



Workforce Planning

FY 2020-21 Review & Budgetary Recommendations



GARLAND

City Council Work Session

August 25, 2020

Current Year in Review

Expanded Regulations

- Families First Coronavirus Protection Act
 - Expanded Family Medical Leave for employees impacted by COVID-19 illness or school closures/hybrid learning

Employee Impact

- Low employee impact due to illness; less than 10% leave utilization to date
- Increased absences and staffing issues related to isolation and quarantine monitoring

Changing Work Environment

- Keeping employees engaged
- Remote learning, collaboration, and technology has been key
- Frequent communication

Shared Resources

- Resource allocation across departments/Shared staffing support

Healthcare Access

- Reduction in some preventive care and planned medical treatments/procedures



COVID-19 IMPACT

Current Year in Review

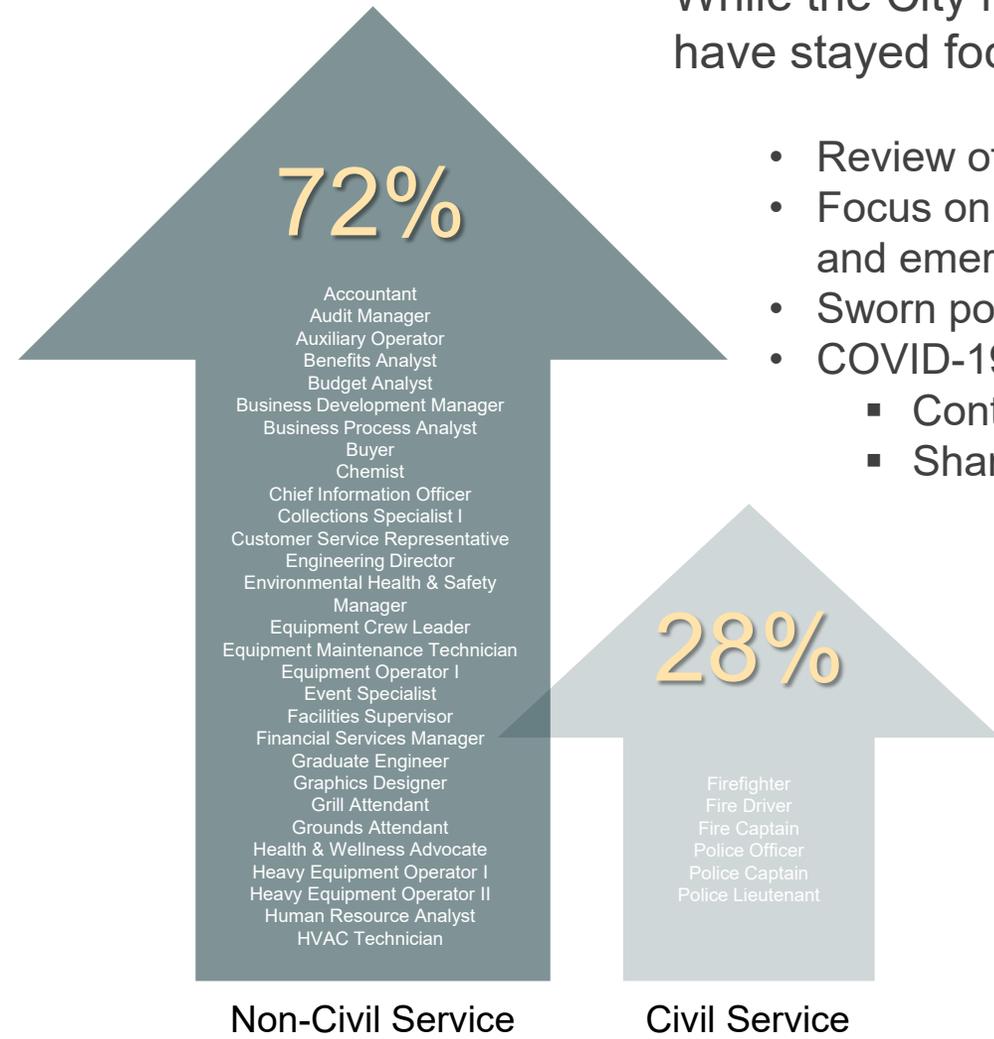
Investments in Talent

- For FY 2019-20, expenditures for attracting talent increased nearly 40% including funding for diversity initiatives, recruitment, outreach, and community partnerships.
 - Online Recruiting Partnerships
 - Circa and DiversityFirst Jobs
 - Texas Diversity Council
 - Job Fairs and Hiring Events
 - Youth Outreach including District, College/University, & Trade Schools
 - Re-branding of Garland Careers
- Time-to-fill for key positions has reduced 20% and is projected to reach more than a 40% reduction in the next year.



Budget & Program Commitments

Current Year in Review



While the City has banked a number of vacancies, we have stayed focused on filling critical positions.

- Review of all vacancies to determine priority
- Focus on positions most needed for citizen services and emergency response
- Sworn positions and promotions
- COVID-19-related contingent staffing
 - Contact Tracers
 - Shared resources across departments

- **Avg. monthly hires: 35**
- **Proj. hires for FY 2019-20: 400+**
Incl. full-time, part-time, and seasonal hires.

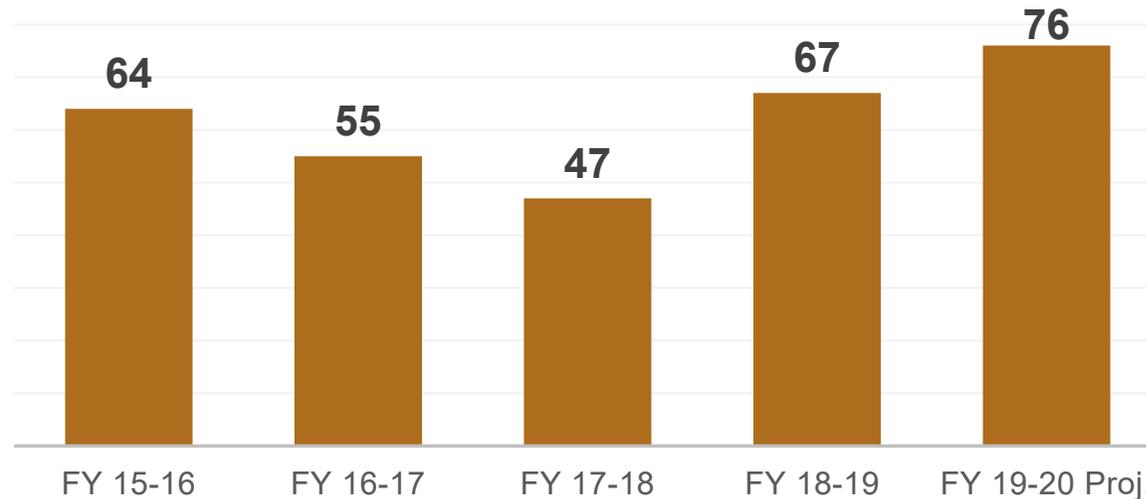
Budget & Program Commitments

Current Year in Review

Retirements

Retirements continue to be on an upward trend, with a 61% increase in the last three years based on current projections.

- Civil Service retirements comprise roughly 30% of projected retirements this year.
- Budget projections and retiree participation funding counts reflect increases in this area.



Budget & Program Commitments

Current Year in Review

Focus on Best Practices

- **Compensation**

- Benchmarking for critical positions such as Public Safety Dispatchers, I.T., etc.
- Investment in additional salary analysis tools for private sector comparison

- **Health Benefits**

- External consultant review of benefit plans and programs for employees and retirees
- Three-year Strategic Plan through 2024
- Competitive assessment of current TPA and Brokerage fees
- Cost-saving measures to balance the health needs of employees with industry best practices for plan and funding design
- Separation of active and retiree expenses

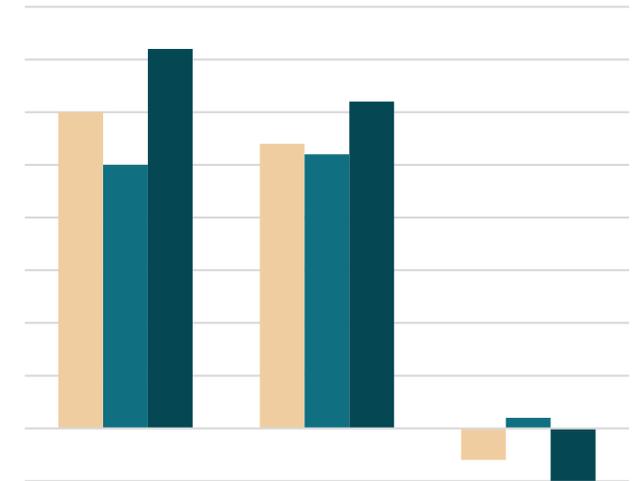
Budget & Program Commitments



Workforce Indicators

- While labor trends only show a slight variance in year-over-year costs for compensation and benefits, the impact of COVID-19 continues.
- General Schedule compensation recommendations will be delayed until the second quarter, with the exception of:
 - Civil Service Step Increases; and
 - Skill-based Pay Increases (related to training and skills attainment)

