

Work Session Room at City Hall
Monday, October 21, 2024
6 p.m.



William E. Dollar Municipal Building
200 N. Fifth St.
Garland, Texas

GARLAND

CITY OF GARLAND WORK SESSION OF THE CITY COUNCIL

The Garland City Council extends to all visitors a sincere welcome. We value your interest in our community and your participation in the meetings of this governing body. Visit GarlandTX.gov/Council for a full list of meeting dates.

The Work Session Room at Garland City Hall is wheelchair accessible, and ADA parking is available on the street as well as in the public parking garage. Persons with disabilities who may need auxiliary aids or services must contact the City Secretary's Office at 972-205-2404 at least two working days prior to the meeting so that appropriate arrangements can be made. Braille is not available.

NOTICE: Pursuant to Section 551.127 of the Texas Government Code, one or more members of the City Council may attend this meeting by internet/video remote means. A quorum of the City Council, as well as the presiding officer, will be physically present at the above identified location. Members of the public that desire to make a public comment must attend the meeting in person.

PUBLIC COMMENTS ON WORK SESSION ITEMS

Members of the audience may address the City Council on any Work Session item at the beginning of the meeting. Speakers are allowed three minutes each, grouped by agenda item and called in the order of the agenda. Anyone wishing to speak must fill out a speaker card (located at the entrance to the Council Chambers and on the visitor's side of the Work Session Room) and give it to the City Secretary before the Mayor calls the meeting to order. Speakers are limited to addressing items on the Work Session agenda only. Items on a Regular Meeting agenda should be addressed at the respective Regular Meeting. Items not currently on an agenda may be addressed during the citizen comments portion of any Regular Meeting.

CONSIDER THE CONSENT AGENDA

Council may ask for discussion or further information on any item posted in the consent agenda of the next Regular Meeting. Council may also ask that an item on the consent agenda be pulled and considered for a vote separate from the consent agenda at the next Regular Meeting. All discussions or deliberations are limited to posted agenda items and may not include new or unposted subject matter.

WRITTEN BRIEFINGS

Council may ask for discussion, further information, or give direction to staff on an item posted as a written briefing.

1. Regional Stormwater Management Program Interlocal Agreement

Council is requested to consider authorizing the City Manager to enter into an Interlocal Agreement (ILA) with North Central Texas Council of Governments (NCTCOG) for the Regional Stormwater Management Program (RSMP). Unless directed otherwise, this item will be placed on the November 4, 2024 Regular Meeting agenda.

2. Consider the 2025 City Council Calendar

Council is requested to consider the proposed 2025 City Council calendar and provide direction to staff. Unless directed otherwise, this item will be placed on the November 4, 2024 Regular Meeting agenda.

VERBAL BRIEFINGS

Council may ask for discussion, further information, or give direction to staff on an item posted as a verbal briefing.

3. Introduction of a New Director

Council will be introduced to Amber Thompson, the new Director of Environmental Compliance.

4. Citywide Workforce Recruitment, Advancement & Outreach Update

Staff will present current initiatives related to Citywide Workforce Recruitment, Advancement & Outreach for discussion and feedback. This item was requested by Councilmember Williams, and Mayor LeMay announced that it would be brought forth at a future Work Session on July 15, 2024.

5. Pavement Condition Study Update

Council is requested to consider an update on the pavement condition study findings and results, and provide discussion and direction.

6. 2025 Bond Study Committee Report

City Council will receive an update from staff and the Bond Study Committee Chair regarding discussions and progress of the 2025 Bond Study Committee.

7. Texas Municipal League (TML) Annual Conference Report

Per Article II, Division 1, Section 6(E) of the City Council policies, Councilmembers Kris Beard, Ed Moore, B.J. Williams, Margaret Lucht, and Carissa Dutton will report back to the City Council and Mayor on the Texas Municipal League (TML) Annual Conference.

ANNOUNCE FUTURE AGENDA ITEMS

A Councilmember, with a second by another member or the Mayor alone, may ask that an item be placed on a future agenda of the City Council or of a committee of the City Council. No substantive discussion of that item will take place at this time.

EXECUTIVE SESSION

Council will adjourn into executive session pursuant to Sections 551.071, 551.072, and 551.087 of the Texas Government Code.

8. The City Council will adjourn into executive session pursuant to sections 551.071, 551.072, and 551.087 of the Texas Government Code to deliberate and discuss the following:

1. Attorney/client communication related to the potential settlement of an active lawsuit (551.071); and
2. Competitive matters related to Garland Power & Light as it pertains to Project No. 55718 of the Public Utility Commission of Texas and the Order Approving the Reliability Plan for the Permian Basin Region (551.087) and attorney/client communication related to same (551.071).
3. Negotiations concerning the purchase, exchange, lease or value of real property located at the intersection of President George Bush Highway and Holford Road (551.072) and attorney client communications related to same (551.071).

ADJOURN

All Work Sessions of the Garland City Council are broadcast live on CGTV, Time Warner Cable Channel 16 and Frontier FIOS TV 44. Meetings are rebroadcast at 9 a.m. and 7 p.m. Tuesdays - Sundays. Live streaming and on-demand videos of the meetings are also available online at GarlandTX.tv. Copies of the meetings can be purchased through the City Secretary's Office (audio CDs are \$1 each and DVDs are \$3 each).

NOTICE: *The City Council may recess from the open session and convene in a closed executive session if the discussion of any of the listed agenda items concerns one or more of the following matters:*

1. *Pending/contemplated litigation, settlement offer(s), and matters concerning privileged and unprivileged client information deemed confidential by Rule 1.05 of the Texas Disciplinary Rules of Professional Conduct. Sec. 551.071, Tex. Gov't Code.*
2. *The purchase, exchange, lease or value of real property, if the deliberation in an open meeting would have a detrimental effect on the position of the City in negotiations with a third person. Sec. 551.072, Tex. Gov't Code.*
3. *A contract for a prospective gift or donation to the City, if the deliberation in an open meeting would have a detrimental effect on the position of the City in negotiations with a third person. Sec. 551.073, Tex. Gov't Code.*
4. *Personnel matters involving the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear a complaint against an officer or employee. Sec. 551.074, Tex. Gov't Code.*
5. *The deployment, or specific occasions for implementation of security personnel or devices. Sec. 551.076, Tex. Gov't Code.*
6. *Discussions or deliberations regarding commercial or financial information that the City has received from a business prospect that the City seeks to have to locate, stay, or expand in or near the territory of the City and with which the City is conducting economic development negotiations; or to deliberate the offer of a financial or other incentive to a business prospect of the sort described in this provision. Sec. 551.087, Tex. Gov't Code.*
7. *Discussions, deliberations, votes, or other final action on matters related to the City's competitive activity, including information that would, if disclosed, give advantage to competitors or prospective competitors and is reasonably related to one or more of the following categories of information:*
 - *generation unit specific and portfolio fixed and variable costs, including forecasts of those costs, capital improvement plans for generation units, and generation unit operating characteristics and outage scheduling;*
 - *bidding and pricing information for purchased power, generation, and fuel, and Electric Reliability Council of Texas bids, prices, offers, and related services and strategies;*
 - *effective fuel and purchased power agreements and fuel transportation arrangements and contracts;*
 - *risk management information, contracts, and strategies, including fuel hedging and storage;*
 - *plans, studies, proposals, and analyses for system improvements, additions, or sales, other than transmission and distribution system improvements inside the service area for which the public power utility is the sole certificated retail provider; and*
 - *customer billing, contract, and usage information, electric power pricing information, system load characteristics, and electric power marketing analyses and strategies. Sec. 551.086; Tex. Gov't Code; Sec. 552.133, Tex. Gov't Code]*



Each year, the City Council reviews and updates its goals for the Garland community and City operations. City management uses these goals to guide operational priorities, decision-making and resource allocation.



GARLAND
CITY COUNCIL STAFF REPORT

City Council Work Session

1.

Meeting Date: 10/21/2024
Title: Interlocal Agreement with North Central Texas Council of Governments
Submitted By: Michael Polocek, Engineering Director
Strategic Focus Area: Safe Community
Sound Governance and Finances

Issue/Summary

Council is asked to consider authorizing the City Manager to enter into an Interlocal Agreement (ILA) with North Central Texas Council of Governments (NCTCOG) for the Regional Stormwater Management Program.

Background

In 1997, the City of Garland (Garland) received its first National Pollution Discharge Elimination System (NPDES) permit and became one of seven (7) DFW Metroplex cities as part of Phase 1 implementation of the Texas Pollutant Discharge Elimination System (TPDES). Around the same time, the NCTCOG created the Regional Stormwater Management Program to support the Phase 1 cities. The creation of the program required the Phase 1 cities to commit to a 5-year agreement, including an annual cost share to help fund the Program. Over the years, Garland has benefited from this agreement by staying updated on Texas Commission on Environmental Quality (TCEQ) requirements and any state-mandated changes to the TPDES Program. The ILA is an agreement with all Phase 1 cities as a collective; however, each city executes its own agreement directly with the NCTCOG and its own cost-share arrangement. The cost shares supporting the program are based on the total population of each city. Garland's cost-share arrangement to support the program is \$9,000.00 per year for the next five (5) years.

Consideration / Recommendation

Unless otherwise directed by City Council, this item will be scheduled for formal consideration at a future Regular Meeting.

Attachments

Interlocal Agreement
Cost Share Arrangement

THE STATE OF TEXAS

THE COUNTY OF TARRANT

INTERLOCAL AGREEMENT FOR
REGIONAL STORMWATER MANAGEMENT PROGRAM

THIS INTERLOCAL Agreement ("Agreement") effective October 1, 2024 through September 30, 2029, is entered into between the **City of Garland**, a municipal corporation duly incorporated under the Constitution and laws of the State of Texas acting by and through its respective City Council; the North Central Texas Council of Governments ("NCTCOG"), a political subdivision of the State of Texas acting by and through its Executive Board; and other governmental entities consenting hereto,

WITNESSETH

WHEREAS, pursuant to the Interlocal Cooperation Act, Texas Government Code, Chapter 791, as amended (the "ACT"), cities, counties, special districts, and other legally constituted political subdivisions of the State of Texas are authorized to enter into interlocal contracts and agreements with each other regarding governmental functions and services as set forth in the Act; and,

WHEREAS, NCTCOG has been coordinating a Regional Stormwater Management Program with local governments to gather data and information, perform analyses, and develop programs to address stormwater quality issues affecting the waters of North Central Texas; and,

WHEREAS, the inclusion of other entities in a regional strategy to address stormwater quality issues will benefit not only the new participants, but also those that have been participating in the regional program in the past; and,

WHEREAS, the parties to this Agreement understand that entering into this Agreement in no way obligates any party to participate in any joint project without the express approval of the party;

NOW, THEREFORE, in consideration of the mutual promises and covenants herein contained, and subject to the conditions herein set forth, the parties agree and bind themselves as follows:

ARTICLE 1. - PURPOSE OF AGREEMENT

The purpose of this Agreement is to accomplish a broad range of objectives that may include, but are not limited to, the following:

- Assist with development of an expanded, comprehensive, and coordinated regional strategy for managing stormwater in North Central Texas. The work program for fiscal year 2025 is attached to this Agreement as “Exhibit A.” The work program will be amended and approved each fiscal year.
- Identify and facilitate opportunities for regional cooperation that will assist participants in meeting state and federal requirements for improving water quality.
- Assist with development of annual stormwater management plans and programs and performance reports, as may be required by US EPA and/or TCEQ.
- Identify and pool local funds for joint projects among two or more parties where interest is not shared with all participants.
- Provide regular forums for communication and discussion to share and advance ideas on the regional strategy and to share up-to-date information—such as new state and federal regulations on water quality related issues; examples of stormwater permits and programs from across the state, US EPA Region 6, and elsewhere; and to present cooperative successes whenever opportunity arises at state and national conferences.
- Continue the cooperative monitoring program—funded by Phase I participants for implementation of a regional monitoring network to meet permit requirements; analyze and report monitoring results; and explore opportunities for an expanded cooperative monitoring program in future years to address future needs.
- Coordinate training opportunities—such as the Dry Weather Field Screening Training and other opportunities as they arise.
- Engage consultant assistance, as necessary and as requested by participants, to conduct more detailed technical studies on selected issues.
- Undertake other activities relating to the Regional Stormwater Management Program as identified by the work program and/or Regional Stormwater Management Coordinating Council.

ARTICLE 2. - ADMINISTRATIVE AND POLICY STRUCTURE

The administrative and policy structure under this Agreement is as follows:

- The Regional Stormwater Management Coordinating Council will provide policy guidance for the cooperative program and make recommendations to the governing bodies of the parties. Due to their heavy involvement in NPDES and TPDES permitting activities, both past and present, and their larger geographic coverage, each of the eight (8) TPDES Phase I parties to this Agreement will be entitled to appoint one senior staff as a voting representative to the Regional Stormwater Management Coordinating Council. Additionally, there will be three (3) Phase II MS4 representatives, referred to as Watershed Representatives, from each of the four (4) major watersheds that have been delineated in the region in the combined urbanized areas of North Central Texas appointed to the Regional Stormwater Management Coordinating Council. Only one representative from each entity may serve concurrently as a

Watershed Representative. The four major watersheds are divisions of the Upper Trinity River and are known as the Mainstem, West Fork, Elm Fork, and East Fork. If a cost sharing community or entity is located outside of these four (4) major watershed areas, they will be represented within the Mainstem watershed. NCTCOG will be a non-voting member on the Council.

Regional Stormwater Management Coordinating Council (20 members + NCTCOG staff)	
8 Phase I Representatives	12 Additional Watershed Representatives
Arlington, Dallas, Fort Worth, Garland Irving, Mesquite, Plano, North Texas Tollway Authority	3 Representatives from each of 4 watershed areas: East, Elm, Main, West

- The Regional Stormwater Management Coordinating Council may appoint whatever additional supporting subcommittees it deems necessary and desirable.
- NCTCOG will be the administrative agent under the Agreement pursuant to the Intergovernmental Cooperation Act. NCTCOG will submit an annual coordinated work program and budget for Regional Stormwater Management Coordinating Council approval. The Coordinating Council will approve the basis for determining the annual share of contributions for NCTCOG administrative and technical services by each party with cost allocations to be determined through Coordinating Council consensus. A separate "Letter of Authorization" for each consecutive fiscal year from October 2024 through September 2029, will be obtained for administration and implementation support of stormwater-related activities included in this Agreement. The approved budget for the Regional Stormwater Management Program for fiscal year 2025 is \$308,307. This budget is cost-shared among participants. Cost share allocations for fiscal year 2025 are attached to this Agreement as "Exhibit B." The budget will be approved and cost shares will be allocated each fiscal year.
- Each work element beyond NCTCOG administrative and technical services will be cost-shared by one or more interested parties to this Agreement under whatever basis is appropriate to that work element. The cost for any additional NCTCOG support beyond the annual administrative and technical services will also be incorporated into the work program.
- This Agreement in itself does not obligate participating parties to cost-share any work elements proposed as part of the annual work program. Annual funding commitments for participating parties will be secured separately from this Agreement as part of the annual process for developing a work program and budget.
- This Agreement is recognized as a supplemental level of service, and is not intended to duplicate or diminish the products, assistance, representation, or services received by participating entities through NCTCOG membership.
- The Regional Stormwater Management Coordinating Council may seek funding and approve cooperative planning and/or implementation activities among the parties, with state and federal agencies, and with any other public or private entities to accomplish the purposes of this Agreement.

ARTICLE 3. - PAYMENTS

In accordance with the Interlocal Cooperation Act, the parties will make payments for goods or services rendered under this Agreement from available current revenues. NCTCOG will invoice the party for its cost share portion associated with the work program, and the party shall remit the amount of the invoice to NCTCOG within thirty (30) calendar days of receipt of the invoice. In the event that the party does not accept the goods or services or finds an error in the invoice, the

party shall notify the NCTCOG Manager who is responsible for executing this program as soon as possible within the 30-calendar day period, and shall make payment not less than ten (10) calendar days after the problem(s) are corrected or the error is resolved to the satisfaction of all parties. In the event that payment of invoiced goods or services is not received by the NCTCOG within 30 calendar days of receipt of the accepted invoice, NCTCOG is authorized to charge the party interest in accordance with the Prompt Payment Act. Parties that do not pay will not receive the benefits outlined in Article 1 or the annual work program (fiscal year 2025 work program is attached as "Exhibit A").

ARTICLE 4. - ADDITIONAL PARTIES

Additional political subdivisions within or serving the North Central Texas region may become parties to this Agreement by approving the terms and conditions of this Agreement and affixing hereto the signature of its authorized representative indicating the date of approval of this Agreement by said entity.

ARTICLE 5. - RENEWAL AND AMENDMENTS

This Agreement will be in effect for one year from the effective date of this Agreement, and will be considered automatically renewed for each succeeding year through the year 2029. A party may withdraw from this Agreement, through a vote of its governing body, provided that it has notified the Executive Director of NCTCOG of such action in writing at least 60 days before its intended withdrawal date. Amendments may be made to this Agreement upon the approval of the governing bodies of all parties to this Agreement.

ARTICLE 6. - SEVERABILITY CLAUSE

If any provision of this Agreement or any application hereof shall be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions and applications shall not in any way be affected or impaired thereby.

ARTICLE 7. - GOVERNING LAW

This Agreement shall be construed in accordance with and governed by the laws of the State of Texas pursuant to the Uniform Grant Management Standards (<http://governor.state.tx.us>)

ARTICLE 8. - INDEMNIFICATION

It is agreed that no party to this Agreement shall be responsible for the acts of another party to this Agreement, and each party participating herein indemnifies, releases, and holds all other participating parties harmless for all acts of its own officers, officials, agents, and employees acting hereunder, to the full extent permitted by law.

ARTICLE 9. - FORCE MAJEURE

To the extent that either party to this Agreement shall be wholly or partially prevented from the performance within the term specified of any obligation or duty placed on such party by reason of or through strikes, stoppage of labor, riot, fire, flood, acts of war, insurrection, accident, order of any court, act of God, or specific cause reasonably beyond the party's control and not attributable to its neglect or nonfeasance, in such event, the time for the performance of such obligation or duty shall be suspended until such disability to perform is removed; provided, however, force majeure shall not excuse an obligation solely to pay funds.

ARTICLE 10. - WHOLE AGREEMENT

This Agreement, as provided herein, constitutes the complete contract between the parties hereto regarding the subject matter herein described, and supersedes any and all prior oral and written agreements between the parties relating to the matters herein.

ARTICLE 11. - RECORDS RETENTION

Records shall be retained by NCTCOG for at least THREE (3) YEARS following the closure of the most recent audit report and until any outstanding litigation, audit, or claim has been resolved.

ARTICLE 12. - MISCELLANEOUS

It is expressly understood and agreed that in the execution of this Agreement neither the parties to this Agreement nor NCTCOG waive, nor shall be deemed to waive, any immunity or defense that would otherwise be available to each against claims arising in the exercise of governmental powers and functions.

Each individual signing this Agreement on behalf of a party warrants that he or she is legally authorized to do so and that the party is legally authorized to perform the obligations undertaken. Also, this Agreement states the entire agreement of the parties, and an amendment to it is not effective unless in writing and signed by both parties.

By entering into this Interlocal Agreement, the parties do not create any obligations, express or implied, other than those set forth herein, and this Agreement shall not create any rights in parties not signatories hereto.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed and their respective seals to be hereunto affixed and attested, as of the date and year noted below.

Authorized Signature

Mike Eastland
Executive Director
North Central Texas
Council of Governments

Name (please print)

Title

Agency

Date

Date

Attch: Exhibit A – FY25 NCTCOG Work Program
 Exhibit B – FY25 Funding and Cost-Share Allocations

EXHIBIT A
North Central Texas Council of Governments
Regional Stormwater Management Coordinating Council
Fiscal Year 2025 Work Program

Introduction

This Annual Work Program has been developed under the direction of the Regional Stormwater Management Coordinating Council (RSWMCC) as part of a regional unified approach to addressing state and federal stormwater quality regulations, and to support regional stewardship of the urbanized surface waters of North Central Texas. A Regional Policy Position on Managing Urban Storm Water Quality was created in 1999 by the RSWMCC to provide guidance for the regional strategy, setting out the key elements for a cooperative and comprehensive regional approach to stormwater management. Roundtables and Task Forces propose new tasks for the upcoming work program. These ideas are presented, along with budget recommendations, for endorsement by the full RSWMCC.

Ongoing Support Activities of the RSWMCC

Ongoing Support Activities may include, but are not limited to: coordination and facilitation of Council, Task Forces, Roundtables, workshops, and other meeting types; providing administrative support to the Council, Roundtables, and Task Forces; performing general liaison functions with TCEQ and other regulatory agencies including tracking of regulatory information; assisting with Stormwater Management Plans (SWMP); representing the regional program at local, state, or national conferences as feasible; hosting training such as *Storm Water Pollution Prevention During Construction* and other stormwater related trainings; hosting county roundtables as needed; seeking grant funding for additional programs or projects; supporting and maintaining the regional stormwater website and maintaining a case study library of resources and tools; ensuring coordination with other watershed programs to convey related pertinent information (i.e. integrated Stormwater Management, Total Maximum Daily Load Implementation Plan, Impaired Waters, Water Quality Management Plan, and others); serving as an information clearing house and resource center; and providing public education and outreach.

RSWMCC Focus Area

The goal of the RSWMCC focus area is to provide regional resources for the planning and implementation of stormwater best management practices (BMP) in North Central Texas. The RSWMCC will address common challenges and barriers associated with implementing stormwater BMPs in communities including:

- Program administration costs
- Lack of policy guidance
- Regulatory barriers
- Development community involvement
- Understanding of the topic

Additionally, based on a **2019** NCTCOG regional stormwater survey, the top three minimum control measures (MCM) that entities are challenged with implementing are MCM 3: Construction Site Stormwater Runoff Control (81%); MCM 4: Post-construction Stormwater management in new development and redevelopment (73%); and MCM 1: Public Education, Outreach, and Involvement (54%).

