discuss locations in Lewisville and the next steps in Denton County.

**LEWISVILLE CITY COUNCIL
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June 16, 2025**

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Return to Workshop Session if Necessary

(Agenda Item I)

Closed Session

(Agenda Item J)

Mayor Gilmore RECESSED into Closed Session at 7:25 p.m.

In Accordance with Texas Government Code, Subchapter D,

1. *Section 551.071 (Consultation with Attorney/Pending Litigation): City of Lewisville, Texas v. Cameron County Housing Finance Corporation, et al., Cause No. 25-4665-367, 367th Judicial District, Denton County, Texas*
2. *Section 551.072 (Real Estate): Property Acquisition*
3. *Section 551.087 (Economic Development): Deliberation Regarding Economic Development Negotiations.*

**Reconvene and Consider Action, if any, on
Items Discussed in Closed Session**

(Agenda Item K)

Mayor Gilmore RECONVENED into Regular Session at 7:45 p.m.

MOTION: Upon a motion made by Councilmember Jones and seconded by Councilmember Green, the Council voted six (6) "ayes" and no (0) "nays" to authorize the City Manager or her designee to take all actions necessary to purchase property located at 277 S. Mill Street in Lewisville, Denton County, Texas for \$394,317.00 plus closing costs. The motion carried.

Adjournment

(Agenda Item L)

There being no further business to come before the Council, Mayor Gilmore adjourned the meeting of the Lewisville City Council at 7:46 p.m. on Monday, June 16, 2025.

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

APPROVED

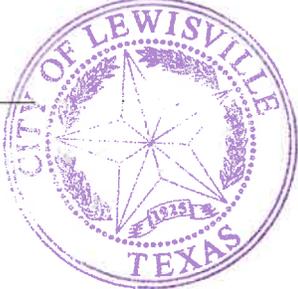


TJ Gilmore
MAYOR

**LEWISVILLE CITY COUNCIL
REGULAR SESSION
June 16, 2025**

ATTEST:


Jennifer Malone-Ippolito
CITY SECRETARY



EMPLOYEE COMPENSATION & BENEFITS UPDATE FY26



LEWISVILLE

Deep Roots. Broad Wings. Bright Future.

ITEMS FOR REVIEW

- 1 Compensation Overview
- 2 Market Analysis
 - Police & Fire
 - Dispatch & Detention
 - General Government
 - Part Time
- 3 Steps
- 4 Job Family Progression (JFP)
- 5 Compensation Summary
- 6 Medical Premiums
- 7 Retiree Update
- 8 TMRS – COLA

COMPENSATION DELIVERY OVERVIEW

Market

- Assesses external forces to establish competitive pay rates
- Ideally includes both structure and employee movement, so that employee retains relative position within structure

Merit/Steps

- Progresses general employee through pay structure through merit increase tied to performance criteria
- Progresses police/fire employees through pay structure steps, tied to tenure in position

Other

- Job Family Progressions – a retention tool that provides senior-level pathway for individual contributor jobs

FY25 DELIVERY OVERVIEW

Market

- Sworn: 5.73% for Police Officer, 6.20% for Firefighter
- Dispatch & Detention: 4.37% for Public Safety Dispatcher, 5.95% for Detention Officer
- General, ITS, Trades, Part-Time: 0% overall; however, a subset of adjustments impacted 33 employees

Other

- Job Family Progressions launched in late FY24, and 65 employees progressed to respective senior levels through FY25.

Merit/Steps

- Sworn: Step on anniversary date
- Dispatch & Detention: Step on anniversary date
- General, ITS, Trades, Part-Time: 3.5% Merit on anniversary date

MARKET

MARKET ANALYSIS - EXTERNAL EQUITY

In order to attract and retain employees, it is important that the City of Lewisville be competitive with comparable cities that share the same applicant pool.

Per Administrative Directive 2.7.4 – Employee Performance Evaluation / Compensation Plan, the Human Resources Department conducts an annual market analysis use the following cities as our comparator cities:

Dallas	Ft. Worth	Arlington
Plano	Garland	Irving
Grand Prairie	McKinney	Frisco
Richardson	Allen	Flower Mound
Grapevine	Coppell	Denton
Mesquite	Carrollton	Lewisville

CITY COUNCIL PRIOR DIRECTION

In 2023, City Council committed to the following employee compensation philosophy:

- Be a leading City (target top third)
- The level of leadership is to be determined annually based on budgetary ability

For FY26, a target of 102.5% of market will achieve top third of comparator cities. We will call this “Market Plus” throughout this presentation.

Considering budgetary ability, a modified target of 101.5% was also developed. We will call this “Modified Market Plus.”



POLICE MARKET DYNAMICS

DEW POLICE SALARIES TOP SALARIES



PLANO POLICE DEPT	\$111,254.00
GARLAND POLICE DEPT	\$110,733.00
IRVING POLICE DEPT	\$110,256.00
ALLEN POLICE DEPT	\$110,244.12
CARROLLTON POLIC DEPT	\$109,926.00
ARLINGTON POLICE DEPT	\$108,907.75
DENTON POLICE DEPT	\$108,831.00
GRAND PRAIRIE POLICE DEPT	\$108,735.00
DART POLICE DEPT	\$108,592.98
DFW AIRPORT POLICE DEPT	\$107,632.00
FRISCO POLICE DEPT	\$107,024.00
FARMERS BRANCH POLICE DEPT	\$106,757.08
MCKINNEY POLICE DEPT	\$105,799.79
LEWISVILLE POLICE DEPT	\$105,724.67

HIGHEST POLICE SALARIES

DFW vs **TEX**

PLANO PD \$86,922 to \$111,254 20 YEARS TO TOP OUT	AUSTIN PD \$60,000 to \$118,132 23 YEARS TO TOP OUT
GARLAND PD \$82,482 to \$110,733 8 YEARS TO TOP OUT	ODESSA PD \$77,355 to \$108,070 16 YEARS TO TOP OUT
IRVING PD \$82,308 to \$110,256 6 YEARS TO TOP OUT	PASADENA PD \$76,379 to \$106,618 12 YEARS TO TOP OUT
ALLEN PD \$85,465 to \$110,244 5 YEARS TO TOP OUT	DEER PARK PD \$71,780 to \$105,393 12 YEARS TO TOP OUT

DEW POLICE SALARIES

1 year ago

DFW Police Salaries

May 1, 2024

Updated list of the Top Starting Salaries for DFW police departments. Allen PD has recently updated their starting pay to \$80,999. ... See more

THEN

TOP STARTING SALARIES

PLANO PD	\$84,802
FRISCO PD	\$82,781
MCKINNEY PD	\$82,237
ALLEN PD	\$80,999
RICHARDSON PD	\$80,080
HURST PD	\$80,080
IRVING PD	\$79,848
FARMERS BRANCH PD	\$79,593
GRAND PRAIRIE PD	\$79,480

DEW POLICE SALARIES

54 17 comments 31 shares

NOW

TOP STARTING SALARIES

1. FRISCO PD	\$89,198
2. PLANO PD	\$86,922
3. ALLEN PD	\$85,465
4. LEWISVILLE PD	\$83,682
5. HURST PD	\$82,888
6. ROCKWALL PD	\$82,784
7. RICHARDSON PD	\$82,565
8. MCKINNEY PD	\$82,530
9. GARLAND PD	\$82,482
10. IRVING PD	\$82,308

DEW POLICE SALARIES

POLICE MARKET

Top Step

To achieve **Market Plus**:

- **Police Officer: 3.09% increase**
- **Police Sergeant: 3.32% increase**
- **Police Captain: 2.99% increase**

Cost: **\$694,146**

To achieve **Modified Market Plus**:

- **Police Officer: 2.08% increase**
- **Police Sergeant: 2.31% increase**
- **Police Captain: 1.99% increase**

Cost: **\$485,779**

Lewisville Market Plus
\$108,992
Lewisville Modified Market Plus \$107,924
Lewisville Current \$105,725

