

LEWISVILLE CITY COUNCIL

REGULAR SESSION

July 6, 2026

6:15 P.M.

Present:

TJ Gilmore, Mayor

Council Members:

William Meridith, Mayor Pro Tem
Lonnie Tipton, Deputy Mayor Pro Tem
Brent Kuykendall
Ronni Cade
Kristin Green
Patrick Kelly

City Staff:

Claire Powell, City Manager
Gina McGrath, Deputy City Manager - absent
Shante Akafia, Assistant City Manager
Liz Plaster, City Attorney
Lauren Crawford, Deputy City Attorney
Jennifer Malone-Ippolito, 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 6:15 p.m. on Monday, July 6, 2026, 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.

Planning Director Richard Luedke answered questions regarding Item No. D-1 and D-2; City Manager Claire Powell answered questions regarding Item Nos. F-4 and F-5; Neighborhood and Inspection Services Manager Elena Sheehan answered questions regarding Item No. F-5. Councilmember Cade will recuse from Item No. G-7.

Councilmember Cade left the Council Conference room during discussion of Item No. G-

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7 at 6:22 p.m. City Engineer Brent Bourgeois answered questions regarding Item No. G-7.

Councilmember Cade returned to the City Council Conference Room at 6:23 p.m.

Neighborhood and Inspection Services Director Chris McGinn answered questions regarding Item No. G-8; City Manager Powell and City Engineer Brett Bourgeois answered questions regarding Item No. G-9. Mr. Bourgeois explained the history and details of the project to the council members.

City Manager Powell introduced Leila Peebles, the new Director of Human Resources. She will begin employment in August 2026.

Compensation and Benefits Update

(Agenda Item B)

At the request of Mayor Gilmore, Human Resources Director Tadd Phillips presented an update on employee compensation and benefits and responded to questions and comments from City Council.

Mr. Phillips provided an overview of recruitment and retention trends. In response to a council member's question, he clarified that the turnover data presented included employee retirements.

Mr. Phillips also provided an overview of the City's compensation program, including market analysis of survey cities, merit increases, step adjustments, and job family progression. He discussed examples of additional compensation, including field training officer pay, certification pay, education pay, and other specialty pays. He concluded the presentation with an overview of tuition reimbursement and employee health insurance benefits.

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, July 6, 2026.

Invocation

(Agenda Item A)

Mayor TJ Gilmore gave the invocation.

Pledge to the American and Texas Flags

(Agenda Item B)

At the request of Mayor Gilmore, Mayor Pro Tem William Meridith led the pledge to the United States and Texas flags.

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**Certificates of Appointment and Oaths of
Offices to Reappointed and Newly
Appointed Members of the City's
Boards/Commissions/Committees**

(Agenda Item C)

City Secretary Jennifer Malone-Ippolito administered the oaths of office to reappointed and newly appointed members of the City's boards, commissions and committees.

PUBLIC HEARING

Public Hearing: Consideration of Ordinance No. 0851-26-ZON, an Ordinance of the Lewisville City Council, Amending the Zoning Ordinance by Amending Ordinance No. 0428 22 ZON to Rezone Approximately 2.577 Acres of Land, Legally Described as Castle Hills Golf Course Block A, Lot 2B and a Portion of Lot 4B; Located Approximately 2,600 Feet South of the Intersection of Lady of the Lake Boulevard and The Lakes Boulevard and Approximately 860 Feet East of the Intersection of Royal Minister Boulevard and Ireland Avenue; From Planned Development Single Family Residential (PD R12) District Zoning to Planned Development General Business Two (PD GB 2) District Zoning; to Amend the Castle Hills Primary Subdistrict Base Zoning Districts Map set Forth in Exhibit 3B Thereto; Correcting the Official Zoning Map and List of Planned Development Districts; 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; Providing for a Savings Clause, Repealer, Severability, a Penalty, and an Effective Date; as Requested by McAdams, the Applicant on Behalf of CHGC LLC, the Property Owner (Case No. 26-02-1-PZ).

(Agenda Item D-1)

The Lakes at Castle Hills currently operates a tennis facility featuring six courts, located within the golf course south of Lady of the Lake Boulevard. The original facility was constructed

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prior to the area's annexation into the City of Lewisville. The property owner is now proposing an expansion of the facility. Because the facility predates annexation, a multi-step approval process is required to bring the expansion into compliance with Lewisville's current development standards. A portion of the property will first need to be rezoned and then a Special Use Permit (SUP) must be approved for the expanded commercial amusement (outdoor) use. The SUP will appear before City Council after the zone change is approved. The Planning and Zoning Commission recommended unanimous approval (7-0) on June 2, 2026.

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

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

Mayor Gilmore read the names of those who submitted comments including Michael Boronski (support), Daniel Karp (support), David Gerard (support), and William Darnell (support).

Hannah Haber with McAdams gave a presentation and answered questions from the City Council members.

Mayor Gilmore opened the public hearing at 7:23 p.m.

MOTION: Upon a motion made by Councilmember Kelly and seconded by Deputy Mayor Pro Tem Tipton, 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 7:24 p.m.

MOTION: Upon a motion made by Councilmember Green and seconded by Councilmember Kelly, the Council voted six (6) "ayes" and no (0) "nays" to approve **Ordinance No. 0851-26-ZON** as set forth in the caption. The motion carried.

Public Hearing: Consideration Ordinance No. 0852-26-SUP, an Ordinance of the Lewisville City Council Amending Ordinance No. 0712-24-SUP in Order to Expand the Special Use Permit Granted Thereby to Allow an Automobile Sales and Leasing Use on Portions of an Approximately 1.5871 Acre Tract, Legally Described as Fairway Business Park Addition, Lot 9, Block A, Located at 1504

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Eagle Court, Save for the Portion of the Tract Specified by and Subject to Ordinance 0317 21 SUP, and Zoned Light Industrial (LI) District; Providing for a Repealer, Severability, a Penalty, and an Effective Date; as Requested by Under Over Racing LLC on Behalf of AIP Eagle Court LLC, the Property Owner (Case No. 26-03-6 SUP).

(Agenda Item D-2)

Over Under Racing is a go kart part supplier that also performs repair services along with sales of ready built go karts. This business proposes to operate within a portion of the multi-tenant building located on the property and is considered an automobile sales and leasing use and also an automobile repair (minor) use in the Unified Development Code (UDC). Three previous Special Use Permits (SUPs) have been approved for this site, all of which authorize automobile repair (minor) but do not permit automobile sales and leasing. As a result, an amendment to Ordinance No. 0712-24-SUP is necessary to allow automobile sales and leasing as a permitted use. The Planning and Zoning Commission recommended unanimous approval (7-0) on June 2, 2026.

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

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

Mr. Luedke responded to a question regarding future allowed uses of the property.

Mayor Gilmore opened the public hearing at 7:26 p.m.

MOTION: Upon a motion made by Councilmember Cade and seconded by Mayor Pro Tem 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 7:27 p.m.

MOTION: Upon a motion made by Mayor Pro Tem Meridith and seconded by Councilmember Kelly, the Council voted six (6) "ayes" and no (0) "nays" to approve **Ordinance No. 0852-26-SUP** as set forth in the caption. The motion carried.

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Visitors Forum

(Agenda Item E)

Mike Weston, Lewisville, Texas, was called to speak and spoke regarding data center runoff and water quality.

CONSENT AGENDA

(Agenda Item F)

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

3. APPROVAL OF MINUTES: City Council Minutes of the June 15, 2026, Workshop Session and Regular Session.
4. Approval of a Bid Award for DCTA Trail Connection Segment A to Garret Shields Infrastructure, LLC, in the Amount of \$2,240,244.04 and Authorization for the City Manager, or Her Designee, to Execute the Agreement.
5. Approval of a Bid Award for the Repair and/or Replacement of Residential Heating Ventilation and Cooling Systems Within Approved Residential Homeowner’s Homes Enrolled in the Minor Housing Rehabilitation Program to Ridgewood Solutions, LLC in the Amount of \$131,197.50; and Authorization for the City Manager, or her Designee, to Execute the Agreement With Ridgewood Solutions LLC.
6. Approval of **Resolution No. 0853-26-RES**, a Resolution Authorizing Submission of an Application to the Texas Water Development Board for Financial Assistance Through the Water Supply Infrastructure Grant Program for the Combined Pump Station and Clearwell Project.

