



**AGENDA
WATAUGA CITY COUNCIL
REGULAR MEETING
MONDAY, JANUARY 25, 2016
CITY HALL COUNCIL CHAMBER, 7105 WHITLEY ROAD
6:30 P.M.**

COUNCIL MEETING

CALL TO ORDER

INVOCATION

PLEDGE TO THE FLAG

PLEDGE TO THE TEXAS FLAG – *“Honor the Texas Flag: I pledge allegiance to Thee, Texas, one state under God, one and indivisible”*

DISCUSSION AND APPROVAL OF MEETING AGENDA

1. Discussion and action on approval of meeting agenda

CITIZEN’S OPEN FORUM

Individuals requesting to speak during Citizen’s Open Forum will be required to fill out a “REQUEST TO SPEAK FORM” and present it to the City Secretary prior to commencement of the meeting. Speakers are limited to three minutes.

The purpose of this item is to allow citizens an opportunity to address the City Council on issues that are not the subject of a public hearing. Items which require a public hearing will allow citizens or visitors to speak at the time that item is introduced on the agenda. No formal action can be taken by the City Council on items that are not posted on the agenda.

PRESENTATION

1. Presentation of the 2015 Texas Municipal Library Directors Association Achievement of Library Excellence Award to the City of Watauga Library
Hector F. Garcia, Mayor

REPORTS

1. **Finance and Administration** - Monthly Financial Report – expenses and revenues for all funds from December 1, 2015, through December 31, 2015
2. **Planning and Economic Development** - Update on One Watauga

CONSENT AGENDA

All of the items on the consent agenda are considered to be self-explanatory by the Council and will be enacted with one motion, one second, and one vote. There will be no separate discussion of these items.

1. Approval of quarterly investment report as of December 31, 2015
Sandra Gibson, Director of Finance and Administration, CGFO
2. Approval of a proposed resolution eliminating Section 10.1 replacing with policy 4.03, eliminating Section 21.7 and replacing with policy 10.11 and changing policy number 6.01 Employee Records to 5.01; policy 7.01 Procedure for Receiving Pay to 6.01; and policy 11.04 Confidentiality to 10.04 of the City of Watauga Personnel, Administration and Financial Policies and Procedures Manual [CAPTION]
Marcia Reyna, Human Resources/Civil Service Director
3. Approval of appointment of Mr. Barry Sullivan to the Civil Service Commission, Place 3
Hector F. Garcia, Mayor
4. Approval of appointment of Mr. Barry Sullivan to the Zoning Board of Adjustment, Place 4
Hector F. Garcia, Mayor
5. Approval of appointment of Mr. Bobby Osburn to the Board of Appeals, Place 2
Hector F. Garcia, Mayor
6. Approval of appointment of Mr. Bobby Osburn to the Zoning Board of Adjustment, Place 3
Hector F. Garcia, Mayor
7. Approval of appointment of Mr. Chris Kennedy to the Architectural Review Committee, Place 2
Hector F. Garcia, Mayor

NEW BUSINESS

1. Discussion and action on approval of a Change Order to the Capital Improvement Plan - 2015 Wastewater Improvements and Watauga Heights Storm Drain Improvements Construction Contract with Ark Contracting Services, LLC
Paul Hackleman, Public Works Director
2. Discussion and action on approval of a proposed resolution calling for a General Election for Council Member Places 1, 2, 6 and 7, to be held on Saturday, May 7, 2016 at Watauga City Hall, 7105 Whitley Road, Watauga, Texas, 76148, including days and hours of Early Voting and continuing joint election services through Tarrant County [CAPTION]
Hector Garcia, Mayor

3. Discussion and action on approval of a proposed ordinance calling for a Special Election for the reauthorization of the local sales and use tax in the City of Watauga, Texas, at the rate of one-fourth of one percent to continue providing revenue for maintenance and repair of municipal streets , to be held on Saturday, May 7, 2016 at Watauga City Hall, 7105 Whitley Road, Watauga, Texas, 76148, including days and hours of Early Voting and continuing joint election services through Tarrant County [CAPTION]
Hector Garcia, Mayor
Greg Vick, City Manager
4. Discussion and action on approval of a proposed resolution authorizing Texas Coalition for Affordable Power (TCAP) to negotiate an electric supply agreement for five (5) years effective January 1, 2018, to act as an agent on behalf of the City; and to authorize the City Manager, Mayor, or Mayor Pro-tem to execute an electric supply agreement for deliveries of electricity effective January 1, 2018 through 2022 through "TCAP" [CAPTION]
Greg Vick, City Manager
5. Discussion and possible action on selecting comparative cities to be used in the 2016 Classification and Compensation study and future maintenance and planning of the City's Classification Plan
Marcia Reyna, Human Resources & Civil Service Director

EXECUTIVE SESSION

The City Council may announce that it will adjourn the public meeting and convene in Executive Session pursuant to Chapter 551 of the Texas Government Code to discuss any matter as specifically listed on this agenda and/or as permitted by Chapter 551 of the Texas Government Code.

Pursuant to the Texas Open Meetings Act, Chapter 551 of the Texas Government Code, Mayor Hector F. Garcia will announce that the City Council will convene in Executive Session (closed session) in the Council Chamber Conference Room, 7105 Whitley Road.

1. The City Council will convene in Executive Session pursuant to Chapter 551 of the Texas Government Code (Texas Open Meetings Act), Section 551.087 regarding Economic Development, to (1) deliberate commercial or financial information that the governmental body has received from a business prospect that the governmental body seeks to have locate, stay, or expand in or near the territory of the governmental body and with which the governmental body is conducting economic development negotiations; or (2) deliberate the offer of a financial or other incentive to a business prospect described by Subdivision (1); and pursuant to Section 551.072 regarding Real Property, to deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

ITEM OF EXECUTIVE SESSION DELIBERATION:

1. To deliberate the possible acquisition and economic development of property generally located at the north end of Capp Smith Park, adjacent to Starnes Road

RECONVENE

The City Council will return to open session in the City Council Chamber for possible discussion and action as a result of the Executive Session as follows:

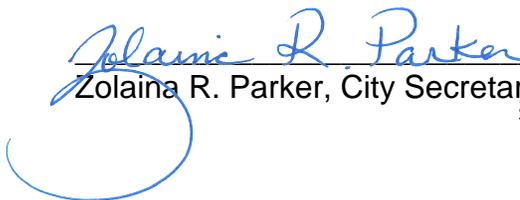
1. To deliberate the possible acquisition and economic development of property generally located at the north end of Capp Smith Park, adjacent to Starnes Road

ADJOURNMENT

NOTICE

THIS FACILITY IS WHEELCHAIR ACCESSIBLE AND ACCESSIBLE PARKING SPACES ARE AVAILABLE. REQUESTS FOR ACCOMMODATIONS OR INTERPRETIVE SERVICES MUST BE MADE 48 HOURS PRIOR TO THIS MEETING. PLEASE CONTACT THE CITY SECRETARY'S OFFICE AT (817) 514-5825, OR FAX (817) 514-3625.

I, Zolaina R. Parker, City Secretary for the City of Watauga, hereby certify that this agenda was posted on the bulletin boards at City Hall, 7105 Whitley Road, Watauga, Texas, on Friday, January 22, 2016, before 6:30 p.m., in accordance with Chapter 551 of the Texas Government Code.


Zolaina R. Parker, City Secretary





**CITY OF WATAUGA FINANCE DEPARTMENT
INTEROFFICE CORRESPONDENCE**

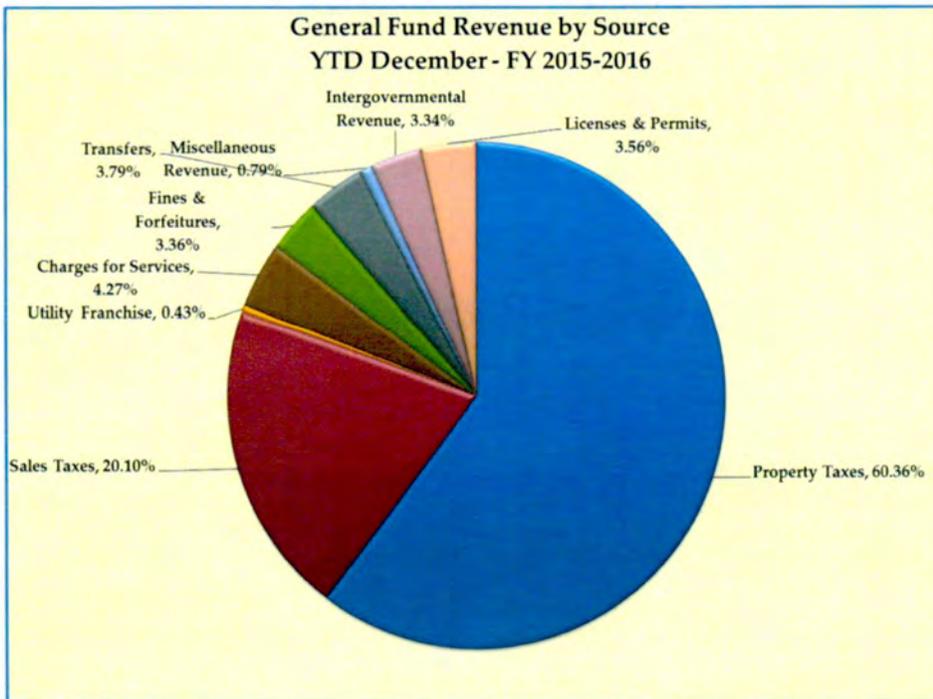
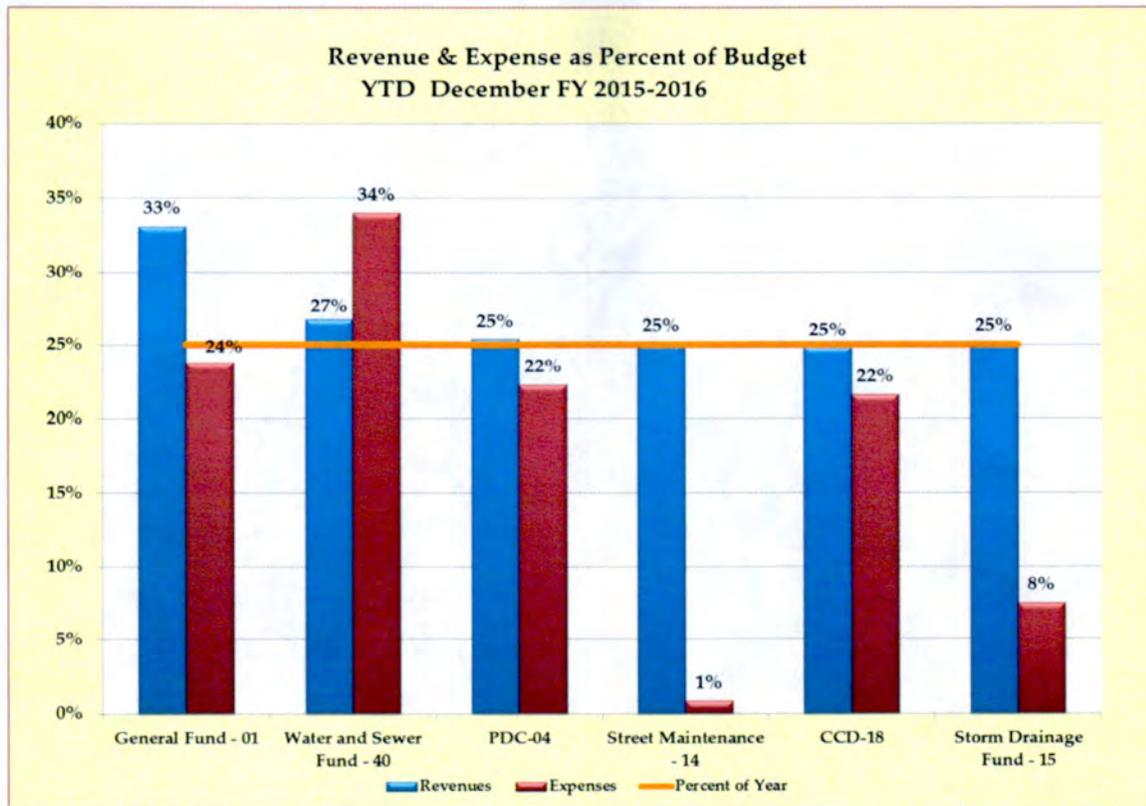
DATE: January 11, 2016
TO: Honorable Mayor and City Council
THROUGH: Greg Vick, City Manager *GV*
FROM: Sandra Gibson, Director of Finance and Administration *S Gibson*
SUBJECT: Monthly Report – December, 2015

The City's sales tax receipts from the State Comptroller received in the month of January, 2016 (reflecting November sales receipts) decreased by 14%, or \$53,762 from the same time last year. The Crime Control Prevention District December sales tax receipts decreased by 13.6%. Year-to-date sales tax receipts for the City are down 3.82% in comparison to last year at this time (cash basis).

City	Sales Tax Receipts Year to Date (Cash Basis)			
	FY 2015	FY 2016	\$ Change	% Change
Richland Hills	\$ 807,087.70	\$ 1,004,147.24	\$ 197,059.54	24.42%
Euless	\$ 5,184,770.86	\$ 5,684,038.95	\$ 499,268.09	9.63%
Haltom City	\$ 3,254,634.77	\$ 3,522,448.61	\$ 267,813.84	8.23%
Keller	\$ 2,976,800.64	\$ 3,183,433.21	\$ 206,632.57	6.94%
Arlington	\$ 30,557,657.71	\$ 32,348,051.97	\$ 1,790,394.26	5.86%
Dallas	\$ 84,878,455.78	\$ 88,780,266.68	\$ 3,901,810.90	4.60%
Fort Worth	\$ 42,334,088.54	\$ 44,093,060.72	\$ 1,758,972.18	4.15%
North Richland Hills	\$ 4,384,061.50	\$ 4,511,366.61	\$ 127,305.11	2.90%
Hurst	\$ 4,936,712.64	\$ 5,070,849.05	\$ 134,136.41	2.72%
Colleyville	\$ 1,674,616.89	\$ 1,714,212.93	\$ 39,596.04	2.36%
Weatherford	\$ 3,513,914.05	\$ 3,498,024.55	\$ (15,889.50)	-0.45%
Grapevine	\$ 13,291,102.65	\$ 13,067,671.25	\$ (223,431.40)	-1.68%
Watauga	\$ 1,510,623.16	\$ 1,452,897.72	\$ (57,725.44)	-3.82%

Financial Highlights

Through December, 2015, the City is 25% through the fiscal year. All revenue and expenses are reflected in the chart below. Details of each fund's revenues and expenditures are attached.



General Fund

Year-to-date revenues are 2.9% lower in comparison to last year at this time, representing 33.10% of budget collected. General Fund expenses in total are in line with budget expectations at 23.80%.

Property Tax.

Year-to-date, the City has received 53.5% of budgeted property taxes.

The majority of property tax receipts are received in the months of December and January.

Utility Franchise Revenue: The majority of franchise receipts are received on a quarterly basis. Franchise receipts for the 1st quarter of FY 2015-2016 will be received in January or February 2016.

Licenses and Permits - License and permit fees are at 47.9% of budget collected. This category of revenue has increased \$80,427 since this time last year due to permit receipts collected for two construction addition projects in the month of December.

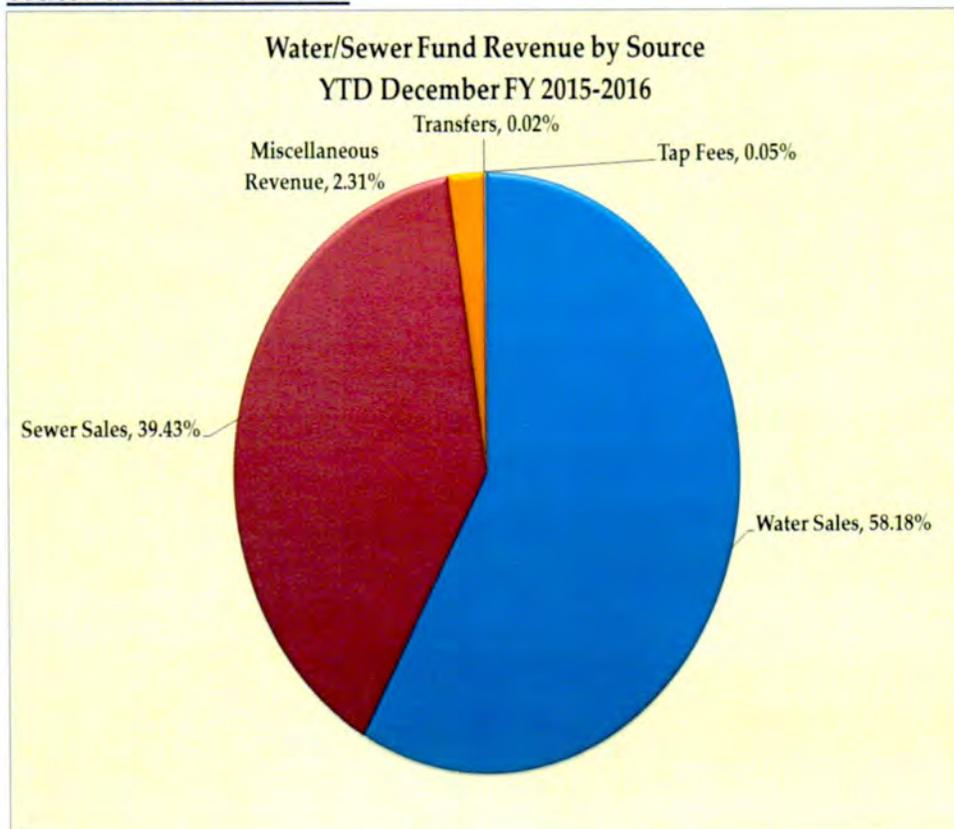
Charges for Services - Charges for Services revenues are in line with budget but are approximately 3.3%, or \$5,359 higher than last year's revenues.

Fines and Forfeitures - Fines and Forfeitures are 17.9% of budget. This category is below expectations and revenues are \$60,149 lower than this time last year. This is due to a downward trend in overall citations. The downward trend we are experiencing this year in comparison with last year is largely due to personnel issues such as training scheduled over the past several months, unfilled positions in the police department, scheduled vacation time around the holidays, and CAD/RMS software training and Incode conversion issues.

Miscellaneous Revenue. Miscellaneous revenue received total \$30,863 which is 11.7% of budgeted revenues.

Intergovernmental Revenue and Transfers. Intergovernmental Revenue is 26.3% of budget and Transfers are 26.3% of budget.

Water and Sewer Fund

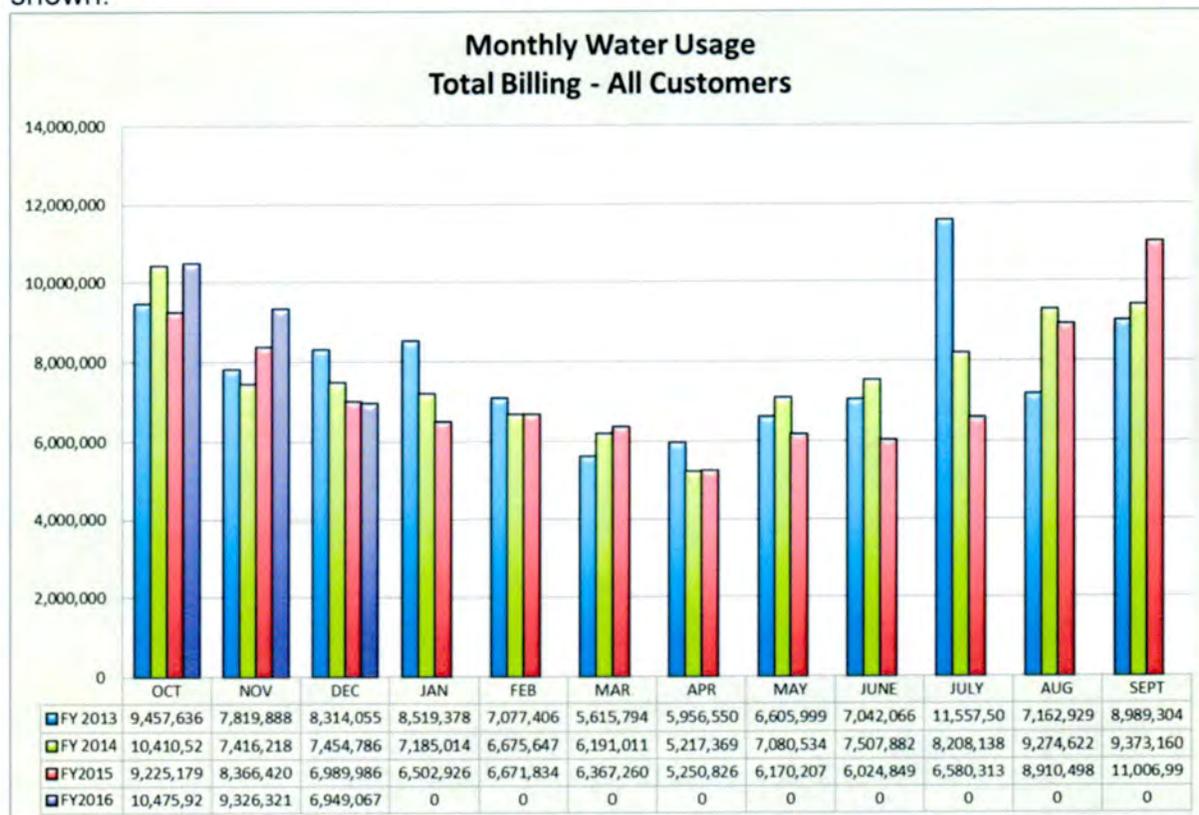


Water and sewer revenues are currently at 26.7% of budgeted revenue and are up approximately \$201,667 in comparison to last year. Water usage consumption for the month of November (billed in December) decreased by 1% over prior year consumption, but is up 8.6% year to date. Year-to-

date expenses are currently at 21.9%

due to the transfers to the debt service funds for payments that occur during the 2nd Quarter of the Fiscal Year.

On the following graph, the water usage monthly trends for the years 2013-2016 are shown:



Miscellaneous Sales - Miscellaneous sales include penalty revenue, EPA revenue, service charges, returned check fees, and damaged/tampering fees. This category of revenue is at 24.8% of budget collected.

Storm Drain Fund – Revenues are flat in comparison with FY2015 and are on target with budget expectations. Expenses are at 7.5% of budget in this fund through December 2015.

Special Revenue Funds - In the Street Maintenance Fund, revenues are on target with 25.1% of budget collected. Expenses are .9% of budget. The Crime Control and Prevention District has collected 24.8% of budgeted sales tax revenues and is at 21.6% of budget expended. The Parks Development Fund has collected 25.4% of sales tax revenues and is at 22.3% of budget expended through December, 2015.

Other Financial Notes

The FY2014-15 Audit field work is now complete. Over the next month, the Comprehensive Annual Financial Report will be compiled and is scheduled to be presented in February, 2016. There will be a change in the financial reporting for pensions this year. In the past, the City's net unfunded pension liability was listed in the

footnotes of the report and will now be reported on the Statement of Net Position. This change is being implemented to comply with the new accounting standard.

Quarterly Reports

1st Quarter Report on Bond Proceed Expenditures

Attached is a listing of 2011, 2012, and 2014 Certificate of Obligation bond proceed expenditures to date. Also included is the project status for any remaining projects for the 2011 issuance.

The 2012 Certificate of Obligation water and sewer projects are currently in progress and are expected to carry forward through FY2016.

The 2014 bond proceeds were received in August, 2014 in the amount of \$3.5M. These funds will be used to help fund a Senior Center and the Bursey Road street project. The Bursey Road Project will be approximately \$1.7M and the remainder of the bond proceeds will be used to help fund the Senior Center Project. The Senior Center Phase II Construction Design contract was approved in October 8, 2016 with Barker Rinker Seacat Architecture.

1st Quarter Report on Purchasing Card Expenditures

Per Council request, attached is a listing of the quarterly purchasing card purchases made by departments. Expenses total \$37,588.43 for the 1st quarter. The majority of the expenditures are Travel and Training related. Other expenditures include membership dues and authorized small dollar purchases.

CITY OF WATAUGA
 BUDGET TO ACTUAL COMPARISON
 FISCAL YEAR 2016
 For the period ending December 3, 2015 (1st Quarter)

GENERAL FUND - 01

REVENUE:	<u>CURRENT BUDGET</u>	<u>12/31/2015 YTD ACTUAL</u>	<u>% USED</u>	<u>% REMAINING</u>	<u>12/31/2014 YTD ACTUAL</u>	<u>\$ CHG 16 vs 15</u>	<u>% CHG 16 vs 15</u>
TAXES							
AD VALOREM	4,414,183	2,362,322	53.52%	46.48%	2,440,438	(78,116)	-3.20%
Delinquent	30,000	8,225	27.42%	72.58%	21,855	(13,630)	-62.37%
Penalty & Interest	27,000	3,092	11.45%	88.55%	6,176	(3,084)	-49.94%
SALES TAX	3,225,551	786,588	24.39%	75.61%	843,017	(56,429)	-6.69%
UTILITY FRANCHISE	1,060,000	16,676	1.57%	98.43%	743	15,934	2.15%
LICENSES & PERMITS	291,000	139,379	47.90%	52.10%	58,952	80,427	136.43%
INTERGOVERNMENTAL REVENUE	496,500	130,755	26.34%	73.66%	120,699	10,056	8.33%
OIL & GAS LEASE REVENUE	-	-	-	-	-	0	-
CHARGES FOR SERVICES	747,000	166,936	22.35%	77.65%	161,577	5,359	3.32%
FINES & FORFEITURES	736,700	131,679	17.87%	82.13%	191,828	(60,149)	-31.36%
MISCELLANEOUS INCOME	264,600	30,863	11.66%	88.34%	60,320	(29,457)	-48.83%
OPERATING TRANSFERS IN	565,113	148,421	26.26%	73.74%	138,191	10,230	7.40%
TOTAL REVENUE	\$11,857,647	\$3,924,936	33.10%	66.90%	\$4,043,795	(\$118,859)	-2.94%
TOTAL EXPENDITURES	\$12,641,480	\$3,010,206	23.81%	76.19%	\$2,646,457	\$363,749	13.74%
EXCESS REVENUE OVER (UNDER) EXPENDITURES	(\$783,834)	\$914,730			\$1,397,338	(\$482,608.40)	

100.00%

CITY OF WATAUGA
 BUDGET TO ACTUAL COMPARISON
 FISCAL YEAR 2016
 For the period ending December 31, 2015 (1st Quarter)

DEBT SERVICE FUND - 03

REVENUE:	<u>CURRENT BUDGET</u>	<u>12/31/2015 YTD ACTUAL</u>	<u>% USED</u>	<u>% REMAINING</u>	<u>12/31/2014 YTD ACTUAL</u>	<u>\$ CHG 16 vs 15</u>	<u>% CHG 16 vs 15</u>
TAXES							
AD VALOREM	1,750,000	958,231	54.76%	45.24%	1,054,043	(\$95,812)	-9.09%
Delinquent	15,000	3,095	20.64%	79.36%	9,620	(\$6,524)	-67.82%
Penalty & Interest	12,000	1,638	13.65%	86.35%	2,378	(\$740)	-31.13%
INTEREST EARNINGS	800	243	30.37%	69.63%	39	\$204	-
OTHER FINANCING SOURCES	-	0	-	-	0	\$0	-
OPERATING TRANSFERS IN	-	0	-	-	0	\$0	-
TOTAL REVENUE	\$1,777,800	\$963,207	54.18%	45.82%	\$1,066,081	(\$102,874)	-9.65%
TOTAL EXPENDITURES	\$1,760,410	-	0.00%	100.00%	-	\$0	-
EXCESS REVENUE OVER (UNDER) EXPENDITURES	\$17,390.00	\$963,207			\$1,066,081	-\$102,874	

100.00%

CITY OF WATAUGA
 BUDGET TO ACTUAL COMPARISON
 FISCAL YEAR 2016
 For the period ending December 31, 2015 (1st Quarter)

PARKS DEVELOPMENT FUND - 04

	<u>CURRENT BUDGET</u>	<u>12/31/2015 YTD ACTUAL</u>	<u>% USED</u>	<u>% REMAINING</u>	<u>12/31/2014 YTD ACTUAL</u>	<u>\$ CHG 16 vs 15</u>	<u>% CHG 16 vs 15</u>
REVENUE:							
SALES TAX	772,262	196,293	25.42%	74.58%	212,148	(15,856)	-7.47%
INTEREST EARNINGS	500	181	36.11%	63.89%	41	140	-
INTEREST/ESCROW	-	-	-	-	-	-	-
CONTRIBUTIONS/OTHER	-	-	-	-	-	-	-
TOTAL REVENUE	\$772,762	\$196,473	25.42%	74.58%	\$212,189	(15,716)	-7.47%
TOTAL EXPENDITURES	795,463	177,214	22.28%	77.72%	\$ 344,883	(167,669)	-48.62%
EXCESS REVENUE OVER (UNDER) EXPENDITURES	(\$22,701)	\$19,259			(\$132,693)	\$151,952	

100.00%

CITY OF WATAUGA
 BUDGET TO ACTUAL COMPARISON
 FISCAL YEAR 2016
 For the period ending December 31, 2015 (1st Quarter)

STREET MAINTENANCE FUND - 14

	<u>CURRENT BUDGET</u>	<u>12/31/2015 YTD ACTUAL</u>	<u>% USED</u>	<u>% REMAINING</u>	<u>12/31/2014 YTD ACTUAL</u>	<u>\$ CHG 16 vs 15</u>	<u>% CHG 16 vs 15</u>
REVENUE:							
SALES TAX	779,834	195,580	25.08%	74.92%	210,043	(14,462)	(0.07)
INTEREST EARNINGS	-	218	-	-	38	180	-
INTEREST/ESCROW	-	-	-	-	-	0	-
CONTRIBUTIONS/OTHER	-	-	-	-	-	0	-
TOTAL REVENUE	\$ 779,834	\$195,798	25.08%	74.92%	210,081	(\$14,282)	-6.80%
TOTAL EXPENDITURES	\$610,000	\$5,323	0.87%	99.13%	4,665	\$658	
EXCESS REVENUE OVER (UNDER) EXPENDITURES	\$169,834	\$190,475			\$205,416	(\$14,941)	

100.00%

CITY OF WATAUGA
 BUDGET TO ACTUAL COMPARISON
 FISCAL YEAR 2016
 For the period ending December 31, 2015 (1st Quarter)

STORM DRAIN FUND - 15

	<u>CURRENT BUDGET</u>	<u>12/31/2015 YTD ACTUAL</u>	<u>% USED</u>	<u>% REMAINING</u>	<u>12/31/2014 YTD ACTUAL</u>	<u>\$ CHG 16 vs 15</u>	<u>% CHG 16 vs 15</u>
REVENUE:							
USERS FEE	1,415,000	354,843	25.08%	74.92%	354,951	(108)	-0.03%
OTHER REVENUE	-	-	-	-	-	-	-
INTEREST INCOME	1,500	998	66.53%	33.47%	173	825	-
TOTAL REVENUE	<u>\$1,416,500</u>	<u>\$355,840</u>	<u>25.12%</u>	<u>74.88%</u>	<u>\$355,124</u>	<u>\$717</u>	<u>0.20%</u>
TOTAL EXPENDITURES	<u>\$2,198,032</u>	<u>\$165,776</u>	<u>7.54%</u>	<u>92.46%</u>	<u>\$214,338</u>	<u>(\$48,563)</u>	<u>-22.66%</u>
EXCESS REVENUE OVER (UNDER) EXPENDITURES	(\$781,532)	\$190,065			\$140,786	\$49,279	