In response to changes with the 2024 Phase II/Small MS4 Permit renewal, NCTCOG issued a regional stormwater survey to collect feedback from members on its impact. Notable changes in the draft permit renewal included splitting out MCM 1: Public Education, Outreach, and Involvement into separate MCMs - MCM 1: Public Education and Outreach and MCM 2: Public Involvement/Participation - with an adjustment to the numbering of the subsequent MCMs.

Responses to this survey will be reviewed and inform the ongoing implementation of regional resources and programs and help guide the support of member's needs.

RSWMCC will develop resources and provide training to address these common challenges and minimum control measures, and will include activities directed by the RSWMCC such as:

- Providing Workshops, Webinars, and Training for Diverse Audiences (management, city leadership, inspectors, etc.)
 - Inspector training for all inspection types (e.g. post-construction, industrial, etc.)
 - Policy, enforcement, and maintenance of construction and post-construction stormwater management activities
 - Funding of stormwater projects and replacement of aging stormwater infrastructure
 - Increasing outreach and awareness to the development community
 - Coordinate regional roundtables on a variety of topics of interest to the members.
- Coordination with the Public Works Council and integrated Stormwater Management Subcommittee (iSWM) on creation of standard details for stormwater infrastructure and best management practices
- Coordination with PETF and partner organizations to increase public awareness of stormwater management challenges
- Develop regional recommendations for stormwater management (e.g. model ordinances, model contractors, guidance documents, templates, checklists, etc.)
- Provide regional mini-conference or events to share information and improve knowledge amongst North Central Texas communities and partners
- Support the formation of ad hoc committee(s) to assist addressing changes to MCMs with upcoming MS4 General Permit renewal.

Task Force Activities:

Public Education Task Force

The Public Education Task Force supports a unified stormwater public education message for the region while maintaining the uniqueness of individual municipal programs. It also offers educators an opportunity to explore areas of mutual cooperation and to learn from each other's programs. In support of the Public Education Task Force, NCTCOG staff will:

- Conduct at least four Public Education Task Force meetings.
- Coordinate and support Texas SmartScape activities, including those related to the annual March Is Texas SmartScape Month initiative (e.g., creating PSA images and a newsletter template).
- Maintain the Texas SmartScape website and analyze the website for areas to improve, such as to increase the click-through rate and keep visitors engaged longer.
- Support seasonal campaigns covering stormwater-related topics such as the proper disposal of pet waste (e.g., supporting the Do the Right Thing Photo Contest and campaign), yard waste (e.g., providing sample social media posts and/or educational video), used cooking oil (e.g., informing the group about the Wastewater And Treatment Education Roundtable's activities for the annual Holiday Grease Roundup), and general stormwater issues.
- Conduct the annual North Texas Community Cleanup Challenge and Mayors' Challenge and produce associated materials such as a wrap-up report and/or infographic.
- Document information for initiatives conducted by the Public Education Task Force in Public Education Activity Reports for participants' permit report periods, including web statistics for www.txsmartscape.com, www.communitycleanupchallenge.com, and appropriate www.dfwstormwater.com webpages.
- Explore and support other educational campaigns as feasible.

- Help develop initiatives for future work programs.
- Special Projects for FY25: Continue to explore solutions to complete the Special Project videos and TEKS aligned teacher support materials on identified stormwater topics.
 - Coordinate with IDDE Roundtable on updates to the Yard Waste brochures for Homeowners and Businesses.
 - Coordinate with IDDE Roundtable on development of “checkbox” style doorhangers for residential enforcement and education.
 - Host a Show and Tell event(s) for members to share their public education and outreach presentations for students and/or the public along with favorite outreach and giveaway items.

Illicit Discharge Detection and Elimination (IDDE)

Local governments need an increased array of tools such as training programs, inspection methods, or monitoring and tracking procedures for addressing businesses and citizens that may be contributing to contaminated discharges in stormwater.

- Conduct at least three meetings in a roundtable format of the IDDE Roundtable, with a focus on trainings or other needs identified by the participants.
- Hold Dry Weather Field Screening Training and Industrial Inspectors Training, as feasible.
- Help develop initiatives for future work programs.
- Special Project for FY25: Development of door hangars for use in inspection and enforcement of yard waste related illicit discharges. This will build off the yard waste brochures that were previously developed by RSWMCC.

Municipal Pollution Prevention (P2)

Local governments will lead by example if they are to succeed in changing the practices and habits of businesses and residents. The goal of governments should be to prevent or reduce pollutant runoff from municipal operations including streets, highways, municipal parking lots, maintenance facilities, storage yards, and waste transfer stations. This Roundtable offers an opportunity for participants to learn from each other’s programs and to coordinate efforts in meeting the training component of permit requirements. In support of this Roundtable, NCTCOG staff will:

- Conduct at least three meetings in a roundtable format of the P2 Roundtable, with a focus on training or other needs identified by the participants.
- Coordinate one peer-to-peer exchange opportunity, such as a site tour/mock self-inspection or a BMP Show and Tell, as feasible.
- Help develop initiatives for future work programs.
- Special project for FY2025: Continue BMP Poster Template refresh to include updated photos.

Regional Stormwater Monitoring Task Force

NCTCOG is in preparation of facilitating the implementation of a new program term TCEQ-approved monitoring program that is based on in-stream monitoring of selected watersheds. Phase I entities will use the tracking of long-term water quality trends and effectiveness of BMP implementation in meeting requirements of their permits. The costs of the contractor required for this program are provided by the participating entities.

- Oversee consultant procurement activities as necessary to initiate the new contract term
- Negotiating contracts and billings for new program/contract monitoring services
- Maintain communication with Monitoring Task Force on future consultant activities
- Maintain www.dfwstormwater.com site with sampling updates and data
- Conduct Monitoring Task Force meetings as needed
- Complete annual regional monitoring report and submit to TCEQ by deadline during years when a report is required.

Cost Summary

Costs of NCTCOG services for the above referenced work program activities equal \$308,307 as referenced in Exhibit B, which will be cost-shared among active participants in the traditional manner.

EXHIBIT B

North Central Texas Council of Governments
Regional Stormwater Management Coordinating Council

FY2025 Work Program Budget

In August 2024, the Regional Stormwater Management Coordinating Council (RSWMCC) was presented with the FY2025 Work Program at a funding level of \$308,307. Completion of the full work program is contingent upon receiving this level of funding from participating local governments. The budget is presented in the table below.

**Final adjustments to rates pending and will be updated on the budget table of the FY25 Work Program.

Category	Justification	Total Project
Personnel/Salary	Salary for planning staff and management oversight, and administrative, fiscal, and technology support staff.	\$ 140,000
Fringe Benefit Rate	47.8% of salary. (Projected Estimate)	\$ 66,920**
Travel	In-region travel for project meetings, conducting presentations, and providing support to program participants. Out-of-region travel to meet with TCEQ as needed, attend the annual EPA Region 6 MS4 conference, and possibly one national conference.	\$ 5,000
Supplies	Consumable supplies.	\$ 1,000
Contractual	<i>* The contract for our monitoring program consultant is covered under separate sub-program agreements</i>	\$ 0*
Other Direct	Printing, copying, mailing, postage, GIS, network services, room rental, rent, communications.	\$ 58,762
Indirect Cost Rate	A 17.7% indirect rate is applied to the sum of salaries and fringe benefits.	\$ 36,625**
Total Budget Expenses		\$308,307

**Regional Stormwater Management Program
of North Central Texas:
North Central Texas Council of Governments (NCTCOG)
FY2025 Administrative and Implementation Assistance**

The NCTCOG and the **City of Garland** (hereafter referred to as the "participant") have executed an Interlocal Agreement to provide a structure through which the participants can pursue initiatives that assist with the Regional Stormwater Management Program. The Interlocal Agreement established a structure by which a Regional Stormwater Management Coordinating Council may identify specific activities to be carried out by NCTCOG, and/or professional agencies, with cost allocations to be determined through Coordinating Council consensus. The participants to this agreement have reviewed the NCTCOG proposed work plan for FY2025, which includes NCTCOG assistance to the participants for administrative and implementation support of stormwater related activities and the cost-share arrangement for funding of this effort.

In accordance with Article 2, Paragraph 5 of the Interlocal Agreement, the purpose of this letter is to authorize the participant's cost-share of **\$9,000.00** for the FY2025 Work Program.

Execution of this Letter of Authorization is considered a formal part of the Interlocal Agreement and obligates the participant's cost share as identified above. Once executed, billing of the participant by NCTCOG for these services will be initiated. NCTCOG will invoice the participant for its cost share portion associated with the FY2025 work program, and the participant shall remit the amount of the invoice to NCTCOG within thirty (30) calendar days of receipt of the invoice. In the event that the participant does not accept the goods or services or finds an error in the invoice, the participant shall notify the NCTCOG Manager who is responsible for executing this program as soon as possible within the 30 calendar day period, and shall make payment not less than ten (10) calendar days after the problem(s) are corrected or the error is resolved to the satisfaction of all parties. In the event that payment of invoiced goods or services is not received by the NCTCOG within 30 calendar days of receipt of the accepted invoice, NCTCOG is authorized to charge the participant interest in accordance with the Prompt Payment Act. Participants that do not pay will not receive the benefits outlined in the FY2025 work program.

Work under this program will be carried out from October 1, 2024, through September 30, 2025. It may become necessary for work to continue beyond September 30, 2025, in order to complete the authorized FY2025 work program. However, costs for the work program will not exceed the participant's cost-share as agreed to in this authorization letter.

Each individual signing this Letter of Authorization on behalf of a participant warrants that he or she is legally authorized to do so and that the participant is legally authorized to perform the obligations undertaken. The undersigned represent the agreement of NCTCOG and the City of Garland to these provisions.

Authorized Signature

Name (please print)

Date

Mike Eastland, Executive Director

North Central Texas Council of Governments

Date



GARLAND
CITY COUNCIL STAFF REPORT

City Council Work Session

2.

Meeting Date: 10/21/2024

Title: Consider the 2025 City of Garland City Council Meeting Calendar, and provide direction to staff where needed.

Submitted By: Jennifer Stubbs, City Secretary

Strategic Focus Area: Future-Focused City Organization

Issue/Summary

Consider the 2025 City of Garland City Council Meeting Calendar, and provide direction to staff where needed.

Background

Article III, Section 8 of the City Charter requires the City Council to prescribe by ordinance or resolution the time for its regular meetings. Sec. 10.14 of the Code of Ordinances provides that regular meetings of the City Council shall be held on the first and third Tuesdays of each month. Some of the meeting dates as prescribed by Sec. 10.14 for calendar year 2025 are impracticable due to conflicts with holidays, Council scheduling policies, and the like. Those meetings must be rescheduled.

Consideration / Recommendation

Consider the 2025 City Council Calendar.

Attachments

2025 Council Calendar

2025 City Council Calendar

January						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

July						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Legend:		Regular Meetings
		Combined Worksession and Regular Meetings
		Special Meetings/Workshops (Budget/CIP/Election)
		City Holidays
		Special Dates: May 3 Local Election, October 7 National Night Out, and November 4 General Election
		TML Conference



GARLAND
CITY COUNCIL STAFF REPORT

City Council Work Session	3.
Meeting Date: 10/21/2024	
Title: Introduction of a New Director	

Issue/Summary

Introduction of a New Director

Council will be introduced to Amber Thompson, the new Director of Environmental Compliance.

Background

Consideration / Recommendation

N/A



GARLAND
CITY COUNCIL STAFF REPORT

City Council Work Session

4.

Meeting Date: 10/21/2024

Title: Citywide Workforce Recruitment, Advancement & Outreach Update

Submitted By: Kristen Smith, Managing Director

Strategic Focus Area: Future-Focused City Organization

Issue/Summary

Kristen Smith, Managing Director (CityCare Clinic/Civil Service/Fair Housing & Human Rights/Human Resources/Risk Management), will present current initiatives related to citywide Workforce Recruitment, Advancement & Outreach for discussion and feedback.

Background

This briefing will provide City Council with updates as previously requested.

Consideration / Recommendation

No formal action is proposed at this time.

Attachments

Citywide Workforce Recruitment, Advancement & Outreach Update



Our Garland

Connecting the Community and Workforce Now and in the Future



GARLAND

Kristen Smith, M.A., SPHR, SHRM-SCP, CDP
Managing Director
October 2024



Our Garland

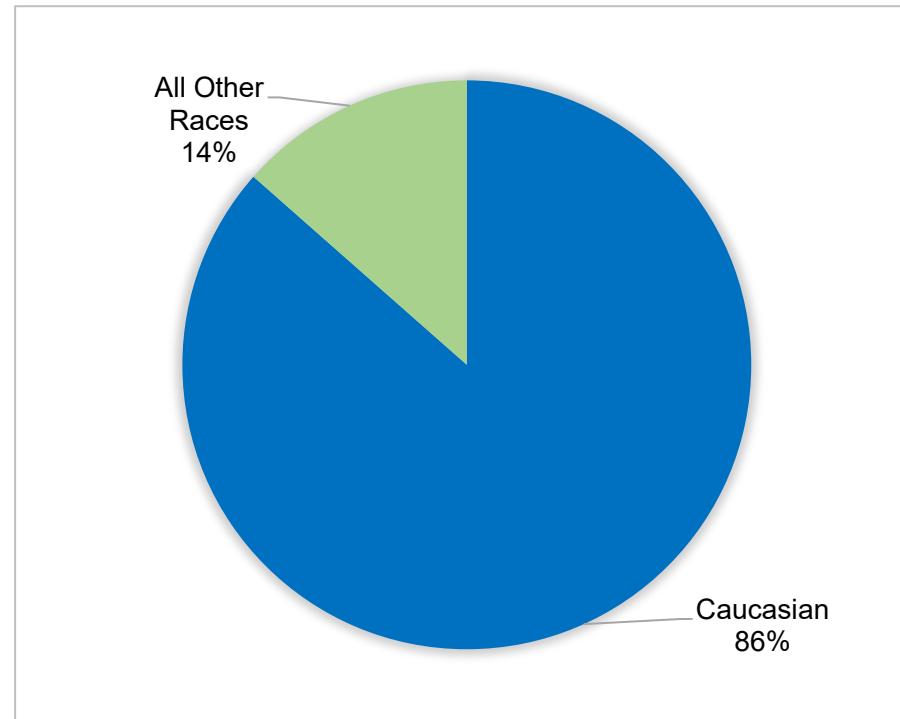


Our Garland

City of Garland Community

1980

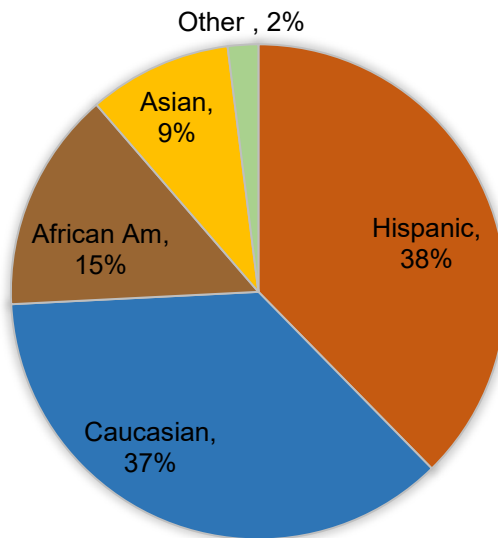
City of Garland
Community Demographics



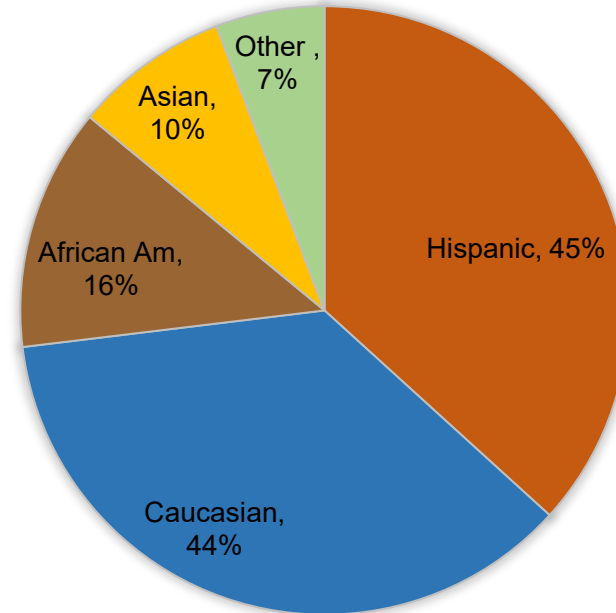
Our Garland

City of Garland Community

2018

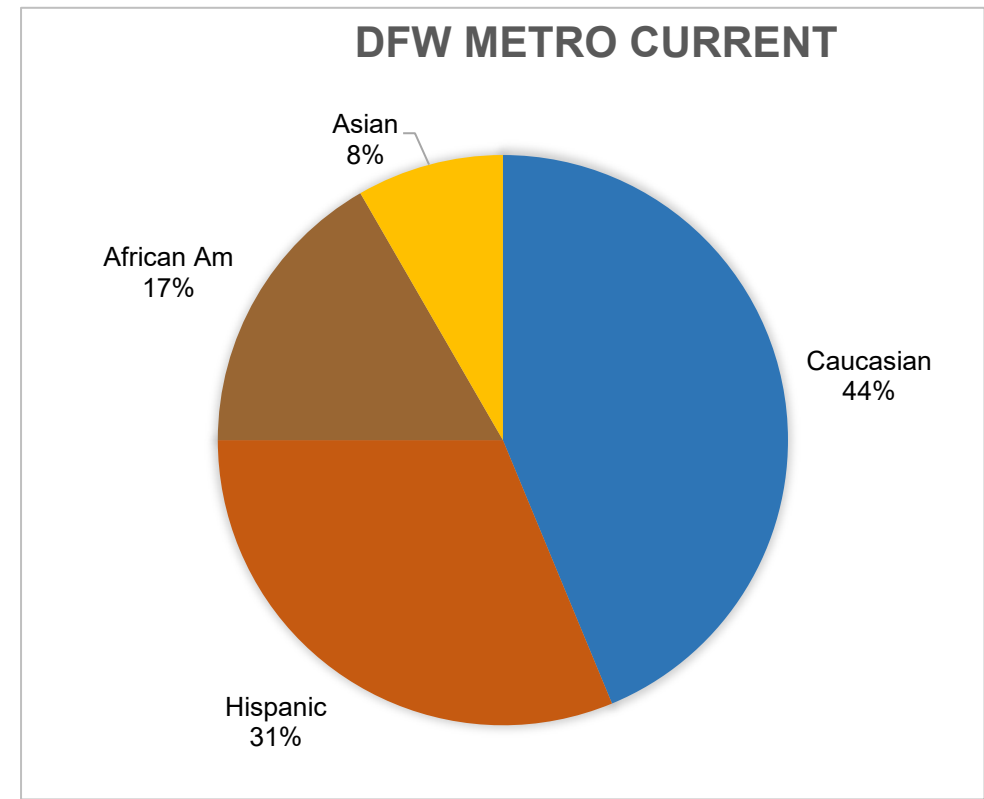
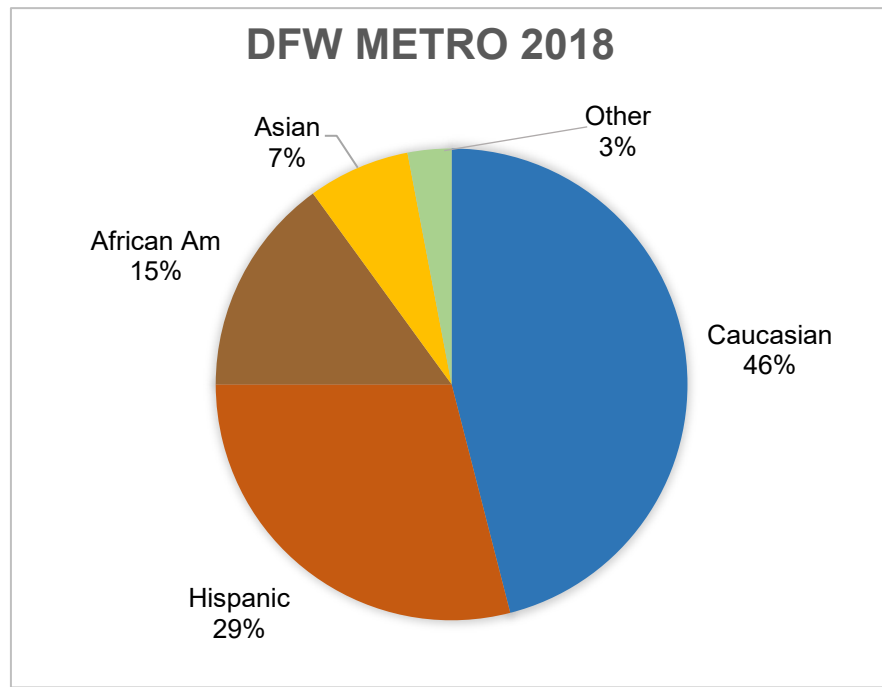


CURRENT



Our Garland

Dallas/FW Metro Area



Our Garland

Other changing factors including age, gender, socio-economic status, etc. represent new challenges and opportunities in the internal and external environments.