The motion carried.

REGULAR HEARING

Councilmember Cade recused from Item No. G-7 and left the Council Chambers.

Consideration of a Bid Award for Valley Vista & Poydras Street Drainage Improvements Project to Four Star Excavating, Inc. in the Amount of \$866,516.70 and Authorization for the City Manager, or Her Designee, to Execute the Contract.

(Agenda Item G-7)

This project consists of improvements to drainage infrastructure and associated street paving improvements within portions of Camelot Drive, Little Den Drive, and Cassion Drive in the Valley Vista neighborhood and along Poydras Street just south of High School Drive. A total of eighty-six (86) bid invitations were downloaded from Bonfire. Nine (9) bids were received and opened on April 30, 2026. An evaluation of all bids was performed, and Four Star Excavating, Inc. is recommended for award as the lowest responsive responsible bidder. Funding is available in the Valley Vista Drainage Improvements capital project.

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

MOTION: Upon a motion made by Councilmember Green and seconded by Councilmember Kuykendall, the Council voted five (5) "ayes" and no (0) "nays" to approve the award and authorize the City Manager, or her designee, to execute the agreement as set forth in the caption. The motion carried.

Councilmember Cade returned to the Council Chambers.

Consideration of Ordinance No. 0854-26-ORD, an Ordinance of the Lewisville City Council, Amending Chapter 7, Article XVII, Sale of Alcoholic Beverages, of the Lewisville City Code by Amending Section 7-572 in Order to Clarify the Local Alcoholic Beverage Permit Application Process and Wavie Certain Local Alcoholic Beverage Permit Fees; and Amending the Fee Schedule of the City of Lewisville by Amending Certain Fees Related to Alcoholic Beverage Permits; Providing a Savings Clause, Repealer, Severability, a Penalty, and an Effective Date.

(Agenda Item G-8)

The City of Lewisville requires businesses selling alcoholic beverages to obtain a local alcoholic beverage permit after receiving the applicable state license or permit. Neighborhood & Inspection Services administers the City's local permit review process and oversees ongoing compliance with local regulations. Recent amendments to the Texas Alcoholic Beverage Code changed the circumstances under which municipalities may assess local alcoholic beverage permit fees. To comply with these statutory changes, staff reviewed the City's ordinance and fee schedule to identify provisions that are no longer consistent with state law. The proposed amendments revise the City's permitting requirements and fee schedule to reflect the updated statutory requirements

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while maintaining the City's local permitting and compliance processes

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

MOTION: Upon a motion made by Councilmember Kelly and seconded by Councilmember Cade, the Council voted six (6) "ayes" and no (0) "nays" to approve **Ordinance No. 0854-26-ORD** as set forth in the caption. The motion carried.

Consider and Act Upon Adoption of Resolution No. 0855-26-RES, a Resolution of the City Council of the City of Lewisville, Texas, Authorizing the Acquisition of Fee Simple Title to Approximately 105,546 Square Feet (2.423 Acres) Legally Described as all of Lot 5B, Block A of the Elm Fork Industrial Park, in the A. G. King Survey, Abstract 698 Generally Located at 830 Valley Ridge Boulevard Temporary Construction Easement to Approximately 13,024 Square Feet (0.299 Acres) Legally Described as Part of Lot 5A, Block A and Part of Lot 5C, Block A of the Elm Fork Industrial Park, in the A. G. King Survey Abstract 698 Generally Located at 830 Valley Ridge Boulevard; for the Use as a Regional Public Detention Pond and the Undertaking of all Associated Improvements; Having Determined the Public Use and Public Necessity of Such Acquisitions; Authorizing the Appointment of an Appraiser and Negotiator as Necessary; Authorizing the City Manager (or Her Designee) to Establish Just Compensation for the Property to be Acquired in Accordance With All Laws; Authorizing the City Manager (or Her Designee) to Take All Steps Necessary to Acquire the Needed Property in Compliance With all Applicable Laws and Resolutions; and Authorizing the City Attorney (or Her Designee) to Institute Condemnation Proceedings, if Necessary, to Acquire the Property if Purchase Negotiations are Not Successful; Providing

**for Repealing, Savings, and Severability
Clauses; and Providing for an Effective Date.**

(Agenda Item G-9)

The rapid pace of mixed use redevelopment in eastern Old Town has pushed the area's existing draining infrastructure to maximum capacity. To sustain current construction such as phase 2 of the Ellis at Old Town development and to secure future economic growth within Tax Increment Reinvestment Zone (TIRZ) Number One, the City must construct a regional public detention pond. The project's engineering design is currently between 60% and 90% complete. However, final design work and critical onsite geotechnical testing cannot proceed without securing property access. This item requests authorization to acquire the necessary Fee Simple property and Temporary Construction Easements (TCE) from the affected property owner via donation, friendly purchase, or through the power of eminent domain.

That the City Council consider and adopt the Resolution as set forth in the caption above by using the following motion, which is prescribed by the Texas Government Code Section 2206.053 (e): "I move that the City of Lewisville, Texas, adopt the Resolution described in Agenda Item No. G-9 and authorize the use of the power of eminent domain, if necessary, to acquire for public use the property described and depicted in Attachment 1 attached to the Resolution, said description and depiction being incorporated into this motion for all purposes, for the construction, access, and maintenance of a regional public detention pond and other associated storm improvements. This vote applies to all units of property described and depicted in Attachment 1 attached to the Resolution."

Brett Bourgeois, PE, PMP, City Engineer was available for questions posed by the City Council.

MOTION: Upon a motion made by Councilmember Green and seconded by Deputy Mayor Pro Tem Tipton, the Council voted five (5) "ayes" and one (1) "nay", with Councilmember Kuykendall casting the "nay" vote, to adopt **Resolution No. 0855-26-RES**: "I move that the City of Lewisville, Texas, adopt the Resolution described in Agenda Item No. G-9 and authorize the use of the power of eminent domain, if necessary, to acquire for public use the property described and depicted in Attachment 1 attached to the Resolution, said description and depiction being incorporated into this motion for all purposes, for the construction, access, and maintenance of a regional public detention pond and other associated storm improvements. This vote applies to all units of property described and depicted in Attachment 1 attached to the Resolution." The motion carried.

City Council and Staff Reports

(Agenda Item H)

- Councilmember Cade said that everyone did a great job in regard to the 4th of July.

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- Mayor Pro Tem Meridith reported on the Sounds of Lewisville event and the drone and fireworks show.
- Mayor Gilmore gave a lake level report and discussed the purpose of water conservation.

Return to Workshop if Necessary

(Agenda Item I)

Closed Session

(Agenda Item J)

Mayor Gilmore RECESSED into Closed Session at 7:43 p.m.

In Accordance with Texas Government Code, Subchapter D,

1. *Section 551.071 (Consultation with Attorney): Legal Issues Related to Article 4, Section 4.02 of the Lewisville City Charter.*
2. *Section 551.072 (Real Estate): Property Acquisition*
3. *Section 551.074 (Personnel): Municipal Court Judge Brian Holman*
4. *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 8:11 p.m.

There was no action taken on items discussed in Closed Session.

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 8:11 p.m. on Monday, July 6, 2026.

These minutes approved by the Lewisville City Council on the 20th day of July, 2026.

APPROVED

TJ Gilmore
MAYOR

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ATTEST:

Jennifer Malone-Ippolito
CITY SECRETARY

DRAFT MINUTES

EMPLOYEE COMPENSATION & BENEFITS UPDATE FY27

City Council Meeting July 6, 2026



LEWISVILLE
Deep Roots. Broad Wings. Bright Future.

