City of Lake Dallas
City Council
Regular Meeting
Thursday, July 23, 2020 at 7:00 p.m.
Conducted by Videoconference
Agenda

Pursuant to Governor Greg Abbott's temporary suspension of various provisions of the Texas Open Meetings Act, and in an effort to protect the health and safety of the public, this meeting is being conducted by video conference. Members of the public who desire to only listen to proceedings of the meeting may dial the following toll-free number and, when prompted, enter the following Meeting ID #, beginning at 6:40 p.m. to join the meeting. Any person wishing to view the video conference may go to the Internet link shown below and enter the password shown.

Toll Free Number: **877-853-5257**
Meeting ID#: **878 4782 3848**
Video Conference: https://us02web.zoom.us/j/87847823848?pwd=YVZZL3hkSzg2cGsvaFVCVjd4b1ZQZz09
Password: **280959**

Members of the public are entitled to participate remotely via Videoconference. To speak remotely at the City Council Meeting, speakers must:

- **Register with the City Secretary by either email cdelcambre@lakedallas.com or calling 940-497-2226 ext. 102 by 3:00 p.m. on Thursday, July 23, 2020.**
- **Registered speakers will receive an email or phone call providing the meeting link and/or telephone number to call on the date of the meeting.**
- **Speakers must call not later than 6:45 p.m. on the date of the meeting in order to be allowed to speak. Late callers will not be accepted and will not be allowed to speak.**
- **Registered speakers will not be allowed to speak until recognized by the Mayor and unmuted by the City Secretary.**
- **Speakers will be limited to 5 minutes each.**
- **Handouts or other information that a member of the public desires to provide to the City Council must emailed to cdelambre@lakedallas.com by 3:00 p.m. on Thursday, July 23, 2020.**
- **Any person wishing to provide only written comments during Item 4 – Citizen Agenda & Public Comment, or on any other matter to be considered on this agenda, should email such comments to the City Secretary at cdelcambre@lakedallas.com by 3:00 p.m. on Thursday, July 23, 2020.**

Section I – Presentations

1. **Call to Order & Determination of Quorum**

2. **Invocation & Pledges of Allegiance**

3. **Announcements & Special Recognitions**

   A. City Manager's Report

The City Manager's Report may provide information on status of current city projects and other projects affecting the City, meetings and actions of the city's boards and commissions, upcoming local community events, including, but not limited to, departmental operations and capital improvement project status. No action will be taken with respect to this report.

1. Presentation to the Rental Registration Program Committee

4. **Citizen Agenda & Public Comment**

An opportunity for citizens to address the Mayor and City Council on matters which are not scheduled for consideration by the City Council. In order to address the Council, please send your comments to the City Secretary before 3:00 p.m. on the date of this meeting. Comments sent by e-mail will be read aloud so that they are included in the recorded record of the meeting. In keeping with the Council's procedures for limiting speaking time to five (5) minutes per speaker, any written comments provided for this item should be kept short enough so that they can be read aloud in five (5) minutes or less.

Section II – Consent Agenda

All items listed below are considered to be routine by the City Council and will be enacted with one motion. There will be no separate discussion of the items unless a Councilmember so requests, in which event the item will be removed from the consent agenda and considered in its normal sequence.

5. **Consider and Act on the Consent Agenda**
   - A. Receive Monthly Budget & Financial Report June 2020.
   - B. Approval of Minutes of the July 13, 2020 Regular Meeting of the City Council.
   - C. Consider approval of a Resolution adopting a General Fund Reserve Fund Policy.

Section III – Planning & Development: None

Section IV- General Items

6. Consider and Act on a Resolution awarding a contract to Masten Air Conditioning & Heating, Inc. for the replacement of two air conditioning units and duct work at the Animal Shelter.

7. Consider and Act on a Resolution adopting a new City of Lake Dallas Employee Compensation Plan.

8. Receive a report and hold a discussion regarding the Fiscal Year (FY) 2019-20 Expenditures and Year End Projections and the Proposed Expenditures for FY 2020-21.

Section V – Elected Official Requested Items

9. Mayor & Council Member Announcements

The City Council may hear or make reports of community interest provided no action is taken or discussed. Community interest items may include information regarding upcoming schedules of events, honorary recognitions, and announcements involving imminent public health and safety threats to the city. Any deliberation shall be limited a proposal to place the subject on an agenda for a subsequent meeting.

Section VI – Executive Session As authorized by Section 551.071 of the Texas Government Code, this meeting may be convened into closed executive session for the purpose of seeking confidential legal advice from the City Attorney on any agenda item listed above or herein.

Section VII – Return to Open Session

10. Discuss and take appropriate action, if any, resulting from the discussions conducted in Closed Session.

Section VIII – Adjournment

I certify that the above notice of this meeting posted on the bulletin board at City Hall of the City of Lake Dallas, Texas on July 20, 2020 at 5:00 p.m.

Codi Delcambre

Codi Delcambre, TRMC
City Secretary

As authorized by Section 551.071 of the Texas Government Code, this meeting may be convened into closed executive session for the purpose of seeking confidential legal advice from the City Attorney on any agenda item listed above or herein.

If you plan to attend this public meeting telephonically and you have a disability that requires special arrangements at this meeting, please contact City Secretary's Office at (940) 497-2226 ext. 102 or fax (940) 497-4485 at least two (2) working days prior to the meeting so that appropriate arrangements can be made.

Lake Dallas
TEXAS

Financial Reports

June 2020

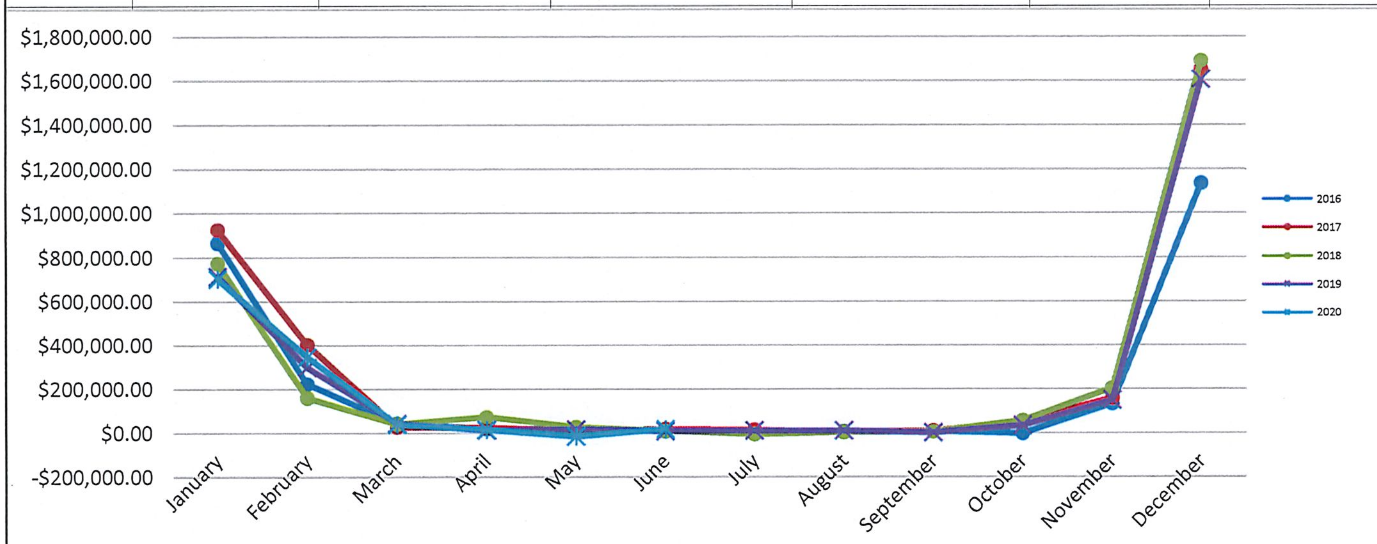
City of Lake Dallas

General Fund

Denton County Property Taxes

2016-2020

	2016	2017	2018	2019	2020
January	$862,830.10	$921,346.02	$770,458.20	$711,630.69	$ 700,782.68
February	$222,027.34	$401,696.22	$157,323.96	$298,448.34	$ 345,711.65
March	$41,688.76	$24,671.02	$39,328.36	$40,923.16	$ 37,396.01
April	$18,377.60	$21,845.80	$70,990.69	$10,858.94	$ 14,014.03
May	$16,644.91	$10,783.62	$25,226.91	$15,328.45	$ (16,116.57)
June	$5,991.68	$16,023.77	$7,241.76	$7,681.62	$ 17,324.34
July	$8,523.23	$13,039.81	($5,846.68)	$10,833.19	
August	$6,471.16	$3,704.53	$1,818.85	$10,027.73	
September	$8,481.13	$8,157.69	$4,650.34	$742.38	
October	($2,466.14)	$49,994.96	$56,445.58	$33,094.67	
November	$132,417.65	$156,509.64	$202,865.78	$148,153.04	
December	$1,131,966.84	$1,648,287.26	$1,688,447.56	$1,603,002.21	



Lake Dallas Community Development Corporation

Monthly Financial Summary

June 2020

	Current Month	Year to Date	Budget
Revenues	$34,120.26	$331,867.53	$386,000
Expenses	$3,663.40	$19,648.96	$460,075
Net	$30,456.86	$312,218.57	$(74,075)

Sales Tax Revenue for the month of June was $32,815.39 This is approx. a 21.9% increase from June 2020. As of this month, 87.13% of the sales tax budget has been collected.

CDC has the following cash available as of June 2020:

CDC Investment Account	$732,769.06
CDC Checking Account	$107,184.36
Net Funds	$839,953.42

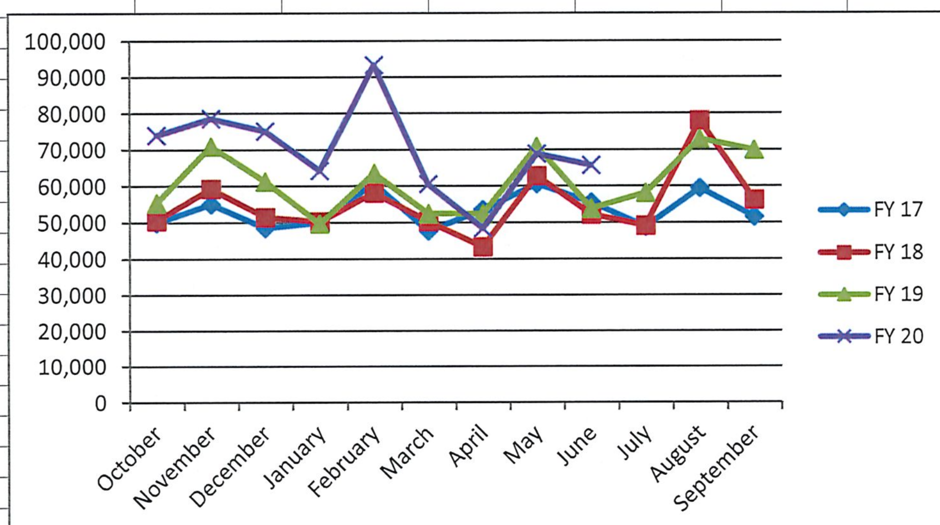
City of Lake Dallas

General Fund

Sales Tax Receipts

2011-2020

	FY 11	FY 12	FY 13	FY14	FY 15	FY 16	FY 17	FY 18	FY 19	FY 20
October	38,283	41,157	45,460	55,628	56,149	47,379	49,777	50,436	55,286	73,922
November	58,801	62,465	56,033	73,019	70,441	71,533	54,937	59,208	70,810	78,572
December	34,991	40,404	52,254	55,242	50,061	47,251	48,394	51,432	61,192	75,126
January	35,554	37,690	57,786	51,333	49,207	37,737	49,924	50,167	49,558	64,161
February	51,454	56,784	70,254	71,087	69,095	52,453	60,766	58,032	63,419	93,250
March	36,251	43,391	45,641	48,738	56,219	48,138	47,525	50,273	52,416	60,532
April	35,380	40,338	49,569	50,774	45,453	42,501	53,438	43,283	52,181	48,269
May	47,890	56,161	65,314	66,407	68,453	63,202	60,564	62,738	70,713	68,870
June	42,608	41,516	49,867	55,722	46,817	45,574	55,437	52,167	53,812	65,631
July	38,386	48,200	53,715	57,866	47,871	44,088	48,659	49,098	58,004	
August	53,624	55,137	68,962	62,936	53,926	53,208	59,434	78,057	72,948	
September	40,330	49,402	53,034	54,545	54,292	48,323	51,505	56,146	69,945	
St Comp Audit Adj			29,841				134,801			
Annual Auditor accrual	2,874	90,179	(2,689)	(2,057)	(7,678)	(14,199)	4,930			
Total	***516,425***	***662,825***	***695,043***	***701,241***	***660,306***	***587,188***	***780,090***	***661,035***	***730,284***	



Lake Dallas Community Development Corporation

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Willow Grove Park Revenue Trending: 2017 through 2020

Pay Station -- Park Day Use and Boat Launch

2020	Cash	Credit Card	Total
January	$285.00	$252.20	$537.20
February	$693.30	$310.40	$1,003.70
March	$560.00	$227.95	$787.95
April	$658.00	$674.15	$1,332.15
May	$6,181.00	$3,753.90	$9,934.90
June	$4,545.00	$2,165.20	$6,710.20
July			$0.00
August			$0.00
September			$0.00
October			$0.00
November			$0.00
December			$0.00
	$12,922.30	$7,383.80	$20,306.10
		YTD Total	$20,306.10

2019	Cash	Credit Card	Total
January	$250.00	$245.00	$495.00
February	$375.00	$345.00	$720.00
March	$1,463.00	$955.00	$2,418.00
April	$4,242.00	$1,955.00	$6,197.00
May	$885.00	$280.00	$1,165.00
June	$0.00	$0.00	$0.00
July	$1,682.00	$970.00	$2,652.00
August	$1,861.00	$975.00	$2,836.00
September	$2,001.00	$805.10	$2,806.10
October	$971.00	$533.50	$1,504.50
November	$355.00	$276.45	$631.45
December	$630.00	$179.45	$809.45
	$14,715.00	$7,519.50	$22,234.50
		YTD Total	$22,234.50

2018	Cash	Credit Card	Total
January	$404.00	$280.00	$684.00
February	$543.00	$225.00	$768.00
March	$2,281.00	$950.00	$3,231.00
April	$2,933.00	$1,285.00	$4,218.00
May	$5,173.00	$2,505.00	$7,678.00
June	$3,344.00	$1,810.00	$5,154.00
July	$3,793.00	$1,630.00	$5,423.00
August	$1,246.00	$725.00	$1,971.00
September	$1,347.00	$660.00	$2,007.00
October	$372.00	$275.00	$647.00
November	$145.00	$85.00	$230.00
December	$35.00	$65.00	$100.00
	$21,616.00	$10,495.00	$32,111.00
		YTD Total	$32,111.00

2017	Cash	Credit Card	Total
January	$ 261.00	$ 180.00	$ 441.00
February	$ 518.00	$ 282.00	$ 800.00
March	$ 1,573.00	$ 701.00	$ 2,274.00
April	$ 1,936.00	$ 891.00	$ 2,827.00
May	$ 2,478.00	$ 1,469.00	$ 3,947.00
June	$ 2,195.00	$ 1,055.00	$ 3,250.00
July	$ 2,579.00	$ 1,516.00	$ 4,095.00
August	$ 1,231.00	$ 832.00	$ 2,063.00
September	$ 1,287.00	$ 787.00	$ 2,074.00
October	$ 1,123.00	$ 851.00	$ 1,974.00
November	$ 650.00	$ 395.00	$ 1,045.00
December	$ 385.00	$ 350.00	$ 735.00
	$ 16,216.00	$ 9,309.00	$ 25,525.00
		YTD Total	$ 25,525.00

Source: VenTek 'Monthly Transactions Summary' Report

Camping

2020		
January	$5,953.65	
February	$7,314.85	
March	$1,916.56	** Flooding**
April	$1,913.14	** Flooding**
May	$9,197.63	
June	$7,689.29	
July		
August		
September		
October		
November		
December		
YTD Total	$33,985.12	

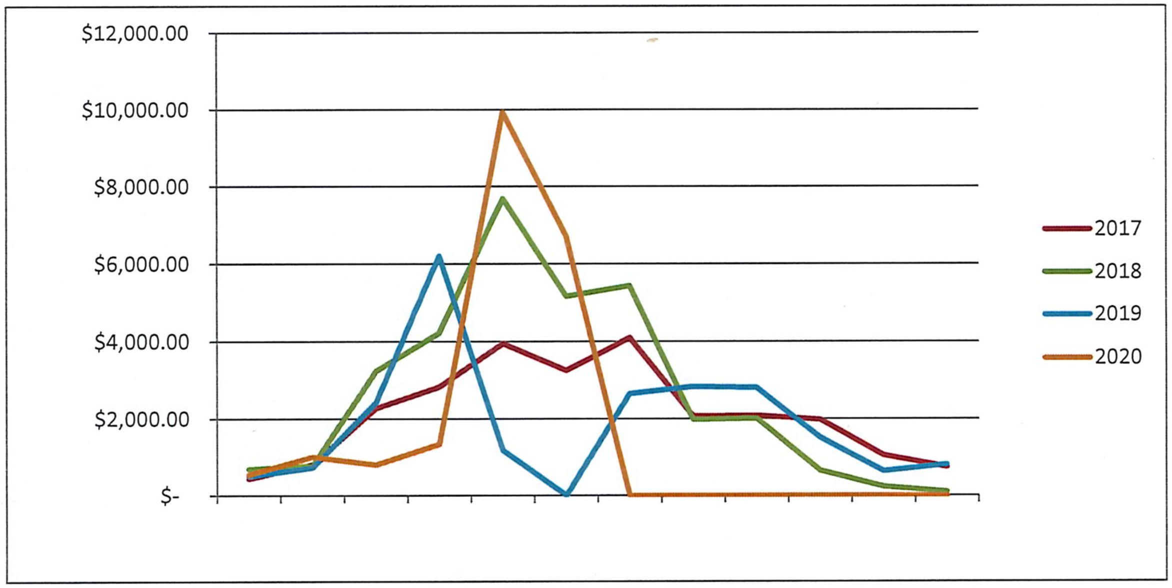
2019		
January	$5,904.73	
February	$8,030.20	
March	$9,496.48	
April	$7,897.38	** Flooding
May	-$6,756.16	** Refunds for Flooding**
June	-$3,414.97	** Refunds for Flooding**
July	$7,279.74	
August	$4,588.43	
September	$5,863.01	
October	$8,245.92	
November	$8,326.08	
December	$6,237.26	
YTD Total	$61,698.10	

2018		
January	$3,352.54	
February	$3,099.96	
March	$10,788.98	
April	$11,263.09	
May	$7,508.03	
June	$5,615.43	
July	$4,314.79	
August	$4,672.15	
September	$9,021.18	
October	$823.84	**FLOODING**
November	$1,090.97	**FLOODING**
December	$6,974.79	
YTD Total	$68,525.75	

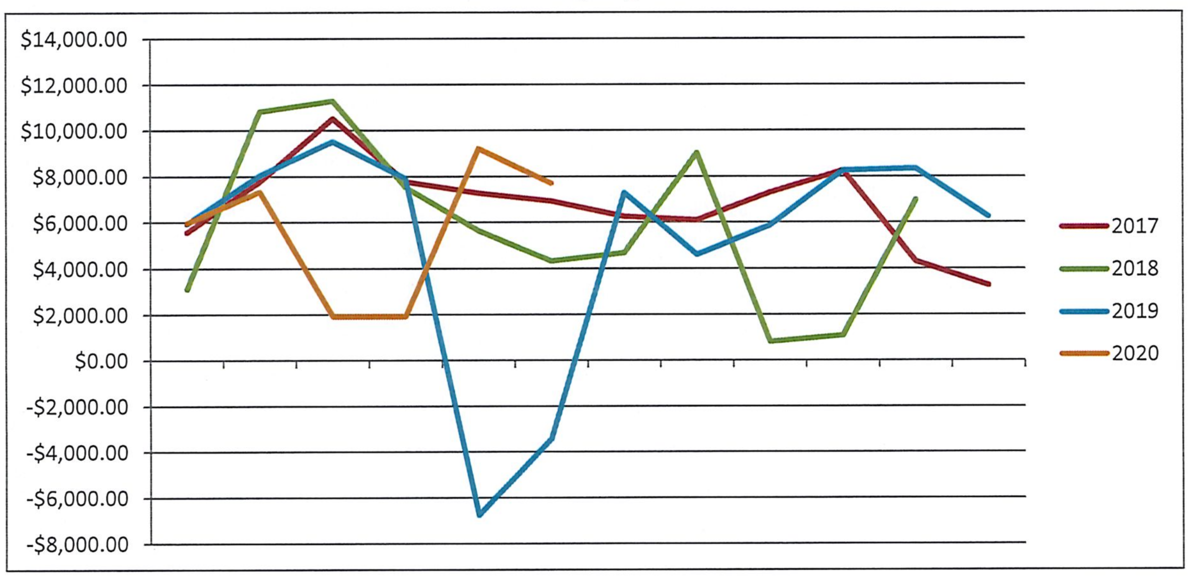
2017	
January	$5,554.37
February	$7,755.00
March	$10,502.10
April	$7,751.53
May	$7,267.91
June	$6,905.89
July	$6,250.67
August	$6,087.94
September	$7,291.90
October	$8,245.97
November	$4,297.91
December	$3,263.87
YTD Total	$81,175.06

Source: Hercules 'End of Day Detail' Report

Day Pass and Boat Ramp Use



Camping



City of Lake Dallas

Designated Funds

as of 6/30/20

Account	Balance
Kids and Cops	$14,974.77
LEOSE	$2,241.40
Seizure Fund	$884.21
Court Security	$50,630.26
Child Safety	$22,978.81
Court Technology	$12,341.07
Juvenile Case Management	$157,567.32
Library	$10,776.55
Animal Rescue	$13,352.57
Willow Grove Park	$83,616.03
Park Improvements	$2,113.23
Hotel Occupancy Tax	$61,149.73
Road Maint & Repair Fund	$147,368.54
General Capital Projects	$853,694.11

Texpool Investment Accounts

GF Capital Imp-Unrestricted	$84,150.77

BUDGET FY 2020

01	General Fund
05	Tourism
07	City Council
08	Development Services
09	Municipal Court
11	Administration
13	Police
14	Library
15	Animal Services
16	Parks and Facilities
17	Street and Drainage

Budget Summary

Revenue and Expenditures
by Month and Year to Date
Compared to Budget

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number		Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues						
Revenues						
Undefined Sub-Type Revenues						
01-00-41006	Property Taxes-Current	0.00	17,324.34 $	2,825,000.00 $	2,850,272.39	(0.89%)
01-00-41007	Property Taxes-Delinquent	0.00	768.37	22,000.00	11,640.06	47.09%
01-00-41009	Property Taxes-P & I	0.00	1,872.49	20,000.00	10,976.76	45.12%
01-00-42108	Sales Tax-General	0.00	65,630.77	703,000.00	627,332.42	10.76%
01-00-42110	Sales Tax-Mixed Beverage	0.00	(6,639.40)	22,000.00	17,340.54	21.18%
01-00-42116	Sales Tax - Property Tax Reduction	0.00	16,407.69	175,750.00	156,795.59	10.78%
01-00-44214	Franchise Fees - ATMOS	0.00	0.00	60,000.00	47,903.53	20.16%
01-00-44215	Franchise Fees - Century Tel	0.00	0.00	4,500.00	2,220.60	50.65%
01-00-44216	Franchise Fees - TXU Electric	0.00	208,275.47	215,000.00	209,481.61	2.57%
01-00-44217	Franchise Fees - Charter Communications	0.00	0.00	30,000.00	44,671.43	(48.90%)
01-00-44218	Franchise Fees - Waste Management	0.00	11,011.32	75,000.00	89,107.02	(18.81%)
01-00-44219	Franchise Fees - Miscellaneous	0.00	0.00	250.00	3,516.74	(1306.70%)
01-00-45235	Shady Shores Funding	0.00	0.00	29,046.00	29,171.00	(0.43%)
01-00-45318	Animal Services-Corinth	0.00	0.00	2,500.00	1,145.00	54.20%
01-00-45320	Animal Services	0.00	4,388.00	22,000.00	14,891.00	32.31%
01-00-45321	Application Fees - Admin/PZ/BOA	0.00	(375.00)	3,000.00	5,278.17	(75.94%)
01-00-45322	Permits - Mobile Home	0.00	0.00	400.00	200.00	50.00%
01-00-45323	Fees - Health Department	0.00	470.00	15,000.00	15,950.00	(6.33%)
01-00-45324	Permits - Building	0.00	4,404.58	30,000.00	70,220.50	(134.07%)
01-00-45325	Licenses - Beer/Wine/Liquor	0.00	0.00	1,500.00	2,205.00	(47.00%)
01-00-45326	Permits - Alarms	0.00	100.00	6,250.00	4,808.40	23.07%
01-00-45327	Permits-Farmers Market	0.00	150.00	200.00	200.00	0.00%
01-00-45328	Permits - Other	0.00	2,370.00	25,000.00	15,455.14	38.18%
01-00-45330	Permits-Food Trucks	0.00	0.00	115.00	0.00	100.00%
01-00-45349	Permits - Subcontractors	0.00	1,375.00	12,000.00	12,575.00	(4.79%)
01-00-45350	Permits - Business	0.00	1,500.00	1,000.00	3,625.00	(262.50%)
01-00-45351	Registration - Contractor	0.00	1,300.00	8,500.00	7,903.00	7.02%
01-00-45352	Fees - Drainage Improvements	0.00	100.00	0.00	100.00	0.00%
01-00-45353	Plan Review	0.00	0.00	4,500.00	0.00	100.00%

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number		Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
01-00-45463	Rentals - Parks	0.00	0.00	1,000.00	0.00	100.00%
01-00-45464	Fees- Vendors	0.00	(125.00)	4,100.00	1,385.00	66.22%
01-00-45465	Fees - Entry	0.00	(115.00)	2,000.00	700.00	65.00%
01-00-45467	Sponsorships - Events	0.00	0.00	18,000.00	2,312.00	87.16%
01-00-45468	Mighty Thomas Carnival	0.00	0.00	7,400.00	0.00	100.00%
01-00-45473	Police Reports	0.00	9.00	900.00	857.50	4.72%
01-00-45474	Rental Fees - Community Room	0.00	0.00	500.00	1,080.00	(116.00%)
01-00-45475	Police Donations	0.00	0.00	0.00	400.00	0.00%
01-00-45802	Rental Income	0.00	0.00	45,492.88	45,492.88	0.00%
01-00-46233	Library Fines	0.00	0.00	3,000.00	1,669.86	44.34%
01-00-46330	Court Fines/Bonds	0.00	31,566.87	335,000.00	209,685.83	37.41%
01-00-46331	Admnistractive Fees	0.00	2,232.90	28,000.00	12,461.30	55.50%
01-00-46332	Arrest/Warrant/Fees	0.00	1,322.90	10,000.00	9,787.40	2.13%
01-00-46337	MVBA Collections	0.00	1,468.83	22,000.00	16,073.90	26.94%
01-00-46339	Omni/City	0.00	79.22	1,700.00	941.48	44.62%
01-00-47476	Interest Income - General FD	0.00	433.86	40,000.00	18,715.92	53.21%
01-00-48229	ILL Reimbursement-Library	0.00	0.00	3,000.00	3,294.00	(9.80%)
01-00-48234	Library Memberships	0.00	0.00	2,500.00	425.00	83.00%
01-00-48236	Library-Corinth Memberships	0.00	1,425.00	0.00	1,425.00	0.00%
01-00-48461	SRO Reimbursement	0.00	0.00	63,285.00	0.00	100.00%
01-00-48468	Fireworks	0.00	0.00	16,000.00	0.00	100.00%
01-00-48475	Other Revenue	0.00	(2,869.61)	0.00	9,578.47	0.00%
01-00-48476	Insurance Proceeds	0.00	(7,284.48)	0.00	601.44	0.00%
01-00-48480	Sale of Assets	0.00	0.00	10,000.00	381.00	96.19%
01-00-48497	Boys and Girls Club	0.00	0.00	1.00	0.00	100.00%
01-00-48598	Loan Proceeds	0.00	0.00	98,000.00	93,788.00	4.30%
01-00-49354	Fitness Camp Proceeds	0.00	0.00	500.00	0.00	100.00%
01-00-49403	Trf from CDC - Parks	0.00	0.00	72,000.00	0.00	100.00%
01-00-49404	Admin Fees - Willow Grove Park	0.00	0.00	15,000.00	0.00	100.00%
01-00-49600	Transfer In	0.00	0.00	10,000.00	0.00	100.00%
Total Undefined Sub-Type Revenues		**0.00**	**358,578.12**	**5,122,889.88**	**4,686,041.88**	**8.53%**
Total Revenues		**0.00**	**358,578.12**	**5,122,889.88**	**4,686,041.88**	**8.53%**

City of Lake Dallas
Statement of Revenue and Expenditures

Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Total General Fund Revenues	**$ 0.00**	**$ 358,578.12**	**$ 5,122,889.88**	**$ 4,686,041.88**	**8.53%**
Expenditures					
Tourism Expenditures					
Supplies Expenditures					
01-05-52221 Community Events	0.00	325.00	$ 5,500.00	$ 3,904.83	29.00%
Total Supplies Expenditures	**0.00**	**325.00**	**5,500.00**	**3,904.83**	**29.00%**
Contractual Services Expenditures					
01-05-53350 Fireworks	0.00	0.00	25,000.00	0.00	100.00%
Total Contractual Services Expenditures	**0.00**	**0.00**	**25,000.00**	**0.00**	**100.00%**
Total Tourism Expenditures	**0.00**	**325.00**	**30,500.00**	**3,904.83**	**87.20%**
City Council Expenditures					
Supplies Expenditures					
01-07-52201 Operating Supplies	0.00	0.00	300.00	245.25	18.25%
01-07-52204 Uniforms	0.00	0.00	600.00	(13.63)	102.27%
01-07-52206 Travel & Training	0.00	0.00	9,200.00	2,455.79	73.31%
01-07-52207 Dues & Memberships	0.00	1,000.00	2,000.00	1,650.00	17.50%
01-07-52212 Flowers/Gifts/Plaques	0.00	0.00	300.00	16.70	94.43%
Total Supplies Expenditures	**0.00**	**1,000.00**	**12,400.00**	**4,354.11**	**64.89%**
Total City Council Expenditures	**0.00**	**1,000.00**	**12,400.00**	**4,354.11**	**64.89%**
Development Services Expenditures					
Personnel & Benefits Expenditures					
01-08-51000 Salaries-Full Time	0.00	6,920.37	150,989.00	103,728.17	31.30%
01-08-51101 Overtime	0.00	72.64	1,500.00	966.09	35.59%
01-08-51104 Longevity	0.00	0.00	426.00	426.00	0.00%
01-08-51105 FICA/Medicare Tax	0.00	127.90	2,211.09	1,236.75	44.07%
01-08-51106 Unemployment Tax	0.00	48.23	648.00	372.21	42.56%
01-08-51107 Worker's Compensation	0.00	25.97	915.86	344.06	62.43%