8101 Police Officer		
City	Job Title	Max
Plano	Police Officer	\$ 111,254
Garland	Police Officer	\$ 110,733
Irving	Police Officer	\$ 110,256
Carrollton	Police Officer	\$ 109,926
McKinney	Police Officer	\$ 109,694
Arlington	Police Officer	\$ 108,908
Denton	Police Officer	\$ 108,831
Grand Prairie	Police Officer	\$ 108,735
Allen	Police Officer	\$ 106,004
Ft Worth	Police Officer	\$ 105,622
Richardson	Police Officer	\$ 105,468
Coppell	Police Officer	\$ 104,389
Mesquite	Police Officer	\$ 103,974
Frisco	Police Officer	\$ 103,405
Grapevine	Police Officer	\$ 102,274
Flower Mound	Police Officer	\$ 99,736
Dallas	Police Officer	\$ 98,377
Survey Average 100%		\$ 106,329

Projected Market Plus Pay Plan October 2025

Effective 10/1/2024

Position ID		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
8101 Police Officer	Annual	\$ 86,268	\$ 89,688	\$ 93,244	\$ 96,939	\$ 100,839	\$ 104,514	\$ 108,992
	Monthly	\$ 7,188.98	\$ 7,474.03	\$ 7,770.32	\$ 8,078.22	\$ 8,403.21	\$ 8,709.47	\$ 9,082.66
	Hourly	\$ 41.4749	\$ 43.1194	\$ 44.8288	\$ 46.6051	\$ 48.4801	\$ 50.2470	\$ 52.4000
Position ID		Step 1	Step 2					
8201 Police Sergeant*	Annual	\$ 122,278	\$ 128,427					
	Monthly	\$ 10,189.85	\$ 10,702.23					
	Hourly	\$ 58.7876	\$ 61.7436					
Position ID		Step 1	Step 2					
8401 Police Captain*	Annual	\$ 147,214	\$ 157,182					
	Monthly	\$ 12,267.83	\$ 13,098.53					
	Hourly	\$ 70.7759	\$ 75.5684					

POLICE OFFICER MARKET MOVEMENT FY24 TO FY25

Police Officer Top Step Change

2023-2024		2024-2025		
City	Max	City	Max	FY25 % Adjustment
Coppell	\$ 95,171	Coppell	\$ 104,389	9.69%
Dallas	\$ 91,734	Dallas	\$ 98,377	7.24%
Allen	\$ 99,065	Allen	\$ 106,004	7.00%
Denton	\$ 102,535	Denton	\$ 108,831	6.14%
Lewisville	\$ 99,995	Lewisville	\$ 105,725	5.73%
Ft Worth	\$ 100,610	Ft Worth	\$ 105,622	4.98%
Arlington	\$ 104,679	Arlington	\$ 108,908	4.04%
McKinney	\$ 105,540	McKinney	\$ 109,694	3.94%
Carrollton	\$ 105,953	Carrollton	\$ 109,926	3.75%
Frisco	\$ 99,719	Frisco	\$ 103,405	3.70%
Irving	\$ 106,968	Irving	\$ 110,256	3.07%
Mesquite	\$ 100,895	Mesquite	\$ 103,974	3.05%
Richardson	\$ 102,396	Richardson	\$ 105,468	3.00%
Garland	\$ 107,508	Garland	\$ 110,733	3.00%
Grapevine	\$ 99,299	Grapevine	\$ 102,274	3.00%
Plano	\$ 108,150	Plano	\$ 111,254	2.87%
Grand Prairie	\$ 106,603	Grand Prairie	\$ 108,735	2.00%
Flower Mound	\$ 99,736	Flower Mound	\$ 99,736	0.00%

4.23%

FIRE MARKET

Top Step

To achieve **Market Plus**:

- **Firefighter: 3.74% increase**
- **Driver/Engineer: 2.43% increase**
- **Fire Captain: 1.54% increase**
- **Batt/Div Chief: 2.96% increase**

Cost: **\$665,356**

To achieve **Modified Market Plus**:

- **Firefighter: 2.72% increase**
- **Driver/Engineer: 1.43% increase**
- **Fire Captain: 0.55% increase**
- **Batt/Div Chief: 1.95% increase**

Cost: **\$439,152**

Lewisville Market Plus \$103,641
Lewisville Modified Market Plus \$102,631

Lewisville Current \$99,905

7101 Firefighter		
City	Job Title	Max
Denton	Firefighter	\$ 108,014
Plano	Firefighter	\$ 105,898
Irving	Firefighter	\$ 104,088
Mesquite	Firefighter	\$ 103,922
McKinney	Firefighter	\$ 103,910
Arlington	Firefighter	\$ 102,872
Grand Prairie	Firefighter	\$ 102,767
Frisco	Firefighter/Parametic	\$ 101,494
Allen	Firefighter	\$ 101,284
Coppell	Firefighter	\$ 100,374
Garland	Firefighter	\$ 100,214
Carrollton	Firefighter	\$ 99,628
Richardson	Firefighter	\$ 99,523
Dallas	Firefighter	\$ 98,377
Flower Mound	Firefighter	\$ 96,350
Grapevine	Firefighter/Parametic	\$ 96,034
Ft Worth	Firefighter	\$ 94,190
Survey Average 100%		\$ 101,114

Projected Market Plus Pay Plan October 2025

Effective 10/1/2025									
Position ID			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7101	Firefighter	Annual	\$ 82,034	\$ 85,279	\$ 88,660	\$ 92,199	\$ 95,875	\$ 99,660	\$ 103,641
		Monthly	\$ 6,836.21	\$ 7,106.62	\$ 7,388.36	\$ 7,683.24	\$ 7,989.62	\$ 8,304.99	\$ 8,636.79
		Hourly (2080)	\$ 39.4397	\$ 40.9997	\$ 42.6252	\$ 44.3264	\$ 46.0940	\$ 47.9134	\$ 49.8276
		Hourly (2912)	\$ 28.1712	\$ 29.2855	\$ 30.4466	\$ 31.6617	\$ 32.9243	\$ 34.2239	\$ 35.5912
Position ID			Step 1						
7201	Driver/Engineer	Annual	\$ 112,134						
		Monthly	\$ 9,344.52						
		Hourly (2080)	\$ 53.9107						
		Hourly (2912)	\$ 38.5076						
Position ID			Step 1	Step 2					
7401	Fire Captain*	Annual	\$ 129,823	\$ 136,327					
		Monthly	\$ 10,818.58	\$ 11,360.55					
		Hourly (2080)	\$ 62.4149	\$ 65.5416					
		Hourly (2912)	\$ 44.5821	\$ 46.8154					
Position ID			Step 1	Step 2					
7501	Battalion Chief*	Annual	\$ 151,390	\$ 155,233					
7502	Division Chief*	Monthly	\$ 12,615.86	\$ 12,936.07					
		Hourly (2080)	\$ 72.7838	\$ 74.6312					
		Hourly (2912)	\$ 51.9884	\$ 53.3080					

FIREFIGHTER MARKET MOVEMENT FY24 TO FY25

Firefighter Top Step Change

2023-2024		2024-2025		
City	Max	City	Max	FY25 % Adjustment
Coppell	\$87,711	Coppell	\$100,374	14.44%
Dallas	\$91,734	Dallas	\$98,377	7.24%
Garland	\$93,642	Garland	\$100,214	7.02%
Denton	\$101,338	Denton	\$108,014	6.59%
Allen	\$95,327	Allen	\$101,284	6.25%
Grapevine	\$90,400	Grapevine	\$96,034	6.23%
Lewisville	\$94,074	Lewisville	\$99,905	6.20%
McKinney	\$99,550	McKinney	\$103,910	4.38%
Plano	\$101,643	Plano	\$105,898	4.19%
Carrollton	\$96,027	Carrollton	\$99,628	3.75%
Flower Mound	\$93,346	Flower Mound	\$96,350	3.22%
Irving	\$101,052	Irving	\$104,088	3.00%
Richardson	\$96,624	Richardson	\$99,523	3.00%
Mesquite	\$100,895	Mesquite	\$103,922	3.00%
Ft Worth	\$91,447	Ft Worth	\$94,190	3.00%
Frisco	\$98,615	Frisco	\$101,494	2.92%
Grand Prairie	\$100,752	Grand Prairie	\$102,767	2.00%
Arlington	\$100,855	Arlington	\$102,872	2.00%
				4.91%