ITEMS FOR REVIEW

1 Compensation Overview

2 Market Analysis

3 Steps/Merit

4 Additional Retention Elements

5 Benefits

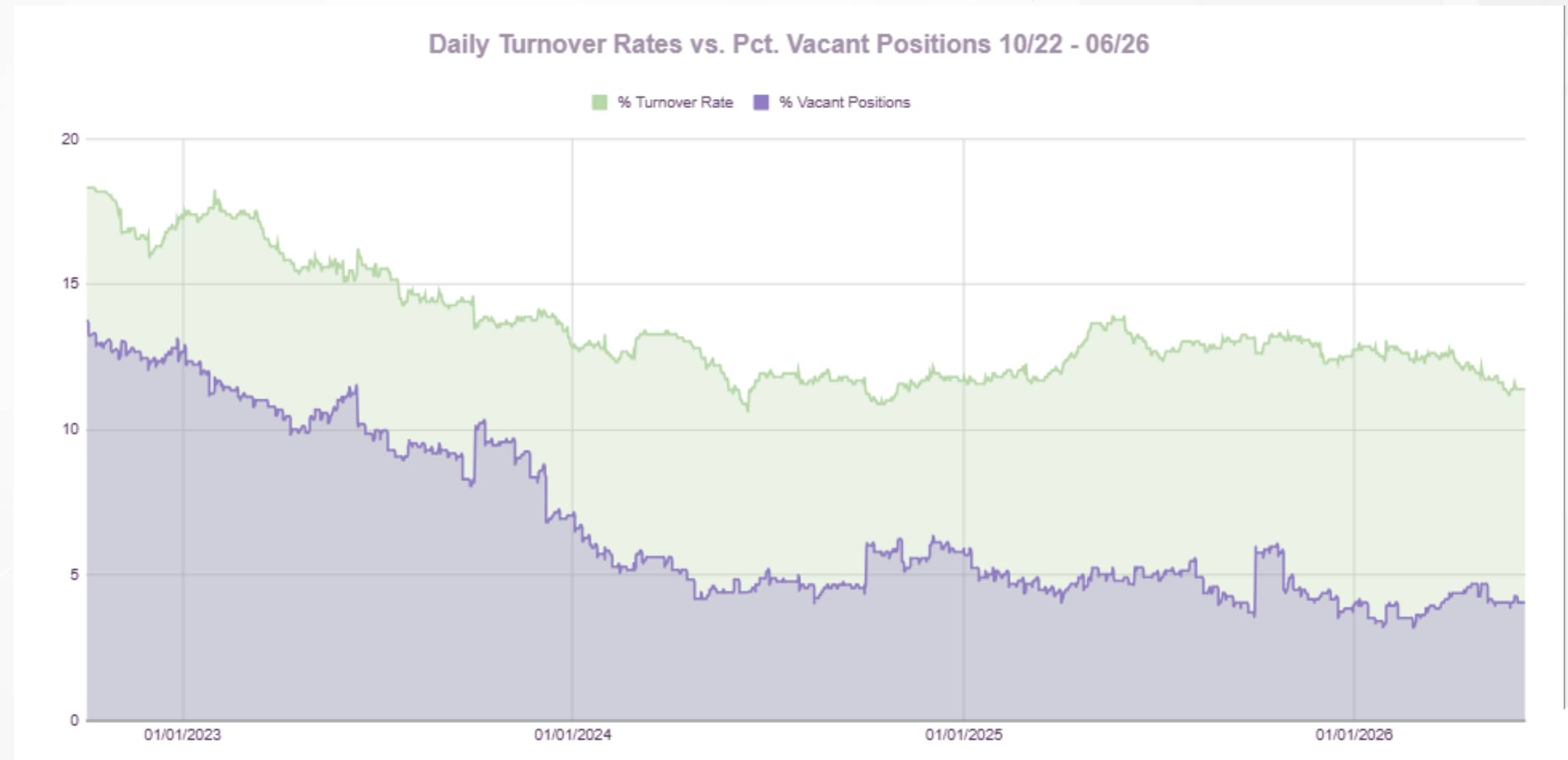
RECRUITMENT & RETENTION

The Journey

In 2022, turnover stood at 18%, and 13% of our jobs were vacant. We had both a recruitment and retention problem. In 2023, we implemented a compensation study, delivering over \$5 million in additional salary. We've since added job family progressions and annually maintained structures that lead the market. Today, turnover has leveled off to 11.5%. Roughly 4% of our jobs are vacant. As indicated by the low vacancy rate, recruitment is less of a concern today. However, we want to keep the positive trend. **Retention of upskilled staff who are being actively recruited is our key challenge today.** Progression within pay ranges is our current focus.

Compensation Study 2023

1. Create market competitive structures that lead the market
2. Place existing employees within the structures
3. In-structure employee progression
4. Employee progression and promotion



COMPENSATION DELIVERY OVERVIEW

Recruit

Market

Assesses external forces to establish competitive pay rates

Ideally includes both structure and employee movement, so that employee retains relative position within structure

Retain

Steps/Merit

Progresses police/fire employees through pay structure steps, tied to tenure in position

Progresses general employee through pay structure through merit increase tied to performance criteria

Job Family Progression (JFP)

A retention tool that provides a senior-level pathway for individual contributor jobs

CITY COUNCIL GUIDANCE

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



Image created by AI

COMPENSATION OVERVIEW

Top-third market position is just one of the elements of attracting and retaining a high-performing workforce.

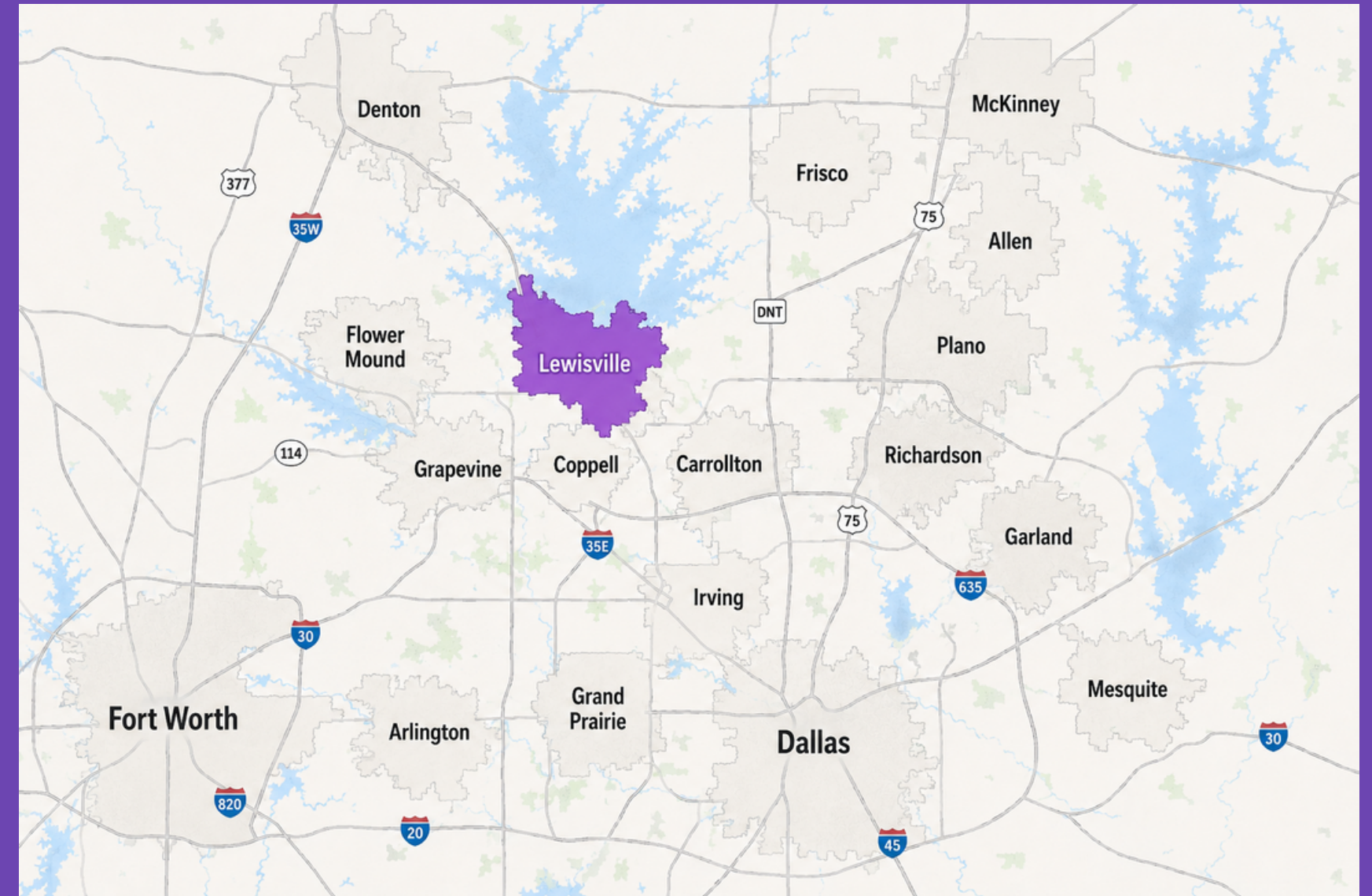


MARKET/RECRUITMENT

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 using these 17 comparator cities:



**image created by AI, boundaries are approximate*

MARKET - POLICE OFFICER MOVEMENT



MARKET - POLICE OFFICER MOVEMENT FY25 TO FY26

Police Officer Top Step Change Last FY

2024-2025		2025-2026		
City	Max	City	Max	FY26
Allen	\$106,004	Allen	\$113,000	6.60%
Flower Mound	\$ 99,736	Flower Mound	\$104,582	4.86%
Frisco	\$103,405	Frisco	\$108,414	4.84%
Ft Worth	\$105,622	Ft Worth	\$109,866	4.02%
Dallas	\$ 98,377	Dallas	\$102,304	3.99%
Lewisville	\$105,725	Lewisville	\$108,991	3.09%
Grapevine	\$102,274	Grapevine	\$105,352	3.01%
Plano	\$111,254	Plano	\$114,592	3.00%
Coppell	\$104,389	Coppell	\$107,521	3.00%
Arlington	\$108,908	Arlington	\$112,174	3.00%
McKinney	\$109,694	McKinney	\$112,577	2.63%
Richardson	\$105,468	Richardson	\$108,105	2.50%
Grand Prairie	\$108,735	Grand Prairie	\$111,255	2.32%
Carrollton	\$109,926	Carrollton	\$112,410	2.26%
Irving	\$110,256	Irving	\$112,272	1.83%
Mesquite	\$103,974	Mesquite	\$103,974	0.00%
Garland	\$110,733	Garland	\$110,733	0.00%
Denton	\$108,831	Denton	\$108,831	0.00%
				2.83%

MARKET - POLICE

To achieve **Market Top 3rd**:

- **Police Officer: 2.97% increase**
- **Police Sergeant: 3.13% increase**
- **Police Lieutenant: 3.13% increase**
- **Police Captain: 3.13% increase**

**Lewisville Top 3rd
\$112,228**

**Lewisville Current
\$108,992**

City	Job Title	Max	Years to Max
Plano	Police Officer	\$114,592	5
Allen	Police Officer	\$113,000	5
McKinney	Police Officer	\$112,577	9
Carrollton	Police Officer	\$112,410	7.5
Irving	Police Officer	\$112,272	5.5
Arlington	Police Officer	\$112,175	20
Grand Prairie	Police Officer	\$111,255	7
Garland	Police Officer	\$110,733	8
Ft Worth	Police Officer	\$109,866	14
Denton	Police Officer	\$108,831	7
Frisco	Police Officer	\$108,414	5
Richardson	Police Officer	\$108,105	5
Coppell	Police Officer	\$107,521	7
Grapevine	Police Officer	\$105,352	7
Flower Mound	Police Officer	\$104,582	9
Mesquite	Police Officer	\$103,974	8
Dallas	Police Officer	\$102,304	9
Survey Average 100%		\$109,292	8.11
Survey Average Top 3rd		\$112,225	6.4
Lewisville	Police Officer	\$108,991	7
Percentage Difference from Survey 100%		-0.28%	
Percentage Difference Top 3rd		-2.97%	
October 2026 Recommendation (Market +)		\$112,225	

**Potential Top Third Pay Plan
October 2026**

Effective 10/1/2026									
Position ID			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
8101	Police Officer	Annual	\$88,830	\$92,352	\$96,014	\$99,818	\$103,833	\$107,618	\$112,228
		Monthly	\$7,403	\$7,696	\$8,001	\$8,318	\$8,653	\$8,968	\$9,352
		Hourly	\$42.7069	\$44.4000	\$46.1604	\$47.9892	\$49.9200	\$51.7395	\$53.9561

MARKET - FIREFIGHTER MOVEMENT FY25 TO FY26

Firefighter Top Step Change Last FY

2024-2025		2025-2026		
City	Max	City	Max	FY26
Allen	\$ 101,284	Allen	\$105,825	4.48%
Flower Mound	\$ 96,350	Flower Mound	\$100,511	4.32%
Dallas	\$ 98,377	Dallas	\$102,304	3.99%
Lewisville	\$ 99,905	Lewisville	\$103,641	3.74%
Frisco	\$ 101,494	Frisco	\$105,049	3.50%
Ft Worth	\$ 94,190	Ft Worth	\$97,016	3.00%
Arlington	\$ 102,872	Arlington	\$105,959	3.00%
Coppell	\$ 100,374	Coppell	\$103,385	3.00%
Grapevine	\$ 96,034	Grapevine	\$98,910	3.00%
Richardson	\$ 99,523	Richardson	\$102,011	2.50%
Carrollton	\$ 99,628	Carrollton	\$101,880	2.26%
McKinney	\$ 103,910	McKinney	\$105,787	1.81%
Irving	\$ 104,088	Irving	\$105,924	1.76%
Denton	\$ 108,014	Denton	\$108,014	0.00%
Plano	\$ 105,898	Plano	\$105,898	0.00%
Mesquite	\$ 103,922	Mesquite	\$103,922	0.00%
Grand Prairie	\$ 102,767	Grand Prairie	\$102,767	0.00%
Garland	\$ 100,214	Garland	\$100,214	0.00%
2.24%				

MARKET - FIRE

To achieve **Market Top 3rd**:

- **Firefighter: 2.08% increase**
- **Driver/Engineer: 0.87% increase**
- **Fire Captain: 1.19% increase**
- **Batt/Div Chief: 1.52% increase**

**Lewisville Top 3rd
\$105,797**

**Lewisville Current
\$103,641**

City	Job Title	Max	Years to Max
Denton	Firefighter	\$108,014	7
Arlington	Firefighter	\$105,959	13
Irving	Firefighter	\$105,924	3.5
Plano	Firefighter	\$105,898	4
Allen	Firefighter	\$105,825	3
McKinney	Firefighter	\$105,787	7
Frisco	Firefighter/Parametic	\$105,049	6
Mesquite	Firefighter	\$103,922	8
Coppell	Firefighter	\$103,385	6
Grand Prairie	Firefighter	\$102,767	7
Dallas	Fire and Rescue Officer	\$102,304	9
Richardson	Firefighter	\$102,011	5
Carrollton	Firefighter	\$101,880	6
Flower Mound	Firefighter	\$100,511	8
Garland	Firefighter	\$100,214	8
Grapevine	Firefighter/Parametic	\$98,910	5
Ft Worth	Firefighter	\$97,016	14
Survey Average 100%		\$103,258	7
Survey Average Top 3rd		\$105,837	6
Lewisville		0	7
Percentage Difference from Survey 100%		0.37%	
Percentage Difference Top 3rd		-2.08%	
October 2026 Recommendation (Market +)		\$105,792	

Potential Top Third Pay Plan October 2026

Effective 10/1/2026									
Position ID		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
7101	Firefighter	Annual	\$83,740	\$87,053	\$90,504	\$94,117	\$97,870	\$101,732	\$105,797
		Monthly	\$6,978.33	\$7,254.42	\$7,542.00	\$7,843.08	\$8,155.83	\$8,477.67	\$8,816.42
		Hourly (2080)	\$40.2596	\$41.8524	\$43.5115	\$45.2486	\$47.0529	\$48.9096	\$50.8639
		Hourly (2912)	\$28.7571	\$29.8947	\$31.0799	\$32.3204	\$33.6092	\$34.9357	\$36.3314