100.00%

CITY OF WATAUGA
 BUDGET TO ACTUAL COMPARISON
 FISCAL YEAR 2016
 For the period ending December 31, 2015 (1st Quarter)

CRIME CONTROL - 18

	<u>CURRENT BUDGET</u>	<u>12/31/2015 YTD ACTUAL</u>	<u>% USED</u>	<u>% REMAINING</u>	<u>12/31/2014 YTD ACTUAL</u>	<u>\$ CHG 16 vs 15</u>	<u>% CHG 16 vs 15</u>
REVENUE:							
SALES TAX	1,544,525	392,547	25.42%	74.58%	419,292	(26,745)	-6.38%
INTEREST EARNINGS/OTHER	38,500	282	-	-	97	185	191.92%
MISC GRANT PROCEEDS	-	-	-	-	-	-	-
TOTAL REVENUE	<u>\$1,583,025</u>	<u>392,829</u>	<u>24.82%</u>	<u>74.58%</u>	<u>\$419,388</u>	<u>(26,559)</u>	<u>-6.33%</u>
TOTAL EXPENDITURES	<u>\$1,729,200</u>	<u>373,446</u>	<u>21.60%</u>	<u>78.40%</u>	<u>\$441,924</u>	<u>(68,478)</u>	<u>-15.50%</u>
EXCESS REVENUE OVER (UNDER) EXPENDITURES	(\$146,175)	\$19,383			(\$22,536)	\$41,919	

100.00%

CITY OF WATAUGA
 BUDGET TO ACTUAL COMPARISON
 FISCAL YEAR 2016
 For the period ending December 31, 2015 (1st Quarter)

WATER & SEWER - 40

REVENUE:	<u>CURRENT BUDGET</u>	<u>12/31/2015 YTD ACTUAL</u>	<u>% USED</u>	<u>% REMAINING</u>	<u>12/31/2014 YTD ACTUAL</u>	<u>\$ CHG 16 vs 15</u>	<u>% CHG 16 vs 15</u>
WATER SALES	4,528,000	1,283,947	28.36%	71.64%	1,146,825	137,123	11.96%
SEWER SALES	3,525,000	870,164	24.69%	75.31%	808,928	61,236	7.57%
MISCELLANEOUS	206,000	51,065	24.79%	75.21%	52,462	(1,397)	-2.66%
PENALTY	200,000	55,857	27.93%	72.07%	52,188	3,669	7.03%
INTEREST	5,000	-	0.00%	100.00%	-	-	-
TRANSFERS	-	514	-	-	328	186	56.77%
TAP FEES	-	1,200	-	-	350	850	242.86%
SALE OF ASSETS	-	-	-	-	-	-	-
TOTAL REVENUE	\$8,464,000	\$2,262,747	26.73%	73.27%	\$2,061,080	\$201,667	9.78%
TOTAL EXPENDITURES	\$8,764,967	\$2,982,981	34.03%	65.97%	\$2,781,565	\$201,416	7.24%
EXCESS REVENUE OVER (UNDER) EXPENDITURES	(\$300,967)	(\$720,234)			(\$720,485)	\$251	

100.00%

Quarterly Reports

1ST QUARTER FY2015-16

CERTIFICATE OF OBLIGATION FUNDS 2011

\$7,365,000

As of December 2015

PROJECT	FINAL COST OR ESTIMATE	STATUS	PAID TO DATE
Information Technology:			
Server Software Upgrade	\$49,640.13	Completed	\$49,640.13
Voicemail Server Replacement	\$34,950.00	Completed	\$34,950.00
Public Works Software	\$31,799.24	Completed	\$31,799.24
Recreation Software	\$29,250.00	Completed	\$29,250.00
Printer Replacements (Library/City Hall)	\$4,856.40	Completed	\$4,856.40
Incode Interface	\$3,000.00	Completed	\$3,000.00
Server Replacement (Bring in-house)	\$16,913.06	Completed	\$16,913.06
Animal Shelter Software	\$17,660.00	Completed	\$17,660.00
Fire Department:			
Fire Truck	\$799,855.00	Completed	\$799,855.00
Vehicle - Ford F150 Crew Cab XLT (Chief)	\$27,988.00	Completed	\$27,988.00
Ambulance	\$138,525.00	Completed	\$138,525.00
Radio Lease	\$133,200.00	Completed	\$133,200.00
Cardiac Monitors	\$66,789.50	Completed	\$66,789.50
Public Works:			
Tandem Dump Truck (3)	\$309,849.00	Completed	\$309,849.00
Asphalt Paver/Laydown Machine	\$65,620.00	Completed	\$265,620.00
Street Sweeper (1/4 of cost)	\$51,636.75	Completed	\$51,636.75
Trailer	\$30,423.00	Completed	\$30,423.00
Vehicle - Ford F350 Crew Cab 4x2 with Yard Dump	\$31,987.00	Completed	\$31,987.00
Vehicle - Ford F150 4x4 Regular Cab (5)	\$107,685.00	Completed	\$107,685.00
Vehicle - Ford F150 4x4 Regular Cab (2)	\$43,074.00	Completed	\$43,074.00
Vehicle - Ford F150 Crew Cab XLT (Director)	\$27,988.00	Completed	\$27,988.00
Radios for Public Works	\$36,804.90	Completed	\$36,804.90
Tailgate Spreader (2)	\$11,746.90	Completed	\$11,746.90
Front End Loader (1/2 of cost)	\$63,384.00	Completed	\$63,384.00
Overlays (FY2011-12)	\$254,797.15	Completed	\$254,797.15
Sidewalks (FY2011-12)	\$90,654.00	Completed	\$90,654.00
Asphalt/Street Maintenance (FY2011-12)	\$181,374.08	Completed	\$181,374.08
Vehicle - Ford F350 4x2 Crew Cab with Service Body (2)	\$63,574.00	Completed	\$63,574.00
Smoke Test	\$235,659.96	Completed	\$235,659.96
Geographic Information Study	\$49,788.48	Completed	\$49,788.48
Manholes	\$12,164.20	Completed	\$12,164.20
Water System Repairs - Engineering Services	\$185,900.00	Completed	\$185,900.00
CDBG 38th Year - Engineering Services	\$88,335.00	Completed	\$88,335.00
Waterline Improvements	\$1,427,487.32	Completed	\$1,427,487.32
Sewer Jet Vac Truck	\$292,642.00	Completed	\$292,642.00
Camera Truck	\$159,017.45	Completed	\$159,017.45
Asphalt Crack Sealer	\$38,504.16	Completed	\$38,504.16
Backhoe Loader	\$97,978.00	Completed	\$97,978.00
Asphalt Paver (new replacement)	\$162,503.00	Completed	\$162,503.00
Sidewalks (FY2013-2014)	\$97,600.00	Completed	\$97,600.00

Street Overlays - Watauga Road	\$572,639.23	Completed	\$572,639.23
Sidewalks (FY2014-15)	\$16,971.40	Completed	\$16,971.40
Sidewalks (FY2015-16)	\$183,000.00	In Progress	\$85,999.60
Fleet:			
Vehicle Lift	\$9,329.61	Completed	\$9,329.61
Fleet Shop Air Compressor/Drain Valve	\$4,362.22	Completed	\$4,362.22
Building:			
Carpet Replacement	\$172,497.00	In Progress	\$125,177.89
Vehicle - Maintenance Van	\$22,382.00	Completed	\$22,382.00
Roof Replacement (library)	\$175,234.31	Completed	\$175,234.31
Video Surveillance System Upgrade - Water Tower	\$23,129.18	Completed	\$23,129.18
Traffic Safety:			
Stop Light - (Whitley & New Bursey)	\$200,167.93	Completed	\$200,167.93
Opticom System	\$181,956.00	Completed	\$181,956.00
PROJECTS TOTAL	\$7,134,272.56		\$7,189,953.05

FUNDS REMAINING \$230,727.44

CERTIFICATE OF OBLIGATION FUNDS 2012

\$8,000,000

As of December 2015

PROJECT	FINAL COST OR ESTIMATE	STATUS	PAID TO DATE
Emergency Sewer Repair - Plum Street	\$39,754.00	Completed	\$39,754.00
Design of Wastewater Improvements	\$601,355.00	In Progress	\$558,895.00
Waterline Replacements	\$780,858.93	Completed	\$780,858.93
Design - CDBG 40th Year (Saramac Dr. Phase I)	\$16,000.00	Completed	\$16,000.00
Smoke Test (SSES) Wastewater Phase 2 - North	\$200,000.00	In Progress	\$180,057.28
Sewer Manhole Lids	\$40,571.55	Completed	\$40,571.55
Easements Paid	\$10,000.00	Completed	\$10,000.00
Wastewater Improvements (South)	\$6,178,380.00	In Progress	\$1,009,185.00
PROJECTS TOTAL	\$7,866,919.48		\$2,635,321.76

FUNDS REMAINING \$133,080.52

CERTIFICATE OF OBLIGATION FUNDS 2014

\$3,500,000

Bursey Road - \$1,690,000

Senior Center - \$1,810,000

As of December 2015

PROJECT	FINAL COST OR ESTIMATE	STATUS	PAID TO DATE
BURSEY ROAD:			
Engineer Design Services - Construction Phase 1	\$252,000.00	In Progress	\$222,600.00
Engineer Design Services - Additional Services	\$5,800.00	In Progress	\$4,060.00
Construction Improvements	\$1,428,713.80	In Progress	\$734,533.35
TOTAL BURSEY ROAD:	\$1,686,513.80		\$961,193.35
SENIOR CENTER:			
Architect Services - Phase One	\$23,482.41	Completed	\$23,482.41
Architect Services - Phase Two	\$178,693.00	In Progress	\$14,079.05
TOTAL SENIOR CENTER:	\$202,175.41		\$37,561.46
ALL PROJECTS TOTAL	\$1,888,689.21		\$998,754.81
TOTAL FUNDS REMAINING	\$1,611,310.79		

CITY CREDIT CARD PURCHASES - PERIOD OCTOBER 2015 - DECEMBER 2015

COUNCIL

Authorized Small Dollar Purchases	131.96
Training Expenses	350.00
Travel Expenses	5,827.74
TOTAL FOR QUARTER	6,309.70

CITY MANAGER/CITY SECRETARY

Travel Expenses	1,235.67
Meals/Food	99.25
Memberships	504.20
Training Expenses	90.22
Authorized Small Dollar Purchases	425.58
TOTAL FOR QUARTER	2,354.92

FINANCE AND ADMINISTRATION

Training Expenses	704.06
Travel Expenses	375.82
Authorized Small Dollar Purchases	266.25
TOTAL FOR QUARTER	1,346.13

FIRE/EMS

Training Expenses	4,393.69
Travel Expenses	170.20
Certifications/Recertifications	1,701.53
Authorized Small Dollar Expenses	260.81
TOTAL FOR QUARTER	6,526.23

LIBRARY

Memberships	98.00
Travel Expenses	372.40
Authorized Small Dollar Purchases	83.39
TOTAL FOR QUARTER	553.79

HUMAN RESOURCES

Training Expenses	65.00
Memberships	75.00
Authorized Small Dollar Purchases	12.27
TOTAL FOR QUARTER	152.27

PARKS/RECREATION

Training Expenses	860.00
Pre School Expenses	93.90
Memberships	75.00
Haunted House/Halloween Bash Expenses	463.97
Certifications	

CITY CREDIT CARD PURCHASES
PERIOD: OCTOBER 2015 - DECEMBER 2015
PAGE: 2

PARKS/RECREATION

Advertisement	557.66
Authorized Small Dollar Purchases	412.41
TOTAL FOR QUARTER	2,462.94

POLICE

Travel Expenses	23.63
Training Expenses	2,055.38
Employee/Officer of Year Awards	915.00
Memberships	50.00
Certifications/Recertifications	784.53
Authorized Small Dollar Purchases	987.96
TOTAL FOR QUARTER	4,816.50

BUILDING/FLEET

Training Expenses	895.00
TOTAL FOR QUARTER	895.00

IT DEPARTMENT

License/Subscription/Support Renewals	1,999.98
Memberships	150.00
Training Expenses	2,097.00
Authorized Small Dollar Purchases	1,084.47
TOTAL FOR QUARTER	5,331.45

PLANNING & ZONING

Travel Expenses	554.04
Authorized Small Dollar Purchases	277.28
TOTAL FOR QUARTER	831.32

CODE COMPLIANCE

Training Expenses	85.00
Memberships	45.00
Authorized Small Dollar Purchases	165.95
TOTAL FOR QUARTER	295.95

NON-DEPARTMENTAL

Health & Benefits Fair	190.50
United Way Campaign	122.31
Court Volunteer Luncheon	250.35
Employee Holiday Dinner	3,170.64
Thanksgiving Luncheon	1,413.32
TOTAL FOR QUARTER	5,147.12

CITY CREDIT CARD PURCHASES
PERIOD: OCTOBER 2015 - DECEMBER 2015
PAGE: 3

PUBLIC WORKS - WATER/SEWER	
Training Expenses	370.00
Travel Expenses	195.11
TOTAL FOR QUARTER	565.11
GRAND TOTAL FOR QUARTER	37,588.43

Draft



Development Strategy

Adopted XXXX

Draft

Prepared by:



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Ft. Worth, TX 76109

Acknowledgements

The City Council, Planning and Zoning Commission, and City Staff provided knowledge, assistance, and insight throughout the process of developing this strategy. The contributions of the following people helped to make this planning process and document possible:

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Hector F. Garcia, Mayor

Hal Gerhardt, Place 1

Brandon Krause, Place 2

Lee Griffin, Place 3

James Wright, Place 4

Melva Clark, Place 5

Patrick Shelbourne, Place 6

Robert Davis, Place 7, Mayor Pro Tem

Planning and Zoning Commission

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Kay Ivey, Place 2

Larry Clark, Chairperson, Place 3

Ron Holland, Place 4

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Sergio Molina, Secretary, Place 6

Brad Hearne, Vice-Chairperson, Place 7

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Cody Richardson, Freese and Nichols

Kim Dresdner, Freese and Nichols

Executive Summary

Introduction

This development strategy has two primary purposes; one, it creates a shared vision for a community, and two, it establishes ways in which a community can effectively realize that vision. The 2016 One Watauga Development Strategy tells the story of who the City is today and what it wishes to become as it grows and redevelops. Watauga is at an opportune crossroad for a new and exciting period in its history. A fresh sense of direction and collective excitement creates the need to reexamine the community's vision. This assessment will make certain the community reaches consensus moving into the future.

The development strategy is a well-defined, long-range planning tool that is intended to be used by City staff, councils and boards, along with citizens. The strategy will guide the community's physical development for 10 years, 20 years, or an even longer period of time. The strategy's intention is to serve as a flexible guide and living document for both current and future decision-makers.

One Watauga Development Strategy aims for:

- Efficient delivery of public services;
- Coordination of public and private investment;
- Minimization of potential land use conflicts;
- Management of growth in an orderly fashion;
- Cost-effective public investments; and
- A rational and reasonable basis for making development decisions about the community.

This development strategy is not a zoning ordinance, but rather it is a high-level tool utilized by the City to make development decisions. The strategy helps to safeguard coordinated growth as new development, zoning requests and other development decisions are made. To protect the integrity of the City's neighborhoods and corridors, the strategy helps determine what land uses are appropriate and where such land uses should be located. Ultimately, synchronized land use patterns help to protect private property by maintaining and enhancing value and protecting property from incompatible uses.

The One Watauga Development Strategy examines realities of existing conditions, demographic implications, areas of growth potential and strategies for improving quality of life. The strategy does not focus on only the physical development of the city, but also the overall goals to become a more livable and economically vibrant community. While the strategy is visionary and outlines citizens' desires, it is also measurable by employing implementation-focused recommendations.

Legal Authority

The State of Texas has established laws with regard to the way in which incorporated communities can ensure the health, safety and welfare of their citizens. State law gives municipalities the power to regulate the use of land, but only if such regulations are based on a strategy. Authority of a City to create a comprehensive strategy is rooted in Chapters 211, 212 and 213 of the Texas Local Government Code.

Chapter 211

Chapter 211 of the Texas Local Government Code allows the government body of a community to regulate zoning.

Chapter 212

Chapter 212 of the Texas Local Government Code allows the governing body of a community to regulate subdivision development within the City limits and also within the Extraterritorial Jurisdiction (ETJ) which varies depending upon the population of the community.

Chapter 213

Chapter 213 of the Texas Local Government Code allows the governing body of a community to create a comprehensive strategy for the “long-range development of the municipality.” Basic recommendations for comprehensive planning are to address land use, transportation and public facilities, but may include a wide variety of other issues determined by the community.

Document Structure

A deliberate planning process involving background research, community outreach, visioning, recommendations and implementation was utilized. This process is reflected in this document’s components:

Community Snapshot

In order to understand where Watauga is going, it is necessary to understand where the City has come. This section serves as the reconnaissance stage for the planning process. This section examines the historical population trends, demographics, existing conditions, and physical constraints in order to set the baseline from which future planning decisions should be made.

Vision and Goals

The City’s vision reflects many of the tangible and intangible characteristics and values which Watauga desires to preserve and provide for current residents and future generations. This section identifies the primary issues provided by citizens and officials. Goals will ultimately guide action items described within individual chapters and then prioritized in the Implementation Plan.

Future Land Use

The cornerstone of the development strategy is the Future Land Use Plan. This section describes the appropriate land use types within Watauga and graphically depicts the ideal locations for such uses on the Future Land Use Plan Map.

Economic Development

In order to remain competitive in the region, the City desires a proactive economic development component. This chapter reviews existing information, incentives and programs. A consolidated overview for available information is generated to identify additional opportunities.

Transportation Plan

The purpose of this chapter is to provide a land use and transportation framework which will serve as a guide for mobility decisions. Land use decisions ultimately impact the City's transportation network and therefore this section's Thoroughfare Plan provides classification recommendations that coincide with future land use decisions.

Community and Neighborhood Livability

Livability refers to the many tangible and intangible characteristics that contribute to the City's quality of life. This section provides recommendations pertaining to quality of life issues and provides community character guidelines. Recommendations on aesthetics, landscaping, housing and other design guidelines are provided. The cornerstone of a livable community lies with its neighborhoods, and therefore an existing housing conditions analysis is used and associated recommendations are created.

Implementation Plan

The Implementation Plan organizes and prioritizes the recommendations contained within the various strategy elements into an action matrix.



City of Watauga Central Fire Station

One Watauga Guiding Principles

Land Use

Ensure that future development is orderly and efficient, compatible with existing land uses and enhances the overall quality of life

Responsibly maximize land by providing housing opportunities for all ages, fostering an environment for local commerce, introducing mixed use and promoting recreational uses

Create unique destinations in Watauga

Ensure that a high quality of life is maintained and that residents and visitors are able to live, work and play in the community

Economic Development

Provide new growth opportunities by reimagining, repurposing, redeveloping and reusing underutilized areas

Focus on attraction and retention of employers and local businesses

Encourage the development of non-residential services to enhance the tax base and meet the needs of Watauga residents

Transportation

Ensure a safe and efficient roadway network for current and future needs

Support an improved pedestrian circulation system

Coordinate regional transportation system planning efforts to ensure a proactive community response to issues affecting the City

Neighborhood and Community Livability

Provide quality and attractive neighborhoods along with desirable housing options

Improve existing neighborhoods and invest in their long term viability

Ensure Watauga is distinguishable from adjacent communities

Encourage quality non-residential development that enhances Watauga's visual appearance

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Draft



1 | Community Snapshot

Demographics

Planning effectively for the future requires an understanding of current conditions, such as population, demographics, past planning efforts, growth rates, and regional planning context. These factors paint a picture of the current state of Watauga and guide logical, coordinated, informed, and realistic strategies and decisions for the future.

Historical Population

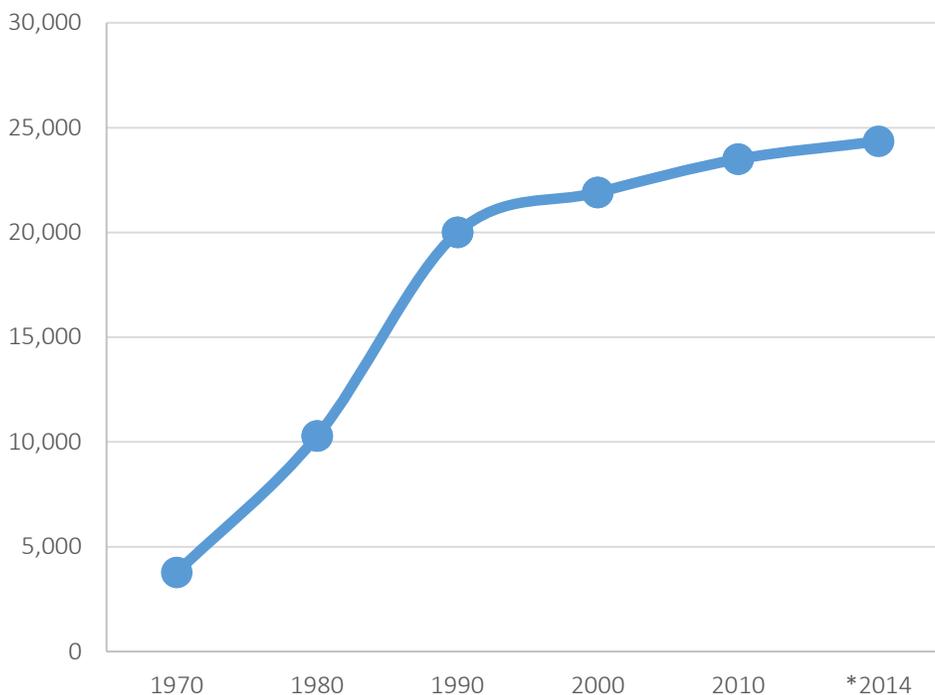
Located approximately 10 miles from downtown Fort Worth, Watauga is home to almost 25,000 residents. From 1970 to 1990 Watauga experienced a large percentage of growth. From 1990 to 2014 the City's growth rate percentage started to decline; however, the total number of residents still continued to increase. The period of high growth can be attributed to the sprawl that the Dallas-Forth area experienced when residents wanted to move out of the central city. Municipalities started to develop and grow all around the outer rings of areas like Fort Worth. Once these cities started to grow, their boundaries became closer to one another which made annexation of land a challenge. The lower growth rates from 1990 to 2014 can be attributed to this challenge, which is known as buildout. The City will still be able to add more population in the future through redevelopment and infill; however, the rate at which the City grows will drop significantly compared to the historical

Figure 1



HISTORICAL POPULATION

Source: U.S. Decennial Census, *estimate



Race and Ethnicity

Race refers to sets of physical characteristics, which is usually a result of ancestry, while ethnicity is a group of people who identify with each other based on nationality or shared traditions. The pie charts in **Figure 2** and **Figure 3** depict the racial and ethnic makeup of Watauga. The City is 77% white, which the other 24% is a fairly even spread of all other races. For ethnicity, the U.S. Census Bureau only distinguishes between Hispanic and non-Hispanic. Watauga is approximately 75% non-Hispanic or Latino. The diversity in race and culture is an asset to the community.

Figure 2

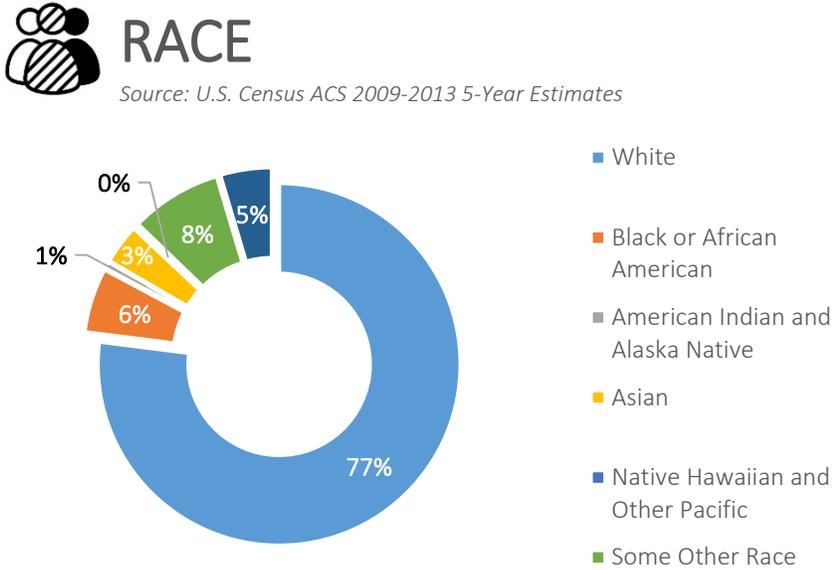
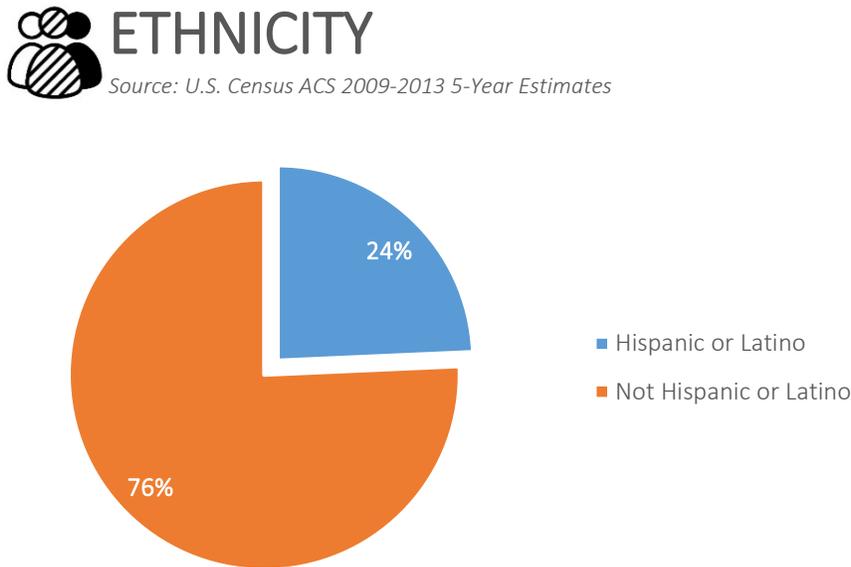


Figure 3



Age and Gender

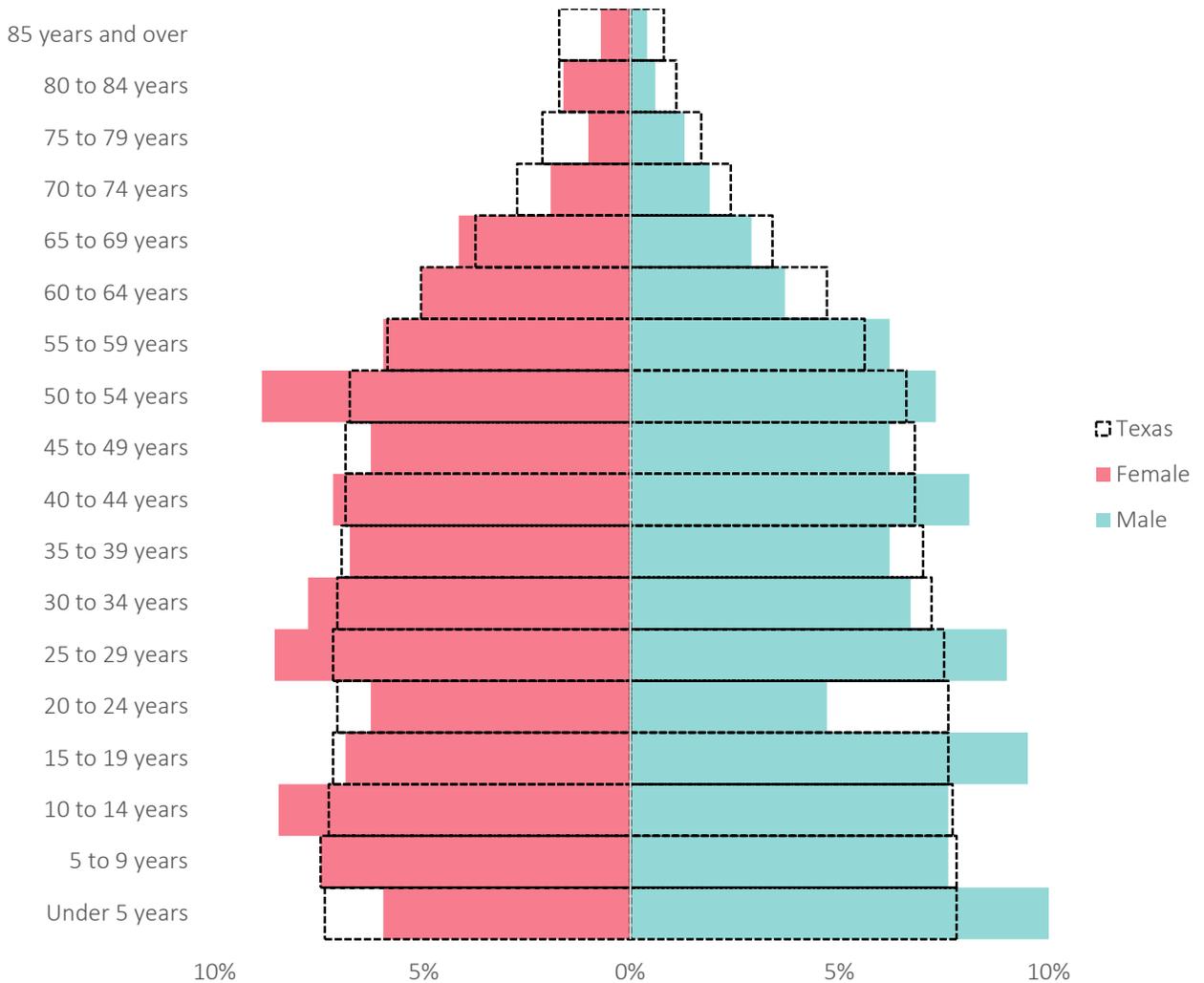
The population pyramid in **Figure 4** depicts the spread of age and gender compared to the State of Texas. Overall, Watauga is not severely lacking in any particular age cohorts. There are some noticeable gaps in males ages 20 to 24 and females in ages 70 and older. The population pyramid reveals that Watauga is primarily made up of young to middle-aged adults with children.