City of Lake Dallas
Statement of Revenue and Expenditures

Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
01-08-51108 Group Health Insurance	0.00	1,561.38	29,498.40	17,407.54	40.99%
01-08-51109 Retirement/TMRS	0.00	991.94	22,873.35	10,901.63	52.34%
Total Personnel & Benefits Expenditures	**0.00**	**9,748.43**	**209,061.70**	**135,382.45**	**35.24%**
Supplies Expenditures					
01-08-52000 Office Supplies	0.00	0.00	1,000.00	345.95	65.41%
01-08-52201 Operating Supplies	0.00	219.36	300.00	225.84	24.72%
01-08-52202 Postage & Shipping	0.00	133.87	1,000.00	901.06	9.89%
01-08-52203 Printing	0.00	899.70	5,500.00	2,805.25	49.00%
01-08-52204 Uniforms	0.00	0.00	500.00	90.04	81.99%
01-08-52205 Advertising	0.00	215.90	1,000.00	400.60	59.94%
01-08-52206 Travel & Training	0.00	0.00	2,545.00	442.57	82.61%
01-08-52207 Dues & Memberships	0.00	0.00	950.00	0.00	100.00%
01-08-52208 Vehicle Fuel	0.00	68.81	1,200.00	445.86	62.85%
01-08-52209 Office Equipment	0.00	0.00	400.00	0.00	100.00%
01-08-52211 Safety Equipment & Supplies	0.00	7.36	100.00	7.36	92.64%
01-08-52212 Flowers/Gifts/Plaques	0.00	0.00	100.00	0.00	100.00%
01-08-52213 Subscriptions & Publications	0.00	0.00	1,000.00	1,038.96	(3.90%)
01-08-52216 Telephone-Mobile	0.00	55.19	1,100.00	452.36	58.88%
01-08-52223 Keep Lake Dallas Beautiful	0.00	0.00	800.00	882.65	(10.33%)
Total Supplies Expenditures	**0.00**	**1,600.19**	**17,495.00**	**8,038.50**	**54.05%**
Contractual Services Expenditures					
01-08-53305 Engineering	0.00	0.00	15,000.00	1,907.47	87.28%
01-08-53317 Inspection Services	0.00	2,128.39	28,000.00	27,082.51	3.28%
01-08-53326 Health Inspections	0.00	85.00	3,500.00	2,540.00	27.43%
01-08-53339 Comprehensive Zoning Ordinance	0.00	0.00	40,000.00	0.00	100.00%
01-08-53507 Property Abatements	0.00	215.00	5,000.00	3,431.25	31.38%
Total Contractual Services Expenditures	**0.00**	**2,428.39**	**91,500.00**	**34,961.23**	**61.79%**
Maintenance Expenditures					
01-08-54402 Vehicle Maintenance	0.00	0.00	600.00	859.96	(43.33%)
01-08-54406 Software Maintenance	0.00	986.00	2,500.00	1,972.00	21.12%

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Total Maintenance Expenditures	**0.00**	**986.00**	**3,100.00**	**2,831.96**	**8.65%**
Capital Outlay Expenditures					
01-08-55504 Capital Outlay-Information Technology	0.00	0.00	6,907.00	5,296.21	23.32%
Total Capital Outlay Expenditures	**0.00**	**0.00**	**6,907.00**	**5,296.21**	**23.32%**
Total Development Services Expenditures	**0.00**	**14,763.01**	**328,063.70**	**186,510.35**	**43.15%**
Municipal Court Expenditures					
Personnel & Benefits Expenditures					
01-09-51000 Salaries-Full Time	0.00	2,856.00	53,040.00	37,625.25	29.06%
01-09-51101 Overtime	0.00	225.00	1,000.00	1,528.13	(52.81%)
01-09-51102 Certification Pay	0.00	46.16	600.08	438.52	26.92%
01-09-51105 FICA/Medicare Tax	0.00	51.43	792.28	481.25	39.26%
01-09-51106 Unemployment Tax	0.00	0.00	324.00	162.01	50.00%
01-09-51107 Worker's Compensation	0.00	12.53	245.88	117.54	52.20%
01-09-51108 Group Health Insurance	0.00	1,069.31	13,492.20	9,918.55	26.49%
01-09-51109 Retirement/TMRS	0.00	304.59	8,196.01	2,857.18	65.14%
Total Personnel & Benefits Expenditures	**0.00**	**4,565.02**	**77,690.45**	**53,128.43**	**31.62%**
Supplies Expenditures					
01-09-52000 Office Supplies	0.00	667.21	800.00	764.67	4.42%
01-09-52202 Postage & Shipping	0.00	133.87	1,000.00	863.88	13.61%
01-09-52203 Printing	0.00	76.88	700.00	384.40	45.09%
01-09-52204 Uniforms	0.00	0.00	100.00	0.00	100.00%
01-09-52206 Travel & Training	0.00	0.00	1,000.00	100.00	90.00%
01-09-52207 Dues & Memberships	0.00	0.00	140.00	0.00	100.00%
Total Supplies Expenditures	**0.00**	**877.96**	**3,740.00**	**2,112.95**	**43.50%**
Contractual Services Expenditures					
01-09-53318 MVBA fees	0.00	1,427.36	22,000.00	14,605.07	33.61%
01-09-53319 Municipal Judge/Magistrate	0.00	1,200.00	14,400.00	10,800.00	25.00%
01-09-53320 Prosecutor	0.00	2,210.00	12,000.00	10,373.49	13.55%
01-09-53321 Jury Fee	0.00	(19.60)	500.00	79.56	84.09%

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
01-09-53322 Warrant Roundup	0.00	0.00	1,500.00	0.00	100.00%
Total Contractual Services Expenditures	**0.00**	**4,817.76**	**50,400.00**	**35,858.12**	**28.85%**
Capital Outlay Expenditures					
01-09-55504 Capital Outlay-Information Technology	0.00	1,356.00	1,300.00	2,905.97	(123.54%)
Total Capital Outlay Expenditures	**0.00**	**1,356.00**	**1,300.00**	**2,905.97**	**(123.54%)**
Total Municipal Court Expenditures	**0.00**	**11,616.74**	**133,130.45**	**94,005.47**	**29.39%**
Administration Expenditures					
Personnel & Benefits Expenditures					
01-11-51000 Salaries-Full Time	0.00	18,099.02	315,122.22	206,593.90	34.44%
01-11-51102 Certification Pay	0.00	92.32	6,810.16	877.04	87.12%
01-11-51103 Stipend/Auto Allowance	0.00	276.92	3,599.96	2,630.74	26.92%
01-11-51104 Longevity	0.00	0.00	348.00	348.00	0.00%
01-11-51105 FICA/Medicare Tax	0.00	347.84	4,741.09	3,083.27	34.97%
01-11-51106 Unemployment Tax	0.00	0.00	648.00	648.02	0.00%
01-11-51107 Worker's Compensation	0.00	70.56	1,471.37	673.65	54.22%
01-11-51108 Group Health Insurance	0.00	1,902.72	32,838.24	19,134.27	41.73%
01-11-51109 Retirement/TMRS	0.00	2,570.14	49,045.75	26,796.01	45.37%
Total Personnel & Benefits Expenditures	**0.00**	**23,359.52**	**414,624.79**	**260,784.90**	**37.10%**
Supplies Expenditures					
01-11-52000 Office Supplies	0.00	188.84	4,000.00	2,699.02	32.52%
01-11-52201 Operating Supplies	0.00	131.28	8,500.00	8,293.32	2.43%
01-11-52202 Postage & Shipping	0.00	330.66	3,000.00	1,847.87	38.40%
01-11-52203 Printing	0.00	1,702.70	11,500.00	8,715.45	24.21%
01-11-52204 Uniforms	0.00	0.00	400.00	0.00	100.00%
01-11-52205 Advertising	0.00	236.00	2,000.00	651.60	67.42%
01-11-52206 Travel & Training	0.00	35.00	11,225.00	7,626.47	32.06%
01-11-52207 Dues & Memberships	0.00	776.67	5,580.00	3,285.64	41.12%
01-11-52209 Office Equipment	0.00	0.00	10,200.00	659.17	93.54%
01-11-52212 Flowers/Gifts/Plaques	0.00	0.00	400.00	317.29	20.68%
01-11-52213 Subscriptions & Publications	0.00	1,500.00	900.00	1,943.17	(115.91%)

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
01-11-52216 Telephone-Mobile	0.00	162.38	2,000.00	1,258.44	37.08%
Total Supplies Expenditures	**0.00**	**5,063.53**	**59,705.00**	**37,297.44**	**37.53%**
Contractual Services Expenditures					
01-11-53301 Utilities	0.00	2,206.62	37,000.00	26,300.40	28.92%
01-11-53303 Accounting & Auditor	0.00	0.00	17,000.00	16,000.00	5.88%
01-11-53304 Legal Services	0.00	8,656.35	45,000.00	41,220.25	8.40%
01-11-53309 Consultants & Professionals	0.00	10,000.00	45,000.00	30,725.50	31.72%
01-11-53311 Elections	0.00	0.00	8,500.00	0.00	100.00%
01-11-53312 Denton County Tax	0.00	9,733.52	22,810.00	19,920.32	12.67%
01-11-53313 Property & Liability Insurance	0.00	0.00	52,500.00	37,537.25	28.50%
01-11-53314 Fire Contract	0.00	81,492.58	988,393.03	733,433.22	25.80%
01-11-53325 Janitorial Services	0.00	942.00	11,304.00	8,360.25	26.04%
01-11-53327 Franklin Legal Services	0.00	62.50	4,000.00	62.50	98.44%
01-11-53328 Shredder Services	0.00	0.00	1,000.00	784.29	21.57%
01-11-53329 SPAN	0.00	0.00	1,700.00	1,700.00	0.00%
01-11-53330 Email Hosting Services	0.00	0.00	6,400.00	0.00	100.00%
01-11-53331 Civic Plus	0.00	0.00	4,981.84	4,981.84	0.00%
01-11-53332 Financial Advisory Services	0.00	0.00	3,500.00	0.00	100.00%
01-11-53333 Higginbotham	0.00	0.00	600.00	525.00	12.50%
01-11-53335 Bank Fees	0.00	0.00	4,000.00	0.00	100.00%
01-11-53338 YAC	0.00	0.00	2,800.00	3,285.70	(17.35%)
Total Contractual Services Expenditures	**0.00**	**113,093.57**	**1,256,488.87**	**924,836.52**	**26.40%**
Maintenance Expenditures					
01-11-54400 Facilities Maintenance	0.00	1,043.50	10,000.00	4,924.32	50.76%
01-11-54402 Vehicle Maintenance	0.00	0.00	100.00	0.00	100.00%
01-11-54406 Software Maintenance	0.00	2,068.00	28,000.00	16,796.77	40.01%
Total Maintenance Expenditures	**0.00**	**3,111.50**	**38,100.00**	**21,721.09**	**42.99%**
Capital Outlay Expenditures					
01-11-55504 Capital Outlay-Information Technology	0.00	0.00	2,350.00	2,544.91	(8.29%)
01-11-55506 Capital Outlay-Buildings/Facilities	0.00	0.00	24,000.00	0.00	100.00%

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For General Fund (01)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Total Capital Outlay Expenditures	**0.00**	**0.00**	**26,350.00**	**2,544.91**	**90.34%**
Total Administration Expenditures	**0.00**	**144,628.12**	**1,795,268.66**	**1,247,184.86**	**30.53%**
Police Expenditures					
Personnel & Benefits Expenditures					
01-13-51000 Salaries-Full Time	0.00	54,058.54	954,013.60	639,186.97	33.00%
01-13-51101 Overtime	0.00	1,051.78	30,000.00	23,368.78	22.10%
01-13-51102 Certification Pay	0.00	553.92	6,000.80	5,054.46	15.77%
01-13-51104 Longevity	0.00	0.00	4,854.00	4,038.00	16.81%
01-13-51105 FICA/Medicare Tax	0.00	1,069.63	14,370.86	9,808.29	31.75%
01-13-51106 Unemployment Tax	0.00	0.00	2,754.00	2,801.42	(1.72%)
01-13-51107 Worker's Compensation	0.00	2,021.11	43,427.61	18,369.32	57.70%
01-13-51108 Group Health Insurance	0.00	11,065.63	147,406.44	106,844.14	27.52%
01-13-51109 Retirement/TMRS	0.00	8,680.65	148,664.09	79,497.65	46.53%
01-13-51111 Physicals & Evaluations	0.00	0.00	2,325.00	451.00	80.60%
01-13-51117 Bailiff Fees	0.00	300.00	0.00	1,350.00	0.00%
Total Personnel & Benefits Expenditures	**0.00**	**78,801.26**	**1,353,816.40**	**890,770.03**	**34.20%**
Supplies Expenditures					
01-13-52000 Office Supplies	0.00	195.66	4,000.00	1,174.90	70.63%
01-13-52201 Operating Supplies	0.00	215.23	6,000.00	3,175.44	47.08%
01-13-52202 Postage & Shipping	0.00	21.95	200.00	57.09	71.46%
01-13-52203 Printing	0.00	563.50	3,600.00	4,298.59	(19.41%)
01-13-52204 Uniforms	0.00	(81.28)	11,125.00	3,444.07	69.04%
01-13-52205 Advertising	0.00	0.00	800.00	0.00	100.00%
01-13-52206 Travel & Training	0.00	596.96	7,500.00	5,090.25	32.13%
01-13-52207 Dues & Memberships	0.00	190.00	16,415.00	16,295.00	0.73%
01-13-52208 Vehicle Fuel	0.00	1,411.39	21,000.00	10,700.15	49.05%
01-13-52209 Office Equipment	0.00	0.00	700.00	0.00	100.00%
01-13-52211 Safety Equipment & Supplies	0.00	(4,542.60)	9,358.00	6,171.67	34.05%
01-13-52212 Flowers/Gifts/Plaques	0.00	0.00	1,000.00	475.45	52.46%
01-13-52213 Subscriptions & Publications	0.00	258.00	5,474.00	3,816.74	30.28%
01-13-52216 Telephone-Mobile	0.00	1,017.81	12,320.00	8,452.60	31.39%

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
01-13-52219 Emergency Response Supplies	0.00	0.00	2,000.00	55.15	97.24%
Total Supplies Expenditures	**0.00**	**(153.38)**	**101,492.00**	**63,207.10**	**37.72%**
Contractual Services Expenditures					
01-13-53301 Utilities	0.00	0.00	4,980.00	3,320.00	33.33%
01-13-53304 Legal Services	0.00	0.00	6,500.00	1,526.25	76.52%
01-13-53306 Communications	0.00	0.00	51,619.00	51,619.00	0.00%
01-13-53309 Consultants & Professionals	0.00	0.00	7,250.00	6,610.00	8.83%
01-13-53315 Jail Services	0.00	0.00	1,500.00	700.00	53.33%
01-13-53316 SANE Exams	0.00	0.00	2,500.00	0.00	100.00%
Total Contractual Services Expenditures	**0.00**	**0.00**	**74,349.00**	**63,775.25**	**14.22%**
Maintenance Expenditures					
01-13-54400 Facilities Maintenance	0.00	0.00	1,600.00	1,350.50	15.59%
01-13-54402 Vehicle Maintenance	0.00	(169.87)	18,175.00	9,630.34	47.01%
01-13-54403 Equipment Maintenance	0.00	3,290.21	7,342.00	4,897.67	33.29%
01-13-54406 Software Maintenance	0.00	7,035.65	35,892.00	33,121.29	7.72%
01-13-54410 Property Loss	0.00	0.00	500.00	161.29	67.74%
Total Maintenance Expenditures	**0.00**	**10,155.99**	**63,509.00**	**49,161.09**	**22.59%**
Capital Outlay Expenditures					
01-13-55503 Capital Outlay-Vehicles	0.00	0.00	43,000.00	43,048.00	(0.11%)
01-13-55504 Capital Outlay-Information Technology	0.00	0.00	7,800.00	9,029.85	(15.77%)
01-13-55505 Capital Outlay-Heavy Equipment	0.00	0.00	4,532.00	4,542.60	(0.23%)
01-13-55506 Capital Outlay-Buildings/Facilities	0.00	694.00	11,705.00	7,819.07	33.20%
01-13-55518 Capital Outlay- Weather Sirens	0.00	0.00	11,500.00	11,837.32	(2.93%)
Total Capital Outlay Expenditures	**0.00**	**694.00**	**78,537.00**	**76,276.84**	**2.88%**
Debt Service Expenditures					
01-13-56531 Capital Lease Principal	0.00	2,966.02	96,382.00	87,315.25	9.41%
01-13-56532 Capital Lease Interest	0.00	58.55	7,752.39	7,744.94	0.10%
Total Debt Service Expenditures	**0.00**	**3,024.57**	**104,134.39**	**95,060.19**	**8.71%**

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For General Fund (01)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Transfers Expenditures					
01-13-59100 Transfer to Special Revenue Fund	0.00	0.00	5,000.00	0.00	100.00%
Total Transfers Expenditures	**0.00**	**0.00**	**5,000.00**	**0.00**	**100.00%**
Total Police Expenditures	**0.00**	**92,522.44**	**1,780,837.79**	**1,238,250.50**	**30.47%**
Library Expenditures					
Personnel & Benefits Expenditures					
01-14-51000 Salaries-Full Time	0.00	2,815.17	64,628.00	45,070.90	30.26%
01-14-51010 Salaries-Part Time	0.00	4,463.20	56,402.74	36,024.38	36.13%
01-14-51104 Longevity	0.00	0.00	144.00	144.00	0.00%
01-14-51105 FICA/Medicare Tax	0.00	142.63	1,774.66	1,262.83	28.84%
01-14-51106 Unemployment Tax	0.00	80.34	972.00	721.98	25.72%
01-14-51107 Worker's Compensation	0.00	31.40	673.15	277.55	58.77%
01-14-51108 Group Health Insurance	0.00	492.04	8,050.56	5,919.16	26.48%
01-14-51109 Retirement/TMRS	0.00	1,185.48	18,358.59	10,474.38	42.95%
Total Personnel & Benefits Expenditures	**0.00**	**9,210.26**	**151,003.70**	**99,895.18**	**33.85%**
Supplies Expenditures					
01-14-52000 Office Supplies	0.00	0.00	1,000.00	937.11	6.29%
01-14-52201 Operating Supplies	0.00	237.78	1,000.00	1,020.53	(2.05%)
01-14-52202 Postage & Shipping	0.00	97.44	1,000.00	339.23	66.08%
01-14-52203 Printing	0.00	387.80	3,300.00	1,967.88	40.37%
01-14-52204 Uniforms	0.00	0.00	250.00	74.95	70.02%
01-14-52205 Advertising	0.00	0.00	2,000.00	1,372.04	31.40%
01-14-52206 Travel & Training	0.00	0.00	2,500.00	1,930.55	22.78%
01-14-52207 Dues & Memberships	0.00	375.00	5,000.00	4,896.05	2.08%
01-14-52212 Flowers/Gifts/Plaques	0.00	0.00	100.00	0.00	100.00%
01-14-52215 Library Books/Materials	0.00	2,085.04	20,000.00	10,161.48	49.19%
01-14-52216 Telephone-Mobile	0.00	41.35	540.00	249.36	53.82%
Total Supplies Expenditures	**0.00**	**3,224.41**	**36,690.00**	**22,949.18**	**37.45%**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Contractual Services Expenditures					
01-14-53301 Utilities	0.00	403.77	12,750.00	6,008.34	52.88%
01-14-53323 Security System	0.00	72.02	820.00	568.50	30.67%
Total Contractual Services Expenditures	**0.00**	**475.79**	**13,570.00**	**6,576.84**	**51.53%**
Maintenance Expenditures					
01-14-54400 Facilities Maintenance	0.00	675.69	2,500.00	1,492.23	40.31%
01-14-54406 IT Maintenance	0.00	1,142.35	17,700.00	11,651.18	34.17%
Total Maintenance Expenditures	**0.00**	**1,818.04**	**20,200.00**	**13,143.41**	**34.93%**
Capital Outlay Expenditures					
01-14-55506 Capital Outlay-Buildings/Facilities	0.00	0.00	16,000.00	0.00	100.00%
Total Capital Outlay Expenditures	**0.00**	**0.00**	**16,000.00**	**0.00**	**100.00%**
Total Library Expenditures	**0.00**	**14,728.50**	**237,463.70**	**142,564.61**	**39.96%**
Animal Services Expenditures					
Personnel & Benefits Expenditures					
01-15-51000 Salaries-Full Time	0.00	3,867.45	86,577.60	61,158.47	29.36%
01-15-51010 Salaries-Part Time	0.00	1,613.04	23,804.35	19,142.65	19.58%
01-15-51101 Overtime	0.00	68.64	5,000.00	3,146.18	37.08%
01-15-51104 Longevity	0.00	0.00	144.00	144.00	0.00%
01-15-51105 FICA/Medicare Tax	0.00	112.98	1,673.04	1,199.75	28.29%
01-15-51106 Unemployment Tax	0.00	29.04	810.00	638.18	21.21%
01-15-51107 Worker's Compensation	0.00	258.76	7,211.37	3,750.18	48.00%
01-15-51108 Group Health Insurance	0.00	1,780.53	24,409.08	16,514.98	32.34%
01-15-51109 Retirement/TMRS	0.00	890.27	17,307.29	9,353.27	45.96%
Total Personnel & Benefits Expenditures	**0.00**	**8,620.71**	**166,936.73**	**115,047.66**	**31.08%**
Supplies Expenditures					
01-15-52000 Office Supplies	0.00	0.00	200.00	291.87	(45.94%)
01-15-52201 Operating Supplies	0.00	(430.33)	4,500.00	4,054.59	9.90%
01-15-52202 Postage & Shipping	0.00	0.00	50.00	27.70	44.60%

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
01-15-52203 Printing	0.00	109.42	750.00	687.78	8.30%
01-15-52204 Uniforms	0.00	0.00	1,200.00	340.00	71.67%
01-15-52205 Advertising	0.00	0.00	200.00	0.00	100.00%
01-15-52206 Travel & Training	0.00	0.00	2,000.00	1,482.44	25.88%
01-15-52207 Dues & Memberships	0.00	0.00	100.00	0.00	100.00%
01-15-52208 Vehicle Fuel	0.00	23.88	650.00	314.95	51.55%
01-15-52210 Equipment-Field	0.00	0.00	250.00	0.00	100.00%
01-15-52211 Safety Equipment & Supplies	0.00	0.00	100.00	43.46	56.54%
01-15-52212 Flowers/Gifts/Plaques	0.00	0.00	250.00	196.56	21.38%
01-15-52216 Telephone-Mobile	0.00	37.99	456.00	348.97	23.47%
01-15-52218 Land Lease	0.00	0.00	1,300.00	1,312.87	(0.99%)
Total Supplies Expenditures	**0.00**	**(259.04)**	**12,006.00**	**9,101.19**	**24.19%**
Contractual Services Expenditures					
01-15-53301 Utilities	0.00	(256.56)	10,000.00	9,429.80	5.70%
01-15-53309 Consultants & Professionals	0.00	(768.18)	6,000.00	5,231.82	12.80%
Total Contractual Services Expenditures	**0.00**	**(1,024.74)**	**16,000.00**	**14,661.62**	**8.36%**
Maintenance Expenditures					
01-15-54400 Facilities Maintenance	0.00	0.00	2,000.00	227.18	88.64%
01-15-54402 Vehicle Maintenance	0.00	0.00	500.00	0.00	100.00%
01-15-54406 Software Maintenance	0.00	185.00	3,800.00	1,699.00	55.29%
Total Maintenance Expenditures	**0.00**	**185.00**	**6,300.00**	**1,926.18**	**69.43%**
Capital Outlay Expenditures					
01-15-55504 Capital Outlay-Information Technology	0.00	0.00	1,550.00	1,399.98	9.68%
01-15-55506 Capital Outlay-Buildings/Facilities	0.00	(2,896.16)	19,300.00	7,810.56	59.53%
Total Capital Outlay Expenditures	**0.00**	**(2,896.16)**	**20,850.00**	**9,210.54**	**55.82%**
Total Animal Services Expenditures	**0.00**	**4,625.77**	**222,092.73**	**149,947.19**	**32.48%**
Park and Facilities Expenditures					
Personnel & Benefits Expenditures					
01-16-51000 Salaries-Full Time	0.00	2,450.16	31,074.67	30,043.77	3.32%

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
01-16-51101 Overtime	0.00	268.92	2,500.00	1,533.26	38.67%
01-16-51105 FICA/Medicare Tax	0.00	39.43	450.58	892.71	(98.12%)
01-16-51106 Unemployment Tax	0.00	0.00	162.00	304.44	(87.93%)
01-16-51107 Worker's Compensation	0.00	183.41	1,308.24	2,130.05	(62.82%)
01-16-51108 Group Health Insurance	0.00	14.30	8,069.52	353.40	95.62%
01-16-51109 Retirement/TMRS	0.00	190.34	4,661.20	1,718.78	63.13%
Total Personnel & Benefits Expenditures	**0.00**	**3,146.56**	**48,226.21**	**36,976.41**	**23.33%**
Supplies Expenditures					
01-16-52000 Office Supplies	0.00	0.00	50.00	0.00	100.00%
01-16-52201 Operating Supplies	0.00	16.94	800.00	122.85	84.64%
01-16-52204 Uniforms	0.00	0.00	500.00	46.48	90.70%
01-16-52206 Travel & Training	0.00	0.00	200.00	0.00	100.00%
01-16-52208 Vehicle Fuel	0.00	116.16	2,500.00	1,345.68	46.17%
01-16-52210 Equipment-Field	0.00	0.00	1,000.00	182.31	81.77%
01-16-52211 Safety Equipment & Supplies	0.00	0.00	250.00	0.00	100.00%
01-16-52212 Flowers/Gifts/Plaques	0.00	0.00	50.00	0.00	100.00%
01-16-52216 Telephone-Mobile	0.00	0.00	200.00	0.00	100.00%
Total Supplies Expenditures	**0.00**	**133.10**	**5,550.00**	**1,697.32**	**69.42%**
Contractual Services Expenditures					
01-16-53406 Mowing Contract	0.00	1,300.75	15,000.00	3,174.29	78.84%
Total Contractual Services Expenditures	**0.00**	**1,300.75**	**15,000.00**	**3,174.29**	**78.84%**
Maintenance Expenditures					
01-16-54402 Vehicle Maintenance	0.00	0.00	100.00	167.06	(67.06%)
01-16-54403 Equipment Maintenance	0.00	7.99	1,500.00	223.91	85.07%
01-16-54405 Park Maintenance	0.00	336.85	5,000.00	2,590.28	48.19%
Total Maintenance Expenditures	**0.00**	**344.84**	**6,600.00**	**2,981.25**	**54.83%**
Capital Outlay Expenditures					
01-16-55503 Capital Outlay-Vehicles	0.00	0.00	55,000.00	51,579.98	6.22%
Total Capital Outlay Expenditures	**0.00**	**0.00**	**55,000.00**	**51,579.98**	**6.22%**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Fund (01)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Total Park and Facilities Expenditures	**0.00**	**4,925.25**	**130,376.21**	**96,409.25**	**26.05%**
Streets and Drainage Expenditures					
Personnel & Benefits Expenditures					
01-17-51000 Salaries-Full Time	0.00	9,311.42	195,574.93	137,047.21	29.93%
01-17-51101 Overtime	0.00	231.96	3,500.00	4,508.02	(28.80%)
01-17-51102 Certification Pay	0.00	115.38	0.00	773.06	0.00%
01-17-51104 Longevity	0.00	0.00	1,044.00	936.00	10.34%
01-17-51105 FICA/Medicare Tax	0.00	201.29	2,850.98	2,080.97	27.01%
01-17-51106 Unemployment Tax	0.00	0.00	972.00	647.99	33.33%
01-17-51107 Worker's Compensation	0.00	977.29	20,502.16	10,013.56	51.16%
01-17-51108 Group Health Insurance	0.00	3,474.67	41,548.20	31,552.58	24.06%
01-17-51109 Retirement/TMRS	0.00	1,565.67	29,492.94	17,283.76	41.40%
01-17-51111 Physicals & Evaluations	0.00	0.00	0.00	146.00	0.00%
Total Personnel & Benefits Expenditures	**0.00**	**15,877.68**	**295,485.21**	**204,989.15**	**30.63%**
Supplies Expenditures					
01-17-52000 Office Supplies	0.00	0.00	300.00	0.00	100.00%
01-17-52201 Operating Supplies	0.00	22.76	1,500.00	1,135.14	24.32%
01-17-52204 Uniforms	0.00	0.00	1,200.00	610.46	49.13%
01-17-52206 Travel & Training	0.00	0.00	2,000.00	0.00	100.00%
01-17-52207 Dues & Memberships	0.00	0.00	390.00	0.00	100.00%
01-17-52208 Vehicle Fuel	0.00	502.55	6,500.00	3,964.07	39.01%
01-17-52210 Equipment-Field	0.00	(43.99)	1,500.00	620.11	58.66%
01-17-52211 Safety Equipment & Supplies	0.00	6.49	2,000.00	114.72	94.26%
01-17-52216 Telephone-Mobile	0.00	57.28	1,850.00	738.16	60.10%
Total Supplies Expenditures	**0.00**	**545.09**	**17,240.00**	**7,182.66**	**58.34%**
Contractual Services Expenditures					
01-17-53301 Utilities	0.00	125.39	3,500.00	3,123.26	10.76%
01-17-53302 Street Lighting	0.00	2,075.71	51,500.00	34,978.75	32.08%
01-17-53305 Engineering	0.00	1,934.41	10,000.00	10,125.35	(1.25%)
01-17-53307 Rentals	0.00	0.00	5,000.00	1,932.00	61.36%

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For General Fund (01)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
01-17-53348 MS4	0.00	0.00	5,000.00	4,198.72	16.03%
01-17-53349 Traffic Signal Maintenance	0.00	0.00	4,149.76	4,194.96	(1.09%)
Total Contractual Services Expenditures	**0.00**	**4,135.51**	**79,149.76**	**58,553.04**	**26.02%**
Maintenance Expenditures					
01-17-54400 Facilities Maintenance	0.00	2.79	400.00	780.02	(95.01%)
01-17-54402 Vehicle Maintenance	0.00	48.95	2,500.00	1,179.18	52.83%
01-17-54403 Equipment Maintenance	0.00	80.00	7,000.00	5,210.28	25.57%
01-17-54406 IT Maintenance	0.00	150.00	1,500.00	1,275.00	15.00%
01-17-54408 Tree Maintenance	0.00	0.00	5,000.00	0.00	100.00%
01-17-54417 Sign Maintenance	0.00	0.00	6,000.00	122.11	97.96%
01-17-54422 Drainage Maintenance	0.00	0.00	20,000.00	0.00	100.00%
Total Maintenance Expenditures	**0.00**	**281.74**	**42,400.00**	**8,566.59**	**79.80%**
Debt Service Expenditures					
01-17-56531 Capital Lease Principal	0.00	0.00	15,346.68	15,346.68	0.00%
01-17-56532 Capital Lease Interest	0.00	0.00	2,369.76	2,369.76	0.00%
Total Debt Service Expenditures	**0.00**	**0.00**	**17,716.44**	**17,716.44**	**0.00%**
Total Streets and Drainage Expenditures	**0.00**	**20,840.02**	**451,991.41**	**297,007.88**	**34.29%**
Total General Fund Expenditures	**$ 0.00**	**$ 309,974.85**	**$ 5,122,124.65**	**$ 3,460,139.05**	**32.45%**
General Fund Excess of Revenues Over Expenditures	**$ 0.00**	**$ 48,603.27**	**$ 765.23**	**$ 1,225,902.83**	**(160100.57%)**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Debt Service Fund (04)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
04-00-41006 Property Taxes-Current	0.00	2,644.31 $	431,208.00 $	435,549.09	(1.01%)
04-00-41007 Property Taxes-Delinquent	0.00	129.28	6,000.00	1,940.76	67.65%
04-00-41009 Property Taxes-P & I	0.00	286.64	3,000.00	1,178.56	60.71%
04-00-47701 Interest Income - I&S	0.00	129.92	7,500.00	4,566.19	39.12%
04-00-49617 CDC Debt Payment Reimbursement	0.00	0.00	235,825.00	0.00	100.00%
Total Undefined Sub-Type Revenues	**0.00**	**3,190.15**	**683,533.00**	**443,234.60**	**35.16%**
Total Revenues	**0.00**	**3,190.15**	**683,533.00**	**443,234.60**	**35.16%**
Total Debt Service Fund Revenues	**$ 0.00 $**	**3,190.15 $**	**683,533.00 $**	**443,234.60**	**35.16%**
Expenditures					
Administration Expenditures					
Debt Service Expenditures					
04-11-53124 Debt Issue Costs	0.00	0.00 $	0.00 $	(21,207.12)	0.00%
04-11-56957 2009 CO Bond Principal	0.00	0.00	65,000.00	0.00	100.00%
04-11-56958 2009 CO Bond Interest	0.00	0.00	15,204.00	5,468.91	64.03%
04-11-56965 2008 Street GO Bonds Principal	0.00	0.00	55,000.00	0.00	100.00%
04-11-56966 2008 Street Bonds Interest	0.00	0.00	23,786.00	11,864.01	50.12%
04-11-56974 2012 Refunding Bonds Principal	0.00	0.00	150,000.00	0.00	100.00%
04-11-56975 2012 Refunding Bonds Interest	0.00	0.00	5,847.00	2,923.62	50.00%
04-11-56976 2018 Refunding Bond Principal	0.00	0.00	41,977.00	0.00	100.00%
04-11-56977 2018 Refunding Bond Interest	0.00	0.00	0.00	17,224.93	0.00%
04-11-56978 2019 CDC Refunding Series Principal	0.00	0.00	145,000.00	0.00	100.00%
04-11-56979 2019 CDC Refunding Series Interest	0.00	0.00	34,563.00	27,276.68	21.08%
04-11-56980 2019 GF CO Series Principal	0.00	0.00	100,000.00	0.00	100.00%
04-11-56981 2019 GF CO Series Interest	0.00	0.00	42,593.00	12,059.19	71.69%
Total Debt Service Expenditures	**0.00**	**0.00**	**678,970.00**	**55,610.22**	**91.81%**