MARKET - DISPATCH MOVEMENT FY25 TO FY26

Dispatcher Top Step Change

City	Max	City	Max	FY26
Flower Mound	\$69,410	Flower Mound	\$78,104	12.53%
Allen	\$68,843	Allen	\$75,899	10.25%
Lewisville	\$72,719	Lewisville	\$76,435	5.11%
Grapevine	\$81,890	Grapevine	\$84,386	3.05%
Frisco	\$78,396	Frisco	\$80,748	3.00%
Plano	\$69,012	Plano	\$71,082	3.00%
Richardson	\$75,309	Richardson	\$77,192	2.50%
Irving	\$66,732	Irving	\$67,740	1.51%
Dallas	\$74,708	Dallas	\$74,714	0.01%
Carrollton	\$71,818	Carrollton	\$71,818	0.00%
Coppell	\$71,818	Coppell	\$71,818	0.00%
Denton	\$89,898	Denton	\$89,898	0.00%
Fort Worth	\$76,962	Fort Worth	\$76,962	0.00%
Grand Prairie	\$80,841	Grand Prairie	\$80,841	0.00%
McKinney	\$73,684	McKinney	\$73,684	0.00%
Mesquite	\$70,240	Mesquite	\$70,240	0.00%
Garland	\$73,590	Garland	\$73,590	0.00%
Arlington		Arlington		

2.41%

MARKET - DISPATCH

Step Plan Positions: Public Safety Dispatcher, Public Safety Supervisor

To achieve **Market Top 3rd**:

- Public Safety Dispatcher: 1.04%
- Public Safety Supervisor: 2.52%

Lewisville Top 3rd
\$77,234

Lewisville Current
\$76,435

Public Safety Dispatcher		
City		Maximum
Denton	Public Safety Dispatcher	\$89,898
Grapevine	Emergency Communications Specialist	\$84,386
Grand Prairie	Emergency Communications Specialist	\$80,841
Frisco	Emergency Communications Officer	\$80,748
Flower Mound	Public Safety Communications Officer	\$78,104
Richardson	911 Dispatcher	\$77,192
Fort Worth	Public Safety Communicator I	\$76,962
Allen	Emergency Telecommunicator	\$75,899
Dallas	Police Dispatch Analyst I	\$74,714
McKinney	Public Safety Communications Specialist	\$73,684
Garland	Public Safety Dispatcher	\$73,590
Plano	PSC Dispatcher 1	\$71,082
Carrollton	NTECC	\$71,818
Coppell	NTECC	\$71,818
Mesquite	Public Safety Dispatcher	\$70,240
Irving	Police Dispatcher	\$67,740
Arlington	No Match - Call Taker in FD only	
Survey Average 100%		\$76,170
Survey Average Top 3rd		\$77,242
Lewisville	Public Safety Dispatcher	\$76,435
Percentage Difference from Survey 100%		0.35%
Percentage Difference Top 3rd		-1.04%
October 2026 Recommendation (Market +)		\$77,234

Potential **Top Third** Pay Plan
October 2026

Position ID		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
5816 Public Safety Dispatcher	Annual	\$57,630	\$60,512	\$63,537	\$66,714	\$70,050	\$73,552	\$77,230
	Monthly	\$4,802.53	\$5,042.67	\$5,294.78	\$5,559.50	\$5,837.52	\$6,129.33	\$6,435.85
	Hourly	\$27.7069	\$29.0923	\$30.5468	\$32.0742	\$33.6780	\$35.3618	\$37.1299

MARKET DETENTION MOVEMENT FY25 TO FY26

Detention Officer Top Step Change

City	Max	City	Max	FY26
Arlington	\$ 54,454	Arlington	\$ 64,501	18.45%
Allen	\$ 56,637	Allen	\$ 62,442	10.25%
Dallas	\$ 53,093	Dallas	\$ 58,531	10.24%
Flower Mound	\$ 59,342	Flower Mound	\$ 63,170	6.45%
Lewisville	\$ 60,789	Lewisville	\$ 63,233	4.02%
Grapevine	\$ 64,189	Grapevine	\$ 66,102	2.98%
Plano	\$ 61,791	Plano	\$ 63,421	2.64%
Richardson	\$ 67,770	Richardson	\$ 69,464	2.50%
Irving	\$ 63,396	Irving	\$ 64,356	1.51%
Denton	\$ 74,131	Denton	\$ 74,131	0.00%
Garland	\$ 63,523	Garland	\$ 63,523	0.00%
Grand Prairie	\$ 74,179	Grand Prairie	\$ 74,179	0.00%
Mesquite	\$ 53,144	Mesquite	\$ 53,144	0.00%
Frisco	\$ 63,678	Frisco	\$ 62,428	-1.96%
Carrollton	\$ 54,362	Carrollton	\$ 51,954	-4.43%
Coppell		Coppell		
Fort Worth		Fort Worth		
McKinney		McKinney		

3.51%

MARKET - DETENTION

Step Plan Positions: Detention Officer,
Detention Supervisor

To achieve **Market Top 3rd**:

- **Detention Officer:** **2.04%**
- **Detention Supervisor:** **4.10%**

Lewisville Top 3rd
\$64,524

Lewisville Current
\$63,232

Potential Top Third Pay Plan
October 2026

Effective 10/1/2026								
Position ID		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
5721 Detention Officer	Annual	\$48,493	\$50,857	\$53,336	\$55,937	\$58,662	\$61,523	\$64,522
	Monthly	\$4,041.07	\$4,238.08	\$4,444.63	\$4,661.40	\$4,888.50	\$5,126.96	\$5,376.83
	Hourly	\$23.3139	\$24.4504	\$25.6421	\$26.8927	\$28.2032	\$29.5786	\$31.0204

Detention Officer		
City		Maximum
Grand Prairie	Detention Officer	\$74,179
Denton	Civilian Jailer	\$74,131
Richardson	Detention Officer	\$69,464
Grapevine	Detention Officer	\$66,102
Arlington	Detention Officer	\$64,501
Irving	Detention Officer	\$64,356
Garland	Detention Officer	\$63,523
Plano	Detention Officer	\$63,421
Flower Mound	Detention Services Officer	\$63,170
Allen	Detention Officer	\$62,442
Frisco	Detention Officer	\$62,428
Dallas	Detention Officer I	\$58,531
Mesquite	Detention Officer	\$53,144
Carrollton	Detention Officer	\$51,954
Coppell	No Match	
Fort Worth	No Match	
McKinney	No Match (PD)	
Survey Average 100%		\$63,668
Survey Average Top 3rd		\$64,551
Lewisville	Detention Officer	\$63,232
Percentage Difference from Survey 100%		-0.69%
Percentage Difference Top 3rd		-2.04%
October 2026 Recommendation (Market +)		\$64,524

MARKET - GENERAL, ITS, TRADES, MECHANIC, PART-TIME

We reviewed market data on 52 out of 232 titles across the General, ITS, Trades, and Mechanic Pay Plans. Of those, 32 were used as key benchmarks to identify our overall market position. Based on this data Lewisville is **4.21% behind market top third.**

Part-time structures are market competitive.

Potential Top Third Adjustment:

- **Market adjustment 4.21%**
- 13 titles fall more than one grade (5% or greater) below market receive an additional grade adjustment.



STEPS/MERIT RETENTION

STEP ADJUSTMENTS

Police Officers, Firefighters, Dispatch & Detention that are below top step are eligible for an annual step increase on their hire or promotion anniversary date.

- Upper ranks advance one step every two years, with step percentages varying by rank.
- Many employees are at the top step of their rank by design, reflecting a compensation structure that starts employees at competitive rates and provides accelerated progression.