Figure 4



AGE AND GENDER

Source: U.S. Census ACS 2009-2013 5-Year Estimates



Educational Attainment

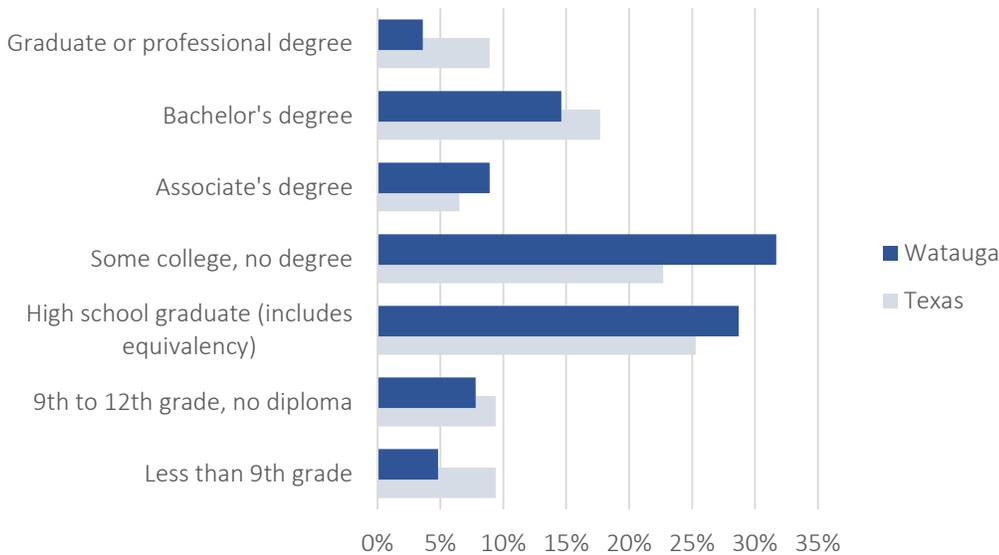
The educational attainment of Watauga residents are fairly spread across all levels. This diversity in education is beneficial to the economy because there are residents who can fill a wide-range of jobs within the City. The two levels of education with the largest amount of attainment are high school graduate and some college. In these two levels the City is ahead of the State of Texas averages. Service and retail jobs are typically held by workers in these attainment levels. While Watauga is primarily residential, there are many commercial and retail nodes near the City which are able to provide jobs. A higher attainment level of bachelor's and graduate degrees are generally needed to attract professional service jobs and high-tech industry. The challenge for Watauga is the lack of room to add more buildings for jobs; however, the close proximity to Fort Worth and other parts of the Dallas-Fort Worth region allow the Watauga residents to find appropriate employment.

Figure 5



EDUCATIONAL ATTAINMENT

Source: U.S. Census ACS 2009-2013 5-Year Estimates



Income

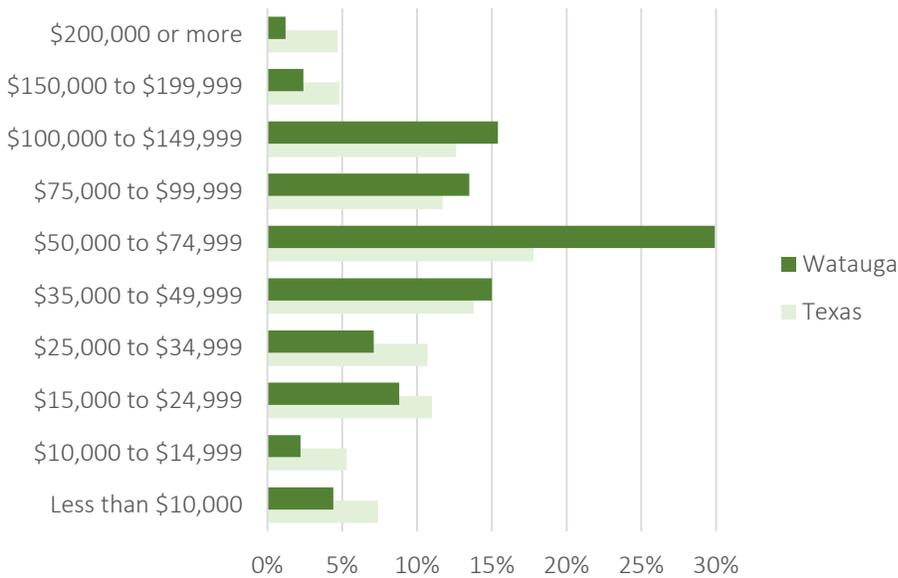
Income can serve as an indicator for the retail market; higher income levels generally mean more disposable income and more retail possibilities which in turn can translate into a higher tax base for the community. Retail and commercial developments are attracted to purchasing power, along with the number of rooftops in the community. The largest income bracket in Watauga is \$50,000 to \$74,999. The remainder of the income is spread among the other income brackets. The City is lower than the State of Texas in all income brackets lower than \$25,000. This indicates that poverty is not a prominent issue in the City. The City has a mean household income of \$66,348. This gives the City purchasing power and is an asset. Compared to the state average, Watauga has a median household income of \$58,684, above the state average of \$51,900.

Figure 6



INCOME

Source: U.S. Census ACS 2009-2013 5-Year Estimates



Employment

Employment opportunities can affect the growth rate of cities. These opportunities are important as they allow people to settle in a community, establish their home and begin a life. If citizens cannot find employment, they are likely to move elsewhere, along with potential revenues in property and sales tax. Cities are generally dependent on businesses to provide employment opportunities that, in turn, pay the citizens' salaries and provide them with the ability to buy and sell goods and pay taxes. The majority of Watauga residents have occupations in the fields of: management, business, science, arts, sales, and office. This correlates with the largest industries that are represented by Watauga residents: retail trade, transportation and warehousing, professional and scientific, and educational services. As expected, due to the educational attainment and income levels, the employment of residents in Watauga is very diverse.

Figure 7



OCCUPATION

of employed population 16 years+ (12,226)

Source: U.S. Census ACS 2009-2013 5-Year Estimate

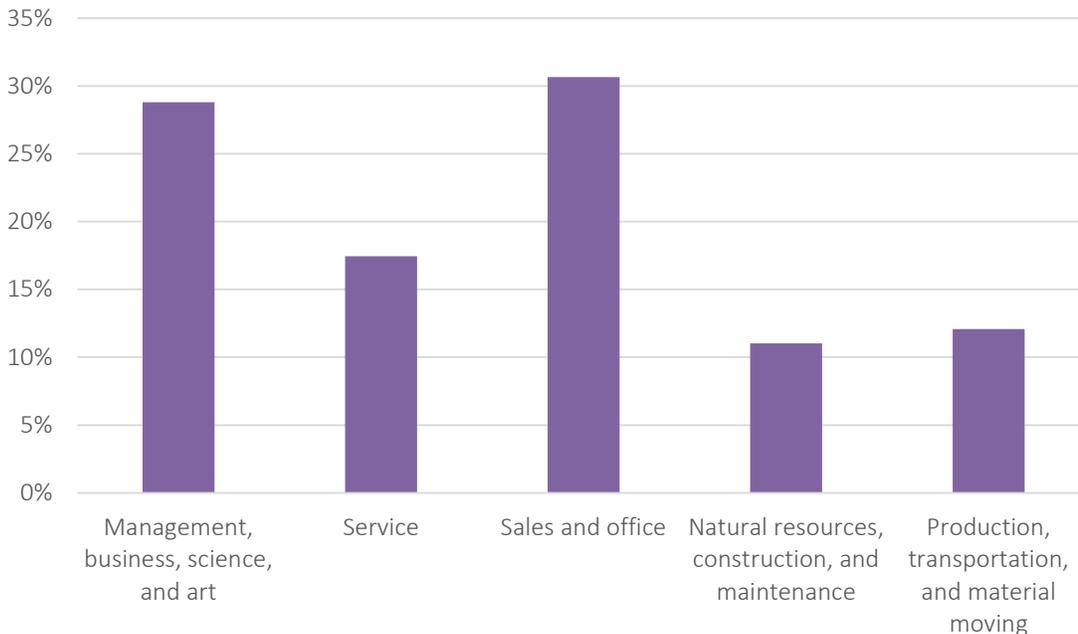


Figure 8



UNEMPLOYMENT RATE

Source: U.S. Census ACS 2009-2013 5-Year Estimate

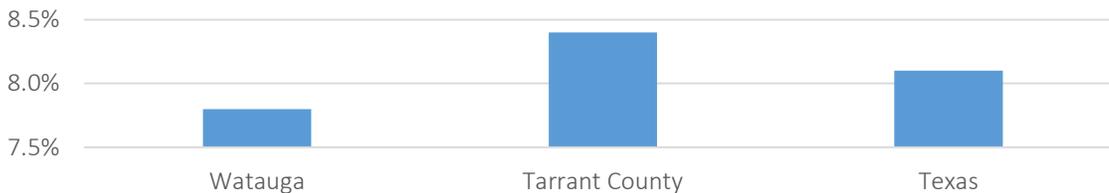


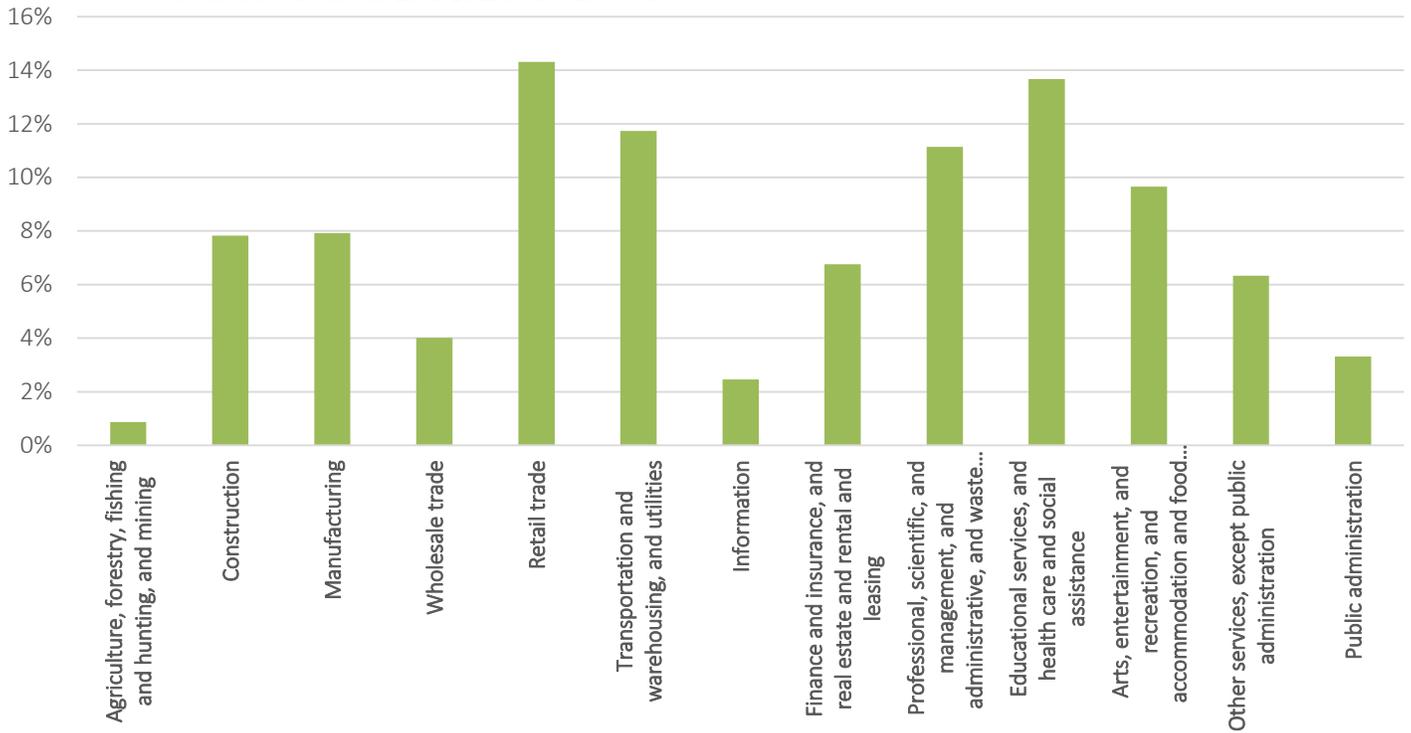
Figure 9



INDUSTRY

of employed population 16 years+ (12,226)

Source: U.S. Census ACS 2009-2013 5-Year Estimate



Commute to Work

The main mode of transportation to work in Watauga is by automobile. This is expected in the Dallas-Fort Worth region. Watauga stands out compared to Texas in carpool statistics. 14% of residents in Watauga carpool. This can indicate that residents are concerned about the traffic conditions and are open to alternative modes of transportation.



COMMUTE TO WORK

Source: U.S. Census ACS 2009-2013 5-Year Estimate

Mode of Transportation	Texas	Watauga
Car, truck, or van -- drove alone	80%	82%
Car, truck, or van -- carpooled	11%	14%
Public transportation (excluding taxicab)	2%	1%
Walked	2%	0%
Other means	2%	1%
Worked at home	4%	3%

Travel Time	Texas	Watauga
Mean/Average (Minutes)	25.0	28.4

Regional Relationship

Watauga is located in northeast Tarrant County, east of US Hwy. 377 and north of Loop 820. The City has convenient access to US Hwy. 377, Loop 820, US Hwy. 183, and Interstate 35. By roadway the City is approximately 10 miles from downtown Ft. Worth and 18 miles from the Dallas-Fort Worth International Airport.

Watauga lays within The North Central Texas Council of Governments (NCTCOG) planning region, which is the fourth most populous planning area and the fastest growing metropolitan region in the country. The NCTCOG region is expected to continue to experience rapid growth over the next 30 years to an eventual population of 10.5 million people by 2040, an addition of nearly four million new residents.

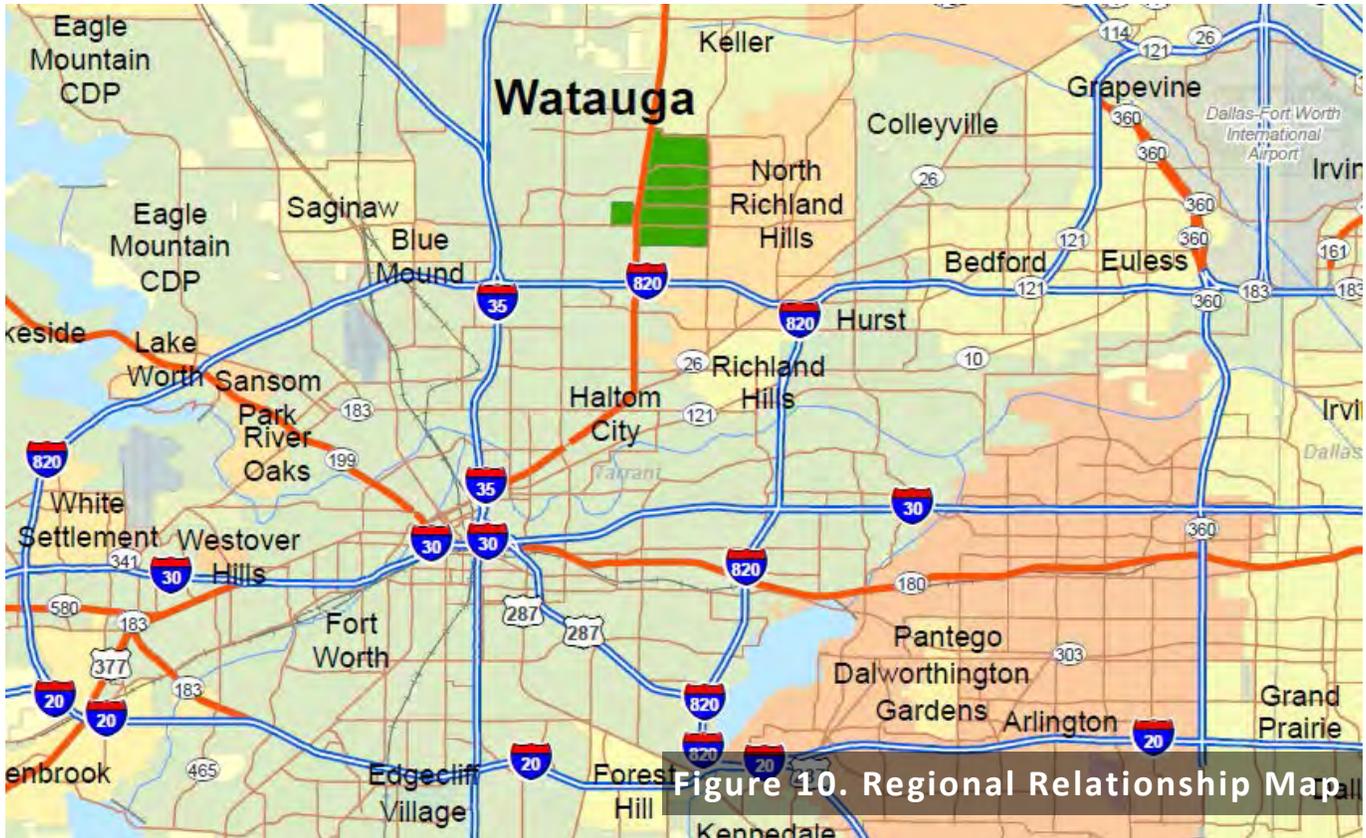
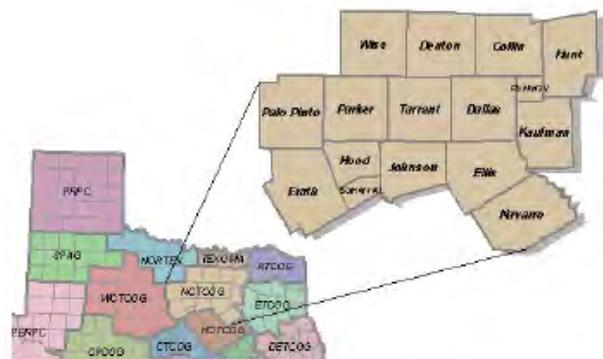


Figure 10. Regional Relationship Map

By 2030, the North Texas region is expected to grow by nearly 3 million people to an estimated population of 9.5 million



NCTCOG Region, Source: NCTCOG website

Physical Features and Constraints

Watauga's natural and built patterns have influenced the shape and growth of the City. Understanding such features, which ultimately control and regulate City expansion, creates knowledge of how the City became built-out. These patterns are divided into two primary categories: **Natural constraints** that examine the geographical aspects of Watauga and **built constraints** that examine features that have been constructed or added to the City.

Natural Constraints

Floodplain

There is minimal floodplain within the City limits and this land is generally undevelopable or required mitigation efforts to be considered for redevelopment and infill efforts.

Built Constraints

Surrounding Municipalities

The biggest built constraint for Watauga is the surrounding development and other municipal jurisdictions. The City is completely built out and has no room to expand or annex any land. There is not any extraterritorial jurisdiction (ETJ). While this is a challenge for the City, the City staff and Council are able to focus all efforts internally on redevelopment and infill.

Roadways

Due to the constraints of build out, the roadway system in Watauga is essentially buildout as well. While there may be room for some road expansion, the general layout of the grid is already in place. Additionally, US Hwy. 377 divides a small portion of the City limits from the majority of the City.

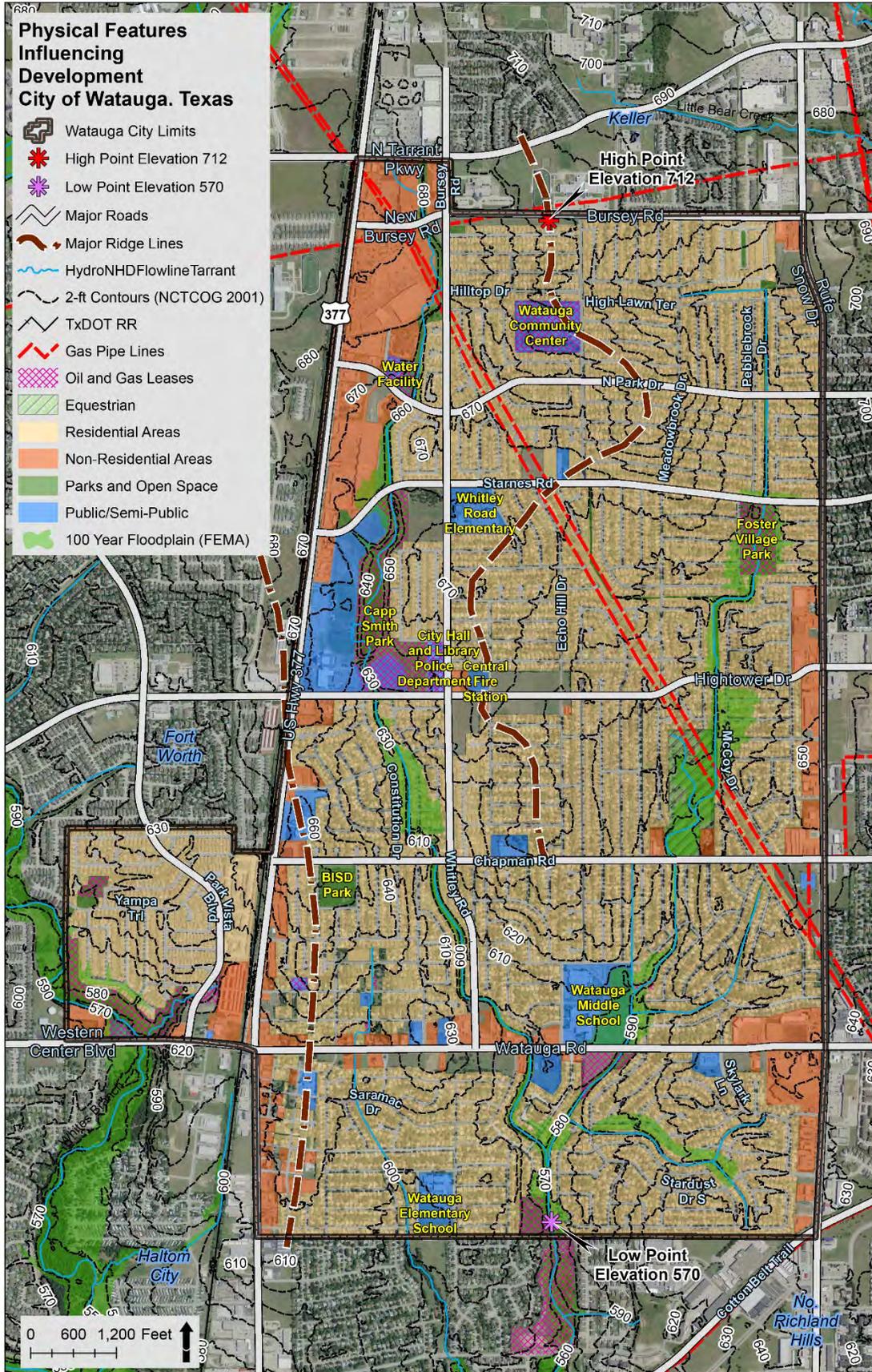
Utility Easements

There is a large gas pipe easement running from the northwest portion of the City to the southeast portion. This constraint is unavoidable because the gas line is needed to provide necessary services. The City can evaluate the feasibility of using the easement to develop a trail to connect City-wide trail system.

Railroad

The active railroad corridor runs north to south parallel to US Hwy. 377. This railroad corridor divides a small portion of the City limits from the majority of the City. Vehicular access is not prohibited, but the ease of access can be slowed down by the daily train traffic.

Figure 11. Physical Features Map



Existing Land Use

Understanding the existing land use of Watauga is critical. Fully analyzing current conditions will help plan for the future. Analysis of the current uses throughout the City will reveal areas where infill or redevelopment is possible. The existing land use breakdown of the community represents a low development pattern indicative of suburban cities with populations near 20,000 to 30,000 people. Watauga’s low density residential nature should be attractive to families and retailers alike; who consider population and rooftops as a part of their site selection criteria. Single-family land uses, by far, account as the largest use at 55 percent of the total land uses. Right-of-way and streets comprise approximately 20 percent of the total area, the second largest land use, which is expected. The City is 96 percent developed and only has 4 percent of land to develop. The City will need to start focusing efforts of infill and redevelopment due to the high percentage of developed acreage and the “built-out” environment.

Table 1. Existing Land Use Breakdown

Existing Land Use	City Limits		
	Acres	%	Acres per 100 Persons
Residential			
Single-Family	1,463	55%	6.0
Multi-Family	16	1%	0.1
Non-Residential			
Parks and Open Space	115	4%	0.5
Public/Semi-Public	143	5%	0.6
Office	19	1%	0.1
Retail	160	6%	0.7
Commercial	67	3%	0.3
Equestrian	25	1%	0.1
Right-of-Way	543	20%	2.2
Total Developed Acreage	2,551	96%	10.5
Vacant	103	4%	0.4
Total Acreage	2,654	100%	11.0

Figure 12. Existing Land Use Breakdown

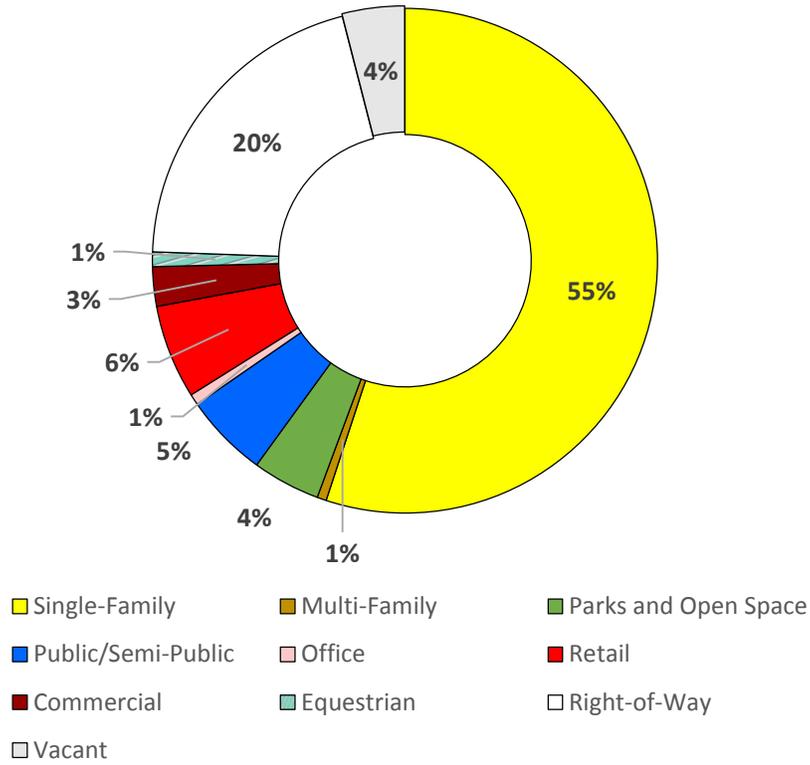


Figure 13. Developed Acreage vs. Vacant Acreage

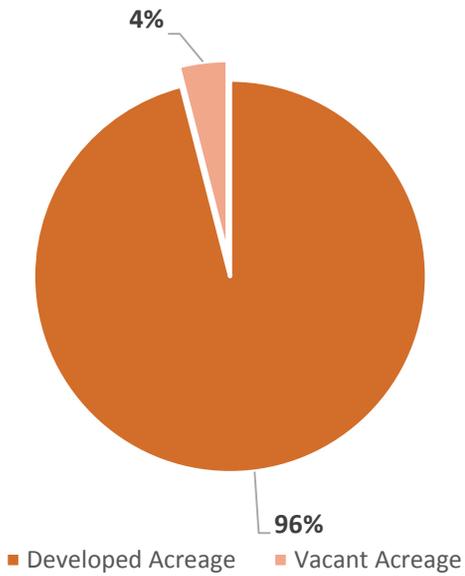
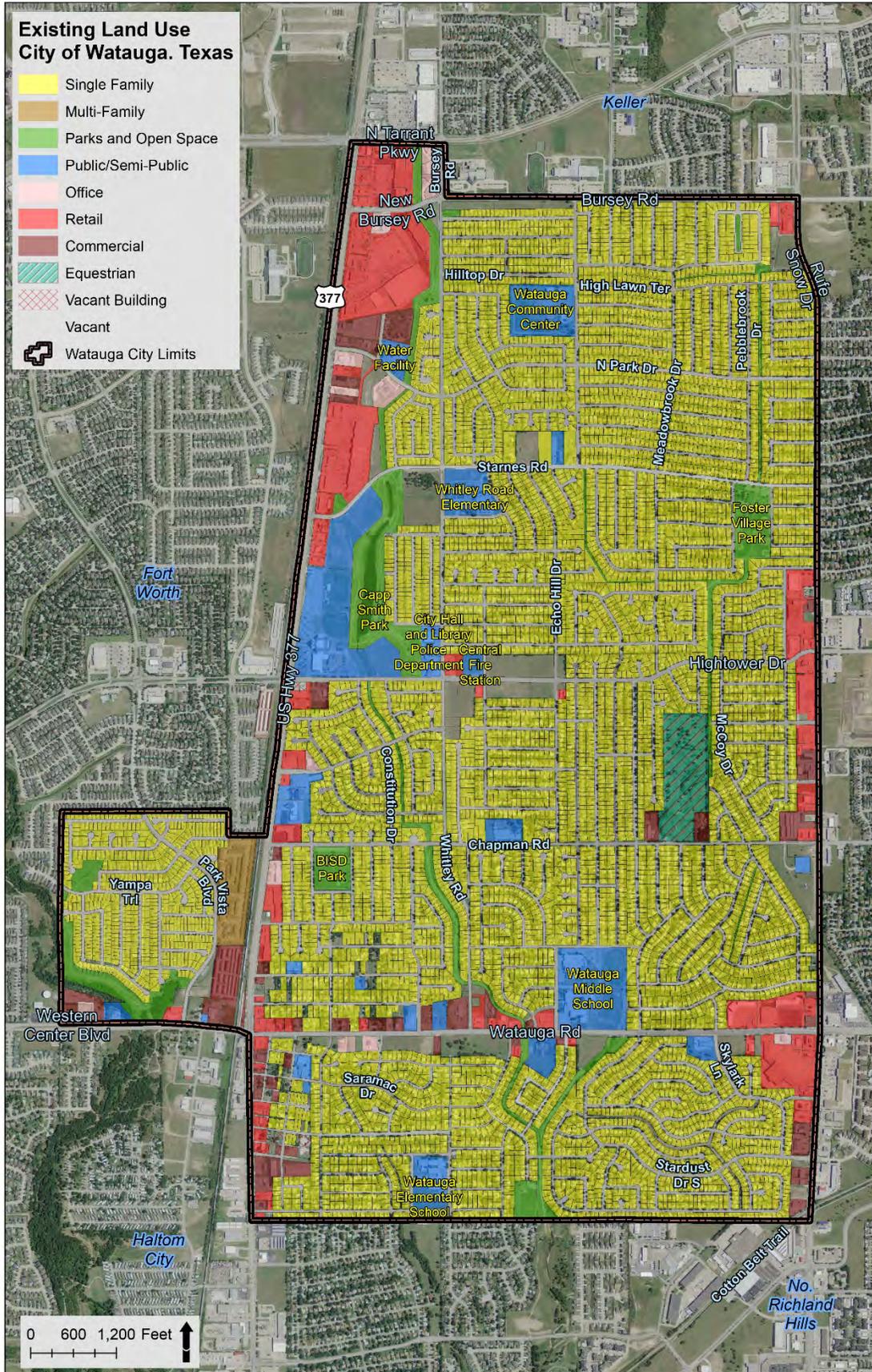


Figure 14. Existing Land Use Map



Analysis of Existing Land Use Types

Single-Family

The City is primarily single-family homes. This type of land use creates a need for city services and facilities, parks and open space, retail, and commercial uses. This land use is generally well-established and will not change uses.



Multi-Family

There are 16 acres of multi-family designation located in the western portion of the City, on the west side of US Hwy. 377. This designation provides housing options for the residents of Watauga.



Parks and Open Space

The parks and open space are essential to the quality-of-life in the City. The existing parks and open spaces are evenly spread throughout the City. Most parks are City-owned, with the exception of the Birdville ISD Park. There are also parks along creeks and floodplain areas.



Public/Semi-Public

Public/Semi-Public is the third largest existing land use designation in the City. This can be attributed to the large percentage of single-family homes and the related demand for city services and facilities. The current public/semi-public designation is used for schools, the Watauga Community Center, water facilities, City Hall and Library, and police and fire stations. The current facilities are evenly distributed across the City, and the essential police and fire services are near the center of the City limits. This provides efficient access to all parts of the City.



Office

There are only 19 acres of office designation within the City and are mostly located in the retail node along US Hwy. 377. There are a few acres of office designation along Watauga Road. These businesses are dentistry, chiropractic, and hair salons.