DISPATCH & DETENTION MARKET

To achieve **Market Plus**:

- **Detention Officer:** 4.02% increase
- **Detention Supervisor:** 4.11% increase
- **Public Safety Dispatcher:** 5.11% increase
- **Public Safety Supervisor:** 3.51% increase

Cost: \$169,759

To achieve **Modified Market Plus**:

- **Detention Officer:** 3.01% increase
- **Detention Supervisor:** 3.10% increase
- **Public Safety Dispatcher:** 4.09% increase
- **Public Safety Supervisor:** 2.51% increase

Cost: \$130,513

Projected **Market Plus** Pay Plan October 2025

Position ID		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
5721 Detention Officer	Annual	\$ 47,523	\$ 49,840	\$ 52,269	\$ 54,818	\$ 57,490	\$ 60,293	\$ 63,233
	Monthly	\$ 3,960.25	\$ 4,153.33	\$ 4,355.75	\$ 4,568.17	\$ 4,790.83	\$ 5,024.42	\$ 5,269.42
	Hourly	\$ 22.8476	\$ 23.9615	\$ 25.1293	\$ 26.3548	\$ 27.6394	\$ 28.9870	\$ 30.4005
Position ID		Step 0	Step 1	Step 2	Step 3	Step 4		
6022 Detention Supervisor*	Annual	\$ 70,299	\$ 74,063	\$ 78,027	\$ 82,203	\$ 86,603		
	Monthly	\$ 5,858.25	\$ 6,171.92	\$ 6,502.25	\$ 6,850.25	\$ 7,216.92		
	Hourly	\$ 33.7976	\$ 35.6072	\$ 37.5130	\$ 39.5207	\$ 41.6361		
Position ID		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
5816 Public Safety Dispatche	Annual	\$ 57,037	\$ 59,889	\$ 62,883	\$ 66,028	\$ 69,329	\$ 72,796	\$ 76,435
	Monthly	\$ 4,753.08	\$ 4,990.75	\$ 5,240.25	\$ 5,502.33	\$ 5,777.42	\$ 6,066.33	\$ 6,369.58
	Hourly	\$ 27.4216	\$ 28.7928	\$ 30.2322	\$ 31.7442	\$ 33.3313	\$ 34.9981	\$ 36.7476
Position ID		Step 0	Step 1	Step 2	Step 3			
6108 Public Safety Dispatch Supervisor*	Annual	\$ 81,566	\$ 85,921	\$ 90,510	\$ 95,343			
	Monthly	\$ 6,797.17	\$ 7,160.08	\$ 7,542.50	\$ 7,945.25			
	Hourly	\$ 39.2144	\$ 41.3082	\$ 43.5144	\$ 45.8380			

DISPATCH & DETENTION MARKET MOVEMENT FY24 TO FY25

Detention Officer Top Step Change

City	Maximum	City	Maximum	FY25 % Adjustment
Flower Mound	\$50,482	Flower Mound	\$59,342	17.55%
Grapevine	\$57,304	Grapevine	\$64,189	12.01%
Denton	\$66,955	Denton	\$74,131	10.72%
Lewisville	\$57,375	Lewisville	\$60,789	5.95%
Frisco	\$60,609	Frisco	\$63,678	5.06%
Richardson	\$65,796	Richardson	\$67,770	3.00%
Irving	\$62,448	Irving	\$63,396	1.52%
Carrollton	\$54,044	Carrollton	\$54,362	0.59%
Grand Prairie	\$74,173	Grand Prairie	\$74,179	0.01%
Allen	\$56,637	Allen	\$56,637	0.00%
Arlington	\$54,454	Arlington	\$54,454	0.00%
Dallas	\$53,093	Dallas	\$53,093	0.00%
Garland	\$63,523	Garland	\$63,523	0.00%
Mesquite	\$53,144	Mesquite	\$53,144	0.00%
Plano	\$61,791	Plano	\$61,791	0.00%
Coppell		Coppell		
Fort Worth		Fort Worth		
McKinney		McKinney		

3.80%

Dispatcher Top Step Change

City	Maximum	City	Maximum	FY25 % Adjustment
Flower Mound	\$60,409	Flower Mound	\$69,410	14.90%
Plano	\$61,952	Plano	\$69,012	11.40%
Denton	\$81,203	Denton	\$89,898	10.71%
McKinney	\$67,829	McKinney	\$73,684	8.63%
Grapevine	\$76,794	Grapevine	\$81,890	6.64%
Carrollton	\$67,983	Carrollton	\$71,818	5.64%
Coppell	\$67,983	Coppell	\$71,818	5.64%
Dallas	\$71,150	Dallas	\$74,708	5.00%
Lewisville	\$69,667	Lewisville	\$72,719	4.37%
Fort Worth	\$74,002	Fort Worth	\$76,962	4.00%
Richardson	\$73,116	Richardson	\$75,309	3.00%
Irving	\$65,736	Irving	\$66,732	1.52%
Allen	\$68,843	Allen	\$68,843	0.00%
Frisco	\$78,396	Frisco	\$78,396	0.00%
Garland	\$73,590	Garland	\$73,590	0.00%
Grand Prairie	\$80,841	Grand Prairie	\$80,841	0.00%
Mesquite	\$70,240	Mesquite	\$70,240	0.00%
Arlington		Arlington		

4.80%

GENERAL GOVERNMENT* MARKET

Data Reviewed:

- 30 jobs benchmarked from the General, ITS, Trades, and Mechanic Pay Plans
- All Broadband jobs benchmarked

Conclusions:

- General and ITS jobs are, on average, 3% behind Market Plus
- However, Trades and Mechanics are competitive

Recommendations:

- **Market Plus** adjustment for the General and ITS Pay Plans of 3%
- **Modified Market Plus** adjustment for the General and ITS Pay Plans of 2%
- No change to Trades and Mechanic Pay Plans
- Market adjustments for 10 broadband positions
- Costs include estimated budgeting for Council Appointed Positions

Cost:

Market Plus	3%:	\$1,311,192
Modified Market Plus	2%:	\$929,085

*General, ITS, Trades, Mechanic, Broadband, Appointed

LEWISVILLE'S STARTING HOURLY RATE

With a 3% market increase, Lewisville's full-time starting hourly rate for Grade 1 General Government positions would be \$19.26, maintaining our status as a leading City for starting pay.

Lewisville minimum hiring following adjustment:

- **Market Plus** 3%: \$19.26
- **Modified Market Plus** 2%: \$19.07

City	Full-time Minimum
Denton	\$20.20
Dallas	\$20.00
Richardson	\$20.00
Lewisville	\$18.70
Grand Prairie	\$17.82
Coppell	\$17.39
Frisco	\$17.08
Fort Worth	\$16.07
Arlington	\$15.25
Carrollton	\$15.15
Mesquite	\$15.00
Garland	\$14.96
Flower Mound	\$14.26
Allen	\$14.01
McKinney	\$13.34
Irving	\$12.95
Plano	\$11.40
Grapevine	\$9.29

PART-TIME MARKET ADJUSTMENTS

Part-Time Grade 1 adjustment

- Align PT1 grade to the structure of PT2 and above, increasing start pay for these entry seasonal and part-time roles from \$13.13 to \$13.64.