Employment Cost Index-
State & Local Government

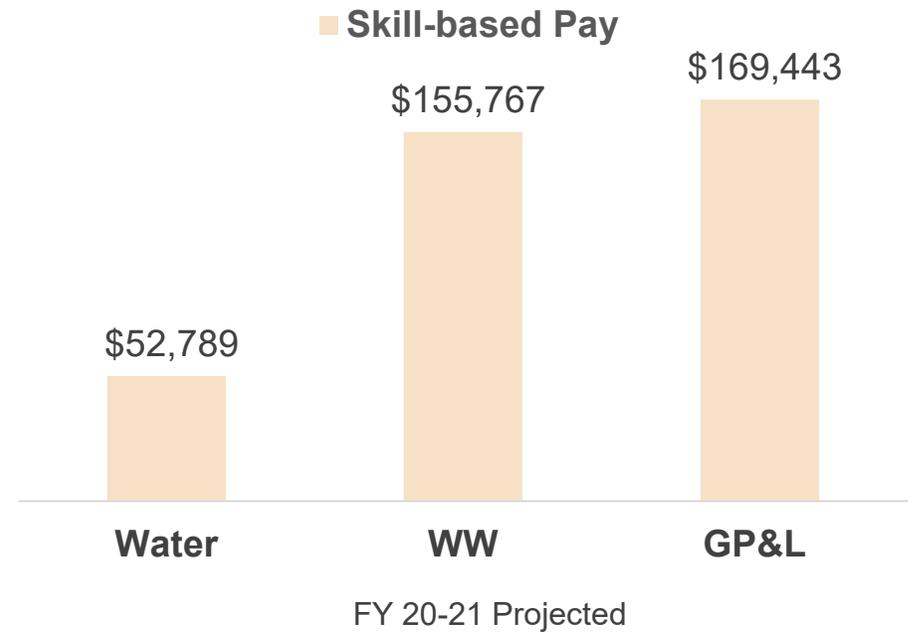
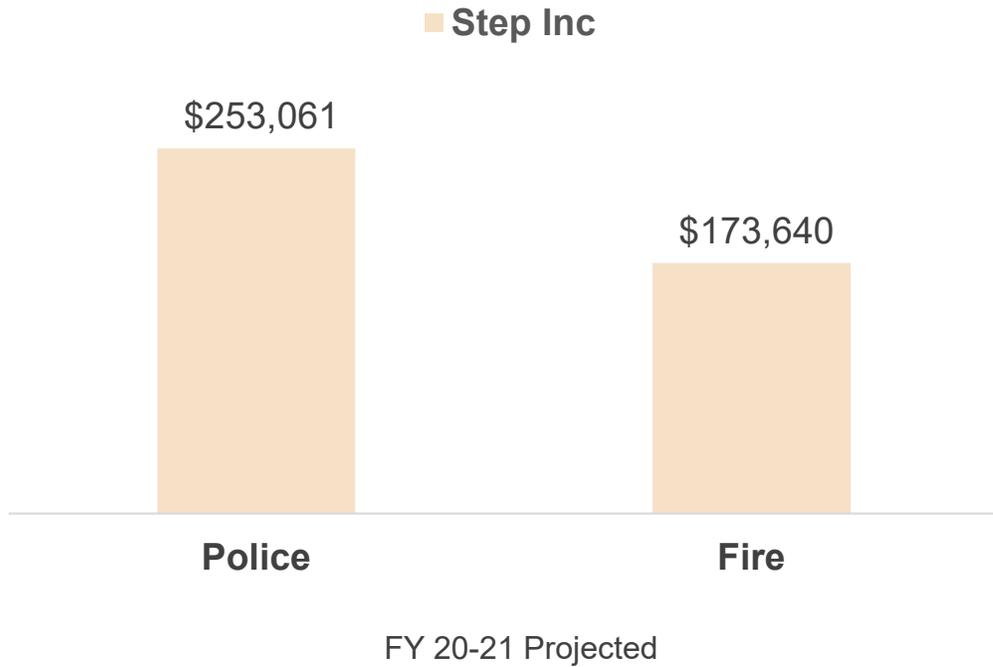


	Jun-19	Jun-20	Variance
■ Compensation	3	2.7	-0.3
■ Wages & Salaries	2.5	2.6	0.1
■ Benefits	3.6	3.1	-0.5

Wages & Salaries includes wages, salaries, and employer costs for employee benefits.

Source: Bureau of Labor Statistics

Workforce Indicators

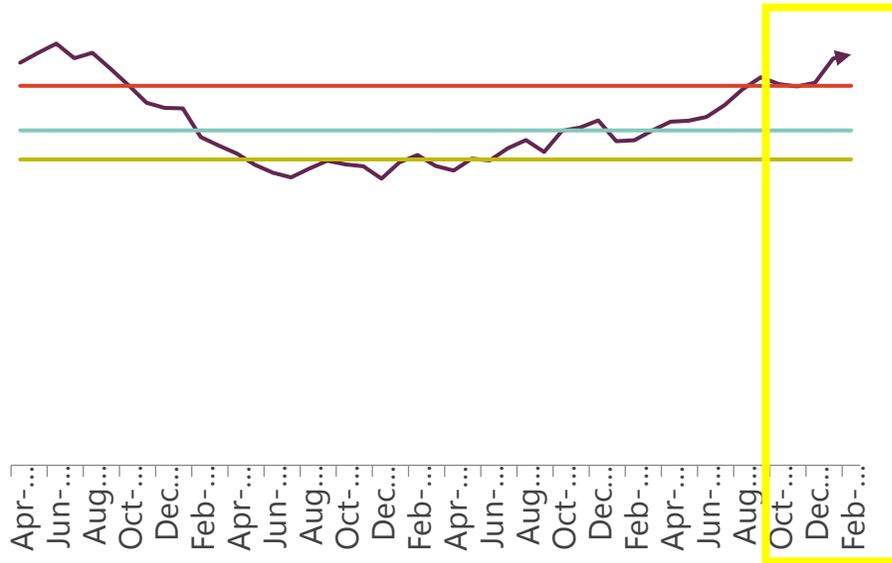




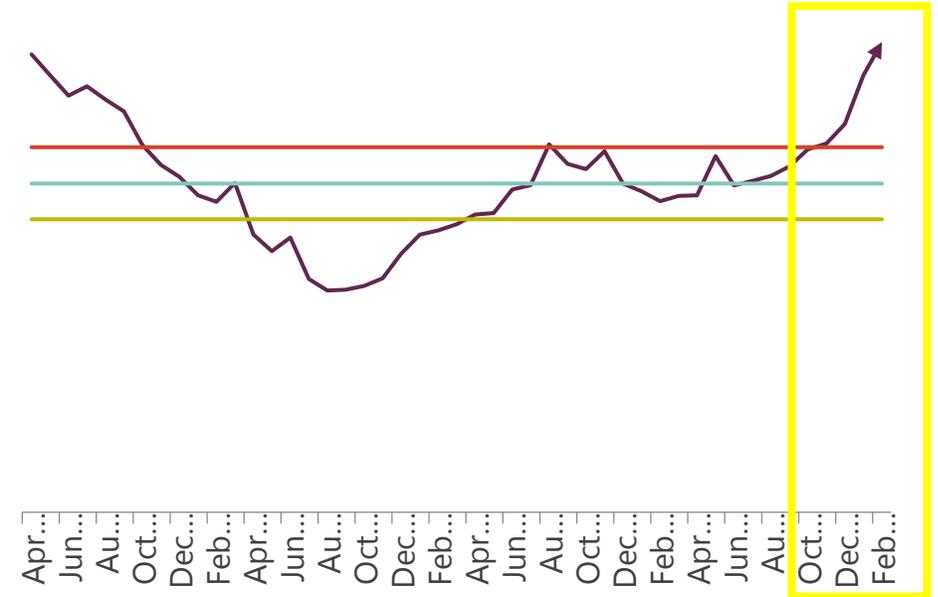
Funding Requests & Justifications

Benefit Program Considerations

Medical - Actives & Retirees



Rx - Actives & Retirees



- Active EEs trended upward in both medical & Rx.
- Retirees saw a reduction in medical claims, trending up in Rx.