Retail

Retail is the second largest existing land use designation in the City. This can be attributed to the large percentage of single-family homes and the related demand for retail and commercial services. The City is situated along US Hwy. 377, which is a vibrant retail corridor. The retail along US Hwy. 377 that is located in the City limits of Watauga is an asset to the community because it provides tax base, shopping and dining within close proximity.



Commercial

The commercial designation is intended to provide essential services and businesses for the community. A large part of the commercial development is mixed with the retail node along US Hwy. 377. The remaining commercial acres are spread throughout the City in small pockets, generally at intersections.



Equestrian

There is approximately 25 acres of land west of McCoy Road and north of Chapman Road that is designated as equestrian. This land is home to Full Circle Riding Academy. The land use currently preserves open land and provides rural feel within the City; however, the land is private and not accessible to the public.



Draft



2 | Vision and Goals

Purpose

The intents of the vision and goals outlined within this chapter is to facilitate and encourage compact and efficient development or redevelopment patterns, thus minimizing the costs and other impacts of poor development. What every city needs is a guiding document, such as this, that provides sound, community-based and strategic development guidance for the future.

This chapter highlights Watauga's vision of goals, or guiding principles, which were created through the input and findings of a multi-dimensional public engagement process. This chapter includes the results of the community survey, key public input themes, town hall workshop input, and Planning and Zoning (P&Z) focus group discussions. A multitude of action items will lead to fulfilling the vision and guiding principles of this development strategy. Many of the goals highlighted in this chapter will overlap and support multiple chapters throughout this strategy, much like the key themes. The key themes emerged from community input and information received during the process, they are:

- Preserve Watauga's unique feel
- Provide new housing options and improve existing neighborhood areas
- Improve existing commercial areas
- Enhance pedestrian connectivity across the City
- Enhance and protect Watauga's community character/identity
- Provide community facilities and amenities, as well as events
- Ensure quality roadway maintenance and projects
- Create community focal points/destinations by attracting unique commercial/retail developments



One Watauga Guiding Principles

The guiding principles are overarching goals intended to promote Watauga’s values, desires, and hopes for the future. Building on direction from the City Council, Planning and Zoning Commission and resident input, the following was carefully created to guide the development of this strategy. The guiding principles are high level statements that set a general direction. Each development strategy topic has defined goals that are directly related to action items in subsequent chapters.

Land Use

Ensure that future development is orderly and efficient, compatible with existing land uses and enhances the overall quality of life

Responsibly maximize land by providing housing opportunities for all ages, fostering an environment for local commerce, introducing mixed use and promoting recreational uses

Create unique destinations in Watauga

Ensure that a high quality of life is maintained and that residents and visitors are able to live, work and play in the community

Economic Development

Provide new growth opportunities by reimaging, repurposing, redeveloping and reusing underutilized areas

Focus on attraction and retention of employers and local businesses

Encourage the development of non-residential services to enhance the tax base and meet the needs of Watauga residents

Transportation

Ensure a safe and efficient roadway network for current and future needs

Support an improved pedestrian circulation system

Coordinate regional transportation system planning efforts to ensure a proactive community response to issues affecting the City

Neighborhood and Community Livability

Provide quality and attractive neighborhoods along with desirable housing options

Improve existing neighborhoods and invest in their long term viability

Ensure Watauga is distinguishable from adjacent communities

Encourage quality non-residential development that enhances Watauga’s visual appearance

Public Involvement

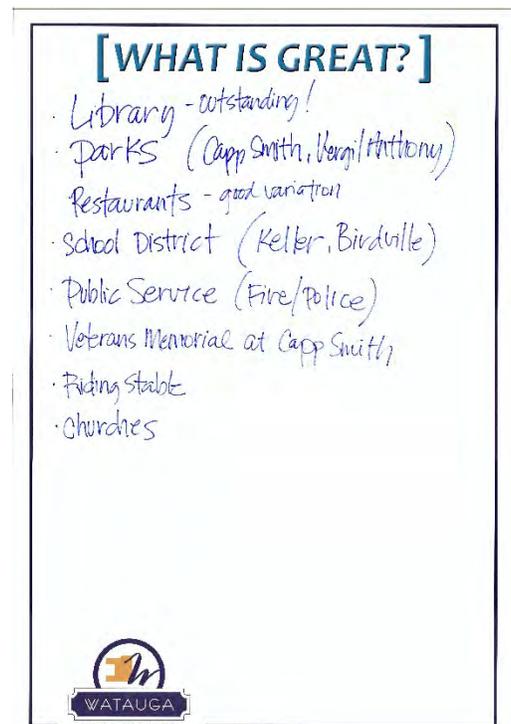
Great planning involves the public and community stakeholders from the beginning of the process, building the strategy on local ideas and values, and creating a sense of ownership in the final strategy. Strategies that have the most public participation are tailored to and owned by the community. The *One Watauga* strategy is derived from a variety of public engagement methods that included Planning & Zoning workshops, Town Hall meetings, kid and senior citizen workshops, and an online survey. The City staff also played a vital role in promoting the planning process through social media outlets like Facebook, Twitter and YouTube, email notifications, e-newsletters, and in local publications.



Planning and Zoning Workshops

The existing Planning and Zoning (P&Z) Commission served as the advisory taskforce from the beginning of the planning process. The P&Z Commission makes recommendations to City Council to guide land development through zoning, as well as platting and subdividing. Using the existing P&Z Commission to advise the process, directly submerged these key decision makers in building the strategy's foundation and future aspirations—thus, it is more likely to be successfully utilized in everyday recommendations and development decisions.

P&Z was responsible for overseeing the planning process, formulating development patterns, verifying issues and challenges facing the City, and working with the consulting team to prioritize recommendations. Throughout the planning process, two workshops were held with P&Z members to discuss several major topics, including: economic development, transportation and circulation, neighborhood character and livability. Many of the strategy's key themes were cultivated from many of these focused discussions. At the conclusion of the planning process, P&Z ultimately presented and recommended the final draft strategy to the City Council to begin the adoption process. Of course, implementation of the strategy is a long-term strategy and will require steadfast commitment from staff, citizens and elected officials.



Land Use Scenarios

A land use exercise was conducted with members of the P&Z. The purpose of this exercise was to gather preliminary thoughts on the types of land use that should be considered within Watauga and where in particular those types of land uses should be located.

Attendees were divided into two groups and were given the chance to define land use strategies and create a land use plan for the community. Following, each group presented highlights from their maps to other meeting participants. Each group explained their reasoning behind why certain land uses were located in certain areas and gave innovative ideas on how to improve the overall quality of life. Feedback obtained from meeting participants contributed significantly towards the creation of the Future Land Use Plan and recommendations.

While each land use scenario was different, general consensus existed. New mixed use sites were one of the most consistent and most vocalized land use desires. Members also brought up the need to explore redevelopment areas and new housing options tailored towards seniors or young professionals. Other emphasized uses included upscale business opportunities, outdoor dining, music venues and family-oriented entertainment.



Town Hall Meetings

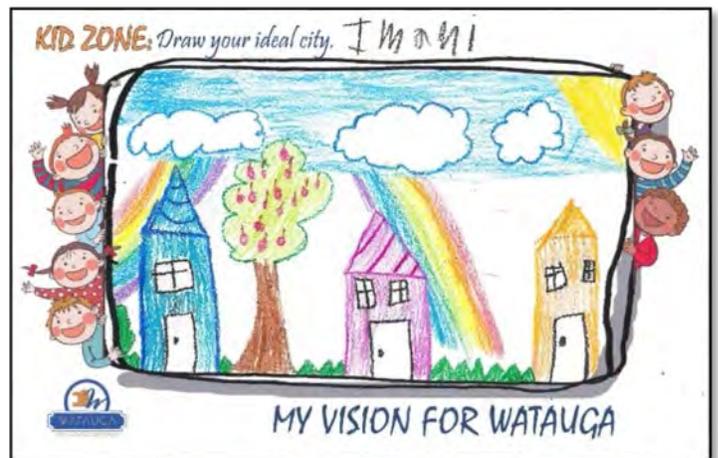
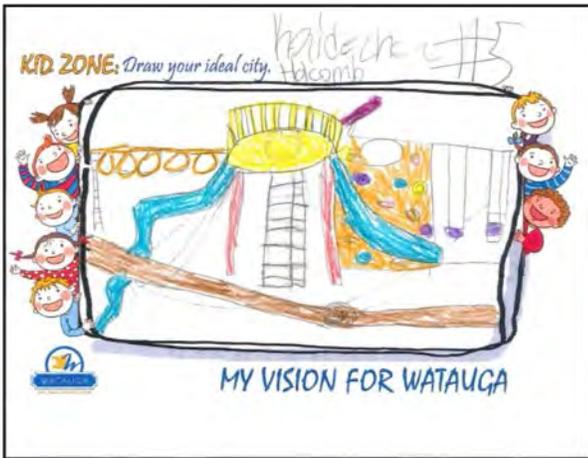
To solicit resident input, City staff advertised a town hall meeting through a variety of platforms. Approximately 75 residents engaged in planning and visioning process by participating in the town hall meeting on November 9, 2015 at the Watauga Community Center. Citizens were asked to identify areas of concern or interest, and describe their vision of Watauga in 10 to 20 years with input boards stationed around the room. Meeting participants engaged in large and small group discussions to identify the strengths and opportunities that Watauga has, and the challenges and threats that it faces. Residents discussed technical resources, key issues, and existing and future desires. Handwritten input from the residents include: "A place to walk in daylight or night safely," that attracts residents and visitors for an experience "that none of the surrounding suburbs can offer." Residents provided a number of concepts to improve the City's existing roadways and pedestrian circulation. Additionally, residents voiced interest in items such as:

- More sidewalks, trails, parks and green spaces
- Improved school circulation
- Enhanced buffers between land uses
- Increased architectural standards/requirements
- Tree-lined streets and highways
- Entertainment along 377
- More restaurants
- Mixed-use development that is walkable
- Senior living options
- Signage regulations



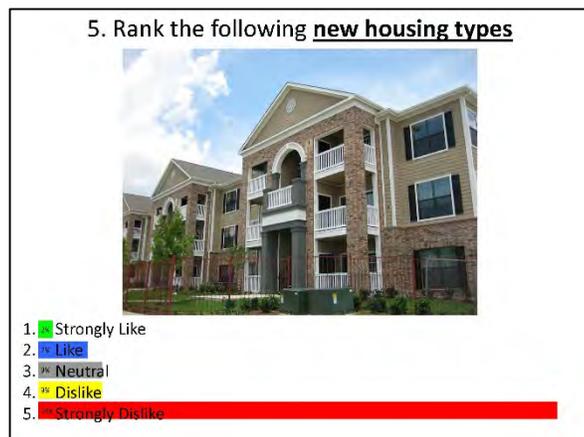
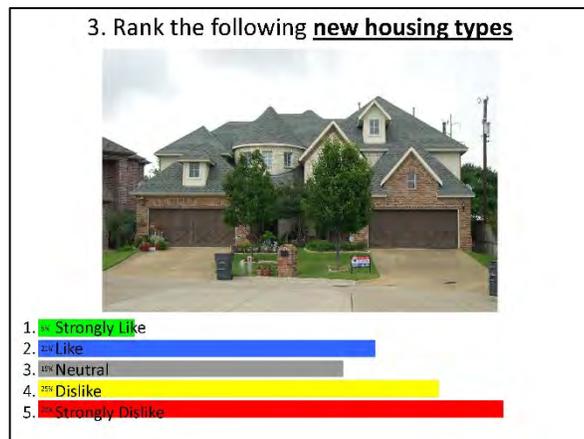
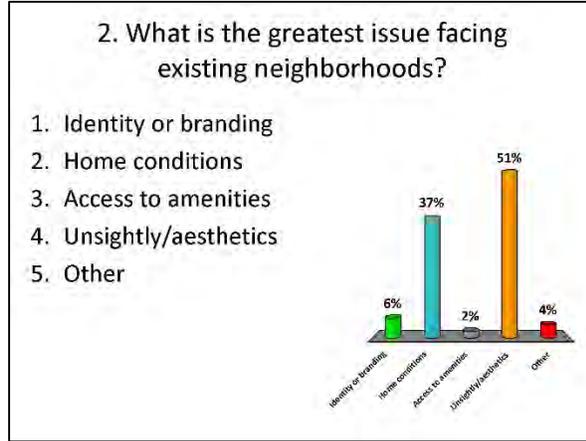
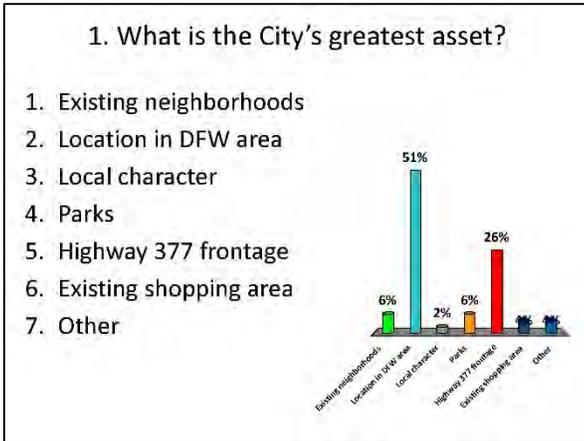
Kid Zone

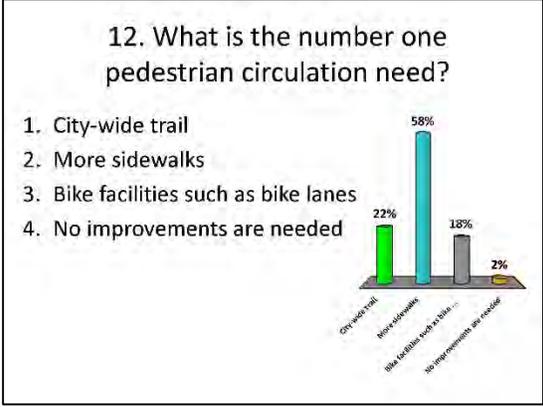
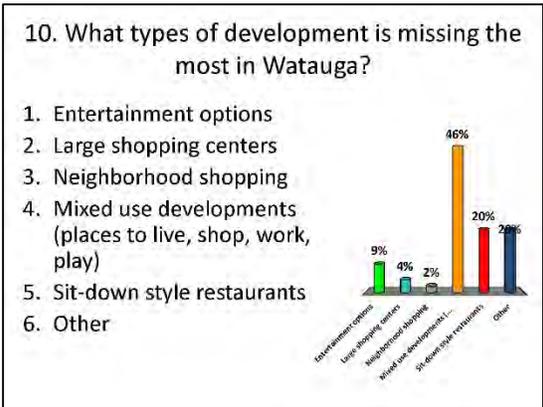
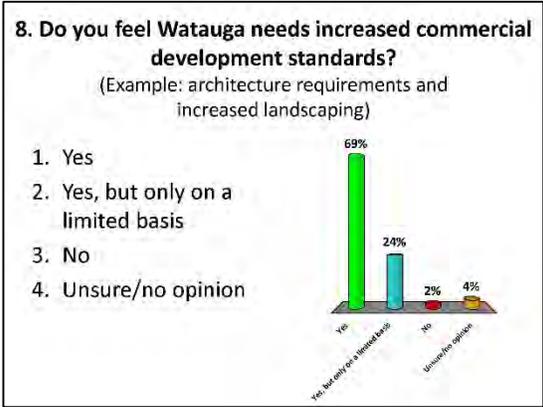
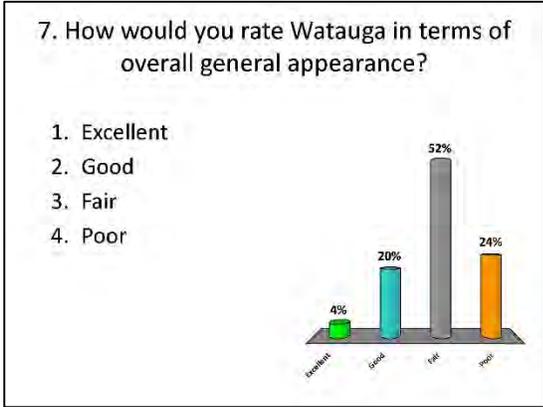
An informal drawing exercise was provided during the November 9 Town Hall meeting and also was provided to local schools. Children and their specific needs can often be set aside when faced with intricate municipal operations and functions, thus it was important to give the younger generations an avenue to express their desires and preferences as potential future residents of Watauga. A coloring exercise was given to each student, on which they were asked to draw their ideal city. The results of the exercise were extraordinary and touched on topics like housing, parks, and recreation. Specific requests included more rivers, more housing, a swimming pool, and a water playground.



Interactive Survey

As part of the town hall meeting, attendees participated in a polling exercise with a series of visioning and issue questions and visual preference images. Input was gathered by electronic remotes from each audience member and results are displayed in real time and recorded for later assessment. The images illustrate different land use types, strategies, and visual elements within any particular built environment. The survey results are used in order to quantify exactly what types of developments are appropriate. In addition, general questions about the city, quality of life and road were polled. Although the polling exercise is not necessarily scientific in nature, it is an effective method of receiving attitudinal-based input. The following are survey results from the Town Hall Meeting #1:





Small Discussion/Focus Groups

Another form of gaining valuable public input is through focus groups—small homogeneous groups that interact with a facilitator to discuss a specific concern or set of issues and provide feedback. Focus groups are most useful in getting information from certain subsets of the overall community, such as specific demographic groups like children and senior citizens. The City hosted informal focus group interviews during November and December of 2015 with elementary school children and with senior citizens from the Watauga Senior Center. The goal of these focus groups was to assess the issues each homogeneous group faced in terms of economic development, land use, and growth. This helps to get a clearer understanding of what can be addressed via the development strategy process.

Senior Center Workshop

Senior citizens at the Watauga Senior Center participated in a focus group with City staff. Many of the things mentioned during the dialogue were regarding residents' preferred uses, activities and concerns, which provided valuable clues about existing mobility and safety issues, amenities, recreation opportunities, and public services. City staff documented the group's commentary to present to P&Z so as to help enhance decisions based on community input. City staff listed the following items from the discussion:

- Quiet Zone Railroad crossings are dangerous, and normal railroad crossings should be restored
- Bus/transit service to Alliance retail and medical centers
- A bonfire or campfire location in Capp Smith Park [for the overnight fishing camp]
- Entertainment options, such as a movie theatre
- Cafeteria-style restaurants
- A water park
- School Zone locations at city-wide school campuses should have consistent enforcement times and durations

Online Survey

A 16-question survey was posted on the project's website and linked to the City's website. Over the course of the strategy, 113 individuals answered the survey, most of whom live in Watauga (nearly 48 percent). Approximately 15 percent of those who responded to the online survey live and work in Watauga, while the remaining 15 percent live in Watauga, but work in another city. Of the total responses, 22 percent of those individuals live in another city, but work in Watauga.

The responses revealed that a higher proportion of long-time residents rather than newer residents participated in the survey—nearly 30 percent of those who answered have lived in Watauga for over 20 years, while another 21 percent have lived here between 11 to 20 years. Nearly 30 percent of the respondents have lived in Watauga from zero to ten years. The responses given throughout the survey varied very little despite the range of ages, years spent living in the community and quantity of answers. Some of the questions asked in the survey were:

- What was the most important factor for you when you decided to move to Watauga?
- What makes Watauga distinguishable from surrounding communities?
- How would you rate Watauga in terms of overall general appearance?
- What are the two things you like most about Watauga today?
- What would you consider to be Watauga's greatest opportunity for future improvements?

A summary of the community survey results is outlined in *Highlight: Online Survey Results*.

Highlight: Online Survey Results

45.3%

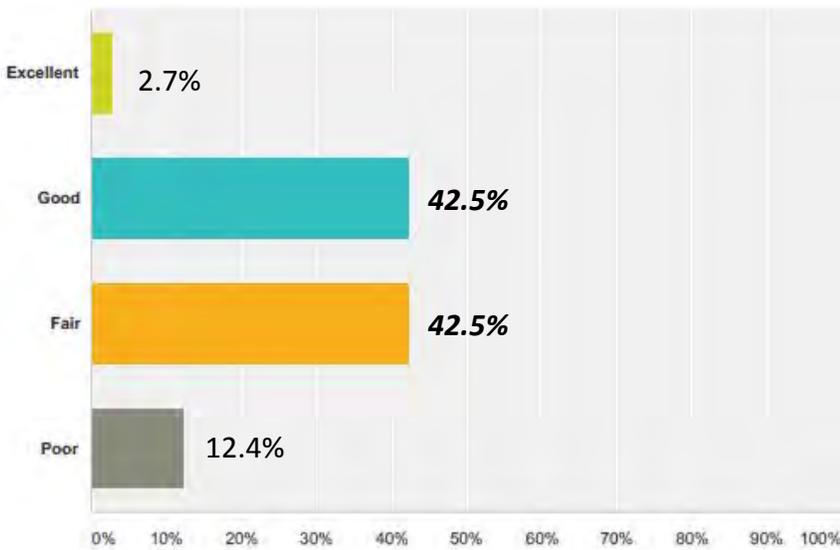
Of respondents moved to Watauga for the selection of housing/housing prices

What makes Watauga distinguishable from surrounding communities?

- Parks (21 percent)
- Neighborhoods (13 percent)
- Shopping (5.5 percent)
- Schools (0.92 percent)
- Not Sure (34 percent)
- Other (26 percent)

Small-town feel
Affordable housing prices
Location
Watauga Public Library
Safe environment

How would you rate Watauga in terms of overall general appearance?



43.8%

Of respondents consider Watauga's location in the Dallas-Fort Worth metropolitan area to be its greatest asset

What would you consider the greatest single issue facing Watauga today?

35.6%

Of respondents chose neighborhoods or housing conditions

21.2%

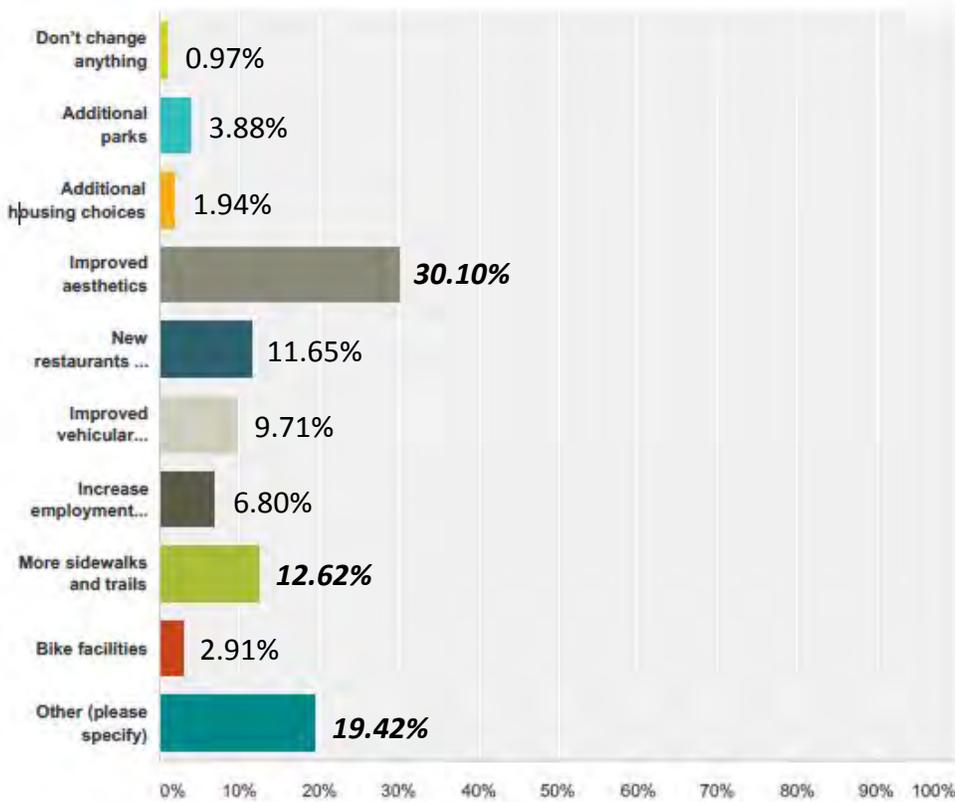
Of respondents chose infrastructure (i.e., roads, water, sewer, utilities)

45.6%

Of respondents consider the **redevelopment of existing areas** to be Watauga's greatest opportunity for future improvements



What is your number one desire for Watauga?



- Other (19.42 percent)
 - Repair existing roads
 - More recreation
 - Improved aesthetics
 - Crime prevention/control
 - City pool/water park
 - Town Center/destination
 - Code enforcement
 - Larger community center
 - Parks, sidewalks, bike trails
 - Restaurants and entertainment
 - Efficient spending
 - Economic development

Things liked most in Watauga ...	Things liked least in Watauga...
<ul style="list-style-type: none"> • Parks (Capp Smith Park) • Location in DFW • Neighborhoods • Library • Small-town charm and community character • Friendly, diverse people • Affordable housing • Shopping and restaurants • Community events • Safety • Emergency services • Accessible • Schools • Development pattern/proximity of land uses 	<ul style="list-style-type: none"> • Not a lot of city-wide events • Condition and maintenance of older neighborhoods • US Hwy. 377 traffic • Lack of sidewalks • Not enough shopping • Road conditions • Appearance of the community in a few areas • No public pool or water park • Not enough signage denoting Watauga limits • Perceived rise in crime

<i>How important or unimportant are the following to you in terms of Watauga's quality of life?</i>					
Amenities	Very Important	Important	Unimportant	Very Unimportant	No Comment
Parks and trail system	44.7%	51.5%	1%	2.9%	-
Appearance of the City	65.1%	34%	1%	-	-
Availability of single family homes	32.4%	53.3%	12.4%	1%	1%
Availability of multifamily homes	5.7%	10.5%	41%	39.1%	3.8%
Availability of townhomes/condos	5.8%	13.59	43.7%	33%	3.9%
Public art	12.6%	44.7%	30.1%	11.7%	1%
An effective roadway network	57.1%	38.1%	2.9%	1.9%	-
Employment opportunities	32.4%	52.4%	12.4%	2.9%	-
Enhancing the City's identity	39.1%	41.9%	14.3%	4.8%	-
Establishing community focal points	35.2%	44.8%	15.2%	3.8%	1%
Local retailers and specialty shops	36.5%	54.8%	7.7%	1%	-
National retailers	32.7%	45.2%	19.2%	2.9%	-
Recreation centers	39.4%	44.2%	14.4%	1.9%	-
Safe and easy to walk	61.9%	35.2%	1%	1.9%	-
Mixed use development	30.8%	34.6%	24%	8.7%	1.9%

Major Opportunities facing Watauga

Watauga is in a fortunate position having seen the benefits of investments such as Capp Smith Park, the Watauga Community Center, City Hall and the Library. While the current state of the City is much better than what similar first tier suburb cities are facing throughout the country, Watauga still faces many challenges and many actions remain. The following items are recognized as a conclusion of community input and analysis. Each item identifies a series of new opportunities that raise critical questions that must be addressed to reach the community's vision.

Increasing Tax Base to Support Community Desires

Citizens of Watauga are very proud of and get tremendous use from the existing parks and public facilities. Properly accommodating increases to commercial areas will be imperative to maintain or decrease the current tax rates. Tax generating non-residential uses can help to ensure public amenities continue to serve the community and help to expand upon existing facilities.



Imagining Changes to Underutilized Places

Like many cities, Watauga has areas of older shopping centers and homes showing their age. Much of the developments constructed since World War II are now more than 50 years old. Some of these buildings have passed their expected useful life. People want different things now from their homes, offices and stores than they did when these buildings were constructed. Since some of these uses are in desirable locations, it makes sense to reexamine land uses, locations and redevelopment potential.

Enhancing Circulation

Traffic congestion and roadway conditions were key issues repeated throughout the public engagement process. New roadways are not the focus, as Watauga's roadway network is well defined by existing major corridors. Yet, improvements to these existing facilities are desired and could include lane expansions, turning improvements, and access management. In addition, the community overwhelmingly supported an increased trail system, crosswalks, sidewalk improvements and new sidewalk facilities.

Ensuring Quality Development, Identity and Being a Recognizable City

Every community has its own character based on its history, the design styles of its neighborhoods and public places or its natural setting. Character is what helps set one community apart from another. It's one of the reasons people feel connected to the place where they live. Watauga must remain as a distinguishable City from its neighbors. Design elements should include increased wayfinding, gateway and district signage, special districts, streetscapes and design guidelines. Working in concert, these described techniques can help to provide a positive memory of Watauga that increases visitor perceptions and their overall experience.



Improving Neighborhoods

Single family neighborhoods make up 55 percent of the existing uses. In addition, 75 percent of the homes were built before 1990. As existing neighborhoods continue to age, property conditions, home values and identity will remain key issues for home owners. The City must find new ways to help residents invest in their properties while maintaining desirable locations to live and raise families. A multi-tool approach is necessary that includes code enforcement, public investment and private-lead initiatives.

Key Infill Sites

As Watauga approaches full build out, the remaining 100 acres of vacant land will be a key focus. These areas only make up approximately four percent of the City, yet hold the potential to dramatically change Watauga's image, housing choices and to attract new business types. These vacant areas will need to work in concert with infill development and redevelopment as important strategic actions for the future.

Corridors

The growth and future development along the US Hwy. 377 corridor, Watauga Rd., Rufe Snow and key east-west thoroughfares will continue to impact the local economy and physical development of the City. Visibility and accessibility, by various modes, will be important considerations as businesses continue to seek locations along this major corridor. Beautification and branding along the corridors will also enhance the perception of the City.

New Retail, Entertainment and Industry

Citizens have expressed the desire for something new and different in Watauga. This not only includes increased job diversity but also consumer preferences. As new and different types of industry seek to locate in the City, it will be important to have a variety of different site options available that provide mobility, accessibility and visibility within Watauga. Larger societal trends show the upcoming millennial generation's preference to live and work in authentic urban communities. These communities promote a unique identity and offer a range of daytime and nighttime uses centered on creative and dynamic experiences. Watauga must find a way to build on its market's strength while providing unique options to local residents and visitors. This effort will help Watauga to remain attractive to new generations.



Draft



3 | Future Land Use

Each place that is represented on a map can also be compared to each individual decision that the City makes with regard to land use and zoning; these individual decisions can either lead to, or away from, the City attaining its vision. In order to serve as the City’s long-range road map, the Future Land Use Plan establishes an overall framework for the preferred development pattern of the City based principally on balanced, compatible, and diversified land uses. The Future Land Use Map should ultimately reflect the City’s long-range statement of public policy and it should be used as a basis for future development decisions. The Future Land Use Plan is not a zoning map, which deals with specific development requirements on individual parcels. The zoning map should be guided by the graphic depiction of the City’s preferred long-range development pattern as shown on the Future Land Use Map.

Although it is one of several components of this development strategy, the significance of the Future Land Use Plan text and map cannot be overstated. The Future Land Use Plan is intended to be a comprehensive blueprint of the City’s vision for its future land use pattern. Specifically, the Future Land Use Plan designates various areas within the City for particular land uses, based principally on the specific land use policies outlined herein.

Development patterns have an intrinsic effect on the characteristics of a city, laying the foundation for where certain activities will take place. Identifying appropriate locations for housing, retail, and commercial land uses is critical to ensuring compatibility and preserving quality of life for residents. Additionally, land use patterns help drive the economic engines of a city. Understanding the interrelatedness of certain activities such as retail and commercial uses, or manufacturing and warehousing; and identifying how these businesses work together can secure the foundation for future growth. Business requires land and appropriate land uses in close proximity and the same is true for residential housing.