Police Topped Out

Police Officer – 111 out of 157 (79%)
Police Sergeant – 12 out of 22 (55%)
Police Captain – 3 out of 3 (100%)
Police Lieutenant – 0 out of 5 (0%)

Fire Topped Out

Firefighter– 64 out of 107 (60%)
Driver Engineer– One Step
Fire Captain–34 out of 37 (92%)
Battalion Chief–6 out of 6 (100%)
Division Chief– 2 out of 3 (67%)

MERIT- GENERAL, ITS, TRADES, BROADBAND

Merit Increases are the primary mechanism to provide pay increases and in-structure employee progression.

Merits are a key element for retaining a high-performing workforce.

Merit History:

2026 Merit – 1%

2025 Merit – 3.5%

2024 Merit – 3%

2023 Merit – 4%

2022 Merit – 3%



ADDITIONAL RETENTION ELEMENTS

JOB FAMILY PROGRESSION (JFP)

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

- 90 employees are in a job family progression and are eligible to progress to a Senior role
- 26 employees are projected to progress to their JFP Senior role in FY2027
- As of June 2026, 87 employees are currently in a Senior JFP role
 - Turnover FY26: 3 FY25: 4
- In FY26 25 employees progressed to the Senior role
- In FY25 65 employees progressed to the Senior role

Job Family Progression Titles

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

As part of this year's annual market survey, the review was expanded to include an analysis of the City of Lewisville's additional pays and incentives, including certification pay, education pay, police and fire special assignment pays, bilingual pay, cell phone allowances, and other additional pays and incentives.

Field Training Officer (FTO) Example

City	FTO Monthly	City	FTO Monthly
Arlington	\$400	Grand Prairie	\$350
Irving	\$260	Coppell	\$300
Allen	\$250	Allen	\$250
Frisco	\$250	Frisco	\$250
Garland	\$250	Grapevine	\$250
McKinney	\$250	Mesquite	\$240
Mesquite	\$240	Denton	\$200
Denton	\$200	Lewisville	\$180
Lewisville	\$180	Carrollton	\$150
Grand Prairie	\$175	McKinney	\$150
Coppell	\$150	Dallas	\$0
Carrollton	\$150	Garland	\$0
Dallas	\$100	Irving	\$0
Grapevine	\$9.50/hr	Arlington	\$0
Fort Worth	10% while training	Flower Mound	\$0
Plano	\$45/\$30 per day training	Fort Worth	\$0
Richardson	\$4.24/hr when training	Richardson	\$50/ per shift
Flower Mound	\$1.75/hr	Plano	\$45/ per shift
Top Third	\$250	Top Third	\$245
Difference	\$70	Difference	\$65
Additional Info		Additional Info	
Grapevine, Ft. Worth, Plano, Richardson, and Flower Mound pay FTO per shift or occurrence		Plano and Richardson pay FTO per shift or occurrence.	

BENEFITS UPDATE

TUITION REIMBURSEMENT

The City currently reimburses tuition up to \$1,500 per fiscal year. The City has offered this benefit since 1992, providing employees with financial support for continuing education related to their roles.

Current Utilization:

- In Fiscal Year 2025, 24 employees applied for Tuition Reimbursement, and a total of \$22,833.86 was distributed.
- So far this FY, 16 employees applied for Tuition Reimbursement and \$9,903 has been distributed.

Market Comparison:

- Out of our 17 comparator cities, 16 offer tuition reimbursement.
- Of those 16, 14 provide a higher maximum than Lewisville's current cap of \$1,500.
- On average, these cities offer a maximum reimbursement of \$3,615, with a median of \$3,000.
- Lewisville has not increased the Tuition Reimbursement cap in 10 years.



2027 MEDICAL AND DENTAL PLAN IMPACTS

In May of this year, the City issued a Request for Proposal for our healthcare plans: Medical Third Party Administrator, Dental Administrative Services, Vision, Stop Loss, Life / Disability, FSA, HSA, EAP and COBRA. Bids are currently being reviewed. The only known plan design change at this time is an increase to the Green Plan deductible from \$3,400 to \$3,500 per IRS regulations.

- In FY26, we shifted the overall employer portions of costs from 93.4% to 92.9%. The most recent metroplex market survey shows our comparator cities that have a like plan to be at an average of 80%.
- In late March our consultant recommended an 11% increase to employee premiums across all medical tiers and a 3.4% increase across all dental tiers. As part of our multi-year strategy to share cost across plans, increases are greater on the purple plan than on the green plan.

Monthly increase would be:

	Purple Plan	Green Plan	Dental Plan
Employee	\$3 increase	\$3 increase	\$0.50 increase
Employee + Spouse	\$22 increase	\$6 increase	\$1 increase
Employee + Children	\$18 increase	\$5 increase	\$2 increase
Employee + Family	\$40 increase	\$37 increase	\$3 increase

Final rates will be provided once the RFP is awarded and plan design changes are made, if any.

NEXT STEPS

- The presentation detailed market findings in each of the surveyed areas.
- As we are seeing in each of our survey cities, this will be a very tight budget year.
- Staff is now assessing funding availability and will provide options for compensation adjustments to be considered during the Budget Workshop on August 8th.

Action	Top Third
Market - Police & Fire	\$1,258,570
Market - General Government* (All)	\$1,893,814
Step - Police, Fire, Dispatch & Detention	\$335,640
Merit - General Government* (All)	\$1,083,255
Police/Fire FTO Pay	\$33,229
Job Family Progressions Continuation	\$184,280
Cost the full implementation of all market-driven items	4,788,788

*General, ITS, Trades, Mechanic, Broadband



QUESTIONS?



The Lakes at Castle Hills Court Expansion

Council Meeting 07/06/2026



Why We are Here

The Lakes at Castle Hills Court Expansion

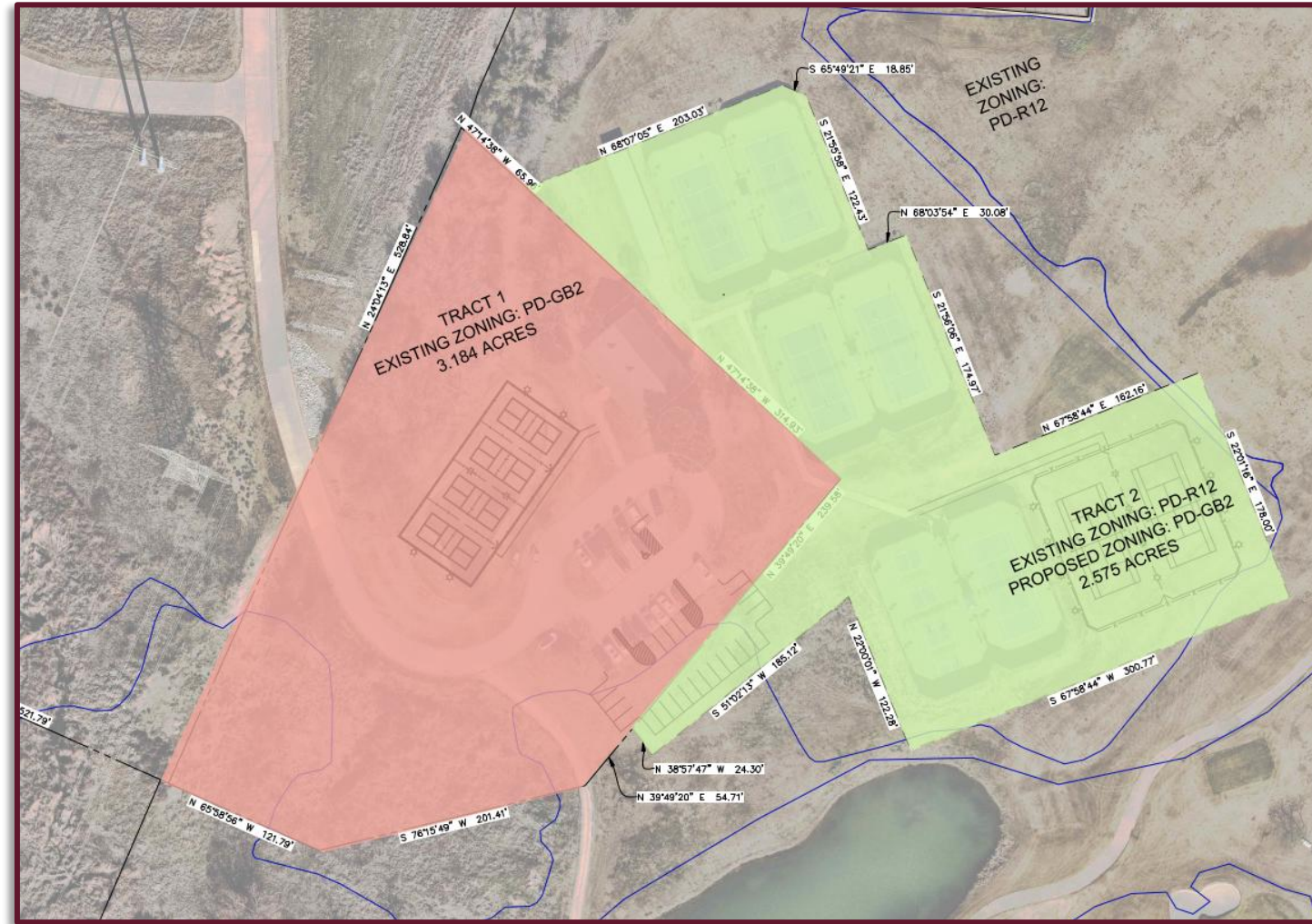
- | The Lakes at Castle Hills is looking to provide more opportunities for the growing community and its members.
- | Rezoning from Planned Development - R12 to Planned Development - GB2.
- | Two (2) additional tennis courts.
- | Four (4) additional pickleball courts.



