



AGENDA

**CITY COUNCIL WORK SESSION
City of Garland
Duckworth Building, Goldie Locke Room
217 North Fifth Street
Garland, Texas
December 15, 2015
6:00 p.m.**

DEFINITIONS:

Written Briefing: Items that generally do not require a presentation or discussion by the staff or Council. On these items the staff is seeking direction from the Council or providing information in a written format.

Verbal Briefing: These items do not require written background information or are an update on items previously discussed by the Council.

Regular Item: These items generally require discussion between the Council and staff, boards, commissions, or consultants. These items are often accompanied by a formal presentation followed by discussion.

**[Public comment will not be accepted during Work Session
unless Council determines otherwise.]**

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

(1) Pending/contemplated litigation, settlement offer(s), and matters concerning privileged and unprivileged client information deemed confidential by Rule 1.05 of the Texas Disciplinary Rules of Professional Conduct. Sec. 551.071, TEX. GOV'T CODE.

(2) The purchase, exchange, lease or value of real property, if the deliberation in an open meeting would have a detrimental effect on the position of the City in negotiations with a third person. Sec. 551.072, TEX. GOV'T CODE.

(3) A contract for a prospective gift or donation to the City, if the deliberation in an open meeting would have a detrimental effect on the position of the City in negotiations with a third person. Sec. 551.073, TEX. GOV'T CODE.

(4) Personnel matters involving the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear a complaint against an officer or employee. Sec. 551.074, TEX. GOV'T CODE.

(5) The deployment, or specific occasions for implementation of security personnel or devices. Sec. 551.076, TEX. GOV'T CODE.

(6) Discussions or deliberations regarding commercial or financial information that the City has received from a business prospect that the City seeks to have locate, stay, or expand in or near the territory of the City and with which the City is conducting economic development negotiations; or to deliberate the offer of a financial or other incentive to a business prospect of the sort described in this provision. Sec. 551.087, TEX. GOV'T CODE.

(7) Discussions, deliberations, votes, or other final action on matters related to the City's competitive activity, including information that would, if disclosed, give advantage to competitors or prospective competitors and is reasonably related to one or more of the following categories of information:

- generation unit specific and portfolio fixed and variable costs, including forecasts of those costs, capital improvement plans for generation units, and generation unit operating characteristics and outage scheduling;
- bidding and pricing information for purchased power, generation and fuel, and Electric Reliability Council of Texas bids, prices, offers, and related services and strategies;
- effective fuel and purchased power agreements and fuel transportation arrangements and contracts;
- risk management information, contracts, and strategies, including fuel hedging and storage;
- plans, studies, proposals, and analyses for system improvements, additions, or sales, other than transmission and distribution system improvements inside the service area for which the public power utility is the sole certificated retail provider; and
- customer billing, contract, and usage information, electric power pricing information, system load characteristics, and electric power marketing analyses and strategies. Sec. 551.086; TEX. GOV'T CODE; Sec. 552.133, TEX. GOV'T CODE]

1. Written Briefings:

a. Update on Other Post Employment Benefits (OPEB) and Civil Service Supplemental Retirement

Mayor Pro Tem B.J. Williams and Council Member Stephen Stanley requested an update on efforts to address the City's OPEB Unfunded Liability related to retiree healthcare benefits and funding of a new Supplemental Retirement Benefit for Civil Service employees.

b. Neighborhood Vitality Matching Grant

The Community Services Committee recommends approval of the application from the Firewheel Farms No. 2 HOA. Unless otherwise directed by Council, this item will be scheduled for formal consideration at the January 5, 2016 Regular Meeting.

Item	Key Person
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2. Regular Items:

a. Proposed Thoroughfare Plan Amendment to Zion Road **Stanley/Dodson**

At the request of Council Member Stephen W. Stanley and Deputy Mayor Pro Tem Lori Barnett Dodson, Council is requested to discuss amending the Thoroughfare Plan related to the Zion Road designation. Zion Road is currently a Type E roadway (4 lane undivided). The request is to change this roadway to a Type F roadway (2 lane roadway). If Council directs to change the designation, an item will be placed on the January 5, 2016 Regular Meeting for Council action.