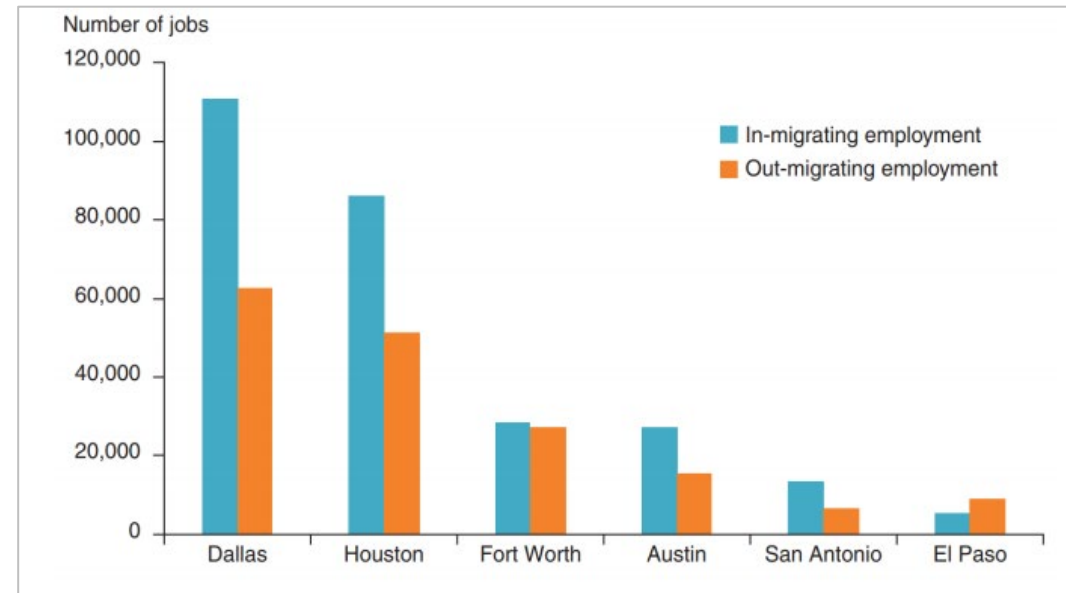


Our Garland

Area population changes also equate to shifts in the make-up of available talent- directly impacting recruitment and retention efforts.

The DFW metroplex is currently leading the state and the U.S. in employment migration.

- Since 2000, more than 100,000 jobs (net 83%) have been added to the area economy.
- Specifically, Dallas County has seen a 78% year-over-year growth increase related to individuals migrating for or seeking employment.
- Nearly 50% of the increase represents international migration.



Our Garland

How are these shifts impacting Garland as an employer?

Increased competition to attract and retain key talent

Changes in employment regulations and compliance

Increasing wage and incentive demands for specialized skills

Need to align the City's workforce over time to reflect the changing needs of customers, partners, and the community



Our Garland



Mission

We serve to grow public trust and a thriving Garland community, today and for the future.



Vision

Garland will be an engaged and vibrant community that residents proudly call home.

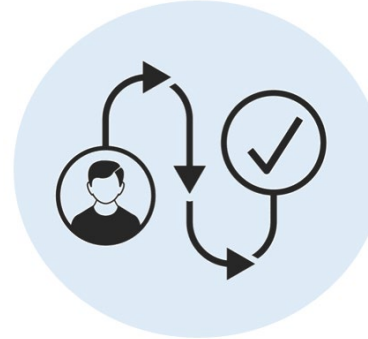
Moving the Needle



**Develop quantifiable
benchmarks**



**Generate Sponsorship
& Ensure
Sustainability**



**Take deliberate action
at all pathways to
employment**



**Enhanced focus on
Sworn Civil Service
Positions**



Develop Quantifiable Benchmarks



Moving the Needle

As an organization



66%

Departments have employees
who have reached 20 or more
years of service

39%

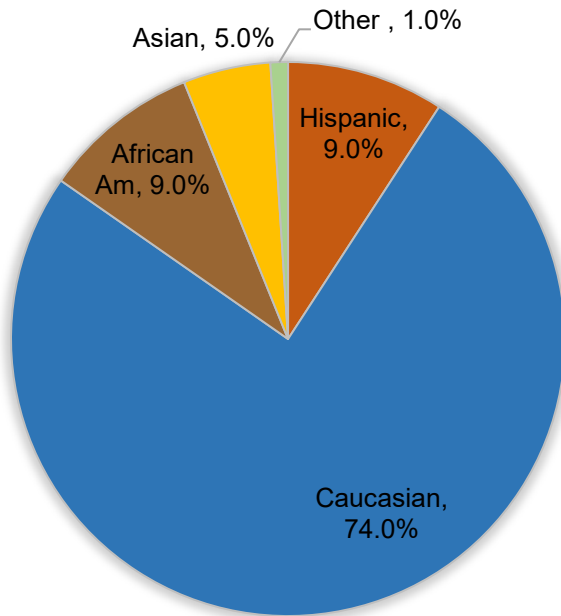
Have employees with 30 or more
years of service



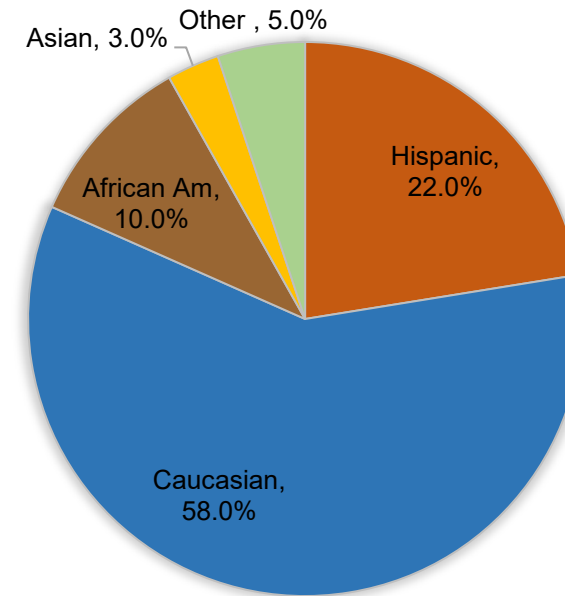
Moving the Needle

City of Garland- Employee Demographics

EMPLOYEE DEMOGRAPHICS 2018

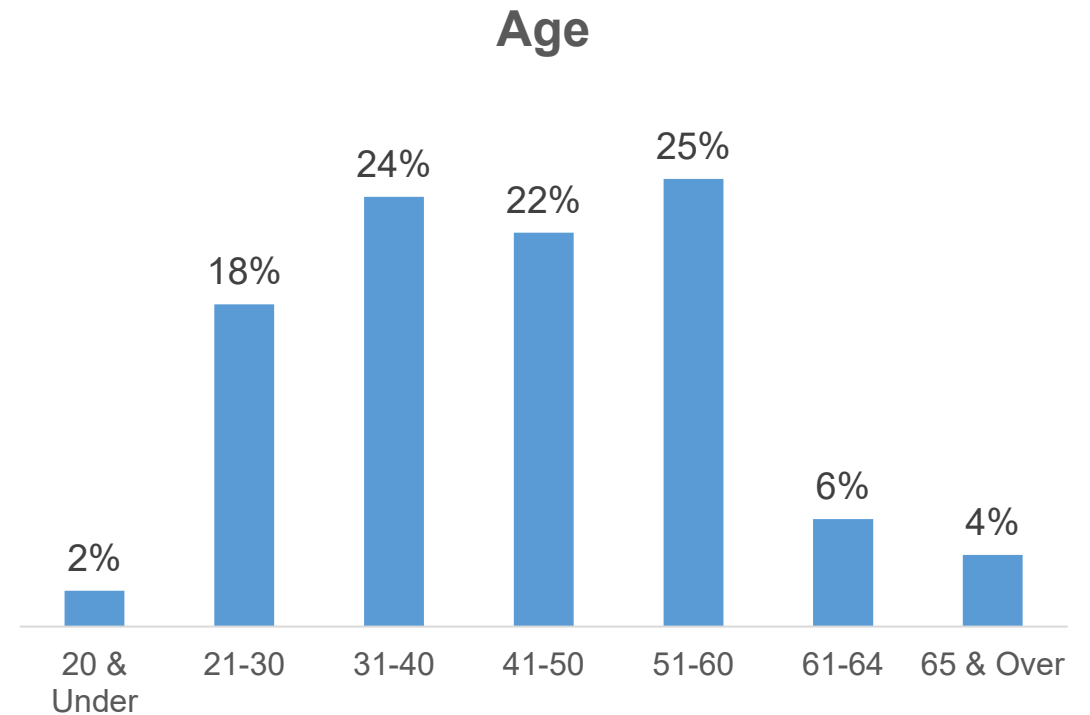
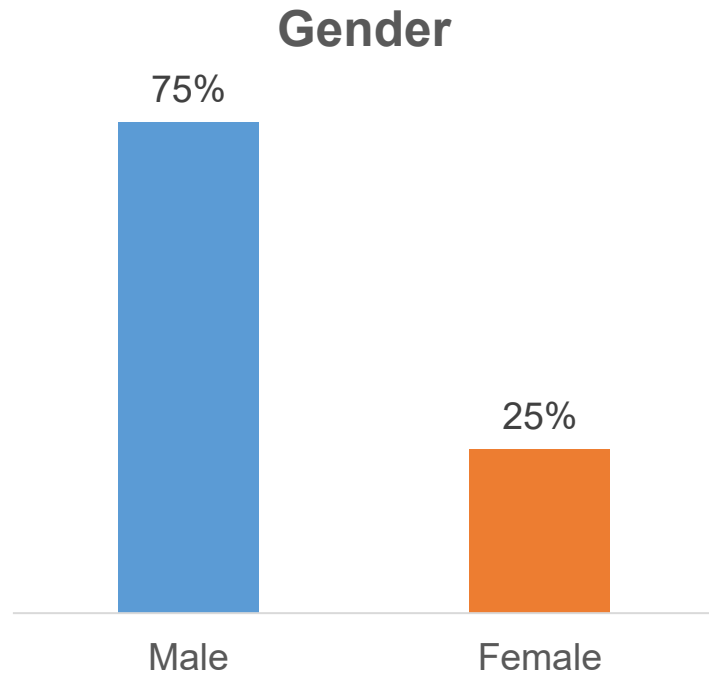


EMPLOYEE DEMOGRAPHICS CURRENT



Moving the Needle

City of Garland- Employee Demographics



Moving the Needle

Our focus is to continue to take **deliberate steps to broaden entry** and promotional opportunities for qualified candidates, so that **over time**, our workforce is reflective of the diverse services and make-up of the community and surrounding metroplex- **now and in the future.**



Moving the Needle

Cultivating a workforce that is reflective of the Garland community and surrounding metroplex is not just focused on changing demographics.





Generate Sponsorship &
Ensure Sustainability

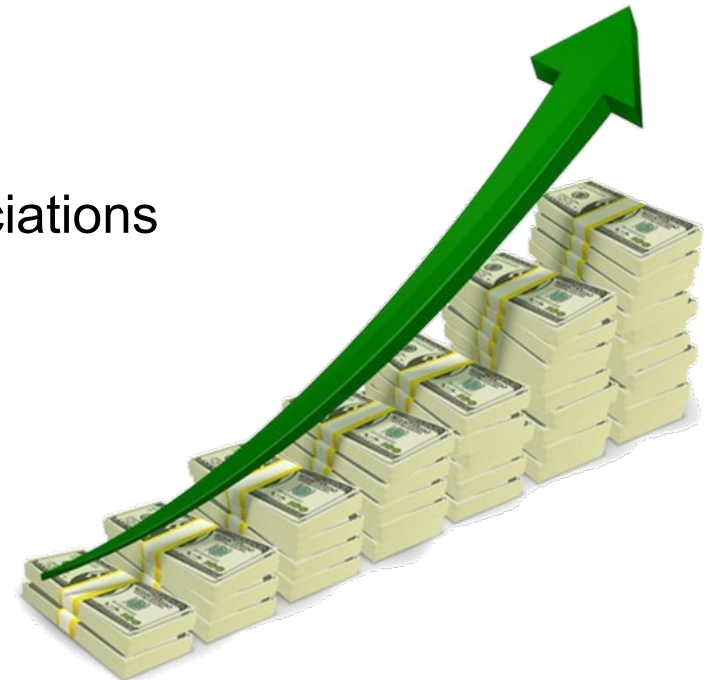


Moving the Needle

Current diversity efforts are fully funded through budgetary commitment or department sponsorship.

The City also has steadily increased funding for recruitment, development and partnership over the last five years.

- Diversity Recruitment Initiatives & Hiring Events
- Diversity Job Aggregators
- Paid Promotions through Diversity Professional Associations
- Civil Service Testing
- Youth & Underrepresented Minority Initiatives
- Leadership Development

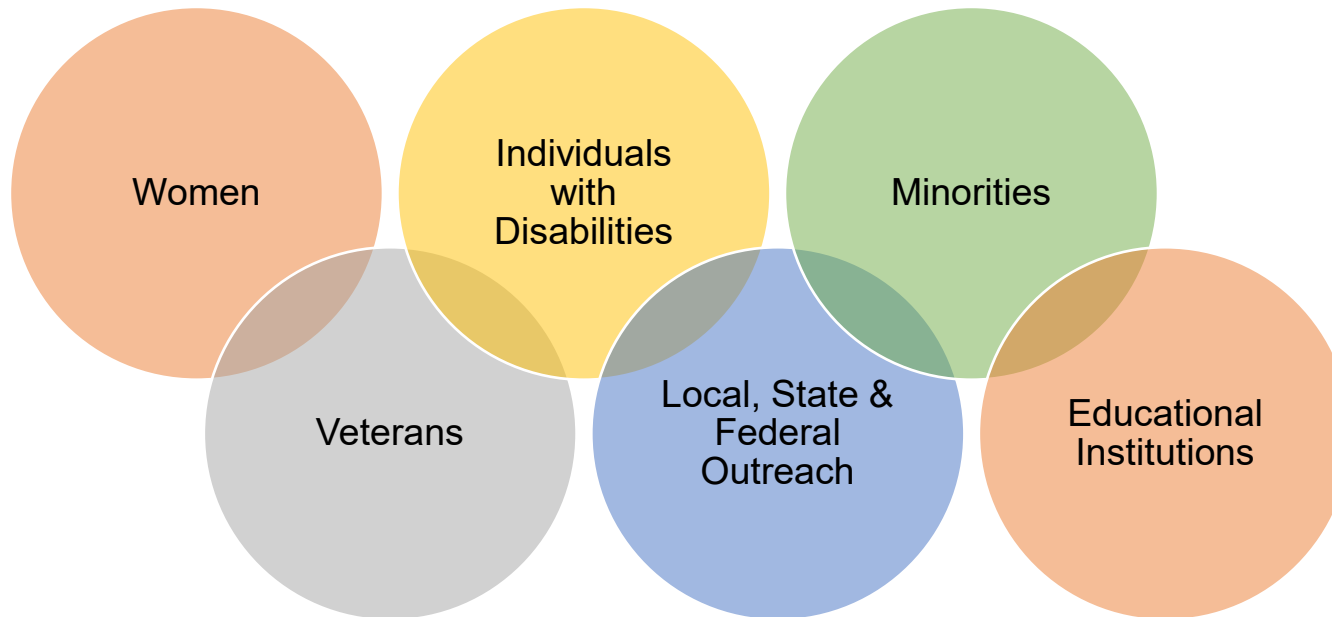


Moving the Needle

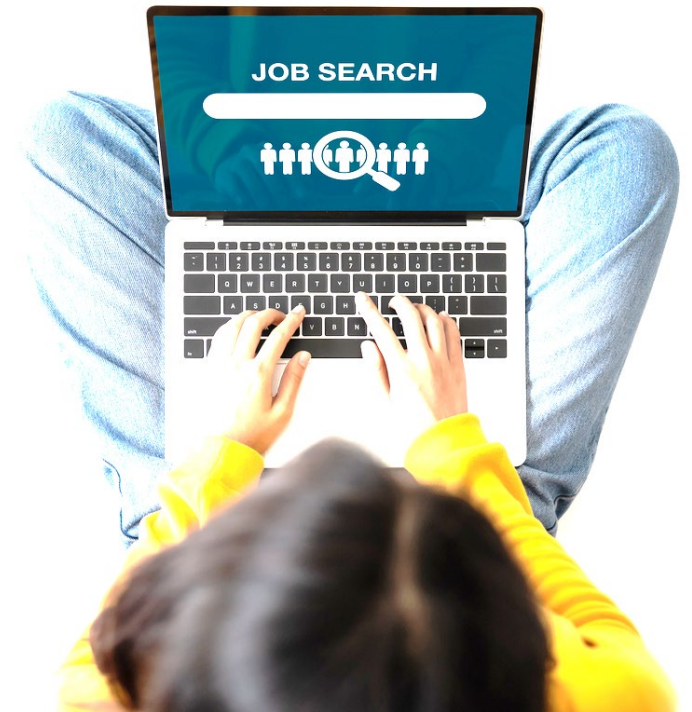


Moving the Needle

Diversity Job Aggregators



Circa
MITRATECH



Moving the Needle

Civil Service Focused Recruitment



National Association
of Hispanic Firefighters

Military.com

handshake

Moving the Needle



Moving the Needle



Project | SEARCH®





Take deliberate action at all
pathways to employment



Moving the Needle



**Entry for General
Employees**



**Leadership
Advancement**



**Enhanced Focus on Civil Service
Testing & Selection**



Moving the Needle

Entry for General Employees

- FCRA compliant review of criminal background checks with MD-level review of any disqualified applicants.
- Reduction from 100% to less than 20% pre-hire drug screening requirement, limited to safety/security-sensitive positions only.
 - Tasks which would constitute an immediate or direct threat or risk of substantial property damage;
 - Tasks which could cause serious bodily injury; or
 - Tasks which could lead to death to the employee, other City employees or the public.



Moving the Needle

Fair Chance Hiring Initiatives

- Additional review of prior convictions that delay or deny hiring eligibility
- Free training, including GED, ESL and job readiness skills
- Pilot program development underway
- Opportunity to transition into traditional position after satisfactory performance period



Moving the Needle

Leadership Advancement

- Mandated expanded searches for all Director and above positions



Empowering Latino Leaders



Moving the Needle

Leadership Advancement

Investment in development options for current and future leaders



INTERNATIONAL CITY/COUNTY
MANAGEMENT ASSOCIATION

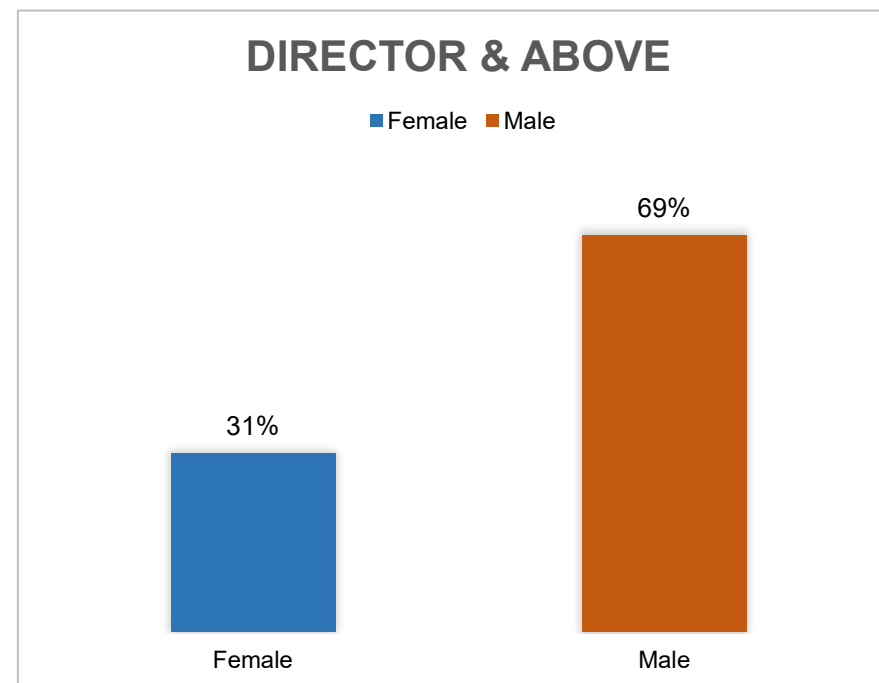
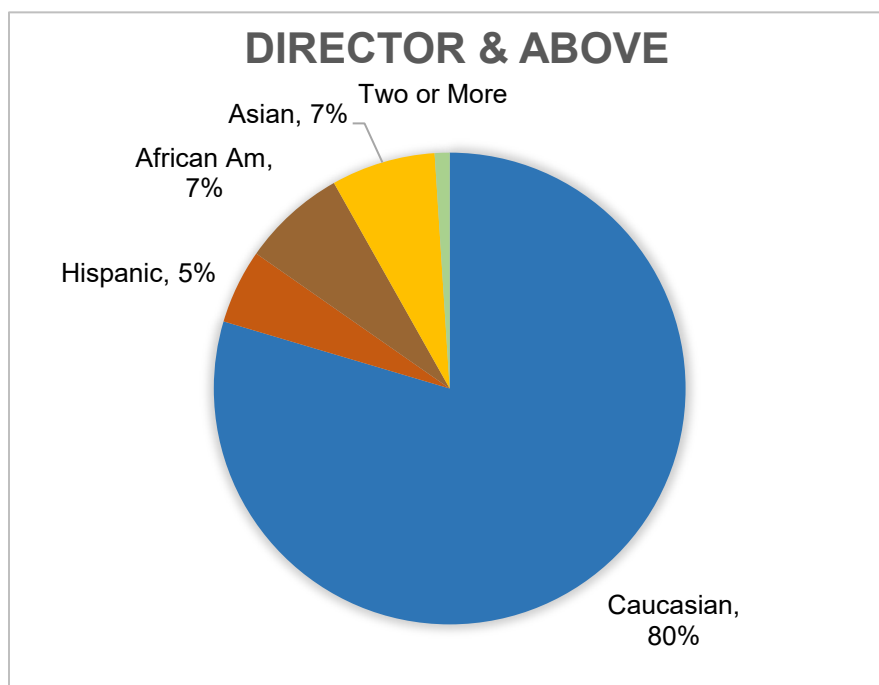


PROFESSIONAL
DEVELOPMENT
ACADEMY

WE MAKE LEADERS BETTER

Moving the Needle

Leadership Advancement



Moving the Needle

Civil Service Considerations



Recruitment



Promotion



Discipline



Other Criteria

Moving the Needle

Civil Service Recruitment

Texas Local Government Code Chapter 143 and related statutes...