Vacant Land in Watauga



Future Land Use Types Defined

The following are brief descriptions of each of the land use types portrayed on the Future Land Use Plan Map. These descriptions are general characteristics that define the land use areas.

Low Density Residential

Single-family detached residential structures are examples of low density residential uses. This category refers to single-family areas with densities similar to the majority of Watauga's current neighborhoods. In terms of development density, approximately two to four dwelling units per acre are appropriate for this category but does include existing one acre and larger lots. Typically speaking, lot sizes are at least 6,000 square feet and currently range between 7,000 and 7,500 square feet. Low density residential should not be utilized for non-residential uses.

Medium Density Residential

Medium density residential is indicative of smaller single-family detached lots and attached dwelling units such as Duplexes, Townhomes or Condominiums. Generally speaking, medium density residential areas will have densities between 4.5 and 8 dwelling units per acre. Medium density residential is recommended to be located within close proximity to other mixed residential or mixed land uses in order to ensure land use compatibility. Medium density residential area is intended to accommodate the City's need for diversity of housing choices, such that Watauga can offer a full life cycle housing options. Typically speaking, lot sizes are 6,000 square feet or less.

High Density Residential

High density residential land use is characterized by the existing apartment -type units in attached living complexes. This land use category is generally 24 dwelling units per acre.

Local Office/Retail/Commercial

This land use is suitable for light retail, service uses and professional office activities that aim to meet the needs of residents in the vicinity. Building designs should be smaller in scale, typically one or two story and require visibility from roadways. Development should orient towards local traffic, but also allow for a comfortable pedestrian environment. Landscaping is encouraged to keep the area attractive, functional and minimize negative impacts on nearby uses. Uses may include specialty retail, convenient stores, neighborhood retail, small sized restaurants, and services such as small professional office, financial, legal, and insurance.

Regional Retail/Commercial

This designation is intended for non-residential activities that aim to meet the needs of both local and regional residents. This category is associated with major road corridors such as US Hwy. 377 and major intersections. Thus, areas suitable for this designation likely rely on significant daily traffic volumes of both commuters and passerby trips, making the locations particularly attractive for retail and commercial uses. A retail center would be suitable in this land use designation that includes a combination of larger box stores, medium box stores and associated pad sites for uses such as restaurants and retailers. Banks, hotels and other highway-related commercial services are also appropriate within the district. Building designs should be larger in scale with unique architecture. Development in this area should be unique and high-quality, creating a destination area to attract visitors to Watauga. Regional retail shopping centers should receive high priority within this district. Retail establishments, those that provide a product for sale, help to generate sales tax for the community which, in turn, can be used to provide higher level services for residents.

Mixed Use

Areas with this land use designation are intended for a mixture of non-residential and residential land uses. They are referred to as mixed use because it is envisioned that these areas would be integrated developments of retail, public, office and entertainment, with a residential component. Mixed use areas are intended to provide flexibility for the City and the development community in order for innovative, unique, and sustainable development to occur. Many of these areas could include housing for seniors or younger generations. Walkable connections to shopping and dining should be key components of the mixed-use areas. A well-thought-out, master planned approach is needed to make certain these development types are coordinated with surrounding developments. Mixed-use design should be oriented around the pedestrian. Buildings should be placed near the front property line and should be oriented towards the street. Additionally, much of the mixed use designation will be located in small pockets. There are two types of mixed use – vertical and horizontal. Vertical mixed use incorporates multiple uses in one building on different floors. For example, a building could have shops and dining on the first floor and residential and office on the remaining floors. Horizontal mixed use combines single-use buildings on one area with a range of uses.

Parks and Open Space

Areas with this land use designation are representative of parks, recreational facilities, and open spaces that are currently in existence or planned; however parks and open spaces are permitted within any area and are expected to increase with future population. In addition, existing drainage ways and greenbelts are illustrated with this category in association with future trail opportunities.

Public/Semi-Public

This designation is representative of uses that are governmental, institutional, or religious in nature. Public/semi-public may include community facilities, fire and police facilities, schools, churches, and any additional land used by the city for storage or utilities. These uses are generally permitted within any area; therefore, the areas shown on the Future Land Use Plan map include the uses that are currently in existence.

Future Land Use Projections

Figure 16. Future Land Use Projections

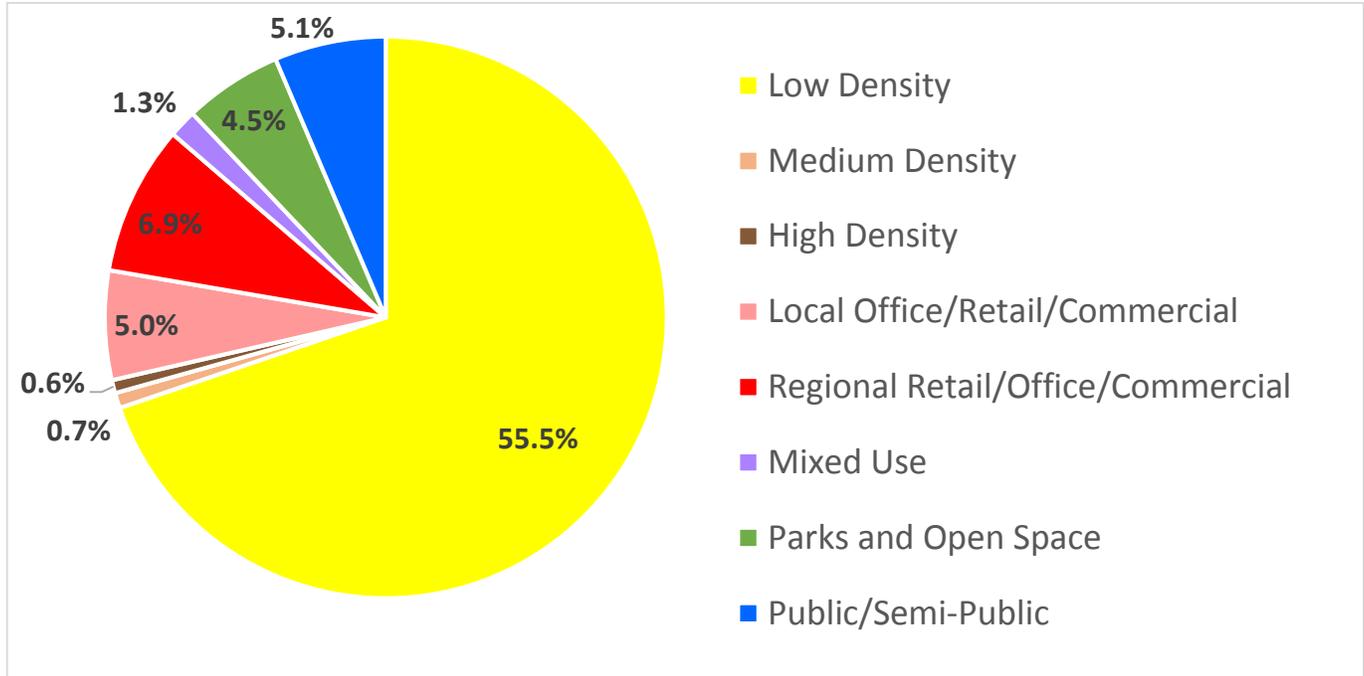


Table 2. Future Land Use Breakdown

Future Land Use	Watauga City Limits		
	Acres	%	Acres per 100 Persons
Residential			
Low Density	1,473	55.5%	5.9
Medium Density	17	0.7%	0.1
High Density	16	0.6%	0.1
Non Residential			
Local Office/Retail/Commercial	133	5.0%	0.5
Regional Retail/Office/Commercial	182	6.9%	0.7
Mixed Use	34	1.3%	0.1
Parks and Open Space	120	4.5%	0.5
Public/Semi-Public	135	5.1%	0.5
Total Developed Acreage	2,111	79.5%	8.5
Right-of-Way	543	20.5%	2.2
Total Acreage	2,654	100.0%	10.6

Source: FNI Data / *based on future 2026 population of 24,920 at a 0.5% growth rate

Future Population

Ultimate Population Capacity

Ultimate capacity, or build out, is the maximum number of residents the City can support given its current City limits and ETJ; however, Watauga is landlocked and does not have an ETJ. The City has presently reached 94 percent of its build-out, a population of approximately 24,548 persons. This means the City can add about 958 new residents to its existing population. Approximately 36 acres of land in the community remains to be developed with residential uses. Since the City is landlocked and there is a small amount of vacant land, future population growth will come from in and out migration and infill/redevelopment opportunities. Growth rates may decline or remain the same once ultimate buildout is reached. To guide the City in planning for how many people may ultimately need to be supported, an assessment of Watauga’s ultimate population is provided with in **Table 3**.

Table 3. Ultimate Population Capacity Estimates

Residential Land Use	Vacant Acres	DUA ⁽¹⁾	Occ. Rate ⁽²⁾	PPH ⁽³⁾	% Residential	Future Projected		
						Housing Units	House-holds	Population
Low Density	17	4.0	96.9%	2.82	100%	67	65	184
Medium Density	4	8.0	96.9%	3.32	100%	30	29	95
High Density	0	24.0	96.9%	3.32	100%	0	0	0
Mixed Use	34	24.0	96.9%	3.32	25%	204	198	656
Ultimate Capacity within Vacant Areas						300	298	935
Current (2015) City Limit Population Estimate						2,345	2,272	23,590
Ultimate Population Capacity						2,646	2,564	24,525

Source: U.S. Census & FNI Data / (1) Dwelling Unit per Acre (Net Acreage) / (2) Occupancy Rate - 2010-2014 American Community Survey 5-Year Estimates (DP04) / (3) Person per Household - 2010-2014 American Community Survey 5-Year Estimates (DP04)

Population Projections

Population projections are based on past growth rates. Watauga is very close to buildout; therefore, the projected growth rates are shown at a range of conservative growth rates from 0.2% to 1%. Since the City is near buildout, growth rates will slow down or decline once the ultimate population is reached. At a growth rate of 1% the City will reach buildout around 2020. At a slower growth rate of 0.2% the City will reach buildout closer to 2030.

Table 4. Growth Rate Projections Estimates

	0.2%	0.5%	0.8%	1.0%
Current	23,590	23,590	23,590	23,590
2016	23,637	23,708	23,779	23,826
2017	23,684	23,826	23,969	24,064
2018	23,732	23,946	24,161	24,305
2019	23,779	24,065	24,354	24,548
2020	23,827	24,186	24,549	24,793
2021	23,874	24,307	24,745	25,041
2022	23,922	24,428	24,943	25,292
2023	23,970	24,550	25,143	25,545
2024	24,018	24,673	25,344	25,800
2025	24,066	24,796	25,547	26,058
2026	24,114	24,920	25,751	26,319
2027	24,162	25,045	25,957	26,582
2028	24,211	25,170	26,165	26,848
2029	24,259	25,296	26,374	27,116
2030	24,308	25,423	26,585	27,387

Source: FNI Data

Administration of the Future Land Use Plan

The following sections discuss the integration of the Future Land Use Plan into daily planning tasks – specifically development proposals and zonings. The purpose of this information is to help guide City Staff, City Council, and other decision-making bodies in upholding the intent of the development strategy.

Development Proposals and the Future Land Use Plan

At times, the City will likely encounter development proposals that do not directly reflect the purpose and intent of the land use pattern shown on the Future Land Use Plan. Review of such development proposals should include the following considerations:

- Will the proposed change enhance the site and the surrounding area?
- Is the necessary infrastructure already in place?
- Is the proposed change a better use than that recommended by the Future Land Use Plan?
- Will the proposed use impact adjacent residential areas in a negative manner? Or, will the proposed use be compatible with, and/or enhance, adjacent residential areas?
- Are uses adjacent to the proposed use similar in nature in terms of appearance, hours of operation, and other general aspects of compatibility?
- Does the proposed use present a significant benefit to the public health, safety and welfare of the community? Would it contribute to the City’s long-term economic well-being?

Development proposals that are inconsistent with the Future Land Use Plan (or that do not meet its general intent) should be reviewed based upon the above questions and should be evaluated on their own merit. It is the responsibility of the applicant to provide evidence that the proposal meets the aforementioned considerations and supports community goals and objectives as set forth within this strategy.

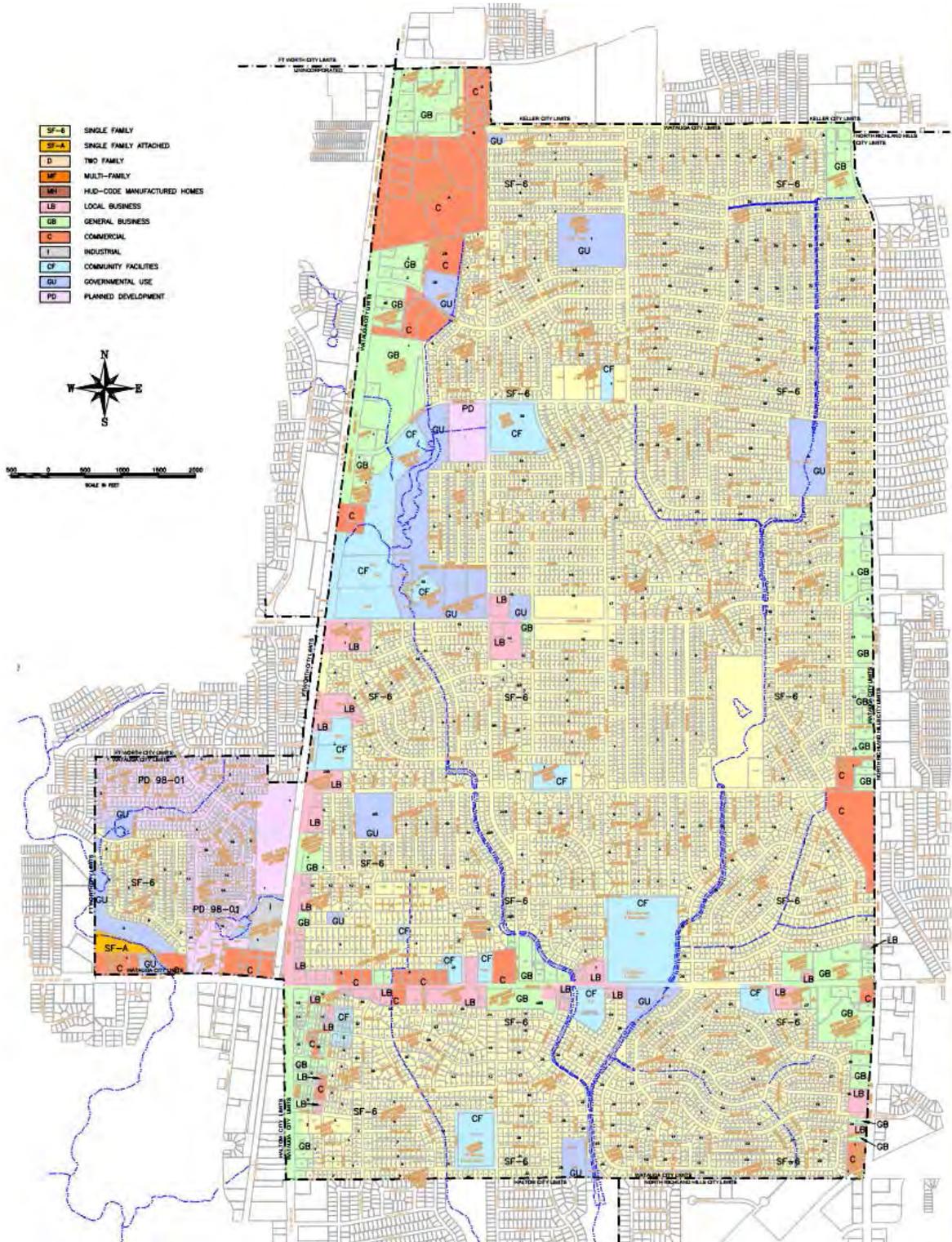
It is important to recognize that proposals contrary to this strategy could be an improvement over the uses shown on the map for a particular area. This may be due to changing markets, the quality of proposed developments and/or economic trends that occur at some point in the future after the strategy is adopted. If such changes occur, and especially if there is a significant benefit to the City, then these proposals should be approved, and the Future Land Use Map should be amended accordingly.

Zoning and the Future Land Use Map

The City’s zoning map is shown in **Figure 17**. A zoning map should reflect the Future Land Use Map to the fullest extent possible. It is important to note that the Future Land Use Map is not a zoning map, which legally regulates specific development requirements on individual parcels. Rather, the zoning map should be guided by the graphic depiction of the City’s preferred long-range development pattern as shown on the Future Land Use Map.

Chapter 211 of the Texas Local Government Code states that “zoning regulations must be adopted in accordance with a comprehensive plan.” Consequently, the zoning map and zoning decisions should reflect the Future Land Use Map. Therefore, approval of development proposals that are inconsistent with the Future Land Use Plan should be avoided.

Figure 17. Current Zoning Map



Future Land Use Key Objectives

- Provide regular review of the One Watauga Development Strategy
- Coordinate the One Watauga Development Strategy's goals and objectives with other city documents including the future utility master plans, economic /marketing reports and future park master planning
- Perform a zoning diagnostic and update the Zoning Ordinance in accordance with the Development Strategy recommendations including special use districts such as mixed use or town center designations
- Ensure that future redevelopment and infill development meets the City's level of quality
- Ensure a diverse mixture of housing choices, prices and sizes to create full life-cycle housing within Watauga single family, medium density, and mixed-use housing
- Integrate neighborhood-focused local retail, commercial and office uses away from regionally significant intersections such as along Watauga Rd., portions of US Hwy. 377, Bursery Rd., Rufe Snow Dr., and within neighborhood units to provide convenience to necessary services
- Promote non-residential, tax-generating regional retail and commercial activities along US Hwy. 377 and the intersection of Rufe Snow and Watauga Rd to diversity and increase the City's tax base
- Continue coordination with the City of Fort Worth, Haltom City, City of Keller and City of North Richland Hills to promote long-range development projects and compatibility of land uses
- Establish a mixed-use or town center and incorporate existing uses such as parks and public facilities to provide a sense of place
- Promote appropriate redevelopment opportunities in targeted areas such as along the southern portions of US Hwy. 377, Rufe Snow and Watauga Rd.
- Minimize conflicts with existing residential areas
- Provide entertainment with family-oriented venues that create opportunities for community gatherings and festivals
- Maintain current water, wastewater and stormwater master plans
- Maintain an updated Capital Improvement Program and seek funding opportunities to incrementally implement critical infrastructure needs



"A GREAT PLACE TO LIVE"

QUARTERLY INVESTMENT REPORT

For the Quarter Ended

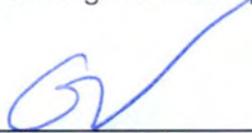
December 31, 2015

Prepared by

Valley View Consulting, L.L.C.

The investment portfolio of the City of Watauga is in compliance with the Public Funds Investment Act and the City of Watauga Investment Policy.

City Manager



Sandra Gibson

Director of Finance

Deby Woodland

Assistant Director of Finance

Disclaimer: These reports were compiled using information provided by the City of Watauga. No procedures were performed to test the accuracy or completeness of this information. The market values included in these reports were obtained by Valley View Consulting, L.L.C. from sources believed to be accurate and represent proprietary valuation. Due to market fluctuations these levels are not necessarily reflective of current liquidation values. Yield calculations are not determined using standard performance formulas, are not representative of total return yields and do not account for investment adviser fees.

Summary

Quarter End Results by Investment Category:

<u>Asset Type</u>	<u>Ave. Yield</u>	<u>December 31, 2015</u>		<u>September 30, 2015</u>	
		<u>Book Value</u>	<u>Market Value</u>	<u>Book Value</u>	<u>Market Value</u>
DDA/MMA/NOW	0.37%	\$ 7,862,032	\$ 7,862,032	\$ 9,239,189	\$ 9,239,189
Pools	0.20%	4,310,855	4,310,855	2,423,361	2,423,361
CD/Security	0.49%	12,522,680	12,522,680	12,512,920	12,512,920
Totals		\$ 24,695,567	\$ 24,695,567	\$ 24,175,471	\$ 24,175,471

Current Quarter Portfolio Performance:

Average Quarterly Yield	0.40%
Rolling Three Mo. Treas. Yield	0.13%
Rolling Six Mo. Treas. Yield	0.25%

Fiscal Year-to-Date Portfolio Performance:

Average Quarter End Yield	0.40%
Rolling Three Mo. Treas. Yield	0.13%
Rolling Six Mo. Treas. Yield	0.25%
Average Quarter End TexPool Yield	0.19%

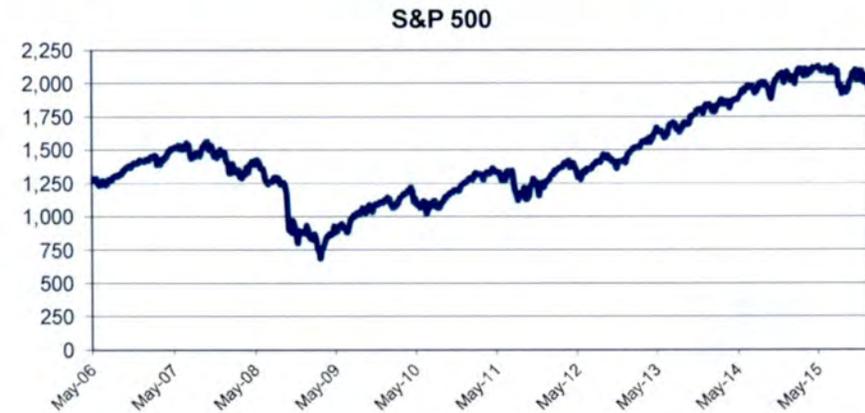
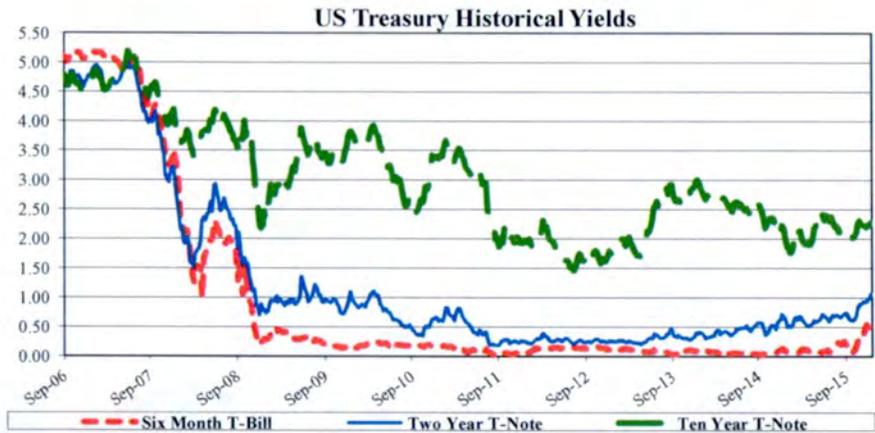
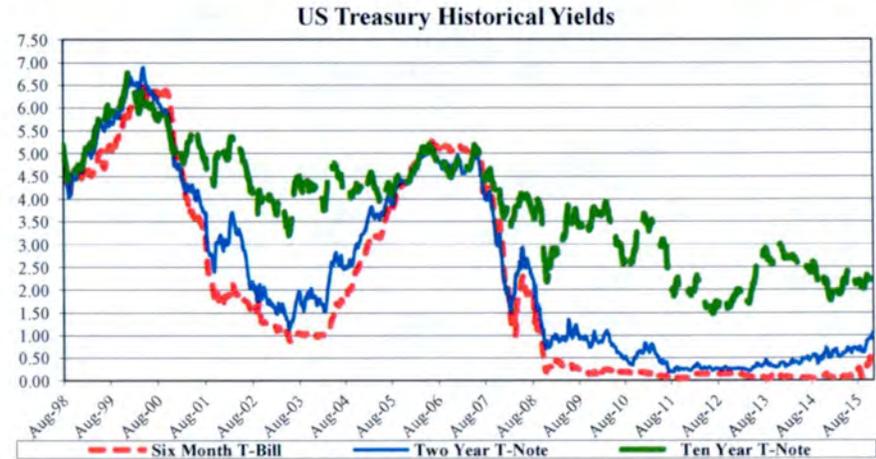
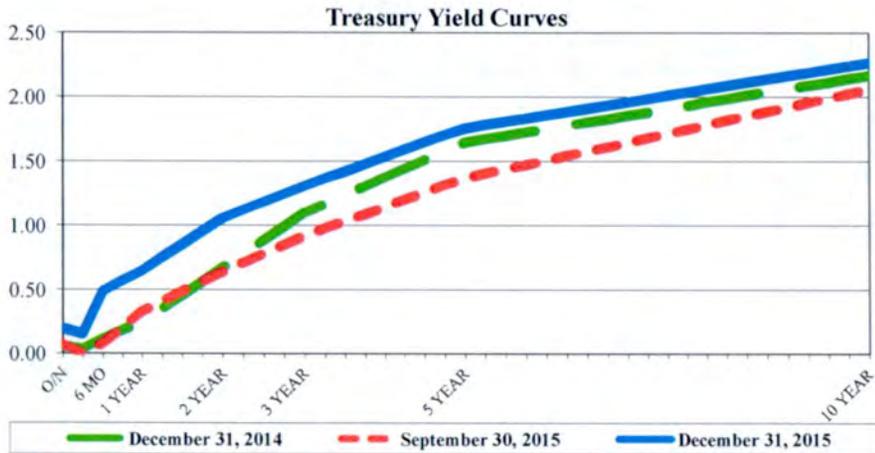
Quarterly Interest Earnings	\$ 23,493 (Unaudited)
Fiscal YTD Interest Earnings	\$ 23,493 (Unaudited)

Note: Average yields calculated using quarter end report average yield and adjusted book value, but do not include adviser fees and realized and unrealized gains or losses.

Economic Overview

12/31/2015

The Federal Open Market Committee (FOMC) raised the Fed Funds target range to 0.25% - 0.50% (actual Fed Funds traded +/-30 bps). The market reacted with higher short to medium term yields. Ten year and longer yields did not increase beyond the current trading range. The December new payroll numbers jumped +292k, with additional positive Oct/Nov adjustments. The Chinese economy and stock market turmoil grabbed international attention. US stock markets dropped in sympathy, but tried to stabilize. Broader international social and economic concerns continue, with the European Central Bank continuing its easing program. Treasury and Agency security yields are attractive for cash-flow based laddering. Although Bank CDs and municipal bonds may still offer the best interest earnings opportunity, if available.



Detail of Investment Holdings
December 31, 2015

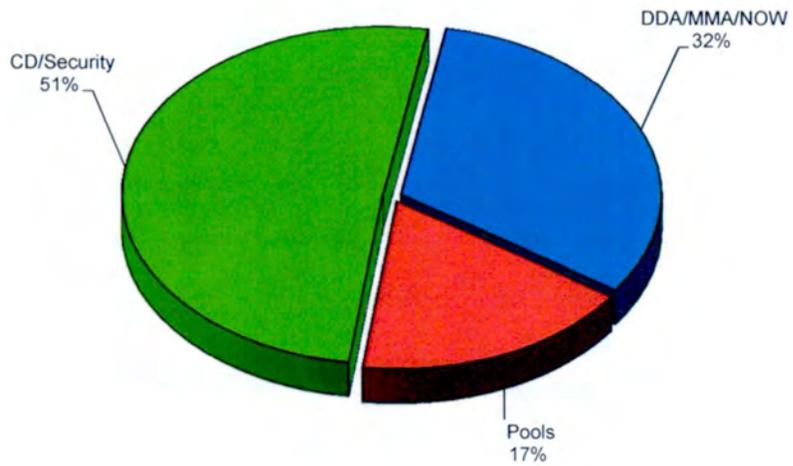
Description	Rating	Coupon/ Discount	Maturity Date	Settlement Date	Original Face/ Par Value	Book Value	Market Price	Market Value	Life (Days)	Yield
Texas Term Daily	AAAm	0.28%	01/01/16	12/31/15	\$ 444,460	\$ 444,460	1.00	\$ 444,460	1	0.28%
LOGIC	AAAm	0.23%	01/01/16	12/31/15	288,227	288,227	1.00	288,227	1	0.23%
TexPool	AAAm	0.19%	01/01/16	12/31/15	3,575,873	3,575,873	1.00	3,575,873	1	0.19%
TexPool Prime	AAAm	0.28%	01/01/16	12/31/15	2,295	2,295	1.00	2,295	1	0.28%
Southside Bank MMA		0.37%	01/01/16	12/31/15	7,862,032	7,862,032	1.00	7,862,032	1	0.37%
Southside Bank CD		0.29%	03/06/16	03/06/15	3,006,560	3,006,560	100.00	3,006,560	66	0.29%
Southside Bank CD		0.32%	06/06/16	03/06/15	3,007,239	3,007,239	100.00	3,007,239	158	0.32%
Texas Security Bank CD		0.55%	09/06/16	03/06/15	1,000,000	1,000,000	100.00	1,000,000	250	0.55%
Comerica Bank CD		0.44%	10/07/16	04/07/15	2,005,890	2,005,890	100.00	2,005,890	281	0.44%
Texas Security Bank CD		0.85%	03/06/17	03/06/15	2,000,000	2,000,000	100.00	2,000,000	431	0.85%
Southside Bank CD		0.68%	03/22/17	09/22/15	500,848	500,848	100.00	500,848	447	0.68%
Southside Bank CD		0.86%	09/22/17	09/22/15	1,002,144	1,002,144	100.00	1,002,144	631	0.86%
					\$ 24,695,567	\$ 24,695,567		\$ 24,695,567	130	0.40%

(1) (2)

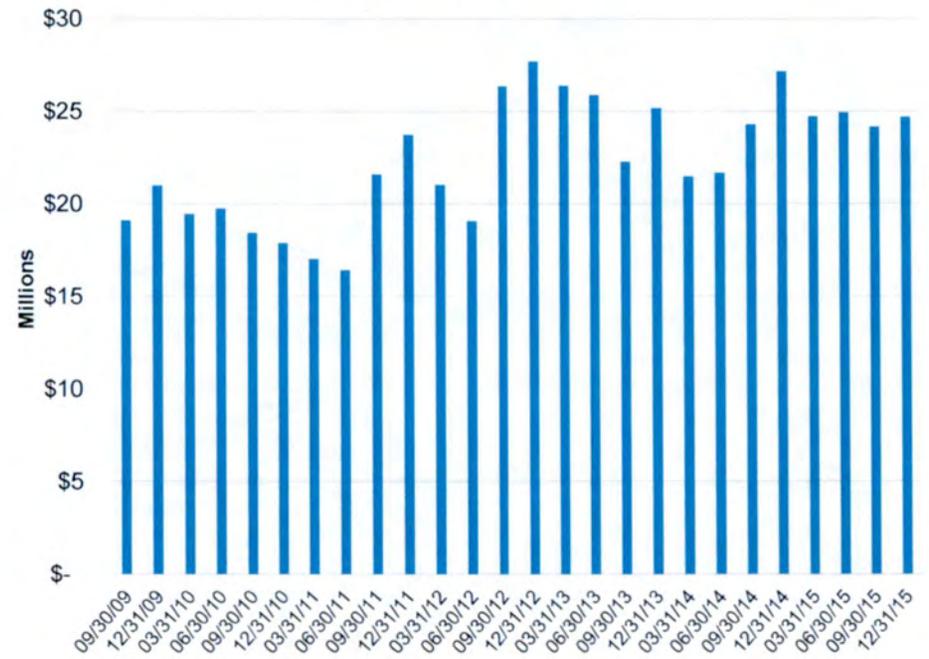
(1) **Weighted average life** - Pools, Money Market Funds, and Bank Deposits are assumed to have a one day maturity.