3. Consider the Consent Agenda **Council**

A member of the City Council may ask that an item on the consent agenda for the next regular meeting be pulled from the consent agenda and considered separate from the other consent agenda items. No substantive discussion of that item will take place at this time.

4. Announce Future Agenda Items **Council**

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

5. Adjourn **Council**



Meeting: Work Session

Date: December 15, 2015

Policy Report

UPDATE ON OTHER POST EMPLOYMENT BENEFITS (OPEB) AND CIVIL SERVICE SUPPLEMENTAL RETIREMENT

ISSUE

Mayor Pro Tem B.J. Williams and Council Member Stephen Stanley requested an update on efforts to address the City's OPEB Unfunded Liability related to retiree healthcare benefits and funding of a new Supplemental Retirement Benefit for Civil Service employees.

OPTIONS

For Informational Purposes Only.

RECOMMENDATION.

None.

COUNCIL GOAL

Financially Stable City Government with Tax Base that Supports Community Needs

BACKGROUND

The City Council previously indicated that they wished for the issue of retiree healthcare benefits and additional retirement benefits for Police and Fire to be discussed by an Ad Hoc Citizen's Budget Committee appointed by the Mayor. The formation of the Committee has been delayed due to the need for significant actuarial work to be completed related to the City's OPEB Liability.

Other Post-Employment Benefits

The City of Garland offers its retirees and their dependents medical, prescription drug, and dental coverage. The plans are self-insured continuations of the plans offered to active City employees. The City subsidizes approximately half of the coverage cost for pre-Medicare retirees (under age 65). After turning 65, retirees are covered by Medicare and are offered the Surround Plan, a fully-insured Medicare Supplement Plan through CIGNA. The City contributes about half of the Surround Plan premiums. To qualify for the benefits, employees must satisfy the same criteria as required for retirement under the Texas Municipal Retirement System (TMRS).

UPDATE ON OPEB AND SUPPLEMENTAL RETIREMENT BENEFITS

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Since 2008, the City has been required to measure and disclose the OPEB obligation in its financial statements. The City must actuarially determine the cost of providing healthcare benefits to retirees in the future. This cost is then compared to the established reserves in order to arrive at the City's OPEB Unfunded Liability. In 2008, the City implemented several strategies that significantly reduced the City's Unfunded Liability. These strategies remain in place but given the financial pressures of the recession, the City has been unable to make any material progress in funding the annual contributions required to establish adequate OPEB reserves.

In 2015, the City changed actuarial firms used for determining its OPEB obligations, a move designed to significantly reduce actuarial fees and to enhance efficiencies. Changing actuaries was a longer process than anticipated, however, due to the necessity of the new firm to verify various data sources. The new actuary firm also implemented several new actuarial assumptions that resulted in lowering the OPEB liability. The updated actuarial report has been completed and reflects an Unfunded Liability of \$86.3 million as of October 1, 2015. The Annual Required Contribution (ARC) necessary to amortize the Unfunded Liability and establish adequate reserves is \$6.3 million. Approximately, one-half or \$3.2 million would be funded by the City's General Fund.

Currently, the actuary and the City are working on various options related to retiree healthcare that could reduce the City's Unfunded Liability and ARC. Staff hopes to have an update to Council on the additional OPEB analysis by March 31, 2016.

Civil Service Supplemental Retirement

The Garland Fire Fighters Association has asked the City to implement a Supplemental Retirement Plan for all Civil Service Employees. The plan proposes for the City to contribute a given percentage of each individual's compensation, such as 3%, to a 457 Retirement Plan. This contribution would be in addition to the contributions made into TMRS by the City for the same individuals. A 3% contribution would require approximately \$1.6 million a year from the City's General Fund.

The rationale for implementation of a Supplemental Retirement Plan rests with the fact that the City makes contributions to Social Security for General Schedule employees but not Civil Service. The distinction is the result of an election made in 1964 by Garland's Civil Service employees to opt-out of Social Security. As a result, Civil Service positions do not have the 6.2% employee portion of Social Security deducted from their pay. Of the four cities in the Dallas/Fort Worth metroplex that do not provide Social Security contributions, Garland is the only one that does not provide some level of additional retirement benefits.