Benefit Program Considerations

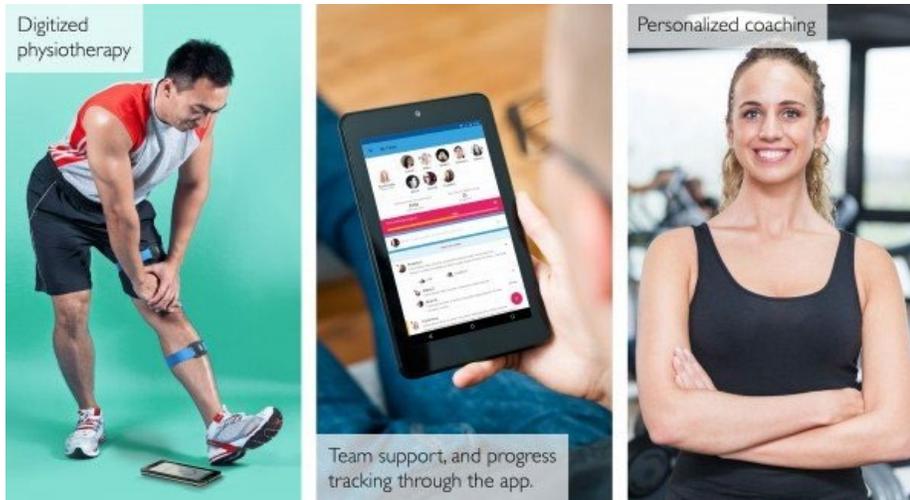
Diagnostic Categories <i>Avg. Per Member/Per Month</i>	Jan 2018 – Dec 2018	Jan 2019 – Dec 2019	% Change	Benchmark	Benchmark Variance
Musculoskeletal	\$47.00	\$67.34	43.3%	\$38.23	76.2%
Neoplasms	\$24.32	\$50.65	>100%	\$42.06	20.4%
Circulatory	\$33.59	\$37.13	10.6%	\$35.44	4.8%
Symptoms/III-Defined	\$30.25	\$35.57	17.6%	\$32.46	9.6%

- Musculoskeletal (MSK) was the most costly diagnostic category for inpatient services with an increase of **47.5%** which is **76.2%** higher than benchmark of similar sized organizations.
- The top 4 diagnostic categories accounted for **51.6% of total medical costs** in the current period.
- The Neoplasms (primarily cancers) category experienced the largest percentage increase in the current period.

Benefit Program Considerations

Plan design changes for FY 2020-21 are focused on preventive care, education, and outreach for our highest cost drivers.

- *Savings from engagement in preventive programs is projected at (\$250,000)*

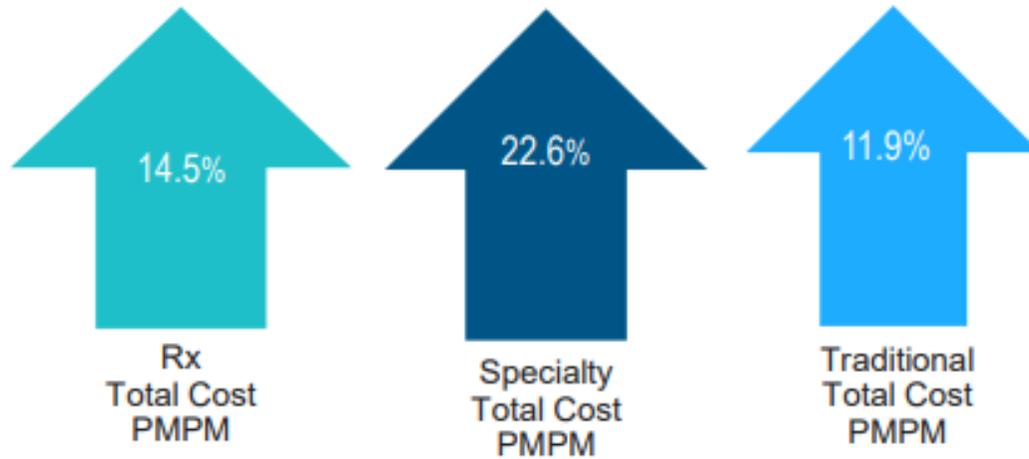


Back, Hip, Knee Surgery Abatement



Diabetes & Hypertension
Management

Benefit Program Considerations



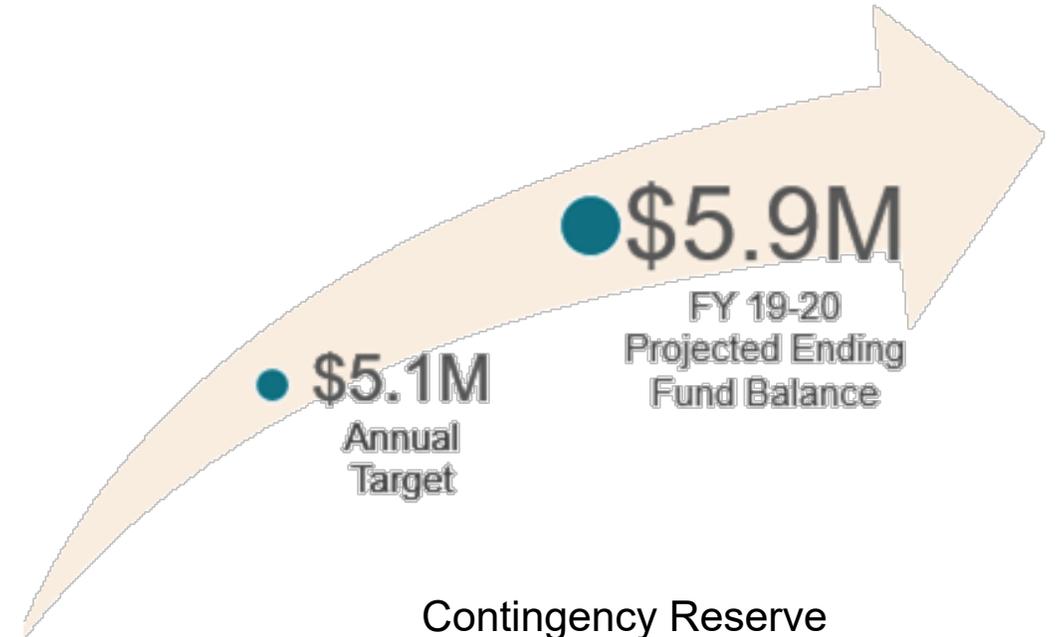
Opportunities for FY 2020-21 include...

- Review of current drug list & dispensing limits
- Employee cost-sharing for brand name Rx when generic options are available
- Additional parameters on specialty weight loss drugs
 - *Total projected cost savings (\$1.5M)*

Benefit Program Considerations

Impact of COVID-19

- Suspension of elective surgeries and reduction in office visits helped to balance out upward trend.
- The cost reduction is expected to be temporary as medical services start to ramp up again.
- If claims continued as projected, Health Fund performance would have likely ended the year at a deficit.
- Life event changes have also increased, adding more spouse/dependent plan members.

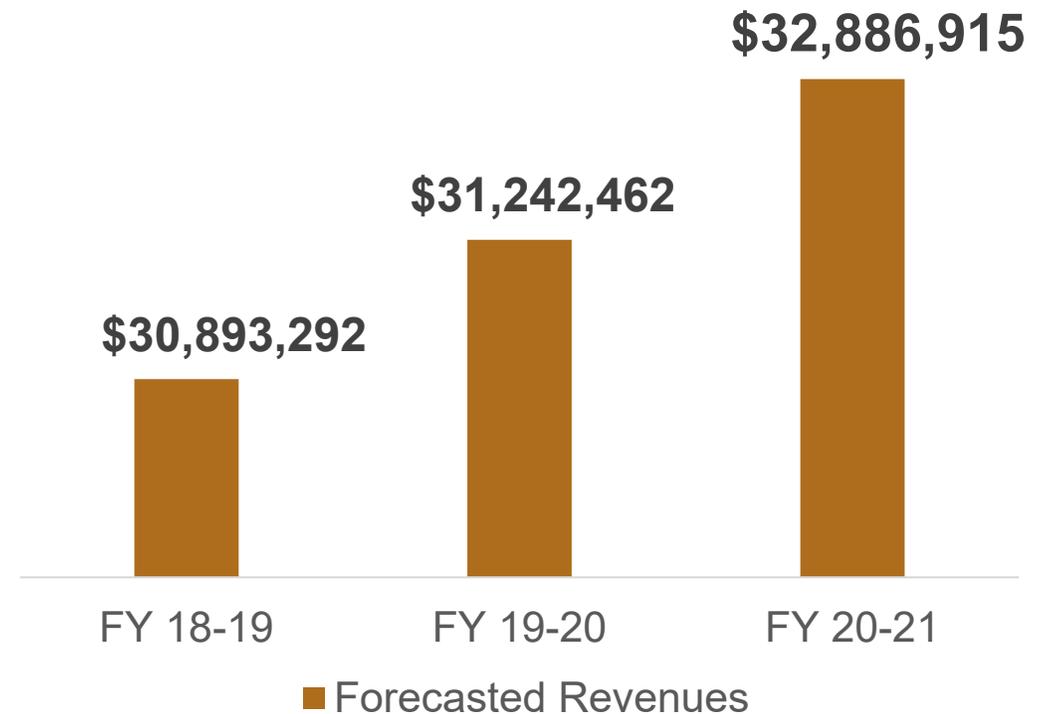


Benefit Program Considerations

FY 2020-21 Recommendations

- **Active Employees**

- 6.49% increase to City contributions
- 5% increase to employee contributions
- 80/20 Cost-share Model
- Focus on increased claims and maintaining ending fund balance target