(2) **Weighted average yield to maturity** - The weighted average yield to maturity is based on Adjusted Book Value, adviser fees and realized and unrealized gains/losses are not considered. The pool and mutual fund yields are the average for the last month of the quarter. Bank deposit yields are estimated from the monthly allocated earnings.

**Portfolio Composition
December 31, 2015**



**Quarter End Book Value
December 31, 2015**



Book and Market Value Comparison

Description	Coupon/ Discount	Maturity Date	September 30, 2015				December 31, 2015	
			Original Face\		Purchases/ Adjustments	Sales/Adjust/ Maturities	Original Face\	
			Par Value	Book Value			Par Value	Book Value
Texas Term Daily	0.28%	01/01/16	\$ 444,264	\$ 444,264	\$ 196	\$ -	\$ 444,460	\$ 444,460
LOGIC	0.23%	01/01/16	687,938	687,938		(399,711)	288,227	288,227
TexPool	0.19%	01/01/16	988,969	988,969	2,586,904		3,575,873	3,575,873
TexPool Prime	0.28%	01/01/16	302,190	302,190		(299,895)	2,295	2,295
Southside Bank MMA	0.37%	01/01/16	9,239,189	9,239,189		(1,377,157)	7,862,032	7,862,032
Southside Bank CD	0.29%	03/06/16	3,004,387	3,004,387	2,172		3,006,560	3,006,560
Southside Bank CD	0.32%	06/06/16	3,004,841	3,004,841	2,397		3,007,239	3,007,239
Texas Security Bank CD	0.55%	09/06/16	1,000,000	1,000,000			1,000,000	1,000,000
Comerica Bank CD	0.44%	10/07/16	2,003,692	2,003,692	2,199		2,005,890	2,005,890
Texas Security Bank CD	0.85%	03/06/17	2,000,000	2,000,000			2,000,000	2,000,000
Southside Bank CD	0.68%	03/22/17	500,000	500,000	848		500,848	500,848
Southside Bank CD	0.86%	09/22/17	1,000,000	1,000,000	2,144		1,002,144	1,002,144
TOTAL			\$ 24,175,471	\$ 24,175,471	\$ 2,596,860	\$ (2,076,763)	\$ 24,695,567	\$ 24,695,567

Allocation

December 31, 2015

Book & Market Value

	Total	Consolidated Cash	Construction	Crime Control District
Texas Term Daily	\$ 444,460	\$ 444,460	\$ -	\$ -
LOGIC	288,227	288,227		
TexPool	3,575,873	2,896,305	818	678,750
TexPool Prime	2,295	2,295		
Southside Bank MMA	7,862,032	2,589,545	5,272,487	
03/06/16—Southside Bank CD	3,006,560		3,006,560	
06/06/16—Southside Bank CD	3,007,239		3,007,239	
09/06/16—Texas Security Bank CD	1,000,000	1,000,000		
10/07/16—Comerica Bank CD	2,005,890	2,005,890		
03/06/17—Texas Security Bank CD	2,000,000	2,000,000		
03/22/17—Southside Bank CD	500,848	500,848		
09/22/17—Southside Bank CD	1,002,144	1,002,144		
Totals	\$ 24,695,567	\$ 12,729,714	\$ 11,287,104	\$ 678,750

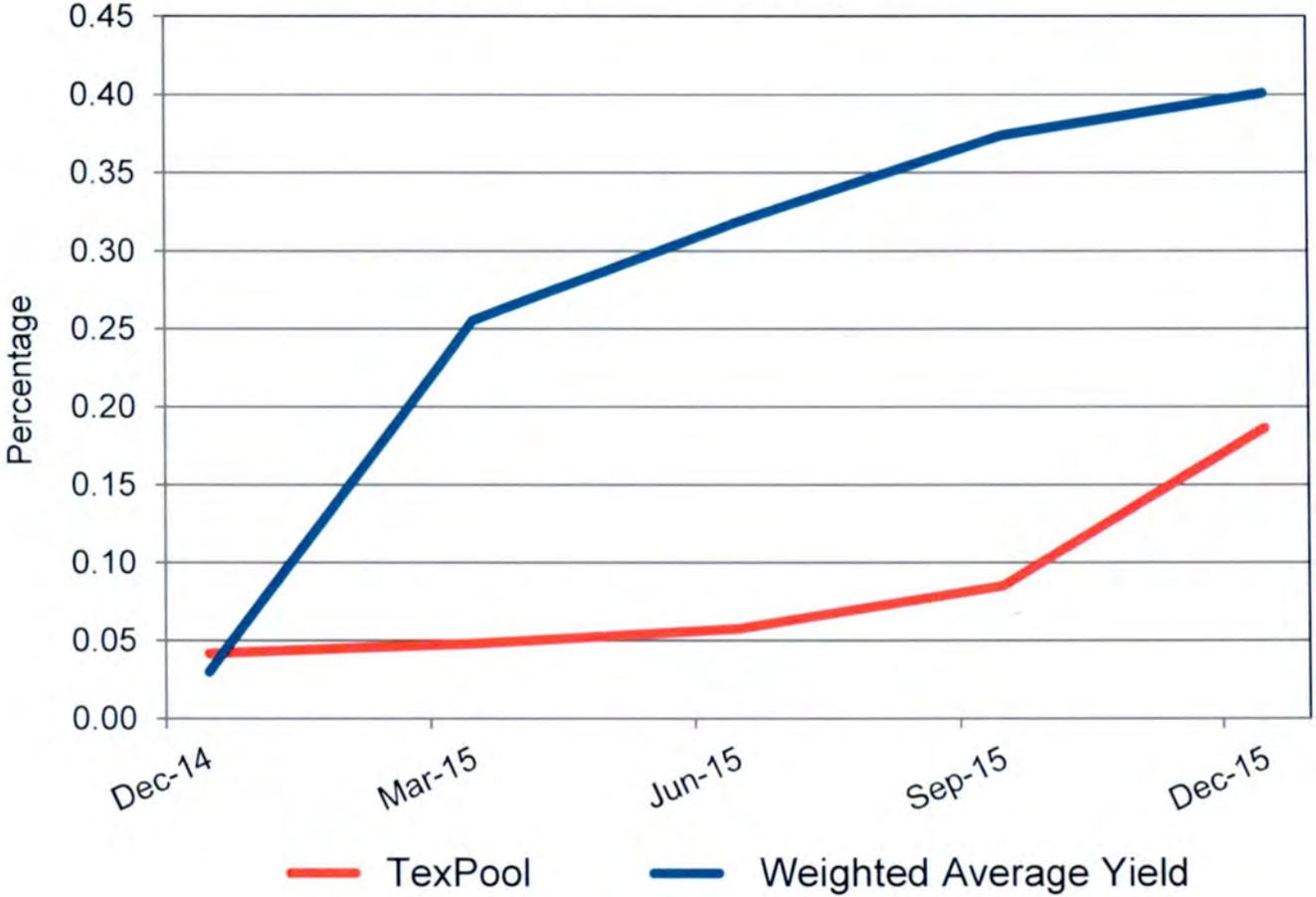
Allocation

September 30, 2015

Book & Market Value

	Total	Consolidated Cash	Construction	Crime Control District
Texas Term Daily	\$ 444,264	\$ 444,264	\$ -	\$ -
LOGIC	687,938	687,938		
TexPool	988,969	59,916	817.99	928,235
TexPool Prime	302,190	302,190		
Southside Bank MMA	9,239,189	2,587,428	6,651,762	
03/06/16—Southside Bank CD	3,004,387		3,004,387	
06/06/16—Southside Bank CD	3,004,841		3,004,841	
09/06/16—Texas Security Bank CD	1,000,000	1,000,000		
10/07/16—Comerica Bank CD	2,003,692	2,003,692		
03/06/17—Texas Security Bank CD	2,000,000	2,000,000		
03/22/17—Southside Bank CD	500,000	500,000		
09/22/17—Southside Bank CD	1,000,000	1,000,000		
Totals	\$ 24,175,471	\$ 10,585,428	\$ 12,661,808	\$ 928,235

Total Portfolio Performance

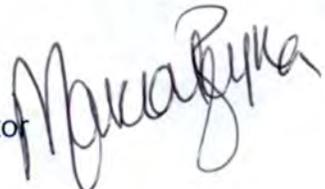


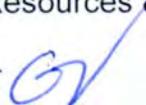


AGENDA MEMORANDUM

DATE: January 18, 2016

TO: Honorable Mayor and Members of the City Council

FROM: Marcia Reyna, Human Resources & Civil Service Director 

THROUGH: Greg Vick, City Manager 

SUBJECT: Personnel, Administration and Financial, Policies and Procedures Manual Revision

BACKGROUND/INFORMATION:

On March 23, 2015, the City Council was presented with a proposal outlining the Human Resources department's plan to revise the Personnel, Administration and Financial, Policies and Procedures Manual (herein after "2014 Manual"). The new manual (herein after "2015 manual") includes an online platform and updated format.

This is the eighth revision to the 2014 Manual. It is proposed that policies 4.03 *Travel and Reimbursement* and 10.11 *Weapons* be added to the revised manual. Both of these recommended policies are revisions to current policies. The new policies were clarified, organized and simplified. Significant changes are described below.

4.03 *Travel and Reimbursement*

- The amount of travel distance for meal and lodging reimbursement has been defined as fifty (50) miles from the City. The former policy did not define a distance.
- Meal Per Diem has been increased from a maximum of \$40.00 to a maximum of \$60.00 per day. The per diem had not been increased in over 10 years.

10.11 *Weapons*

- The term "weapons" was defined.
- The policy states that an employee can keep their weapon in their locked personal vehicle while it is parked in the City parking lot.

In addition, during this policy manual revision process a restructure of the table of contents requires that the policy numbers for these policies be changed. No changes were made to the content of the policy.

6.01 Employee Records change to 5.01

7.01 Procedure for Receiving Pay change to 6.01

11.04 Confidentiality change to 10.04

FINANCIAL IMPLICATIONS:

As included in each department's FY15-16 budget.

RECOMMENDATION/ACTION DESIRED:

It is requested that City Council approve the new policies as presented.

ATTACHMENTS/SUPPORTING DOCUMENTATION:

- 1) City Attorney Letter, Resolution and Proposed Policies

LAW OFFICES
EVANS, DANIEL, EVANS, MOORE & BIGGS
(NOT A PARTNERSHIP)

MARK G. DANIEL

BOARD CERTIFIED - CRIMINAL LAW
TEXAS BOARD OF LEGAL SPECIALIZATION
CRIMINAL TRIAL SPECIALIST-BOARD CERTIFIED
NATIONAL BOARD OF TRIAL ADVOCACY

SUNDANCE SQUARE
115 WEST SECOND STREET, SUITE 202
FORT WORTH, TEXAS 76102

(817) 332-3822
FACSIMILE (817) 332-2763

OF COUNSEL
TIM EVANS
TIM MOORE
LANCE T. EVANS
WILLIAM BIGGS

January 15, 2016

Ms. Marcia Reyna
HR/Civil Service Director
7105 Whitley Rd.
Watauga, Texas 76148

Via Email

Ms. Zolaina Parker
City of Watauga
7105 Whitley Rd.
Watauga, Texas 76148

*Re: Resolution to update The City of Watauga Personnel, Administration and
Financial Policies and Procedures Manual*

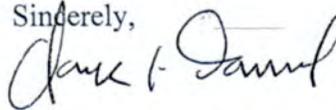
Dear Ms. Reyna and Ms. Parker:

I have been requested to prepare a resolution amending The City of Watauga Personnel, Administration and Financial Policies and Procedures Manual effective February 24, 2014, (hereinafter "2014 Manual") and implementing revisions to the City of Watauga Personnel, Administration and Financial Policies and Procedures Manual continuing the process which began April 27, 2015 (hereinafter "2015 Manual").

Please find enclosed a resolution prepared by my office deleting Sections 10.1 and 21.7 of the 2014 Manual and replacing the same with policy Section 4.03 and 10.11 of the 2015 Manual. The Resolution should be submitted to the Council for consideration at the next City Council meeting. Further the resolution renumbers Sections 6.01, 7.01, and 11.04 to 5.01, 6.01, and 10.04 in the 2015 Manual.

Thank you for your attention to the above and the opportunity to be of assistance. If you have any questions regarding this matter, please do not hesitate to contact my office.

Sincerely,



MARK G. DANIEL
City Attorney

MGD/ajd

CITY OF WATAUGA, TEXAS
RESOLUTION NO. _____

A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF WATAUGA, TEXAS ELIMINATING SECTIONS 10.1 AND 21.7 OF THE CITY OF WATAUGA PERSONNEL, ADMINISTRATION AND FINANCIAL POLICIES AND PROCEDURES MANUAL EFFECTIVE FEBRUARY 24, 2014, AND REPLACING THOSE SECTIONS WITH POLICY SECTIONS 4.03 AND 10.11 OF THE CITY OF WATAUGA PERSONNEL, ADMINISTRATION AND FINANCIAL POLICIES AND PROCEDURES MANUAL WHICH BEGAN APRIL 27, 2015; PROVIDING FOR THE RENUMBERING OF SECTIONS 6.01, 7.01, AND 11.04 TO 5.01, 6.01, AND 10.04 RESPECTIVELY OF PERSONNEL, ADMINISTRATION AND FINANCIAL POLICIES AND PROCEDURES MANUAL WHICH BEGAN APRIL 27, 2015; PROVIDING THAT ALL RESOLUTIONS IN CONFLICT HERewith ARE HEREBY REPEALED TO THE EXTENT THAT THEY ARE IN CONFLICT; PROVIDING A SAVINGS CLAUSE; PROVIDING AN EFFECTIVE DATE

WHEREAS, at the March 23, 2015 City Council meeting, the Human Resources and Civil Service Director presented a request to update The City of Watauga Personnel, Administration and Financial Policies and Procedures Manual effective February 24, 2014 (hereinafter the "2014 Manual"); and

WHEREAS, the City Council indicated approval of updating the 2014 Manual; and

WHEREAS, that update of The City of Watauga Personnel, Administration and Financial Policies and Procedures Manual which began April 27, 2015 (hereinafter the "2015 Manual") is available via hyperlinks on the City's Official Website; and

WHEREAS, the elimination of the Sections 10.1 and 21.7 of the 2014 Manual and replacing them with policy Sections 4.03 and 10.11 of the 2015 Manual is the eighth step in this revision and update process; and

WHEREAS, the eliminated sections and the replacement policy sections are substantively equivalent in scope; and

WHEREAS, the renumbering of the 2015 Manual Sections, 6.01, 7.01, and 11.04 to 5.01, 6.01, and 10.04 respectively, is solely for structural purposes with no amendments to the policy;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WATAUGA, TEXAS THAT:

I.

The proposed policy Sections 4.03 and 10.11 of the 2015 Manual shall be adopted. A copy of those policy sections are attached as Exhibit "A" and is hereby adopted as fully set out therein.

Former Sections 10.1 and 21.7 of the 2014 Manual are hereby eliminated.

II.

The following sections of the 2015 Manual are renumbered as follows: 6.01 will become 5.01, 7.01 will become 6.01, and 11.04 will become 10.04.

III.

This Resolution shall be and is hereby cumulative of all other Resolutions of the City of Watauga, Texas, and this Resolution shall not operate to repeal or affect any such other Resolutions except insofar as the provisions thereof might be inconsistent or in conflict with the provisions of this Resolution, in which event, such conflicting provisions, if any, in such other Resolutions are hereby repealed.

IV.

If any section, sub-section, sentence, clause, or phrase of this Resolution shall for any reason be held to be invalid, such decision shall not affect the validity of the remaining portions of the Resolution.

V.

This Resolution shall become effective and be in full force and effect from and after the date of passage and adoption by the City Council and upon approval thereof by the Mayor and the City of Watauga, Texas.

PASSED AND ADOPTED by the City Council of the City of Watauga, Texas this the 25th day of January, 2016.

APPROVED:

Hector F. Garcia, Mayor

EXHIBIT
"A"



CITY OF WATAUGA – PERSONNEL, ADMINISTRATION AND FINANCIAL POLICIES AND PROCEDURES MANUAL

POLICY TITLE	Travel and Reimbursement
INITIAL EFFECTIVE DATE	January 25, 2016
LAST REVISION DATE	Replaces <i>Section 10.1</i> of the Personnel, Administration and Financial Policies and Procedures Manual approved on February 24, 2014.
POLICY NUMBER	4.03

OBJECTIVE The City of Watauga will pay reasonable expenses, which are incurred in the course of authorized City travel. The City has two objectives when paying travel-related expenses. 1) To provide employees sufficient funds to execute business on behalf of the City and 2) to safeguard City funds by paying only reasonable and necessary expenses.

The purpose of these guidelines is to provide guidance to travelers, travel coordinators and approvers regarding the City's travel procedures and to define their responsibility and accountability for expenses incurred during travel.

SCOPE This policy applies to all regular full-time, regular part-time, temporary, and seasonal employees of the City of Watauga. This policy also applies to elected officials, City Council Members, Board Members, and Committee Members (hereinafter "officials") of the City of Watauga.

POLICY

The City of Watauga recognizes the benefits of employees and officials attendance and training at seminar and meetings. All travel paid by the City must be for job related or professional activities. It is the City's policy to pay for, or reimburse, all reasonable and necessary expenses incurred by an employee or official when traveling on City-related business in accordance with this policy.

A. Request for Advance Funds

Some employees are provided with a City credit card to pay for expenses associated with City travel. Where a credit card is not made available, an employee or official needing an advance of funds must, except under extenuating circumstances, complete and submit a written request for an advance of funds at least ten (10) business days before the advance is needed. A Travel Request Form is required with receipts documenting expenses. Any unused funds received must be returned to finance with within ten (10) days of returning from the business trip.

B. Request for Reimbursement

When requesting reimbursement, a Travel Request Form and substantiating receipts must be submitted within ten (10) business days after completion of travel.

C. Approving Authority

1. A Travel Request Form must be completed for all out of area travel. Brochures, registration forms, agendas and other descriptive data must accompany the travel request.
2. All travel and meeting documents, requests for advance of funds, and requests for reimbursements (with supporting receipts), must be approved as follows:
 - a. Department Heads shall be responsible for approving their employees' travel. The City Manager is the final approving authority for Department Heads' travel.
 - b. The City Secretary shall be responsible for approving travel for City officials.
3. All spouse and/or family member's travel expenses must be paid by the employee or official. Employees and officials must pay for these expenses personally, or provide the City with a check or cash at the time the expense is incurred.
4. Only the actual cost of reasonable and necessary business related expenses incurred by the employee or official on behalf of the City will be reimbursed. **See Section G. Expenses Not Covered or Reimbursed**

D. Transportation

The City has the option of requiring that employee travel be made in a City-owned vehicle. The use of personal vehicles by employees is discouraged and should only be used when no other option is available. When a City vehicle is not furnished, the City will reimburse at the current allowable IRS reimbursement rate per mile (using the most direct route) or the cost of a round-trip coach airline ticket, whichever is appropriate, plus other stated costs (i.e., parking at airport and ground transportation at destination). A receipt(s) is required for reimbursement.

Reservations for rental cars should be made with a contracted company as determined by the Finance Department unless lower and more favorable rates are available and approved by Finance.

Out-of-state personal vehicle mileage reimbursement will not exceed the best available airfare amount and reasonable alternatives to include applicable ground transportation. Employees or officials will provide airfare costs as applicable to document allowable payment for out-of-state private vehicle use.

Employees or officials will be reimbursed for all vehicle operating expenses such as tolls, parking fees, etc., upon submittal of valid receipts. Traffic fines will not be reimbursed.

See Vehicle Use Policy

E. Lodging Reimbursement

Employees or officials will be reimbursed for the actual cost of lodging in a hotel/motel that is appropriate for the particular meeting or purpose of the trip. A receipt(s) is required for reimbursement. The room rate must be pre-approved by the employee's Department Head, or in the case of a Department Head, approved by the City Manager.

Overnight stays will only be authorized for travel to destinations in excess of fifty (50) miles from the City, unless otherwise approved in writing by the City Manager. Any overnight expenses will be paid by the employee or official in the case of travel made earlier or extended for more days than required for the conference, seminar, or meeting.

F. Meal Reimbursement

When City business requires travel more than fifty (50) miles from the City, the actual meal expenses will be reimbursed for up to a maximum of \$60.00 per day. Individuals must also be away from the Watauga area before 6:30 a.m. or after 7:00 p.m. to receive the respective breakfast or dinner portion of the per-diem. An individual may forgo the per diem and be reimbursed for actual expenses for meals as indicated on receipts. Reasonable tips are also reimbursable.

Meal per Diem Allotment

1. Breakfast \$15.00
2. Lunch \$15.00
3. Dinner \$30.00

The City will not pay for alcoholic beverages. Subject to the above restrictions, Department Heads and other City employees who have a City-issued credit card should charge their meals when traveling to the extent possible. Within ten (10) business days of returning from travel, employees must provide receipts for all charges made to a City issued credit card, or the employee will be held personally liable for the charge(s).

Meals which are paid for in advance (i.e. as part of registration or ticketed separately as a conference event) may not be considered as part of the per diem reimbursement. No per diem shall be claimed for meals purchased by a person other than the City employee.

G. Expenses Not Covered or Reimbursed

1. Expenses which are not covered or reimbursed, include, but are not limited to, the following: alcoholic beverages, club/health club cover charges, entertainment, internet charges/telephone calls (unless business related), laundry/dry cleaning charges, pay-per-view movies, personal items, snacks, theater tickets, and traffic, parking, or other citations.
2. Personal travel expenses in conjunction with City travel due to vacations or personal trips are not reimbursable or covered.

3. A member of a traveler's family may accompany individual while on travel status. However, the employee or official will pay all expenses incurred by the family member.

G. Compliance

Abuse of this policy, will result in disciplinary action, up to and including termination of employment. Submitting false expense reports or false claims could be grounds for immediate dismissal.

H. Special Conditions

Special conditions and unusual circumstances may merit exceptions to the stated policy on travel. Each request for variances will be considered separately in light of existing needs. Exceptions will not be made without the prior consent of the City Manager or designee.



CITY OF WATAUGA – PERSONNEL, ADMINISTRATION AND FINANCIAL POLICIES AND PROCEDURES MANUAL

POLICY TITLE	Weapons
INITIAL EFFECTIVE DATE	January 25, 2016
LAST REVISION DATE	Replaces <i>Section 21.7</i> of the Personnel, Administration and Financial Policies and Procedures Manual approved on February 24, 2014.
POLICY NUMBER	10.11

OBJECTIVE This policy outlines business procedures for employees to manage and comply with the License to Carry a Handgun Law.

SCOPE This policy applies to all employees of the City of Watauga, with the exception of licensed peace officers operating in that capacity for the City.

DEFINITIONS

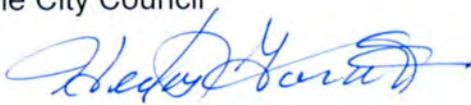
Weapon: Firearms, clubs, explosive devices, knives with blades exceeding 5 ½ inches, switchblades, etc., as defined by Texas Penal Code Section 46.01.

POLICY

- A. **City employees** may ***not*** carry a weapon while on duty or into a city building or facility, unless authorized as part of their normal course and scope of employment, such as a police officer. The employee may keep a handgun in their personal vehicle, NOT a city vehicle, in a city parking lot so long as their vehicle is locked.
- B. If an employee observes a person carrying a weapon **and** that person is causing a disturbance or behavior that raises concern for safety:
 - 1. Move to a safe location; and
 - 2. Call 911 to alert police so that they may dispatch assistance to the site.
- C. Department Managers, or designee, are responsible for ensuring that employees comply with the provisions of this policy and to manage issues that arise relating to open carry.



AGENDA MEMORANDUM

DATE: January 19, 2016
TO: Honorable Members of the City Council
FROM: Hector F. Garcia, Mayor 
SUBJECT: Appointment to Civil Service Commission

BACKGROUND/INFORMATION:

Members of the Interview Committee met with Mr. Barry Sullivan. Mr. Sullivan has indicated that he is willing to serve on the Civil Service Commission the remainder of the two (2) year term which expires in August 2016.

FINANCIAL IMPLICATIONS:

None

RECOMMENDATION/ACTION DESIRED:

I request your approval of my appointment of Mr. Barry Sullivan to Place 3 on the Civil Service Commission.

ATTACHMENTS/SUPPORTING DOCUMENTATION:

- 1) Interview Committee Recommendation



AGENDA MEMORANDUM



DATE: January 19, 2016
TO: Honorable Members of the City Council
FROM: Hector F. Garcia, Mayor 
SUBJECT: Appointment to Zoning Board of Adjustment

BACKGROUND/INFORMATION:

Members of the Interview Committee met with Mr. Barry Sullivan. Mr. Sullivan has indicated that he is willing to serve on the Zoning Board of Adjustment the remainder of the two (2) year term which expires in August 2016.

FINANCIAL IMPLICATIONS:

None

RECOMMENDATION/ACTION DESIRED:

I request your approval of my appointment of Mr. Barry Sullivan to Place 4 on the Zoning Board of Adjustment.

ATTACHMENTS/SUPPORTING DOCUMENTATION:

- 1) Interview Committee Recommendation



AGENDA MEMORANDUM



DATE: January 19, 2016
TO: Honorable Members of the City Council
FROM: Hector F. Garcia, Mayor 
SUBJECT: Appointment to Board of Appeals

BACKGROUND/INFORMATION:

Members of the Interview Committee met with Mr. Bobby Osburn. Mr. Osburn has indicated that he is willing to serve on the Board of Appeals the remainder of the two (2) year term which expires in September 2017.

FINANCIAL IMPLICATIONS:

None

RECOMMENDATION/ACTION DESIRED:

I request your approval of my appointment of Mr. Bobby Osburn to Place 2 on the Board of Appeals.

ATTACHMENTS/SUPPORTING DOCUMENTATION:

- 1) Interview Committee Recommendation



AGENDA MEMORANDUM



DATE: January 19, 2016
TO: Honorable Members of the City Council
FROM: Hector F. Garcia, Mayor 
SUBJECT: Appointment to Zoning Board of Adjustment

BACKGROUND/INFORMATION:

Members of the Interview Committee met with Mr. Bobby Osburn. Mr. Osburn has indicated that he is willing to serve on the Zoning Board of Adjustment the remainder of the two (2) year term which expires in August 2017.

FINANCIAL IMPLICATIONS:

None

RECOMMENDATION/ACTION DESIRED:

I request your approval of my appointment of Mr. Bobby Osburn to Place 3 on the Zoning Board of Adjustment.

ATTACHMENTS/SUPPORTING DOCUMENTATION:

- 1) Interview Committee Recommendation



AGENDA MEMORANDUM



DATE: January 19, 2016
TO: Honorable Members of the City Council
FROM: Hector F. Garcia, Mayor 
SUBJECT: Appointment to Architectural Review Committee

BACKGROUND/INFORMATION:

Members of the Interview Committee met with Mr. Chris Kennedy. Mr. Kennedy has indicated that he is willing to serve on the Architectural Review Committee the remainder of the two (2) year term which expires in January 2018.

FINANCIAL IMPLICATIONS:

None

RECOMMENDATION/ACTION DESIRED:

I request your approval of my appointment of Mr. Chris Kennedy to Place 2 on the Architectural Review Committee.

ATTACHMENTS/SUPPORTING DOCUMENTATION:

- 1) Interview Committee Recommendation

CITY OF WATAUGA
INTER-OFFICE CORRESPONDENCE

TO: Mayor Hector F. Garcia
FROM: Patrick Shelbourne, Chairperson
SUBJECT: Results of Applicant Interviews/Recommendations
DATE: DECEMBER 15, 2015

A committee consisting of:

Robert Davis, Mayor Pro Tem, City Council Place 7
Hal Gerhardt, Council Place 1
Patrick Shelbourne, Council Place 6

met at 6:00 AM/PM on, the 14th day of DECEMBER, 2015 at
WATAUGA PUBLIC LIBRARY, ROOM 122, to interview
applicants to serve on a City board/committee/commission.

The following applicants were interviewed:

BARRY SULLIVAN @ 6:15 AM/PM
Bobby OSBORN @ 6:30 AM/PM
CHRIS KENNEDY @ 6:45 AM/PM
@ _____ AM/PM

The following names are submitted and recommended for appointment.

BARRY SULLIVAN, Place 3, CIVIL SERVICE Board/Committee/Commission
BARRY SULLIVAN, Place 4, ZONING Bd. of Adj. Board/Committee/Commission
Bobby OSBORN, Place 2, BOARD OF APPEALS Board/Committee/Commission
Bobby OSBORN, Place 3, ZONING Bd. of Adj. Board/Committee/Commission
CHRIS KENNEDY PLACE 2 ARCHITECTURAL REVIEW Committee

Patrick T. Shelbourne
Chairperson

12-15-15
Date



AGENDA MEMORANDUM

DATE: January 14, 2016

TO: Honorable Mayor and Members of the City Council

FROM: Paul Hackleman, P.E., Public Works Director  

SUBJECT: Discussion and Approval of Capital Improvements Plan – 2015 Wastewater Improvements and Watauga Heights Storm Drain Improvements Change Order No. 2 with Ark Contracting Services, LLC.

BACKGROUND/INFORMATION:

On April 27, 2015, the City of Watauga City Council awarded a construction project for the Capital Improvements Plan - 2015 which includes Wastewater Improvements South and Watauga Heights Storm Drain Improvements Phase One as a Base Bid and Four (4) Alternates. The total bid award was \$7,490,798.00 and include 480 calendar days. The project was awarded with Miscellaneous Allowance Bid Items in the amounts of \$105,000.00 (Base Bid), \$25,000.00 (Alternate 1), \$10,000.00 (Alternate 2), \$10,000.00 (Alternate 3), and \$50,000.00 (Alternate 4) for a total Miscellaneous Allowance of \$200,000.00. The project is 17% complete as of the December 2015 Billing.

On October 21, 2016, City Staff authorized Change Order No. 1 in the amount of \$14,983.00 to be billed against the Miscellaneous Allowance Bid Item No. 5 of the Base Bid. This change order was necessary to resolve exceeding the allowable maximum curvature of the 21" wastewater main.

During the placement of the wastewater main on Shipp Dr from Maurie Dr to Whitley St, the pavement section was damaged beyond the normal limits of the proposed trench width. It is the contractor's responsibility to repair this wider section at his expense. After inspecting the remaining pavement section of Shipp Drive, it has been concluded that the most efficient use of funds would be to remove and replace the entire paving section of Shipp Drive.

Also, Plum Street from Shipp Drive to about 500 linear feet north is completely alligator cracked and will most probably not be in good condition after placing the wastewater main under the street.

Ark Contracting Services, LLC is in agreement to credit the City the asphalt pavement replacement bid item for the repair above the trench in the amount of \$46,465.00. The cost to remove and replace all the asphalt with 6" thick new asphalt over a compacted

lime treated subgrade is \$159,398.50. Including the credit, the City would be able to provide the residents of these two sections of street with a new paving section in the amount of \$113,233.50 (this amount includes two driveways and adjusting 6 water service lines. Please note, this change order would not address curb and gutters, sidewalks, and every driveway unless such are damaged during construction.

The citizens of Watauga approved a ¼ cent sales tax in May 2012 for street maintenance. The 2015-2016 Budget for Street Maintenance Sales Tax Fund, Line Item 14-090-85720 Overlay Materials is funded in the amount of \$500,000.00. The City of Watauga has not officially named the 2015-2016 List of Streets. Therefore, including Shipp Dr and Plum St sections would be a reasonable use of these funds. Funding for this change order could be from this line item in the amount of \$113,233.50.