CONSIDERATION

The need for \$6.3 million for retiree healthcare benefits and \$1.6 million for a Supplemental Retirement Plan for Civil Service presents difficult budget priorities for the City. The funds required to address these benefits compete with funds needed to maintain employees at market pay, avoid dilution of the healthcare benefits for current employees and sustain City services. Furthermore, the two retiree benefits compete against each other and the reinstatement of TMRS cost of living adjustments (COLA) for funding.

For several reasons, it has been the City Manager's recommendation that retiree healthcare benefits be stabilized before funding enhancements to Civil Service retirement benefits. First, current retirees would likely be impacted by changes in their healthcare costs without the benefit of having years to prepare. Second, while Supplemental Retirement Benefits are very beneficial to employees if started in the earlier years of their career, a significant portion of the City's Civil Service employees are tenured and could stand to benefit more from retirement healthcare benefits. Third, the Supplemental Retirement Benefit impacts 588 employees, while the retiree healthcare benefits impact 2,083 current employees, including the 588 Civil Service employees, and 693 retirees.

ATTACHMENT(S)

None.

Submitted By:

Approved By:

David Schuler
Chief Financial Officer

Bryan L. Bradford
City Manager

Date: December 15, 2015

Date: December 15, 2015



Meeting: Work Session

Date: December 15, 2015

Policy Report

NEIGHBORHOOD VITALITY MATCHING GRANT

ISSUE

Review Neighborhood Vitality application

OPTIONS

1. Approve application as submitted
2. Approve application with modifications
3. Deny approval of application

RECOMMENDATION

The Community Services Committee recommends approval of the application from the Firewheel Farms No. 2 HOA. Unless otherwise directed by Council, this item will be scheduled for formal consideration at the January 5, 2016 Regular Meeting.

COUNCIL GOAL

Safe, Family-Friendly Neighborhoods

BACKGROUND

Proposition 6 was approved by Garland voters in May 2004 and included \$5,000,000 for the Neighborhood Vitality Matching Grant Program. Council has previously indicated that funds would be made available annually for neighborhood improvement projects. The Community Services Committee reviewed the application on November 16, 2015. Preliminary bids obtained by the applicant total \$40,529. Of this amount, funding requests total \$32,423 with the difference of \$8,106 coming from matching funds provided by the applicant.

Staff is recommending that the application is eligible for funding through the Matching Grant. Costs may vary after awards are made and final bids are received.

CONSIDERATION

1. According to the program guidelines, approximately \$500,000 will be available annually for the grant program. These funds will be appropriated as part of the annual Capital Improvement Program for approved Neighborhood Vitality projects.

2. Staff has reviewed the application to ensure compliance with the program guidelines. Issues identified during the review process are indicated on the project summary sheet.

ATTACHMENT

Project Summary

Submitted By:

Scott Bollinger
Neighborhood Resources Manager

Date: December 3, 2015

Reviewed By:

Neil Montgomery
Senior Managing Director

Date: December 3, 2015

Reviewed By:

Bryan L. Bradford
City Manager

December 7, 2015

Neighborhood Vitality Matching Grant

Project Summary

Association/Group: Firewheel Farms No. 2
Project Name: Landscaping & Drip Irrigation
Council District: 1

Project Cost: \$40,529
Fund Request: \$32,423
Match: \$8,106

Project Description

The applicant request replacing the landscaping in the three medians in the 600 and 700 blocks of West Muirfield Road. The medians will be redesigned using hardscape, Texas native plants, and drip irrigation. Trees that are unhealthy and/or hazardous will be removed. Low voltage landscape lighting is also included in the design.

Comments

The original application was submitted on September 1, 2014, but was put on hold so that the guidelines could be discussed. In that time, the original landscaping firm that was hired to do the project and provided the original quote has abandoned the project. The applicant has secured another landscaping firm.

Staff Recommendation

The project is eligible under current guidelines.



Policy Report

PROPOSED THOROUGHFARE PLAN AMENDMENT TO ZION ROAD

ISSUE

At the request of Council Member Stephen W. Stanley and Deputy Mayor Pro Tem Lori Barnett Dodson Council is requested to discuss amending the Thoroughfare Plan related to the Zion Road designation. Zion Road is currently a Type E roadway (4 lane undivided). The request is to change this roadway to a Type F roadway (2 lane roadway).