- Allow employment access only through **standardized testing** at hire and promotion
- Place strict requirements on selection processes
- Limit arbitrary hiring decisions by the Chiefs
- Favor applicants who test well over merit and performance



Moving the Needle

Civil Service Recruitment

Additional statutes and guidelines also impact candidate qualifications for pre-employment and background screening. For example...

- Minimum Age
- Education
- Criminal History
- Military Service Discharge
- And other requirements



Moving the Needle

Civil Service Recruitment

- Replacement of Fire and Police Entrance Exams
 - Similar to other local agencies
 - Test prep materials provided at no cost to examinees
- Increased testing frequency
- Expanded access for lateral officers and applicants with comparable experience (public service, first responders, etc.)
- Rotational/Early Hire Program
- Review of each step on the pathway to employment

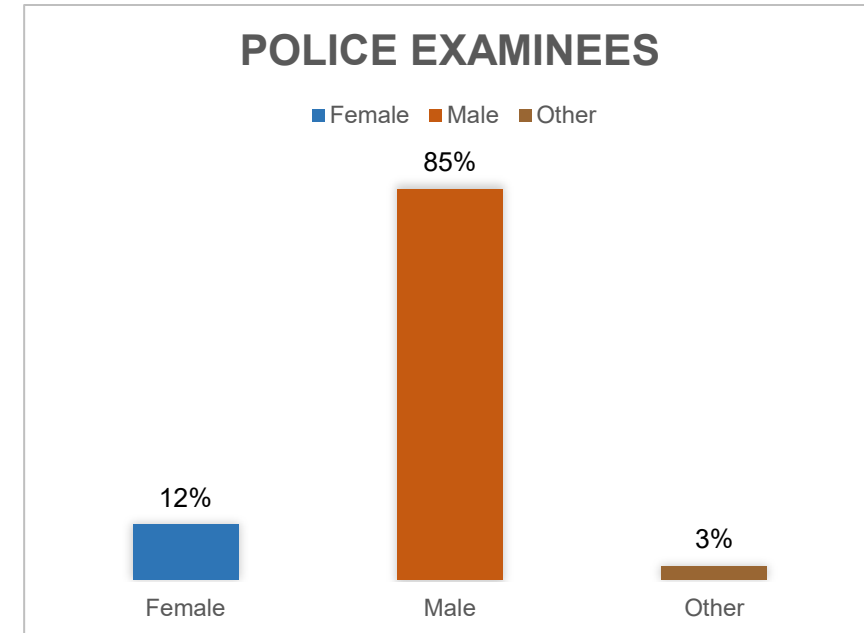
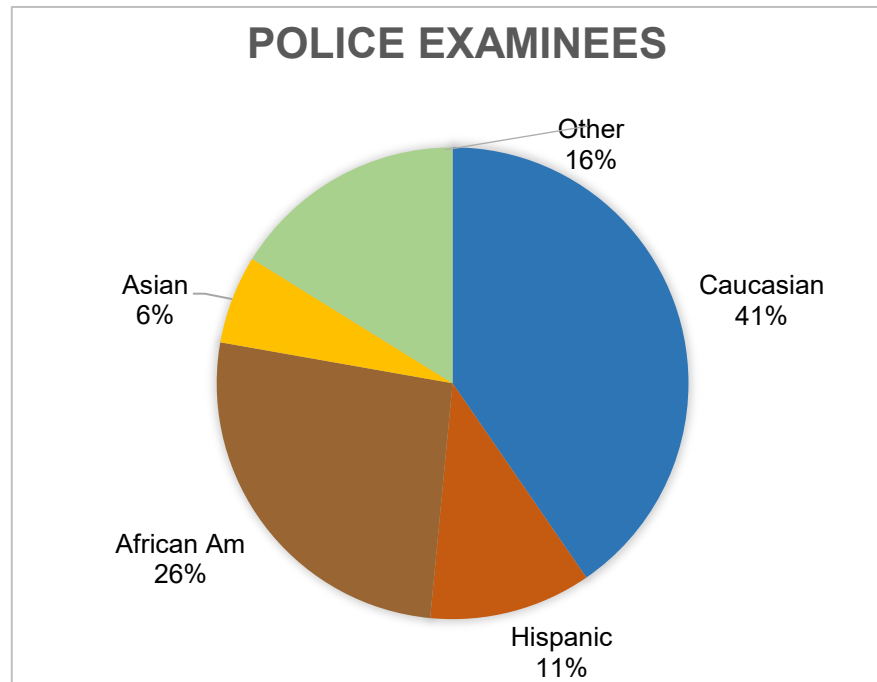
Moving the Needle

Civil Service Recruitment

- Engagement of candidates throughout the process
- Surveying of applicants who failed to test
- Outreach to prior applicants for each exam

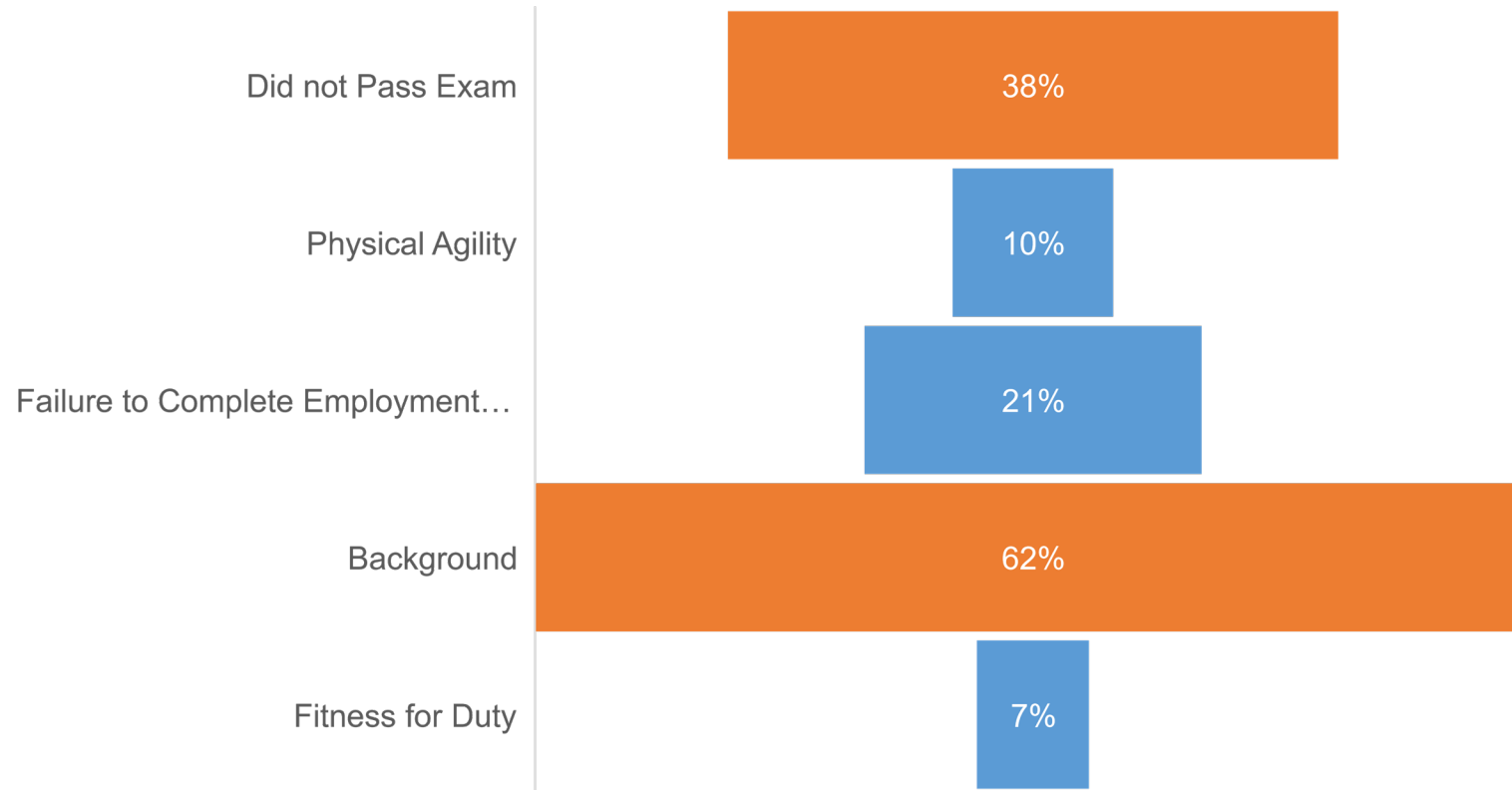


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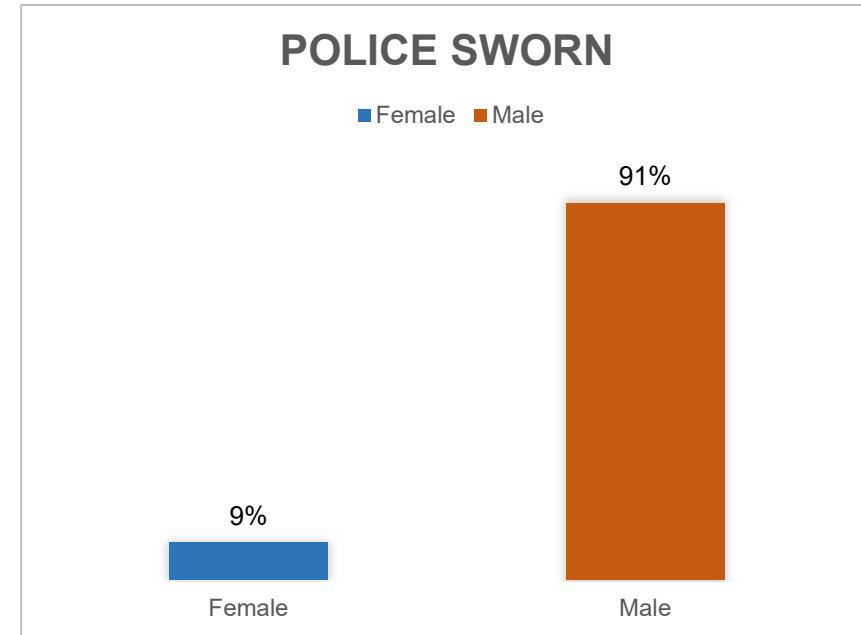
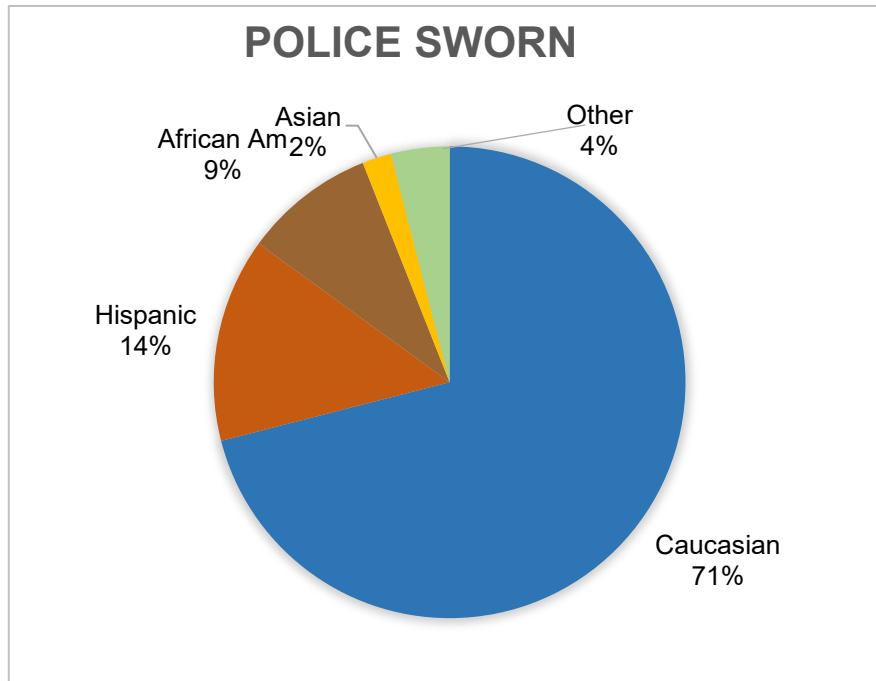
Moving the Needle

Civil Service Recruitment

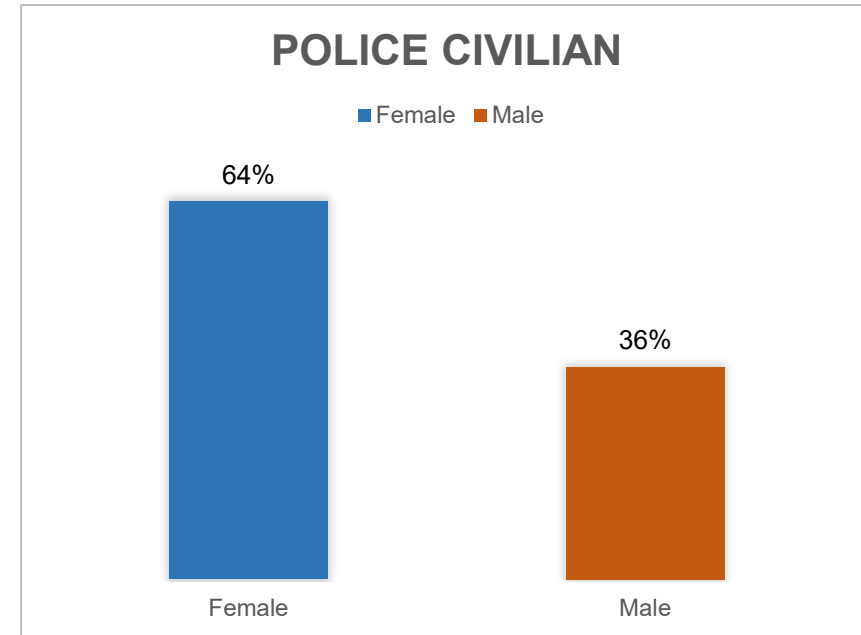
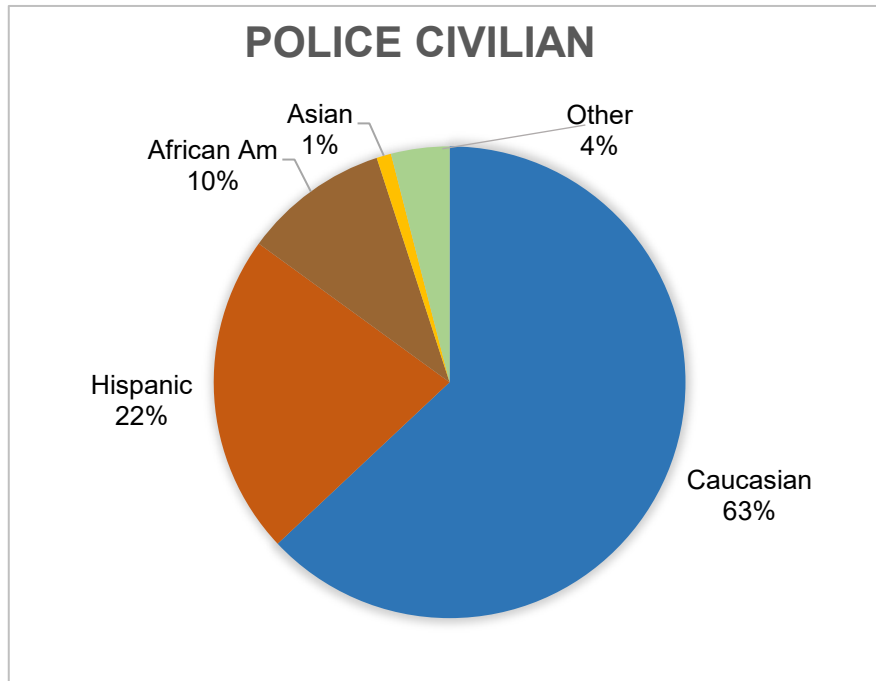