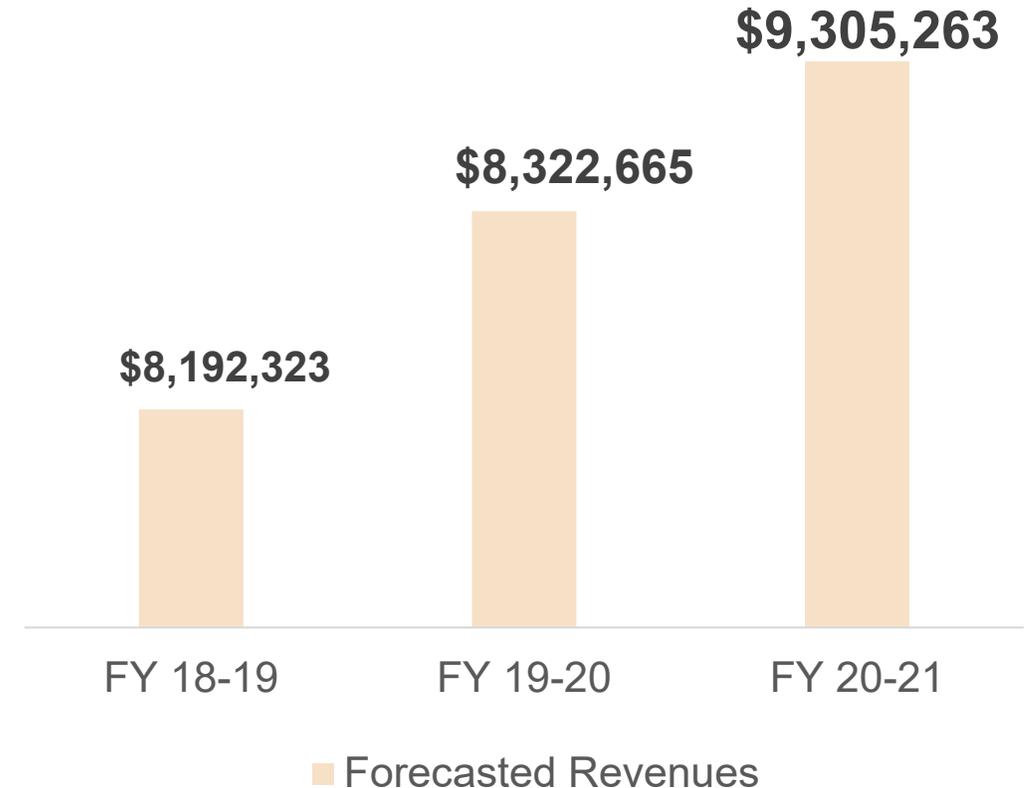


Benefit Program Considerations

FY 2020-21 Recommendations

- Retirees

- Flat 3% increase to City contributions
- 8% increase to retiree contributions
- Adjustments to reflect funding for increasing number of retirees



Benefit Program Considerations



Removed participation barriers

- Eliminated non-participation penalty with a standard rate for new hires and non-participants
- Early engagement during new employee orientation
- Annual employee survey for ongoing program feedback

Focus on preventive care, early detection, and education

- Encouraging employees toward healthy behaviors, early diagnoses, and risk reduction measures that outweigh program investment or penalty benefit

Consumer Education through Partners in Health

- Required annually to increase understanding of cost and quality of care
- Engagement in how individual care decisions impact Health Fund performance overall



Benefit Program Considerations

2020 Enhancements

- No change in program investment
- 66% Increase in wellness incentive (rebate) from BCBS
 - *From \$75,000 to \$125,000 annually*
- Wellness Platform
 - Increased content, metrics, and analytics
 - Better access for first-line employees
 - Integration of all programs in one place
- Continued focus on mental health, including additional resources for Civil Service



Enrich

Financial Wellness

Aaptiv

Fitness

zipongo

Nutrition

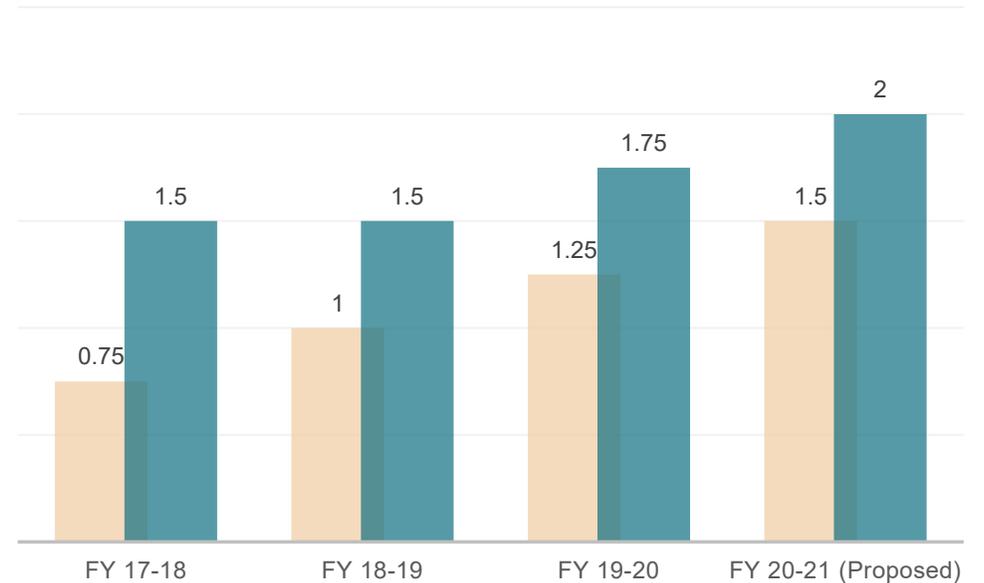
whil.

Mindfulness

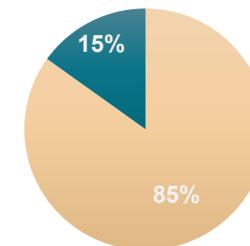
Benefit Program Considerations

Retirement Benefit Considerations

- **Civil Service Retirement Stability Benefit (RSB)**
 - Annual consideration for incremental increase
 - .25% increase for employer/employee contributions
 - Projected City contributions for FY 2021 total \$908,915
 - *\$153,073 ER increase from FY 2019-20*



Civil Service Eligible



Participating Non-Participants

Benefit Program Considerations

Retirement Benefit Considerations

- Texas Municipal Retirement System
 - Employer contribution increased to 11.44% (+1.88%)
 - *\$207,012 impact to General Fund*
 - *\$344,587 Citywide*



Summary

Item	Amount Requested
Compensation	
Step Increases – Police	\$253,061
Step Increases – Fire	\$173,640
Skill-based Pay Increases – Water	\$52,789
Skill-based Pay Increases – WW	\$155,767
Skill-based Pay Increases – GP&L	\$169,443

Item	Amount Requested
Benefits- Health & Wellness	
Health Benefits	\$3,100,000
Projected Plan Design Savings	(\$1,787,000)
C2W “Rebate” Increase	(\$50,000)
<hr/>	
<i>Net Increase</i>	<i>\$1,263,000</i>
Benefits- Retirement	
TMRS Rate Increase	\$344,587
RSB Increase	\$153,073





Police Department

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Funding Requests



New Positions – 5 Dispatchers and 2 Supervisors

\$568,233

- Ongoing Costs - \$565,833
 - Salaries, Benefits, and Other Operational Expenses
- One-Time Costs - \$2,400
 - Poly and Psych Evaluations

Funding Requests



SPIDR Tech Platform – Ongoing

\$30,000

- Software that will integrate into the current CAD system and provide customized text and email messages to victims of crime and reporting parties.

Helmet-Mounted Cameras – Ongoing

\$30,000

- Helmet-mounted cameras will provide a wider field of view during SWAT events. Because the camera is mounted on the helmet, the camera's view will not be obscured by gear as it can be when the camera is attached to the vest or leg of the Officer.



Police Department



Summary of Funding Requests

Item	Cost
5 Dispatchers and 2 Supervisors	\$568,233
SPIDR Tech Platform	30,000
Helmet-Mounted Cameras – SWAT	30,000
Total	\$628,233

Police Department



Questions?



SafeLight Fund

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Funding Requests



SafeLight Expenditures

\$114,657

- **Transfer to General Fund for Transportation Department**
 - LED Replacement Program - \$40,000
- **Transfer to General Fund for Police Department**
 - Traffic Safety Overtime - \$74,657
 - *School Zone Safety Enforcement*
 - *Aggressive Driving Enforcement*

SafeLight Fund



Summary of Funding Requests

Item	Cost
Transportation Department	\$ 40,000
Police Department	74,657
Total	\$114,657

SafeLight Fund



Questions?