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For Debt Service Fund (04)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Total Administration Expenditures	0.00	0.00	678,970.00	55,610.22	91.81%
Total Debt Service Fund Expenditures	$ 0.00	$ 0.00	$ 678,970.00	$ 55,610.22	91.81%
Debt Service Fund Excess of Revenues Over Expenditures	$ 0.00	$ 3,190.15	$ 4,563.00	$ 387,624.38	(8394.95%)

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Community Development Corporation (11)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
11-00-42112 4B Sales Tax	0.00	32,815.39 $	360,000.00 $	313,651.25	12.87%
11-00-45480 Property Rental Income	0.00	1,000.00	18,000.00	12,903.96	28.31%
11-00-47482 Interest Income - 4B	0.00	304.87	8,000.00	5,312.32	33.60%
Total Undefined Sub-Type Revenues	**0.00**	**34,120.26**	**386,000.00**	**331,867.53**	**14.02%**
Total Revenues	**0.00**	**34,120.26**	**386,000.00**	**331,867.53**	**14.02%**
Total Community Development Corporation Revenues	**$ 0.00**	**$ 34,120.26**	**$ 386,000.00**	**$ 331,867.53**	**14.02%**
Expenditures					
Administration Expenditures					
Supplies Expenditures					
11-11-52205 Advertising	0.00	0.00 $	6,000.00 $	0.00	100.00%
11-11-52206 Travel & Training	0.00	0.00	2,000.00	425.00	78.75%
11-11-52207 Dues & Memberships	0.00	0.00	150.00	500.00	(233.33%)
11-11-52213 Subscriptions & Publications	0.00	1,500.00	0.00	1,500.00	0.00%
Total Supplies Expenditures	**0.00**	**1,500.00**	**8,150.00**	**2,425.00**	**70.25%**
Contractual Services Expenditures					
11-11-53301 Utilities	0.00	518.40	11,000.00	6,899.55	37.28%
11-11-53303 Accounting & Auditor	0.00	0.00	3,000.00	3,000.00	0.00%
11-11-53304 Legal Services	0.00	1,295.00	3,000.00	2,035.00	32.17%
11-11-53335 Bank Fees	0.00	0.00	2,000.00	0.00	100.00%
11-11-53381 CDC Downtown BIG Grants	0.00	0.00	15,000.00	0.00	100.00%
Total Contractual Services Expenditures	**0.00**	**1,813.40**	**34,000.00**	**11,934.55**	**64.90%**
Maintenance Expenditures					
11-11-54480 Rental Property Maintenance	0.00	350.00	3,600.00	5,289.41	(46.93%)
Total Maintenance Expenditures	**0.00**	**350.00**	**3,600.00**	**5,289.41**	**(46.93%)**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Community Development Corporation (11)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Capital Outlay Expenditures					
11-11-55520 Capital Outlay-CDC Projects	0.00	0.00	106,500.00	0.00	100.00%
Total Capital Outlay Expenditures	**0.00**	**0.00**	**106,500.00**	**0.00**	**100.00%**
Transfers Expenditures					
11-11-59111 Transfer to General Fund Parks & Admin	0.00	0.00	72,000.00	0.00	100.00%
11-11-59119 Transfer to Debt Service Fund	0.00	0.00	235,825.00	0.00	100.00%
Total Transfers Expenditures	**0.00**	**0.00**	**307,825.00**	**0.00**	**100.00%**
Total Administration Expenditures	**0.00**	**3,663.40**	**460,075.00**	**19,648.96**	**95.73%**
Total Community Development Corporation Expenditures	**$ 0.00**	**$ 3,663.40**	**$ 460,075.00**	**$ 19,648.96**	**95.73%**
Community Development Corporation Excess of Revenues	**$ 0.00**	**$ 30,456.86**	**$ (74,075.00)**	**$ 312,218.57**	**521.49%**

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For Street Maintenance Sales Tax (20)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
20-00-42115 Sales Tax - Road Maintenance	0.00	16,407.69 $	175,750.00 $	156,825.60	10.77%
20-00-42117 Contributions for Street Maintenance	0.00	0.00	0.00	17,000.00	0.00%
20-00-47470 Interest Income - Special Revenue DFS	0.00	38.70	2,500.00	3,007.94	(20.32%)
Total Undefined Sub-Type Revenues	**0.00**	**16,446.39**	**178,250.00**	**176,833.54**	**0.79%**
Total Revenues	**0.00**	**16,446.39**	**178,250.00**	**176,833.54**	**0.79%**
Total Street Maintenance Sales Tax Revenues	**$ 0.00 $**	**16,446.39 $**	**178,250.00 $**	**176,833.54**	**0.79%**
Expenditures					
Streets and Drainage Expenditures					
Maintenance Expenditures					
20-17-54403 Equipment Maintenance	0.00	0.00 $	5,000.00 $	1,301.28	73.97%
20-17-54407 Sidewalk Maintenance	0.00	0.00	6,000.00	0.00	100.00%
20-17-54409 Streets Repair Maintenance	0.00	82,472.21	250,000.00	272,118.12	(8.85%)
Total Maintenance Expenditures	**0.00**	**82,472.21**	**261,000.00**	**273,419.40**	**(4.76%)**
Capital Outlay Expenditures					
20-17-55505 Capital Outlay-Heavy Equipment	0.00	0.00	30,000.00	0.00	100.00%
Total Capital Outlay Expenditures	**0.00**	**0.00**	**30,000.00**	**0.00**	**100.00%**
Total Streets and Drainage Expenditures	**0.00**	**82,472.21**	**291,000.00**	**273,419.40**	**6.04%**
Total Street Maintenance Sales Tax Expenditures	**$ 0.00 $**	**82,472.21 $**	**291,000.00 $**	**273,419.40**	**6.04%**
Street Maintenance Sales Tax Excess of Revenues Over Ex	**$ 0.00 $**	**(66,025.82) $**	**(112,750.00) $**	**(96,585.86)**	**14.34%**

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For Hotel Occupancy Tax (21)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
21-00-43114 Hotel Occupancy Tax	0.00	0.00 $	65,000.00 $	3,237.10	95.02%
21-00-47470 Interest Income - Special Revenue DFS	0.00	5.45	750.00	279.04	62.79%
Total Undefined Sub-Type Revenues	**0.00**	**5.45**	**65,750.00**	**3,516.14**	**94.65%**
Total Revenues	**0.00**	**5.45**	**65,750.00**	**3,516.14**	**94.65%**
Total Hotel Occupancy Tax Revenues	**$ 0.00 $**	**5.45 $**	**65,750.00 $**	**3,516.14**	**94.65%**
Expenditures					
Tourism Expenditures					
Personnel & Benefits Expenditures					
21-05-51115 Contract Labor	0.00	0.00 $	10,000.00 $	1,625.00	83.75%
Total Personnel & Benefits Expenditures	**0.00**	**0.00**	**10,000.00**	**1,625.00**	**83.75%**
Supplies Expenditures					
21-05-52203 Printing	0.00	0.00	500.00	0.00	100.00%
21-05-52205 Advertising	0.00	0.00	2,000.00	823.00	58.85%
21-05-52207 Dues & Memberships	0.00	0.00	700.00	358.00	48.86%
21-05-52221 Community Events	0.00	0.00	30,000.00	10,326.55	65.58%
Total Supplies Expenditures	**0.00**	**0.00**	**33,200.00**	**11,507.55**	**65.34%**
Total Tourism Expenditures	**0.00**	**0.00**	**43,200.00**	**13,132.55**	**69.60%**
Total Hotel Occupancy Tax Expenditures	**$ 0.00 $**	**0.00 $**	**43,200.00 $**	**13,132.55**	**69.60%**
Hotel Occupancy Tax Excess of Revenues Over Expenditur	**$ 0.00 $**	**5.45 $**	**22,550.00 $**	**(9,616.41)**	**142.64%**

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For Court Technology (22)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
22-00-46322 Municipal Court Technology Fees	0.00	867.40 $	6,500.00 $	5,251.63	19.21%
22-00-46343 Local Municipal Court Technology Fund	0.00	0.00	0.00	47.22	0.00%
22-00-47470 Interest Income - Special Revenue DFS	0.00	11.58	400.00	246.72	38.32%
Total Undefined Sub-Type Revenues	**0.00**	**878.98**	**6,900.00**	**5,545.57**	**19.63%**
Total Revenues	**0.00**	**878.98**	**6,900.00**	**5,545.57**	**19.63%**
Total Court Technology Revenues	**$ 0.00 $**	**878.98 $**	**6,900.00 $**	**5,545.57**	**19.63%**
Expenditures					
Municipal Court Expenditures					
Contractual Services Expenditures					
22-09-53308 Information Technology	0.00	3,980.44 $	11,000.00 $	9,469.46	13.91%
Total Contractual Services Expenditures	**0.00**	**3,980.44**	**11,000.00**	**9,469.46**	**13.91%**
Total Municipal Court Expenditures	**0.00**	**3,980.44**	**11,000.00**	**9,469.46**	**13.91%**
Total Court Technology Expenditures	**$ 0.00 $**	**3,980.44 $**	**11,000.00 $**	**9,469.46**	**13.91%**
Court Technology Excess of Revenues Over Expenditures	**$ 0.00 $**	**(3,101.46) $**	**(4,100.00) $**	**(3,923.89)**	**4.30%**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Court Security (23)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
23-00-46323 Municipal Court Security Fees	0.00	66.17 $	5,500.00 $	2,698.38	50.94%
23-00-46341 Local Municipal Court Bldg Security Fund	0.00	957.79	0.00	2,141.43	0.00%
23-00-47470 Interest Income - Special Revenue DFS	0.00	23.75	750.00	505.62	32.58%
Total Undefined Sub-Type Revenues	**0.00**	**1,047.71**	**6,250.00**	**5,345.43**	**14.47%**
Total Revenues	**0.00**	**1,047.71**	**6,250.00**	**5,345.43**	**14.47%**
Total Court Security Revenues	**$ 0.00 $**	**1,047.71 $**	**6,250.00 $**	**5,345.43**	**14.47%**
Expenditures					
Municipal Court Expenditures					
Personnel & Benefits Expenditures					
23-09-51117 Bailiff Fees	0.00	0.00 $	3,000.00 $	70.00	97.67%
Total Personnel & Benefits Expenditures	**0.00**	**0.00**	**3,000.00**	**70.00**	**97.67%**
Supplies Expenditures					
23-09-52015 Office Expenses	0.00	0.00	20,000.00	0.00	100.00%
Total Supplies Expenditures	**0.00**	**0.00**	**20,000.00**	**0.00**	**100.00%**
Total Municipal Court Expenditures	**0.00**	**0.00**	**23,000.00**	**70.00**	**99.70%**
Total Court Security Expenditures	**$ 0.00 $**	**0.00 $**	**23,000.00 $**	**70.00**	**99.70%**
Court Security Excess of Revenues Over Expenditures	**$ 0.00 $**	**1,047.71 $**	**(16,750.00) $**	**5,275.43**	**131.50%**

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For LEOSE (24)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
24-00-46324 LEOSE Revenue	0.00	0.00 $	1,500.00 $	1,518.94	(1.26%)
24-00-47470 Interest Income - Special Revenue DFS	0.00	1.76	25.00	37.65	(50.60%)
Total Undefined Sub-Type Revenues	**0.00**	**1.76**	**1,525.00**	**1,556.59**	**(2.07%)**
Total Revenues	0.00	1.76	1,525.00	1,556.59	(2.07%)
Total LEOSE Revenues	$ 0.00 $	1.76 $	1,525.00 $	1,556.59	(2.07%)
Expenditures					
Police Expenditures					
Supplies Expenditures					
24-13-52206 Travel & Training	0.00	0.00 $	5,000.00 $	2,447.00	51.06%
Total Supplies Expenditures	**0.00**	**0.00**	**5,000.00**	**2,447.00**	**51.06%**
Total Police Expenditures	0.00	0.00	5,000.00	2,447.00	51.06%
Total LEOSE Expenditures	$ 0.00 $	0.00 $	5,000.00 $	2,447.00	51.06%
LEOSE Excess of Revenues Over Expenditures	$ 0.00 $	1.76 $	(3,475.00) $	(890.41)	74.38%

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For Child Safety (25)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
25-00-46325 Municipal Court Child Safety Fees	0.00	265.80 $	8,000.00 $	11,608.77	(45.11%)
25-00-47470 Interest Income - Special Revenue DFS	0.00	13.62	400.00	289.86	27.54%
Total Undefined Sub-Type Revenues	**0.00**	**279.42**	**8,400.00**	**11,898.63**	**(41.65%)**
Total Revenues	**0.00**	**279.42**	**8,400.00**	**11,898.63**	**(41.65%)**
Total Child Safety Revenues	**$ 0.00 $**	**279.42 $**	**8,400.00 $**	**11,898.63**	**(41.65%)**
Expenditures					
Municipal Court Expenditures					
Contractual Services Expenditures					
25-09-53390 Mun Ct Child Safety Program	0.00	0.00 $	8,000.00 $	5,258.23	34.27%
Total Contractual Services Expenditures	**0.00**	**0.00**	**8,000.00**	**5,258.23**	**34.27%**
Total Municipal Court Expenditures	**0.00**	**0.00**	**8,000.00**	**5,258.23**	**34.27%**
Total Child Safety Expenditures	**$ 0.00 $**	**0.00 $**	**8,000.00 $**	**5,258.23**	**34.27%**
Child Safety Excess of Revenues Over Expenditures	**$ 0.00 $**	**279.42 $**	**400.00 $**	**6,640.40**	**(1560.10%)**

City of Lake Dallas
Statement of Revenue and Expenditures

Original Budget

For Juvenile Case Management (26)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
26-00-46340 Juvenile Case Mgt Fees	0.00	25.00 $	0.00 $	196.55	0.00%
26-00-46342 Local Truancy Prevention & Diversion Fun	0.00	977.35	0.00	2,293.37	0.00%
26-00-47470 Interest Income - Special Revenue DFS	0.00	80.00	1,000.00	1,702.94	(70.29%)
Total Undefined Sub-Type Revenues	**0.00**	**1,082.35**	**1,000.00**	**4,192.86**	**(319.29%)**
Total Revenues	**0.00**	**1,082.35**	**1,000.00**	**4,192.86**	**(319.29%)**
Total Juvenile Case Management Revenues	**$ 0.00 $**	**1,082.35 $**	**1,000.00 $**	**4,192.86**	**(319.29%)**
Expenditures					
Municipal Court Expenditures					
Contractual Services Expenditures					
26-09-53396 Mun Ct JCM Program	0.00	25.00 $	20,000.00 $	25.00	99.88%
Total Contractual Services Expenditures	**0.00**	**25.00**	**20,000.00**	**25.00**	**99.88%**
Transfers Expenditures					
26-09-59001 Transfer to General Fund	0.00	0.00	10,000.00	0.00	100.00%
Total Transfers Expenditures	**0.00**	**0.00**	**10,000.00**	**0.00**	**100.00%**
Total Municipal Court Expenditures	**0.00**	**25.00**	**30,000.00**	**25.00**	**99.92%**
Total Juvenile Case Management Expenditures	**$ 0.00 $**	**25.00 $**	**30,000.00 $**	**25.00**	**99.92%**
Juvenile Case Management Excess of Revenues Over Expe	**$ 0.00 $**	**1,057.35 $**	**(29,000.00) $**	**4,167.86**	**114.37%**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Drug Seizure (27)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
27-00-46327 Seizure Revenue	0.00	0.00 $	0.00 $	1,856.00	0.00%
27-00-47470 Interest Income - Special Revenue DFS	0.00	2.93	250.00	74.85	70.06%
Total Undefined Sub-Type Revenues	**0.00**	**2.93**	**250.00**	**1,930.85**	**(672.34%)**
Total Revenues	**0.00**	**2.93**	**250.00**	**1,930.85**	**(672.34%)**
Total Drug Seizure Revenues	**$ 0.00 $**	**2.93 $**	**250.00 $**	**1,930.85**	**(672.34%)**
Expenditures					
Police Expenditures					
Contractual Services Expenditures					
27-13-53397 Pub Saf Seizure Program	0.00	0.00 $	9,000.00 $	6,641.45	26.21%
Total Contractual Services Expenditures	**0.00**	**0.00**	**9,000.00**	**6,641.45**	**26.21%**
Total Police Expenditures	**0.00**	**0.00**	**9,000.00**	**6,641.45**	**26.21%**
Total Drug Seizure Expenditures	**$ 0.00 $**	**0.00 $**	**9,000.00 $**	**6,641.45**	**26.21%**
Drug Seizure Excess of Revenues Over Expenditures	**$ 0.00 $**	**2.93 $**	**(8,750.00) $**	**(4,710.60)**	**46.16%**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Kids N Cops (28)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
28-00-47470 Interest Income - Special Revenue DFS	0.00	5.40 $	100.00 $	115.20	(15.20%)
28-00-48200 Donations	0.00	0.00	5,000.00	4,959.93	0.80%
Total Undefined Sub-Type Revenues	**0.00**	**5.40**	**5,100.00**	**5,075.13**	**0.49%**
Total Revenues	**0.00**	**5.40**	**5,100.00**	**5,075.13**	**0.49%**
Total Kids N Cops Revenues	**$ 0.00 $**	**5.40 $**	**5,100.00 $**	**5,075.13**	**0.49%**
Expenditures					
Police Expenditures					
Contractual Services Expenditures					
28-13-53398 Kids N Cops Program	0.00	0.00 $	10,000.00 $	3,522.91	64.77%
Total Contractual Services Expenditures	**0.00**	**0.00**	**10,000.00**	**3,522.91**	**64.77%**
Total Police Expenditures	**0.00**	**0.00**	**10,000.00**	**3,522.91**	**64.77%**
Total Kids N Cops Expenditures	**$ 0.00 $**	**0.00 $**	**10,000.00 $**	**3,522.91**	**64.77%**
Kids N Cops Excess of Revenues Over Expenditures	**$ 0.00 $**	**5.40 $**	**(4,900.00) $**	**1,552.22**	**131.68%**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Willow Grove Park (31)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
31-00-45331 Fees - Willow Grove Park	0.00	15,344.49 $	100,000.00 $	81,824.35	18.18%
31-00-47470 Interest Income - Special Revenue DFS	0.00	23.82	1,200.00	507.25	57.73%
Total Undefined Sub-Type Revenues	**0.00**	**15,368.31**	**101,200.00**	**82,331.60**	**18.64%**
Total Revenues	**0.00**	**15,368.31**	**101,200.00**	**82,331.60**	**18.64%**
Total Willow Grove Park Revenues	**$ 0.00 $**	**15,368.31 $**	**101,200.00 $**	**82,331.60**	**18.64%**
Expenditures					
Park and Facilities Expenditures					
Personnel & Benefits Expenditures					
31-16-51000 Salaries-Full Time	0.00	0.00 $	13,525.00 $	0.00	100.00%
31-16-51101 Overtime	0.00	0.00	500.00	0.00	100.00%
31-16-51105 FICA/Medicare Tax	0.00	0.00	196.00	0.00	100.00%
31-16-51106 Unemployment Tax	0.00	0.00	162.00	0.00	100.00%
31-16-51107 Worker's Compensation	0.00	0.00	569.00	0.00	100.00%
Total Personnel & Benefits Expenditures	**0.00**	**0.00**	**14,952.00**	**0.00**	**100.00%**
Contractual Services Expenditures					
31-16-53304 Legal Services	0.00	0.00	2,000.00	0.00	100.00%
31-16-53324 Security	0.00	0.00	8,400.00	3,095.00	63.15%
Total Contractual Services Expenditures	**0.00**	**0.00**	**10,400.00**	**3,095.00**	**70.24%**
Maintenance Expenditures					
31-16-54405 Park Maintenance	0.00	5,713.59	35,000.00	26,796.05	23.44%
Total Maintenance Expenditures	**0.00**	**5,713.59**	**35,000.00**	**26,796.05**	**23.44%**
Capital Outlay Expenditures					
31-16-55531 Capital Outlay-Park Improvements	0.00	0.00	39,000.00	40,294.15	(3.32%)

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For Willow Grove Park (31)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Total Capital Outlay Expenditures	0.00	0.00	39,000.00	40,294.15	(3.32%)
Transfers Expenditures					
31-16-59001 Transfer to General Fund	0.00	0.00	15,000.00	0.00	100.00%
Total Transfers Expenditures	0.00	0.00	15,000.00	0.00	100.00%
Total Park and Facilities Expenditures	0.00	5,713.59	114,352.00	70,185.20	38.62%
Total Willow Grove Park Expenditures	$ 0.00	$ 5,713.59	$ 114,352.00	$ 70,185.20	38.62%
Willow Grove Park Excess of Revenues Over Expenditures	$ 0.00	$ 9,654.72	$ (13,152.00)	$ 12,146.40	192.35%

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Animal Rescue (32)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
32-00-47470 Interest Income - Special Revenue DFS	0.00	3.09 $	100.00 $	65.75	34.25%
32-00-48235 Donations Animal Rescue	0.00	7,580.00	21,000.00	28,034.89	(33.50%)
Total Undefined Sub-Type Revenues	**0.00**	**7,583.09**	**21,100.00**	**28,100.64**	**(33.18%)**
Total Revenues	**0.00**	**7,583.09**	**21,100.00**	**28,100.64**	**(33.18%)**
Total Animal Rescue Revenues	**$ 0.00**	**$ 7,583.09**	**$ 21,100.00**	**$ 28,100.64**	**(33.18%)**
Expenditures					
Animal Services Expenditures					
Contractual Services Expenditures					
32-15-53342 Animal Rescue Expenses	0.00	9,796.34 $	21,000.00 $	22,227.58	(5.85%)
Total Contractual Services Expenditures	**0.00**	**9,796.34**	**21,000.00**	**22,227.58**	**(5.85%)**
Total Animal Services Expenditures	**0.00**	**9,796.34**	**21,000.00**	**22,227.58**	**(5.85%)**
Total Animal Rescue Expenditures	**$ 0.00**	**$ 9,796.34**	**$ 21,000.00**	**$ 22,227.58**	**(5.85%)**
Animal Rescue Excess of Revenues Over Expenditures	**$ 0.00**	**$ (2,213.25)**	**$ 100.00**	**$ 5,873.06**	**(5773.06%)**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Library Donations (33)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
33-00-47470 Interest Income - Special Revenue DFS	0.00	1.46 $	125.00 $	74.24	40.61%
33-00-48230 Library Contributions	0.00	1,292.40	2,000.00	1,769.78	11.51%
Total Undefined Sub-Type Revenues	**0.00**	**1,293.86**	**2,125.00**	**1,844.02**	**13.22%**
Total Revenues	**0.00**	**1,293.86**	**2,125.00**	**1,844.02**	**13.22%**
Total Library Donations Revenues	**$ 0.00 $**	**1,293.86 $**	**2,125.00 $**	**1,844.02**	**13.22%**
Expenditures					
Library Expenditures					
Contractual Services Expenditures					
33-14-53344 Library Donations Expenses	0.00	150.00 $	3,000.00 $	257.22	91.43%
Total Contractual Services Expenditures	**0.00**	**150.00**	**3,000.00**	**257.22**	**91.43%**
Total Library Expenditures	**0.00**	**150.00**	**3,000.00**	**257.22**	**91.43%**
Total Library Donations Expenditures	**$ 0.00 $**	**150.00 $**	**3,000.00 $**	**257.22**	**91.43%**
Library Donations Excess of Revenues Over Expenditures	**$ 0.00 $**	**1,143.86 $**	**(875.00) $**	**1,586.80**	**281.35%**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Park Improvements (34)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
34-00-45329 Fees - Park Improvement	0.00	252.00 $	1,500.00 $	1,045.03	30.33%
34-00-47470 Interest Income - Special Revenue DFS	0.00	0.90	100.00	43.25	56.75%
Total Undefined Sub-Type Revenues	**0.00**	**252.90**	**1,600.00**	**1,088.28**	**31.98%**
Total Revenues	**0.00**	**252.90**	**1,600.00**	**1,088.28**	**31.98%**
Total Park Improvements Revenues	**$ 0.00 $**	**252.90 $**	**1,600.00 $**	**1,088.28**	**31.98%**
Expenditures					
Park and Facilities Expenditures					
Maintenance Expenditures					
34-16-54405 Park Maintenance	0.00	0.00 $	1,500.00 $	0.00	100.00%
Total Maintenance Expenditures	**0.00**	**0.00**	**1,500.00**	**0.00**	**100.00%**
Total Park and Facilities Expenditures	**0.00**	**0.00**	**1,500.00**	**0.00**	**100.00%**
Total Park Improvements Expenditures	**$ 0.00 $**	**0.00 $**	**1,500.00 $**	**0.00**	**100.00%**
Park Improvements Excess of Revenues Over Expenditures	**$ 0.00 $**	**252.90 $**	**100.00 $**	**1,088.28**	**(988.28%)**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For Violence Against Women Grant (35)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
35-00-46326 Violence Against Women Grant	0.00	(18,007.70) $	70,542.00 $	38,455.20	45.49%
35-00-49600 Transfer In	0.00	0.00	5,000.00	0.00	100.00%
Total Undefined Sub-Type Revenues	**0.00**	**(18,007.70)**	**75,542.00**	**38,455.20**	**49.09%**
Total Revenues	**0.00**	**(18,007.70)**	**75,542.00**	**38,455.20**	**49.09%**
Total Violence Against Women Grant Revenues	**$ 0.00 $**	**(18,007.70) $**	**75,542.00 $**	**38,455.20**	**49.09%**
Expenditures					
Police Expenditures					
Personnel & Benefits Expenditures					
35-13-51000 Salaries-Full Time	0.00	4,372.80 $	56,319.00 $	41,541.60	26.24%
35-13-51101 Overtime	0.00	0.00	0.00	1,516.83	0.00%
35-13-51102 Certification Pay	0.00	23.08	300.00	219.26	26.91%
35-13-51104 Longevity	0.00	0.00	0.00	708.00	0.00%
35-13-51105 FICA/Medicare Tax	0.00	61.58	821.00	617.38	24.80%
35-13-51106 Unemployment Tax	0.00	0.00	162.00	161.99	0.01%
35-13-51107 Worker's Compensation	0.00	118.85	2,593.00	1,219.74	52.96%
35-13-51108 Group Health Insurance	0.00	950.69	12,283.00	8,746.66	28.79%
35-13-51109 Retirement/TMRS	0.00	540.92	8,493.00	5,551.49	34.63%
Total Personnel & Benefits Expenditures	**0.00**	**6,067.92**	**80,971.00**	**60,282.95**	**25.55%**
Supplies Expenditures					
35-13-52201 Operating Supplies	0.00	0.00	1,800.00	0.00	100.00%
35-13-52206 Travel & Training	0.00	0.00	2,243.00	0.00	100.00%
Total Supplies Expenditures	**0.00**	**0.00**	**4,043.00**	**0.00**	**100.00%**
Total Police Expenditures	**0.00**	**6,067.92**	**85,014.00**	**60,282.95**	**29.09%**
Total Violence Against Women Grant Expenditures	**$ 0.00 $**	**6,067.92 $**	**85,014.00 $**	**60,282.95**	**29.09%**

City of Lake Dallas

Statement of Revenue and Expenditures

Original Budget

For Violence Against Women Grant (35)

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Violence Against Women Grant Excess of Revenues Over E $	0.00 $	(24,075.62) $	(9,472.00) $	(21,827.75)	(130.44%)

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget
For General Capital Projects (60)
For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Revenues					
Revenues					
Undefined Sub-Type Revenues					
60-00-49601 Trf from Gen Fd	0.00	153.45 $	0.00 $	7,632.40	0.00%
Total Undefined Sub-Type Revenues	**0.00**	**153.45**	**0.00**	**7,632.40**	**0.00%**
Total Revenues	**0.00**	**153.45**	**0.00**	**7,632.40**	**0.00%**
Total General Capital Projects Revenues	**$ 0.00 $**	**153.45 $**	**0.00 $**	**7,632.40**	**0.00%**
Expenditures					
Streets and Drainage Expenditures					
Capital Outlay Expenditures					
60-17-55517 Capital Outlay Construction	0.00	174.16 $	0.00 $	709,137.14	0.00%
Total Capital Outlay Expenditures	**0.00**	**174.16**	**0.00**	**709,137.14**	**0.00%**
Total Streets and Drainage Expenditures	**0.00**	**174.16**	**0.00**	**709,137.14**	**0.00%**
Total General Capital Projects Expenditures	**$ 0.00 $**	**174.16 $**	**0.00 $**	**709,137.14**	**0.00%**
General Capital Projects Excess of Revenues Over Expendi	**$ 0.00 $**	**(20.71) $**	**0.00 $**	**(701,504.74)**	**0.00%**

City of Lake Dallas
Statement of Revenue and Expenditures
Original Budget

For the Fiscal Period 2020-9 Ending June 30, 2020

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
Total Revenues	$ 0.00	$ 422,282.83	$ 6,667,414.88	$ 5,836,490.89	12.46%
Total Expenditures	$ 0.00	$ 422,017.91	$ 6,916,235.65	$ 4,711,474.32	31.88%
Total Excess of Revenues Over Expenditures	$ 0.00	$ 264.92	$ (248,820.77)	$ 1,125,016.57	552.14%

Accounts Payable Check Register

Checks Processed During Posting Of Accounts Payable

City of Lake Dallas

Accounts Payable Check Register Report - IB-General Fund-1002007

For The Date Range From 6/1/2020 To 6/30/2020

For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63763	C	6/5/2020	8	Aflac	$1,207.70	O

Invoice Nbr - Description	GL Account	Amount
132705 - June 2020 Aflac Payment	01-00-21167	$1,207.70

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63764	C	6/5/2020	12	All Area Mech & Elec, Inc	$898.53	O

Invoice Nbr - Description	GL Account	Amount
2020-108 - WGP Replacing Wire Adapter and Wiring at Light Pole	31-16-54405	$898.53

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63765	C	6/5/2020	21	Atmos Energy	$89.40	O

Invoice Nbr - Description	GL Account	Amount
4035195643--04 - Enery Bill for Boys andd Girls Club	01-11-53301	$53.51
3037801378--16 - Energy Bill at City Hall	01-11-53301	$35.89

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63766	C	6/5/2020	680	Barnett Signs	$375.00	O

Invoice Nbr - Description	GL Account	Amount
Reimbursement - Refund for over change on BOA application	01-00-45321	$375.00

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63767	C	6/5/2020	97	Bureau Veritas North America	$2,128.39	O

Invoice Nbr - Description	GL Account	Amount
14954-11058 - Inspection Services May 2020	01-08-53317	$2,128.39

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63768	C	6/5/2020	39	Centurylink	$290.84	O

Invoice Nbr - Description	GL Account	Amount
300006729--10 - Phone Services at City Hall	01-11-53301	$127.79
300006727--15 - Phones at City Hall	01-11-53301	$163.05

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63769	C	6/5/2020	684	Christopher Tatum	$20.00	O

Invoice Nbr - Description	GL Account	Amount
refund - Overpaid on Dismissal for Court	01-00-46330	$20.00

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63770	C	6/5/2020	555	Clean & Green Car Wash	$162.00	O