Impacts 11 part-time and seasonal positions:

- After School Program Attendant
- Kennel Technician
- Day Camp Attendant
- Gate Attendant
- Grounds Attendant
- Library Shelver
- Mechanic Apprentice
- Park Ranger
- Recreation Attendant
- Special Events Assistant
- Summer Reading Assistant

Market Adjustment: Kennel Technician – PT1 moves to PT2



Cost: **\$36,888**

STEPS

STEPS - POLICE, FIRE, DISPATCH & DETENTION

- Police Officers and Firefighters below step 7 are eligible for a step increase annually on date of hire or promotion, steps are approximately 4%
- Upper ranks move up a step after two years, step % varies by rank
- Many are at the top step for their rank – this is by design. Our pay structure enables employee pay to start high and progress quickly
- 22% (38 of 169) Sworn Police are eligible for a step increase in FY25
- 24% (41 of 169) Sworn Fire are eligible for a step increase in FY25
- Dispatchers & Detention Officers have a similar step program



Cost:

Police, Dispatch, Detention \$153,725

Fire \$156,677

JOB FAMILY PROGRESSION UPDATE

Job Family Progressions are a retention tool that provides senior-level pathway for individual contributor jobs.

- FY25 65 employees progressed to the Senior role
- FY26 the projected number of employees to progress is 35
- FY27+ the projected number of employees to progress is 45

Cost in FY26 of likely progressions within the current program: **\$208,489**

Current JFP

- Storm Water Inspector
- Environ Compliance Inspector
- Building Inspector
- Plans Examiner
- Sanitarian
- Animal Services Officer
- Customer Service Representative
- Administrative Analyst
- Budget Analyst
- Police Records Technician
- Fire Inspector
- Construction Inspector
- Maintenance Worker
- Signs & Markings Technician
- Buyer
- Accounting Technician
- Human Resources Analyst
- Economic Development Coordinator
- Planner I
- Planning Technician
- Librarian
- Library Services Representative
- Library Technician
- Deputy Court Clerk
- Traffic Engineer
- Code Enforcement Officer
- Multi Family Rental Inspector
- Engineering Inspector

JOB FAMILY PROGRESSIONS ADDITION

Recommending additions for remaining “Senior” roles not yet in JFP.

- Impacts 40 employees
- Department Impact: Finance, Police, Fire, Public Services, PARD, Library, Economic Development, Community Relations , Neighborhood and Inspection Services, and Engineering

Cost: **\$139,522**



- Administrative Assistant
 - Senior Administrative Assistant
- Accountant
 - Senior Accountant
- Civil Engineer
 - Senior Civil Engineer
- Engineering Technician
 - Senior Engineering Technician
- Laboratory Technician
 - Senior Laboratory Technician
- Meter Operations Worker
 - Senior Meter Operations Worker
- Permit Technician
 - Senior Permit Technician

COMPENSATION COST ESTIMATES

Action	Market Plus	Modified Market Plus
Market - Police & Fire	\$1,359,502	\$924,931
Market - Dispatch & Detention	\$169,759	\$130,513
Market - General Government	\$1,311,192	\$929,085
Market - Part-Time	\$36,888	\$36,888
Step - Police, Fire, Dispatch & Detention	\$310,402	\$307,118
Merit - General Government	Under Review	Under Review
Job Family Progressions Continuation	\$208,489	\$208,489
Job Family Progressions Addition	\$139,522	\$139,522
Total	\$3,535,754	\$2,676,546

Some actions will be funded, some will be on the unfunded list based on overall budget review.

MEDICAL PREMIUMS

In 2024, the Purple Plan was introduced, merging our highest-deductible, most expensive plan with our lowest-deductible, least expensive plan. Most employees saw a decrease in premiums. 63% of the employees have chosen the Purple Plan that encompasses a high level of employer cost share. Dependent tiers on the Purple Plan are subsidized at 90% vs. the Green Plan at 75%. Competitor City plans similar to the Purple typically have an 81% employer share.

Additionally, medical claims costs have risen in recent years, including a 14.7% in the current year. There has been no significant increase in premiums to Lewisville employees since 2020. Most employer plans have employees share in the escalating cost. Therefore, staff recommends adjustments to the premiums employees pay on the Purple Plan. Recommendation:

- Shift the overall employer portions of Purple Plan costs from 93.4% to 92.9% Increasing premiums on the Purple Plan by:
 - Employee Only \$9.69/month
 - Employee + Spouse \$12.06/month
 - Employee + Children \$16.64/month
 - Employee + Family \$25.95/month
- Our lowest paid employee on the Purple Plan family tier would still gross over \$71 a month with a 3% market increase.
- No change to Green Plan premiums

Purple Plan		
Tier	2025 monthly rate	Proposed 2026 monthly rate
Employee Only	\$ 16.31	\$ 26.00
Employee + Spouse	\$ 111.94	\$ 124.00
Employee + Child(ren)	\$ 81.36	\$ 98.00
Family	\$ 200.05	\$ 226.00

RETIREE BENEFIT UPDATE

New Retiree Rate Structures rolled out May 2025!

Feedback from current retirees:

- You are the greatest...you and all others involved. Thank you.
- This is awesome! Please thank council, City Managers and HR Staff for making this happen!
- Thank you so much to you and city staff! What a blessing.
- Yay!!!
- SWWWEEET JEEEEEEZUS THANK YA!!!!!!!



TMRS NON-RETROACTIVE COLA

WHAT IS TMRS

The Texas Municipal Retirement System consists of over 930 participating cities that provide retirement, disability, and survivor benefits to over 210,000 active members, retirees, and their beneficiaries.

- During their employment, most city employees contribute 7% of their salary on a pre-tax basis to their TMRS account that earns interest annually.
- TMRS is a cash-balance plan.
- A member's retirement benefit is based on their account balance at retirement, city matching contributions (2 to 1), and other credits.



WHAT IS A COLA

A COLA is a cost-of-living adjustment that increases a retiree's or beneficiary's monthly benefit to help offset inflation.

- The Consumer Price Index (CPI-U) is used to measure inflation.
- TMRS cities can provide a COLA that is 30%, 50%, or 70% of the change in the CPI-U.
- The City of Lewisville adopted 70%, the highest COLA benefit.

TMRS COLA Benefit	% of Comparison Cities with Benefit Level
None	6.7%
30% of Change in CPI-U	13.3%
50% of Change in CPI-U	26.7%
70% of Change in CPI-U	53.3%

TMRS' TRADITIONAL RETROACTIVE COLA

TMRS' traditional retroactive COLA is calculated by multiplying the cumulative change in the CPI-U since retirement by the COLA percentage adopted, Lewisville has elected 70%.

That percentage increase is applied to the original benefit in determining the new benefit.

Each retiree will receive a different percentage increase in their benefit depending on their year of retirement. In general, the longer retired, the greater the percentage increase in the current benefit. For 2026, Lewisville retiree benefits will increase by 2.46% for the 1990 retiree trending down to 2.02% for 2024 retirees.



RECENT LEGISLATIVE HISTORY FOR TMRS' COLA

During 88th Legislature, HB 2464 was passed and signed into law. It amended the TMRS Act to permit:

- By ordinance, cities can choose to maintain or increase the COLA percentage (as of 1/1/23) with a non-retroactive calculation.
- By ordinance, cities that have 70% retroactive COLA (as of 1/1/23) can choose to maintain the 70% COLA with a non-retroactive calculation.
- The non-retroactive calculation option sunsets 12/31/25.

During 89th Legislature, HB 4609 by Dean (as filed) and SB 2436 by Parker (as filed) sought to amend the TMRS Act to make last Session's COLA provisions from HB 2464 permanent. However, these bills did not become law.

TMRS' NEW NON-RETROACTIVE COLA



TMRS' new COLA is calculated by multiplying the change in the CPI-U for the one-year period ending 12 months before the COLA effective date by the 70% COLA percentage. That percentage increase is applied to the current benefit in determining the new benefit.

All eligible retirees will receive the same percentage increase (2.02% = 2.89% inflation during 2024 x 70%) in their current benefit for 2026

TMRS' NEW NON-RETROACTIVE COLA

TMRS' new Non-Retroactive COLA feature is less expensive and more equitable than the traditional retroactive COLA.