Narcotic Seizure Fund

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Narcotic Seizure Fund



- **State and Federal Restrictions Apply to Permissible Uses of Narcotics Seizure Funds**
 - ❖ **Department of Justice: Guide to Equitable Sharing of Federally Forfeited Property for State and Local Law Enforcement Agencies**
 - ❖ *“Sharing must be used to increase or supplement the resources of the receiving agency. Shared resources shall not be used to replace or supplant the resources of the recipient.”*
 - ❖ **Texas Code of Criminal Procedure (CCP) – Article 59.06**
 - ❖ *“A governing body of a municipality may not use the existence of an award to offset or decrease total salaries, expenses, and allowances that the agency ... receives from the ... governing body at or after the time the proceeds are awarded.”*



Narcotic Seizure Fund



- **Texas Code of Criminal Procedure (CCP) – Article 59.06**
 - ❖ *“Proceeds awarded under this chapter to a law enforcement agency ... may be spent by the agency ... after a budget for the expenditure of the proceeds has been submitted to the governing body of the municipality.”*
 - ❖ *“The budget must be detailed and clearly list and define the categories of expenditures, but may not list details that would endanger the security of the investigation or prosecution.”*

Funding Requests



Annual, Recurring Expenditures

\$180,160

- | | |
|---|----------|
| • Taser Upgrades & Replacement | \$80,160 |
| • Ammunition | 35,000 |
| • Seizure Court Costs & Grant
Matching Funds | 40,000 |
| • “Buy Money” for Covert Narcotics
Operation | 25,000 |

Narcotic Seizure Fund



Summary of Funding Requests

Item	Cost
Annual, Recurring Expenditures	\$180,160
Total	180,160

Narcotic Seizure Fund



Questions?



Office of the City Attorney

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020



Parking Enforcement Program

.....

- Parking enforcement has been popular with residents and necessary to address neighborhood parking issues.
- Existing hardware and software capacity results in diminishing costs with additional enforcement – fixed charges spread out over greater enforcement.



Funding Requests



Parking Enforcement Program

\$78,517

- Ongoing Costs - \$74,773
 - Office Supplies, Ticket Service, etc.
- One-Time Costs - \$3,744
 - Body Cameras
- The Program will also include one (1) part-time Hearing Officer who was approved as a mid-year addition in FY 2019-20, budgeted at \$14,613 for FY 2020-21.





Funding Requests



Deputy Marshal Position

\$74,699

- Ongoing Costs - \$67,763
 - Salary, Benefits, Wireless Computer Connectivity, Certain Uniform Items, Ticket Blanks, etc.
- One-Time Costs - \$6,936
 - Radio, Laptop, Firearm, Uniform Equipment, etc.
- One additional Deputy Marshal should be revenue neutral or better and helps offset fixed costs of existing Parking Marshal.



Funding Requests



Marshal Vehicle

\$23,890

- Ongoing Costs - \$4,925
 - Fuel, Maintenance, Fleet Service Charge, ERF
- One-Time Costs - \$18,965
 - Chevy Malibu, Graphics, Keyless Fuel System
- Additional vehicle is necessary to permit parking operations during daytime response to complaints.

Office of the City Attorney



Summary of Funding Requests

Item	Cost
Parking Enforcement Program	\$ 78,517
Deputy Marshal Position	74,699
Marshal Vehicle	23,890
Total	\$177,106

Office of the City Attorney



Questions?



Neighborhood Vitality

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Funding Requests



Home Improvement Incentive Program \$250,000

- Continue the Home Improvement Incentive Program implemented in FY 2019-20. All funding from FY 2019-20 is committed to 46 approved projects under current policy guidelines.
- There are currently 19 applications on the waiting list.
- Recommend that Council review the policy to ascertain if program goals are actually being met and to make any policy changes if desired.



Neighborhood Vitality



Summary of Funding Requests

Item	Cost
Home Improvement Incentive Program	\$250,000
Total	\$250,000

Neighborhood Vitality

.....

Questions?



Fire Department

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Funding Requests



Personal Protective Equipment

\$72,624

- This is for the continuation of implementing a second set of firefighting gear for our Fire Department personnel.

Department Name

.....

Summary of Funding Requests

Item	Cost
Personal Protective Equipment	\$72,624
Total	\$72,624

Department Name

•••••

Questions?



Engineering

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Engineering Funding Requests



2 Public Works Inspectors & Related Vehicles \$134,510

- Engineering inspects all public works improvements:
 - CIP Projects (Streets and Drainage)
 - Private Development Projects
 - Water and Wastewater Projects
 - Parks Projects
 - Streets Projects
- Workload for the 6 Current Inspectors
 - Workload is 14 projects per Inspector.
 - A more manageable workload is 8-10 projects per Inspector.
 - Some CIP and Private Development projects require after-hours inspections.



Engineering Funding Requests



2 Public Works Inspectors & Related Vehicles (Continued)

- Inspectors typically visit each project site twice a day. Included with their inspections is writing their Inspection Notes, writing their Daily Reports for each project, and travelling between construction sites. The actual inspection time spent on each site twice a day is extremely limiting.
- In addition to the City projects, we are inspecting 2,600+ ROW Permits per year.
- We inspect driveways permitted by the Building Inspection Department.
- **Maintaining continuity of CIP inspections, Engineering will be responsible for inspecting many of the 2019 Bond Program projects.**



Engineering Funding Requests



Field Inspectors (2 Positions)	\$111,404
FICA	8,524
TMRS	12,689
Insurance	22,550
Cell Phone Stipend	936
Fleet Services/Vehicle Replacement	17,504
Salary Offset (Charge-Out to CIP Projects)	(83,554)
Conversion of Temporary Positions to Permanent	(23,753)
Computers/Equipment/Clothing	11,300
Motor Vehicle	<u>56,910</u>
Total Unfunded Supplement	\$134,510



Engineering Funding Requests



Department Representative I

\$3,876

- The overall workload for the Design Group in the Engineering Department has increased over the past few years as we have assisted other departments with public works improvements design on their projects. Despite the increased workload, no administrative staff has been added to assist.
- The Department Representative will primarily assist the CIP Design Group with day-to-day administrative duties (including but not limited to: preparing specifications books, verifying item numbers and quantities for Bid Proposals, routing plans to Utility Companies, logging and verifying Utility Company responses, coordinating with Purchasing, etc...)



Engineering Funding Requests



Department Representative I	\$ 37,731
FICA	2,886
TMRS	4,298
Insurance	11,275
Salary Offset (Charge Out to CIP Projects)	(18,866)
Conversion of Temp Positions to Permanent	<u>(33,448)</u>
Total Unfunded Supplement	\$ 3,876

Engineering



Summary of Funding Requests

Item	Costs
Field Inspectors (2 Positions)	\$134,510
Department Representative I	3,876
Total	\$138,386

Engineering

•••••

Questions?



Street Department

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Funding Requests



Department Representative II

\$59,161

- Recurring Costs - \$57,506
 - Salaries, Benefits, and Other Operation Expenses
 - One Employee - \$57,406
 - Other Operation Expenses - \$100
- One-Time Request - \$1,655
 - Minor Computer Items - \$1,655
 - Standard Laptop with Docking Station (includes two monitors)

Funding Requests



Heavy Equipment Crew Leader
(with Vehicle)

\$118,733

- Recurring Costs - \$71,483
 - Salaries, Benefits, and Other Operation Expenses
 - One Employee - \$62,903
 - Other Operation Expenses - \$8,580
- One-Time Request - \$47,250
 - Motor Vehicle - \$47,250
 - 1-Ton Crew Cab Flatbed Truck

Funding Requests



Public Works Inspector II (with Vehicle)

\$95,885

- Recurring Costs - \$36,230
 - Salaries, Benefits, and Other Operation Expenses
 - One Employee - \$74,738
 - Salary Offset [charged to CIP New Sidewalk program – (\$56,054)]
 - Other Operation Expenses - \$17,546
- One-Time Request - \$59,655
 - Motor Vehicles - \$58,000
 - Two (2) ½-Ton Trucks (one for Inspector; one for Pavement Supervisor)
 - Minor Computer Items - \$1,655
 - Standard Laptop with Docking Station (includes two monitors)