OPTIONS

- A. Change thoroughfare plan designation from E to F
- B. Take no action

RECOMMENDATION

Council discussion and direction. If Council directs to change the designation, an item would be placed on the January 5, 2016 Regular Meeting for Council action.

COUNCIL GOAL

Sustainable Quality Development and Redevelopment
Financially Stable Government with Tax Base that Supports Community Needs
Consistent Delivery of Reliable City Services
Safe, Family-Friendly Neighborhoods

BACKGROUND

Zion Road has 60 feet of existing right of way. The current designation is a Type E roadway requiring 80 feet of right of way and has an ultimate cross section of 4 lane undivided.

There is currently a proposed development of a recreational vehicle campground between Zion Road and IH 30 east of PGBT (see Attachment). Based on the current right of way width and the width required by the campground the additional right of way required from the proposed development is 10 feet.

The developer has requested that the thoroughfare plan be amended for Zion Road from a Type E to a Type F, 60 feet of right of way with a two lane cross section, based on the current development in the area and the type of development proposed.

If Zion Road is designated as a Type F roadway, no additional right of way dedication would be required from the development.

CONSIDERATION

- A type E roadway is designated as 80 feet of right of way with a street cross section of 4 lane undivided
- A type F roadway is designated as 60 feet of right of way with a street cross section of 2 lane undivided
- An 80 ft right of way width would also accommodate a 3 lane cross section with a bike lane in each direction
- The City of Garland Bike Masterplan includes a bikeway along Zion Road
- Zion road has been designated as a type E roadway since the 1979 thoroughfare plan update
- No change was made during the last thoroughfare plan update
- Current zoning would allow for development that, when fully built out, could generate sufficient trips to warrant a 3 or 4 lane cross section
- Projected 2035 volumes are 6,000 vehicles per day
- In 2035 with type F roadway the projected level of service is D/E
- In 2035 with type E roadway the projected level of service is B

ATTACHMENTS

Area Map
Proposed Development Plan
Thoroughfare Plan
Bike Masterplan

Submitted By:

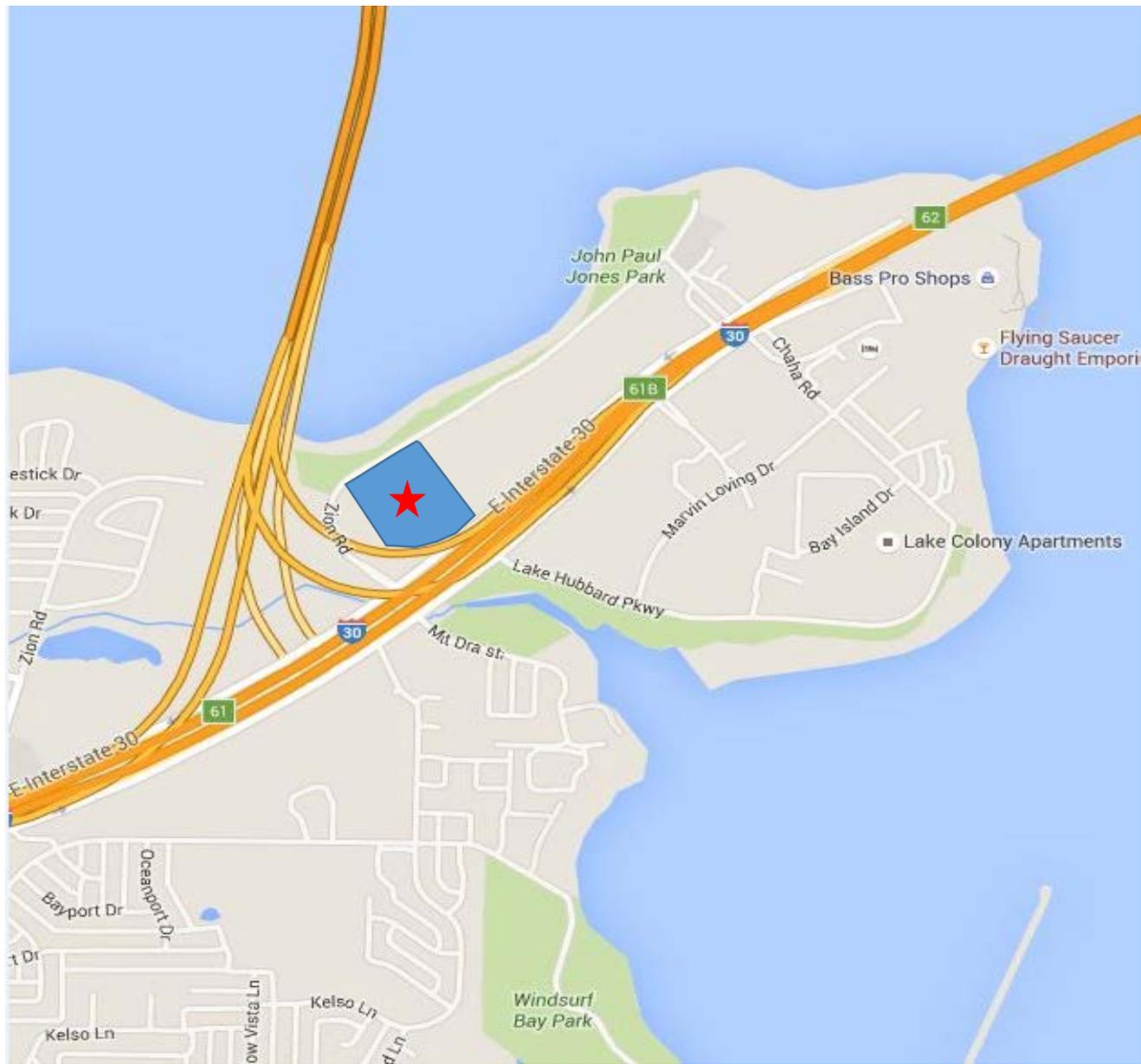
Approved By:

Paul Luedtke
Director of Transportation

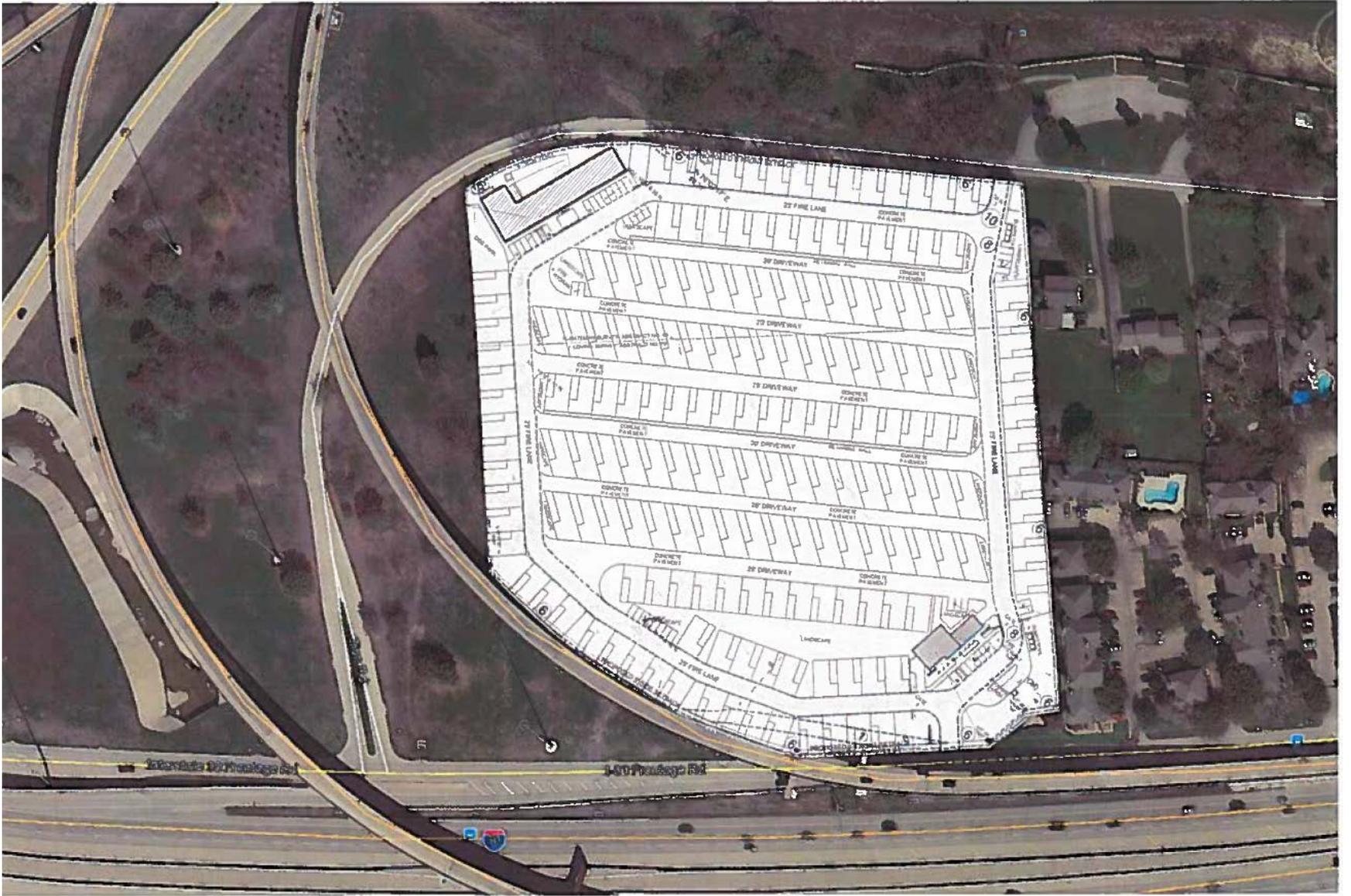
Bryan L. Bradford
City Manager

Date:

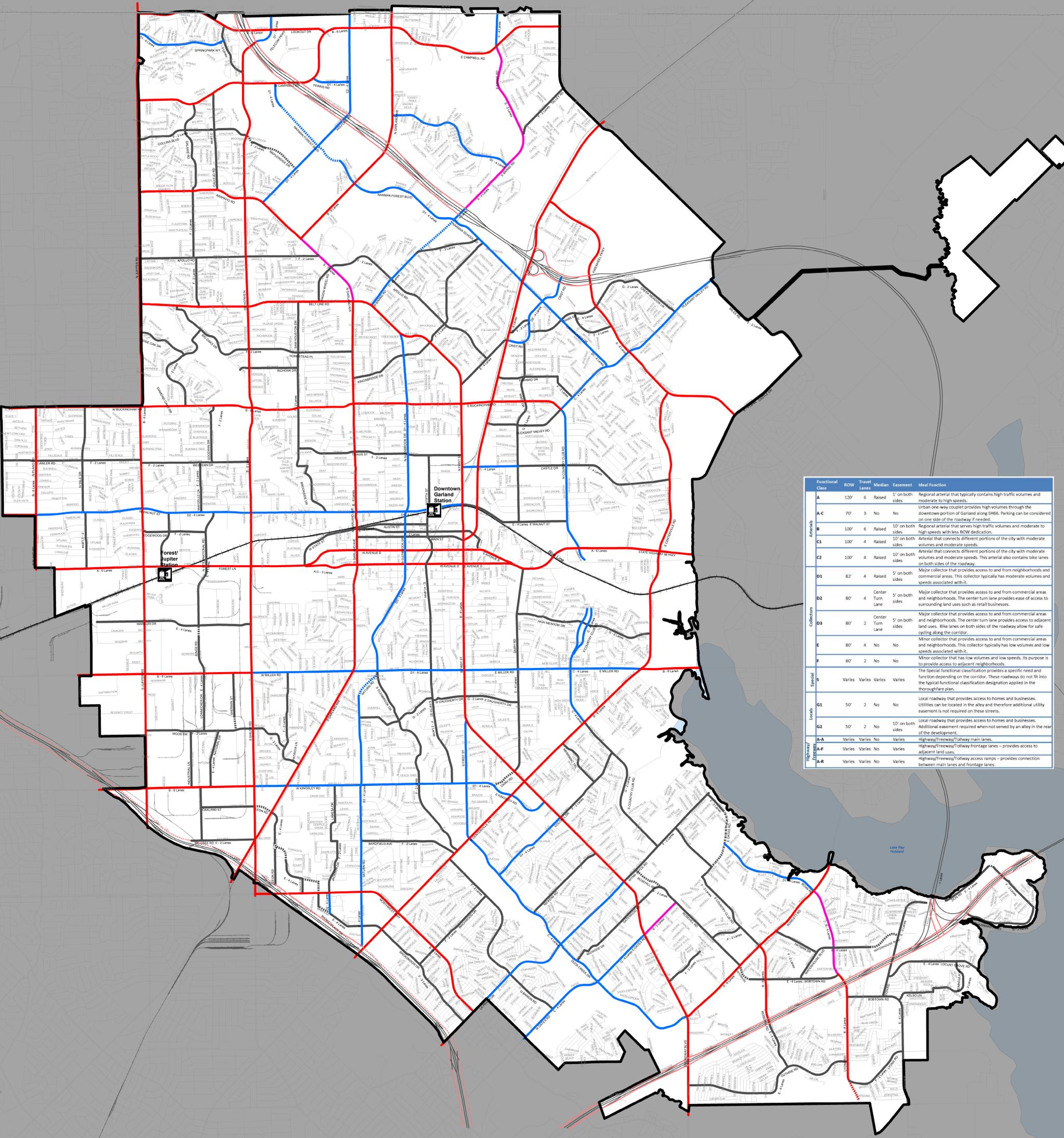
Date: December 10, 2015



Area Map



Site Plan



Functional Class	ROW	Travel Lanes	Median	Easement	Ideal Function	
Arterials	A	120'	6	Raised	1' on both sides	Regional arterial that typically contains high traffic volumes and moderate to high speeds.
	A-C	70'	3	No	No	Urban one-way couplet provides high volumes through the downtown portion of Garland along 9466. Parking can be considered on one side of the roadway if needed.
	B	100'	6	Raised	10' on both sides	Regional arterial that serves high traffic volumes and moderate to high speeds with less ROW dedication.
	C1	100'	4	Raised	10' on both sides	Arterial that connects different portions of the city with moderate volumes and moderate speeds.
	C2	100'	4	Raised	10' on both sides	Arterial that connects different portions of the city with moderate volumes and moderate speeds. This arterial also contains bike lanes on both sides of the roadway.
	Collectors	D1	82'	4	Raised	5' on both sides
D2		80'	4	Center Turn Lane	5' on both sides	Major collector that provides access to and from commercial areas and neighborhoods. The center turn lane provides ease of access to surrounding land uses such as retail businesses.
D3		80'	2	Center Turn Lane	5' on both sides	Major collector that provides access to and from commercial areas and neighborhoods. The center turn lane provides access to adjacent land uses. Bike lanes on both sides of the roadway allow for safe cycling along the corridor.
E		80'	4	No	No	Minor collector that provides access to and from commercial areas and neighborhoods. This collector typically has low volumes and low speeds associated with it.
F		60'	2	No	No	Minor collector that has low volumes and low speeds. Its purpose is to provide access to adjacent neighborhoods.
Special		S	Varies	Varies	Varies	Varies
	Locals	G1	50'	2	No	No
G2		50'	2	No	10' on both sides	Local roadway that provides access to homes and businesses. Additional easement required when not served by an alley in the rear of the development.
Highway/Expressway	A-A	Varies	Varies	No	Varies	Highway/Expressway/Tollway main lanes.
	A-F	Varies	Varies	No	Varies	Highway/Expressway/Tollway frontage lanes - provides access to adjacent land uses.
	A-R	Varies	Varies	No	Varies	Highway/Expressway/Tollway access ramps - provides connection between main lanes and frontage lanes.