Police Examinee Disqualifiers

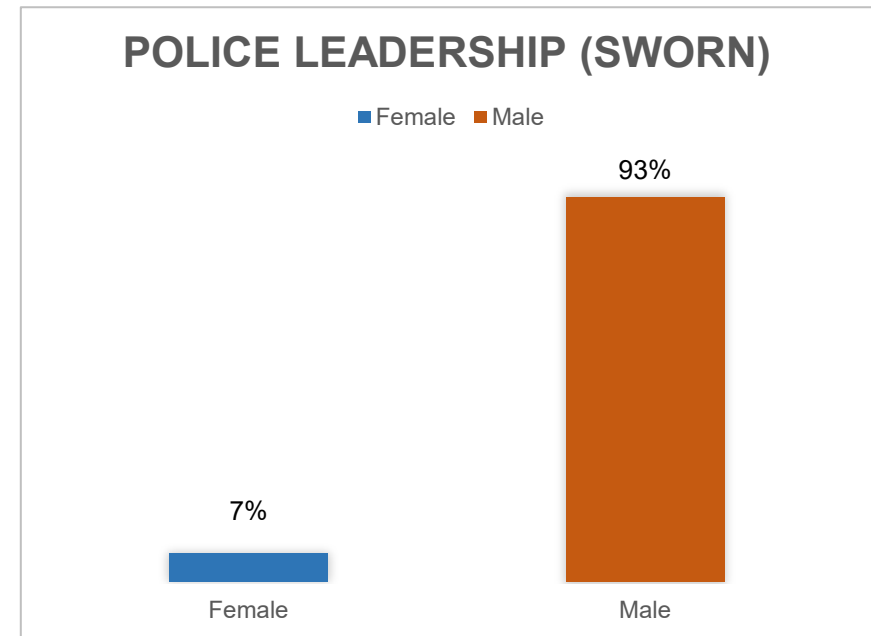
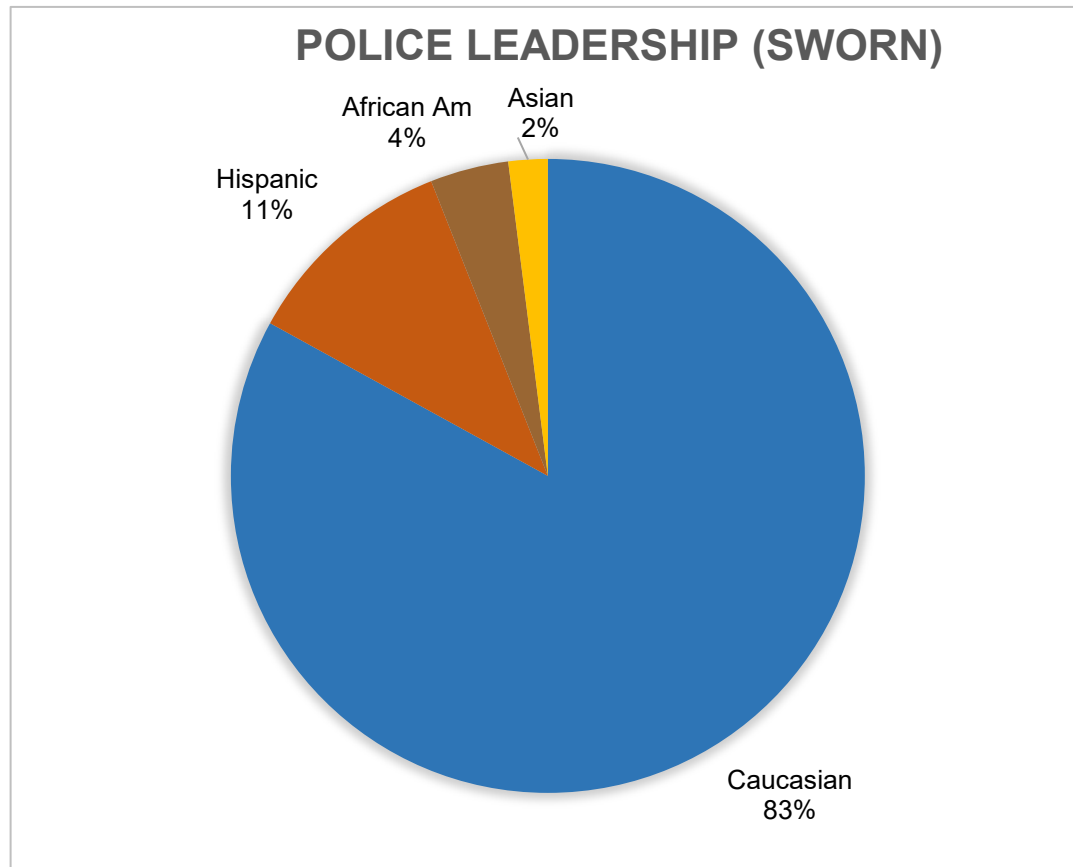
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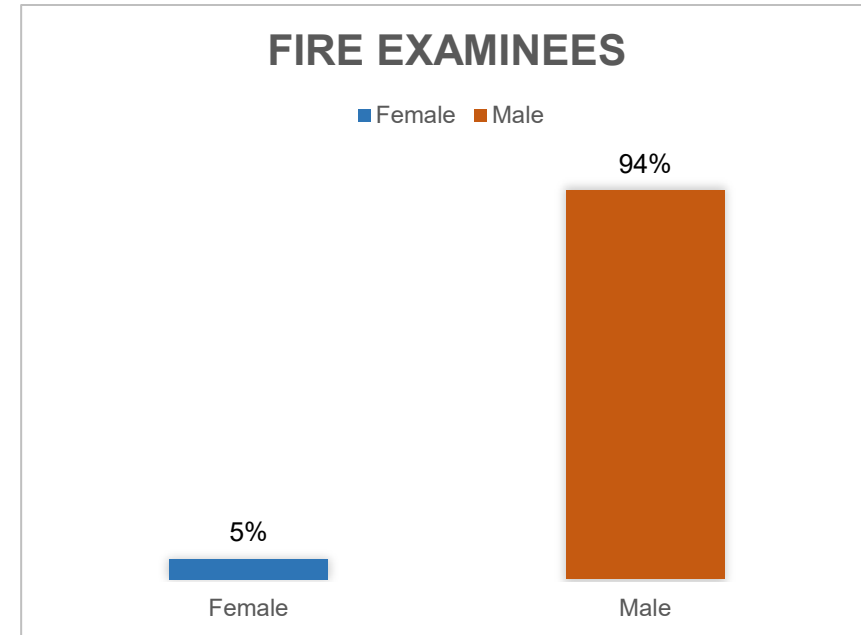
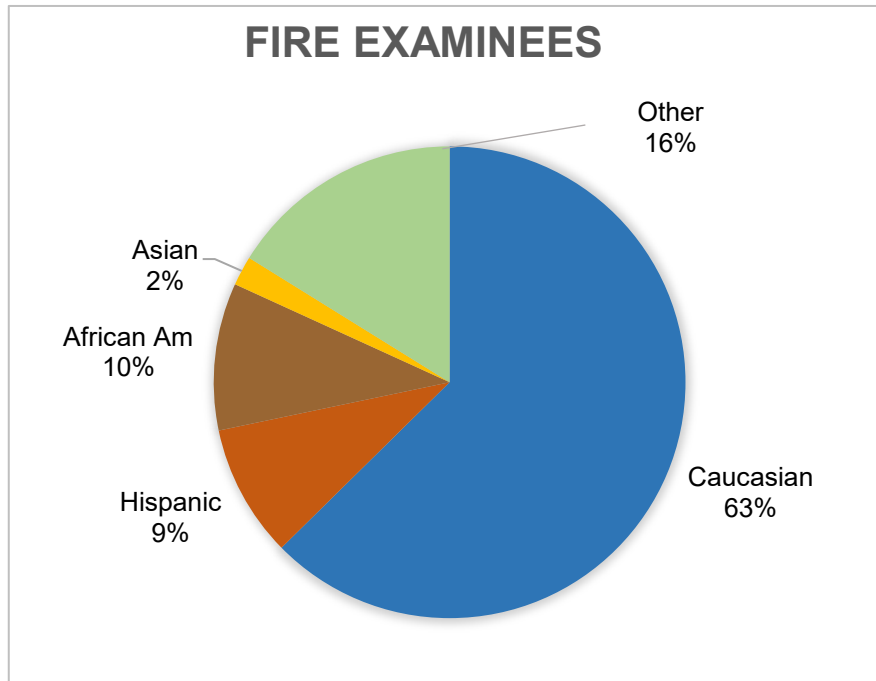
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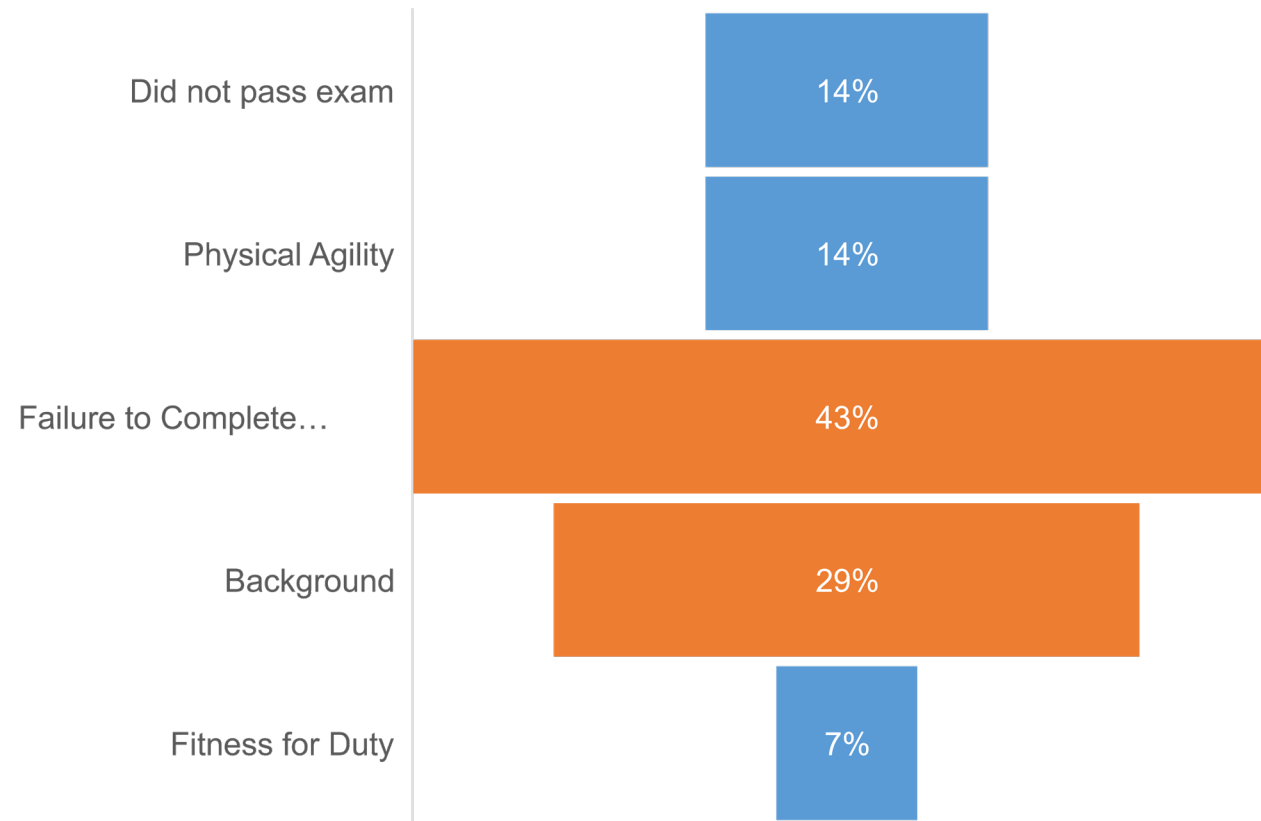


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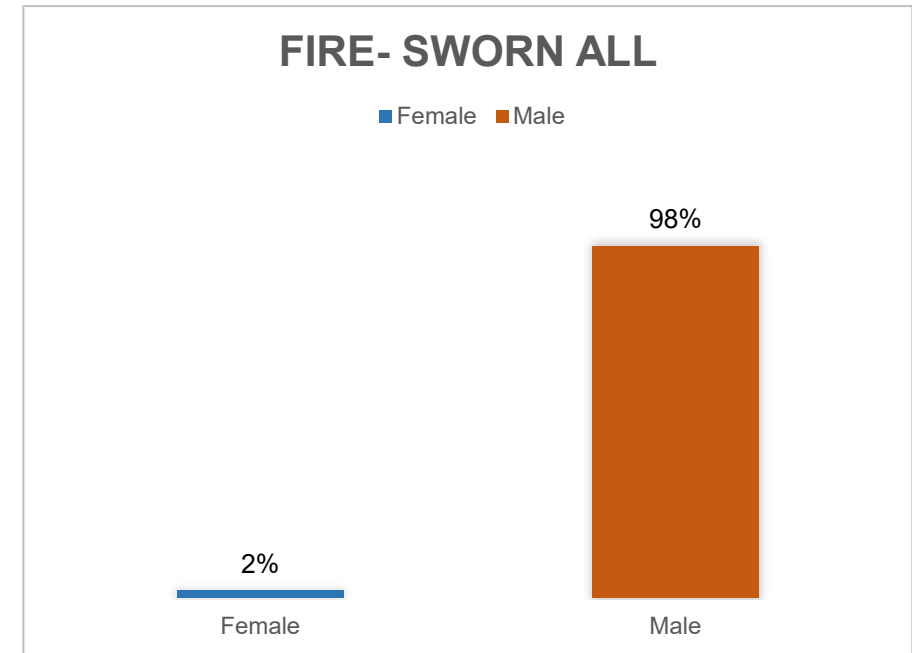
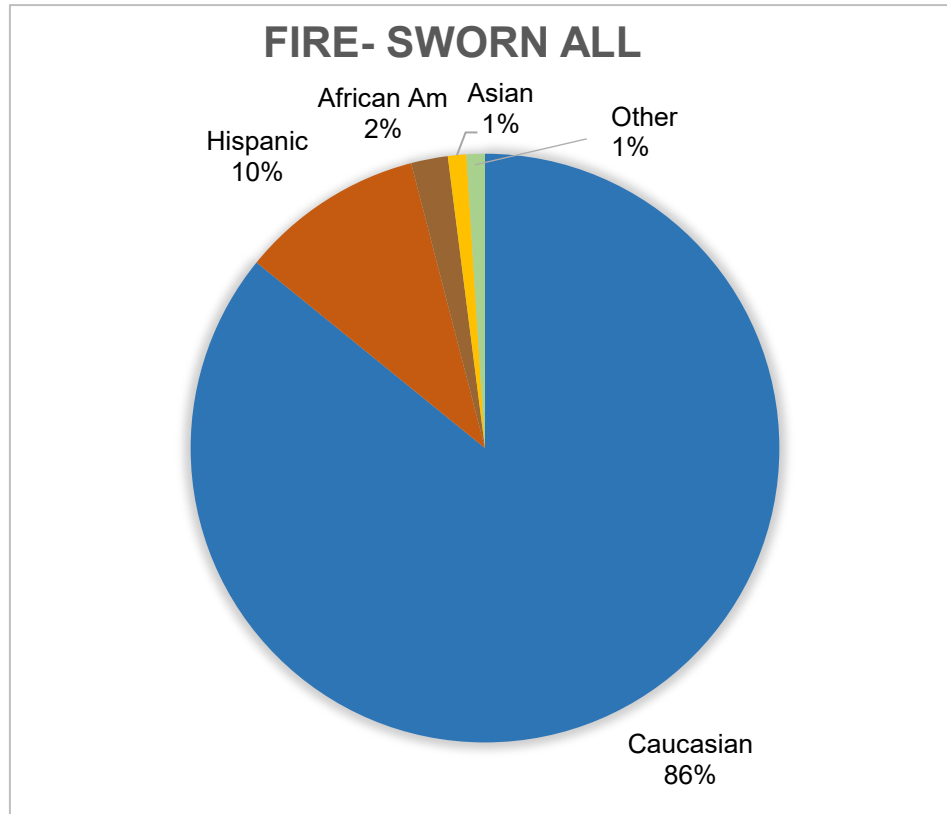
Moving the Needle

Civil Service Recruitment

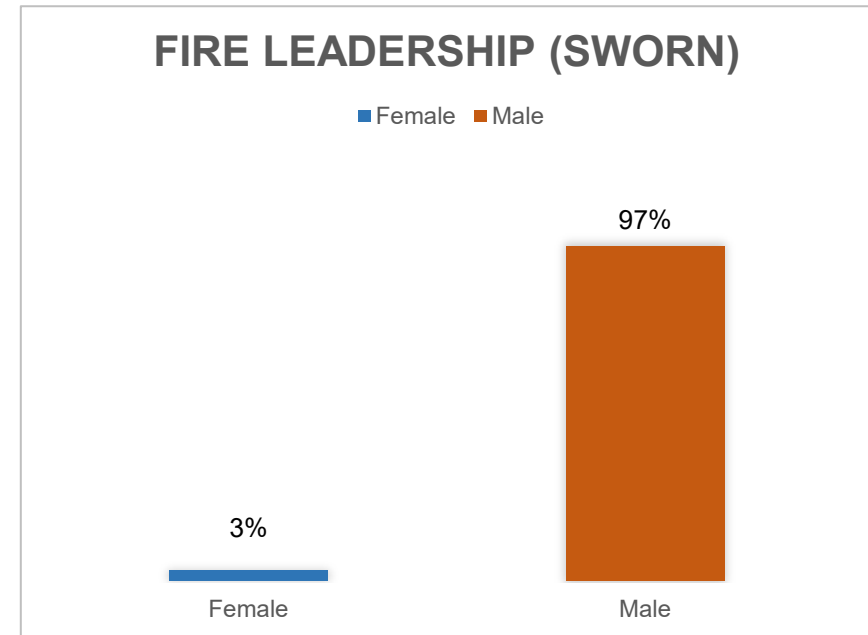
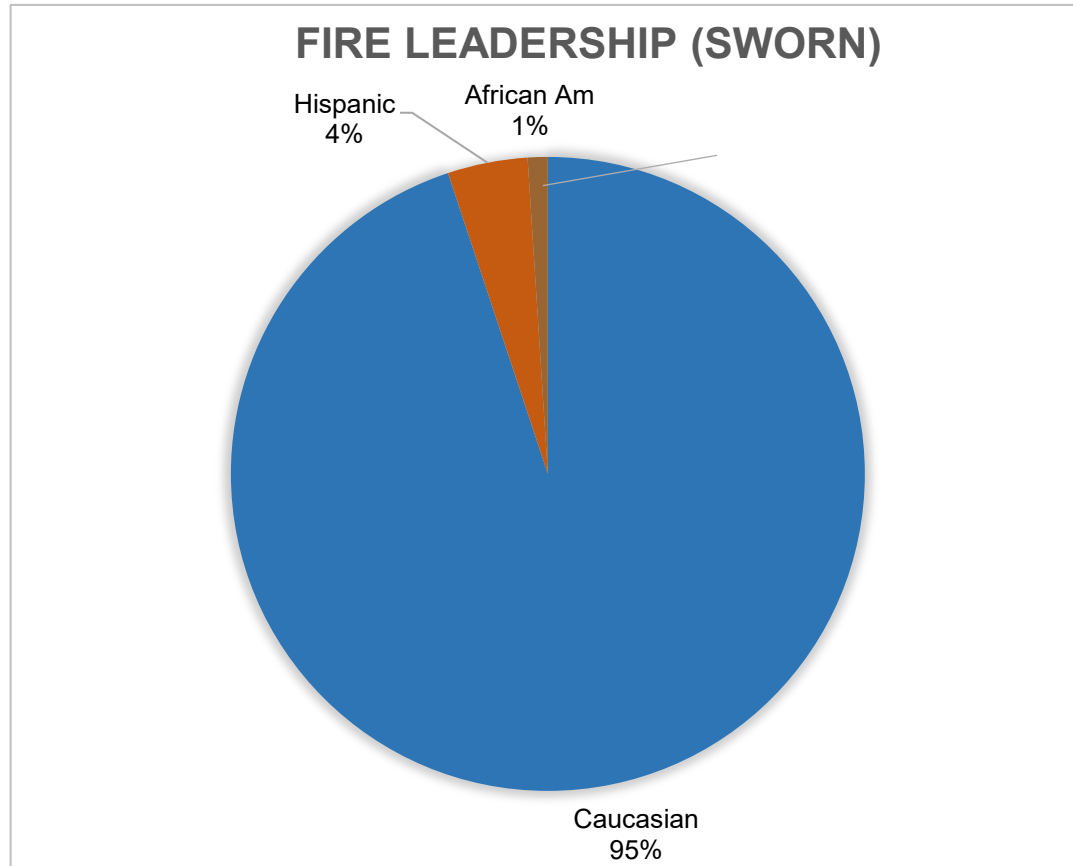


Fire Examinee Disqualifiers

Moving the Needle



Moving the Needle





Forward Looking



Moving the Needle

Continuing the Discussion

- Annual Updates to City Council on efforts in this area
- Budgetary requests to support outreach, program, and partnership efforts
- Re-branding efforts, focused on establishing Garland as a preferred employer



Moving the Needle

Other Ways to Support

- Encourage careers in Public Service on your platforms
- Share employment and Civil Service Entrance Exam announcements with your constituents, especially opportunities to engage women, minorities, veterans, individuals with disabilities, career-ready youth, etc.
- Incorporate organizational considerations in citywide strategic initiatives, value statements, etc.





Q&A



Attachment A

Key Workforce Demographics

Ethnicity - All

Race/Ethnicity	%
American Indian or Alaska Native	1%
Asian	3%
Black or African American	10%
Hispanic or Latino	22%
I do not wish to answer.	3%
Two or More Races	1%
White	58%
Grand Total	100%

Veteran Status - All

Veteran Status	Number of EEs	%
I Am Not A Veteran	183	9%
Identify As A Veteran, Just Not A Protected Veteran	16	1%
Identify As One Or More Of The Classifications Of Protected Veterans	21	1%
Not Provided	1917	90%
Grand Total	2137	100%

Disability Status - All

Disability Status	Number of EEs	%
I do not want to answer	9	0.4%
No, I do not have a disability and have not had one in the past	185	9%
Yes, I have a disability, or have had one in the past	19	1%
Not Provided	1924	90%
Grand Total	2137	100%

Gender - All	
Gender	%
Female	25%
Male	75%
Grand Total	100%

Age Demographics - All	
Age Group	%
20 and under	2%
21 - 30	17%
31 - 40	24%
41 - 50	23%
51 - 60	25%
61 - 64	6%
65 and over	4%
Grand Total	100%

Ethnicity by Department

Department	Race/Ethnicity	%
Animal Services	Asian	4%
	Hispanic or Latino	46%
	I do not wish to answer.	18%
	White	32%
Budget & Research	Asian	17%
	I do not wish to answer.	17%
	White	67%
Building Inspections	Black or African American	7%
	Hispanic or Latino	13%
	White	80%
City Administration	Black or African American	25%
	Hispanic or Latino	13%
	White	63%
City Attorney	American Indian or Alaska Native	8%
	Black or African American	4%
	Hispanic or Latino	8%
	I do not wish to answer.	4%
	White	77%
City Secretary	White	100%
CityCare Clinic	Asian	11%
	Black or African American	22%
	Hispanic or Latino	11%
	Two or More Races	22%
	White	33%
Code Compliance	American Indian or Alaska Native	9%
	Asian	6%
	Black or African American	9%
	Hispanic or Latino	35%
	I do not wish to answer.	3%
	White	38%
Community Development	Black or African American	11%
	Hispanic or Latino	33%
	White	56%
Convention and Visitors Bureau	Hispanic or Latino	44%
	White	56%
Customer Service	Asian	2%
	Black or African American	13%
	Hispanic or Latino	43%
	I do not wish to answer.	4%
	Two or More Races	1%
	White	37%
Economic Development	Asian	17%
	Black or African American	17%
	Hispanic or Latino	17%
	I do not wish to answer.	17%

	White	33%
Engineering	Asian	3%
	Black or African American	3%
	Hispanic or Latino	10%
	I do not wish to answer.	3%
	Two or More Races	3%
	White	77%
Environmental Health Department	Asian	7%
	Black or African American	14%
	Hispanic or Latino	50%
	White	29%
Facilities Management	Asian	7%
	Black or African American	7%
	Hispanic or Latino	33%
	Two or More Races	3%
	White	50%
Financial Services	Asian	7%
	Black or African American	14%
	Hispanic or Latino	29%
	White	50%
Fire Department	American Indian or Alaska Native	1%
	Asian	2%
	Black or African American	2%
	Hispanic or Latino	9%
	I do not wish to answer.	1%
	White	85%
Firewheel Golf Park	Black or African American	4%
	Hispanic or Latino	35%
	I do not wish to answer.	4%
	White	58%
Fleet Services	Asian	3%
	Black or African American	24%
	Hispanic or Latino	21%
	I do not wish to answer.	3%
	White	48%
Garland Power & Light	American Indian or Alaska Native	3%
	Asian	7%
	Black or African American	7%
	Hispanic or Latino	12%
	I do not wish to answer.	4%
	Two or More Races	1%
	White	67%
Granville Arts Center	Asian	15%
	Black or African American	23%
	Hispanic or Latino	15%
	I do not wish to answer.	8%
	White	38%

Heritage Crossing	White	100%
Housing Agency	American Indian or Alaska Native	8%
	Asian	8%
	Black or African American	23%
	Hispanic or Latino	15%
	Two or More Races	8%
	White	38%
Human Resources	Asian	5%
	Black or African American	14%
	Hispanic or Latino	36%
	I do not wish to answer.	5%
	White	41%
Information Technology	Asian	10%
	Black or African American	7%
	Hispanic or Latino	18%
	I do not wish to answer.	6%
	Two or More Races	1%
	White	57%
Internal Audit	Asian	40%
	White	60%
Landfill	American Indian or Alaska Native	6%
	Black or African American	9%
	Hispanic or Latino	44%
	I do not wish to answer.	3%
	Two or More Races	3%
	White	34%
Legislative & Public Affairs	White	100%
Library	American Indian or Alaska Native	2%
	Asian	5%
	Black or African American	5%
	Hispanic or Latino	16%
	I do not wish to answer.	5%
	White	67%
Municipal Court	Black or African American	37%
	Hispanic or Latino	15%
	I do not wish to answer.	7%
	Two or More Races	7%
	White	33%
Office of Emergency Management	American Indian or Alaska Native	25%
	White	75%
Office of Fair Housing and Human Rights	Hispanic or Latino	100%
Office of Neighborhood Vitality	Hispanic or Latino	40%
	White	60%
Parks and Recreation	American Indian or Alaska Native	2%
	Black or African American	14%
	Hispanic or Latino	30%
	I do not wish to answer.	6%