Street Department



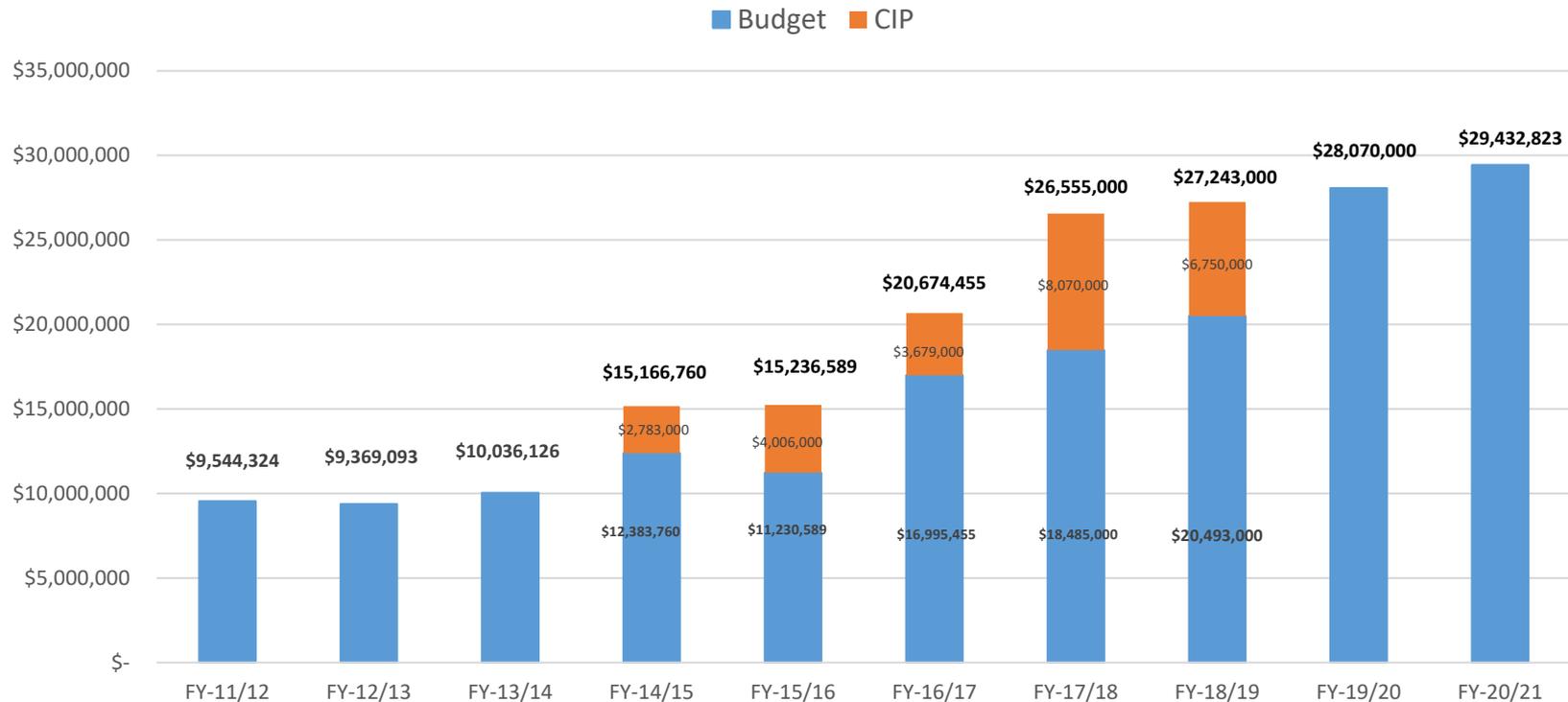
Summary of Funding Requests

Item	Costs
Recurring Costs	\$165,219
One-Time Costs	108,560
Total	\$273,779

Street Department



Increased Funding By Budget Year



Stormwater Management



Stormwater Management (Drainage Maintenance)

Funding Requests and Justifications

Funding Requests



Replace Two Street Sweepers

\$560,000

- Both units, No. 460-0133 and No. 460-0134, are 8 years old.
- Primary function is to meet the demands for cleaning bridges, arterials, collectors, and residential streets. The sweepers are also used to remove sanding materials from bridges and intersections after winter weather events. Street sweeping is also a requirement for the City of Garland's Stormwater Permit.

Stormwater Management

.....



Funding Requests



Replace a ½-Ton Truck with a
1-Ton Crew Cab Flatbed Truck \$18,200

- Unit No. 460-0365 is 6 years old and does not meet current demands.
- Primary function is to be assigned to a Heavy Equipment Crew Leader for transportation of the crew to and from project sites. The department is requesting to upgrade the truck.
- Equipment Replacement Fund Budget - \$29,000
- Upgrade Cost - \$18,200
- Total Proposed Budget - \$47,200



Stormwater Management

.....



Stormwater Management



Summary of Stormwater Funding Requests

Item	Costs
Two Sweepers	\$560,000
1-Ton Crew Cab Flatbed	18,200
Total (One-Time Cost)	\$578,200

Proposed Rates



Small Residential Lot

No increase in FY 2020-21

Medium Residential Lot

No increase in FY 2020-21

Large Residential Lot

No increase in FY 2020-21

Commercial

No increase in FY 2020-21

Street Department



Questions?



EWS - Disposal (Landfill)

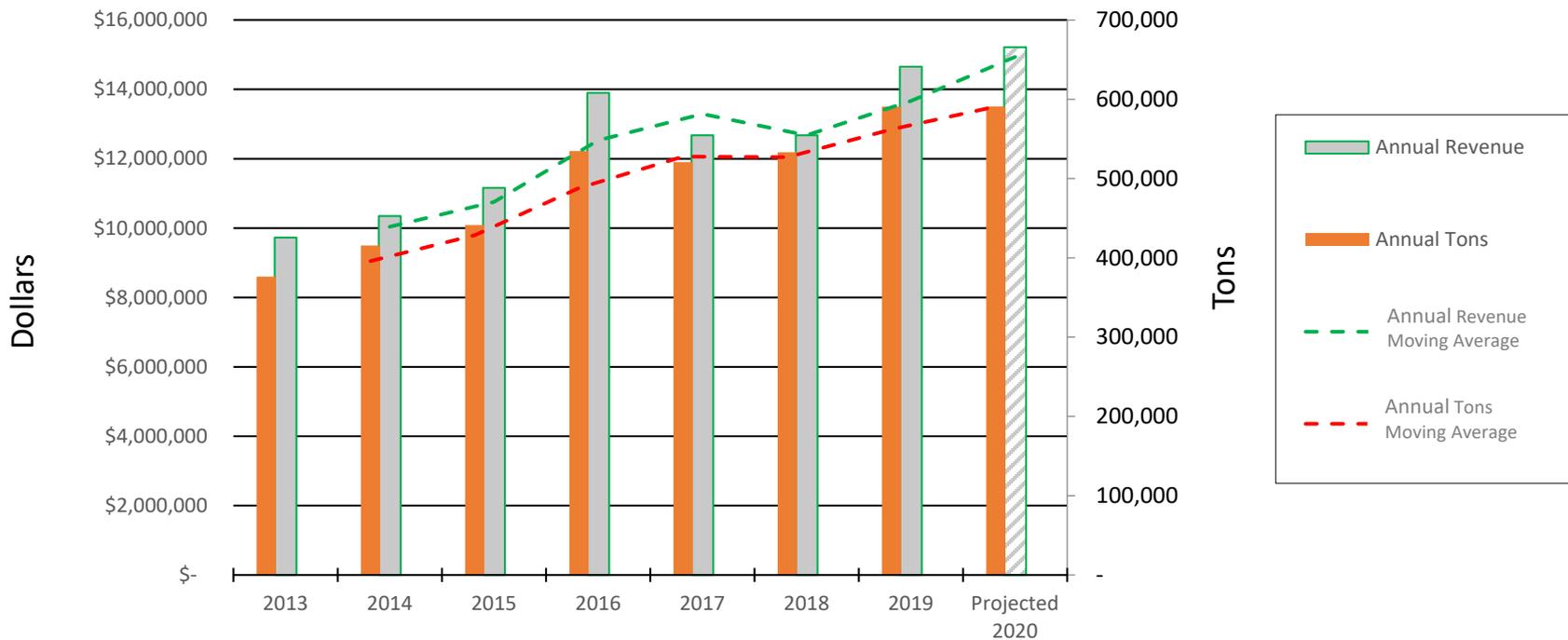
2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Landfill Trends



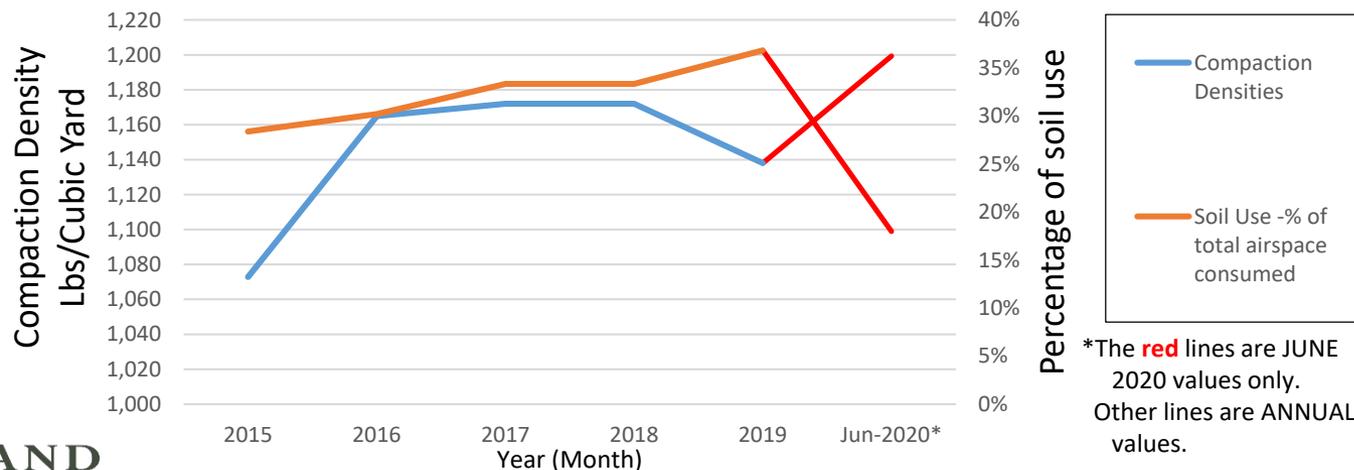
**Revenue and Tonnage Trends
2010 - Projected 2020**



Operational Improvements



- Airspace utilization improvements have been achieved with a year-to-date value of approximately \$621,600.
- Alternative Daily Cover has been used 74 days in 2020 year-to-date, replacing about 23,022 cubic yards of soil use.
- Additional airspace savings have also been achieved through:
 - Reduced percentage of soil used for daily cover.
 - Improved compaction density of waste.