Invoice Nbr - Description	GL Account	Amount
308 - Car Washes for May 2020	01-13-54402	$155.00
309 - Car Washes for May 2020	01-17-54402	$7.00

Accounts Payable Check Register Report - IB-General Fund-1002007

For The Date Range From 6/1/2020 To 6/30/2020

For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63771	C	6/5/2020	557	D & D Commercial Landscape Management	$1,300.75	O
	Invoice Nbr - Description			GL Account	Amount	
	23434 - D&D Mowing Cycle Completed for Month of May			01-16-53406	$1,300.75	
63772	C	6/5/2020	74	Denton Record-Chronicle	$451.90	O
	Invoice Nbr - Description			GL Account	Amount	
	0502030 - Advertising for PW Job and Advertising for Public Hearings			01-08-52205	$215.90	
	0502030 - Advertising for PW Job and Advertising for Public Hearings			01-11-52205	$236.00	
63773	C	6/5/2020	685	Edjuan Dequinn Bailey	$332.23	O
	Invoice Nbr - Description			GL Account	Amount	
	Refund - Refund from A bond Payment			01-00-26185	$332.23	
63774	C	6/5/2020	683	Eight 20 Consulting LLC	$1,500.00	O
	Invoice Nbr - Description			GL Account	Amount	
	20067 - Payment for Zac Tax Services			01-11-52213	$1,500.00	
63775	C	6/5/2020	544	ESI Networks	$442.27	O
	Invoice Nbr - Description			GL Account	Amount	
	22915 - Wifi at WGP			31-16-54405	$442.27	
63777	C	6/5/2020	90	Ferguson Enterprises, Inc	$237.84	O
	Invoice Nbr - Description			GL Account	Amount	
	104357--01 - Replacement Part City Hall			01-11-54400	$237.84	
63778	C	6/5/2020	207	Fidelity Security Life Insurance Co.	$216.64	O
	Invoice Nbr - Description			GL Account	Amount	
	164354964 - Vision Insurance for June 2020			01-00-21166	$216.64	
63779	C	6/5/2020	98	Grainger	$88.74	O
	Invoice Nbr - Description			GL Account	Amount	
	9535217237 - Replacement of Toilet Paper Holder			01-11-54400	$88.74	
63780	C	6/5/2020	120	iWorQ Systems	$493.00	O
	Invoice Nbr - Description			GL Account	Amount	
	1929207 - Code Enforcement Software 4th Quarter			01-08-54406	$493.00	

Accounts Payable Check Register Report - IB-General Fund-1002007

For The Date Range From 6/1/2020 To 6/30/2020

For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name			Amount	Status
63781	C	6/5/2020	124	John Glover			$235.00	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	May 2020 Health - Health Inspections May 2020				01-08-53326	$235.00		
63782	C	6/5/2020	234	Junior Library Guild			$1,022.50	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	512319 - Children and Teen Books				01-14-52215	$1,022.50		
63783	C	6/5/2020	137	Lake Cities Municipal Utility Authority			$1,191.67	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	City of LD--16 - May 2020 Water Bill				01-15-53301	$117.17		
	City of LD--16 - May 2020 Water Bill				31-16-54405	$355.11		
	City of LD--16 - May 2020 Water Bill				01-11-53301	$525.93		
	City of LD--16 - May 2020 Water Bill				01-17-53301	$72.88		
	City of LD--16 - May 2020 Water Bill				01-14-53301	$120.58		
63784	C	6/5/2020	501	Lawn Butler			$125.00	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	27155 - 508 Mattie Lane Legacy Oaks Abatement				01-08-53507	$125.00		
63785	C	6/5/2020	141	Leisure Interactive, LLC			$765.96	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	26447 - Reservations Fees May 2020				31-16-54405	$765.96		
63786	C	6/5/2020	264	Lifeworks US, Inc.			$144.00	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	116847 - Life Works Payment June 2020				01-08-51108	$14.40		
	116847 - Life Works Payment June 2020				01-09-51108	$4.80		
	116847 - Life Works Payment June 2020				01-11-51108	$14.40		
	116847 - Life Works Payment June 2020				01-13-51108	$71.60		
	116847 - Life Works Payment June 2020				01-14-51108	$4.80		
	116847 - Life Works Payment June 2020				01-15-51108	$9.60		
	116847 - Life Works Payment June 2020				01-16-51108	$4.80		
	116847 - Life Works Payment June 2020				01-17-51108	$14.80		
	116847 - Life Works Payment June 2020				35-13-51108	$4.80		

City of Lake Dallas

Accounts Payable Check Register Report - IB-General Fund-1002007

For The Date Range From 6/1/2020 To 6/30/2020

For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63787	C	6/5/2020	64	Local Circuit	$6,042.75	O

Invoice Nbr - Description	GL Account	Amount
2007--01 - May 2020 IT Services	01-11-54406	$2,068.00
2024 - May 2020 IT Services	01-15-54406	$185.00
2025 - May 2020 IT Services	01-14-54406	$842.50
2017 - May 2020 IT Services	01-17-54406	$150.00
2035 - May 2020 IT Services	01-13-54406	$1,441.25
2004 - Replacement Laptop for Court Admin, broken motherboard	01-09-55504	$1,356.00

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63788	C	6/5/2020	370	Mid America Books	$211.40	O

Invoice Nbr - Description	GL Account	Amount
515408 - Childrens Books	01-14-52215	$106.70
515412 - Childrens Books	01-14-52215	$104.70

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63789	C	6/5/2020	682	Monty Hilliard	$140.00	O

Invoice Nbr - Description	GL Account	Amount
Refund - Reimbursement for 4th of July Vendor	01-00-45323	$15.00
Refund - Reimbursement for 4th of July Vendor	01-00-45464	$125.00

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63790	C	6/5/2020	94	New Benefits, Ltd	$304.00	O

Invoice Nbr - Description	GL Account	Amount
nb400bs-817783 - New Benefits Payment June 2020	01-15-51108	$19.00
nb400bs-817783 - New Benefits Payment June 2020	01-14-51108	$9.50
nb400bs-817783 - New Benefits Payment June 2020	01-13-51108	$152.00
nb400bs-817783 - New Benefits Payment June 2020	01-11-51108	$38.00
nb400bs-817783 - New Benefits Payment June 2020	01-09-51108	$9.50
nb400bs-817783 - New Benefits Payment June 2020	01-08-51108	$19.00
nb400bs-817783 - New Benefits Payment June 2020	01-17-51108	$38.00
nb400bs-817783 - New Benefits Payment June 2020	01-16-51108	$9.50

Accounts Payable Check Register Report - IB-General Fund-1002007

For The Date Range From 6/1/2020 To 6/30/2020

For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Invoice Nbr - Description	GL Account	Amount
nb400bs-817783 - New Benefits Payment June 2020	35-13-51108	$9.50

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63791	C	6/5/2020	127	O'Reilly Auto Parts	$8.37	O

Invoice Nbr - Description	GL Account	Amount
1045241205 - Wiper Fluid	01-13-54402	$8.37

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63792	C	6/5/2020	151	Porter Tire Company, Inc.	$80.00	O

Invoice Nbr - Description	GL Account	Amount
746576 - Repair of Tire on Backhoe	01-17-54403	$80.00

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63793	C	6/5/2020	155	Primacare Medical Centers	$49.00	O

Invoice Nbr - Description	GL Account	Amount
274965--09 - Drug Screening for Angie Manglaris	01-11-51108	$49.00

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63794	C	6/5/2020	659	Quadient Leasing USA, Inc.	$598.40	O

Invoice Nbr - Description	GL Account	Amount
n8320681 - Postage machine rental	01-11-52202	$196.80
7900044035080757--01 - Postage for Machine	01-08-52202	$133.87
7900044035080757--01 - Postage for Machine	01-09-52202	$133.87
7900044035080757--01 - Postage for Machine	01-11-52202	$133.86

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63795	C	6/5/2020	528	Raindow International Restoration	$847.99	O

Invoice Nbr - Description	GL Account	Amount
218 - Carpet Cleaning at City Hall	01-11-54400	$847.99

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63796	C	6/5/2020	185	Sarah Farrell	$595.85	O

Invoice Nbr - Description	GL Account	Amount
00124341983225097611--26 - 6/3/2020 Payroll Payment	01-00-21156	$595.85

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63797	C	6/5/2020	507	Staples Advantage	$49.19	O

Invoice Nbr - Description	GL Account	Amount
8058473474 - Software for Computer	01-11-52000	$49.19

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63798	C	6/5/2020	196	Stephanie Berry	$1,200.00	O

Invoice Nbr - Description	GL Account	Amount
June Judge Pay - June Judge Pay	01-09-53319	$1,200.00

Accounts Payable Check Register Report - IB-General Fund-1002007

For The Date Range From 6/1/2020 To 6/30/2020

For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63799	C	6/5/2020	429	TML Multistate Intergovernmental Emp Benefits Pool	$23,868.09	O

Invoice Nbr - Description	GL Account	Amount
C86--07 - Health Insurance June 2020	01-11-51108	$1,777.32
C86--07 - Health Insurance June 2020	01-00-21159	$2,077.82
C86--07 - Health Insurance June 2020	35-13-51108	$936.39
C86--07 - Health Insurance June 2020	01-17-51108	$3,421.87
C86--07 - Health Insurance June 2020	01-15-51108	$1,751.93
C86--07 - Health Insurance June 2020	01-13-51108	$10,842.03
C86--07 - Health Insurance June 2020	01-09-51108	$1,055.01
C86--07 - Health Insurance June 2020	01-08-51108	$1,527.98
C86--07 - Health Insurance June 2020	01-14-51108	$477.74

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63800	C	6/5/2020	289	Tyler Technologies	$214.00	O

Invoice Nbr - Description	GL Account	Amount
130-14153 - Recipt Paper for Ticket Writers	01-13-52201	$214.00

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63801	C	6/5/2020	561	UBEO	$1,870.00	O

Invoice Nbr - Description	GL Account	Amount
27058256 - Monthly Rental of Printers	01-08-52203	$449.85
27058256 - Monthly Rental of Printers	01-09-52203	$38.44
27058256 - Monthly Rental of Printers	01-11-52203	$851.35
27058256 - Monthly Rental of Printers	01-13-52203	$281.75
27058256 - Monthly Rental of Printers	01-14-52203	$193.90
27058256 - Monthly Rental of Printers	01-15-52203	$54.71

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63802	C	6/5/2020	183	Verizon Wireless	$1,190.16	O

Invoice Nbr - Description	GL Account	Amount
9855247717 - May 2020 Verizon Bill	01-11-52216	$79.34
9855247717 - May 2020 Verizon Bill	01-13-52216	$990.13
9855247717 - May 2020 Verizon Bill	01-08-52216	$41.35
9855247717 - May 2020 Verizon Bill	01-15-52216	$37.99
9855247717 - May 2020 Verizon Bill	01-14-52216	$41.35

City of Lake Dallas

Accounts Payable Check Register Report - IB-General Fund-1002007

For The Date Range From 6/1/2020 To 6/30/2020

For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63803	**C**	**6/5/2020**	**187**	**Wex Bank**	**$2,122.79**	**O**

Invoice Nbr - Description	GL Account	Amount
65637244 - Fuel Payment May 2020	01-15-52208	$23.88
65637244 - Fuel Payment May 2020	01-08-52208	$68.81
65637244 - Fuel Payment May 2020	01-13-52208	$1,411.39
65637244 - Fuel Payment May 2020	01-16-52208	$116.16
65637244 - Fuel Payment May 2020	01-17-52208	$502.55

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63804	**C**	**6/10/2020**	**81**	**Card Service Center**	**$5,794.69**	**O**

Invoice Nbr - Description	GL Account	Amount
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-11-52206	$35.00
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-13-52207	$190.00
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-13-52201	$58.43
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-13-52204	$43.29
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	32-15-53342	$439.06
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	22-09-53308	$16.09
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-13-54402	$25.50
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-16-52201	$65.95
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-14-54400	$495.00
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-17-52201	$22.76
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-11-54400	($149.01)
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-13-52202	$16.65
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-13-52000	$179.21
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-13-54402	$41.00
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-14-53323	$72.02

Accounts Payable Check Register Report - IB-General Fund-1002007

For The Date Range From 6/1/2020 To 6/30/2020

For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status

Invoice Nbr - Description	GL Account	Amount
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-14-53301	$150.63
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-14-54406	$144.90
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-14-54406	$154.95
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-14-52201	$137.80
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-14-52201	$99.98
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-08-52201	$21.61
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-13-52202	$5.30
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-11-53301	$2,132.22
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-11-53301	$108.25
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-11-52201	$51.28
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-11-52201	$83.00
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-13-52206	$596.96
City of Lake Dallas--07 - April 20, 2020 - May 20, 2020 Credit Card Bill	01-09-52000	$556.86

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63805	C	6/10/2020	55	City of Corinth	$81,492.58	O

Invoice Nbr - Description	GL Account	Amount
fdld06012020 - June 2020 Fire Contract	01-11-53314	$81,492.58

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63806	C	6/10/2020	687	Dino Bo	$150.00	O

Invoice Nbr - Description	GL Account	Amount
Summer Reading - Summer Reading Performer	33-14-53344	$150.00

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63807	C	6/10/2020	91	First Check App Screening	$24.00	O

Invoice Nbr - Description	GL Account	Amount
17986 - Background Check for Angie Manglaris	01-11-51108	$24.00

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63808	C	6/10/2020	675	Green Eagle Roofing and Construction 2020	$694.00	O

Invoice Nbr - Description	GL Account	Amount

Accounts Payable Check Register Report - IB-General Fund-1002007

For The Date Range From 6/1/2020 To 6/30/2020

For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name	GL Account	Invoice Amount	Amount	Status
				ldpdc01 - Payment for Additional Work for Leveling Conducting Before Tile was Layed	01-13-55506	$694.00		
63809	**C**	**6/10/2020**	**525**	**Ingram Library Services**			**$427.66**	**O**
				Invoice Nbr - Description	**GL Account**	**Amount**		
				20G5770--10 - Children, Teen, and Adult Books and Movies	01-14-52215	$427.66		
63810	**C**	**6/10/2020**	**370**	**Mid America Books**			**$201.45**	**O**
				Invoice Nbr - Description	**GL Account**	**Amount**		
				515408--01 - Childrens Books	01-14-52215	$106.70		
				515411 - Childrens Books	01-14-52215	$94.75		
63811	**C**	**6/10/2020**	**111**	**Nichols, Jackson, Dillard**			**$10,866.35**	**O**
				Invoice Nbr - Description	**GL Account**	**Amount**		
				28224 - May 2020 Legal Services	01-11-53304	$416.25		
				28224 - May 2020 Legal Services	01-11-53304	$8,240.10		
				28224 - May 2020 Legal Services	01-09-53320	$2,210.00		
63812	**C**	**6/10/2020**	**665**	**Paypoint HR**			**$10,000.00**	**O**
				Invoice Nbr - Description	**GL Account**	**Amount**		
				Lake Dallas 03 - 3rd Payment for Compensation Study	01-11-53309	$10,000.00		
63813	**C**	**6/10/2020**	**154**	**Precepts Janitorial Service**			**$942.00**	**O**
				Invoice Nbr - Description	**GL Account**	**Amount**		
				4962 - June 2020 Janitorial Services	01-11-53325	$942.00		
63814	**C**	**6/10/2020**	**686**	**Russ Manavler**			**$130.00**	**O**
				Invoice Nbr - Description	**GL Account**	**Amount**		
				Refund - Refunding for 4th of July Event	01-00-45465	$115.00		
				Refund - Refunding for 4th of July Event	01-00-45323	$15.00		
63815	**C**	**6/10/2020**	**150**	**Thomson Reuter - West**			**$220.50**	**O**
				Invoice Nbr - Description	**GL Account**	**Amount**		
				82400931 - Clear Tracking	01-13-52213	$220.50		
63816	**C**	**6/10/2020**	**169**	**United Site Services**			**$256.39**	**O**
				Invoice Nbr - Description	**GL Account**	**Amount**		

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For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name			Amount	Status
	1114-10415841 - Port-A-Potty Rental at WGP				31-16-54405	$256.39		
63817	C	6/24/2020	509	Animal Hospital of Teasley Lane			$552.00	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	r25072--12 - Vet Bills				32-15-53342	$552.00		
63818	C	6/24/2020	35	Cash			$97.44	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	Petty Cash - Interlibrary Loan Shipping				01-14-52202	$97.44		
63819	C	6/24/2020	46	Citizens 1st Bank			$3,024.57	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	58981--14 - P&I Payment for Police Vehicles				01-13-56531	$2,966.02		
	58981--14 - P&I Payment for Police Vehicles				01-13-56532	$58.55		
63820	C	6/24/2020	306	Daniels Air Conditioning			$189.50	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	dp-6799 - Repair at Restroom				31-16-54405	$189.50		
63821	C	6/24/2020	60	Denton Central Appraisal District			$5,093.40	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	8611 - 3rd Quarter Payment for DCAD				01-11-53312	$5,093.40		
63822	C	6/24/2020	207	Fidelity Security Life Insurance Co.			$216.64	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	164392628 - June 2020 Vision Plan				01-00-21166	$216.64		
63823	C	6/24/2020	101	Halff Associates, Inc			$2,108.57	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	10038684 - Main Street Light Project				60-17-55517	$174.16		
	10038685 - General Engineering				01-17-53305	$1,934.41		
63824	C	6/24/2020	114	Home Depot Credit Services			$103.37	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	1512908 - Flowers for Beds in Front of Library				01-14-54400	$103.37		
63825	C	6/24/2020	525	Ingram Library Services			$350.62	O
	Invoice Nbr - Description				**GL Account**	**Amount**		

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Check # / eCheck ID	Type	Date	Vendor	Name			Amount	Status
	20g5770--11 - Books for Children and Adults				01-14-52215	$350.62		
63826	C	6/24/2020	689	Juvenile Case Manager Association of Texas			$25.00	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	membership dues - JCM Membership for 2020				26-09-53396	$25.00		
63827	C	6/24/2020	1	Lake Dallas Hardware			$856.19	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	City of LD--03 - May 2020 Hardware Store Purchases				01-17-54400	$2.79		
	City of LD--03 - May 2020 Hardware Store Purchases				01-14-54400	$77.32		
	City of LD--03 - May 2020 Hardware Store Purchases				01-08-52211	$7.36		
	City of LD--03 - May 2020 Hardware Store Purchases				01-16-54405	$427.54		
	City of LD--03 - May 2020 Hardware Store Purchases				31-16-54405	$244.98		
	City of LD--03 - May 2020 Hardware Store Purchases				01-17-54402	$41.95		
	City of LD--03 - May 2020 Hardware Store Purchases				01-17-52211	$6.49		
	LD PD - May 2020 Hardware Store Purchases				01-13-52201	$21.83		
	City of LD--03 - May 2020 Hardware Store Purchases				01-16-54403	$7.99		
	City of LD--03 - May 2020 Hardware Store Purchases				01-11-54400	$17.94		
63828	C	6/24/2020	414	Larry's Paint and Body			$13,728.00	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	1682 - Payment Sent to City instead of Shop, needed to pay for balance on damaged vehicles				01-00-48476	$13,728.00		
63829	C	6/24/2020	501	Lawn Butler			$90.00	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	27174 - 504 Main Street Abatement				01-08-53507	$90.00		
63830	C	6/24/2020	84	McCreary, Veselka, Bragg & Allen			$1,427.36	O
	Invoice Nbr - Description				**GL Account**	**Amount**		
	213200/215833 - May 2020 MVBA Monthly Collection Fees				01-09-53318	$1,427.36		

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For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name	Invoice Nbr - Description	GL Account	Amount	Amount	Status
63831	C	6/24/2020	168	Reliant				$3.47	O
					14950697-4 - Passthrough Charges for Electric	01-11-53301	$3.47		
63832	C	6/24/2020	182	Sam's Club				$50.86	O
					6046002009035832--11 - Supplies for Command Van	01-13-52201	$50.86		
63833	C	6/24/2020	185	Sarah Farrell				$595.85	O
					0012434198322509--01 - Child Support Payment for 6/17/2020	01-00-21156	$595.85		
63834	C	6/24/2020	678	Snyder MFG. Co				$8,205.28	O
					70908 - 2nd Payment for Cat Kennels	32-15-53342	$8,205.28		
63835	C	6/24/2020	507	Staples Advantage				$411.01	O
					8058676744 - Assorted Office Supplies	01-09-52000	$110.35		
					8058676744 - Assorted Office Supplies	01-11-52000	$139.65		
					8058676744 - Assorted Office Supplies	01-16-54405	($90.69)		
					8058533379 - Paper for Police	01-13-52000	$53.95		
					8058610930 - Boxes to Organize Plats for DS	01-08-52201	$197.75		
63836	C	6/24/2020	511	Texas Coalition Animal Protection				$600.00	O
					22646/22333 - Spay/Neuter/Rabies	32-15-53342	$600.00		
63837	C	6/24/2020	216	Texas First Group				$1,478.07	O
					C plan 14 - Dave Payment 6/15-6/19	01-08-51000	$528.03		
					C plan 13 - Dave payment 6/1-6/12	01-08-51000	$950.04		
63838	C	6/24/2020	688	Traffic Payment				$100.00	O

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For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status

Invoice Nbr - Description	GL Account	Amount
Reimbursement - Payment made on Fradulent Card, needs to be refunded	01-00-46330	$100.00

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63839	**C**	**6/24/2020**	**527**	**TXU Energy**	**$7,335.16**	**O**

Invoice Nbr - Description	GL Account	Amount
100059479722--05 - May 2020 Electric Bill	31-16-54405	$738.35
100059479722--05 - May 2020 Electric Bill	01-15-53301	$538.69
100059479722--05 - May 2020 Electric Bill	01-17-53302	$4,908.76
100059479722--05 - May 2020 Electric Bill	01-17-53301	$52.51
100059479722--05 - May 2020 Electric Bill	01-11-53301	$715.44
100059479722--05 - May 2020 Electric Bill	01-14-53301	$381.41

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63840	**C**	**6/24/2020**	**561**	**UBEO**	**$1,870.00**	**O**

Invoice Nbr - Description	GL Account	Amount
27236961 - June 2020 Printer Rentals	01-09-52203	$38.44
27236961 - June 2020 Printer Rentals	01-15-52203	$54.71
27236961 - June 2020 Printer Rentals	01-14-52203	$193.90
27236961 - June 2020 Printer Rentals	01-11-52203	$851.35
27236961 - June 2020 Printer Rentals	01-08-52203	$449.85
27236961 - June 2020 Printer Rentals	01-13-52203	$281.75

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
63841	**C**	**6/24/2020**	**676**	**XIT Paving and Construction**	**$84,627.90**	**O**

Invoice Nbr - Description	GL Account	Amount
2nd Payment - 2nd Payment for Swisher Rd Project	20-17-54409	$84,627.90

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
0070926051220	**E**	**6/30/2020**	**41**	**Charter Communications**	**$116.52**	**O**

Invoice Nbr - Description	GL Account	Amount
0070926051220 - Cable Services for City Hall	01-11-53301	$116.52

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
0081154061020	**E**	**6/30/2020**	**41**	**Charter Communications**	**$106.98**	**O**

Invoice Nbr - Description	GL Account	Amount
0081154061020 - Internet at PW Yard	01-17-53301	$106.98

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
0098463060520	**E**	**6/30/2020**	**41**	**Charter Communications**	**$750.00**	**O**

Invoice Nbr - Description	GL Account	Amount
0098463060520 - Fiber Payment for City Hall	01-13-53301	$415.00

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For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name			Amount	Status
	0098463060520 - Fiber Payment for City Hall				01-11-53301	$335.00		
1172554	**E**	**6/30/2020**	**630**	**Discovery Benefits**			**$75.00**	**O**
	Invoice Nbr - Description				**GL Account**	**Amount**		
	1172554 - Monthly Management Fee				01-11-53333	$75.00		
5395222	**E**	**6/30/2020**	**617**	**Dental Select**			**$1,543.06**	**O**
	Invoice Nbr - Description				**GL Account**	**Amount**		
	5395222 - Dental Insurnace July 2020				01-08-51108	$56.26		
	5395222 - Dental Insurnace July 2020				01-09-51108	$28.13		
	5395222 - Dental Insurnace July 2020				35-13-51108	$28.13		
	5395222 - Dental Insurnace July 2020				01-17-51108	$112.52		
	5395222 - Dental Insurnace July 2020				01-00-21159	$727.29		
	5395222 - Dental Insurnace July 2020				01-15-51108	$56.26		
	5395222 - Dental Insurnace July 2020				01-13-51108	$421.95		
	5395222 - Dental Insurnace July 2020				01-11-51108	$84.39		
	5395222 - Dental Insurnace July 2020				01-14-51108	$28.13		
6/03/20 HSA Contribution	**E**	**6/3/2020**	**630**	**Discovery Benefits**			**$491.52**	**O**
	Invoice Nbr - Description				**GL Account**	**Amount**		
	6/03/20 HSA Contribution - 6/03/20 HSA Contribution				01-15-51108	$38.46		
	6/03/20 HSA Contribution - 6/03/20 HSA Contribution				01-14-51108	$51.71		
	6/03/20 HSA Contribution - 6/03/20 HSA Contribution				01-13-51108	$167.45		
	6/03/20 HSA Contribution - 6/03/20 HSA Contribution				01-08-51108	$17.75		
	6/03/20 HSA Contribution - 6/03/20 HSA Contribution				01-00-21164	$216.15		
6/17/20 HSA Contribution	**E**	**6/17/2020**	**630**	**Discovery Benefits**			**$101.71**	**O**
	Invoice Nbr - Description				**GL Account**	**Amount**		
	6/17/20 HSA Contribution - 6/17/20 HSA Contribution				01-08-51108	$51.71		
	6/17/20 HSA Contribution - 6/17/20 HSA Contribution				01-00-21164	$50.00		

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For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
6/17/20 HSA Contribution	**E**	**6/17/2020**	**630**	**Discovery Benefits**	**$491.52**	**O**

Invoice Nbr - Description	GL Account	Amount
6/17/20 HSA Contribution--01 - 6/17/20 HSA Contribution	01-00-21164	$216.15
6/17/20 HSA Contribution--01 - 6/17/20 HSA Contribution	01-08-51108	$17.75
6/17/20 HSA Contribution--01 - 6/17/20 HSA Contribution	01-13-51108	$167.45
6/17/20 HSA Contribution--01 - 6/17/20 HSA Contribution	01-15-51108	$38.46
6/17/20 HSA Contribution--01 - 6/17/20 HSA Contribution	01-14-51108	$51.71

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
6/17/2020 Payroll Taxes	**E**	**6/17/2020**	**454**	**EFTPS**	**$9,579.10**	**O**

Invoice Nbr - Description	GL Account	Amount
6/17/2020 Payroll Taxes - 6/17/2020 Payroll Taxes	01-00-21152	$2,192.93
6/17/2020 Payroll Taxes - 6/17/2020 Payroll Taxes	01-00-21151	$7,386.17

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
6/3/2020 Payroll Taxes	**E**	**6/3/2020**	**454**	**EFTPS**	**$9,034.37**	**O**

Invoice Nbr - Description	GL Account	Amount
6/3/2020 Payroll Taxes - 6/3/2020 Payroll Taxes	01-00-21151	$6,934.97
6/3/2020 Payroll Taxes - 6/3/2020 Payroll Taxes	01-00-21152	$2,099.40

Check # / eCheck ID	Type	Date	Vendor	Name	Amount	Status
dbnpay000204371	**E**	**6/30/2020**	**248**	**Dearborn National Life Insurance Company**	**$1,684.47**	**O**

Invoice Nbr - Description	GL Account	Amount
dbnpay000204371 - Dearborn Insurance June 2020	35-13-51108	$41.09
dbnpay000204371 - Dearborn Insurance June 2020	01-16-51108	$23.42
dbnpay000204371 - Dearborn Insurance June 2020	01-17-51108	$131.01
dbnpay000204371 - Dearborn Insurance June 2020	01-11-51108	$225.42
dbnpay000204371 - Dearborn Insurance June 2020	01-15-51108	$64.92
dbnpay000204371 - Dearborn Insurance June 2020	01-09-51108	$39.77
dbnpay000204371 - Dearborn Insurance June 2020	01-13-51108	$695.39

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For All Vendors And For Outstanding, Cleared, Voided Checks - Computer Generated, Hand Written, eCheck

Check # / eCheck ID	Type	Date	Vendor	Name			Amount	Status
	dbnpay000204371 - Dearborn Insurance June 2020				01-00-21153	$116.65		
	dbnpay000204371 - Dearborn Insurance June 2020				01-00-21167	$249.69		
	dbnpay000204371 - Dearborn Insurance June 2020				01-14-51108	$43.06		
	dbnpay000204371 - Dearborn Insurance June 2020				01-08-51108	$54.05		
June 2020 FSA Contribution	**E**	**6/30/2020**	**630**	**Discovery Benefits**			**$569.35**	**O**
	Invoice Nbr - Description				**GL Account**	**Amount**		
	June 2020 FSA Contribution - June 2020 FSA Contribution				01-00-21164	$569.35		
June 2020 Payment	**E**	**6/30/2020**	**160**	**TMRS**			**$32,817.39**	**O**
	Invoice Nbr - Description				**GL Account**	**Amount**		
	June 2020 Payment - June 2020 TMRS Payment				01-00-21155	$32,817.39		
63776	**C**	**6/5/2020**	**681**	**Fastsigns Denton #13901**			**$37.28**	**V**
	Invoice Nbr - Description				**GL Account**	**Amount**		

Cleared	**$0.00**
Outstanding	**$354,812.22**
Void	**$37.28**

State of Texas
County of Denton
City of Lake Dallas

The Lake Dallas City Council met in a regular called meeting on July 9, 2020 via video conference, with notice of the meeting given, as required by Title 5, Chapter 551.041 of the Texas Government Code. Mayor Barnhart called the meeting to order at 7:01 p.m.

1. **Roll Call**

Michael Barnhart	Mayor
Brian Bailey	Councilmember 2
Megan Ray	Councilmember 1
Cheryl McClain	Councilmember 3
Charlie Price	Councilmember 4
Andi Nolan	Councilmember 5

Absent:

Staff Present: City Manager John Cabrales, City Secretary Codi Delcambre, City Attorney Kevin Laughlin, Public Works Superintendent Layne Cline, Police Chief Dan Carolla, Finance Director Michele Sanchez, Director of Library Services Natalie McAdams, Development Services Director Angie Manglaris and Development Services Coordinator Lancine Bentley.

2. **Invocation and Pledges of Allegiance**

Mayor Barnhart led the invocation and the pledges.

3. **Announcements & Special Recognitions**.

   A. **City Manager's Report**
   City Manager John Cabrales updated the Council regarding COVID-19 for the City, County and State.

4. **Citizen Agenda & Public Comments**
Mayor Barnhart opened the Visitors/Citizens Agenda.

No one spoke in the open forum.

5. **Consider and Act on the Consent Agenda**
   A. **Approval of Minutes of the June 25, 2020 Regular Meeting of the City Council.**
   B. **Consider and Act on a Resolution authorizing an Interlocal Cooperation Agreement with Denton County for public safety communications services**
   C. **Consider approval of a Resolution authorizing the negotiation and execution of a Professional Services Agreement with David R. Gattis to provide professional planning services.**

Motion: to approve a consent agenda item 5A, 5B and 5C was made by Councilmember Ray and second by Councilmember Bailey.

Ayes: Councilmembers Bailey, Ray, McClain, Price, and Nolan
Noes: None

Motion Passed 5-0.

6. Consider and Act on a Resolution authorizing an Interlocal Cooperation Agreement with the City of Corinth for fire and emergency medical services.

Motion: to approve a Resolution authorizing an Interlocal Cooperation Agreement with the City of Corinth for fire and emergency medical services was made by Councilmember Nolan and second by Councilmember McClain.

Ayes: Councilmembers Bailey, Ray, McClain, Price and Nolan
Noes: None

Motion Failed 5-0.

7. Receive a report and hold a discussion regarding the Employee Compensation Study conducted by Paypoint HR, LLC.

Council received a presentation from Rick Campbell with Paypoint HR, LLC. with respect to the Employee Compensation Study.