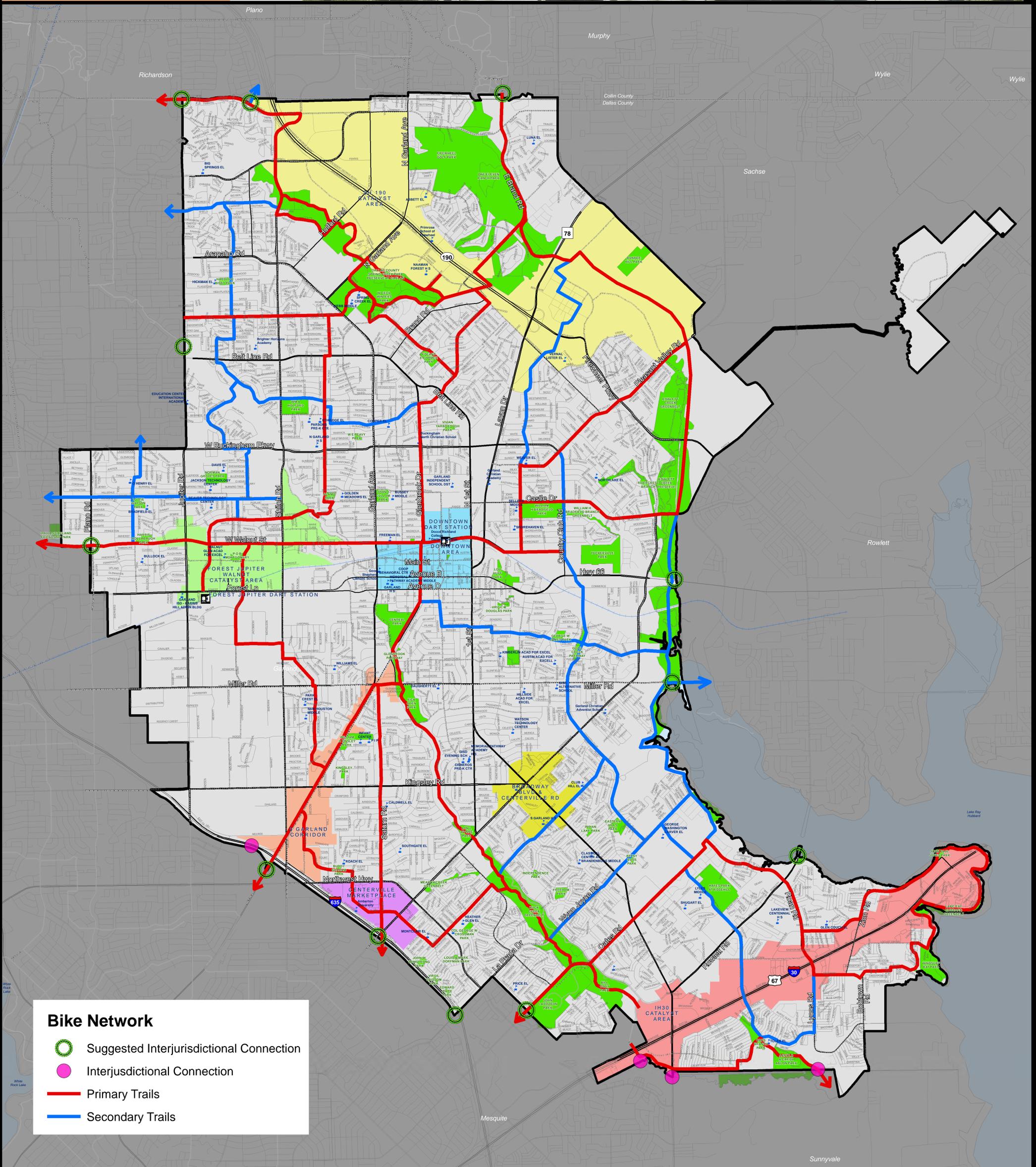
Garland Thoroughfare Plan - October 27, 2015

- A-A - Highway Mainlanes
- A-R - Highway Ramp
- A-F - Highway Frontage
- A-C - 70' One-way Couplet
- A - 120' 6-Lane Divided
- B - 100' 6-Lane Divided
- C1 - 100' 4-Lane Divided
- C2 - 100' 4-Lane Divided
- D1 - 82' 4-Lane Divided
- D2 - 80' 4-Lane w/ Center Turn
- D3 - 80' 2-Lane w/ Center Turn
- E - 80' 4-Lane Undivided
- F - 60' 2-Lane Undivided
- G - 50' Local
- S - Special Thoroughfare

Kimley Horn



Garland Non-Motorized Transportation



Bike Network

-  Suggested Interjurisdictional Connection
-  Interjurisdictional Connection
-  Primary Trails
-  Secondary Trails