Funding Requests



Crushed Concrete and Trucking

\$90,000

- Funding will be used to purchase crushed concrete over and above that which is contracted to the City through Strata.
- Will be used for maintaining safe all-weather internal roads to the unloading area as required by TCEQ regulations in addition to providing improved customer service.



Funding Requests



2 Grounds Attendant Positions

\$142

- Work performed is permit requirement and of an ongoing and permanent nature.
- Tasks performed include pickup of blowing litter, roadside cleanup, onsite landscaping, and general maintenance.
- Temporary labor currently used for this work is difficult to recruit and provides marginal work product.
- Expense for positions (\$90,393) to be offset by reductions in temporary agency labor budget (\$90,251).



EWS - Disposal (Landfill)



Summary of Funding Requests

Item	Cost
Crushed Concrete and Trucking	\$90,000
Positions Requests	142
Total	\$90,142

EWS - Disposal (Landfill)



Questions?



Environmental Waste Services

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Funding Requests



Equipment Operator II

\$27,238

- Staff is requesting the part-time Equipment Operator II position be converted to full-time to be utilized to add a 7th collection route to Residential Recycling collections in order to keep up with program growth and to minimize overtime in this division.

Funding Requests



Transfer Station Site: Recycling Center & Programming Planning Services

EWS – Delivery

\$50,000

EWS – Disposal

50,000

- EWS will hire professional services to evaluate the current facility including the Administration Building, Recycling Center, and Transfer Station in order to determine future operational needs and improve overall efficiency.



Environmental Waste Services



Summary of Funding Requests

Item	Costs
Equipment Operator II	\$27,238
Transfer Station Site: Recycling Center & Programming Planning Services	50,000
Transfer Station Site: Disposal Contribution	50,000
Total	\$127,238



Fee Increases



- Commercial Recycling Collections

• Current Fee Amount	\$ 60.71
• Fee Increase Amount	<u>69.70</u>
• Proposed Fee	\$130.41

- Estimated to generate \$65,936.20 per year in new revenue.

- No rate increase for Residential Collections.

Environmental Waste Services



Questions?



Water & Wastewater Utilities

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Funding Requests - Water Utility

.....

Docking Station

- Honeywell IntelliDoX docking station to maintain units, ensuring safety of employees entering confined spaces.
- Gas monitors test the atmosphere of confined spaces prior to entering.
- Allows for automatic calibration and bump testing.
- One-Time Cost.

\$2,800



Chlorine End Tank Simulator

- One-Ton Tank End Simulator for chemical leak response training.
- One-Time Cost

\$3,200



Funding Requests - Water Utility



SmartFlow Covers Software as a Service

\$3,640

- Garland submitted a new 10-year plan to comply with the Texas Commission on Environmental Quality voluntary SSO Initiative.
- Wastewater Collection purchased 10 SmartCovers to monitor flow for potential Sanitary Sewer Overflows (SSOs).
- Smart sensors help detect inflow and infiltration to measure and alert crews to potential overflows.
- This request is to fund the annual website access to send encrypted data via satellite for our crews. This is a cloud-based “Software as a Service (SaaS)” solution.
- IT reviewed and approved this request earlier this year.
- Ongoing Cost



Funding Requests - Water Utility



Light Tower

\$9,950

- Used for the repair of Water and Wastewater lines at night.
- Not included in the Equipment Replacement Fund.
- One-Time Cost – \$8,850
- Ongoing Cost – \$1,100



Air Compressor

\$23,050

- Used in the removal of concrete and asphalt.
- Not included in the Equipment Replacement Fund.
- One-Time Cost – \$22,000
- Ongoing Cost – \$1,050



Funding Requests - Water Utility



Vacuum Trailer

- Removal of debris from valve stacks.
- Used in the maintenance of valves, within the City's distribution system, by Valve & Hydrant Maintenance Crews.
- One-Time Cost – \$55,000
- Ongoing Cost – \$12,863

\$67,863



New 12-Yard Dump Truck

- Increased capacity.
- Reduce down-time while hauling.
- One-Time Cost – \$116,710
- Ongoing Cost – \$18,489

\$135,199



Funding Requests - Water & Wastewater Utility Joint Project

•••••

Strategic/Risk Management Plan Updates

\$600,000

As identified in the Garland Water Utilities 2019-2021 Strategic Technology Plan

- A master plan for both (WWTP and Water) Supervisory Control and Data Acquisition (SCADA) systems is needed.
- The plan will include an assessment of both the WWTP Wonderware and Water Cimplicity software, Servers, and PLCs.
- The assessment will:
 - Aid in the development of system-wide programming and support standards.
 - Enable Water Utilities staff to be more versatile to assist across both the Water and WWTP SCADA systems.
 - Help address cybersecurity controls not currently in place (as identified in the assessment conducted for American Water Infrastructure Act).
 - Develop a CIP road map for system improvements.
 - Examine the feasibility of reducing the number of software platforms we have for SCADA.
 - One-Time Cost split between Water and Wastewater Utility Funds.

Water & Wastewater Utility Joint Project

Strategic/Risk Management Plan Updates

Funding Breakdown	
Water Utility	\$200,000
Wastewater Collection	100,000
Wastewater Treatment	300,000
Total	\$600,000

Water Utility



Summary of Water Funding Requests

Item	Ongoing Cost	One-Time Cost	Total Cost
Docking Station	\$ 0	\$ 2,800	\$ 2,800
Chlorine End Tank Simulator	0	3,200	3,200
SmartFlow Covers SaaS (web access)	3,640	0	3,640
Light Tower	1,100	8,850	9,950
Air Compressor	1,050	22,000	23,050
Vacuum Trailer	12,863	55,000	67,863
New 12-Yard Dump Truck	18,489	116,710	135,199
Strategic/Risk Management Plan Updates	0	200,000	200,000
Total	\$37,142	\$408,560	\$445,702



Funding Requests - Wastewater Collection

GPS Mapping Devices

\$8,200

Two Trimble Mobile Mapping Devices

- Used to map out the locations of wastewater manholes in creek and drainage areas as well as water valves and fire hydrants in undeveloped locations.
- Improving the accuracy of our asset registry and our GIS database increases future efficiencies when the assets need to be located.
- One-Time Cost



Funding Requests - Wastewater Collection

Two Portable Shoring Units

\$30,000

- Used by wastewater crews to safely work in excavations.
- Transported on the trailers with the excavation equipment.
- These two new portable shoring units will replace existing shoring equipment that is nearing the end of its useful life.
- One-Time Cost

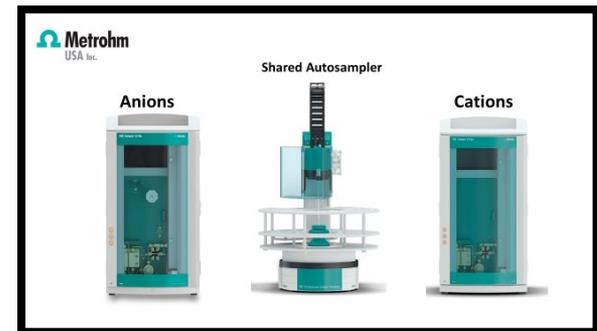


Funding Requests - Wastewater Treatment

Dual Ion Chromatography System

\$76,290

- Used for the analysis of anions and cations in drinking water and wastewater samples using EPA Method 300.0. The anion Ion Chromatography half will analyze for chloride, fluoride, nitrate, nitrite, phosphate, and sulfates using a single sample, and the cation Ion Chromatography half will analyze for ammonia and other cations (sodium, calcium, and magnesium).
- Necessary for obtaining drinking water accreditation by the Texas Commission on Environmental Quality (TCEQ) to analyze drinking water for these ions.
- One-Time Cost



Wastewater Utility



Summary of Wastewater Funding Requests

Item	Ongoing Cost	One-Time Cost	Total Cost
Wastewater Collection			
GPS Mapping Devices	\$ 0	\$ 8,200	\$ 8,200
Portable Shoring	0	30,000	30,000
Strategic/Risk Management Plan Updates	0	100,000	100,000
Wastewater Collection Subtotal	\$ 0	\$138,200	\$138,200
Wastewater Treatment			
Dual Ion Chromatography System	\$ 0	\$ 76,290	\$ 76,290
Strategic/Risk Management Plan Updates	0	300,000	300,000
Wastewater Treatment Subtotal	\$ 0	\$376,290	\$376,290
Wastewater Utility Total	\$ 0	\$514,490	\$514,490

Proposed Rates



Water

No increase in FY 2021

Sewer

No increase in FY 2021

Provided by NEWGEN STRATEGIES AND SOLUTIONS, LLC

Water & Wastewater Utilities

•••••

Questions?



Garland Power & Light

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

Garland Power & Light



Production

\$1,639,500

GP&L is requesting funding for the rebuild and maintenance of several components of the Olinger and Spencer facilities due to age and condition. These components are critical to the operation of the facilities as well as the safety of employees. Failure of these components could result in a reduction in plant output or a shutdown of a unit.