FINANCIAL IMPLICATIONS:

Funding the improvements from the Street Maintenance Overlay Material Line item in the amount of \$113,233.50 would leave \$386,766.50 for the remainder of the fiscal year. Therefore, the Capital Improvements Plan – 2015 Wastewater Improvements and Watauga Heights Storm Drain Improvements Project would have \$185,017.00 in the Miscellaneous Allowance Line Items for future change orders.

RECOMMENDATION/ACTION DESIRED:

Approve Change Order No. 2 in the amount of \$113,233.50. Reallocate the Street Maintenance Overlay Material Line Item 14-090-85720 in the amount of \$113,233.50 for use in the Capital Improvements Plan – 2015 Wastewater Improvements and Watauga Heights Storm Drain Improvements. Adjust the Miscellaneous Allowance Bid Items in the Base Bid and Alternates 1-4 to be grouped together as General Miscellaneous Allowance for the Entire Project to assist in funding future change orders in any part of the project.

ATTACHMENTS/SUPPORTING DOCUMENTATION:

- 1) Approval letter from Mark Daniel, City Attorney
- 2) Change Order No. 2
- 3) Memo to Greg Vick on Change Order Option – January 5th

Attachment 1

LAW OFFICES
EVANS, DANIEL, MOORE, EVANS & BIGGS
(NOT A PARTNERSHIP)

MARK G. DANIEL

BOARD CERTIFIED - CRIMINAL LAW
TEXAS BOARD OF LEGAL SPECIALIZATION

CRIMINAL TRIAL SPECIALIST-BOARD CERTIFIED
NATIONAL BOARD OF TRIAL ADVOCACY

SUNDANCE SQUARE
115 WEST SECOND STREET, SUITE 202
FORT WORTH, TEXAS 76102

(817) 332-3822
FACSIMILE (817) 332-2763

OF COUNSEL

TIM EVANS
TIM MOORE
LANCE T. EVANS
WILLIAM R. BIGGS

January 18, 2016

Mr. Paul Hackleman
Public Works Director
City of Watauga
7105 Whitley Road
Watauga, Texas 76148

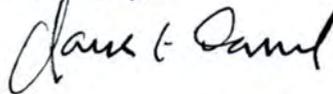
Re: *Agenda Memorandum
Capital Improvements Plan-2015 Wastewater Improvements and Watauga
Heights Storm Drain Improvements Change Order No. 2 with Ark
Contracting Services, L.L.C.*

Dear Mr. Hackleman:

I am in receipt of your Agenda memorandum dated January 14, 2016 regarding the 2015 Capital Improvements Plan. I approve of the recommendation to discuss and approve of Capital Improvements Plan – 2015 Wastewater Improvements and Watauga Heights Storm Drain Improvements Change Order No. 2 with Ark Contracting Services, L.L.C.

Thank you for your attention to the above and the opportunity to be of assistance. Should you have any questions, please do not hesitate to contact my office.

Sincerely,



MARK G. DANIEL

MGD/tp

cc: Mayor Hector Garcia
Mr. Greg Vick, City Manager
Ms. Zolaina Parker, City Secretary

Attachment 2

CHANGE ORDER No. 2 SHIPP DRIVE AND PLUM STREET PAVING

THIS CHANGE ORDER TO THE CONTRACT WHICH WAS DATED JUNE 9, 2015 BETWEEN THE CITY OF WATAUGA, TEXAS, (OWNER) AND ARK CONTRACTING SERVICES,LLC., (CONTRACTOR) FOR CAPITAL IMPROVEMENTS PLAN-2015.

Pursuant to the provisions of Articles 10, 11 and 12 of the General Conditions of the Construction Contract, this Change Order, when fully executed, shall constitute the authority to change the work of the Project as follows:

1. The CONTRACTOR agrees to remove 697 L.F. of existing asphalt paving in Shipp Drive from Sta. 11+85 to Sta. 18+82 and re-construct (27 ft. wide-lip of gutter to lip of gutter) with 6-inch thick HMA paving (1–2-inch course Type “D” HMA and 2–2-inch courses of Type “B” HMA) and 6-inch thick lime stabilized subgrade using 33 pounds of lime per S.Y., remove and replace 2 driveways and adjust existing water services, if they are shallow, complete in place.
2. The CONTRACTOR agrees to remove 469 L.F. of existing asphalt paving in Plum Street from Sta. 45+49.6 to Sta. 50+18.4 and re-construct (27 ft. wide-lip of gutter to lip of gutter) with 6-inch thick HMA paving (1–2-inch course Type “D” HMA and 2–2-inch courses of Type “B” HMA) and 6-inch thick lime stabilized subgrade using 33 pounds of lime per S.Y. and adjust existing water services, if they are shallow, complete in place.

See attached exhibits.

ITEM NO.	DESCRIPTION OF ITEM	Contract Quantity	Unit of Measure	Contract Unit Price	Change in Quantity	Increase in Cost	Decrease in Cost
76	Asphalt Pavement Replacement (Includes Services)	9,315	LF	\$35.00	(1,319)		\$(46,165.00)
83	Remove & Replace Existing Concrete Driveway	1,164	SF	\$12.00	430	\$5,160.00	
108D	Adjust Ex. Water Service	6	EA	\$500.00	7	\$3,500.00	
131D	Unclassified Excavation	466	CY	\$8.00	583	\$4,664.00	
152	6" Lime Stabilized Subgrade	*	SY	\$2.75	3,498	\$9,619.50	
153	Lime for Lime Stabilized Subgrade	*	TONS	\$181.50	58	\$10,527.00	
154	2" Type "D" HMA	*	SY	\$12.00	3,498	\$41,976.00	
155	2" Type "B" HMA	*	SY	\$12.00	6,996	\$83,952.00	
	Totals					\$159,398.50	\$(46,165.00)
	Modification Cost					\$113,233.50	

* New Bid Item

TOTAL CHANGE ORDER COST \$113,233.50

EXISTING CONTRACT AMOUNT \$7,490,798.00

REVISED CONTRACT AMOUNT..... \$7,604,031.50

Modification to the contract which was dated June 9, 2015 between The City of Watauga,
(Owner) and Ark Contracting Services, (Contractor)
For CAPITAL IMPROVEMENTS PLAN – 2015
Change Order No. 2

Contract completion time shall be increased by 10 calendar days because of this change.

CONTRACTOR'S OFFER OF PROPOSED CHANGE:

By: Mike Plunk Date: 1-13-16
Mike Plunk
Ark Contracting Services

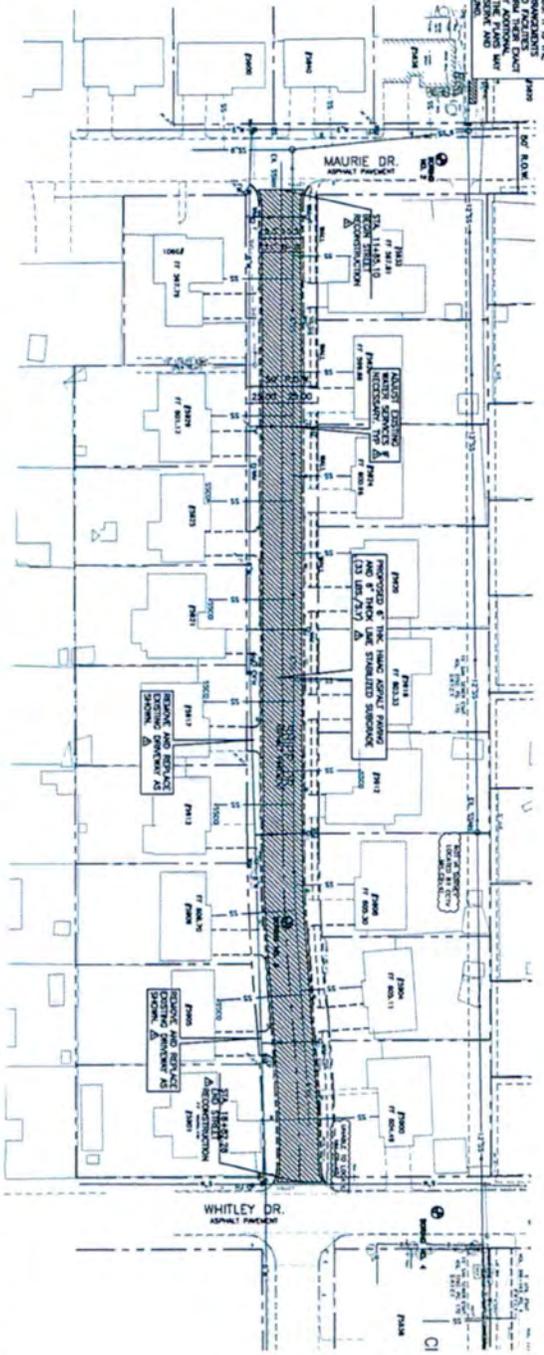
ENGINEER'S RECOMMENDATION OF ACCEPTANCE:

By: _____ Date: _____
William D. Wendland, PE
Burgess & Niple, Inc.

OWNER'S ACCEPTANCE OF CHANGE:

By: _____ Date: _____
Hector F. Garcia
Mayor, City of Watauga

THE LOCATION OF UNDERGROUND UTILITIES SHOWN ON THIS PLAN IS BASED ON RECORD DRAWINGS AND FIELD SURVEY. CONTRACTOR'S RESPONSIBILITY TO MAKE APPROPRIATE PROVISIONS FOR THE PROTECTION OF UTILITIES IS TO BE DETERMINED BY THE FIELD TO CORRECT FIELD CONDITIONS AND TO OBTAIN RECORD DRAWINGS AND FIELD SURVEY DATA FROM THE UTILITY OWNERS. CONTRACTOR SHALL BE RESPONSIBLE FOR VERIFYING THE LOCATION AND DEPTH OF ALL UTILITIES PRIOR TO CONSTRUCTION. CONTRACTOR SHALL PROTECT ALL UTILITIES AT ALL TIMES.



NO.	REVISION	DATE	BY	CHK.
1	ISSUED	1/12/16		

DESIGNER: [Signature]

CHECKED: [Signature]

DATE: 1/12/16

BY: [Signature]

CHK.: [Signature]

SCALE: AS SHOWN

PROJECT: CAPITAL IMPROVEMENTS PLAN - 2015

SHEET NUMBER: 3 OF 3

WW-01A PAVING PLAN AND PROFILE
 STA. 11+85.10 TO STA. 18+82.28
 CAPITAL IMPROVEMENTS PLAN - 2015
 CITY OF WATAUGA, TEXAS

BURGESS & NIPLE
 3000 FOSSIL CREEK BLVD., SUITE 210
 FORT WORTH, TEXAS 76137
 PHONE: 817.306.1414
 TEXAS FIRM REGISTRATION NO. F-10034

Attachment 3



OFFICE OF THE PUBLIC WORKS DIRECTOR

DATE: January 5, 2016
TO: Greg Vick, City Manager
FROM: **Paul Hackleman, Director of Public Works**
Subject: Change Order - Shipp/Plum Pavement Repairs – CIP 2015 Wastewater Improvements/Storm Drain Improvements – Project Number 15-017

As you are aware, Shipp Drive between Maurie Drive and Whitley Road did not hold up to the Wastewater Construction. The contractor is prepared to credit the funds for the Asphalt Replacement along the trench and perform a full pavement replacement from edge of gutter to edge of gutter.

Also, Plum Street from Shipp Drive to about 500 linear feet north is completely alligator cracked and will most probably not be in good condition after placing the wastewater main under the street.

The project was bid with a Base Bid and 4 Alternate Bids. Shipp Drive and Plum Street are both included in the Base Bid. The Contract contains Bid Item No. 5 – Miscellaneous Allowance (if authorized) funded in the amount of \$105,000. In the Alternate Bids 1-4 we have \$25,000, \$10,000, \$10,000, and \$50,000 respectively.

Our Engineer's Estimate of the cost associated with repairing these two sections of street in the amount of \$104,519.05. Therefore, if approved we could issue a Change Order per Section 11-02 (Allowances) for these repairs without increasing the approved contract price. We looked into full street reconstruction including driveways, sidewalks, sod, curb and gutter, etc. but the cost approached \$342,000 including Engineering Fees. Attached is a spreadsheet with the comparisons.

Issuing a Change Order for \$104,519.05 would leave no future contingency funding for the remainder of the Base Bid unless the City Attorney Opines that the Allowances in the Alternate Bids could be used Project Wide. We still have a substantial amount of work to perform under the Base Bid. I would assume the need for some Allowance or Contingency Funding.

I would recommend proceeding with the Change Order and asking the City Council to reallocate the Allowance Funding to include the entire project (Base Bid and Alternates 1-4) unless the City Attorney Opines otherwise.

I have made copies of the Bid Items, Addendum No. 1, and some of the Specifications from the Contract to assist in reviewing my proposal.



**OFFICE OF THE CITY SECRETARY
INTEROFFICE CORRESPONDENCE**

DATE: January 20, 2016
TO: Honorable Mayor and Members of the City Council
FROM: Zolaina R. Parker, City Secretary
SUBJECT: Approval of a Resolution calling for a General Election for City Council Places 1, 2, 6 and 7

Background/Information

Each year, the City Council adopts a Resolution calling for an election to be held in order to provide citizens the opportunity to elect individuals to represent them as members of the governing body. This year the General Election will be held on Saturday, May 7, 2016 to elect representatives for the office of City Council Member Places 1, 2, 6 and 7. This proposed Resolution also provides for the election to be held jointly through Tarrant County Elections Administration.

Financial Implications:

At this time, Tarrant County Elections Administration does not know the exact amount each entity will pay for the joint election; therefore the estimated figures below may fluctuate depending on the number of entities partaking in the Joint Election Agreement.

\$6,000.00-\$7,000.00- Tarrant County (Administering Joint Election)
\$1000.00-\$1,500.00- Star Telegram (Publication Fees)

Funding Source:

01-020-74180
01-020-74050

Recommendation/Action Desired

Adoption of the proposed Resolution calling for a General Election for City Council Places 1, 2, 6 and 7, to be held on Saturday, May 7, 2016 at Watauga City Hall, 7105 Whitley Road, Watauga, Texas, including days and hours of Early Voting, continuing joint election services through Tarrant County, and setting other provisions incidental to the election in accordance with Texas Election Laws and the Watauga Home Rule Charter.

Attachments

- 1) Letter of Approval from City Attorney
- 2) Proposed Resolution

LAW OFFICES
EVANS, DANIEL, MOORE, EVANS & BIGGS
(NOT A PARTNERSHIP)

MARK G. DANIEL

BOARD CERTIFIED - CRIMINAL LAW
TEXAS BOARD OF LEGAL SPECIALIZATION

CRIMINAL TRIAL SPECIALIST-BOARD CERTIFIED
NATIONAL BOARD OF TRIAL ADVOCACY

SUNDANCE SQUARE
115 WEST SECOND STREET, SUITE 202
FORT WORTH, TEXAS 76102

(817) 332-3822
FACSIMILE (817) 332-2763

OF COUNSEL

TIM EVANS
TIM MOORE
LANCE T. EVANS
WILLIAM R. BIGGS

January 6, 2016

Ms. Zolaina R. Parker, City Secretary
City of Watauga
7105 Whitley Road
Watauga, Texas 76148

*Re: Resolution and Election Order for the City of Watauga, Texas
2016 General Election*

Ordinance Calling for Special Election 2016

Dear Ms. Parker:

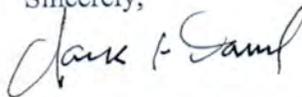
Per your request, I have reviewed the following:

1. the Resolution by the City of Watauga calling an election to be held on May 7, 2016 for City Council Member Places 1, 2, 6 and 7 and providing for a joint election agreement with Tarrant County; and
2. the Ordinance calling for a special election to be held on May 7, 2016 for the authorization of a local sales and use tax for maintenance and repair of municipal streets.

I approve of these documents and would recommend that the same be included on the next City Council meeting agenda for consideration and approval.

Thank you for the opportunity to be of assistance. Please do not hesitate to contact me should you have any questions concerning this matter.

Sincerely,



MARK G. DANIEL

MGD/tp

cc: Mayor Hector Garcia
Mr. Greg Vick, City Manager

CITY OF WATAUGA, TEXAS
RESOLUTION NO. _____

A RESOLUTION AND ELECTION ORDER BY THE CITY COUNCIL OF THE CITY OF WATAUGA, TEXAS CALLING AN ELECTION TO BE HELD IN SAID CITY ON THE 7TH DAY OF MAY 2016 FOR THE GENERAL ELECTION OF CITY COUNCIL MEMBER PLACE 1, CITY COUNCIL MEMBER PLACE 2, CITY COUNCIL MEMBER PLACE 6 AND CITY COUNCIL MEMBER PLACE 7; PROVIDING FOR A JOINT ELECTION AGREEMENT WITH TARRANT COUNTY; SETTING THE DATE, PLACE AND TIME OF SAID ELECTION; AND OTHER PROVISIONS OTHERWISE INCIDENTAL TO SUCH RESOLUTION IN ACCORDANCE WITH THE TEXAS ELECTION LAWS AND ARTICLES III AND IV OF THE CITY OF WATAUGA HOME RULE CHARTER; PROVIDING THAT ALL RESOLUTIONS IN CONFLICT HEREWITH ARE HEREBY REPEALED TO THE EXTENT THAT THEY ARE IN CONFLICT; PROVIDING A SAVINGS CLAUSE; PROVIDING AN EFFECTIVE DATE

WHEREAS, the General Election for the City Council Members of the City of Watauga as set forth by the Home Rule Charter and by the Texas Election Code is required to be held on May 7, 2016, at which time the voters will elect persons to fill the office of City Council Member Place 1, City Council Member Place 2, City Council Member Place 6, and City Council Member Place 7, of the City of Watauga, Texas.

WHEREAS, the City of Watauga, Texas, Keller Independent School District (KISD) and Birdville Independent School District (BISD) desire to conduct joint elections through Tarrant County pursuant to the provisions of the Texas Election Code, including the conduct of joint early voting and to provide for the sharing of expenses.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WATAUGA, TEXAS AS FOLLOWS:

I.

The City of Watauga, KISD and BISD shall hold a joint election through Tarrant County Elections Administration on May 7, 2016 for the purpose of electing members of the City Council of the City of Watauga and trustees to the KISD Board of Trustees and trustees to the BISD Board of Trustees.

II.

An election is hereby called to elect persons to fill the offices of City Council Member Places 1, 2, 6 and 7 on the City Council to serve until May 2018. Such election shall be held at City Hall, 7105 Whitley Road, City of Watauga, Texas on May 7, 2016 from 7:00 a.m. until 7:00 p.m.

III.

The Election Code provides that candidates may file for office from January 20, 2016 through February 19, 2016. Candidates may file an application in the office of the City Secretary on weekdays, Monday through Friday, from 8:00 a.m. until 5:00 p.m.

IV.

Days and hours for Early Voting by Personal Appearance shall be as follows:

April 25-29, 2016	Monday -Friday	8:00 a.m. - 5:00 p.m.
April 30, 2016	Saturday	7:00 a.m. - 7:00 p.m.
May 1, 2016	Sunday	11:00 a.m. - 4:00 p.m.
May 2-3, 2016	Monday - Tuesday	7:00 a.m. - 7:00 p.m.

V.

The election shall be conducted according to the election laws of the State of Texas and the Home Rule Charter of the City of Watauga.

VI.

The Presiding Election Judge and Alternate Presiding Judge shall be appointed by Tarrant County.

VII.

Frank Phillips, the Tarrant County Elections Administrator, is hereby appointed as the Early Voting Clerk. Applications for ballot by mail must be received by mail no later than the close of business April 26, 2016 (Mailing Address: P.O. Box 961011, Fort Worth, Texas, 76161-0011; Attention: Frank Phillips, Early Voting Clerk).

VIII.

Early Voting shall be conducted at the Tarrant County Main Early Voting location: 2700 Premier Street, Fort Worth, Texas 76111 and Watauga City Hall, 7105 Whitley Road, Watauga, Texas 76148, as well as other branch offices established by Tarrant County.

IX.

The expenses of the election shall be borne by the City of Watauga, KISD and BISD as outlined in an election agreement with Tarrant County. The Mayor is hereby authorized to sign such agreement.

X.

This Resolution shall be and is hereby cumulative of all Resolutions of the City of Watauga, Texas, and this Resolution shall not operate to repeal or affect any such other Resolutions except insofar as the provisions thereof might be inconsistent or in conflict with the provisions of this Resolution, in which event, such conflicting provisions, if any, in such Resolution or Resolutions are hereby repealed.

XI.

If any section, sub-section, sentence, clause or phrase of this Resolution shall for any reason be held to be invalid such decisions shall not affect the validity of the remaining portions of the Resolution.

XII.

This Resolution shall become effective and shall be in full force and effect from and after the date of passage and adoption by the City Council of the City of Watauga, Texas, and upon approval thereof by the Mayor of the City of Watauga, Texas, and publication hereof as prescribed by law.

PASSED AND ADOPTED by the City Council of the City of Watauga, Texas, this the 25th day of January 2016.

APPROVED:

Hector F. Garcia, Mayor

ATTEST:

Zolaina R. Parker, City Secretary

APPROVED AS TO FORM AND LEGALITY:

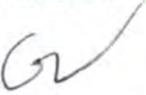
Mark G. Daniel
Mark G. Daniel, City Attorney



AGENDA MEMORANDUM

DATE: January 8, 2016

TO: Honorable Mayor and Members of the City Council

FROM: Greg Vick, City Manager 

SUBJECT: Call for Special Election on May 7, 2016 for the reauthorization of the local sales and use tax in the City of Watauga at the rate of one-fourth of one percent to continue providing revenue for maintenance and repair of municipal streets.

BACKGROUND/INFORMATION:

In May, 2012, Watauga voters authorized the establishment of one-fourth of one percent sales tax (1/4%) to be allocated for maintenance and repair of existing municipal streets as authorized by Chapter 327 of the Tax Code. The establishment of the Street Maintenance sales tax reduced the Watauga Parks Development Corporation sales tax by one-fourth of one percent in October, 2012.

Since October, 2012, the street maintenance sales tax has generated over \$2,225,000, and the City of Watauga has funded the Street Improvement Program through this source of funds. The City uses the money to rehabilitate and/or overlay streets throughout the City. The following streets have benefited from this program to date:

1. Bonnie Drive
2. Douglas Drive
3. Dove Court
4. Gayle Drive
5. Greenfield Court
6. Inwood Drive
7. Linda Drive
8. Maurie Drive
9. Ridgewood Drive

Many more streets in Watauga have been identified for rehabilitation and overlay in the next few years.

By state law, the street maintenance sales tax must be reauthorized by voters every four years in order to continue.

FINANCIAL IMPLICATIONS:

If the street maintenance tax is reauthorized, the sales tax rate in the City of Watauga will not be increased and will remain at 8.25 percent.

If the reauthorization election is defeated, annual street revenues would decline by about \$740,000. In addition, the Street Improvement Program would need to be funded through General Fund fund balance reserves, if available. General Fund balance would be decreased by approximately \$600,000 annually to cover street maintenance and repair of municipal streets.

RECOMMENDATION/ACTION DESIRED:

Call for Special Election on May 7, 2016 to permit voting for or against the following proposition: "The reauthorization of the local sales and use tax in the City of Watauga at the rate of one-fourth of one percent to continue providing revenue for maintenance and repair of municipal streets."

ATTACHMENTS/SUPPORTING DOCUMENTATION:

- 1) Approval letter from Mark Daniel, City Attorney
- 2) Ordinance

Attachment 1

LAW OFFICES
EVANS, DANIEL, MOORE, EVANS & BIGGS
(NOT A PARTNERSHIP)

MARK G. DANIEL

BOARD CERTIFIED - CRIMINAL LAW
TEXAS BOARD OF LEGAL SPECIALIZATION

CRIMINAL TRIAL SPECIALIST-BOARD CERTIFIED
NATIONAL BOARD OF TRIAL ADVOCACY

SUNDANCE SQUARE
115 WEST SECOND STREET, SUITE 202
FORT WORTH, TEXAS 76102

(817) 332-3822
FACSIMILE (817) 332-2763

OF COUNSEL

TIM EVANS
TIM MOORE
LANCE T. EVANS
WILLIAM R. BIGGS

January 15, 2016

Ms. Zolaina R. Parker, City Secretary
City of Watauga
7105 Whitley Road
Watauga, Texas 76148

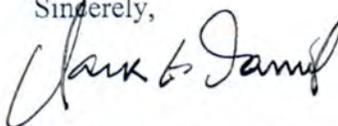
Re: Ordinance Calling for Special Election 2016

Dear Ms. Parker:

Per your request, I have reviewed and concur with and approve the amendments from the previous draft of the Ordinance calling for a special election to be held on May 7, 2016 for the continuation of the adoption of a local sales and use tax of one-fourth of one percent for maintenance and repair of municipal streets. I would recommend that the amended Ordinance be included on the next City Council meeting agenda for consideration and approval.

Thank you for the opportunity to be of assistance. Please do not hesitate to contact me should you have any questions concerning this matter.

Sincerely,



MARK G. DANIEL

MGD/tp

cc: Mayor Hector Garcia
Mr. Greg Vick, City Manager
Ms. Sandra Gibson

Attachment 2

CITY OF WATAUGA, TEXAS
ORDINANCE NO. _____

AN ORDINANCE BY THE CITY COUNCIL OF THE CITY OF WATAUGA, TEXAS, CALLING A SPECIAL ELECTION TO BE HELD IN SAID CITY ON THE 7TH DAY OF MAY 2016 FOR THE CONTINUATION OF THE ADOPTION OF A LOCAL SALES AND USE TAX OF ONE-FOURTH OF ONE PERCENT FOR MAINTENANCE AND REPAIR OF MUNICIPAL STREETS; SETTING THE DATE, PLACE AND TIME OF SAID ELECTION; AND OTHER PROVISIONS OTHERWISE INCIDENTAL TO SUCH ORDINANCE IN ACCORDANCE WITH THE TEXAS ELECTION LAWS AND ARTICLES III AND IV OF THE CITY OF WATAUGA HOME RULE CHARTER; PROVIDING THAT ALL ORDINANCES IN CONFLICT HERewith ARE HEREBY REPEALED TO THE EXTENT THAT THEY ARE IN CONFLICT; PROVIDING A SAVINGS CLAUSE; PROVIDING AN EFFECTIVE DATE

WHEREAS, a reduction of the sales and use tax for the Watauga Parks Development Corporation to one-fourth of one percent and to levy and collect an additional sales and use tax in the amount of one-fourth of one percent for maintenance and repair of municipal streets was approved by a majority of the voters of the City of Watauga at a general election on May 12, 2012;

WHEREAS, Chapter 327 of the Tax Code authorizes a municipal sales and use tax for maintenance and repair of municipal streets in the amount of one-fourth of one percent;

WHEREAS, the City Council of the City of Watauga, Texas finds and determines that it is in the best interest of the citizens of the City to call and hold a referendum election in the City for the purposes of submitting a proposition pertaining to the continuation of a sales and use tax of one-fourth of one percent for maintenance and repair of municipal streets; and

WHEREAS, the special election has been called for May 7, 2016 in the City of Watauga, Texas.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Watauga, Texas as follows:

I.

In conjunction with the general election pursuant to a joint election agreement with Tarrant County, Texas, to be held on May 7, 2016 from 7:00 am. until 7:00 p.m. at City Hall, 7105 Whitley Road, City of Watauga, Texas, a special election shall be held to submit the following proposition to a vote of the qualified voters of the City of Watauga, Texas:

PROPOSITION

Reauthorization of a local sales and use tax in the City of Watauga Texas at the rate of one-fourth of one percent to continue providing revenue for maintenance and repair of municipal streets.

II.

The Proposition shall be set forth substantially in the following form, so as to permit the electors to vote "FOR" or "AGAINST" the Proposition, to-wit:

Reauthorization of a local sales and use tax in the City of Watauga, Texas at the rate of one-fourth of one percent to continue providing revenue for maintenance and repair of municipal streets.

FOR

AGAINST

III.

Substantial copies of the Ordinance in both English and Spanish shall serve as proper notice of the Election, and said notice shall be (a) published once in a newspaper of general circulation within the City not earlier than the thirtieth (30th) day, or later than the tenth (10th) day before the Election and (b) posted not later than the 21st day before the Election on the bulletin board used for posting notice of meetings of the City Council of the City of Watauga, Texas.

IV.

Days and hours for Early Voting by Personal Appearance shall be as follows:

April 25-29, 2016	Monday-Friday	8:00 a.m.- 5:00 p.m.
April 30, 2016	Saturday	7:00 a.m. -7:00 p.m.
May 1, 2016	Sunday	11:00 a.m. - 4:00 p.m.
May 2-3, 2016	Monday - Tuesday	7:00 a.m. - 7:00 p.m.

V.

The election shall be conducted according to the election laws of the State of Texas and the Home Rule Charter of the City of Watauga, Texas.

VI.

The Presiding Election Judge and Alternate Presiding Judge shall be appointed by Tarrant County.

VII.

Frank Phillips, the Tarrant County Elections Administrator, is hereby appointed as the Early Voting Clerk. Applications for ballot by mail must be received by mail no later than the close of business April 26, 2016 (Mailing Address: P.O. Box 961011, Fort Worth, Texas, 76161-0011; Attention: Frank Phillips, Early Voting Clerk).

VIII.

Early Voting shall be conducted at the Tarrant County Main Early Voting location: 2700 Premier Street, Fort Worth, Texas 76111 and Watauga City Hall, 7105 Whitley Road, Watauga, Texas 76148, as well as other branch offices established by Tarrant County.

IX.

This Ordinance shall be and is hereby cumulative of all Ordinances of the City of Watauga, Texas, and this Ordinance shall not operate to repeal or affect any such other Ordinances except insofar as the provision thereof might be inconsistent or in conflict with the provisions of this Ordinance, in which event, such conflicting provisions, if any, in such Ordinance or Ordinances are hereby repealed.

X.

If any section, sub-section, sentence, clause or phrase of this Ordinance shall for any reason be held to be invalid, such decision shall not affect the validity of the remaining portions of this Ordinance.

XI.

This Ordinance shall become effective and shall be in full force and effect from and after the date of passage and adoption by the City Council of the City of Watauga, Texas, and upon approval thereof by the Mayor of the City of Watauga, Texas, and publication hereof as prescribed by law.

PASSED AND ADOPTED by the City Council of the City of Watauga, Texas this 25th
day of January, 2016.

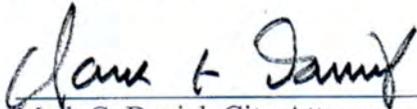
APPROVED:

Hector F. Garcia, Mayor

ATTEST:

Zolaina R. Parker, City Secretary

APPROVED AS TO FORM AND LEGALITY:



Mark G. Daniel, City Attorney



AGENDA MEMORANDUM

DATE: January 15, 2016

TO: Honorable Mayor and Members of the City Council

FROM: Greg Vick, City Manager 

SUBJECT: Approval of attached Resolution Authorizing TCAP to negotiate an electric supply agreement for five years effective January 1, 2018 and authorize TCAP to act as an agent on behalf of the City; and to authorize the Mayor, or Mayor Pro-tem to execute an electric supply agreement for deliveries of electricity effective January 1, 2018 through 2022 through TCAP

BACKGROUND/INFORMATION:

The City of Watauga is currently a member of the Texas Coalition for Affordable Power (TCAP) which is a non-profit, political subdivision corporation, owned and controlled by its 171 political subdivision members, the vast majority of whom are cities. TCAP was formed in 2011 from the merger of Cities Aggregation Power Project (CAPP) and South Texas Aggregation Project (STAP). The purpose of being part of the Coalition is to participate in a long term electric supply contract as the most economically attractive alternative to stabilize the annual budgeting process and for members to achieve pricing that is hopefully below market prices. In 2008, the City entered into a "Blend and Extend" agreement for electricity purchases through 2017. The City's current rate for electricity is \$0.07445/kWh and the City budgets approximately \$325,000 annually for electricity purchases.