	Two or More Races	4%
	White	44%
Planning & Development	Asian	13%
	Black or African American	38%
	Hispanic or Latino	25%
	White	25%
Police Department	American Indian or Alaska Native	1%
	Asian	2%
	Black or African American	9%
	Hispanic or Latino	16%
	I do not wish to answer.	3%
	Two or More Races	1%
	White	68%
Project Management Office	Hispanic or Latino	50%
	White	50%
Public & Media Relations	Asian	11%
	Hispanic or Latino	33%
	White	56%
Purchasing	Hispanic or Latino	73%
	White	27%
Real Estate Management Office	Hispanic or Latino	50%
	I do not wish to answer.	50%
Risk Management	Hispanic or Latino	40%
	I do not wish to answer.	20%
	White	40%
Sanitation	American Indian or Alaska Native	1%
	Black or African American	27%
	Hispanic or Latino	34%
	I do not wish to answer.	8%
	White	30%
Streets	Asian	2%
	Black or African American	12%
	Hispanic or Latino	54%
	I do not wish to answer.	2%
	Two or More Races	3%
	White	26%
Transportation	Black or African American	30%
	Hispanic or Latino	12%
	Two or More Races	6%
	White	52%
Warehouse	Hispanic or Latino	50%
	White	50%
Water Utilities	Asian	1%
	Black or African American	14%
	Hispanic or Latino	24%
	I do not wish to answer.	3%
	Two or More Races	1%

	White	57%
Grand Total		100%

Age Group by Department

Department	Age Group	%
Animal Services	20 and under	11%
	21 - 30	43%
	31 - 40	25%
	41 - 50	18%
	61 - 64	4%
Budget & Research	21 - 30	33%
	31 - 40	50%
	41 - 50	17%
Building Inspections	21 - 30	13%
	41 - 50	7%
	51 - 60	40%
	61 - 64	27%
	65 and over	13%
City Administration	21 - 30	13%
	31 - 40	13%
	41 - 50	38%
	51 - 60	38%
City Attorney	21 - 30	4%
	31 - 40	19%
	41 - 50	12%
	51 - 60	46%
	61 - 64	4%
	65 and over	15%
City Secretary	21 - 30	33%
	41 - 50	33%
	51 - 60	33%
CityCare Clinic	21 - 30	11%
	31 - 40	33%
	41 - 50	33%
	51 - 60	22%
Code Compliance	21 - 30	9%
	31 - 40	21%
	41 - 50	29%
	51 - 60	24%
	61 - 64	12%
	65 and over	6%
Community Development	21 - 30	22%
	31 - 40	33%
	41 - 50	11%
	51 - 60	11%
	61 - 64	11%
	65 and over	11%
Convention and Visitors Bureau	21 - 30	11%
	31 - 40	33%
	41 - 50	33%

	51 - 60	11%
	61 - 64	11%
Customer Service	20 and under	3%
	21 - 30	20%
	31 - 40	18%
	41 - 50	30%
	51 - 60	16%
	61 - 64	9%
	65 and over	3%
Economic Development	21 - 30	17%
	31 - 40	33%
	41 - 50	33%
	51 - 60	17%
Engineering	21 - 30	6%
	31 - 40	16%
	41 - 50	23%
	51 - 60	35%
	61 - 64	10%
	65 and over	10%
Environmental Health Department	21 - 30	50%
	31 - 40	29%
	41 - 50	14%
	51 - 60	7%
Facilities Management	20 and under	3%
	21 - 30	3%
	31 - 40	20%
	41 - 50	13%
	51 - 60	40%
	61 - 64	7%
	65 and over	13%
Financial Services	31 - 40	21%
	41 - 50	21%
	51 - 60	43%
	61 - 64	14%
Fire Department	20 and under	3%
	21 - 30	19%
	31 - 40	26%
	41 - 50	24%
	51 - 60	25%
	61 - 64	3%
	65 and over	1%
Firewheel Golf Park	21 - 30	31%
	31 - 40	19%
	41 - 50	12%
	51 - 60	27%
	61 - 64	8%
	65 and over	4%

Fleet Services	20 and under	3%
	21 - 30	24%
	31 - 40	15%
	41 - 50	24%
	51 - 60	27%
	61 - 64	6%
Garland Power & Light	21 - 30	14%
	31 - 40	21%
	41 - 50	28%
	51 - 60	22%
	61 - 64	9%
	65 and over	6%
Granville Arts Center	21 - 30	31%
	31 - 40	23%
	41 - 50	8%
	51 - 60	31%
	65 and over	8%
Heritage Crossing	41 - 50	100%
Housing Agency	21 - 30	8%
	31 - 40	23%
	41 - 50	31%
	51 - 60	31%
	65 and over	8%
Human Resources	21 - 30	23%
	31 - 40	36%
	41 - 50	27%
	51 - 60	5%
	61 - 64	5%
	65 and over	5%
Information Technology	21 - 30	15%
	31 - 40	9%
	41 - 50	31%
	51 - 60	28%
	61 - 64	6%
	65 and over	10%
Internal Audit	21 - 30	40%
	31 - 40	20%
	41 - 50	20%
	61 - 64	20%
Landfill	20 and under	9%
	21 - 30	19%
	31 - 40	16%
	41 - 50	16%
	51 - 60	28%
	61 - 64	13%
Legislative & Public Affairs	31 - 40	100%
Library	21 - 30	13%

	31 - 40	20%
	41 - 50	25%
	51 - 60	21%
	61 - 64	8%
	65 and over	13%
Municipal Court	21 - 30	22%
	31 - 40	22%
	41 - 50	26%
	51 - 60	22%
	61 - 64	7%
Office of Emergency Management	21 - 30	25%
	31 - 40	25%
	41 - 50	50%
Office of Fair Housing and Human Rights	51 - 60	100%
Office of Neighborhood Vitality	21 - 30	20%
	31 - 40	40%
	41 - 50	20%
	51 - 60	20%
Parks and Recreation	20 and under	2%
	21 - 30	22%
	31 - 40	20%
	41 - 50	16%
	51 - 60	23%
	61 - 64	7%
	65 and over	12%
Planning & Development	21 - 30	25%
	31 - 40	13%
	41 - 50	38%
	51 - 60	25%
Police Department	20 and under	1%
	21 - 30	21%
	31 - 40	31%
	41 - 50	22%
	51 - 60	23%
	61 - 64	1%
	65 and over	1%
Project Management Office	41 - 50	50%
	51 - 60	25%
	61 - 64	25%
Public & Media Relations	31 - 40	56%
	41 - 50	11%
	51 - 60	22%
	61 - 64	11%
Purchasing	21 - 30	9%
	31 - 40	45%
	51 - 60	36%
	61 - 64	9%

Real Estate Management Office	21 - 30	50%
	51 - 60	50%
Risk Management	21 - 30	20%
	31 - 40	20%
	41 - 50	40%
	51 - 60	20%
Sanitation	20 and under	2%
	21 - 30	8%
	31 - 40	13%
	41 - 50	22%
	51 - 60	43%
	61 - 64	10%
	65 and over	2%
Streets	20 and under	1%
	21 - 30	10%
	31 - 40	21%
	41 - 50	20%
	51 - 60	40%
	61 - 64	7%
	65 and over	2%
Transportation	21 - 30	15%
	31 - 40	6%
	41 - 50	15%
	51 - 60	30%
	61 - 64	12%
	65 and over	21%
Warehouse	21 - 30	50%
	61 - 64	50%
Water Utilities	20 and under	5%
	21 - 30	12%
	31 - 40	31%
	41 - 50	20%
	51 - 60	24%
	61 - 64	6%
	65 and over	3%
Grand Total		100%

Gender by Department

Department	Gender	%
Animal Services	Female	61%
	Male	39%
Budget & Research	Female	67%
	Male	33%
Building Inspections	Female	27%
	Male	73%
City Administration	Female	50%
	Male	50%
City Attorney	Female	15%
	Male	85%
City Secretary	Female	100%
CityCare Clinic	Female	89%
	Male	11%
Code Compliance	Female	38%
	Male	62%
Community Development	Female	44%
	Male	56%
Convention and Visitors Bureau	Female	78%
	Male	22%
Customer Service	Female	64%
	Male	36%
Economic Development	Female	50%
	Male	50%
Engineering	Female	6%
	Male	94%
Environmental Health Department	Female	64%
	Male	36%
Facilities Management	Female	20%
	Male	80%
Financial Services	Female	79%
	Male	21%
Fire Department	Female	4%
	Male	96%
Firewheel Golf Park	Female	8%
	Male	92%
Fleet Services	Female	9%
	Male	91%
Garland Power & Light	Female	12%
	Male	88%
Granville Arts Center	Female	46%
	Male	54%
Heritage Crossing	Female	100%
Housing Agency	Female	54%
	Male	46%
Human Resources	Female	77%

	Male	23%
Information Technology	Female	27%
	Male	73%
Internal Audit	Female	40%
	Male	60%
Landfill	Female	25%
	Male	75%
Legislative & Public Affairs	Female	100%
Library	Female	79%
	Male	21%
Municipal Court	Female	74%
	Male	26%
Office of Emergency Management	Female	75%
	Male	25%
Office of Fair Housing and Human Rights	Female	100%
Office of Neighborhood Vitality	Female	60%
	Male	40%
Parks and Recreation	Female	28%
	Male	72%
Planning & Development	Female	50%
	Male	50%
Police Department	Female	25%
	Male	75%
Project Management Office	Female	50%
	Male	50%
Public & Media Relations	Female	44%
	Male	56%
Purchasing	Female	55%
	Male	45%
Real Estate Management Office	Female	50%
	Male	50%
Risk Management	Female	60%
	Male	40%
Sanitation	Female	11%
	Male	89%
Streets	Female	3%
	Male	97%
Transportation	Female	21%
	Male	79%
Warehouse	Female	50%
	Male	50%
Water Utilities	Female	8%
	Male	92%
Grand Total		100%

Directors and Above

Management Level	Race/Ethnicity	Gender	Number of EES
City Manager	White	Male	1
Deputy City Manager	White	Male	1
Assistant City Manager	Hispanic or Latino	Male	1
	White	Male	1
	Black or African American	Female	1
Sr. Managing Director	White	Male	2
	Asian	Male	1
Managing Director	White	Female	2
		Male	8
	Black or African American	Female	1
	American Indian or Alaska Native	Female	1
Director III	White	Female	2
		Male	11
	Black or African American	Male	2
	Asian	Female	1
		Male	1
Director II	Hispanic or Latino	Male	3
	White	Female	7
		Male	10
	Black or African American	Female	1
	Asian	Male	1
Director I	White	Female	6
		Male	7
	Asian	Female	1
	Two or More Races	Male	1
Grand Total			74

Directors and Above

Management Level	Gender	Number of EES	%
City Manager	Male	1	1%
Deputy City Manager	Male	1	1%
Assistant City Manager	Female	1	1%
	Male	2	3%
Sr. Managing Director	Male	3	4%
Managing Director	Female	4	5%
	Male	8	11%
Director III	Female	3	4%
	Male	14	19%
Director II	Female	8	11%
	Male	14	19%
Director I	Female	7	9%
	Male	8	11%
Grand Total		74	100%

Directors and Above - Gender

Gender	Number of EES	%
Female	23	31%
Male	51	69%
Grand Total	74	100%

Directors and Above - Ethnicity

Ethnicity	Number of EES	%
American Indian or Alaska Native	1	1%
Asian	5	7%
Black or African American	5	7%
Hispanic or Latino	4	5%
Two or More Races	1	1%
White	58	78%
Grand Total	74	100%

Police Examinees - Ethnicity

Race/Ethnicity	%
American Indian or Alaska Native	1%
Asian	6%
Black or African American	26%
Hispanic or Latino	11%
Opt Out	10%
Two or More Races	5%
White	40%
Grand Total	100%

Fire Examinees - Ethnicity

Race/Ethnicity	%
American Indian or Alaska Native	2%
Asian	2%
Black or African American	10%
Hispanic or Latino	9%
Native Hawaiian or Other Pacific Islander	1%
Opt Out	5%
Two or More Races	9%
White	62%
Grand Total	100%

Police Examinees - Gender

Gender	%
Female	12%
Male	85%
Opt Out	3%
Grand Total	100%

Fire Examinees - Gender

Race/Ethnicity	%
Female	5%
Male	94%
Opt Out	1%
Grand Total	100%

Fire New Hire Gender - 2023

Gender	%
Male	100%
Grand Total	100%

Fire New Hires Gender - 2024

Gender	%
Male	100%
Grand Total	100%

Fire New Hires Ethnicity - 2023

Race/Ethnicity	%
Asian	5%
Black or African American	5%
Hispanic or Latino	36%
I do not wish to answer.	14%
White	41%
Grand Total	100%

Fire New Hires Ethnicity - 2024

Race/Ethnicity	%
Asian	5%
Hispanic or Latino	11%
White	84%
Grand Total	100%

Police New Hires Gender -2023

Gender	%
Female	8%
Male	92%
Grand Total	100%

Police New Hires Gender - 2024

Gender	%
Male	100%
Grand Total	100%

Police New Hires Ethnicity - 2023

Race/Ethnicity	%
Asian	4%
Black or African American	8%
Hispanic or Latino	12%
I do not wish to answer.	12%
White	64%
Grand Total	100%

Police New Hires Ethnicity - 2024

Race/Ethnicity	%
American Indian or Alaska Native	7%
Black or African American	13%
Hispanic or Latino	7%
Two or More Races	7%
White	67%
Grand Total	100%

Fire CS - Ethnicity

Race/Ethnicity	Number of EEs	%
American Indian or Alaska Native	2	1%
Asian	4	1%
Black or African American	6	2%
Hispanic or Latino	25	9%
I do not wish to answer.	3	1%
White	237	86%
Grand Total	277	100%

Fire CS - Gender

Gender	Number of EEs	%
Female	6	2%
Male	271	98%
Grand Total	277	100%

Fire Disqualifiers		
Stage	Substage	%
Physical Agility		14%
	Failed Physical	14%
Failure to complete employment process		43%
	Missing documents	20%
	Withdrew	23%
Background		29%
	Credit Check	2%
	Criminal History	14%
	Drugs	9%
	Professional experience	4%
Fitness for Duty		7%
	Polygraph	7%
	Psych	0.2%
Interview		8%
	Interview	3%
	Oral Board	4%
Grand Total		100%

Police CS - Ethnicity

Race/ Ethnicity	Number of EEs	%
American Indian or Alaska Native	2	1%
Asian	8	2%
Black or African American	30	9%
Hispanic or Latino	48	14%
I do not wish to answer.	8	2%
Two or More Races	3	1%
White	242	71%
Grand Total	341	100%

Police Civilian - Ethnicity

Race/ Ethnicity	Number of EEs	%
American Indian or Alaska Native	1	1%
Asian	2	1%
Black or African American	14	10%
Hispanic or Latino	32	22%
I do not wish to answer.	4	3%
Two or More Races	1	1%
White	91	63%
Grand Total	145	100%

Police CS - Gender

Gender	Number of EEs	%
Female	32	9%
Male	309	91%
Grand Total	341	100%

Police Civilian - Gender

Gender	Number of EEs	%
Female	93	64%
Male	52	36%
Grand Total	145	100%

Police Disqualifiers		
Stage	Substage	%
Physical Agility		10%
Failure to complete employment process		
	Withdrew	21%
Background		62%
Fitness for Duty		
	Polygraph	4%
	Psych	3%
Grand Total		100%

Fire Leadership Demos

Job Profile	Gender	Race/Ethnicity	Number of EEs
Fire Chief	Male	White	1
Fire Assistant Chief	Male	White	3
Fire Battalion Chief	Male	Hispanic or Latino	2
		White	9
Fire Captain	Male	White	35
		Black or African American	1
		American Indian or Alaska Native	1
Fire Lieutenant	Female	White	1
	Male	Hispanic or Latino	1
		White	12
Fire Driver	Female	White	3
	Male	Hispanic or Latino	3
		White	64
		Black or African American	1
		American Indian or Alaska Native	1
Grand Total			138

Police Leadership Demos

Job Profile	Gender	Race/Ethnicity	Number of EEs
Chief of Police	Male	White	1
Assistant Police Chief	Male	White	3
		Black or African American	1
Police Captain	Female	White	1
	Male	White	8
Police Supervisor	Female	White	3
	Male	Hispanic or Latino	6
		White	31
		Black or African American	1
		Asian	1
Grand Total			56

Fire Leadership- Gender

Gender	Number of EEs	%
Female	4	3%
Male	134	97%
Grand Total	138	100%

Police Leadership - Gender

Gender	Number of EEs	%
Female	4	7%
Male	52	93%
Grand Total	56	100%

Fire Leadership - Ethnicity

Race/Ethnicity	Number of EEs	%
American Indian or Alaska Native	2	1%
Black or African American	2	1%
Hispanic or Latino	6	4%
White	128	93%
Grand Total	138	100%

Police Leadership - Ethnicity

Race/Ethnicity	Number of EEs	%
Asian	1	2%
Black or African American	2	4%
Hispanic or Latino	6	11%
White	47	84%
Grand Total	56	100%

Attachment B

Firefighter Pathway to Employment



FIREFIGHTER RECRUIT

Path to Employment

The following steps are required to become a Firefighter Recruit.

APPLICATION



ENTRANCE EXAMINATION

- Applicants must sit for the Civil Service Entrance Examination and receive a minimum passing score of 70%.
- The timed exam will be for three hours.

PHYSICAL AGILITY TEST

For further consideration, applicants who meet certain passing requirements may be selected to complete a physical agility test.



BACKGROUND REVIEW

- *Personal History Statement
- Prior Professional Experience, etc.
- Includes credit check

**Personal History Statement*
Although not required for testing, applicants are encouraged to start preparation of their Personal History Statement (PHS). Completion of the PHS will be required for any applicant selected to move through the process.

FITNESS FOR DUTY

- Polygraph
- Psychological Assessment
- Drug Test
- Physical Examination



INTERVIEW PROCESS

- Oral Interview Board
- Final Interview with Fire Chief



Attachment C

Police Officer Pathway to Employment



POLICE OFFICER Path to Employment

The following steps are required to become a Garland Police Officer.

APPLICATION



ENTRANCE EXAMINATION

- Applicants must sit for the Civil Service Entrance Examination and receive a minimum passing score of 70%.
- The two-hour timed exam consists of 160 questions.

PHYSICAL AGILITY TEST

- Immediately following the Civil Service Entrance Exam, applicants that score at least a 70% will complete a Physical Agility Test.
 - 1 mile run (within 11 minutes)
 - 29 sit-ups
 - 19 push ups



BACKGROUND REVIEW

- *Personal History Statement
- Prior Professional Experience, etc.
- Includes credit check

**Personal History Statement*
Although not required for testing, applicants are encouraged to start preparation of their Personal History Statement (PHS). Completion of the PHS will be required for any applicant selected to move through the process.

FITNESS FOR DUTY

- Polygraph
- Psychological Assessment
- Drug Test
- Physical Examination



INTERVIEW PROCESS

- Oral Interview Board
- Final Interview with Chief of Police



GARLAND
CITY COUNCIL STAFF REPORT

City Council Work Session

5.

Meeting Date: 10/21/2024
Title: Pavement Condition Study Update
Submitted By: Tony Irvin, Streets Director
Strategic Focus Area: Well-Maintained City Infrastructure

Issue/Summary

The Street Department will provide an update to the City Council on the pavement condition study.

Background

City Council approved funding in FY 2024 for a study to assess the condition of the city's street and alley network. This study generally consists of measuring pavement distresses consistent with current industry methods, assigning condition scoring based on the extent of distresses, and modeling budget scenarios with project programming recommendations for the next five years. The study initiated in March 2024. Staff provided Council with preliminary findings on June 29, 2024. This briefing will provide Council with the latest updates on the study status.

Consideration / Recommendation

No formal action is requested from Council at this time.