- All current and future retirees receive the same percentage increase in their benefit each year.
- The city cannot adopt a lower CPI-U percentage than we currently offer, which is 70%.
- Can be adopted to take effect January 1, 2026.



2025* PLAN CHANGE STUDY – NON-RETRO COLA

Plan Provisions	Current	Option 1
Employee Contribution Rate	7%	7%
City Matching Ratio	2 to 1	2 to 1
Updated Service Credit (USC)	75% (Repeating)	75% (Repeating)
Transfer USC *	Yes	Yes
COLA	70% (Repeating)	70% (Repeating)
Retroactive COLA	Yes	No
Retirement Eligibility Any Age	20 years	20 years
Vesting	5 years	5 years
Supplemental Death Benefit	None	None
Contribution Rates	2025	2025
Normal Cost Rate	11.10%	10.93%
Prior Service Rate	<u>6.95%</u>	<u>6.31%</u>
Retirement Rate	18.05%	17.24%
Supplemental Death Rate	<u>0.00%</u>	<u>0.00%</u>
Total Contribution Rate	18.05%	17.24%
Unfunded Actuarial Liability	\$53,144,033	\$48,786,711
Funded Ratio	87.6%	88.5%
Benefit Increase Amortization Period	20 years	20 years

*These TMRS impact estimates are from last year. New estimates will become available prior to our budget adoption.

2025* PLAN CHANGE STUDY – NON-RETRO COLA

Projected Annual Impact:

2025 expected payroll	\$81,000,000
Current City Contribution (18.05%)	\$14,620,500
If Non-Retroactive had been adopted (17.24%)	<u>\$13,964,400</u>
Approximate decrease in City Contributions	\$656,100

*These TMRS impact estimates are from last year. New estimates will become available prior to our budget adoption.

RETIREE IMPACT

Currently, Lewisville has 592 retirees receiving a payment from TMRS monthly.

A change from retroactive COLA to non-retroactive COLA will not decrease any retiree's monthly benefit. However, retirees will see their future COLA percentage align with all other retirees going forward.

The median retiree monthly benefit in 2025 is \$1,916.43. The median COLA change impact* to current Lewisville retirees in 2026 would be about \$2.50 per month.

Lewisville Retiree	Years Retired		2025 Monthly Benefit	2026 Retiree Monthly Benefit Non-Retro (New)	2026 Retiree Monthly Benefit Retro (Current)	Monthly Difference
Retiree A	34	Dollars Percent	\$ 1,468.94	\$ 1,498.64 2.02%	\$ 1,504.69 2.43%	\$ 6.05
Retiree B	19	Dollars Percent	\$ 3,154.46	\$ 3,218.23 2.02%	\$ 3,225.91 2.27%	\$ 7.68
Retiree C	4	Dollars Percent	\$ 3,151.67	\$ 3,215.39 2.02%	\$ 3,218.41 2.08%	\$ 3.02
Retiree D	2	Dollars Percent	\$ 2,396.61	\$ 2,445.06 2.02%	\$ 2,445.53 2.04%	\$ 0.47

*These TMRS impact estimates are from last year. New estimates will become available prior to our budget adoption.

WHAT ARE OTHER CITIES DOING?

64 cities have adopted the non-retroactive COLA, including two Lewisville comparators – Irving and Garland.

41% of those cities (26) went from 70% repeating retroactive COLA to a 70% repeating non-retroactive COLA.



POLICY CONSIDERATIONS

- The new non-retroactive COLA calculation is more equitable and understandable. Everyone gets the same percentage going forward.
- Lewisville offers the highest level of TMRS COLA percentage of 70%. Moving to the new non-retroactive COLA calculation makes maintaining this benefit more financially sustainable in the future.
- Lewisville increased its financial commitment to retiree medical premiums in May of 2025. In FY26, annual funding for retiree medical increased by \$752,854 from the prior year. Moving to the new non-retroactive COLA will enhance financial sustainability while maintaining an excellent TMRS benefit.
- Lewisville FY26 budget preparation has required departments to absorb the retiree medical increase and other costs, resulting in operational cuts to base budget, which then have to be requested back. These requests are known as add back action steps and may or may not be funded based on budgetary constraints. This change provides savings to help fund those add back action steps.
- This is a one-time opportunity, sunseting at the end of this year under current law.

LEWISVILLE TIMELINE

TMRS will provide updated 2026 rate for non-retroactive COLA to staff by July 2025.

Staff will include the change to a non-retroactive COLA in FY26 budget preparations.

Staff will prepare an ordinance for Council consideration in conjunction with budget approvals on September 8th.

The law sunsets this year. Lewisville must adopt any changes before December 31, 2025 to be effective January 1, 2026.





For the Love of Lewisville

Neighborhood



Love Your Block

Grants Updates



Neighborhood Enhancement
— Program —



Rock the Block
— Trailer —

Council Workshop
June 16, 2025



Property Enhancement
— Program Plus —



Property Enhancement
— Program —



Code Abatement
— Program —



Property Enhancement — Program —

Program Summary

- The Property Enhancement Program (“PEP”) is designed to improve community vitality by addressing residential properties that are in disrepair.
- Through the PEP, homeowners may receive a matching financial grant-rebate to assist with exterior repairs to their home.
- Grants must be between a minimum of \$250 and a maximum of \$5,000, depending on the project cost and applicant eligibility.



Before



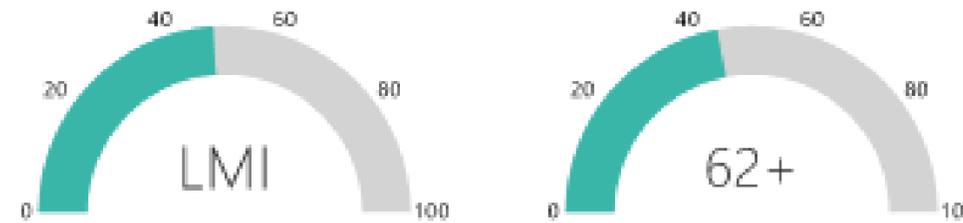
After

LTD PROJECT STATUSES

IN REVIEW	IN PROGRESS	WAITING FOR FINAL P'WORK	COMPLETE	EXPIRED	CANCELLED	DENIED / INCOMPLETE
2	34	17	396	7	17	41

LTD PRIORITY CATEGORIES

LMI	48% (207)
DISABLED	12% (50)
62+	44% (189)



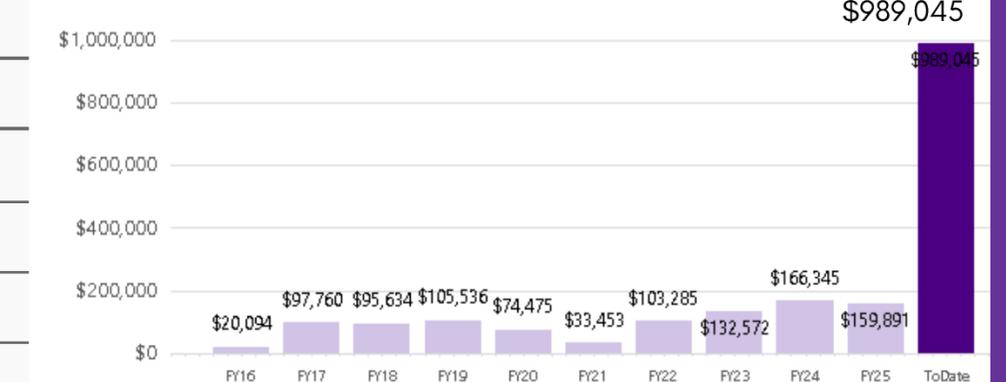
LTD LISTEN. LEARN. LEAD. STATS

		AWARDEES	ALL APPLICANTS
ETHNICITY	HISPANIC	7% (33)	8% (40)
	NON-HISPANIC	37% (167)	40% (206)
	NO RESPONSE	8% (36)	9% (44)
RACE	WHITE	36% (160)	38% (193)
	BLACK/AFRICAN AMERICAN	6% (28)	7% (35)
	ASIAN	2% (10)	3% (14)
	AMERICAN INDIAN/ALASKAN NATIVE	1% (3)	1% (4)
	NATIVE HAWAIIAN/PACIFIC ISLANDER	0% (0)	0% (0)
	OTHER	0% (2)	1% (5)
	NO RESPONSE	7% (33)	8% (41)