When CAPP and STAP (now TCAP) members signed new contracts in late 2008, no one could have predicted that the economy was about to enter a multi-year recession and that fracking would bring a glut of natural gas to a market with reduced demand, putting natural gas and electricity prices into a downward trend. Fortunately, gas prices have continued to drop and now TCAP members have an opportunity to again capture rates at or below 4.1 cents per kWh. The attached resolution allows for the naming of three individuals who are authorized to sign a contract for the 2018-2022 period upon a representation from TCAP that conditions precedent regarding benchmarked pricing have been met. We recommend two officials, the Mayor and Mayor Pro-Tem.

The attached resolution is designed to support the second of several opportunities for TCAP members to contract for electricity for the post-2017 time period. If the City is interested in contracting for a five-year term (2018-2022) during 2016, the authorizing resolution must be passed by City Council by February 25, 2016. There are three different electric supply options the City may choose from:

Option 1: (Recommended) This is a fixed price for all consumption regardless of time of day. The price will not exceed 4.1 cents per kWh in the North and West ERCOT zones. It will not exceed 4.25 cents per kWh in the Houston and South zones. The actual price is likely to be less than the benchmark prices. The prices will become effective January 1, 2018. Given that these prices are to be locked in 2016 and will not expire until December 31, 2022, they are reflective of the lowest prices for electricity experienced since the retail market was deregulated January 1, 2002. Generally speaking, there ought to be an expectation that the price of energy will climb marginally for each year of the contract term beyond two years. The possibility of locking-in energy prices at or below 4 cents per kWh for a period that terminates in seven years is truly remarkable based upon the history of deregulation. Staff estimates this option will save \$60,000 annually for the five year term of the contract in comparison to the City's current electricity costs.

Option 2: This option was developed with the anticipation that spot prices during the off peak period would be in the range of \$10/MWh to \$40/MWh (\$0.01-\$0.04/kWh) over time for spot purchases. Our latest quotes for fully fixed priced products (Option 1) includes off peak pricing fixed at under \$20/MWh. These low Option 1 fixed prices for off peak usage may make it harder for future off peak spot prices to create additional savings under Option 2 over time even though the customer will be incurring market price risk.

Option 3: This option begins with the purchase of a block of power to cover the base use of all members who commit to this option. Block power, since it is a firm commitment 24 hours a day, is the cheapest form of energy available in the wholesale market. Daytime peak consumption will be partly covered by a fixed price for solar power with all other consumption supplied by the spot market.

Staff recommends the fixed pricing option (Option 1) in order to stabilize the annual budget expenditures and keep expenses from fluctuating from year to year. With Option 2 or 3, which utilize spot pricing, you have no guarantee of additional savings and the City's cost would be subject to fluctuations. These fluctuations could be favorable or unfavorable.

FINANCIAL IMPLICATIONS:

If the attached resolution is approved, a reduction in the cost of electricity in the approximate amount of \$60,000 annually could be realized when utilizing Option 1 Fixed Pricing method, beginning in 2018.

RECOMMENDATION/ACTION DESIRED:

Approval of Attached Resolution Authorizing TCAP to negotiate an electric supply agreement for five years effective January 1, 2018 and authorize TCAP to act as an agent on behalf of the City; and to authorize the Mayor, or Mayor Pro-tem to execute an electric supply agreement for deliveries of electricity effective January 1, 2018 through 2022 through TCAP.

ATTACHMENTS/SUPPORTING DOCUMENTATION:

- 1) Approval letter from Mark Daniel, City Attorney
- 2) Resolution

Attachment 1

LAW OFFICES
EVANS, DANIEL, MOORE, EVANS & BIGGS
(NOT A PARTNERSHIP)

MARK G. DANIEL

BOARD CERTIFIED - CRIMINAL LAW
TEXAS BOARD OF LEGAL SPECIALIZATION

CRIMINAL TRIAL SPECIALIST-BOARD CERTIFIED
NATIONAL BOARD OF TRIAL ADVOCACY

SUNDANCE SQUARE
115 WEST SECOND STREET, SUITE 202
FORT WORTH, TEXAS 76102

(817) 332-3822
FACSIMILE (817) 332-2763

OF COUNSEL

TIM EVANS
TIM MOORE
LANCE T. EVANS
WILLIAM R. BIGGS

January 15, 2016

Via Email

Ms. Zolaina Parker, City Secretary
City of Watauga
7105 Whitley Road
Watauga, Texas 76148

Re: Resolution regarding TCAP

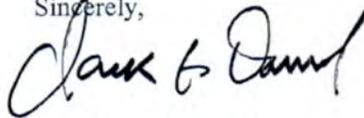
Dear Ms. Parker:

Pursuant to your request, I have reviewed and amended the enclosed Resolution of the City Council authorizing the Texas Coalition for Affordable Power, Inc. (TCAP) to negotiate an electric supply agreement for five years for deliveries of electricity effective January 1, 2018, authorizing TCAP to act as an agent on behalf of the City to enter into a contract for electricity, authorizing the City Council of the City of Watauga to execute an electric supply agreement for deliveries of electricity effective January 1, 2018 and committing to budge for energy purchases in 2018 through 2022 and to honor the City's commitments to purchase power for its electrical needs in 2018 through 2022 through TCAP. I have also reviewed the Model Staff Report supporting the Resolution. I approve of these documents and would recommend that this Resolution and Model Staff Report be submitted to the Council for consideration at its next City Council meeting.

Please do not include the January 13, 2016 memo from Geoffrey M. Gay in the packet that is shared with the public as it is privileged.

Thank you for your attention to the above and the opportunity to be of assistance. If you have any questions regarding this matter, please do not hesitate to contact my office.

Sincerely,



MARK G. DANIEL
City Attorney for the City of Watauga

MGD/tp

cc: Mayor Hector Garcia
Mr. Greg Vick, City Manager

Attachment 2

RESOLUTION _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WATAUGA, TEXAS, AUTHORIZING THE TEXAS COALITION FOR AFFORDABLE POWER, INC. (TCAP) TO NEGOTIATE AN ELECTRIC SUPPLY AGREEMENT FOR FIVE YEARS FOR DELIVERIES OF ELECTRICITY EFFECTIVE JANUARY 1, 2018; AUTHORIZING TCAP TO ACT AS AN AGENT ON BEHALF OF THE CITY TO ENTER INTO A CONTRACT FOR ELECTRICITY; AUTHORIZING THE CITY COUNCIL OF THE CITY OF WATAUGA TO EXECUTE AN ELECTRIC SUPPLY AGREEMENT FOR DELIVERIES OF ELECTRICITY EFFECTIVE JANUARY 1, 2018 AND COMMITTING TO BUDGET FOR ENERGY PURCHASES IN 2018 THROUGH 2022 AND TO HONOR THE CITY'S COMMITMENTS TO PURCHASE POWER FOR ITS ELECTRICAL NEEDS IN 2018 THROUGH 2022 THROUGH TCAP; PROVIDING THAT ALL RESOLUTIONS IN CONFLICT HERewith ARE HEREBY REPEALED TO THE EXTENT THAT THEY ARE IN CONFLICT; PROVIDING A SAVINGS CLAUSE; PROVIDING AN EFFECTIVE DATE.

1. **WHEREAS**, the City of Watauga, Texas (City) is a member of Texas Coalition For Affordable Power, Inc. (TCAP), a non-profit, political subdivision corporation dedicated to securing electric power for its more than 170 members in the competitive retail market; and

2. **WHEREAS**, TCAP has unique rights under Texas law to negotiate directly in the wholesale market and arrange separate contracts for power supply and retail services which provides TCAP leverage to achieve contract provisions that single city negotiations with a Retail Electric Provider (REP) would be unlikely to produce; and

3. **WHEREAS**, TCAP's geographic diversity across all four ERCOT zones produces an aggregated peak load that is lower than the total of individual peak loads of the individual TCAP members, allowing price benefits in the wholesale market that are not likely to be available to any given TCAP member alone; and

4. **WHEREAS**, TCAP and its predecessor organizations, Cities Aggregation Power Project, Inc. (CAPP) and South Texas Aggregation Project, Inc. (STAP), negotiated favorable contract terms that resulted in rebates from the wholesale supplier and reasonable commodity prices for delivered electricity since 2002 resulting in stable budgets for electricity for members; and

5. **WHEREAS**, commodity prices for electricity experienced significant volatility between 2002 and 2009, with prices ranging from 4 cents to over 13 cents per kWh, causing CAPP and STAP members to welcome a five year contractual commitment that came close to cutting the 2008 prices in half, with that contract being extended until December 31, 2017, with a negotiated price reduction of about 1 cent per kWh; and

6. **WHEREAS**, TCAP has become a forceful voice for consumer protections and market reform to benefit the public and well as cities and other political subdivisions; and

7. **WHEREAS**, TCAP is owned by its members and distributes monetary and other resources according to relative load size of members and is controlled by a 15 member Board of Directors, all of whom must be city employees of members who represent diversity in size and geography; and

8. **WHEREAS**, wholesale power prices within the deregulated Texas market are largely determined by the NYMEX gas futures prices for natural gas which are currently low and relatively stable, but which change daily; and

9. **WHEREAS**, daily price changes require retail customers to execute a contract immediately upon receipt of a favorable offer; and

10. **WHEREAS**, pursuant to Texas Local Government Code Section 252.022(a)(15) expenditures for electricity are exempt from competitive bidding requirements; and

11. **WHEREAS**, on any given day, TCAP is able to capture a favorable wholesale price for any period of time, comparable to or better than any given REP or broker; and

12. **WHEREAS**, TCAP intends to continue to contract with its current wholesale supplier, NextEra, because the relationship with NextEra is such that NextEra is willing, after it knows the size of a given load, to execute a contract at or below prescribed price and terms; and

13. **WHEREAS**, the City desires to execute a contract for electricity for the period beyond the expiration of its current contract on December 31, 2017, that locks-in favorable wholesale prices under one of three different supply options:

Option 1 - fixed-price, full-requirements at a price not to exceed 4.1 cents per kWh for the North and West zones or 4.25 cents per kWh for the South and Houston zones;

Option 2 - fixed price for on-peak hours and variable spot market prices for off-peak hours;

Option 3 - block energy at a fixed price to cover the base load hours, a fixed price for solar energy to cover mid-day peak hours (approximately 10% of total load) and variable spot market prices for all remaining consumption; and

14. **WHEREAS**, TCAP will allow members six weeks from receipt of this resolution to consider whether to participate in this second opportunity to contract for post-2017 electrical supply, and thereafter allow NextEra until June 30, 2016 to contact for power for five years at a price not to exceed 4.1 cents per kWh in the North and West zones and a price not to exceed 4.25 cents per kWh in the South and Houston zones for Option 1, so long as the aggregated load for any of the three supply options reaches at least 50 megawatts; and

15. **WHEREAS**, wholesale suppliers demand assurance that TCAP will pay for all contracted load; and

16. **WHEREAS**, the City needs to assure TCAP that it will sign a Commercial Electric Supply Agreement (CESA) reflecting the contract extension and budget for energy purchases for the post-2017 period and honor its commitment to purchase power for its electrical needs for 2018 through 2022 through TCAP,

THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WATAUGA, TEXAS:

I.

That the TCAP Board of Directors and its consultants and advisors are agents authorized to negotiate for the City's electricity needs as a member of TCAP for the period 2018 through 2022 at a price not to exceed 4.1 cents per kWh for the North and West zones and a price not to exceed 4.25 cents per kWh in the Houston and South zones for supply Option 1.

II.

The City prefers to participate in supply Option 1 with the following understanding: a) while supply Option 1 is a full-requirements, fixed-price option, Options 2 (fixed price on-peak, variable spot prices for off-peak usage) and 3 (fixed price for base load, fixed price for a portion of peak load, and variable spot market for remainder) have variable price components and savings over Option 1 cannot be guaranteed, and b) if there is insufficient desire among members to achieve a 50 MW threshold for either Option 2 or 3, the member selecting the inadequately subscribed option will be placed in the Option 1 category. If no option is selected, TCAP will assume that a passed Resolution approves of Option 1.

III.

Assuming this resolution is passed before February 25, 2016 and the combined load of TCAP members passing this resolution exceeds 50 megawatts for the preferred Option and NextEra is able to provide TCAP an opportunity prior to June 30, 2016 to contract for power to

be delivered to members at a price not to exceed 4.1 cents per kWh for the North and West zones and not to exceed 4.25 cents per kWh in the Houston and South zones for supply Option 1 for the period January 1, 2018 through December 31, 2022, any one of the following individuals is hereby authorized to sign an electric supply agreement for the City within 24 hours of receipt of a contract that has been approved and recommended by the TCAP Board of Directors: Mayor Hector Garcia or Mayor Pro tem Robert Davis, if the Mayor is unavailable.

IV.

That the City will commit to purchase power to meet all of its electricity needs eligible for competition pursuant to the TCAP approved supply agreement and approve funds necessary to pay electricity costs proportionate to the City's load under the supply agreement (whether wholesale or retail) arranged by TCAP and signed by TCAP's Executive Director or President or other TCAP representatives authorized by the TCAP Board.

V.

That a copy of this Resolution shall be sent to Jay Doegey, Executive Director, TCAP, 15455 Dallas Parkway, Suite 600, Addison, Texas 75001 and Geoffrey M. Gay, legal counsel to TCAP at 816 Congress Avenue, Suite 1900, Austin, Texas 78701.

VI.

This Resolution shall be and is hereby cumulative of all other Resolutions of the City of Watauga, Texas, and this Resolution shall not operate to repeal or affect any such other Resolutions except insofar as the provisions thereof might be inconsistent or in conflict with the provisions of this Resolution, in which event, such conflicting provisions, if any, in such other Resolution or Resolutions are hereby repealed.

VII.

If any section, sub-section, sentence, clause or phrase of this Resolution shall for any reason be held to be invalid such decisions shall not affect the validity of the remaining portions of the Resolution.

VIII.

This Resolution shall become effective and shall be in full force and effect from and after the date of passage and adoption by the City Council of the City of Watauga, Texas and upon approval thereof by the Mayor of the City of Watauga, Texas, and publication hereof as prescribed by law.

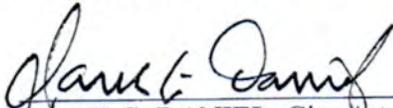
PRESENTED AND PASSED on this the ____ day of _____, 2016, by a vote of ____ ayes and ____ nays at a regular meeting of the City Council of the City of Watauga, Texas.

HECTOR GARCIA, Mayor

ATTEST:

ZOLAINA R. PARKER City Secretary

APPROVED AS TO FORM:



MARK G. DANIEL, City Attorney

Model Staff Report to Support Resolution Authorizing TCAP to Procure Electricity for 2018-2022

This resolution is designed to support the second of several opportunities for TCAP members to contract for electricity for the post-2017 time period. If interested in contracting for a five-year term (2018-2022) during 2016, the authorizing resolution must be passed by the governing body of the interested TCAP member by February 25, 2016. The deadline will allow definition of the load to be served under each of three different electric supply options, which must be at least a minimum of 50 megawatts. Also, the deadline will give the wholesale provider ample opportunity to lock a fixed-price, equal to or less than a specific benchmark for each ERCOT zone, before June 30, 2016. When that supply scenario is locked, each member that passed the authorizing resolution must immediately sign a contract for that power. Please Note: The draft resolution is in Word and blanks must be filled in to identify the member, the preferred supply option and several individuals by name or position who will sign the contract when the appropriate price point is reached.

Explanation of Whereas Clauses:

What is TCAP?

As reflected in the fourth and seventh Whereas clauses, TCAP is a non-profit, political subdivision corporation, owned and controlled by its 171 political subdivision members, the vast majority of whom are cities. TCAP was formed in 2011 from the merger of Cities Aggregation Power Project ("CAPP") and South Texas Aggregation Project ("STAP"), both of which were created in 2001, shortly before retail deregulation became effective on January 1, 2002. TCAP is governed by a 15 member board of directors, all of whom must be city employees or elected city officials. Typically, board members have been mayors, city managers, assistant city managers, finance directors or city attorneys.

Market Benefits of TCAP

An individual city, citizen or commercial customer can only purchase power directly from a Retail Electric Provider ("REP") which under Texas law exists to give the impression of a competitive market. REPs cannot generate electricity, nor can they own wires. REPs are unnecessary middlemen between the wholesale and retail markets. As reflected in the second and fourth Whereas clauses, TCAP, as a political subdivision corporation, uniquely can go directly to the wholesale market. CAPP and STAP, prior to their merger into TCAP, separated contracts between a wholesale supplier and an independent REP, providing TCAP consultants with greater insight into the margins of various market participants than would be possible for most consumers. A broker or a REP would hand a form contract to an individual consumer. In the case of TCAP, no form contract is acceptable and, because of the size of TCAP's load, both wholesale suppliers and REPs are willing to negotiate contract terms that are beneficial to TCAP members, enabling the refunds members have consistently received, special terms for adds and deletes, including an ability to add new loads at current market prices even if the market price is lower than the price of the master agreement.

TCAP's benefits regarding pricing

TCAP's membership consumes approximately 1.4 billion kWh annually which amounts to approximately \$100 million in revenue for the wholesale provider at current contract prices. The value of the aggregated load is extremely appealing to wholesale market participants, enabling TCAP to get the market competitive pricing at any particular moment. As reflected in the third Whereas clause, in addition to the size of its load, TCAP derives benefit from geographic diversity. TCAP members reside in all four ERCOT zones and are spread between the entire length and breadth of Texas, from Wichita Falls to Harlingen and Fort Stockton to Palestine. Since consumption is influenced by weather and since weather conditions are seldom the same across all of Texas, it is unlikely that all TCAP members are reaching peak consumption simultaneously. If the peaks of all TCAP members were totaled, the sum would equal 313.1 MW. But a wholesale supplier looks at the peak consumption of TCAP as an aggregated load rather than the sum of the peaks of all members. TCAP's peak demand is 246.9 MW. That reduction in peak is a specific and unique benefit of aggregation. And unlike other aggregation groups that accept counties and school districts as members, TCAP has focused its membership on cities and other political subdivisions that have a relationship with cities to maintain the very favorable load factor of cities with high off peak consumption from street lights which provides favorable pricing terms.

History of CAPP, STAP, TCAP pricing

As reflected in the fifth and eighth Whereas clauses, aggregated cities have historically been interested in flat, fixed-price, full-requirements contracts and price stability. The resolution under consideration maintains that goal for a five-year period at a price much lower than the current contract price. In 2002, CAPP and STAP were able to obtain prices for energy at 4 cents per kWh. Very quickly after retail deregulation was implemented, natural gas prices started to rise, and they continued on an upward trend until late 2008. In late 2008, CAPP cities were paying approximately 13.5 cents per kWh. Fear that natural gas price volatility would continue to result in high electricity rates, CAPP cities were excited to lock-in long term rates beginning in 2009 that were significantly lower than prices experienced in the 2007-2008 time frame. STAP cities experienced their highest rate in 2006 at slightly more than 9 cents per kWh. STAP cities saw prices drop to around 7.8 cents per kWh in 2008 and were happy to find a contract that would stabilize prices in the 7 to 8 cent range for an extended period. When CAPP and STAP members signed new contracts in late 2008, no one could have predicted that the economy was about to enter a multi-year recession and that fracking would bring a glut of natural gas to a market with reduced demand, putting natural gas and electricity prices into a downward trend. Fortunately, gas prices have continued to drop and now TCAP members have an opportunity to again capture rates in the range of, and hopefully below, 4 cents per kWh.

Contract Requirements

As explained in the tenth Whereas clause, there is no legal requirement that a city engage in a competitive bidding process prior to contracting for electricity. The primary expectation of contracting for wholesale energy in a deregulated energy market is that a purchaser sign a contract accepting a particular offered price within 24 hours of receipt of the offer. NYMEX gas futures prices change daily, and since gas prices drive electricity prices, it is unlikely that any

given price quote for wholesale electricity during a given period will remain open for more than a day. As explained in the ninth Whereas clause, TCAP members are expected to immediately execute a contract once TCAP's supplier is able to lock in a price at or below the benchmark prices specified in the resolutions for a five-year period commencing January 1, 2018. That is why Section 2 of the resolution requires the naming of specific individuals with whom TCAP can correspond and provide a contract for signing when appropriate.

Resolution's Objective

As explained in the eleventh thru fourteenth Whereas clauses, after the size of the load for the 2015 contract opportunity is defined by February 25, 2016, TCAP's supplier will look for an opportunity to lock prices for the five-year term at or below specified benchmarks (4.1 – 4.25 cents per kWh). That may happen by the second week of March, but if it appears that prices are trending downward, TCAP will direct its designated supplier, NextEra, to daily monitor the market to hopefully capture a price under lower than benchmarked prices. The window of opportunity for capturing a reasonable price at or below the benchmarks will expire by June 30, 2016. TCAP will develop another supply opportunity in the Fall of 2016 for any members not contracting in this offering.

TCAP benefits to the consuming public

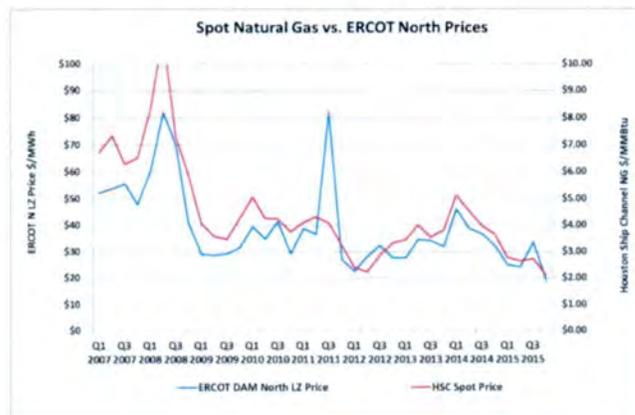
Whereas clause six references TCAP becoming a forceful voice for consumer protections and market reform to benefit the public as well as political subdivisions. When CAPP and STAP merged in 2011, one of the guiding principles established in meetings with members and through subsequent board priority-setting meetings was that TCAP should advocate for reforms in the market that would enhance competition and benefit the general public. TCAP has become the closest thing to a consumer advocate that exists in the deregulated marketplace on both the wholesale and retail sides of the business. TCAP membership not only provides political subdivisions with resources to monitor markets, capture reasonable prices and best available terms, stabilize budgets, address problems with invoices and help with governmental reports, provide best of class portals to understand consumption patterns, membership also affords an opportunity to represent to constituents that they have an advocate on their behalf.

CHOICE OF SUPPLY OPTION

Whereas Clause 13 identifies three different supply options that TCAP has arranged as choices for each member. Option 1 is a fixed price for all consumption regardless of time of day. The price will not exceed 4.1 cents per kWh in the North and West ERCOT zones. It will not exceed 4.25 cents per kWh in the Houston and South zones. The actual price is likely to be less than the benchmark prices. The prices will become effective January 1, 2018. Given that these prices are to be locked in 2016 and will not expire until December 31, 2022, they are reflective of the lowest prices for electricity experienced since the retail market was deregulated January 1, 2002. Generally speaking, there ought to be an expectation that the price of energy will climb marginally for each year of the contract term beyond two years. The possibility of locking-in energy prices at or below 4 cents per kWh for a period that terminates in seven years is truly remarkable based upon the history of deregulation.

In the Spring of 2015, TCAP consultants received indicative fixed-prices around 4.5 cents per kWh. They then developed two supply options to the fixed price full requirements contract that offered attractive savings opportunities. Both Options 2 and 3 have variable components related to the energy spot market. While the average spot price in the past three years has been \$32.14/Mwh (2013), \$38.50/Mwh (2014), \$25.53/Mwh (2015), respectively, it is important to note that spot market prices can change every 15 minutes, therefore it is impossible to provide members a precise price for Options 2 and 3. While they provide an opportunity for savings off of the benchmarked prices for Option 1, savings cannot be guaranteed, and thus Option 2 and 3 involve risk to that does not exist with Option 1. A TCAP member that is completely risk adverse should select Option 1.

Option 2 fixes a price for the peak usage period and then turns to the spot market for all off-peak usage. When TCAP was developing these products in 2014, there was a large enough gap between fixed price options and spot prices that this option looked very attractive. Now, with market prices at historic recent term lows, both spot prices and fixed prices have fallen and their price differential has shrunk to the point that future savings from the spot market may not be as great as the risk of future price increases. The following graph shows how low current spot market prices have gone.



Option 2 was developed with the anticipation that spot prices during the off peak period would be in the range of \$10/MWh to \$40/MWh (\$0.01-\$0.04/kWh) over time for spot purchases. Our latest quotes for fully fixed priced products (Option 1) includes off peak pricing fixed at under \$20/MWh. These low Option 1 fixed prices for off peak usage may make it harder for future off peak spot prices to create additional savings under Option 2 over time even though the customer will be incurring market price risk.

Option 3 begins with the purchase of a block of power to cover the base use of all members who commit to this option. Block power, since it is a firm commitment 24 hours a day, is the cheapest form of energy available in the wholesale market. Daytime peak consumption will be partly covered by a fixed price for solar power with all other consumption supplied by the spot market.

In considering Option 2, TCAP consultants would tell you that with current prices about a half cent less than the price that existed when Option 2 was conceptualized last Spring, it will be difficult for Option 2 to generate savings sufficient to justify its selection. Option 3 with its

majority reliance on the cheapest form of energy has a greater probability than Option 2 of producing savings over Option 1. But again, with such low Option 1 fixed priced products now available to TCAP members, and since there are no guarantees that Options 2 or 3, which utilize spot market pricing, will remain as attractive as they were even a few months ago.

EXPLANATION OF “BE IT RESOLVED” SECTIONS

- Section 1.** Authorizes TCAP to submit the members load, along with the load of other authorizing members, to be aggregated into a pool by TCAP’s wholesale supplier for a contract commencing January 1, 2018 and terminating December 31, 2022 with the understanding that the fixed, full-requirements price under Option 1 must not exceed 4.1 cents per kWh in the North and West zones and must not exceed 4.25 cents in the Houston and South zones.
- Section 2.** Sets conditions precedent that the aggregated load exceed 50 MW, that the resolution be passed before February 25, 2016, and that NextEra has until June 3, 2016 to lock in a fixed price for the aggregated load that does not exceed benchmark prices. It also requires the designation of a specific individual, by name or title, who are authorized to sign a contract within 24 hours of submittal, assuming the conditions have been met.
- Section 3.** Consistent with the last two Whereas clauses, this section commits the member to budget for and approve funds necessary to pay for the member’s proportionate share of the aggregated load that TCAP commits to with NextEra. TCAP will contract with NextEra based upon representations of authorizing members, each of whom will be provided with a Commercial Electric Service Agreement (“CESA”) with GEXA, the current REP, that extends current retail service terms with the lower wholesale price arranged with NextEra for the 2018-2020 time period.
- Section 4.** In order for TCAP to be informed of the passage of the resolution so that the member’s load can be aggregated by NextEra, this section specifies that a copy of the resolution should be sent to TCAP’s Executive Director and General Counsel.

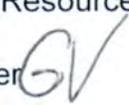


AGENDA MEMORANDUM

DATE: January 19, 2016

TO: Honorable Mayor and Members of the City Council

FROM: Marcia Reyna, Human Resources & Civil Service Director 

THROUGH: Greg Vick, City Manager 

SUBJECT: Discussion and possible action on selecting comparative cities to be used in the 2016 Classification and Compensation study and future maintenance and planning of the City's Classification Plan

BACKGROUND/INFORMATION:

During the Council Meeting on December 7, 2015, Council approved the professional services agreement between the City of Watauga and Public Sector Personnel Consultants for the purposes of a Classification and Compensation Study. Since then, we have kicked off the project. Our consultants met with City employees and department directors earlier this month to explain the process and their role in the project.

During the Council meeting on January 25, 2016, Matt Weatherly, President of Public Sector Personnel Consultants, will present City Council with an overview of the project. In addition, he will discuss the City Council's critical role in establishing comparative cities. City Council will have the opportunity to discuss comparative cities and, if inclined to, make a selection.

FINANCIAL IMPLICATIONS:

n/a

RECOMMENDATION/ACTION DESIRED:

If inclined to, City Council may establish a list of comparative cities to be used in the 2016 Classification and Compensation study and future maintenance and planning of the City's Classification Plan.

ATTACHMENTS/SUPPORTING DOCUMENTATION:

- 1) Memo from Matt Weatherly, President, Public Sector Personnel Consultants



To: City Council, via City Manager and Human Resources
From: Matt Weatherly, President, PSPC
Date: January 15, 2016
Re: Classification and Compensation Study, Comparison Cities

Introduction and Background

The classification and compensation study kicked off earlier this month. The outcomes of the study will provide City staff with the tools necessary for job description maintenance, classification reviews, and regular budget planning of salary expenditures. Employees were invited to provide updated details about their job duties to assist in updating job descriptions, which will also assist us in finding comparable jobs in other Cities or nearby employers.

As a significant portion of any City's general fund expenditures, it is important to be informed and intentional with employee pay. A study is often misperceived as a means to give everyone a raise, rather than a strategic opportunity to answer two important questions:

- How do our salaries compare to those we compete with?
- Where do we want or need to position our pay in order to recruit and retain quality staff?

The salary survey portion of the study will directly answer the first question, through specific job matching and comparison of job descriptions with competing employers that provide similar services in the area. Knowing where your salaries stack up against others will provide valuable and objective insight when planning and budgeting.

Council, and their designee(s) when budgeting, retain complete control of the second question; that is, the City's stated ability or intent to pay in relation to other employers.

We believe that who the City competes with is fact. Who the City chooses to pay like is within the City's control and should be the basis of a strategy, philosophy, or policy, to be decided later as part of annual budgeting process.

The City has an annual turnover of approximately 15%, losing employees to other Cities within easy commuting distance of Watauga. (By comparison, the typical turnover rate for many cities is 8%-10%). The cost of recruitment and training of new hires typically exceeds any deficiencies in paying market average wages, and turnover can significantly impair the City's ability to provide services at a consistent, high quality level.

It is our goal for the January Council meeting to begin dialogue and gather input from Council related to the survey comparators to be utilized when our firm collects salary data on comparable positions. The list and factors on the following page begin an introduction to our interaction on January 25th.

Competitive Marketplace

There is an abundance of municipal employers within 15-20 miles of Watauga that provide similar services and employ similar jobs. The City loses employees annually to these employers, and does not lose many employees to employers outside the Metroplex. For this reason, we propose a market model driven by the following factors:

- Proximity to Watauga
- Similarity of municipal services
- Where the City loses employees to

We suggest comparing jobs with the following employers:

Employers under 50,000 population in Tarrant County, Including:

Bedford	Keller
Benbrook	Saginaw
Colleyville	Southlake
Haltom City	White Settlement
Hurst	

Additional Nearby Neighbors (with caution exercised for “size-sensitive” or managerial jobs):

Eules
Fort Worth
Grapevine
Grand Praire
North Richland Hills

If Needed, additional employers under 50,000 population in surrounding counties:

Duncanville	Murphy
Farmers Branch	Wylie
Lancaster	

Critical Reminder: The City retains the policy control and decision of how much to pay; for “face validity” it is important to acknowledge the competitive marketplace, even if you can only afford to pay 80% or 90% of the market. Who you compete with, and who you choose to pay like, are often two different questions.