Council discussed the Compensation Study and directed the City Manager to move forward with preparing the budget with all of staff a 2% COLA and half of market adjustment with the plan to make the other half of market adjustment next fiscal if funds are available.

8. Receive a report, hold a discussion, and give staff direction regarding the Development Service Department's accomplishments, challenges, and goals for the upcoming fiscal year.

Council received a presentation from Director of Development Services Angie Manglaris regarding the Development Services Department's accomplishments, challenges and goals for the upcoming fiscal year. No action was taken.

9. Receive a report, hold a discussion, and give staff direction regarding the Administration Department's accomplishments, challenges, and goals for the upcoming fiscal year.

Council received a presentation from Finance Director Michele Sanchez regarding the Administration Department's accomplishments, challenges and goals for the upcoming fiscal year. No action was taken.

10. Receive a report and hold a discussion regarding the Fiscal Year (FY) 2019-20 Expenditures and Year End Projections and the Proposed Expenditures for FY 2020-21.

Council received a presentation from Finance Director Michele Sanchez regarding the Fiscal Year (FY) 2019-20 Expenditures and Year End Projections and the Proposed Expenditures for FY 2020-21. No action was taken.

11. Receive a report and hold a discussion regarding the Willow Grove Park cameras.

Council received a presentation from regarding Public Works Superintendent Layne Cline regarding the Willow Grove Park cameras. No action was taken

12. Mayor & Council Member Announcements

No announcements.

13. Executive Session As authorized by Section 551.071 of the Texas Government Code, this meeting may be convened into closed executive session for the purpose of seeking confidential legal advice from the City Attorney on any agenda item listed above or herein

No closed session.

14. Discuss and take appropriate action, if any, resulting from the discussions conducted in Closed Session

No closed session.

15. Adjournment

Mayor Barnhart adjourned the meeting at 10:23 p.m.

Approved:

____
Michael Barnhart, Mayor

Attest:

____
Codi Delcambre, City Secretary

AGENDA ITEM 5C

CITY COUNCIL
AGENDA MEMO

Prepared By: Michele Sanchez, Finance Director **July 23, 2020**

Fund Balance Policy

DESCRIPTION:

Discuss and take appropriate action on a resolution adopting a General Fund Reserve Fund Policy.

BACKGROUND INFORMATION:

In order to ensure the continued delivery of City services to in the event of emergencies and/or temporary revenue shortfalls as well as to provide stability during downturns in economic cycles, cities and other government entities will from time to time require that funds be held in reserve in amounts that are sufficient to provide adequate cash flow, stabilize the City's bond interest rates, and provide continuity in service delivery. Presently, the City of Lake Dallas has no policy setting forth the required minimum balance of funds to be maintained in the General Fund Reserve Fund. Typically, cities try to maintain a reserve equal to anywhere from 20% to 30% of their current budgeted general fund operating budget. Bond rating agencies, in particular, consider the historic amount of reserve funds maintained by a city when establishing bond ratings, which has a direct impact on the interest rate the a city may be required to pay when issuing debt.

City Administration has prepared a policy for consideration by the City Council that requires the balance of funds in the General Fund Reserve Fund be maintained at an amount not less than twenty-five (25) percent of the then current General Fund operating budget. Staff believes such a balance will be sufficient to ensure the availability of funds in the event and emergency expenditure is required or an unexpected and significant reduction in revenues occurs. The proposed policy also provides for a replenishment of the funds to the General Fund Reserve Fund in amounts that will bring the fund to the minimum required by the policy within 24 months from the original draw down.

FINANCIAL CONSIDERATION:

If City Council elects to adopt a budget that would result in a balance in the General Fund Reserve Fund of less than 25% of the General Fund operating budget, such fact must be stated in the adopted budget for the fiscal year.

RECOMMENDED MOTIONS:

I move to **approve/deny** the resolution approving the City of Lake Dallas General Fund Reserve Fund Policy.

ATTACHMENT(S):

1. Resolution
2. Proposed Policy

CITY OF LAKE DALLAS, TEXAS
RESOLUTION NO. 07232020-____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE DALLAS, TEXAS, ADOPTING THE CITY OF LAKE DALLAS GENERAL FUNDS RESERVE FUND POLICY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, to ensure the continued delivery of City services to in the event of emergencies and/or temporary revenue shortfalls as well as to provide stability during downturns in economic cycles, cities and other government entities will from time to time require that funds be held in reserve in amounts that are sufficient to provide adequate cash flow, stabilize the City's bond interest rates, and provide continuity in service delivery; and

WHEREAS, City Administration has proposed the adoption of a policy regarding the balance of funds to be maintained in the City's General Fund Reserve Fund; and

WHEREAS, having reviewed and considered the proposed policy, the City Council finds it to be in the public interest to adopt said policy.

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

SECTION 1. The General Fund Reserve Fund Policy attached as Exhibit "A", is hereby adopted as a policy of the City of Lake Dallas and shall govern the maintenance of the General Fund Reserve Fund.

SECTION 2. This resolution shall become effective immediately from and after its passage.

PASSED AND APPROVED THIS THE 14TH DAY OF MAY 2020.

____
Michael Barnhart, Mayor

ATTEST:

____
Code Delcambre, City Secretary

APPROVED AS TO FORM:

____
Kevin B. Laughlin, City Attorney
(kbl: 7/15/2020:116784)

Resolution No. 07232020-____
Exhibit "A"

City of Lake Dallas, Texas
General Fund Reserve Fund Policy

The General Fund Reserve Fund will be established and maintained with a fund balance at minimum levels reasonably necessary to ensure the continued delivery of City services in the event of emergencies and/or temporary revenue shortfalls and to provide stability during downturns in economic cycles. Sufficient reserve funds will be maintained to provide adequate cash flow, stabilize the City's bond interest rates, and provide continuity in service delivery.

The City shall maintain adequate cash reserves in the General Fund Reserve Fund to maintain a positive cash position at all times during the fiscal year.

General Fund Reserve Fund Balance:

The balance of funds maintained in the General Fund Reserve Fund shall be not less than twenty-five (25) percent of the funds appropriated to the General Fund operating budget for the then current fiscal year.

The Council reserves the right to appropriate funds from the General Fund Reserve Fund to pay costs incurred in relation to an emergency response. The following will be considered emergency responses where funds from the General Fund Reserve Fund may be used:

1. To address one-time emergencies and unanticipated expenditure requirements when funds for such purpose are not already appropriated in the General Fund Operating Budget

2. To offset unanticipated revenue fluctuations occurring within a fiscal year.

The Council may withdraw funds from the General Fund Reserve Fund when the Council has declared an emergency by ordinance or resolution and after the General Fund's budgeted contingency is exhausted. Appropriations from the General Fund Reserve Fund should be accessed only when emergency expenditures or an unexpected revenue reduction will result in a negative ending fund balance in the General Fund Operating budget.

Following a draw down on funds in the General Fund Reserve Fund, the Council will endeavor to allocate funds to the General Fund Reserve Fund in order to return the Fund to the minimum balance required by this policy within 24 months after the draw down.

Authorizing Use of Funds from the General Funds Reserve Fund

Prior to appropriating and spending funds from the General Fund Reserve Fund, the City Manager or Finance Director will prepare and distribute a report to the City Council setting forth the amount of funds requested and the reasons spending funds from the General Fund Reserve Fund is necessary.

City of Lake Dallas, Texas
General Fund Reserve Fund Policy

The General Fund Reserve Fund will be established and maintained with a fund balance at minimum levels reasonably necessary to ensure the continued delivery of City services in the event of emergencies and/or temporary revenue shortfalls and to provide stability during downturns in economic cycles. Sufficient reserve funds will be maintained to provide adequate cash flow, stabilize the City's bond interest rates, and provide continuity in service delivery.

The City shall maintain adequate cash reserves in the General Fund Reserve Fund to maintain a positive cash position at all times during the fiscal year.

General Fund Reserve Fund Balance:

The balance of funds maintained in the General Fund Reserve Fund shall be not less than twenty-five (25) percent of the funds appropriated to the General Fund operating budget for the then current fiscal year.

The Council reserves the right to appropriate funds from the General Fund Reserve Fund to pay costs incurred in relation to an emergency response. The following will be considered emergency responses where funds from the General Fund Reserve Fund may be used:

1. To address one-time emergencies and unanticipated expenditure requirements when funds for such purpose are not already appropriated in the General Fund Operating Budget

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The Council may withdraw funds from the General Fund Reserve Fund when the Council has declared an emergency by ordinance or resolution and after the General Fund's budgeted contingency is exhausted. Appropriations from the General Fund Reserve Fund should be accessed only when emergency expenditures or an unexpected revenue reduction will result in a negative ending fund balance in the General Fund Operating budget.

Following a draw down on funds in the General Fund Reserve Fund, the Council will endeavor to allocate funds to the General Fund Reserve Fund in order to return the Fund to the minimum balance required by this policy within 24 months after the draw down.

Authorizing Use of Funds from the General Funds Reserve Fund

Prior to appropriating and spending funds from the General Fund Reserve Fund, the City Manager or Finance Director will prepare and distribute a report to the City Council setting forth the amount of funds requested and the reasons spending funds from the General Fund Reserve Fund is necessary.

AGENDA ITEM 6

CITY COUNCIL
AGENDA MEMO

Prepared By: Layne Cline, Public Works Superintendent **July 23, 2020**

Contract for the City Facilities HVAC Replacements

DESCRIPTION:

Consider and Act on a Resolution awarding a contract to Masten Air Conditioning & Heating, Inc. for the replacement of two air conditioning units and duct work at the Animal Shelter.

BACKGROUND INFORMATION:

Staff has been assessing the need for replacement of air conditioning units at all City facilities. Staff was able to comprise a detailed list of all units at various facilities and have identified units that are at the end of their lifecycle to be replaced or budget for replacement in upcoming fiscal years. In the meantime, two compressors on two different air conditioning units at the Animal Shelter have stopped functioning. The Animal Shelter has a total of three air conditioning units and one of those was budgeted to be replaced along with duct work for $11,000. The budget also contained the cost for replacing one of the air conditioning units at Fire Station #1, but staff believes that unit can last a bit longer. Funding for the Fire Station #1 unit will be used to replace the second unit at the Animal Shelter.

Recently, the third air conditioning unit at the Animal Shelter stopped operating. Staff worked with a local air conditioner company to help get the third unit functioning. Funds to replace this third unit are proposed to be included in the FY 2020-21 budget. Due to the high temperatures inside the Animal Shelter, staff has rented some portable air conditioning units to maintain a workable temperature in the building until the City Council authorizes the purchase of the replacement units.

On June 25, 2020, the City Council approved a contract to award an air conditioning unit replacement at the Animal Shelter to Johnson Controls in the amount of $7,178.69. However, after approval of the contract, Johnson Control informed staff that they could not honor that bid and would like to rebid for both units. Staff obtained three quotes for the replacement of two air conditioning units and duct work repairs needed at the Animal Shelter.

Daniel Air bid:	$24,090
Johnson Controls bid:	$20,800
Masten bid:	$18,312

In the approved FY 2019-20 Budget, $11,000 was authorized for the air conditioning replacement and duct work for the Animal Shelter, with another $8,000 authorized for replacement of the air conditioning unit at Fire Station #1. Staff has re-designated the funds for the unit for Fire Station #1 to be used for the Animal Shelter unit replacement, and proposes to budget funds for the Fire Station #1 replacement unit as part of the FY 2020-21 budget.

Staff recommends awarding a contract to Masten Air Conditioning for $18,312, which City staff has determined it the lowest responsible bid and comes within the budgeted $19,000.

FINANCIAL CONSIDERATION:

Quotes Obtained:
Masten Air Conditioning & Heating, Inc.- $18,312.00
Johnson Controls- $20,800.00
Daniels Air- $24,090.00

RECOMMENDED MOTIONS:

I move to **approve/deny** a resolution awarding a contract with Masten Air Conditioning & Heating, Inc. for the replacement of two air conditioning units and duct work at the Animal Shelter.

ATTACHMENT(S):

1. Three Estimates
2. Resolution

CITY OF LAKE DALLAS, TEXAS
RESOLUTION NO. 07232020-_____

A RESOLUTION OF THE CITY COUNCIL OF LAKE DALLAS, TEXAS, AUTHORIZING A CONTRACT WITH MASTEN AIR CONDITIONING & HEATING, INC. FOR PURCHASE AND INSTALLATION OF AIR CONDITIONING UNITS AND DUCT WORK FOR THE ANIMAL SHELTER; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, two of the air conditioning units at the Animal Shelter have completely failed and are irreparable and the third unit has recently failed but has been repaired; and

WHEREAS, having received bids for the purchase and installation of the three HVAC units at the Animal Shelter along with related duct work, the City Manager recommends contracting with Masten Air Conditioning & Heating Inc. in the amount of $18,312.00 as the lowest most responsible bidder; and

WHEREAS, the City Council of the City of Lake Dallas finds it to be in public interest to concur in the foregoing recommendation.

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

SECTION 1. The City Manager is hereby authorized to negotiate and sign a contract on behalf of the City with Masten Air Conditioning & Heating Inc in the amount of $18,312.00 for replacement of the air conditioning units and duct work at the Animal Shelter.

SECTION 2. This Resolution shall be effective immediately upon approval.

PASSED AND APPROVED this the 23rd day of July 2020.

____
Michael Barnhart, Mayor

ATTEST:

____
Codi Delcambre, City Secretary

APPROVED AS TO FORM:

____
Kevin B. Laughlin, City Attorney
(kbl:7/16/2020:116800)

MASTEN
Air Conditioning & Heating, Inc.
SALES | SERVICE | INSTALLATION
RESIDENTIAL | COMMERCIAL

380 Main Street
Lake Dallas, TX 75065
Phone: 940.321.5392
www.mastenair.com

Proposal

Date: 7/7/2020
Proposal #: 3281

Bill To:

LAKE DALLAS ANIMAL SHELTER
212 MAIN ST
LAKE DALLAS, TEXAS 75065

Description	Amount
Scope of work:	18,612.00
Remove and replace the (2) front system with New Trane Systems, 3 Phase outdoor units with a new furnace propane kit units, evaportor coil, drip pan, new metal plenums, 4" filter. Run all the low voltage wiring in a conduit to keep the dogs from chewing them. Reroute some of the ducting in the attic in order to have room to move around and service units. Complete system start up. Trane Leasing options available. Warranty 5 year parts, 5 Year compressor, 1 Year labor	
Discount	-300.00
Thanks Jason	
Sales Tax	0.00
Total	$18,312.00

Please do not hesitate to call with any questions.
Thank you!

Customer Approval:_______________________

JOHNSON CNTRL DALLAS FORT WORTH
IRVING CB - 0N81
3021 W BEND DR
IRVING TX 75063-3116
PH: (866) 656 9681
FAX: (972) 869 9421

Proposal

TO: CITY OF LAKE DALLAS
212 MAIN STREET

LAKE DALLAS, TX 75065

Date: 6/25/2020

Quote Ref: 1-18MX6T0H
Project Name: COLD Animal Shelter Two Split Project
Site: CITY OF LAKE DALLAS - ANIMAL SERVICES
687 N LAKEVIEW DR
LAKE DALLAS, TX 75065

ATTN: Layne Cline

We propose to furnish the materials and/or perform the work below for the net price of: $20,800.00

For the above price this proposal includes:
JCI proposes to replace 1 failed 3-Ton Split system and 1 aged 4-ton split system at the City of Lake Dallas animal shelter. This price includes turnkey replacement with a York unit.

Scope:
-Arrive on site and check in with staff
-LOTO Unit and follow safety procedures
-Pull refrigerant and remove condensing unit from pad
-Repeat process with the second condensing unit
-Install new condensing unit on pad
-Install second new condensing unit on pad
-Demo old AHU from attic
-Demo second old ahu from back of attic
-Replace first new AHU and solder line set
-Reconnect electrical and duct work
-Replace filter drier and charge with refrigerant
-Replace second new AHU and solder line set
-Reconnect electrical and duct work
-Make minor insulation repairs as needed, anything needing major insulation repair will be quotes separate
-Test for proper operation

Exclusions:
-Overtime Labor
-Holiday Labor
-Ductwork Modifications
-Roofing Repairs
-Major Insulation Repairs
-Electrical Modifications

Items sited in this proposal are in accordance with Johnson Controls Sourcewell Contract #030817

This proposal DOES NOT include:
1. Labor or material not specifically described above is excluded from this proposal.
2. Unless otherwise stated, any and all overtime labor is excluded from this proposal.
3. Applicable taxes or special freight charges are excluded from this proposal.

Johnson Controls

Service

Important: This proposal incorporates by reference the Terms and Conditions attached

This proposal is hereby accepted and Johnson Controls is authorized to proceed with the work, subject to credit approval by Johnson Controls, Inc. Milwaukee, WI.

This proposal is valid through: 7/25/2020

CITY OF LAKE DALLAS - ANIMAL SERVICES	**Johnson Controls**
Signature: ______________________	Signature: ______________________
Name: ______________________	Name: ______________________
Title: ______________________	Title: ______________________
Date: ______________________	Date: ______________________
PO: ______________________	

(IMPORTANT): *This proposal incorporates by reference the terms and conditions which are attached to this document. All work is to be performed Monday through Friday during normal JCI business hours unless otherwise noted. This proposal, or any accepted alternates, are hereby accepted and Johnson Controls is authorized to proceed with the work; subject, however, to credit approval by Johnson Controls, Inc., Milwaukee, Wisconsin*

TERMS AND CONDITIONS

By accepting this proposal, Purchaser agrees to be bound by the following terms and conditions:

1. SCOPE OF WORK. This proposal is based upon the use of straight time labor only. Plastering, patching, and painting are excluded. In-line duct and piping devices, including, but not limited to valves, dampers, humidifiers, wells, taps, flow meters, orifices, etc. , if required hereunder to be furnished by Johnson, shall be distributed and installed by others under Johnson's supervision but at no additional cost to Johnson. Purchaser agrees to provide Johnson with required field utilities (electricity, toilets, drinking water, project hoist, elevator service, etc.) without charge. Johnson agrees to keep the job site clean of debris arising out of its own operations. Purchaser shall not back charge Johnson for any costs or expenses without Johnson's written consent. Unless specifically noted in the statement of the scope of work or services undertaken by JCI under this agreement, JCI's obligations under this agreement expressly exclude any language or provision of the agreement elsewhere contained which may authorize or empower the Purchaser to change, modify, or alter the scope of work or services to be performed by JCI shall not operate to compel JCI to perform any work relating to Hazards without JCI's express written consent.

2. INVOICE AND PAYMENTS. Johnson may invoice Purchaser monthly for all materials delivered to the job site or to an off-site storage facility and for all work performed on-site and off-site. Purchaser shall pay Johnson at the time purchaser signs this agreement an advance payment equal to 10% of the contract price, which advance payment shall be credited against the final payment (but not any progress payment) due here in under and purchaser Johnson additional amounts invoiced upon receipt of the invoice. Waivers of lien will agrees to pay be furnished upon request, as the work progresses, to the extent payments are received. If Johnson's invoice is not paid within 30 days of its issuance, it is delinquent.

3. MATERIALS. If the materials or equipment included in this proposal become temporarily or permanently unavailable for reasons beyond the control and without the fault of Johnson, then in the case of such temporary unavailability, the time for performance of the work shall be extended to the extent thereof, and in the case of permanent unavailability, Johnson shall (a) be excused from furnishing said materials or equipment, and (b) be reimbursed for the difference between the cost of the materials or equipment permanently unavailable and the cost of a reasonably available substitute therefore.

4. EQUIPMENT WARRANTY. Johnson Controls, Inc (JCI) warrants that equipment manufactured or labeled by Johnson Controls, Inc. shall be free from defects in material and workmanship arising from normal usage for a period of one year. Only if JCI installs or furnishes a piece of equipment under this Agreement, and that equipment is covered by a warranty from a manufacturer other than JCI, JCI will transfer the benefits of that manufacturer's warranty to Customer. All transportation charges incurred in connection with the warranty for equipment and/or materials not installed by JCI shall be borne by Customer. These warranties shall not extend to any equipment that has been abused, altered, misused or repaired by Customer or third parties without the supervision of and prior written approval of JCI, or if JCI serial numbers or warranty date decals have been removed or altered. Customer must promptly report any failure of the equipment to JCI in writing.

5. LABOR WARRANTY. Johnson Controls, Inc. (JCI) warrants its workmanship or that of its agents (Technicians) in relation to installation of equipment for a period of ninety (90) days from date of installation. Customer shall bear all labor costs associated with replacement of failed equipment still under JCI's equipment warranty or the original manufacturer's warranty, but outside the terms of this express labor warranty. All warranty labor shall be executed on normal business days during JCI normal business hours. These warranties do not extend to any equipment which has been repaired by others, abused, altered, or misused in any way, or which has not been properly and reasonably maintained. THESE WARRANTIES ARE IN LIEU OF ALL OTHER WARRANTIES, EXPRESSED OR IMPLIED, INCLUDING BUT NOT LIMITED TO THOSE OF MERCHANTABILITY AND FITNESS FOR A SPECIFIC PURPOSE. UNDER NO CIRCUMSTANCES SHALL JCI BE LIABLE FOR ANY SPECIAL, INDIRECT, OR CONSEQUENTIAL DAMAGES ARISING FROM OR RELATING TO ANY DEFECT IN MATERIAL OR WORKMANSHIP OF EQUIPMENT OR THE PERFORMANCE OF SERVICES.

6. LIABILITY. Johnson shall not be liable for any special, indirect, or consequential damages arising in any manner from the equipment or material furnished or the work performed pursuant to this agreement.

7. TAXES. The price of this proposal does not include duties, sales, use, excise, or other taxes, unless required by federal, state, or local law. Purchaser shall pay, in addition to the stated price, all taxes not legally required to be paid by Johnson or, alternatively, shall provide Johnson with acceptable tax exemption certificates. Johnson shall provide purchaser with any tax payment certificate upon request and after completion and acceptance of the work.

8. DELAYS. Johnson shall not be liable for any delay in the performance of the work resulting from or attributed to acts of circumstance beyond Johnson's control, including but not limited to; acts of God, fire, riots, labor disputes, conditions of the premises, acts or omissions of the Purchaser, Owner, or other Contractors or delays caused by suppliers or subcontractors of Johnson, etc.

9. COMPLIANCE WITH LAWS. Johnson shall comply with all applicable federal, state, and local laws and regulations, and shall obtain all temporary licenses and permits required for the prosecution of the work. Licenses and permits a permanent nature shall be procured and paid for by the Purchaser.

10. DISPUTES. All disputes involving more than $15,000.00 shall be resolved by arbitration in accordance with the rules of the American Arbitration Association. The prevailing party shall recover all legal costs and attorneys fees incurred as a result. Nothing here shall limit any rights under construction lien laws.

11. INSURANCE. Insurance coverage in excess of Johnson's standard limits will be furnished when requested and required. No credit will be given or premium paid by Johnson for insurance afforded by others.

12. INDEMNITY. The Parties hereto agree to indemnify each other from any and all liabilities, claims, expenses, losses or damages, including attorney's fees which may arise in connection with the execution of the work herein specified and which are caused, by the negligent act or omission of the indemnifying Party.

13. OCCUPATIONAL SAFETY AND HEALTH. The Parties hereto agree to notify each other immediately upon becoming aware of an inspection under, or any alleged violation of the, Occupational Safety and Health Act relating in any way to the project or project site.

14. ENTIRE AGREEMENT. This proposal, upon acceptance, shall constitute the entire agreement between the parties and supersedes any prior representations or understandings.

15. CHANGES. No change or modification of any of the terms and conditions stated herein shall be binding upon JCI unless accepted by JCI in writing.

JOHNSON CNTRL DALLAS FORT WORTH
IRVING CB - 0N81
3021 W BEND DR
IRVING TX 75063-3116
PH: (866) 656 9681
FAX: (972) 869 9421

Proposal

TO: CITY OF LAKE DALLAS
212 MAIN STREET

LAKE DALLAS, TX 75065

Date: 6/25/2020

Quote Ref: 1-18MX6T0H
Project Name: COLD Animal Shelter Two Split Project
Site: CITY OF LAKE DALLAS - ANIMAL SERVICES
687 N LAKEVIEW DR
LAKE DALLAS, TX 75065

ATTN: Layne Cline

We propose to furnish the materials and/or perform the work below for the net price of: $20,800.00

For the above price this proposal includes:
JCI proposes to replace 1 failed 3-Ton Split system and 1 aged 4-ton split system at the City of Lake Dallas animal shelter. This price includes turnkey replacement with a York unit.

Scope:
-Arrive on site and check in with staff
-LOTO Unit and follow safety procedures
-Pull refrigerant and remove condensing unit from pad
-Repeat process with the second condensing unit
-Install new condensing unit on pad
-Install second new condensing unit on pad
-Demo old AHU from attic
-Demo second old ahu from back of attic
-Replace first new AHU and solder line set
-Reconnect electrical and duct work
-Replace filter drier and charge with refrigerant

-Replace second new AHU and solder line set
-Reconnect electrical and duct work
-Make minor insulation repairs as needed, anything needing major insulation repair will be quotes separate
-Test for proper operation

Exclusions:
-Overtime Labor
-Holiday Labor
-Ductwork Modifications
-Roofing Repairs
-Major Insulation Repairs
-Electrical Modifications

Items sited in this proposal are in accordance with Johnson Controls Sourcewell Contract #030817

This proposal DOES NOT include:

4. Labor or material not specifically described above is excluded from this proposal.
5. Unless otherwise stated, any and all overtime labor is excluded from this proposal.
6. Applicable taxes or special freight charges are excluded from this proposal.

Important: This proposal incorporates by reference the Terms and Conditions attached

This proposal is hereby accepted and Johnson Controls is authorized to proceed with the work, subject to credit approval by Johnson Controls, Inc. Milwaukee, WI.

This proposal is valid through: 7/25/2020

CITY OF LAKE DALLAS - ANIMAL SERVICES

Signature: ____________________________

Name: ____________________________

Title: ____________________________

Date: ____________________________

PO: ____________________________

Johnson Controls

Signature: ______________________________

Name:______________________________

Title: ______________________________

Date: ______________________________

(IMPORTANT): *This proposal incorporates by reference the terms and conditions which are attached to this document. All work is to be performed Monday through Friday during normal JCI business hours unless otherwise noted. This proposal, or any accepted alternates, are hereby accepted and Johnson Controls is authorized to proceed with the work; subject, however, to credit approval by Johnson Controls, Inc., Milwaukee, Wisconsin*

TERMS AND CONDITIONS

By accepting this proposal, Purchaser agrees to be bound by the following terms and conditions:

1. SCOPE OF WORK. This proposal is based upon the use of straight time labor only. Plastering, patching, and painting are excluded. In-line duct and piping devices, including, but not limited to valves, dampers, humidifiers, wells, taps, flow meters, orifices, etc. , if required hereunder to be furnished by Johnson, shall be distributed and installed by others under Johnson's supervision but at no additional cost to Johnson. Purchaser agrees to provide Johnson with required field utilities (electricity, toilets, drinking water, project hoist, elevator service, etc.) without charge. Johnson agrees to keep the job site clean of debris arising out of its own operations. Purchaser shall not back charge Johnson for any costs or expenses without Johnson's written consent. Unless specifically noted in the statement of the scope of work or services undertaken by JCI under this agreement, JCI's obligations under this agreement expressly exclude any language or provision of the agreement elsewhere contained which may authorize or empower the Purchaser to change, modify, or alter the scope of work or services to be performed by JCI shall not operate to compel JCI to perform any work relating to Hazards without JCI's express written consent.

2. INVOICE AND PAYMENTS. Johnson may invoice Purchaser monthly for all materials delivered to the job site or to an off-site storage facility and for all work performed on-site and off-site. Purchaser shall pay Johnson at the time purchaser signs this agreement an advance payment equal to 10% of the contract price, which advance payment shall be credited against the final payment (but not any progress payment) due here in under and purchaser Johnson additional amounts invoiced upon receipt of the invoice. Waivers of lien will agrees to pay be furnished upon request, as the work progresses, to the extent payments are received. If Johnson's invoice is not paid within 30 days of its issuance, it is delinquent.

3. MATERIALS. If the materials or equipment included in this proposal become temporarily or permanently unavailable for reasons beyond the control and without the fault of Johnson, then in the case of such temporary unavailability, the time for performance of the work shall be extended to the extent thereof, and in the case of permanent unavailability, Johnson shall (a) be excused from furnishing said materials or equipment, and (b) be reimbursed for the difference between the cost of the materials or equipment permanently unavailable and the cost of a reasonably available substitute therefore.

4. EQUIPMENT WARRANTY. Johnson Controls, Inc (JCI) warrants that equipment manufactured or labeled by Johnson Controls, Inc. shall be free from defects in material and workmanship arising from normal usage for a period of one year. Only if JCI installs or furnishes a piece of equipment under this Agreement, and that equipment is covered by a warranty from a manufacturer other than JCI, JCI will transfer the benefits of that manufacturer's warranty to Customer. All transportation charges incurred in connection with the warranty for equipment and/or materials not installed by JCI shall be borne by Customer. These warranties shall not extend to any equipment that has been abused, altered, misused or repaired by Customer or third parties without the supervision of and prior written approval of JCI, or if JCI serial numbers or warranty date decals have been removed or altered. Customer must promptly report any failure of the equipment to JCI in writing.

5. LABOR WARRANTY. Johnson Controls, Inc. (JCI) warrants its workmanship or that of its agents (Technicians) in relation to installation of equipment for a period of ninety (90) days from date of installation. Customer shall bear all labor costs associated with replacement of failed equipment still under JCI's equipment warranty or the original manufacturer's warranty, but outside the terms of this express labor warranty. All warranty labor shall be executed on normal business days during JCI normal business hours. These warranties do not extend to any equipment which has been repaired by others, abused, altered, or misused in any way, or which has not been properly and reasonably maintained. THESE WARRANTIES ARE IN LIEU OF ALL OTHER WARRANTIES, EXPRESSED OR IMPLIED, INCLUDING BUT NOT LIMITED TO THOSE OF MERCHANTABILITY AND FITNESS FOR A SPECIFIC PURPOSE. UNDER NO CIRCUMSTANCES SHALL JCI BE LIABLE FOR ANY SPECIAL, INDIRECT, OR CONSEQUENTIAL DAMAGES ARISING FROM OR RELATING TO ANY DEFECT IN MATERIAL OR WORKMANSHIP OF EQUIPMENT OR THE PERFORMANCE OF SERVICES.

6. LIABILITY. Johnson shall not be liable for any special, indirect, or consequential damages arising in any manner from the equipment or material furnished or the work performed pursuant to this agreement.

7. TAXES. The price of this proposal does not include duties, sales, use, excise, or other taxes, unless required by federal, state, or local law. Purchaser shall pay, in addition to the stated price, all taxes not legally required to be paid by Johnson or, alternatively, shall provide Johnson with acceptable tax exemption certificates. Johnson shall provide purchaser with any tax payment certificate upon request and after completion and acceptance of the work.

8. DELAYS. Johnson shall not be liable for any delay in the performance of the work resulting from or attributed to acts of circumstance beyond Johnson's control, including but not limited to; acts of God, fire, riots, labor disputes, conditions of the premises, acts or omissions of the Purchaser, Owner, or other Contractors or delays caused by suppliers or subcontractors of Johnson, etc.

9. COMPLIANCE WITH LAWS. Johnson shall comply with all applicable federal, state, and local laws and regulations, and shall obtain all temporary licenses and permits required for the prosecution of the work. Licenses and permits a permanent nature shall be procured and paid for by the Purchaser.

10. DISPUTES. All disputes involving more than $15,000.00 shall be resolved by arbitration in accordance with the rules of the American Arbitration Association. The prevailing party shall recover all legal costs and attorneys fees incurred as a result. Nothing here shall limit any rights under construction lien laws.

11. INSURANCE. Insurance coverage in excess of Johnson's standard limits will be furnished when requested and required. No credit will be given or premium paid by Johnson for insurance afforded by others.

12. INDEMNITY. The Parties hereto agree to indemnify each other from any and all liabilities, claims, expenses, losses or damages, including attorney's fees which may arise in connection with the execution of the work herein specified and which are caused, by the negligent act or omission of the indemnifying Party.