LTD PROJECT TYPES (in progress & completed projects)

ACCESSORY DEMO	1% (5)
DRAINAGE	1% (5)
DRIVEWAY / FLATWORK	3% (21)
FENCE	31% (194)
FRONT / BACK DOOR	2% (15)
GARAGE DOOR	1% (7)
GUTTERS	5% (33)
PAINTING	12% (74)
RETAINING WALL	5% (33)
ROOF	3% (17)
SIDING	8% (50)
TREE PLANTING	1% (5)
TREE REMOVAL	3% (20)
TREE TRIMMING	4% (23)
TRIM / FASCIA / SOFFIT	7% (41)
WINDOWS	12% (78)

G1508 FUNDS AWARDED PER FY





Before
After



Property Enhancement — Program Plus —

Program Summary

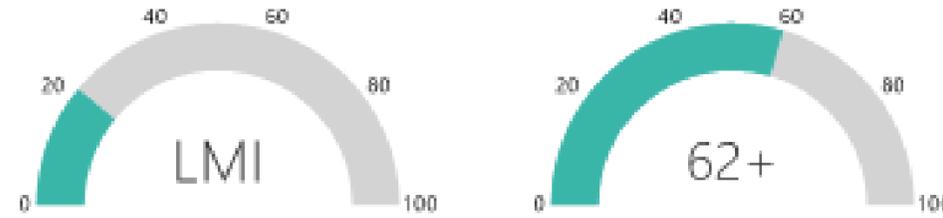
- PEP Plus is a financial grant-rebate program for Lewisville residents to assist with exterior home repairs.
- Eligible projects may be approved for a 25% matching grant-rebate, up to a maximum of \$20,000!

LTD PROJECT STATUSES

IN REVIEW	IN PROGRESS	WAITING FOR FINAL P'WORK	COMPLETE	EXPIRED	CANCELLED	DENIED / INCOMPLETE
1	4	7	28	0	0	0

LTD PRIORITY CATEGORIES

LMI	22% (7)
DISABLED	12% (4)
62+	59% (19)



LTD PROJECT TYPES (in progress & completed projects)

ACCESSORY DEMO	0% (0)
DRAINAGE	0% (0)
DRIVEWAY / FLATWORK	6% (5)
FENCE	24% (20)
FRONT / BACK DOOR	0% (0)
GARAGE DOOR	1% (1)
GUTTERS	5% (4)
PAINTING	7% (6)
RETAINING WALL	6% (5)
ROOF	6% (5)
SIDING	6% (5)
TREE PLANTING	1% (1)
TREE REMOVAL	2% (2)
TREE TRIMMING	6% (5)
TRIM / FASCIA / SOFFIT	10% (8)
WINDOWS	20% (17)

LTD LISTEN. LEARN. LEAD. STATS

		AWARDEES	ALL APPLICANTS
ETHNICITY	HISPANIC	21% (8)	20% (8)
	NON-HISPANIC	69% (27)	68% (27)
	NO RESPONSE	5% (2)	5% (2)
RACE	WHITE	74% (29)	72% (29)
	BLACK/AFRICAN AMERICAN	8% (3)	8% (3)
	ASIAN	8% (3)	8% (3)
	AMERICAN INDIAN/ALASKAN NATIVE	0% (0)	0% (0)
	NATIVE HAWAIIAN/PACIFIC ISLANDER	0% (0)	0% (0)
	OTHER	3% (1)	5% (2)
	NO RESPONSE	5% (2)	5% (2)

G2211 FUNDS AWARDED PER FY





Neighborhood Enhancement — Program —

Program Summary

NEP is a reimbursable grant for Neighborhood Associations or HOA's of up to \$12,500 to:

- Improve neighborhood public spaces
- Beautify and benefit the community
- Provide positive long-term impact in the community
- Nurture a shared sense of neighborhood identity.



NEIGHBORHOOD ENHANCEMENT PROGRAM

<u>HOA</u>	<u>Year</u>	<u>Application</u>	<u>Project</u>	<u>Project Cost</u>	<u>Award</u>
Hills of Vista Ridge	2020	Accepted	Solar Lighting	\$ 23,753.00	\$ 11,876.00
Lakeridge Townhomes	2022	Accepted	Entryways	\$ 6,500.00	<u>\$0.00</u>
Heritage Hills	2022	Accepted	Entryways	\$ 6,108.00	\$ 3,054.00
Crescent Estates	2022	Accepted	Communal Space Improvement	\$ 33,003.81	\$ 12,500.00
Brownstones at Vista Ridge	2022	Accepted	Retaining Wall, Solar Light	\$ 11,604.96	\$ 5,802.48
Willowbrook	2023	Accepted	Entryways	\$ 27,273.59	\$ 12,500.00
Highpoint Oaks	2023	Accepted	Fountain	\$ 12,223.40	\$ 6,111.70
Oakbrook on the Lake	2024	Accepted	Entryway, Mail Station	\$ 11,517.11	\$ 5,758.55
Castle Hills	2024	Accepted	Mulch in parks	\$ 14,501.47	\$ 7,250.73
South Village	2022	Denied	Entryway	N/A	N/A
Heritage Square	2023	Denied	Xeriscape	N/A	N/A
Creekside Townhomes	2024	Denied	Rod Iron Fence	N/A	N/A
Reserve At Timber Creek	2025	Denied	Retaining Wall	N/A	N/A
				\$ 146,485.34	\$ 64,853.46



Code Abatement — Program —

Program Summary



- The Homeowner must have an active code violation that is also an eligible PEP project.
- The Homeowner must live within Neighborhood Empowerment Zone 2
- Applicants must & meet the LMI income requirements.
- The Homeowner can receive a 100% reimbursement up to \$7,500 to correct the violation.

LTD PROJECT STATUSES

IN REVIEW	IN PROGRESS	WAITING FOR FINAL P'WORK	COMPLETE	EXPIRED	CANCELLED	DENIED / INCOMPLETE
1	0	0	3	0	2	0

LTD PRIORITY CATEGORIES

LMI	100% (3)
DISABLED	67% (2)
62+	67% (2)



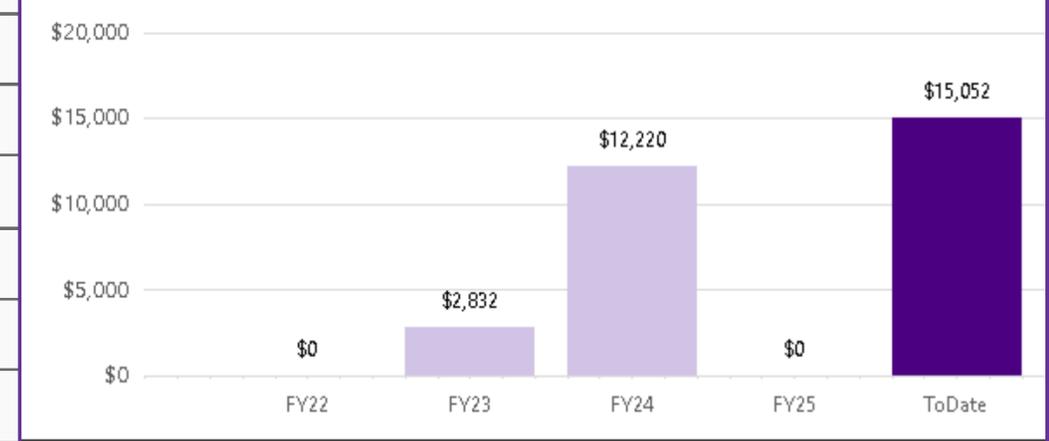
LTD LISTEN. LEARN. LEAD. STATS

		AWARDEES	ALL APPLICANTS
ETHNICITY	HISPANIC	33% (1)	17% (1)
	NON-HISPANIC	0% (0)	33% (2)
	NO RESPONSE	67% (2)	50% (3)
RACE	WHITE	33% (1)	50% (3)
	BLACK/AFRICAN AMERICAN	0% (0)	17% (1)
	ASIAN	0% (0)	0% (0)
	AMERICAN INDIAN/ALASKAN NATIVE	0% (0)	0% (0)
	NATIVE HAWAIIAN/PACIFIC ISLANDER	0% (0)	0% (0)
	OTHER	0% (0)	0% (0)
	NO RESPONSE	67% (2)	33% (2)