Attachments

Pavement Condition Study Presentation



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Pavement Condition Study Update

City Council Work Session
October 21, 2024



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Objectives

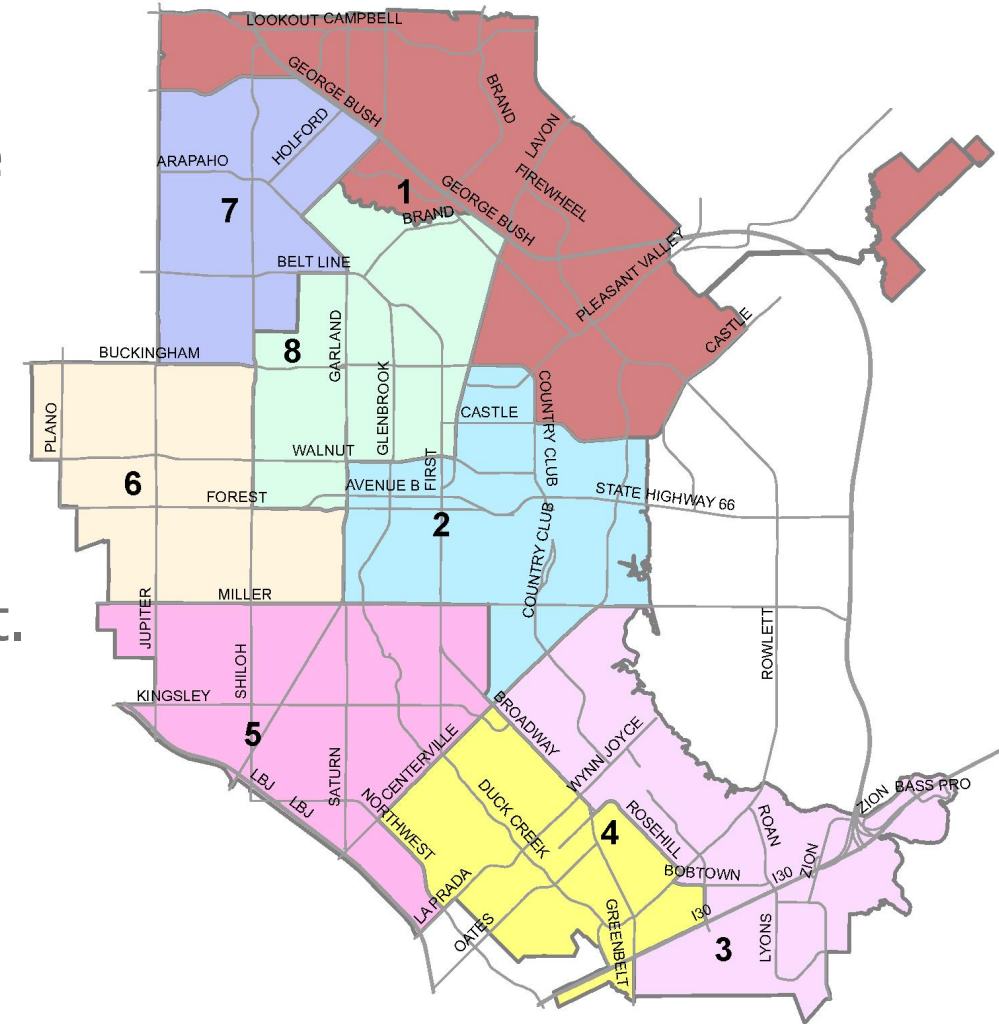
- Recap of Pavement Management Principles
- Pavement Condition Study Results
- Budget Scenario Outputs
- Recommendations



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Recap

- Pavement condition data historically collected in-house using legacy collection methods
- City procured a vendor to perform data collection and condition study employing the latest industry standard methodologies
- Pavement condition study initiated in March 2024
- Overall Condition Index (OCI) is a key data component. Measures types and density of pavement distresses
- Focus on the citywide street and alley network



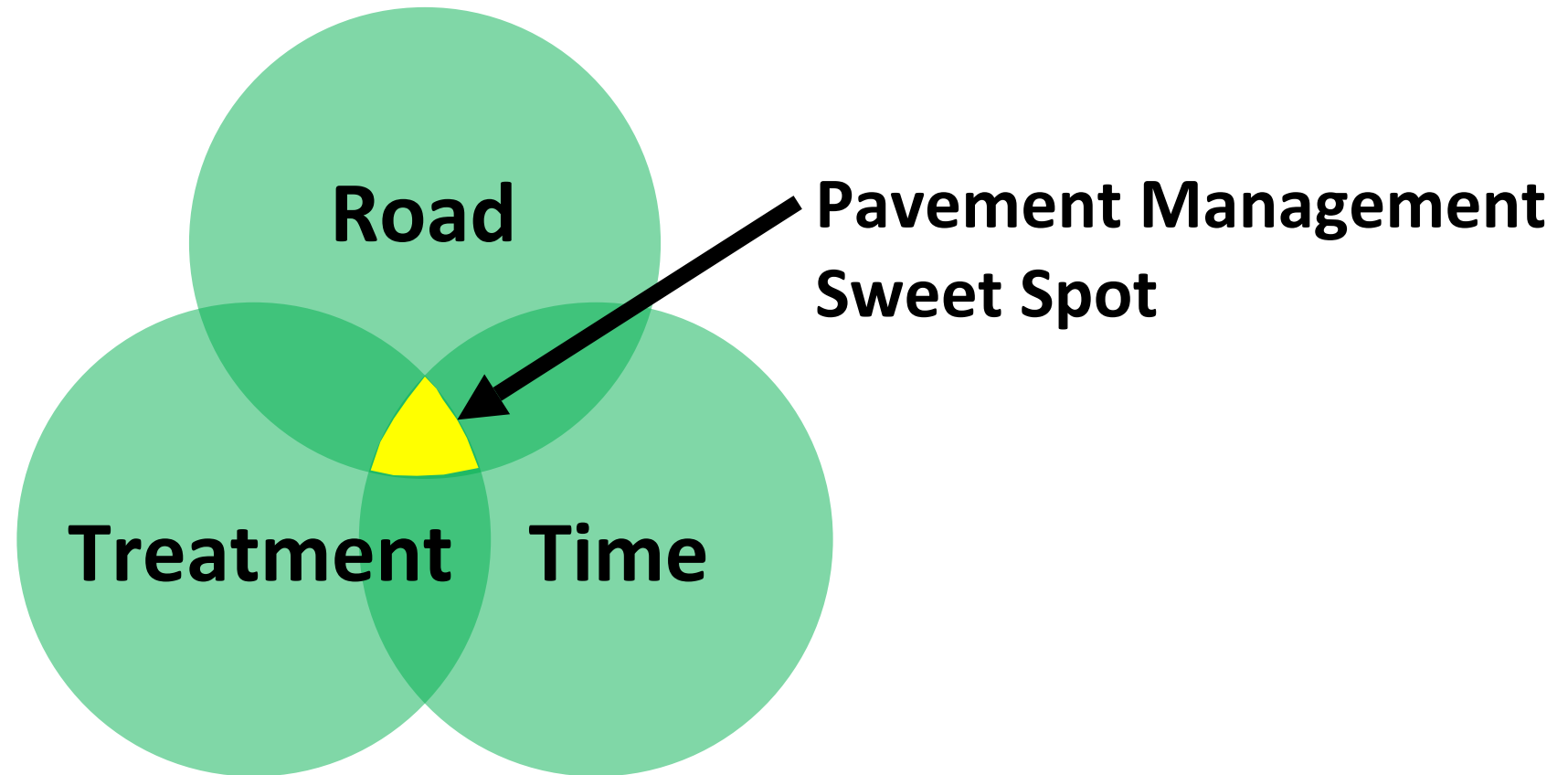
Recap: Pavement Management Program – Fundamental Questions

- What is the existing condition of the City's maintained streets? Is this an acceptable level for the City? If not, what is an acceptable level? How much additional funding is needed to achieve an acceptable level?
- What maintenance and rehabilitation strategies exist to improve current street conditions?
- Under different funding levels, what is the most cost-effective way to implement a multi-year asset improvement program?



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Recap: Optimal Pavement Management



The right road. The right treatment. The right time.



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Recap: Pavement Distresses

Alligator Cracking



Reflection Cracking



Corner Break



Faulting



Other Example Distress Types

Potholes

Rutting

Block Cracking

Transverse Cracking

Raveling

Utility Cut Patching

Longitudinal Cracking

Other Example Distress Types

Linear Cracking

Pumping

Joint Seal Damage

Patching

Popouts

Shattered Slab

Longitudinal Cracking



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Pavement Condition Examples

	OCI Range
Excellent	90 – 100
Good	70 – 89
Fair	50 – 69
Poor	25 – 49
Failed	0 – 24





Pavement Condition Rating Results

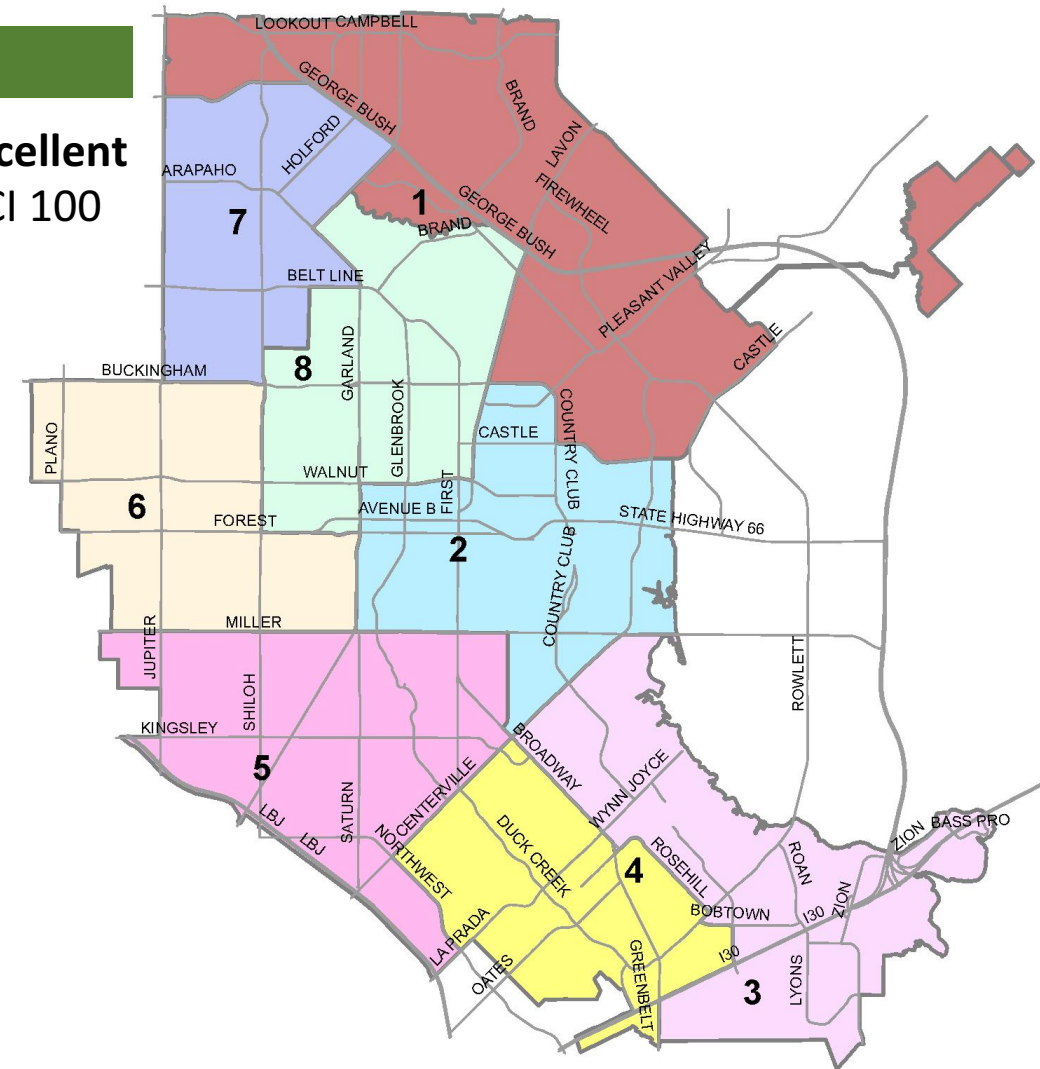


Failed
OCI 0

Excellent
OCI 100

Street OCI	71
Alley OCI	51
Composite Network OCI	70

- Pavement condition score is a snapshot in time
- Assessment typically repeated every 3 – 5 years

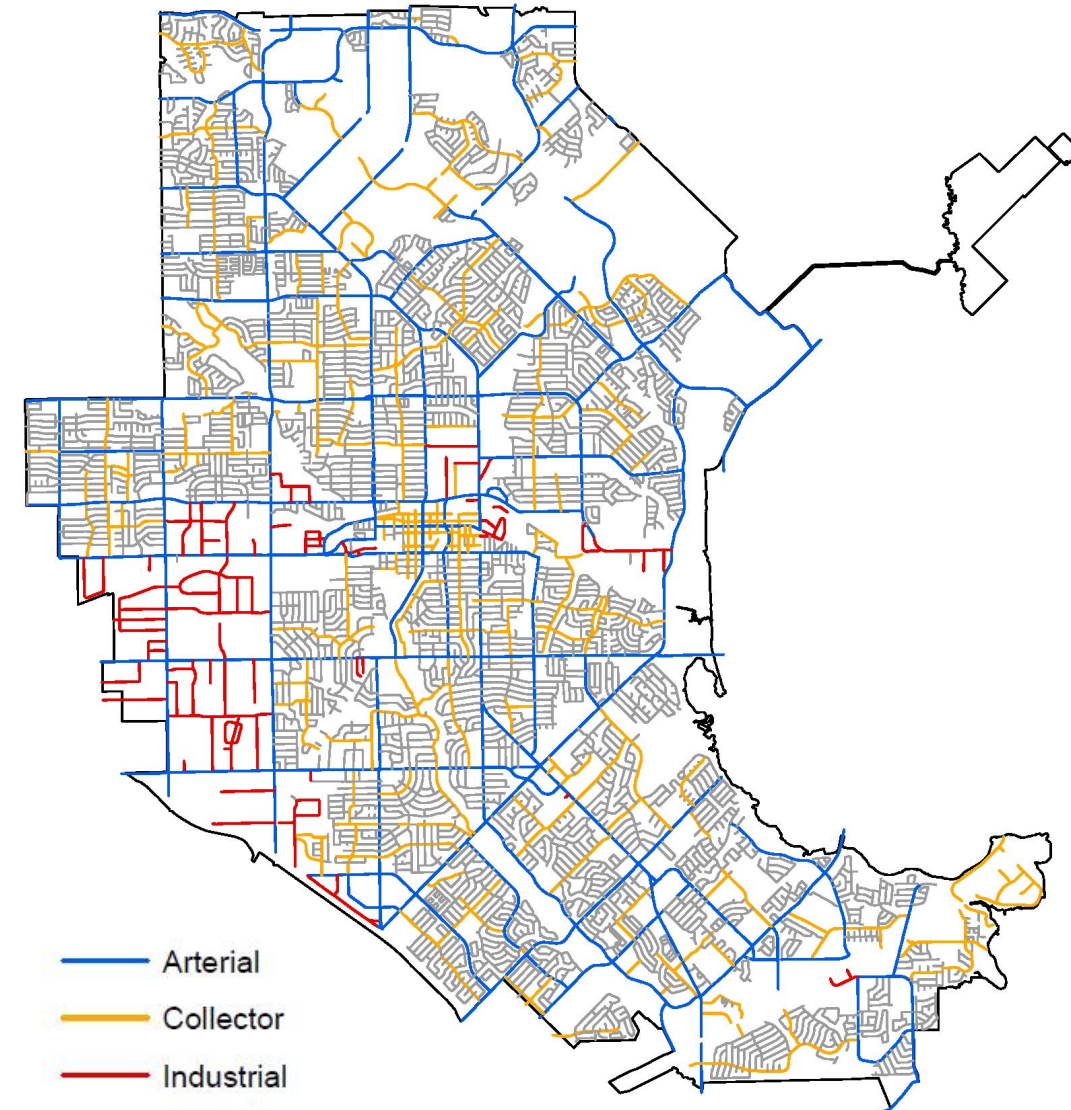




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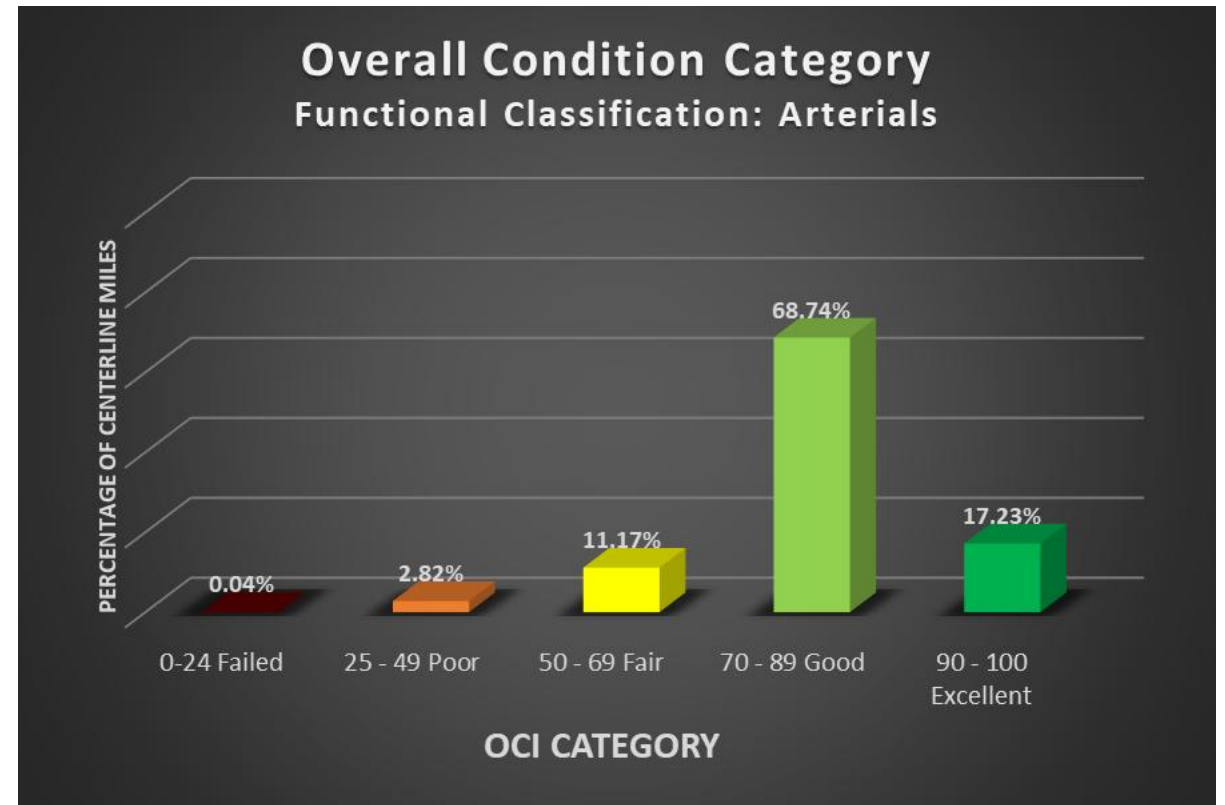
Pavement Asset Summary

Asset Type	Centerline Miles	Lane Miles	% of Network	OCI
Arterials	130	619	23%	79
Collectors	98	330	12%	72
Residential	450	1308	49%	69
Industrial	27	100	4%	74
Alleys	320	320	12%	51
Total	1025	2677	100%	



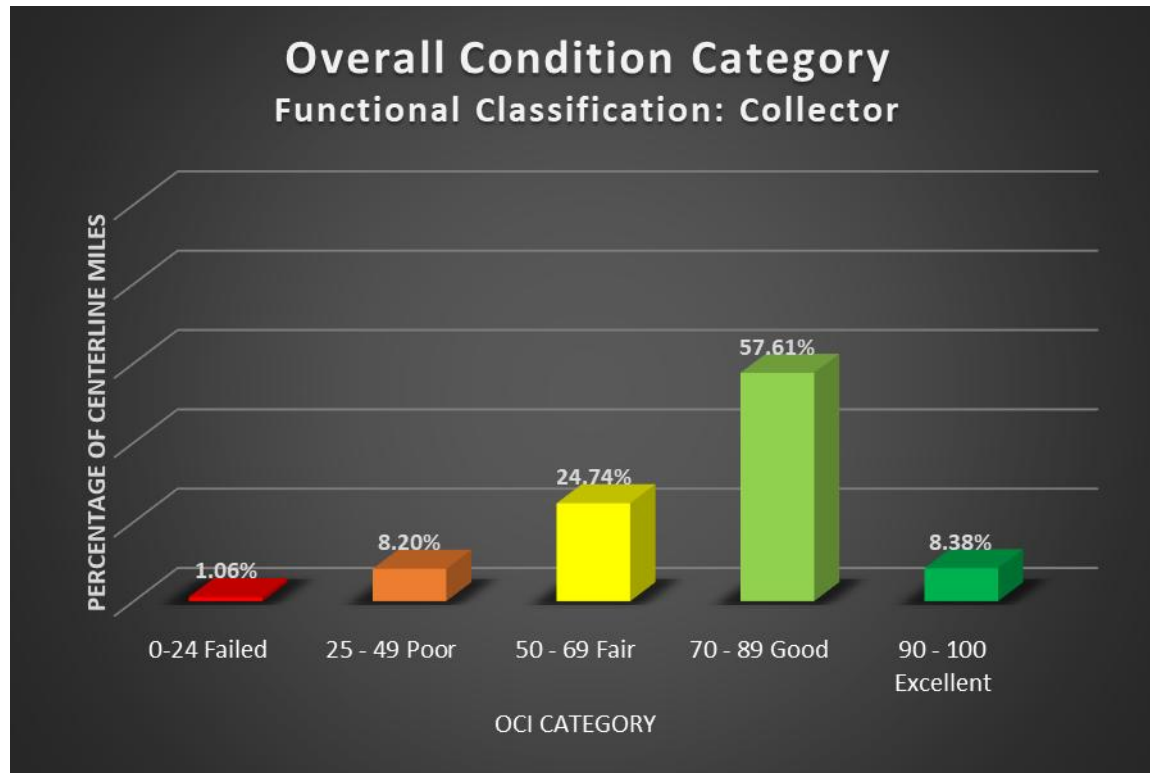
Condition Distribution – Functional Classification

	OCI Range
Excellent	90 – 100
Good	70 – 89
Fair	50 – 69
Poor	25 – 49
Failed	0 – 24