- | | |
|---|-----------|
| • Rebuild Olinger Circular Water Pumps | \$460,000 |
| • Repair Spencer Cooling Towers | 359,500 |
| • Thermal Imaging Olinger Unit #1 Boiler | 250,000 |
| • Replace Olinger Unit #3 Feed Pump Seals | 250,000 |
| • Overhaul Olinger Unit #4 Gas Valves | 200,000 |
| • Olinger Turbine Control System Support | 120,000 |



GARLAND

Garland Power & Light



Distribution

\$952,500

Funding is requested to support daily operations of the GP&L Distribution system, including: (1) due to a shortage of Journeymen Linemen, contractor support to assist in responding to the 1,200 to 1,400 annual street light maintenance calls; (2) cover market cost increases in vegetation management services; and (3) perform a foreign pole attachment audit to verify the number of foreign contacts on GP&L poles, as well as determine if the contacts are appropriately installed.

- | | |
|---------------------------------|-----------|
| • Street Light Maintenance | \$600,000 |
| • Vegetation Management | 262,500 |
| • Foreign Pole Attachment Audit | 90,000 |

Garland Power & Light



TMPA Transmission

\$567,000

Funding is requested for TMPA Transmission regulatory and daily operations. Funding will be used for regulatory required activities such as LiDAR studies in response to Texas HB 4150, support for PRC-5 testing for NERC compliance, and right-of-way vegetation management. Funding is also requested for leasing office space due to the closing of the Gibbons Creek offices, wildlife guards, and a utility task vehicle (UTV) to aid in transmission line inspections. These costs will be reimbursed by TMPA.

- NERC PRC-5 Testing Support \$200,000
- Equipment 127,000
- Vegetation Management 100,000
- Office Lease 75,000
- LiDAR Line Inspection Studies 65,000



GARLAND

Garland Power & Light



GP&L Transmission

\$320,811

GP&L requests funding for LiDAR studies for the inspection of its high-voltage power lines to comply with the passage of HB 4150 in Texas' last legislative session. In addition, GP&L requests funding for anticipated increases in its payments in-lieu-of ad valorem taxes (PILOT) to taxing jurisdictions through which the Limestone to Gibbons Creek transmission line passes, as well as funding for activities associated with GP&L's expanding presence in West Texas.

- Payments In-Lieu-of Ad Valorem Taxes \$167,125
- LiDAR Line Inspection Studies 105,000
- West Texas Operations 48,686

Garland Power & Light



Energy Services

\$37,458

The Electric Reliability Council of Texas (ERCOT) advises that the Wide Area Network (WAN), the network GP&L uses to communicate with ERCOT, will be upgraded and migrated to a new communication platform. ERCOT has stated that costs may as much as double to cover these changes. Funding is requested to cover this increase.

- ERCOT WAN Increase

\$37,458

Garland Power & Light



Substations

\$10,000

GP&L's transmission presence in West Texas continues to expand with the recent energization of the King Mountain Switch Station and the current construction of the Nevill Road Switch Station. Funding is requested for station waste collection and line switching activities for these stations.

- West Texas Operations \$10,000

Garland Power & Light



Summary of Funding Requests

Division	One-Time Funding	Ongoing Funding	Total Request
Production	\$1,639,500	\$ 0	\$1,639,500
Distribution	90,000	862,500	952,500
TMPA Transmission	400,000	167,000	567,000
GP&L Transmission	105,000	215,811	320,811
Energy Services	0	37,458	37,458
Substations	0	10,000	10,000
Total Request	\$2,234,500	\$1,292,769	\$3,527,269

Garland Power & Light



Questions?

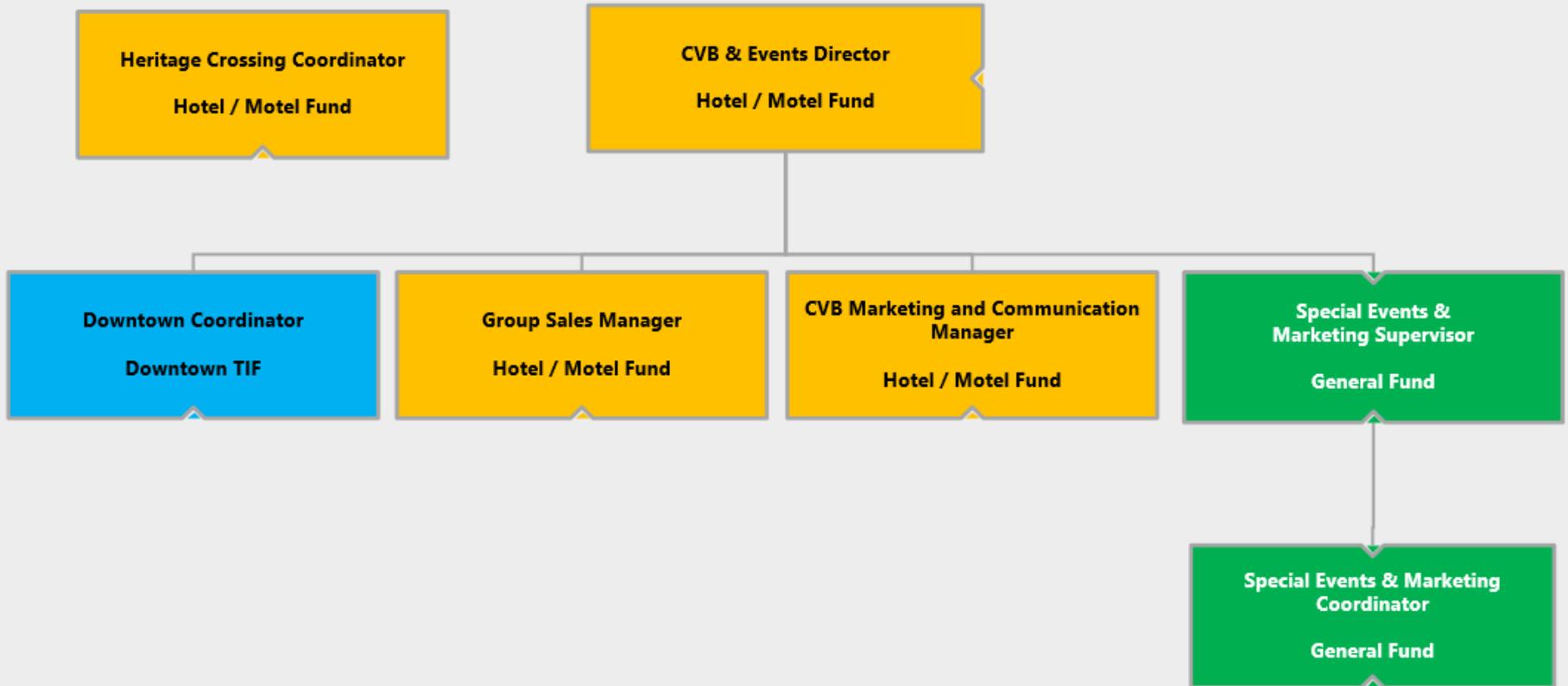


Hotel/Motel Tax Fund

2020-21 Proposed Budget
Funding Requests and Justifications

City Council Work Session
August 25, 2020

CVB & Events Reorganization



Funding Requests



Redevelopment of CVB Marketing for **Visit Garland**

\$40,000

- New Website – VisitGarlandTX.com
- Mobile App
- Facebook
- Instagram
- YouTube Videos
- Print Ads
- Supporting Brochures –
Visitors Guide, Dining Guide, etc.



Funding Requests



Heritage Seasonal Staffing

\$18,688



- Request enables:
 - Increased museum public hours from 1 day to 3 days
 - 50% increase in accessioning and research hours

Hotel/Motel Tax Fund



Summary of Funding Requests

Item	Costs
Visit Garland	\$40,000
Additional Seasonal Funding	18,688
Total	\$58,688

Hotel/Motel Tax Fund



Questions?



Downtown TIF Fund

2020-21 Proposed Budget
Funding Requests and Justifications

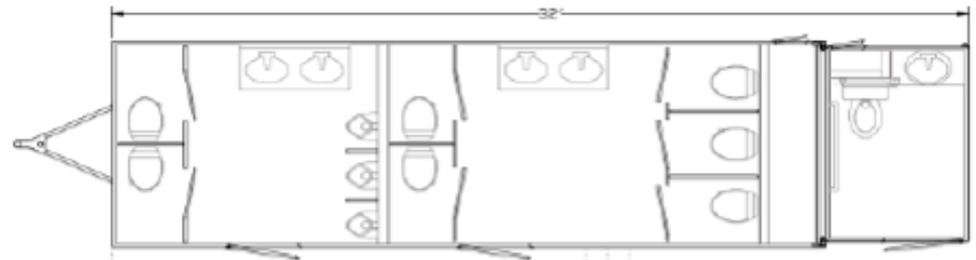
City Council Work Session
August 25, 2020

Funding Requests



Public Restroom Trailer

\$143,000



Funding Requests

.....

Downtown Ambassadors program

\$10,000



Downtown TIF Fund



Summary of Funding Requests

Item	Costs
Public Restroom Trailer	\$143,000
Downtown Ambassadors	10,000
Total	\$153,000

Downtown TIF Fund



Questions?