Zoning

The Lakes at Castle Hills Court Expansion

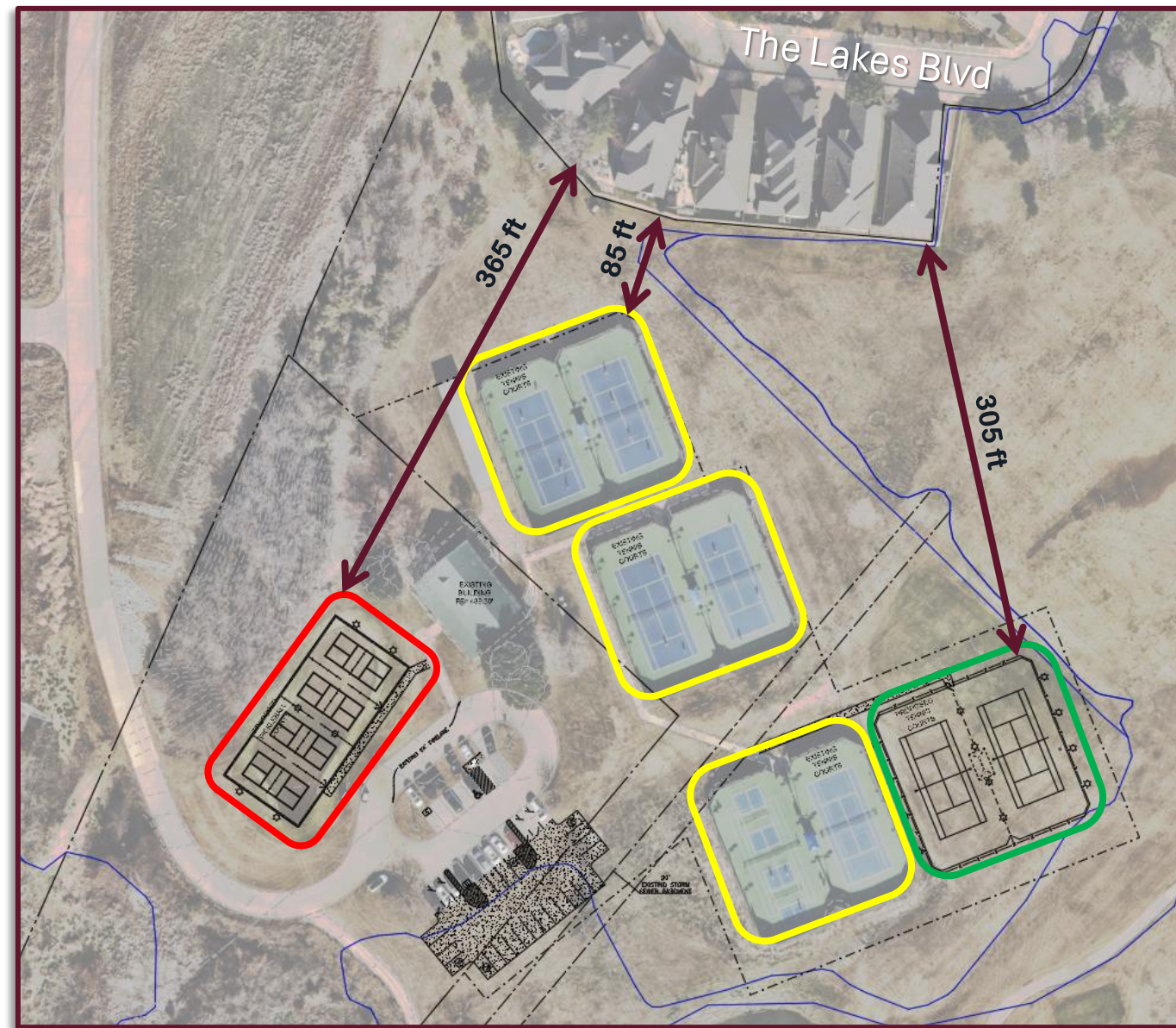
- Outdoor amenities is not a permitted use in the R12 district. A zoning change to GB2 is necessary to add more courts.
- Pickleball courts requires a SUP in the GB2 zoning district.



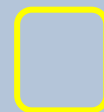
Project Overview

The Lakes at Castle Hills Court Expansion

- Intentional in the placement of courts to be further away from homes and outside of floodplain line.
- Pickleball courts located behind clubhouse and existing trees to help shield from homes.
 - More information on next slide*
- Proposed parking to support the additional courts.



LEGEND:



Existing
Tennis
Courts



Proposed
Tennis
Courts



Proposed
Pickleball
Courts



Floodplain
Line

Pickleball Court View

The Lakes at Castle Hills Court Expansion

- | Pickleball courts located behind clubhouse and existing trees to help shield from homes.