LTD PROJECT TYPES (in progress & completed projects)

ACCESSORY DEMO	0% (0)
DRAINAGE	0% (0)
DRIVEWAY / FLATWORK	25% (1)
FENCE	50% (2)
FRONT / BACK DOOR	0% (0)
GARAGE DOOR	0% (0)
GUTTERS	0% (0)
PAINTING	0% (0)
RETAINING WALL	25% (1)
ROOF	0% (0)
SIDING	0% (0)
TREE PLANTING	0% (0)
TREE REMOVAL	0% (0)
TREE TRIMMING	0% (0)
TRIM / FASCIA / SOFFIT	0% (0)
WINDOWS	0% (0)

G2213 FUNDS AWARDED PER FY





For the Love of Lewisville

Program Summary

- FTLOL is a day of service where volunteer groups come together to serve the Lewisville community and improve the quality of lives for others.
- This event includes various improvements throughout the city ranging from yard work to park cleanup.
- FTLOL strengthens community and creates resiliency by addressing real physical needs in the community.



For the Love of Lewisville

For the Love of Lewisville is an annual event hosted by the Neighborhood Services division that aims to strengthen community relationships, build resiliency, and beautify the community through volunteer work.

Last Event Date	Number of Projects at Last Event	Number of Volunteers at Last Event	Get Ready for the Next Event!
10.19.2024	15	212	Oct 2025

NS Program Survey Results

Neighborhood Programs April 2025

Date range: **Apr 24, 2025-May 09, 2025**

Total submissions: **309**

Total responses: **1036**

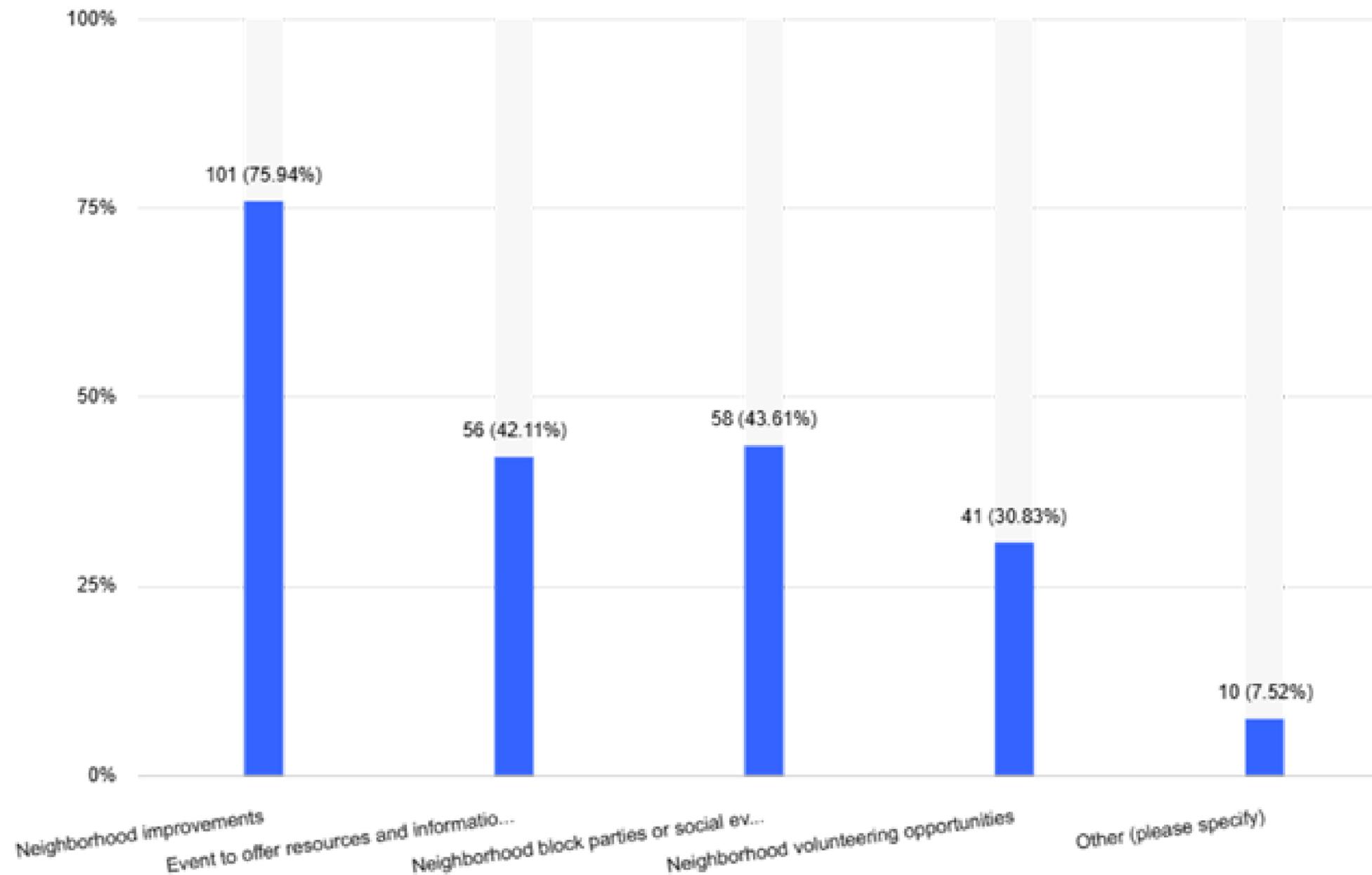
Which Residential District does your home fall in?



- District 1 - Bob Troyer - 20 (10.75%)
- District 2 - William Meridith - 39 (20.97%)
- District 3 - Ronni Cade - 26 (13.98%)
- District 4 - Brandon Jones - 34 (18.28%)
- District 5 - Kristin Green - 43 (23.12%)
- District 6 - Patrick Kelly - 24 (12.9%)

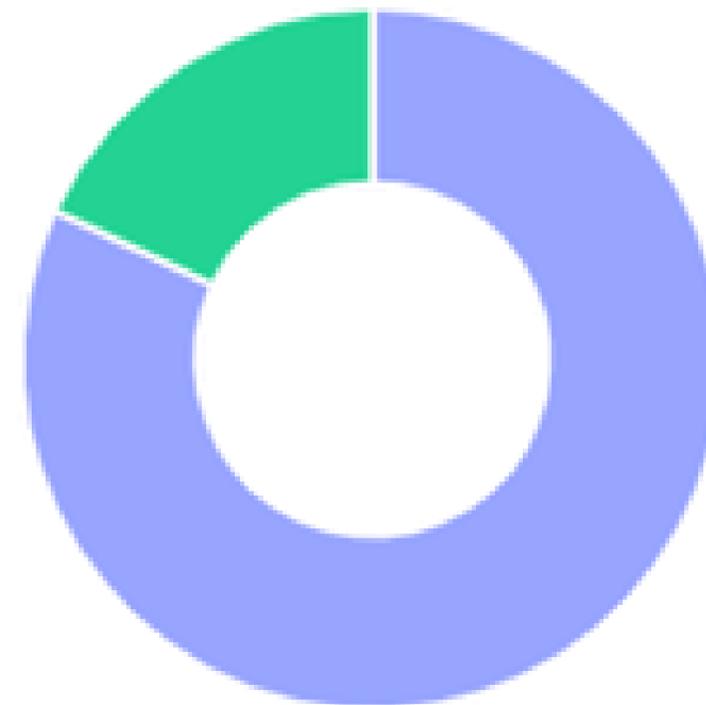
NS Program Survey Results

Please indicate what improvements or activities would benefit your neighborhood and what you or someone in your household would be interested in participating in. (Select all that apply)