13. OCCUPATIONAL SAFETY AND HEALTH. The Parties hereto agree to notify each other immediately upon becoming aware of an inspection under, or any alleged violation of the, Occupational Safety and Health Act relating in any way to the project or project site.

14. ENTIRE AGREEMENT. This proposal, upon acceptance, shall constitute the entire agreement between the parties and supersedes any prior representations or understandings.

15. CHANGES. No change or modification of any of the terms and conditions stated herein shall be binding upon JCI unless accepted by JCI in writing.

P.O. BOX 114 | Lake Dallas, TX 75065
Office (940) 321-2588 | Fax (940) 497-2477

Date: :7/14/2020

Submitted TO:
Layne Cline
212 Main St.
Lake Dallas Tx. 75065

Work Location:
Lake Dallas Animal Shelter

Replacement of existing Hvac systems to include the following:

1-Lennox TSA036S4 3 ton 13 seer 3 phase condenser
1-Lennox TSA048S4 4 ton 13 seer 3 phase condenser
1-Lennox MI180UH070E36B gas furnace
1-Lennox MI180UH090E48C gas furnace
1-Lennox CHX35-48B coil
1-Lennox CHX35-51C coil
2-Honeywell T4 thermostats
2-Emergency drain pans
2-Metal supply plenums with damper collars
2-Metal return boxes
2-Repair of Duct wrap as needed

** Keep existing uv lights**

Daniels Air will provide all labor and miscellaneous material to install equipment listed above according to code for the sum of Twenty Four Thousand and Ninety dollars (24,090.00) to be paid upon completion of installation.

Any alteration or deviation from above specifications involving extra cost will be executed ONLY upon written order and will become an extra charge over and above the estimate. The estimate is good for 30 days from the above date.

Respectfully Submitted____

Acceptance of Proposal

The above prices and specifications are satisfactory and are hereby accepted. Daniels Air is authorized to do the work specified.

Signature ____ Date _________________________

*Please return this copy signed upon acceptance of this proposal, so that work may be scheduled.

Daniels Air has merged with ABC HOME & COMMERCIAL SERVICES

AGENDA ITEM 7

CITY COUNCIL
AGENDA MEMO

Prepared By: Michele Sanchez, Finance Director **July 23, 2020**

Adoption of a new Employee Compensation Plan

DESCRIPTION:

Consider and Act on a Resolution adopting a new City of Lake Dallas Employee Compensation Plan based on the study conducted by Paypoint HR.

BACKGROUND INFORMATION:

On February 13, 2020 Lake Dallas City Council Approved Resolution 20132020-06 awarding a professional services agreement with Paypoint HR for the compensation study. The Scope of work for the Project is below:

1. Review background materials as needed, such as organizational charts, budgets, personnel rules and regulations, job descriptions, current pay plans and other related information.
2. Provide progress reports - not less than bi-weekly - outlining the following scope of work completed to date; scope of work completed during the period; and summary statement of project progress.
3. Work with the City staff to select the appropriate benchmark positions for the compensation survey.
4. Conduct a comprehensive analysis of the City's current compensation program, make recommendation for improvements, and suggest plans to address issues including, but not limited to, equity, recruitment, and retention.
5. Meet with City staff to assess concerns and finalize the methodology to be used.
6. Present work plan to the City Council.
7. Hold employee kick-off meetings and assist City staff with communication tools to keep employees informed throughout the process.
8. Conduct a customized market salary and benefit package survey for all classification groups.
9. Perform survey data analysis and recommend pay structures.
10. Develop or assist with the development of job descriptions to ensure that content and titles are accurate and that the descriptions are consistent with FLSA, ADA and EEO considerations. Priority will be given to those identified by City staff.

11. Meet with City Management and key staff to determine implementation strategies (including multi-year implementation strategies if needed) to present to the City Council.
12. Present the completed study and implementation recommendations to City Council.
13. Prepare implementation cost scenarios with the assistance of City staff

Once the Scope of work was set, Paypoint HR began their study, below are the major milestones of the project:

1. Kickoff Meeting was held on February 26th
2. Employee briefing sessions were held over a two-day period on April 2nd and 3rd with groups of employees from all departments to discuss the project, their roles, and to review the job analysis questionnaire
3. A Custom Website was created for the City to have employees complete a Position Vantage Point (PVP) job analysis questionnaire. A paper version of the PVP was made available as well
4. The data from the completed paper version of employee PVP's was uploaded to the central database. For positions that did not have an incumbent to complete the PVP, the Project Team assigned a supervisor to complete it.
5. A second custom website was created with a copy of all 38 completed PVP's for managers to review. Managers were able to give their own responses to the same questions for the position.
6. All positions were reviewed by managers on a separate PVP website.
7. Paypoint HR conducted a job evaluation for an internal review of job family classifications based on the employee and manager responses to the PVP's.
8. An analysis of the existing pay scale was completed.
9. External Market Comparators were vetted using economic and demographic data to determine which comparators were most like Lake Dallas to ensure validity.
10. Internal positions were reviewed, and benchmark positions were selected for inclusion in the external survey.
11. The external market survey was sent out to a total of 24 comparator organizations and responses from 19 participants were collected. Typical surveys of this type yield a 5-10% response rate. The City's study response rate is considered excellent at 79%
12. From both the internal and external market analysis, recommendations for a new pay scale was developed and individual job titles were assigned to the new pay grades.
13. Paypoint HR conducted 9 focus groups with approximately 35 employees from all departments. The Consultants met with employees by their peer categories over a two-day period on May 14th and 15th. The purpose of the focus groups was to gain a better understanding of the existing compensation plan and areas of possible improvement.
14. A draft report was generated for the Project Team along with updates to job descriptions. Job descriptions were updated and standardized using PVP responses from employees and managers.

At the June 25, 2020 city council meeting, Paypoint HR presented their findings and recommendations. Council had several questions regarding the recommended compensation plans and equity adjustments. Staff has worked with Paypoint HR to make some revisions to the compensation plans and equity adjustments.

At the July 9, 2020 city council meeting, Paypoint HR presented some additional options for an employee compensation plan and associated salary adjustments needed for each employee to reach the 50 percentile (%) of the market. Paypoint also presented a tenure adjustment for some employees that have been in a certain position for a certain amount of time. Council directed staff to proceed with the recommended employee compensation plan for all employees on Table 18 of the Paypoint HR report. Table 20 of the report list the internal equity position for all employees. On Tables 22 and 23 of the report is the recommended salary adjustments. Staff was directed to get all employees on that table to at least the half-way point to the New Rate in FY 2020-21, and to add the additional tenure salary adjustment on Table 25 for those employees that qualify.

Staff recommends approval of the resolution.

FINANCIAL CONSIDERATION:

The Compensation plan adopted contains a Market Rate that represents the mid-point on an employee band and also represents the 50 percentile (%) of the market for that employee. According to city council consensus, for FY 2020-21 a two percent (2%) Cost of Living Adjustment (COLA) that will be included for all employees. After the 2% COLA is applied, for those employees that are not yet at one-half of the way to market rate, then they will get an equity adjustment to get them there. There is also a seniority or tenure rate for those employees that have been in a certain position for some time. For those employees this will place them above the market rate and their hourly rate will be adjusted to get them to one-half of the way to that tenure rate. The total financial impact for FY 2020-21 for salary and benefits adjustment is $152,782.09 and the Finance Director has already worked these amounts into the department personnel budgets.

RECOMMENDED MOTIONS:

I move to approve/deny a resolution adopting a new City of Lake Dallas Employee Compensation Plan based on the study conducted by Paypoint HR.

ATTACHMENT(S):

1. Paypoint HR Report
2. Resolution

CITY OF LAKE DALLAS, TEXAS
RESOLUTION NO. 7232020- ______

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE DALLAS, TEXAS, ADOPTING A CITY EMPLOYEE JOB CLASSIFICATION TABLE AND EMPLOYEE COMPENSATION PLAN; PROVIDING AN EFFECTIVE DATE

WHEREAS, the City Council has determined that in order to recruit and retain quality employees for the City, the City must place itself in a position to offer competitive pay and benefits; and

WHEREAS, at the direction of the City Council, City Administration engaged Paypoint HR, LLC to conduct an employee classification and compensation study for all city employee positions; and

WHEREAS, having received and considered the report prepared by Paypoint HR, LLC, dated July 10, 2020, the City Council of the City of Lake Dallas finds it to be in public interest to adopt a new employee job classification table and employee compensation plan.

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

SECTION 1. The various employment positions within the City of Lake Dallas shall be classified within the respective pay grades set forth in the Employee Job Classification Table attached hereto as Exhibit "A" and incorporated herein by reference.

SECTION 2. The Police Officer Salary Schedule set forth in Exhibit "B," attached hereto and incorporated herein by reference, is hereby adopted for use in determining the compensation to be paid to uniformed peace officers employed by the Police Department. Employee movement between Milestones within the Police Officer Salary Schedule shall be subject to budgetary determinations made by the City Council in consultation with the City Manager and satisfactory employee performance.

SECTION 3. The General Employee Salary Schedule set forth in Exhibit "C," attached hereto and incorporated herein by reference, is hereby adopted for use in the determining the compensation to be paid to employees of the City who are not classified within the General Employee Salary Schedule. Employee movement between Pay Levels within the General Employee Salary Schedule shall be subject to budgetary determinations made by the City Council in consultation with the City Manager and satisfactory employee performance.

SECTION 4. This Resolution shall be effective immediately upon approval.

PASSED AND APPROVED this the 23rd day of July 2020.

APPROVED:

____
Michael Barnhart, Mayor

ATTEST:

____

Codi Delcambre, TRMC, City Secretary

APPROVED AS TO FORM:

____

Kevin B. Laughlin, City Attorney
(kbl:7/20/2020:116876)

RESOLUTION NO. 07232020-____

Exhibit "A" – Employee Job Classification Schedule

Grade	Title
LD01	Kennel Technician
LD02	
LD03	
LD04	Library Assistant
LD05	
LD06	Administrative Assistant Court Clerk Municipal Court Clerk
LD07	Animal Control Officer Equipment Operator I Permit Technician
LD08	
LD09	Accounting Clerk Code Enforcement Officer Equipment Operator II
LD10	Librarian
LD11	Record Clerk
LD12 **OFC**	Community Development Coordinator Crew Leader Police Officer Police Officer Detective
LD13	-
LD14	Animal Shelter Manager Court Administrator Deputy City Secretary
LD15 **SGT**	Director of Library Services Police Sergeant
16	Public Works Manager
LD17 **LT**	City Secretary Police Lieutenant Public Works Superintendent
LD18	-
LD19	-
LD20	-
LD21	Development Services Director Finance Director Police Chief
LD22	-
LD23	-
LD24	-
LD25	City Manager

RESOLUTION NO. 07232020-____

Exhibit "B" – Police Officer Salary Schedule

Milestone Level	Officer (OFC)	Sergeant (SGT)	Lieutenant (LT)
1	$23.33	$26.21	$31.81
2	$25.07	$28.84	$34.99
3	$26.81	$31.46	$38.17
4	$28.55	$34.08	$41.35
5	$30.28	$36.70	$44.53
6	$32.02	$39.32	$47.71
7	$33.76	$41.94	$50.89

RESOLUTION NO. 07232020-____

Exhibit "C" – General Employee Salary Schedule

Grade	Level 1 (Min)	Level 2	Level 3	Level 4 (Mid)	Level 5	Level 6	Level 7 (Max)
LD01	$10.00	$11.00	$12.00	$13.00	$14.00	$15.00	$16.00
LD02	$10.75	$11.83	$12.90	$13.98	$15.05	$16.13	$17.20
LD03	$11.56	$12.71	$13.87	$15.02	$16.18	$17.33	$18.49
LD04	$12.42	$13.67	$14.91	$16.15	$17.39	$18.63	$19.88
LD05	$13.35	$14.69	$16.03	$17.36	$18.70	$20.03	$21.37
LD06	$14.36	$15.79	$17.23	$18.66	$20.10	$21.53	$22.97
LD07	$15.43	$16.98	$18.52	$20.06	$21.61	$23.15	$24.69
LD08	$16.59	$18.25	$19.91	$21.57	$23.23	$24.89	$26.54
LD09	$17.83	$19.62	$21.40	$23.19	$24.97	$26.75	$28.54
LD10	$19.17	$21.09	$23.01	$24.92	$26.84	$28.76	$30.68
LD11	$20.61	$22.67	$24.73	$26.79	$28.85	$30.92	$32.98
LD12	$22.16	$24.37	$26.59	$28.80	$31.02	$33.23	$35.45
LD13	$23.82	$26.20	$28.58	$30.96	$33.34	$35.73	$38.11
LD14	$25.60	$28.16	$30.72	$33.29	$35.85	$38.41	$40.97
LD15	$27.52	$30.28	$33.03	$35.78	$38.53	$41.29	$44.04
LD16	$29.59	$32.55	$35.51	$38.47	$41.42	$44.38	$47.34
LD17	$31.81	$34.99	$38.17	$41.35	$44.53	$47.71	$50.89
LD18	$34.19	$37.61	$41.03	$44.45	$47.87	$51.29	$54.71
LD19	$36.76	$40.43	$44.11	$47.79	$51.46	$55.14	$58.81
LD20	$39.51	$43.47	$47.42	$51.37	$55.32	$59.27	$63.22
LD21	$42.48	$46.73	$50.97	$55.22	$59.47	$63.72	$67.97
LD22	$45.66	$50.23	$54.80	$59.36	$63.93	$68.50	$73.06
LD23	$49.09	$54.00	$58.91	$63.82	$68.72	$73.63	$78.54
LD24	$52.77	$58.05	$63.33	$68.60	$73.88	$79.16	$84.43
LD25	$56.73	$62.40	$68.07	$73.75	$79.42	$85.09	$90.77

Employee Compensation Study
Lake Dallas, Texas

Paypoint HR, LLC
695 Santa Maria Lane
Davidsonville, MD 21035
(443) 336 - 4272

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Executive Summary

Paypoint HR is pleased to present this comprehensive Compensation and Classification Study to the City of Lake Dallas, Texas. The study began with an initial kick-off meeting with the City Manager and Finance Director on February 26, 2020. The Final Report was completed for presentation to the City Council in July 2020.

The point of the Executive Summary is to give an overview of the most important issues and opportunities identified by the consulting team during the study. The reader is highly encouraged to read the document in its entirety in order to gain an understanding of the recommendations within the report. The study takes into consideration both short and long-term concerns. The intent of the study was to provide the leadership team and City Council with a process for ascertaining equitable value of positions on a competitive salary scale. The study compared existing pay to compensation scales of organizations identified to be valid comparators the City of Lake Dallas. This report provides a review and update of the classification and compensation plan for the City's employees. Paypoint HR has identified opportunities, but it is up to the City Council to determine which are most appropriate and the timing of implementation.

In considering the options for implementation, it is critical to understand the costs and benefits related to each option. By utilizing market data and analysis it is possible to make informed decisions with regard to possible changes. However, in addition to the quantitative economic cost and benefit, it is important to consider the social/cultural impact of implementation and management. Lake Dallas will need to consider all components in making final decisions.

The study was divided into two parts: a classification phase and a compensation phase. The classification phase included identification, review, and analysis of specific work being performed in various positions. That data was then used to simplify positions and match them to the external market in an "apples to apples" comparison. The compensation phase consisted of an initial baseline analysis and an external market survey of local public organizations to determine what the local labor market pays for specific jobs.

The study included approximately 38 employees within roughly 30 distinct positions. The study recommendations indicate what actions should be taken, to avoid loss of qualified staff and address difficulties in recruiting new employees for the City. In addition, it was expected that the study would recommend adjustments to the City's salary placement procedures, policies, and salary structure, to allow appropriate ongoing compensation administration.

Comprehensive surveys like this establish a credible pay structure that is fair for the work completed and strategically positions Lake Dallas competitively in the labor market. The desired result is the improved ability to attract and retain quality staff that perform at high levels to meet the growing demands of the community.

Major Milestones for the Project

Initial kick-off meetings with the City Manager and Finance Director on February 26th.

Employee Briefing Sessions were held over a two-day period on April 2nd and 3rd with groups of employees from all departments to discuss the project, their roles, and to review the job analysis questionnaire.

A custom website was created for the City to have employees complete a Position Vantage Point (PVP) job analysis questionnaire. A paper version of the PVP was made available as well.

The data from the completed paper version of employee PVP's was uploaded to the central database. For positions that did not have an incumbent to complete the PVP, the Project Team assigned a supervisor to complete it.

A second custom website was created with a copy of all 38 completed PVP's for managers to review. Managers were able to give their own responses to the same questions for the position.

All positions were reviewed by managers on a separate PVP website.

Paypoint HR conducted a job evaluation for an internal review of job family classifications based on the employee and manager responses to the PVP's.

An analysis of the existing pay scale was completed.

External Market Comparators were vetted using economic and demographic data to determine which comparators were most like Lake Dallas to ensure validity.

Internal positions were reviewed, and benchmark positions were selected for inclusion in the external survey.

The external market survey was sent out to a total of 24 comparator organizations and responses from 19 participants were collected. Typical surveys of this type yield a 5-10% response rate. The City's study response rate is considered excellent at 79%. Respondents included the following organizations:

Respondents (19/24)

Argyle	Azle	Celina
Corinth	Decatur	Denton
Heath	Hickory Creek	Highland Village
Kaufman	Kennedale	Lake Elm
Northlake	Oak Point	Princeton
Prosper	Richland Hills	Roanoke
Sanger		

From both the internal and external market analysis, recommendations for a new pay scale was developed and individual job titles were assigned to the new pay grades.

Paypoint HR conducted 9 focus groups with approximately 35 employees from all departments. The Consultants met with employees by their peer categories over a two-day period on May 14th and 15th. The purpose of the focus groups was to gain a better understanding of the existing compensation plan and areas of possible improvement.

A draft report was generated for the Project Team along with updates to job descriptions. Job descriptions were updated and standardized using PVP responses from employees and managers.

Recommendations

The fiscal impact of the recommendations listed below are approximate costs for salary adjustments only assuming a 2080-hour work schedule for full-time employees, 1040-hour for part-time employees. The fiscal impact does not factor in associated costs for employee related benefits.

1. Raise the salary of 6 positions that are below grade minimums of the recommended salary scale, first, at a cost of $13,763.

   - 1 Animal Shelter Manager ($3,277),
   - 1 Court Administrator ($217),
   - 1 Crew Leader ($2,723),
   - 1 Equipment Operator I ($1,026),
   - 1 Equipment Operator II ($1,360), and
   - 1 Public Works Superintendent ($5,160).

2. Raise the salary of 9 positions that are *substantially* below market, second, at a cost of $103,879.

   - 1 City Manager ($41,195),
   - 1 Finance Director ($20,403),
   - 2 Kennel Technicians ($3,245 total),
   - 4 Library Assistants ($19,869 total), and
   - 1 Police Chief ($19,168).

3. Place. 23 positions on the appropriate milestone level based on market, third, at a cost of $51,072.

   - 1 Animal Control Officer ($1,923),
   - 1 City Secretary ($1,999),
   - 1 Code Enforcement Officer ($516),
   - 1 Community Development Coordinator ($302),
   - 1 Director of Library Services ($3,548),
   - 1 Equipment Operator II ($3,100),
   - 1 Permit Technician ($650),
   - 2 Police Lieutenants ($4,088 total),
   - 10 Police Officers ($21,583 total),
   - 2 Police Officer Detectives ($4,776 total),
   - 1 Police Sergeant ($4,711), and
   - 1 Record Clerk ($3,877).

4. Additionally adjust 7 positions to properly account for tenure in position, fourth, at a cost of $39,675.

    - 1 Crew Leader ($4,608),
    - 1 Equipment Operator II ($3,710),
    - 3 Police Officers ($15,189 total),
    - 1 Police Officer Detective ($7,594), and
    - 1 Record Clerk ($8,574).

5. Adjust the salaries of positions that are near market with normal base-salary and tenure adjustments.

6. Discontinue making base-salary adjustments to the salaries of positions that are above or *substantially* above market until compensation is near market.

Scope of Work

1. Review background materials as needed, such as organizational charts, budgets, personnel rules and regulations, job descriptions, current pay plans and other related information.

2. Provide progress reports - not less than bi-weekly - outlining the following scope of work completed to date; scope of work completed during the period; and summary statement of project progress.

3. Work with the City staff to select the appropriate benchmark positions for the compensation survey.

4. Conduct a comprehensive analysis of the City's current compensation program, make recommendation for improvements, and suggest plans to address issues including, but not limited to, equity, recruitment and retention.

5. Meet with City staff to assess concerns and finalize the methodology to be used.

6. Present work plan to the City Council.

7. Hold employee kick-off meetings and assist City staff with communication tools to keep employees informed throughout the process.

8. Conduct a customized market salary and benefit package survey for all classification groups.

9. Perform survey data analysis and recommend pay structures.

10. Develop or assist with the development of job descriptions to ensure that content and titles are accurate and that the descriptions are consistent with FLSA, ADA and EEO considerations. Priority will be given to those identified by City staff.

11. Meet with City Management and key staff to determine implementation strategies (including multi-year implementation strategies if needed) to present to the City Council.

12. Present the completed study and implementation recommendations to City Council.

13. Prepare implementation cost scenarios with the assistance of City staff

Benefit Summary

Paypoint HR feels it is appropriate to consider benefits when addressing strategic planning of compensations as there is a dynamic relationship between employers and employees. When depicting the strategic elements of pay, external influences and an evolving business environment affect attraction, retention, and engagement.

A total reward review of compensation incorporates all components organizations utilize to cultivate quality employees. An effective total rewards strategy produces a workforce that has the right people in the right jobs who are motivated and engaged to meet goals and feel loyal to the organization and its success.

The elements that contribute to Total Rewards are:

- Compensation,
- Benefits,
- Work-life effectiveness,
- Recognition,
- Performance management, and
- Talent development.

The information provided in this portion of the report is not intended to be an exhaustive benefit survey comparing the benefit summaries, premiums, co-pays, and deductibles. The benefit survey was designed to get a snapshot of the participant's employee benefit offerings. Where possible, Paypoint HR uses the information gathered from the external survey to analyze findings.

Benefit offerings are often considered in aggregate data. Caution should be exercised in the following:

- When interpreting the information, as elements within each organization are not equal. For example, there may be more part-time or seasonal workers employed at an organization who are not eligible for benefits. Using part-time or seasonal wages in the calculation could skew the findings.

- When adjusting pay, certain costs such as medical premiums, workers' compensation premiums and pension contributions will automatically increase as pay increases. Responsible employers will consider the additional costs related to these changes.

Questions included in the External Benefit Survey

1. What do benefits cost the organization in relation to the total compensation?
2. Do you offer major medical, dental & vision benefits? What are the employer/employee contributions to premiums?
3. What are the co-pays, deductibles, and out of pocket maximums for the health insurance?
4. Do you offer a TMRS Retirement Plan? What is your matching ratio? Are you a 20 or 25 year City? If not, what retirement plan do you offer.
5. What other employer sponsored benefits do you offer? Do you offer life insurance, AD&D, Short-term/Long-term Disability etc.?
6. What voluntary benefits are available to employees? For example, critical illness, accident, and hospitalization?
7. Do you pay out when an employee leaves your employment?
8. What leave benefits do you offer?
9. Do you offer employees any auto allowances? Are there certain positions that it applies to? Is it use of vehicle or actual monthly payment?
10. What clothing or uniform allowances do you offer? Do you offer winter outerwear, safety shoes, protective eyewear, jeans, plain clothes for police, for example?

The City of Lake Dallas's Current Employee Benefit Offering

The City's Human Resources department distributes an annual *New Enrollment Guide* to employees each year. The Guide is available in print and outlines what benefits are available, who is eligible, how to enroll, and how to make changes.

Content of the Guide includes a summary of the benefits the City makes available to employees as well as vendor contacts for employees to receive additional information and customer service for their individual benefits. Additionally, the City has a Personnel Policies and Procedures Manual that covers policies for day to day operational items like Holidays, Vacation Leave, Sick Leave, Longevity Service Recognition, and Certification Pay.

List of Employee Benefits Sponsored by the City of Lake Dallas for Eligible Employees

Health Insurance – The City offers5 plans options.

Dental Insurance –The dental plan offers pediatric annual orthodontia of $1,000 orthodontia and a $1,500 annual maximum for dental.

Vision Insurance – The vision plan has a $10 copay for annual routine visits and discounts for eyeglasses and supplies.

Disability Income Benefits – The City pays for short and long-term disability coverage.

Life Insurance – The City pays for 1x the base earnings up to $100,000 in group life and accidental death and dismemberment (AD&D) insurance for full-time employees. Employees may choose to purchase additional coverage.

Flexible Spending Account (FSA) – Employees may choose to sign up to have qualified expenses for medical or dependent care deducted pre-tax.

Freshbenies – The City offers this program for employee access to health advocacy, telehealth, behavioral health, prescription, dental, and vision savings and more.

Health Savings Account (HSA) -Employer contributions for those who elect one of the employee-only rate HSA plans is $750.88 to $1,344.46 per year depending on which of the 2 eligible HSA plan is selected.

Employee Assistance Program (EAP) – The City makes this plan available to eligible employees to help address personal challenges.

Supplemental Insurances – Employees may elect to purchase insurance for cancer, hospital or other events.

Employee Sick Leave Bank – Employees may donate leave for fellow employees who are unable to work for long periods of time.

Holiday Leave – Eligible employees qualify for 12 paid Holidays per year.

Personal Days – Eligible employees earn up to 2 Personal Days per year.

Vacation Leave – Depending on years of service, employees earn between 10 to 20 days of paid Vacation each year. Employees can accrue up to a maximum of 2 times their annual Vacation one year to the next, if there is an excess amount it is converted to Sick Leave.

Sick Leave – Eligible employees earn up to 9 days of Sick leave each year with no maximum but payout at end of employment is limited to 60 days.

Workers' Compensation – The City offers insurance in the event an employee is injured on the job.

Texas Municipal Retirement System (TMRS) – Eligible employees contribute 7% of their gross income, which is not taxable until withdrawn. The City contributes the required amount.

Social Security

Medicare

Benefit Survey Responses

The chart below provides counts and percentage breakdowns of the market peers and Lake Dallas's full-time and part-time employees. The market comparator organizations were made up of, on average, 88% full-time employees and 12% part-time employees. For Lake Dallas, this percentage was 84% full-time, and 16% part-time. The number of full-time and part-time employees can influence the benefits offered by an organization. Logically, the more full-time, benefit eligible employees an organization has, it's more likely that the amount paid towards benefit offerings will be higher.

Table 1 - Percentage of Full-Time and Part-Time Employees

Personnel Count	Market Average		Lake Dallas	
Full-Time Employees	115	88%	32	84%
Part-Time Employees	16	12%	6	16%
Total	131	100%	38	100%

The percentage of benefits in relation to total compensation is a common broad indicator that organizations use to assess how generous the discretionary benefits are at individual organizations. Total compensation refers to the compensation package (salary and benefits) an employee receives from its organization. Therefore, benefits as a percentage of total compensation is calculated by dividing benefits expressed as a dollar amount by the amount of total compensation (salary plus benefits).

This study asked respondents to state what they calculated towards benefits. Generally, benefits they cited included health, dental, and vision premiums; HSA contributions, life insurance; workers' compensation; pension; tuition, and FICA, though organizations may calculate this number differently.

Lake Dallas's cost of benefits as a percent of total compensation was roughly 29.5%. The external market comparator average was 32%. The national average for the cost of benefits as a percent of total compensation is between 30 and 35% for non-union employee groups and 40 and 45% for union employee groups. The study did not ask respondents to disclose the union presence or prevalence within their organization. Also, it is common for benefit contributions to vary depending on the compensation practices of the organization and the relative cost of benefits.

Major Medical, Dental and Vision

100% of respondents stated they offer medical, dental, and vision benefits to their employees. Analysis from the benefit survey findings yielded the following results on the amount employers contributed towards medical, dental, and vision premiums.

Medical Premiums

Individual Level

- The average percent paid by the responding employers for individual level medical premiums was 97%.
- Lake Dallas pays 100% of employee level premiums.

Family Level

- The average percent paid by the respondents for family level medical premiums was 47%
- Lake Dallas pays 59% of family level medical premiums.

Dental

Individual Level

- The average percent paid by the responding employers for individual level dental premiums was 75%.
- Lake Dallas pays 100% of employee level premiums.

Family Level

- The average percent paid by the responding employers for individual level dental premiums was 23%.
- Lake Dallas pays 0% of family level premiums.

Vision

Individual Level

- The average percent paid by the responding employers for individual level vision premiums was 47%.
- Lake Dallas pays 0% of employee level premiums.

Family Level

- The average percent paid by the responding employers for individual level vision premiums was 12%.
- Lake Dallas pays 0% of family level premiums.

The following chart showing the market responses for employer contributions to premiums.

Market Averages of Employer Contributions to Premiums by Insurance Type and Level						
	Medical		Dental		Vision	
Level	Single	Family	Single	Family	Single	Family
90% to 100%	93%	-	68.75%	-	-	-
80% to 89%	-	6.67%	6.25%	6.25%	-	-
70% to 79%	6.67%	13.33%	-	6.25%	-	-
60% to 69%	-	33.33%	-	12.5%	-	-
50% to 59%	-	13.33%	-	-	-	-
40% to 49%	-	-	-	6.25%	-	-
30% to 39%	-		-	6.25%	-	-
20% to 29%	-	6.67%	6.25%	-	-	-
10% to 19%	-	-		-	-	-
0% to 9%	-	-	18.75%	62.50%	100%	100%
Total	100%	100%	100%	100%	100%	100%

Out-of-Pocket (OOP) Maximums

The range for OOP costs for individual level coverage In-Network was $2,000 to $7,150 and for family $5,400 to $12,000. Out-of-Network OOP maximums for individual level ranged from $5,400 to $11,300 and for family $10,800 to $22,600. The OOP maximums for Lake Dallas's base plan fall within the ranges found in the external market at $4,000 for individual and $8,000 for family.

Retirement

Of the respondents, 94% of them reported offering the Texas Municipal Retirement System (TMRS) for retirement. All respondents reported participating in the TMRS, contributing at a 2:1 employer to employee ratio (with employees paying 7%) and offering a 20-year service retirement eligibility.

Employer Sponsored Benefits

The chart below lists the other employee sponsored benefits reported by respondents.

Benefit Type	% of Market Respondents That Offer Benefit
Life Insurance	88%
AD&D	65%
STD/LTD	82%
Other Benefits	30%

The City's benefits are comparable to what was reported by respondents.

Voluntary Benefits

The Voluntary Benefits reported as being offered by respondents include the following:

Benefit Type	% of Market Respondents That Offer Benefits
Critical Illness Insurance	53%
Accident Insurance	61%
Hospitalization Insurance	61%
Other Voluntary Benefits	100%

Lake Dallas offers comparable voluntary benefits to employees through AFLAC.

Leave Payout

Respondents reported Leave Payouts for the following Leave Types:

Leave Type	% of Market Respondents That Payout by Leave Type
Sick	58%
Vacation	100%
Compensatory Time Off	42%

Lake Dallas allows employees to accrue up to a maximum of 2 times their annual Vacation one year to the next, if there is an excess amount it is converted to Sick Leave. Sick Leave payout at end of employment is limited to 60 days.

Leave Benefits

The average number of Holidays reported was approximately 11.5 days.

Annual Vacation Leave accruals reported ranged from 10 to 25 days.

The Annual Sick Leave Days earned ranged from 4 to 20 days.

None of the respondents reported offering Paid Time Off (PTO), which is a combination of leave types.

Roughly 33% of respondents reported offering Personal Days Off.

Lake Dallas offers comparable leave benefits.

Auto Allowance

Of the respondents, 94 % of them reported offering auto allowance either in the form of a take home vehicle or an auto allowance. Of those responding, 44% reported offering a take home vehicle to certain eligible employees, 6% offered reimbursement, and 50% reported paying an allowance.

Lake Dallas offers an auto allowance for the position of City Manager only.