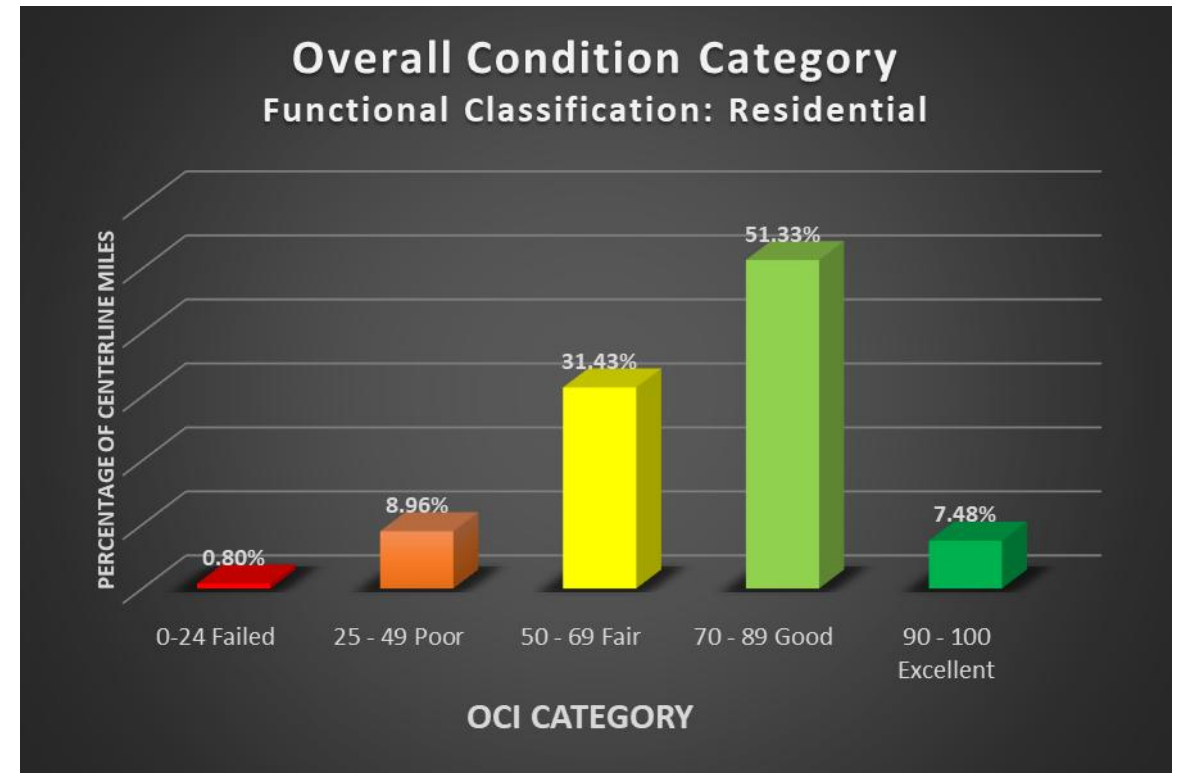


Arterials

Condition Distribution – Functional Classification

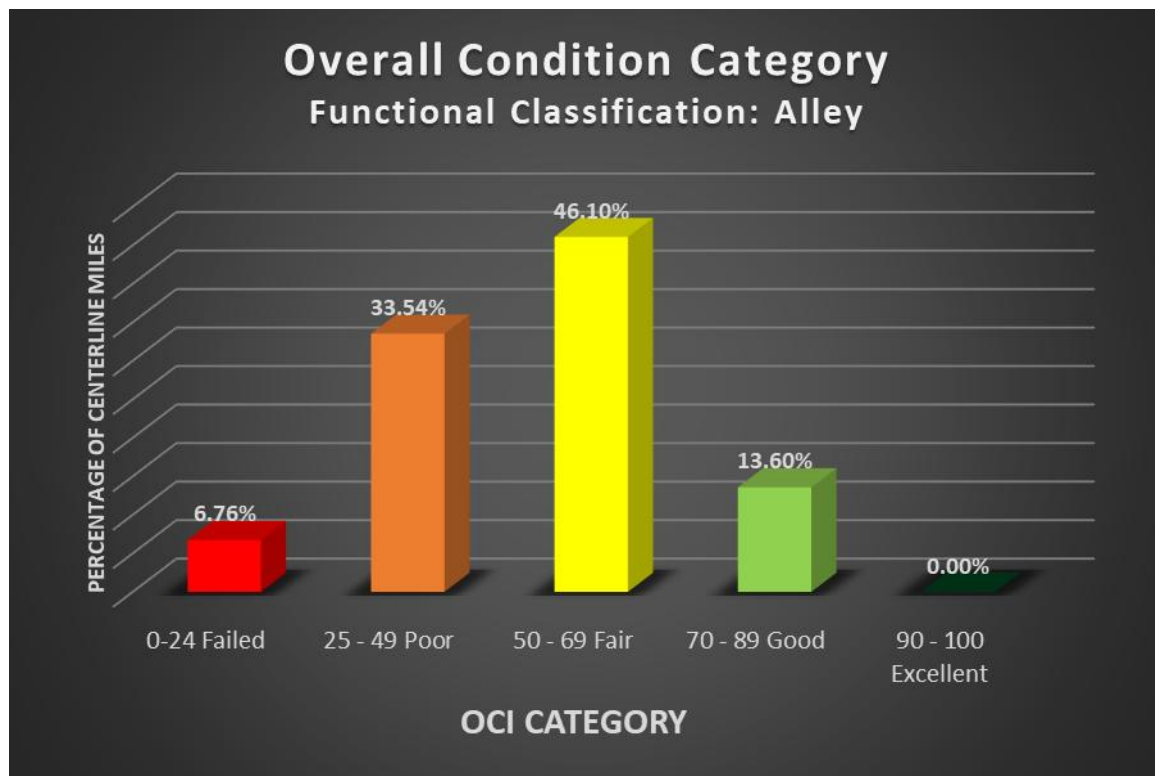


Collector

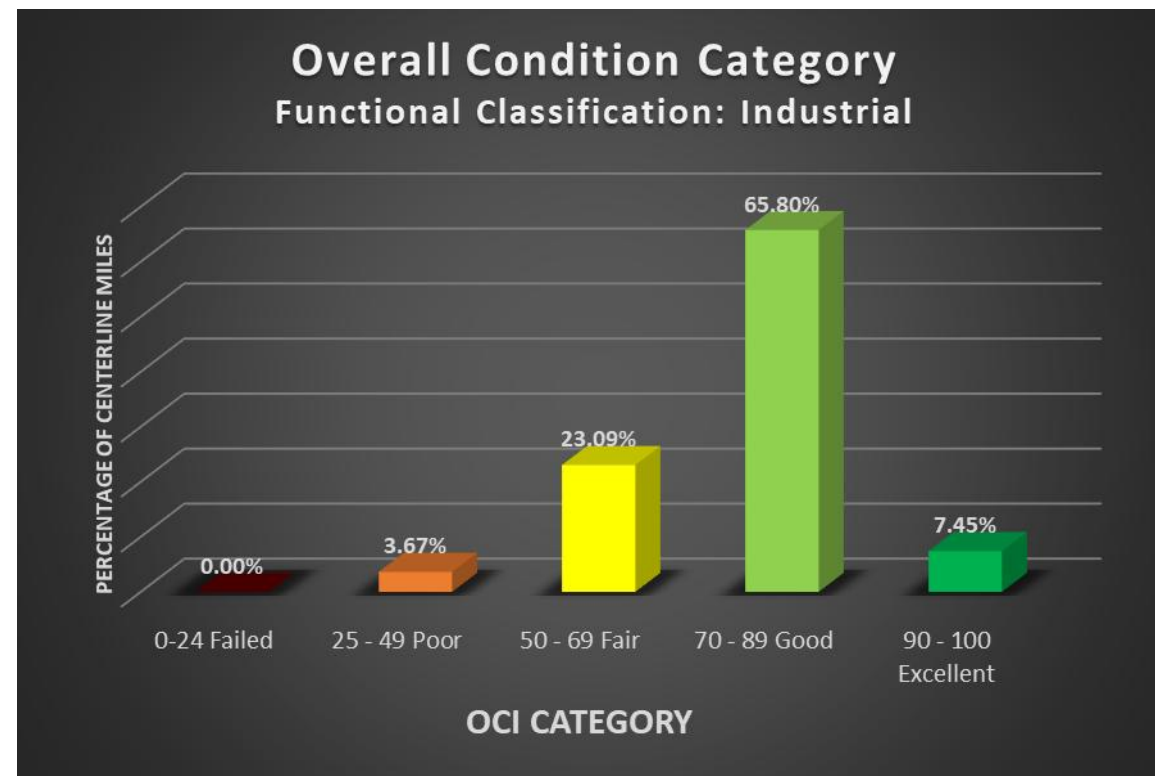


Residential

Condition Distribution – Functional Classification



Alleys

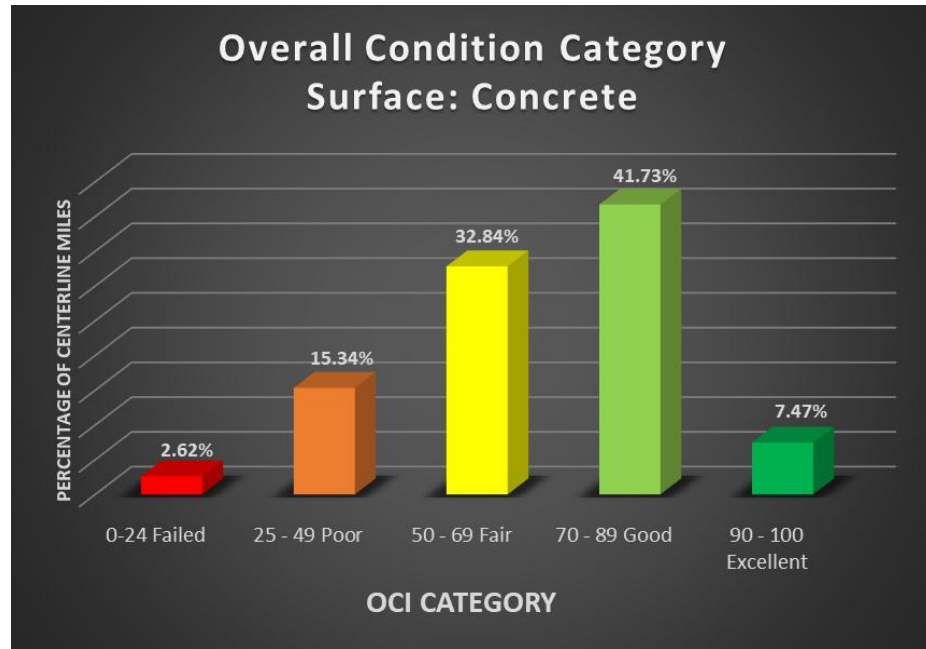


Industrials

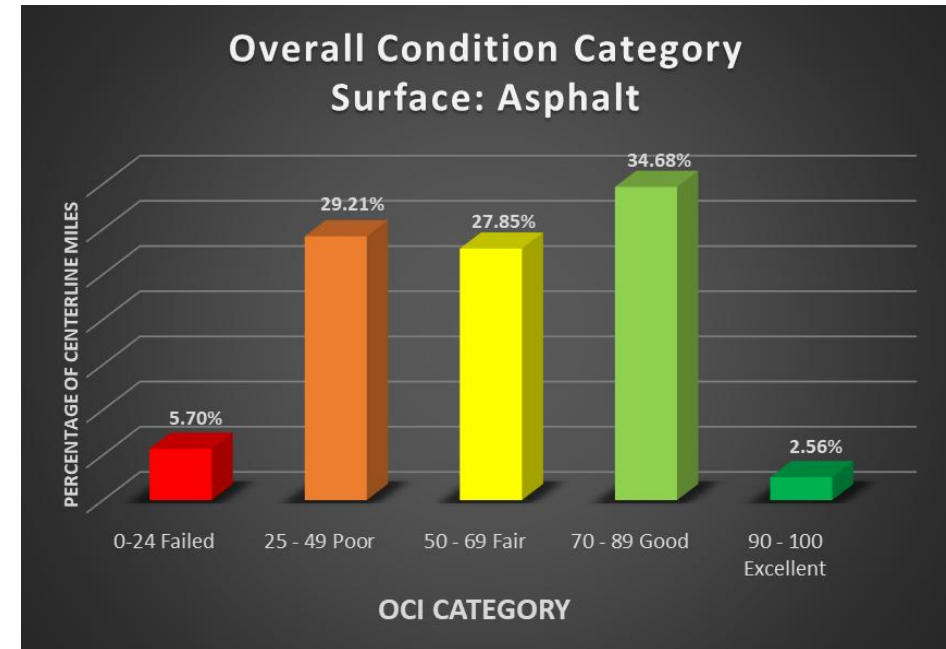


Condition Distribution – Material Type

	OCI Range
Excellent	90 – 100
Good	70 – 89
Fair	50 – 69
Poor	25 – 49
Failed	0 – 24



Concrete

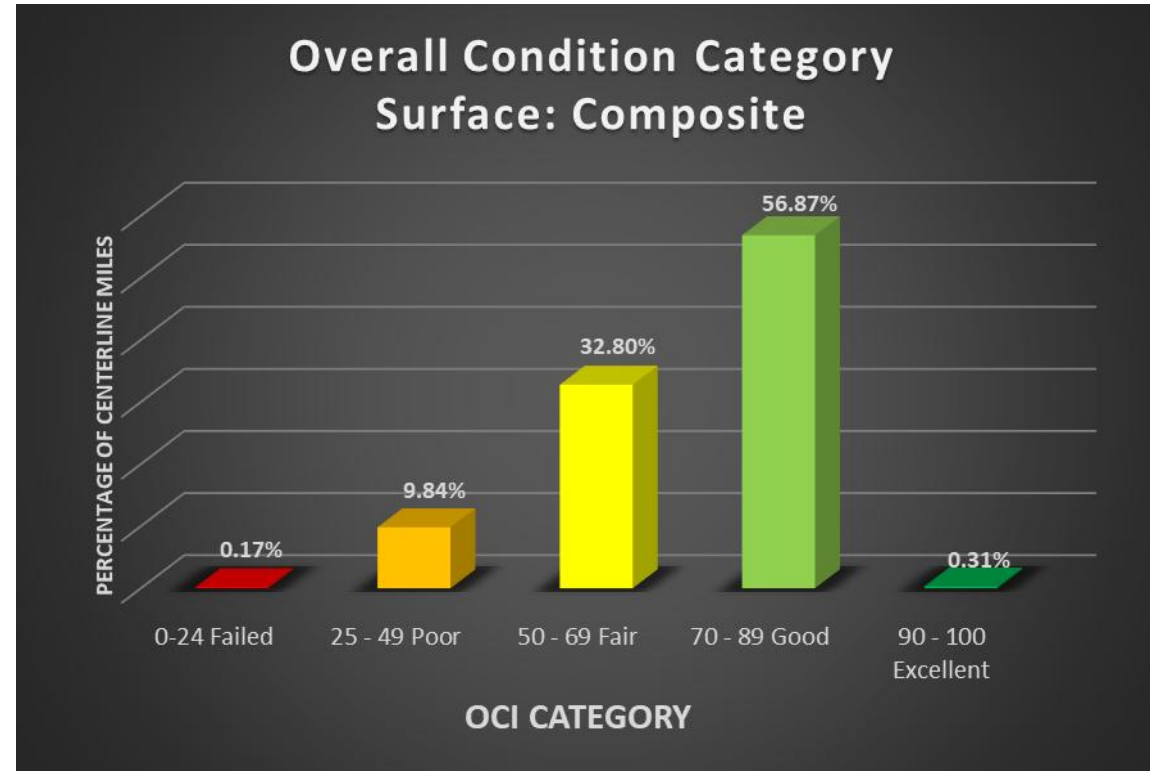


Asphalt



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Condition Distribution – Material Type



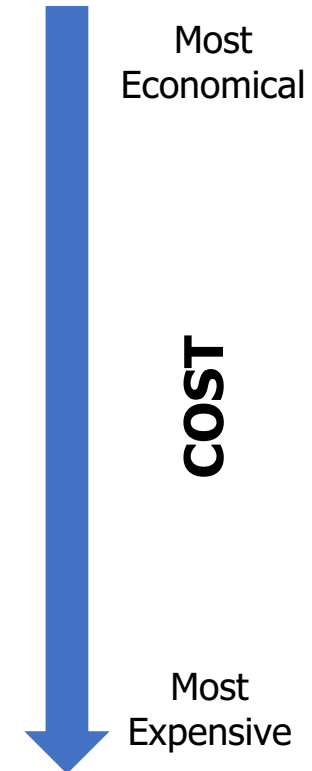
Asphalt Overlay



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Typical Treatment Options

Condition	OCI Range	Treatment Parameter
Excellent	90 – 100	No Treatment
Good	70 – 89	Crack Sealing Last Mile Program Pavement Lifting
Fair	50 – 69	Microsurfacing Pavement Panel Rehab
Poor	25 – 49	Asphalt Overlay Partial Reconstruction
Failed	0 – 24	Residential Reconstruction Alley Reconstruction



Treatment options can vary based on rate and types of pavement deterioration and established treatment criteria



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Goals for Scenario Modeling

PLANNING

Strategic approach to managing the city's assets to achieve defined goals

ASSETS

Optimize pavement service life for citywide street and alley assets

FINANCIAL

Maximize limited financial resources
"Biggest Bang for the Buck"

DATA

Use pavement condition data to drive informed decision making



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Scenario Model Considerations

OCI

**Construction
Cost**

**Pavement
Deterioration**

**Functional
Classification**

**Pavement
Surface Type**

**Inflation
Factor**

**Deferred
Maintenance**

**Treatment
Types**



Recommended Target Goals

Current Composite (Average)
Network OCI =
70

Asset Type	% of Network	OCI
Arterials	23%	79
Collectors	12%	72
Residential	49%	69
Industrial	4%	74
Alleys	12%	51

- Incrementally increase residential OCI over next 5 years
- Incrementally increase alley OCI over next 5 years
- Maintain or increase OCI for other functional classifications over next 5 years

Estimated FY 2024 Funding Levels:

- Street Maintenance - \$22M
- Alley Maintenance - \$3M



Scenarios

Out the Box

- 1 - Fix All
- 2 - Steady State
- 3 - Current Budget
- 4 - Do Nothing

Additional

- 5 - Network Average OCI = 75
- 6 - Additional \$14MM per year for 5 years
- 7 - Increase alley OCI from 51 to 60
- 8 - Increase residential streets OCI from 69 to 80
- 9 - Target OCI for streets by functional classification:
 - OCI 79 - Arterials / Collectors / Industrials
 - OCI 75 - Residential

All scenarios modeled for a 5-year outlook



Scenario 1 – Fix All

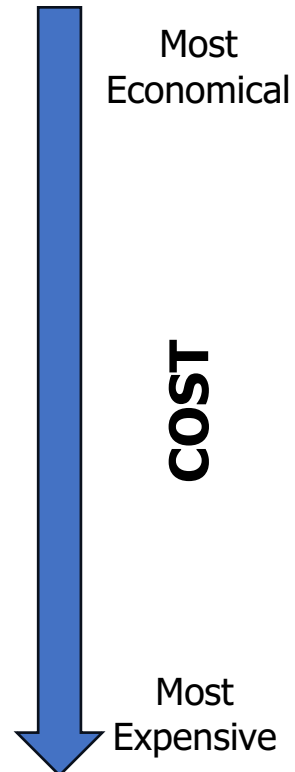
Apply a specific treatment to all distressed pavement in the network based on defined parameters

Total Cost = \$ 327,000,000

Projected Network OCI = 90

Current Network OCI = 70

Condition	OCI Range	Treatment Parameter
Excellent	90 – 100	No Treatment
Good	70 – 89	Crack Sealing Last Mile Program Pavement Lifting
Fair	50 – 69	Microsurfacing Pavement Panel Rehab
Poor	25 – 49	Asphalt Overlay Partial Reconstruction
Failed	0 – 24	Residential Reconstruction Alley Reconstruction





Scenario 3 – Current Budget

Models the current budget amount Garland spends on annual pavement maintenance

FY 2024 Maintenance Budget = \$25,000,000
Current Citywide Street OCI = 70

Fiscal Year	Budget	OCI Score	Backlog
2025	\$ 25,000,000	70	\$ 294M
2026	\$ 25,000,000	69	\$ 310M
2027	\$ 25,000,000	68	\$ 353M
2028	\$ 25,000,000	67	\$ 397M
2029	\$ 25,000,000	66	\$ 447M

\$25M includes street and alley maintenance



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Scenario 7 - Alleys

Goal: Increase OCI for alleys from 51 to 60 over 5 years

\$57,000,000



	FY 25	FY 26	FY 27	FY 28	FY 29	Total
Funding	\$7.3M	\$8.9M	\$10.6M	\$19.7M	\$10.3M	\$56.8M
Miles	22	26	29	35	26	138
OCI	51	52	54	58	60	

- 35% of total centerline miles of alley is in poor
- Treatments include preventative maintenance, repair, partial reconstruction, and full reconstruction
- Focus on citywide alley improvements for favorable increase to alley OCI



Scenario 9 – Residential Streets

Goal: Increase OCI for residential streets from 69 to 75 over 5 years

\$107,000,000



Year	Budget	OCI Score
1	\$ 19.4M	71
2	\$ 21.3M	72
3	\$ 23.1M	73
4	\$ 23.3M	74
5	\$ 19.9M	75



5-Year Outlook Summary

Program	FY 25	FY 26	FY 27	FY 28	FY 29	Total
Streets						
Alleys	\$7.3M	\$8.9M	\$10.6M	\$19.7M	\$10.3M	\$56.8M
Total						

DRAFT

Average Network OCI at Year 5

XX

Average Annual Funding Need:

\$44.5M

Functional Classification	Budget	OCI Score		
		Current	Year 5	Net
Arterial	\$21.0M	79	79	0
Collector	\$18.4M	72	79	+7
Residential	\$122.3M	69	75	+6
Industrial	\$4.1M	74	79	+5
Alley	\$56.8M	51	60	+9



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Questions

Pavement Condition Study Update



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CITY COUNCIL STAFF REPORT

City Council Work Session

6.

Meeting Date: 10/21/2024
Title: 2025 Bond Study Committee Report
Submitted By: Andy Hesser, Managing Director
Strategic Focus Area: Sound Governance and Finances
Future-Focused City Organization

Issue/Summary

2025 Bond Study Committee Report.

Background

This is a discussion item only.

Consideration / Recommendation

This item is for discussion only and to hear updates regarding the Bond Committee.



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CITY COUNCIL STAFF REPORT

City Council Work Session

7.

Meeting Date: 10/21/2024

Title: Texas Municipal League (TML) Annual Conference Report

Issue/Summary

City Council policy states that, "a Councilmember shall provide a report on any meeting attended at the expense of the City at the next regular meeting of the Council. If multiple Councilmembers attended the same event, a joint report may be made. The City Manager will provide City Council with an annual written briefing on Council travel and related expenses" (Article II, Division 1, Section 6E). Accordingly, this verbal briefing has been allotted to allow Councilmembers Beard, Moore, Williams, Lucht, and Dutton to provide a report following attendance of the Texas Municipal League (TML) Annual Conference.

Background

City Council Policy (Article II, Division 1, Section 6E)

Consideration / Recommendation

Informational report for City Council per current policies. No direction needed.