NS Program Survey Results

Would you be interested in a 50% grant for exterior home improvements? Some examples include fencing, windows, or siding replacement/repairs. For more information visit <https://www.cityoflewsville.com/city-hall/city-departments/neighborhood-services/neighborhood-vitality/property-enhancement-program>



Yes - 109 (81.95%)

No - 24 (18.05%)

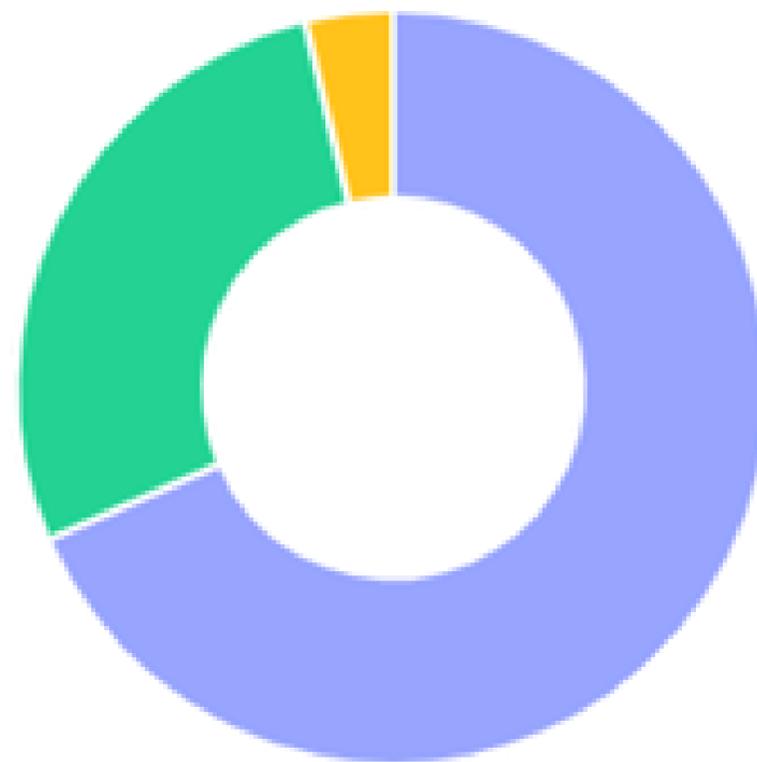
NS Program Survey Results

Would you and your neighbors be more likely to utilize the Neighborhood Enhancement Program (NEP) for neighborhood beautification projects if the City paid the vendor directly instead of the neighborhood? For more information visit <https://sites.google.com/cityoflewsville.com/nvp/nep>.



NS Program Survey Results

PEP Plus currently reimburses 25% (up to \$20,000, no income limits) for exterior upgrades on owner-occupied single-family homes built before 1981. Would adjusting the criteria to homes built at least 40 years ago be advantageous? For more information visit <https://www.cityoflewsville.com/city-hall/city-departments/neighborhood-services/neighborhood-vitality/property-enhancement-program>



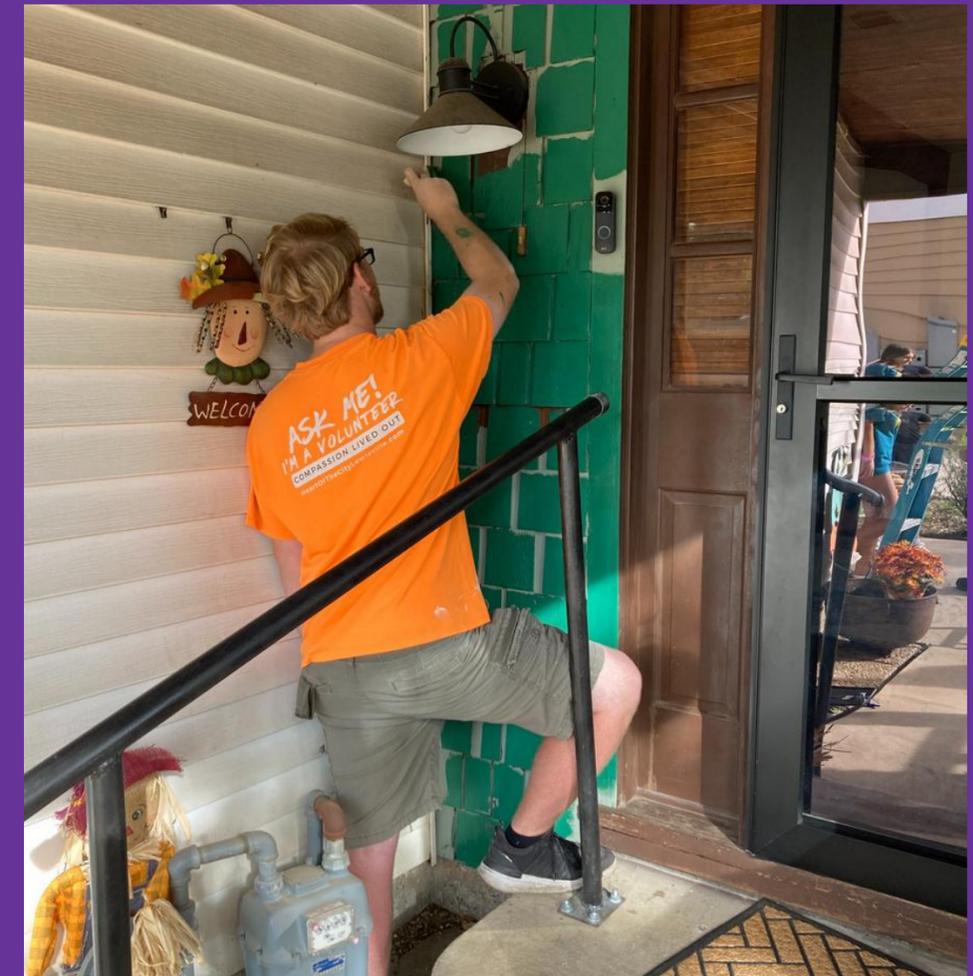
- Yes - 91 (68.42%)
- No - 37 (27.82%)
- Other (please specify) - 5 (3.76%)



For the Love of Lewisville

RECOMMENDED UPDATES

- Utilize VTO to help with logistical planning and day of event support.
- Utilize new City-Wide Volunteer Management Software.
- Open City-Wide. This will make marketing seamless & promote more volunteerism.





Code Abatement — Program —

RECOMMENDED UPDATES

- Opening City-wide could make this a program that is used more frequently.
- Remove “NEZ 2” as it wouldn’t be applicable after going City-wide.
- Expansion would allow for us to help more struggling homeowners than we were able to in the past.
- Code enforcement agrees that this would be more effective.





Before



After



Neighborhood Enhancement — Program —

Recommended Updates

- Make NEP accessible to Non-HOA neighborhoods
- Directly pay contractor/vendor \$5000 at 100%. This eliminates the need for proof of bankroll (Current approved method for code abatement)
- Lewisville has 205 residential subdivisions that are considered neighborhoods
- There are 57 HOA neighborhoods and 148 Non-HOA neighborhoods



Before



After



Property Enhancement — Program Plus —

RECOMMENDED UPDATES

- New policy would change to 40 year old homes.
- Dramatic 500+% increase in awards from FY 22 to FY 24, undoubtedly due to making the program available city-wide.
- Completed 30 projects that were approved during FY24 versus only two approved in FY22.
- So far for FY25, received 8 applicants who have houses built between 1980 and 1985.



Property Enhancement — Program —

Recommended Update

- Add a requirement to replace a tree if it is removed.



Thank You!