Focus Groups

The purpose of the focus groups was to have employees share valuable firsthand knowledge and opinions of the existing City of Lake Dallas pay structure. Each focus group generally lasted an hour and consisted of a Q & A session where Paypoint HR asked questions from a pre-set list of 5 questions. While the main point of the employee feedback is centered on classification and compensation, these topics naturally open discussion to a number of other factors. This is a normal communication pattern and the report addresses the topics as they presented themselves in the discussion. The City may want to further consider exploring issues raised during the study focus groups.

On May 14 and 15, 2020 Paypoint HR held nine virtual focus group sessions with employees.

All employees were invited to attend the focus group sessions and actual attendance was approximately 35 employees in total. Participation was strongly encouraged but voluntary. Employees who attended were given an acknowledgment form to sign that explained the ground rules for focus groups.

A copy of the list of questions is shown below:

1. What general trends/forces impact your and Lake Dallas's success?
   a. Economic
   b. Regulatory
   c. Cultural
   d. Technology
   e. Organizational structure
   f. Demographics
   g. Political
   h. Natural environment

2. Who are the City's competitors for labor? Who are industry leaders and what contributes to their success? Who are key sources of employees for Lake Dallas? Any recommendations?

3. Has the City had difficulty retaining, developing, motivating, and recruiting competent performers for any particular positions?

4. Do you understand your compensation plan?
   a. Is it motivating/fair?
   b. Is it in-line with City's goals?
   c. Does it use the right metrics?
   d. Does it allow for advancement in your career ladder?
   e. Is it competitive?
   f. What does it recognize? Education, tenure, performance?

5. What recommendations for improvements do you have?

Employee Focus Group Responses:

A brief description of the comments made by focus group participants are summarized in the response section below. It is important to note that the views shared in this summary are not necessarily supported by Paypoint HR, nor are they fact-checked for accuracy. While the information included in this portion of the study is qualitative in nature, it is important to include any "perceived impressions" of employees so that the City has information and can choose to communicate and clarify as they see fit. The information that may identify the commenter has been removed. The feedback obtained provides a much stronger foundation for the study than simply reading the information from handbooks, job descriptions, and employment agreements. The comments and suggestions received during these meetings were compared by session and by topic to look for patterns, red flags, best practices, and areas of opportunity. They are one component to the study.

While the Focus Group questions are established to uncover areas of improvement it is also an opportunity to uncover strengths within the organization that the City should strive to maintain. The City of Lake Dallas had several areas where it stood out.

The City of Lake Dallas is a suburb Northwest of Dallas almost equidistant between Dallas and the City of Fort Worth. Tucked off highway 35 and situated along Lewisville Lake, the City is home to several parks and Lakeview Airport. Further, the Lake Dallas Independent School District is well respected and sought after by those with school aged children. These amenities draw locals and visitors alike to the City. While the City has enjoyed being a well-kept secret, employees felt that once commuters notice the City's many positive attributes, Lake Dallas will quickly become less of an exit off of the highway and more of a destination. For this and other reasons, the employees of Lake Dallas don't take their City for granted and are grateful to work for the community.

The Lake area has seen a boon for development as urbanites from the Dallas-Fort Worth Metroplex seek to shed the bustle of the city. This demographic seeks the experiences afforded by the Lake, parks and culture of the Lake area. This growth has spurred many changes in the Lake Dallas community and staff agreed most of these changes have been for the good. Employees are encouraged by efforts and partnerships that put the City in a position for smart growth.

Recently, the City of Lake Dallas has renewed its commitment to train and educate its employees to serve the community as respected professionals, something the staff has been grateful for and excited to take advantage of. It was expressed that the City hopes to augment these efforts by having employees join job-specific associations and participate in mentorship programs. Employees knowingly were up for the challenge of improving the City's image and assist in shouldering the responsibility to represent the City in a positive light.

Just as they said they aren't short on training and development; staff are also expressed feeling they were adequately equipped to do their jobs. In an economic climate where many in municipal and state governments simply must make do, employees felt Lake Dallas has prioritized giving their people the tools for the job and is committed to repairing and replacing equipment when needed.

Overall, Lake Dallas staff described the City as a friendly, supportive place to work. As a relatively newer workforce with a positive Council and City Manager dynamic, they looked forward building an environment where employees felt encouraged to approach their supervisors about issues that matter to them just as easily as they can enjoy a potluck holiday lunch together. They felt through effective communication and open cooperation they can make the City a wonderful place to live and work.

General Trends

a. Economic

- Employees reported the COVID-19 pandemic had negatively impacted the local economy, but that it was too early to determine to what extent. They said the Ad valorem taxes were on target, though they expected to see a dip next year. Employees also said they expected sales tax, fines, and fees to be down as a result of the pandemic.

- Some participants noted that the City's $5.2 million budget was largely funded by development in the area. They observed that development was beginning to slow down as developers were running out of land to build on in Lake Dallas. Participants thought rezoning existing areas for redevelopment would help revitalize the City.

- Staff added that new development occurring in Lake Dallas was a direct result of its proximity to large, up-and-coming, or well-established cities and the interstate.

- Employees said Lake Dallas leadership had been responsible stewards of taxpayer funds and had been conservative with spending. They described the City as being in a better position than other similar organizations due to the positive reserve fund balance. They felt this should help them avoid furlough and pay cuts in the wake of the COVID-19 pandemic.

- A few participants mentioned all large purchases had to be pre-approved by the City Manager. They said this policy was implemented to better anticipate and prioritize large purchases with respect to the budget.

- Staff shared that street maintenance was a huge part of the City's expenses, and the Road Maintenance Fund was a portion of the sales tax. They said amounts collected range from $12,000 to $20,000 per month and are at risk of fluctuating whenever sales slump, like during the pandemic.

- Employees mentioned visitors to Lake Dallas were an economic benefit to the City, because they spent money that transfers revenue from non-residents to local businesses and the City itself.

- Participants observed that prioritization in staffing, especially for new or lower-level managers was becoming more important. They said equity adjustments may be delayed by a year.

- A few staff expressed concern for the Animal Shelter and Library because, despite receiving public funds, these organizations have had to supplement with fundraising to maintain basic service levels.

- Participants believed there was an opportunity to work with the Community Development Corporation (CDC) on driving advertising but mentioned that neither the public nor local business owners have attended CDC meetings. In the past, it was said they had used a grant from Denton County to reach out to local businesses about opportunities.

b. Regulatory

- Staff mentioned they must do a great deal of reporting, auditing, data collection, site visits and more to remain compliant on the state and federal side. They said a lack of compliance on any level can result in asset forfeiture and/or fines. For example, the water utility has had to comply with the federal MS4 reporting schedule to ensure clean drinking water.

- Employees reported that a recent state mandate prevents them from increasing revenues by more than 3 percent year over year. They said they feared this would inhibit important capital projects and were hopeful the rate would be increased to 8 percent.

- Participants believed the state was possibly taking away the City's power to raise funds to meet demand for much needed services. For example, the Library had to meet certain state requirements just to receive funding.

- Staff noted that the City had a vast collection of ordinances that could be updated to clearer language to make them more relevant and add efficiency to the enforcement process.

  - For example, they referenced that the sign ordinances had been recently updated, but that these ordinances would need to be maintained over time.
  - They also mentioned that there was additional need to expand permitting use for zoning districts.
  - Some staff mentioned the regulations related to dealing with dangerous dogs were difficult to enforce and outdated.

- Employees said they hoped the new Director of Development Services would be able to work with Codes on updating ordinances.

- Several employees thought Code Enforcement and the Police Department have done a great job of working together enforcing the current laws and ordinances.

- Participants said each year new legislation had required new reporting and different databases for crimes and offense types. They said there were up to 90 questions on standard forms for basic offenses, and that the amount of administrative work can prevent them from doing their jobs well. They said the number of filing reports was too high for just one records manager to handle. They suggested additional administrative support would be of help in this area.

c. Cultural

- Most employees thought there was a cohesive, team-oriented attitude in Lake Dallas. They said staff wasn't afraid to go to their superiors with concerns when needed, and that they have healthy relationships with their coworkers - especially within their departments. Employees were proud to share how they have celebrated holidays and personal events together and supported each other during hard times.

- Participants reported that when departments need to work together, like Police and Public Works, they do so very well. They said even though they work for different departments and report to different locations, staff understood the importance of working together to get the job done, whatever that job may be.

- Staff believed the City had prioritized hiring the best possible people for each position and all department heads had either a bachelor's or master's degree. They said most employees saw the value in establishing an educated workforce.

- A few employees noted the City's increased budget for travel and training, in addition to joining relevant state organizations, so they can learn best practices and use resources from other communities. They stated they were pleased with this development.

- Participants shared that departments with physical locations outside City Hall have felt disconnected from the dynamics of City government and the larger group of City employees. They said these departments, like the Police, Library and Animal Control, were felt to have strong bonds within their departments, but that they would like to get to know others outside their departments and to build relationships with other City employees. They felt this translated into better service and response times by being able to communicate more openly and efficiently.

- Staff noted ongoing tensions between City Hall and the Police Department because of budgeting and costs discussions. Staff said the Police Department believed they were underpaid considering police reports increased by 30 percent since last year. They mentioned that everyone on both sides of the issue wished the matter were resolved.

- A few employees said there were one or two staffers working for the City who had not seemed interested in fostering a team atmosphere and had conducted themselves in a way that suggested they preferred the City remained divided. They emphasized that nearly every employee does the best they can with what they have, but that all employees needed to take the same approach towards willing compromise if conflicts are to be resolved and the citizens served well.

- Participants recognized, that despite some setbacks, the City's culture was improving in many departments. They said there had been some negativity, both in the public and within staff ranks, about the motivations of City Hall and the Police Department. Overall, participants believed the situation had been steadily improving for the last several years.

d. Technology and Tools

- Staff noted the significant strides the City had made throughout the past two years to update technology. They said computers had been updated and upgraded, compatible docking stations had been purchased and helpful software had been integrated into many departments.

- Employees mentioned that because most staff were already equipped with laptops, and the City had a mechanism in place to quickly purchase equipment for staff who still needed it, the pandemic-related stay-at-home orders had little negative impact on operations.

- Some participants pointed out that most equipment was now under a five-year replacement plan, except for streets and drainage. They said the City was working on incorporating streets and drainage into a preventative maintenance schedule, but other projects have taken precedence.

- Several staffers were pleased about the Pay Simple system for library fines, building permit fees, and more. They said this payment system had worked well and was very convenient.

- Some employees observed that although most departments had what they need, getting all the equipment each department needed had been an uphill battle with City Hall due to budget constraints.

- Participants universally acknowledged that there had been significant strides made in technology, and that they were more efficient with the right equipment. However, some staff mentioned the need for the following:

    - Tracking software and better hardware for Public Works
    - Audio/visual system for City Hall
    - The software system “Encode” for the Accounting Department
    - Additional laptops and computer microphones for the Library
    - Management software for the Building Department
    - Crime tracking software for the mobile computers, additional safety equipment and a new radio system for the Police Department

- Staff said the Police Department had made significant equipment improvements including radios, devices in vehicles such as laptops, programs for reality-based and virtual reality training, and more. Staff believed the Police fleet was a constant area of concern. They said this was because when a car was down, the schedule was disrupted, and officers had to figure out how they were going to work.

- Employees mentioned the Police Department’s successful use of grants to add an investigator position and buy ballistic vests. They observed that these funds came with a lot of strings attached and required a great deal of legwork to get off the ground.

- Some participants reported that the Animal Shelter was pleased to be converting to Shelter Pro after having been operating using hard copies. They also mentioned the Shelter was the farthest behind in terms of technology and tools. Participants said they had the oldest vehicle and facility, poor internet, a bad radio system and weren’t connected to the City’s server which had prevented them from backing up their data and communicating well with internal and external clients.

- Staff thought the Courts could use a software upgrade. They explained their current software was 10 years old and that there was an updated, less expensive version available. Staff said they were waiting for approval from the City Council to purchase the program later this year.

e. Organizational Structure

- Some employees believed authority was divided evenly, and that there wasn’t a single person or role with too much power. They said employees weren’t afraid to address issues with their next in command. They added that communication across departments and chain-of-command was usually straightforward, and that requests were generally addressed, although sometimes not resolved in a timely fashion.

- A few participants observed that there were several Directors with no subordinates which was perceived as top-heavy to some. They mentioned there were fewer situations like this than in the past.

- Staff said staffing levels varied based on which department head was most persistent in asking for additional positions, although the overall employee count had changed little in the last three years.

- A few employees mentioned that the Police Department suffered from losing two front-office employees in 2017. They said current support positions were stretched too thin as they had to maintain records, take care of open records requests, maintain the sex offender registry, give assistance to the Chief, and provide compliance support.

- Some participants thought the Police Department could benefit from more pre-shift communication to ensure nothing from the previous shift fell through the cracks. They also believed they'd benefit from an additional Sergeant, although none of the current officers were ready for such a promotion.

- Staff from the Animal Shelter has appreciated the opportunity to come to the table with the City Manager. They said doing so allows them to catch up, feel more connected to the City government and address any operational issues.

- A few employees believed Public Works would benefit from adding an administrative position to help with records management and data entry.

- A few participants wondered why consultants and outside firms were called in to analyze and address issues instead of investing in the tools to do such things internally.

f. Demographics

- Staff said the town was originally a rural fishing post with small parcels of land that had grown into the City of Lake Dallas throughout the years. They mentioned that the area had recently seen some growth due to its proximity to Dallas and Fort Worth.

- Employees noted Lake Dallas was originally predominantly Caucasian, but that as the town had grown, so too had the Latino and African American populations. They said in addition to Spanish-speaking residents, there were several residents who speak Russian. They commended the Library for doing their best to translate and serve these populations as needed.

- Participants reported that residents were on the older side, but with more and more families coming into the area the demographics were trending younger.

- Staff observed that some of the population was low-income, and that there were several trailer parks in Lake Dallas. They said the median income for the City of Lake Dallas wasn't below the national average, and that the poverty level was below the state average.

- Some employees mentioned the gentrification efforts underway in the City. They said many of the poor and minority populations were being pushed out to Lewisville and Corinth. Employees noted there were currently three or four middle class, suburban housing developments in the area.

- Participants mentioned how much development had changed the City of Lake Dallas. They said a 300-unit apartment was proposed to house young urban professionals commuting from surrounding cities. Participants thought many of the older population were against this, because they don't like change and want Lake Dallas to stay small, yet economically prosperous.

- Staff thought the City of Lake Dallas was a generally safe community. They said most of the crimes in the area were burglaries or other property-related crimes.

- Several employees believed the new toll bridge had significantly increased traffic into town and caused more traffic violations, accidents, and civil disputes for the Police to deal with. They also said there were more transient people coming into town which had increased calls and arrests for drug and alcohol-related offenses. Employees believed they were dealing less with locals and more with non-locals.

- Several participants discussed the high quality of the schools in the area. They said the schools were a big draw for families.

g. Political

- Staff recalled that four years ago, Lake Dallas suffered a political implosion which resulted in many terminations, resignations, and early retirements of leadership as well as rank-and-file employees. They said the City had worked hard since 2016 to pick up the pieces and rebuild trust.

- Employees mentioned that due to that significant turnover in 2016 and 2017, most of the current department heads had tenures of three years or less.

- Participants agreed the Mayor was approachable and brought a unique perspective, while council members were inquisitive and have respected the staff to make sound decisions. However, they thought City Council could do a better job of understanding the inner workings of City management, perhaps by participating in orientation or training sessions.

h. Natural Environment

- Employees said the City of Lake Dallas was a lakeside community, although it no longer promoted itself this way. They thought the lake was still a big draw for visitors and residents who have used the lake for recreation.

- Participants reported that Willow Grove Park was on the lake with a long-term lease from the Army Corps. of Engineers. They said this park was well used and had great amenities including fishing, trails, camping, and more. A few participants observed that there had been recent issues with littering at the park that had drawn attention on social media. They believed staff had worked hard to keep all the parks clean, but that they were limited by a lack of resources.

- It was hoped that the City could work out an arrangement with the Army Corps of Engineers to provide additional services at Willow Grove Park. For example, employees felt offering lakeside food services would add to the ambience at the Park.

- Staff mentioned the presence of the highway through the City. They said the highway was extremely convenient but had caused terrible traffic conditions.

- Employees said the climate was very hot and muggy at times. They noted a few issues with extreme weather, and that during rain, the flooding and mud had been a challenge. They said that when flooding occurs, it had taken up to 20 minutes to navigate around the high-water area. Employees mentioned several road maintenance projects on the docket that could help this issue.

- Participants mentioned the City was just a 30-minute drive to Dallas and a 40-minute drive to Fort Worth. They thought the proximity to the Metroplex had advantages and disadvantages, depending on perspective.

Lake Dallas County's Competitors for Labor

- Staff said entities competing with the City of Lake Dallas for labor included the following:

    - Businesses in the Metroplex
    - Corinth
    - Denton City
    - Denton County
    - Frisco
    - Flower Mound
    - Hickory Creek
    - Highland Village
    - Kaufman
    - Lewisville
    - Little Elm
    - Shady Shores
    - University of North Texas
    - University of Texas
    - Water Districts

- Employees believed these organizations were successful, because they could pay more and offered better benefits than a small city. They also said most competing organizations had professional teams and solid finances, so employees didn't need to compromise on support and equipment.

- Some participants noted the additional training and certification opportunities as well as the upward mobility offered by large, successful organizations.

- Staff suggested using online resources like Indeed and LinkedIn to post job opportunities and attract new applicants. They said most applicants currently come by word of mouth, in addition to a few cold calls.

Difficult to Retain, Develop, Motivate, and Recruit Positions

- Employees believed low pay was one of the biggest barriers to recruitment, especially in the Police Department. They said local governments located just 20 minutes away had paid up to $20,000 more per year for certain positions. They believed employees had stayed in Lake Dallas because they love their coworkers and their work.

- A few participants pointed out that the City had lacked job descriptions for many positions which had required more flexibility from employees. They said the work at Lake Dallas was more diverse because there was less specialization in each position due to being a small town and each person wearing many hats.

- Some staff thought finding skilled labor was even more difficult because permit technicians and other similar positions paid so much more in other municipalities within driving distance. They said some employees have used Lake Dallas as a steppingstone to gain experience.

- Employees reported that most staff had been with Lake Dallas for three or fewer years, because most career-track employees leave to make more money elsewhere. They said the loss of tenured employees was significant because when another was hired, they started the training and education process all over again.

- Participants expressed that hiring people and training them properly was a significant investment of time and money. They said the process usually takes several months and once the position was filled, they're in training for four to five months.

- Staff mentioned there had been many changes in the last few years in most director positions. For example, there had been four Animal Services Managers in the last six years.

- Employees said that Public Works had been trying to hire a specific position for more than 18 months. They believed there was a labor shortage preventing them from finding the right candidate. They added that the part-time Library position had been a challenge to fill because few students were studying library sciences.

- Participants observed that the Police Department also struggled to attract and retain competent candidates. They believed a labor shortage could be to blame, but there were also many applicants turned off by the low pay. They said qualified, experienced officers usually pull their applications once they find out the starting pay.

- Staff mentioned how little gratitude they receive from the public for a job well done. For example, Public Works said the job of street maintenance was thankless because people frequently complain about the state of the roads, no matter how recently repaired. They felt residents weren't appreciative of the work they do.

- Employees were glad a compensation study was being done but wondered if the effort was a waste of time for such a small city.

Compensation Plan

- Most participants admitted to not understanding the City's goals, and they felt staff were less motivated by pay and more by camaraderie and serving the public. They thought Lake Dallas should keep pace with the compensation of other local cities to remain competitive.

- Staff expressed that the pay plan was not aligned with goals. They said there were too many steps to get to the top, and that the system was outdated. Staff said it can take up to 20 years to get to the top tier with only a range of $7,000 from bottom to top.

- Some employees believed the step plan, despite having some issues, had improved overall in the last several years. Still, staff said it's used more like a guide, rather than strictly followed. As a result, employees expressed frustration at not having predictability in compensation which prevents them from anticipating their pay for years in the future.

- Participants noted that equity adjustments had taken place from time to time to get employees to the most recent starting pay levels. They said some of the pay issues were the result of employees being given the wrong starting pay and put in the wrong tier from the start. All staff were appreciative of the most recent 4 percent raise.

- Several staff mentioned the need for the Police Department to have their own pay plan, because their hours were so different from civilian employees. They said they work 84 hours in a pay period but were on an 80-hour step pay plan. Staff added that Police don't receive additional pay for education or training, and that no other local Police Departments' pay was structured this way.

- A few employees observed that there was little advancement opportunity in the Library or Parks Department. They thought more opportunities would be motivating.

- Many participants expressed appreciation for the City's vested interest in training and educating its employees.

- Staff mentioned that when financial rewards can't be given, verbal acknowledgment or an award commemorating great performance would be received well. Many staff liked the Police Department's annual awards and thought a similar program would be motivating for non-sworn employees.

Employee Ideas

- Employees thought City Council should support the chain of command and the charter for communications. They said most staff know they don't take direction from the Council but ensuring everyone understands the chain of command would be helpful.

- Several participants noted the need to improve communication between leadership, so information flows accurately and without animosity from the top down. They said the decision-making process at the top should be consistent and transparent. They also wanted relationships between leadership, department heads and rank-and-file employees to be clearly defined.

- Employees suggested that the Mayor's office should have a process in place to ensure the Mayor always had the most up-to-date, accurate information to present to the public. They said that when the Mayor accidentally reports incorrect information, it should be the City Manager that provides the correction.

- Staff emphasized the need to ensure promotions, work distribution, rewards, and more aren't given out of favoritism but as result of honest, hard work. They wanted to make sure there was internal equity.

- Employees suggested that the pay plan should be revamped to have a clear cut, predictable pay schedule. Police staff suggested a separate pay plan for sworn staff.

- Staff noted that many employees have taken on extra jobs to cover living expenses. They suggested looking at other local governments' pay plans to better understand competitive pay. They also thought reducing the steps within bands and making sure the right positions were in the right bands would help.

- Participants mentioned that health benefits could be improved.

- Staff suggested that department heads should commit to conducting annual performance reviews so employees were able to understand what they've done well and how they can improve. They said they would appreciate performance-based raises, even as little as half a percent, because of a good review. Staff said this would help them feel that the City appreciated their hard work.

- Employees welcomed the emphasis on training but would like to take it to the next level by investing in both management and leadership training for department heads and others in leadership and management positions. Staff would like to see more funds for training in the areas of change management, anti-bullying, communication skills, basic software, and public sector best practices.

- A few participants spoke highly of the value of cross-training, job development and career progression. They thought this would be an effective, cost-conscious way to get additional training off the ground. Participants also said employees were often asked to take on more outside their work area, and that cross-training would address the knowledge gaps.

- Some staff mentioned an up-and-coming training cooperative between the City Managers of Corinth, Hickory Creek, Shady Shores and Lake Dallas. They said this group was considering bringing in trainers to share expenses and communally educate employees starting in 2021.

- Employees thought increasing the financial incentive for field employees to work toward certifications would be a good motivator. They believed a tiered incentive maxing out at $100 a month would be effective.

- A few participants said additional pay for other specializations, like being bilingual or working on shifts would be motivating. They also thought revamping overtime and holiday pay would be fair.

- Staff wanted the City to find ways to motivate employees when revenues were low and to be able to do so in a transparent way. They want to feel appreciated and valued, no matter what the economic conditions.

- Employees suggested creating new revenue sources like a Crime Control District in the City to raise funds for the Police Department. They mentioned another option would be a drainage fee for Public Works or Parks. Employees acknowledged how another tax or fee could cause some citizen backlash but thought that the resulting revenue would position staff to serve the public more effectively.

- Participants mentioned a few gaps where additional staff was needed, like an administrative person for Public Works, another Library staffer and more front office help for the Police Department. They said in some cases, positions could be created to be shared by departments, or currently underutilized employees could have an updated job description to account for some of the gaps in service.

- Staff thought the Police Department needed a larger, more up-to-date office space. They said the pink desks, cracked floors, and plastic plants were embarrassing, and that there wasn't enough room for every officer to have their own workspace.

- A few employees believed the Animal Shelter should be reconfigured to move the dog run away from the lobby or invest in sound mitigation. They said that the noise had become such a problem that people have had to go outside to have a conversation.

- Some participants noted the library would benefit from a more durable building that was more resistant to storm damage.

- Several staffers mentioned the need for larger parking lots for the employees, particularly those in the Library and Police Station.

- Employees felt the new employee orientation process could be improved. They said they should develop a new employee handbook and take the time to introduce new employees to all staff.

- A few participants said the City should consider creating alternative work schedules, like working 7:30am to 5:30pm on Monday through Thursday, then taking a half-day on Friday.

- Some staff thought more sidewalks for foot traffic would be beneficial. They said they would like to walk to work, when possible.

- Employees thought that the City should recruit new businesses to develop new land and grow the local economy.

Comparators

Purpose

To determine economically comparable organizations for inclusion in the external market study by comparing economic metrics of City of Lake Dallas to those of similar communities.

Methodology

The goal was to understand how each of the twenty-four (24) identified communities compared with the City of Lake Dallas. The six (6) metrics that were chosen for evaluation were population, unemployment rate, labor force participation rate, median household income, cost of living adjustment, and median housing price. Each metric was assumed to be equally important and were examined individually and in combination.

A statistic was produced for each metric by first taking the absolute value of the difference between the metric for a similar community and the same metric for the City of Lake Dallas, for example, the difference between the population of City of Lake Dallas and the City of Corinth. The difference was then divided by the standard deviation to understand how the difference varied for each similar community in relation to the sample population of the twenty-four (24) communities as a whole.

If any of the metrics had a value in excess of three standard deviations, then the community was considered to not be a good comparator for the City of Lake Dallas – highlighted in **red** below. Comparators highlighted in **green** were perceived by the client as a valid comparator.

From a statistical perspective, Chebyshev's Inequality Theorem indicates that 88.8% of all data values would be within three (3) standard deviations of the mean for a generic distribution. If a normal distribution exists, then values less than three (3) standard deviations account for 99.73% of the population. The choice of comparison is therefore statistically sound and appropriate.

A summary table of these calculations is presented in the following tables. (Sample calculations are also presented.)

Table 2 – Potential Comparators – Texas Cities

Argyle	Aubrey	Azle	Celina
Corinth	Decatur	Denton	Glenn Heights
Heath	Hickory Creek	Highland Village	Kaufman
Kennedale	Krum	Little Elm	Melissa
Northlake	Oak Point	Princeton	Prosper
Richland Hills	Roanoke	Royse City	Sanger

For reference:

Population
Lake Dallas – 7,832
Texas – 27,885,200 United States – 321,368,864

Median Housing Price (MHP)
Lake Dallas - $146,600
Texas - $161,700 United States - $204,900

Median Household Income (MHI)
Lake Dallas - $67,908
Texas - $59,570 United States - $60,293

Cost of Living Adjustment (COLA)
Lake Dallas – 96.6
Texas – 93.1 United States – 100

Unemployment Rate (U Rate)
Lake Dallas – 5%
Texas – 4% United States – 4%

Labor Force Participation Rate (LFP Rate)
Lake Dallas – 72%
Texas – 65% United States – 63%

Table 3 - Economic Data of the Lake Dallas and Potential Comparators

Community	Population	MHP	MHI	COLA	U Rate	LFP Rate
Lake Dallas	7,832	$146,600	$67,908	96.6	5%	72%
Argyle	3,988	$436,700	$146,667	127.1	2%	69%
Aubrey	3,313	$158,000	$68,125	98.4	4%	74%
Azle	12,149	$139,400	$65,295	90.1	4%	63%
Celina	9,354	$298,900	$112,176	115.4	1%	75%
Corinth	21,158	$238,800	$96,670	107.0	4%	72%
Decatur	6,608	$136,800	$55,849	92.1	4%	69%
Denton	**133,661**	$50,730	$56,489	101.5	4%	68%
Glenn Heights	12,581	$155,500	$65,051	96.3	5%	70%
Heath	8,410	$450,200	$155,488	134.9	4%	61%
Hickory Creek	4,442	$255,600	$107,731	110.5	6%	69%
Highland Village	16,342	$351,000	$143,854	122.6	3%	71%
Kaufman	7,107	$87,800	$42,610	88.3	2%	58%
Kennedale	7,998	$192,200	$75,000	100.5	3%	66%
Krum	4,973	$168,200	$80,833	98.8	1%	77%
Little Elm	42,889	$233,700	$95,337	108.8	4%	77%
Melissa	8,492	$279,000	$113,532	114.5	1%	70%
Northlake	2,524	$371,000	$81,289	108.3	3%	80%
Oak Point	3,878	$250,600	$86,162	109.1	1%	67%
Princeton	9,765	$178,900	$63,635	101.8	3%	71%
Prosper	19,103	$436,600	$140,815	131.8	2%	70%
Richland Hills	8,052	$124,300	$61,431	88.7	1%	63%
Roanoke	7,899	$311,700	$88,958	109.0	3%	74%
Royse City	11,746	$171,900	$78,200	104.0	4%	74%
Sanger	8,023	$136,200	$62,606	96.7	3%	72%

Table 4 – Statistics of Potential Comparators

Community	Population	MHP	MHI	COLA	U Rate	LFP Rate
Argyle	0.15	2.59	2.50	2.38	2.12	0.58
Aubrey	0.17	0.10	0.01	0.14	0.71	0.39
Azle	0.17	0.06	0.08	0.51	0.71	1.74
Celina	0.06	1.36	1.40	1.47	2.83	0.58
Corinth	0.51	0.82	0.91	0.81	0.71	0.00
Decatur	0.05	0.09	0.38	0.35	0.71	0.58
Denton	4.84	0.86	0.36	0.38	0.71	0.77
Glenn Heights	0.18	0.08	0.09	0.02	0.00	0.39
Heath	0.02	2.71	2.78	2.99	0.71	2.13
Hickory Creek	0.13	0.97	1.26	1.08	0.71	0.58
Highland Village	0.33	1.82	2.41	2.03	1.42	0.19
Kaufman	0.03	0.52	0.80	0.65	2.12	2.71
Kennedale	0.01	0.41	0.22	0.30	1.42	1.16
Krum	0.11	0.19	0.41	0.17	2.83	0.97
Little Elm	1.35	0.78	0.87	0.95	0.71	0.97
Melissa	0.03	1.18	1.45	1.40	2.83	0.39
Northlake	0.20	2.00	0.42	0.91	1.42	1.55
Oak Point	0.15	0.93	0.58	0.98	2.83	0.97
Princeton	0.07	0.29	0.14	0.41	1.42	0.19
Prosper	0.43	2.59	2.31	2.75	2.12	0.39
Richland Hills	0.01	0.20	0.21	0.62	2.83	1.74
Roanoke	0.00	1.47	0.67	0.97	1.42	0.39
Royse City	0.15	0.23	0.33	0.58	0.71	0.39
Sanger	0.01	0.09	0.17	0.01	1.42	0.00

Sample Calculation

Sample Calculation for City of Cornith

Population Statistic
Maximum Population = 133,661 (Denton)
Minimum Population = 2,524 (Northlake)
City of Lake Dallas Population = 7,832
City of Corinth Population = 21,158

Sample Average = 15,291
Sample Standard Deviation (s) = 25,990

$$Statistic = \frac{|City\ of\ Lake\ Dallas - City\ of\ Corinth|}{s}$$

$$Statistic = \frac{|7{,}832 - 21{,}158|}{25{,}990}$$

$$Statistic = 0.51$$

Benchmark Positions

Benchmark positions are normally chosen to reflect a broad spectrum of class levels. The positions that are selected normally include classes that are most likely to be found in other similar agencies and will therefore provide a sufficient and valid sample for analysis.

Benchmark positions are selected to encompass the entire range of positions from the beginning of the pay ranges to the end and equally interspersed among the pay scale.

In Table 5, the benchmark positions used in the external survey are presented and marked in green. From this list of benchmark positions, all job titles employed by the City of Lake Dallas were examined.

Table 5 - Benchmark Positions

Job Title	Job Title
Accounting Clerk	Equipment Operator II
Administrative Assistant	Finance Director
Animal Control Officer	Kennel Technician
Animal Shelter Manager	Librarian
City Manager	Library Technicians
City Secretary	Municipal Court Clerk
Code Enforcement Officer	Permit Technician
Community Development Coordinator	Police Chief
Court Administrator	Police Lieutenant
Court Clerk	Police Officer
Crew Leader	Police Officer Detective
Deputy City Secretary	Police Sergeant
Development Services Director	Public Works Manager
Director of Library Services	Public Works Superintendent
Equipment Operator I	Record Clerk

Baseline Analysis

Current Salary Schedule

The salary schedule for all employees is presented in Table 6. Salary ranges identified with "+" denote police officers who work 2184 hours yearly. All other employees are on a 2080-hour work schedule. Midpoints for each salary grade have also been calculated for comparison with external market data.