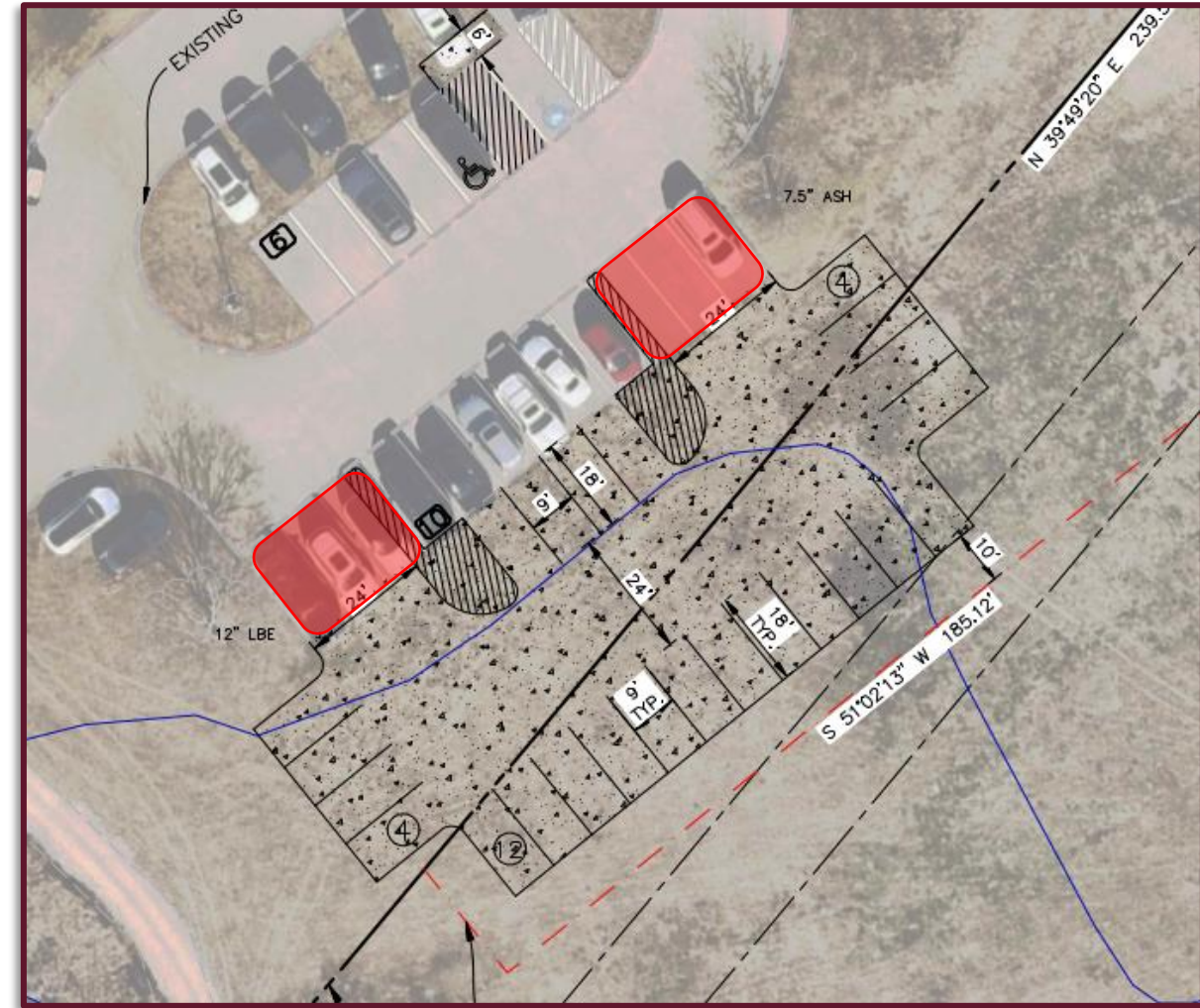


Parking Overview

The Lakes at Castle Hills Court Expansion

Parking Information

Parking Spaces Required by Code Currently	10 Spaces
Existing Parking Spaces	19 Spaces
Parking Spaces Required by Code With Proposed Additions	18 Spaces
Total Parking Spaces Provided	36 Spaces



LEGEND:



Parking
Spaces to be
Removed

Landscape + Tree Preservation

The Lakes at Castle Hills Court Expansion

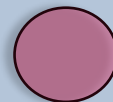
- | All existing trees on site are to remain.
- | Two proposed Cedar Elm trees will be planted with these proposed improvements.



LEGEND:



Existing
Trees to
Remain



Proposed
Trees

Neighborhood Engagement

The Lakes at Castle Hills Court Expansion

- | Hosted a neighborhood meeting for residents within The Villas community.
- | Meeting was held on Monday 4/13 at 5:30pm.
- | About 13 residents signed up and joined the meeting.
- | During the meeting, the below items were discussed:
 - Proposed improvements
 - Reason for improvements
 - Resident's feedback



Neighborhood Engagement

The Lakes at Castle Hills Court Expansion

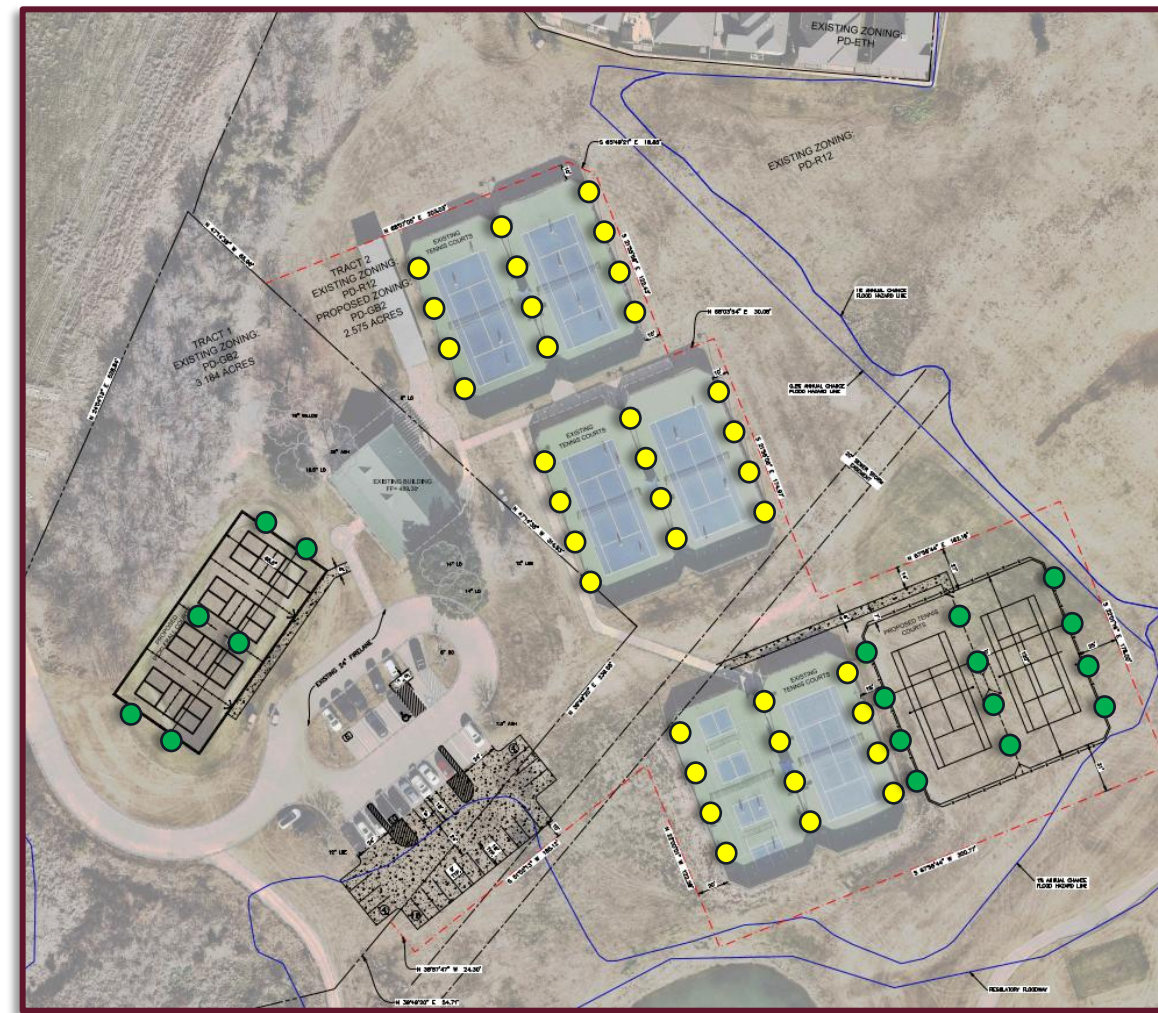
- | During the meeting, the below concerns were mentioned.
 - Lighting: Being on all night or past 10pm
 - Noise: Due to courts being operational past 10pm.
- | How we have addressed these concerns.
 - Changed hours of operation from 10pm to 9pm.
 - All lights to be turned off by 9pm.
 - Electrician out to check on light timers.
 - When possible, utilize courts that are farther away from residents turning early morning or later evening times.
 - Install light shields on all light poles
 - *More Information on next slide.*
- | Since the neighborhood meeting, I have been in communication with neighbors to check in regarding these changes.



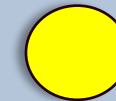
Lighting

The Lakes at Castle Hills Court Expansion

- | Previous photometric plan, we had around 90-foot candles. With revised plan we have around 40-foot candles.
- | Reason for the change is due to neighbors' concerns.
- | Light shields are being added to light poles.



LEGEND:



Existing
Light Poles



Proposed
Light Poles



Thank you



Timeline

The Lakes at Castle Hills Court Expansion

- | Tennis courts were established in 2013.
- | Expansion in 2021 added one tennis court and two pickleball courts.
- | Property annexed into City of Lewisville in November of 2021.