Spread measures the percentage difference between the maximum and minimum salary for a position. It is also an indication of the lateral progression available to an employee within their job title. A narrow spread often leads to wage compression as the maximum salary is quickly achieved. A narrow spread can also lead to low morale and high turnover as economic advancement is limited. The salary schedule from Table 6 has a consistent spread of 98%. It is important that the spread is consistent amongst all employees so that all positions have a relatively equal advancement opportunity.

Table 6 – Current Salary Schedule

Current Grade	Min	Mid	Max
A	$14.65	$21.83	$29.00
B	$16.84	$25.10	$33.35
C	$19.37	$28.86	$38.35
D	$22.28	$33.19	$44.10
E	$24.50	$36.51	$48.52
F	$26.95	$40.16	$53.37
G	$29.65	$44.18	$58.70
H	$32.61	$48.59	$64.57
E+	$23.33	$34.77	$46.21
F+	$25.67	$38.25	$50.83

Ladders define the percentage salary difference between consecutive groups of job titles. Ladders can be used to differentiate employees with different knowledge, skills, and abilities and motivate career advancement. The ladders, that is, the percent difference between consecutive minimums, consecutive midpoints, and consecutive maximums, ranges from 10% to 15%. It is recommended that the ladders be consistent between grades.

Table 7 – Current Spread and Ladders

Current Grade	Spread	Min Ladder	Mid Ladder	Max Ladder
A	98.0%	-	-	-
B	98.0%	14.9%	15.0%	15.0%
C	98.0%	15.0%	15.0%	15.0%
D	97.9%	15.0%	15.0%	15.0%
E	98.0%	10.0%	10.0%	10.0%
F	98.0%	10.0%	10.0%	10.0%
G	98.0%	10.0%	10.0%	10.0%
H	98.0%	10.0%	10.0%	10.0%
E+	98.0%	-	-	-
F+	98.0%	10.0%	10.0%	10.0%

Overall Salary Distribution

The salary distribution for all employees is shown in Figure 1. The label "Percentage of Employees" on the ordinate y-axis reflects the total number of employees.

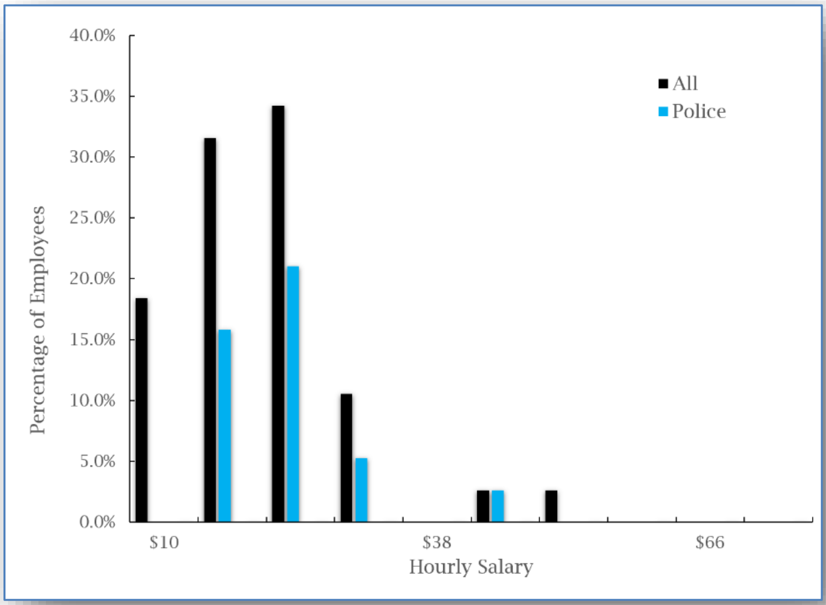


Figure 1 – Salary Distribution

A clear bimodal pattern does not exist which would demonstrate a two-tier compensation structure. It is preferable if there is a clear broad-banded bimodal distribution, that is, two bell curves, demonstrating both separation between supervisory and non-supervisory compensation and career progression within these two groups.

The concentration of employees in the upper end of the salary range in comparison to the lower end is not excessive, meaning that the organization is not top-heavy with respect to compensation.

Distribution Observations

Table 8 examines salaries of all employees with respect to the maximum and minimum of each grade. In Table 9, the distribution of salaries above or below the midpoint of each grade is presented

Table 8 – Employees Near Min/Max

Current Grade	Staff #	# near Min	% near Min	# near Max	% near Max
A	1	1	100%	0	0.0%
B	4	2	50.0%	0	0.0%
C	3	1	33.3%	0	0.0%
D	2	0	0.0%	0	0.0%
E	1	0	0.0%	0	0.0%
F	3	0	0.0%	0	0.0%
G	3	0	0.0%	0	0.0%
H	1	0	0.0%	0	0.0%
E+	12	5	41.7%	0	0.0%
F+	1	0	0.0%	0	0.0%
Sum	**31**	**9**	**29.0%**	**0**	**0.0%**

Table 9 – Employees Near Midpoint

Current Grade	Staff #	Below Mid	Below Mid %	Above Mid	Above Mid %
A	1	1	100%	0	0.0%
B	4	4	100%	0	0.0%
C	3	3	100%	0	0.0%
D	2	2	100%	0	0.0%
E	1	1	100%	0	0.0%
F	3	3	100%	0	0.0%
G	3	3	100%	0	0.0%
H	1	0	0.0%	1	100%
E+	12	12	100%	0	0.0%
F+	1	1	100%	0	0.0%
Sum	**31**	**30**	**96.8%**	**1**	**3.2%**

Observations

- Overall, there is a high concentration (29.0%) of salaries near the minimum.

- In Grade E+ (police officers), a high concentration of employees is near the minimum of the grade. A high concentration of employees at the extremes can lead to or be the cause of systemic employment issues including low morale, retention, etc.

- In Grades A through G and E+, a high concentration of employees is below the midpoint of each respective grade suggesting skewed distribution of salaries. A high concentration of employees below the midpoint can lead to or be the cause of systemic employment issues.

- Overall, there is a high concentration of employees below the midpoint of the grade (96.8%) suggesting, that is, there is an unbalanced distribution of salaries.

- No employees are currently being compensated above the maximum or below the minimum of the current respective grades

Compensable Factor Score from Position Vantage Point

To assist in determining the internal hierarchy of positions in the City, the employees and managers participated in the Position Vantage Point Job Survey. Questions asked in the PVP are divided into four areas: Background, Authority, Skill, and Environment. In these four areas, the following compensable factors were examined:

Education	Complexity
Certifications	Independence
Work Duties	Impact
Work Experience	Physical
Financial Authority	Working Conditions
Supervision	Interaction

Job descriptions were consulted to update both the minimum education level and minimum experience level required for each position. The responses were then evaluated, producing the Compensable Factor Score (CFS) as shown below. For positions, where there was insufficient data from the employee/manager survey, job descriptions were consulted to fill out the survey.

Upon the conclusion of this study, the City will be able to use this customized CFS Scoring system to analyze both new job titles and existing job titles where job duties have changed using the same metrics used to analyze the job titles in the table below. This will allow for all new and updated job titles to be examined fairly while also preserving internal equity at the City.

Table 10 – Compensable Factor Score

Current Grade	Job Title	CFS Score
N/A	City Manager	491.6
F	Development Services Director	312.8
F	Finance Director	312.6
H	Police Chief	312.3
F	Public Works Superintendent	103.7
G	City Secretary	101.5
G	Police Lieutenant	95.6
E	Public Works Manager	74.3

Current Grade	Job Title	CFS Score
F	Director of Library Services	70.5
F	Police Sergeant	60.7
D	Animal Shelter Manager	51.4
E	Police Officer Detective	38.5
C	Crew Leader	36.7
E	Police Officer	35.9
C	Record Clerk	30.0
D	Librarian	29.8
B	Equipment Operator II	25.8
C	Code Enforcement Officer	25.3
C	Accounting Clerk	25.0
B	Permit Technician	19.8
A	Equipment Operator I	19.7
B	Animal Control Officer	19.4
C	Municipal Court Clerk	17.6
C	Court Clerk	17.5
A	Administrative Assistant	17.2
N/A	Library Technician	14.3
N/A	Kennel Technician	4.4

External Market Comparison

A summary of the findings of the external market analysis is presented in Table 11 through Table 15. In Table 16 the external market findings for all job titles is presented, sorted alphabetically. The minimum, midpoint, and maximum hourly salary for each job title is presented first. The various market quantiles are then presented. Lastly the Compa-Ratio, the ratio of the grade's midpoint divided by the 50th percentile from the external market, which measures the extent of the deviation of the current salary range in comparison to the market median, is presented. Compensation of individual employees is considered separately.

Table 11 – Full-Time Positions Substantially Below Market (% Diff< -10%)

City Manager	Kennel Technician
Deputy City Secretary	Library Assistant
Development Services Director	Police Chief
Finance Director	

Table 12 – Full-Time Positions Below Market (-10% < % Diff < -5%)

None	

Table 13 – Full-Time Positions Near Market (-5% < % Diff < +5%)

Animal Shelter Manager	Police Lieutenant
Crew Leader	Public Works Manager
Equipment Operator II	Public Works Superintendent

Table 14 – Full-Time Positions Above Market (+5% < % Diff < +10%)

City Secretary	Equipment Operator I
Court Administrator	

Table 15 – Full-Time Positions Substantially Above Market (% Diff > +10%)

Accounting Clerk	Librarian
Administrative Assistant	Municipal Court Clerk
Animal Control Officer	Permit Technician
Code Enforcement Officer	Police Officer
Community Development Coordinator	Police Officer Detective
Court Clerk	Police Sergeant
Director of Library Services	Record Clerk

Table 16 – External Market Comparison

	Accounting Clerk	Admin. Assistant	Animal Control Officer	Animal Shelter Manager	City Manager
Current Scale					
Grade	C	A	B	D	
Minimum	$19.37	$14.65	$16.84	$22.28	
Midpoint	$28.86	$21.83	$25.10	$33.19	$53.94
Maximum	$38.35	$29.00	$33.35	$44.10	
Market Percentiles					
20%	$19.97	$16.77	$17.34	$26.77	$60.10
25%	$20.64	$17.11	$17.37	$27.56	$62.00
30%	$20.90	$18.30	$18.04	$28.75	$64.66
35%	$21.52	$18.60	$18.30	$30.30	$71.00
40%	$22.56	$19.47	$18.92	$31.42	$71.97
45%	$22.89	$19.55	$19.87	$32.37	$73.88
50%	$23.39	$19.62	$20.64	$32.82	$74.52
55%	$23.39	$19.82	$20.64	$33.25	$77.88
60%	$23.58	$20.64	$20.75	$33.85	$77.88
65%	$24.96	$21.20	$20.84	$35.25	$94.20
70%	$25.71	$22.02	$23.42	$38.76	$96.15
75%	$27.00	$22.85	$24.17	$41.30	$97.93
80%	$27.34	$24.46	$24.86	$42.67	$97.93
Average	$23.43	$20.44	$20.87	$34.29	$80.19
Compa-Ratio	+23.4%	+11.2%	+21.6%	+1.1%	-27.6%

	City Secretary	Code Enforce. Officer	Comm. Dev. Coordinator	Court Admin.	Court Clerk
Current Scale					
Grade	G	C	E	D	C
Minimum	$29.65	$19.37	$24.50	$22.28	$19.37
Midpoint	$44.18	$28.86	$36.51	$33.19	$28.86
Maximum	$58.70	$38.35	$48.52	$44.10	$38.35
Market Percentiles					
20%	$33.39	$19.74	$20.84	$22.62	$16.00
25%	$34.57	$20.05	$22.56	$26.11	$16.00
30%	$35.66	$20.64	$24.30	$26.58	$16.18
35%	$37.01	$20.88	$24.79	$27.24	$18.29
40%	$38.29	$21.58	$25.37	$27.39	$18.51
45%	$40.41	$22.87	$26.69	$30.52	$18.72
50%	$41.06	$23.56	$28.90	$31.36	$19.14
55%	$43.06	$24.01	$29.62	$32.96	$19.83
60%	$44.20	$24.92	$33.72	$33.52	$19.83
65%	$45.69	$25.48	$36.46	$33.75	$20.11
70%	$46.38	$26.56	$43.38	$34.84	$20.86
75%	$47.70	$27.35	$44.58	$36.34	$21.84
80%	$48.35	$27.65	$45.07	$37.90	$21.89
Average	$42.05	$23.65	$32.99	$31.04	$19.12
Compa-Ratio	+7.6%	+22.5%	+26.3%	+5.8%	+50.8%

	Crew Leader	Deputy City Secretary	Dev. Services Director	Director of Library Services	Equipment Operator I
Current Scale					
Grade	C	C	F	F	A
Minimum	$19.37	$19.37	$26.95	$26.95	$14.65
Midpoint	$28.86	$28.86	$40.16	$40.16	$21.83
Maximum	$38.35	$38.35	$53.37	$53.37	$29.00
Market Percentiles					
20%	$23.48	$28.77	$42.99	$30.89	$16.76
25%	$24.32	$29.46	$43.27	$31.64	$17.47
30%	$25.34	$30.17	$48.86	$32.86	$18.97
35%	$26.13	$30.59	$53.40	$33.33	$19.47
40%	$26.88	$32.55	$53.52	$35.38	$19.88
45%	$27.86	$33.85	$53.75	$35.89	$19.97
50%	$28.53	$33.92	$54.65	$35.89	$20.54
55%	$29.28	$34.37	$56.00	$35.95	$21.31
60%	$30.37	$35.04	$60.96	$36.35	$22.11
65%	$31.32	$36.02	$65.96	$37.55	$22.61
70%	$32.82	$37.83	$66.41	$38.36	$22.84
75%	$33.91	$38.78	$68.15	$38.52	$23.02
80%	$34.95	$39.54	$68.15	$40.66	$24.00
Average	$29.30	$34.72	$55.70	$36.17	$20.80
Compa-Ratio	+1.2%	-14.9%	-26.5%	+11.9%	+6.2%

	Equipment Operator II	Finance Director	Kennel Technician	Librarian	Library Technician
Current Scale					
Grade	B	F		D	
Minimum	$16.84	$26.95	$10.40	$22.28	
Midpoint	$25.10	$40.16	$10.81	$33.19	$11.44
Maximum	$33.35	$53.37	$11.22	$44.10	
Market Percentiles					
20%	$20.08	$43.27	$11.84	$23.17	$14.28
25%	$20.66	$46.06	$12.00	$23.17	$14.28
30%	$21.48	$46.24	$12.00	$23.38	$14.68
35%	$22.07	$48.10	$12.00	$23.43	$15.01
40%	$22.75	$48.61	$12.20	$24.00	$15.26
45%	$23.45	$53.73	$12.56	$25.24	$16.24
50%	$24.03	$55.06	$13.08	$25.91	$17.21
55%	$24.66	$56.41	$13.97	$27.82	$17.48
60%	$25.27	$64.24	$14.73	$28.00	$17.80
65%	$25.93	$66.23	$15.38	$28.81	$18.05
70%	$27.38	$67.06	$15.92	$29.45	$18.30
75%	$28.24	$69.23	$16.57	$29.80	$18.76
80%	$29.15	$72.12	$17.31	$30.36	$20.12
Average	$24.67	$57.29	$14.25	$27.07	$16.89
Compa-Ratio	+4.4%	-27.1%	-17.4%	+28.1%	-33.5%

	Municipal Court Clerk	Permit Technician	Police Chief	Police Lieutenant	Police Officer
Current Scale					
Grade	C	B	H	G	E+
Minimum	$19.37	$16.84	$32.61	$29.65	$23.33
Midpoint	$28.86	$25.10	$48.59	$44.18	$34.77
Maximum	$38.35	$33.35	$64.57	$58.70	$46.21
Market Percentiles					
20%	$16.59	$17.08	$45.79	$32.40	$25.72
25%	$16.87	$17.30	$48.56	$35.73	$25.80
30%	$17.34	$18.55	$48.73	$38.00	$26.48
35%	$18.42	$19.07	$49.95	$40.17	$27.08
40%	$18.51	$19.52	$51.93	$42.30	$27.39
45%	$18.59	$19.82	$55.64	$43.52	$28.17
50%	$18.98	$20.19	$57.69	$44.18	$28.60
55%	$19.48	$20.36	$58.75	$45.49	$28.85
60%	$19.86	$21.35	$61.54	$47.43	$29.55
65%	$20.31	$22.08	$63.74	$47.71	$30.19
70%	$21.43	$22.80	$64.99	$49.90	$31.04
75%	$21.81	$23.07	$67.31	$51.90	$31.59
80%	$22.08	$24.22	$69.23	$54.12	$32.50
Average	$19.35	$20.51	$57.67	$44.37	$29.12
Compa-Ratio	+52.0%	+24.3%	-15.8%	0.0%	+21.6%

	Police Officer Detective	Police Sergeant	Public Works Manager	Public Works Supt.	Record Clerk
Current Scale					
Grade	E+	F+	E	F	C
Minimum	$23.33	$25.67	$24.50	$26.95	$19.37
Midpoint	$34.77	$38.25	$36.51	$40.16	$28.86
Maximum	$46.21	$50.83	$48.52	$53.37	$38.35
Market Percentiles					
20%	$23.95	$31.19	$28.76	$33.95	$20.77
25%	$24.82	$31.90	$30.98	$35.85	$20.96
30%	$25.87	$32.40	$34.23	$38.58	$21.37
35%	$26.69	$32.45	$34.67	$39.40	$22.08
40%	$27.45	$32.45	$34.95	$40.16	$23.69
45%	$28.47	$32.90	$36.06	$40.94	$24.70
50%	$29.15	$34.30	$37.18	$40.96	$25.22
55%	$29.92	$35.30	$40.47	$41.58	$25.99
60%	$31.08	$35.79	$41.32	$43.23	$28.14
65%	$32.06	$36.20	$42.85	$45.44	$28.82
70%	$33.57	$37.49	$46.25	$48.42	$30.03
75%	$34.69	$38.25	$47.55	$53.55	$31.25
80%	$35.75	$38.90	$48.17	$57.60	$32.39
Average	$29.94	$34.98	$39.00	$44.69	$26.39
Compa-Ratio	+19.3%	+11.5%	-1.8%	-2.0%	+14.4%

Example – Animal Shelter Manager

The calculations below are relative to the job title, not any current or future employee in the position. For instance, the length of service with the City at this juncture has not been taken into account.

Under the existing classification system, the Animal Shelter Manager job title is classified as a Grade D. The corresponding minimum salary is $22.28 per hour and maximum salary is $44.10 per hour. The midpoint of the range, halfway between the minimum and maximum, is $33.19 per hour.

In a survey that had 10 respondents, for example, at the 20th percentile 8 respondents paid more than the value indicated and 2 paid less. For the Animal Shelter Manager job title this amount is $26.77.

In this study, the market level used for comparison is the 50th percentile. For the Animal Shelter Manager job title, the 50th percentile of the external market was found to be $32.82 per hour. In comparing the existing classification system to the market, the 50th percentile is measured against the midpoint of $33.19 per hour. The Compa-Ratio, measuring the distance between the 50th percentile and the midpoint, is found to be +1.1% in the calculation below. In other words, the Animal Shelter Manager job title is currently compensated 1.1% above the 50th percentile of the market.

$$Compa - Ratio = 1 - \frac{Midpoint}{50th\ Percentile}$$

$$Compa - Ratio = 1 - \frac{\$33.19}{\$32.82}$$

$$Compa - Ratio = +1.1\%$$

Proposed Salary Schedules

Police Officer

A recommended salary scale for Police Officers is shown in Table 17. The spread between the minimum and maximum salary was initially set to 60% (common value for all employees), an industry standard value, to allow for growth opportunities. For Officers, in particular, the minimum was subsequently set to be the current minimum salary, thus reducing the spread to 45%.

For Police Officers, a 7-milestone level plan is proposed where increases are given based upon budgetary considerations and satisfactory employee performance.

Table 17 – Proposed Salary Schedule – Police Officer

Milestone Level	Officer (OFC)	Sergeant (SGT)	Lieutenant (LT)
1	$23.33	$26.21	$31.81
2	$25.07	$28.84	$34.99
3	$26.81	$31.46	$38.17
4	$28.55	$34.08	$41.35
5	$30.28	$36.70	$44.53
6	$32.02	$39.32	$47.71
7	$33.76	$41.94	$50.89

General Employees

A recommended salary scale for General Employees is shown in Table 18. The spread was also set to 60%. The number of pay grades was set to 25 to accommodate the range of CFS Scores. The Ladders, i.e., the distance between grades, was set to be 7.5%. Larger Ladders were included to increase the incentive for employees to seek positions of greater responsibility and to make it financially beneficial. The recommended salary scale incorporates 7 milestone levels where increases are given based upon budgetary considerations and satisfactory employee performance. In the future, it is possible to convert the salary schedule to a min/max range plan to allow for greater financial flexibility.

Table 18 – Proposed Salary Schedule – General Employees

Grade	Level 1 (Min)	Level 2	Level 3	Level 4 (Mid)	Level 5	Level 6	Level 7 (Max)
LD01	$10.00	$11.00	$12.00	$13.00	$14.00	$15.00	$16.00
LD02	$10.75	$11.83	$12.90	$13.98	$15.05	$16.13	$17.20
LD03	$11.56	$12.71	$13.87	$15.02	$16.18	$17.33	$18.49
LD04	$12.42	$13.67	$14.91	$16.15	$17.39	$18.63	$19.88
LD05	$13.35	$14.69	$16.03	$17.36	$18.70	$20.03	$21.37
LD06	$14.36	$15.79	$17.23	$18.66	$20.10	$21.53	$22.97
LD07	$15.43	$16.98	$18.52	$20.06	$21.61	$23.15	$24.69
LD08	$16.59	$18.25	$19.91	$21.57	$23.23	$24.89	$26.54
LD09	$17.83	$19.62	$21.40	$23.19	$24.97	$26.75	$28.54
LD10	$19.17	$21.09	$23.01	$24.92	$26.84	$28.76	$30.68
LD11	$20.61	$22.67	$24.73	$26.79	$28.85	$30.92	$32.98
LD12	$22.16	$24.37	$26.59	$28.80	$31.02	$33.23	$35.45
LD13	$23.82	$26.20	$28.58	$30.96	$33.34	$35.73	$38.11
LD14	$25.60	$28.16	$30.72	$33.29	$35.85	$38.41	$40.97
LD15	$27.52	$30.28	$33.03	$35.78	$38.53	$41.29	$44.04
LD16	$29.59	$32.55	$35.51	$38.47	$41.42	$44.38	$47.34
LD17	$31.81	$34.99	$38.17	$41.35	$44.53	$47.71	$50.89
LD18	$34.19	$37.61	$41.03	$44.45	$47.87	$51.29	$54.71
LD19	$36.76	$40.43	$44.11	$47.79	$51.46	$55.14	$58.81
LD20	$39.51	$43.47	$47.42	$51.37	$55.32	$59.27	$63.22
LD21	$42.48	$46.73	$50.97	$55.22	$59.47	$63.72	$67.97
LD22	$45.66	$50.23	$54.80	$59.36	$63.93	$68.50	$73.06
LD23	$49.09	$54.00	$58.91	$63.82	$68.72	$73.63	$78.54
LD24	$52.77	$58.05	$63.33	$68.60	$73.88	$79.16	$84.43
LD25	$56.73	$62.40	$68.07	$73.75	$79.42	$85.09	$90.77

CFS Scoring by Grade

In Table 19, the correlation between CFS score and grade is presented. From this table, all positions have been placed.

Table 19 – Proposed Salary Schedule – CFS Range

Grade	Min	Max
LD01	0.0	11.3
LD02	11.3	12.2
LD03	12.2	13.3
LD04	13.3	14.6
LD05	14.6	16.1
LD06	16.1	17.9
LD07	17.9	20.1
LD08	20.1	22.7
LD09	22.7	25.9
LD10	25.9	29.8
LD11	29.9	34.8
LD12 OFC	34.8	41.0
LD13	41.0	48.9
LD14	48.9	59.1
LD15 SGT	59.1	72.4
16	72.4	90.2
LD17 LT	90.2	130.7
LD18	130.7	180.8
LD19	180.8	221.9
LD20	221.9	266.0
LD21	266.0	313.5
LD22	313.5	364.5
LD23	364.5	419.3
LD24	419.3	478.2
LD25	478.3	541.6

Proposed Internal Equity

In Table 20, the resulting proposed internal equity for the City is presented for all employees.

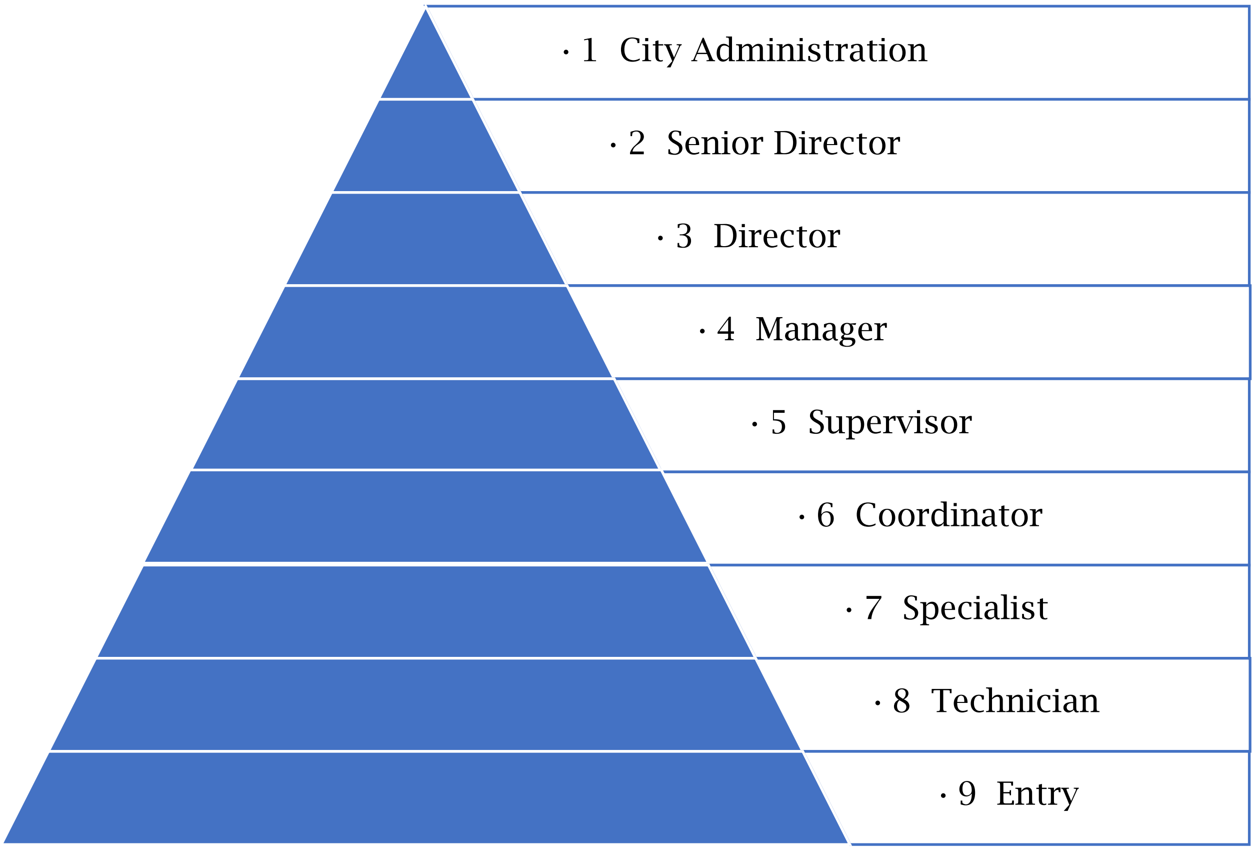
Table 20 – Proposed Internal Equity

Grade	Title
LD01	Kennel Technician
LD02	-
LD03	-
LD04	Library Assistant
LD05	-
LD06	Administrative Assistant Court Clerk Municipal Court Clerk
LD07	Animal Control Officer Equipment Operator I Permit Technician
LD08	-
LD09	Accounting Clerk Code Enforcement Officer Equipment Operator II
LD10	Librarian
LD11	Record Clerk
LD12 OFC	Community Development Coordinator Crew Leader Police Officer Police Officer Detective
LD13	-
LD14	Animal Shelter Manager Court Administrator Deputy City Secretary
LD15 SGT	Director of Library Services Police Sergeant
16	Public Works Manager

Grade	Title
LD17 LT	City Secretary Police Lieutenant Public Works Superintendent
LD18	-
LD19	-
LD20	-
LD21	Development Services Director Finance Director Police Chief
LD22	-
LD23	-
LD24	-
LD25	City Manager

Recommended Reclassifications

Career Progression Levels



The classification hierarchy can be implemented within each department to standardize career progression and allow employees to see how they fit in the organization as a whole. Placement on the career development chart is not in direct correlation to pay. For some departments, like emergency services, a more industry specific generally accepted hierarchy of positions may be appropriate.

Level	Category	Description
1	City Administration	Oversees all day-to-day operations within the organization.
2	Senior Director	Communicates at high levels and assists with development of a long-term strategic vision for the City.
3	Director	Oversees activities and operations for a department.
4	Manager	Manages activities and operations for a program.
5	Supervisor	Monitors, evaluates, and resolves complex internal policies with a short-term tactical approach.
6	Coordinator	Facilitates planning and implements projects for the City.
7	Specialist	Utilizes knowledge and experience in the application of a field to handle complex tasks.
8	Technician	Applies learned skills in day-to-day tasks.
9	Entry	Supports the services offered by the City.

For clarification the following provides more specific definitions of titles:

- Attendant / Aide – This position involves field specific task-oriented work.
- Assistant – This is a support position which relates to office, accounting and finance.
- Lead – This person leads by example. He or she organizes, assigns, makes decisions, and recognizes capabilities of staff in their charge.

While the City can guide employees in their professional growth, factors such as economic circumstances, organizational priorities, and community demands will also impact their career path. As a general trend, employees are taking a more pro-active approach to their own career development and will value an employer who allows for learning and training opportunities as opposed to one that does not.

Table 21 – Recommended Reclassification

Classification	Current Title	Title Change
Level 9	Kennel Technician	Kennel Assistant
Level 6	Animal Shelter Manager	Animal Shelter Administrator
Level 4	Community Development Coordinator	Community Development Manager

Recommended Salary Adjustments

Market

A regression analysis of the CFS Score and the salary survey results indicate that market median salary for all positions is predicted very well by the CFS Score. The coefficient of determination is **96%**, in other words, the knowledge, skills, and abilities identified in the employee/manager Position Vantage Point job description survey correlate extremely well with the external markets' valuation of the job positions at Lake Dallas.

In Table 22, salary recommendation for all general employees based on the external market findings is presented. Police Officer, Police Lieutenants, and Police Sergeants salaries are found in Table 23.

Table 22 –Market Salary Adjustments – General Employees

Name	Title	Current Grade	Current Rate	New Grade	New Rate
Bigham	Animal Control Officer	B	$17.60	LD07-3	$18.52
Uber	Animal Shelter Manager	D	$24.03	LD14-1	$25.60
Cabrales	City Manager		$53.94	LD25-4	$73.75
Delcambre	City Secretary	G	$37.21	LD17-3	$38.17
Rusnak	Code Enforcement Officer	C	$19.37	LD09-2	$19.62
Bentley	Community Development Coordinator	E	$26.44	LD12-3	$26.59
Fernandez	Court Administrator	D	$25.50	LD14-1	$25.60
Miller	Crew Leader	C	$20.85	LD12-1	$22.16
McAdams	Director of Library Services	F	$28.57	LD15-2	$30.28
Koebrick	Equipment Operator I	A	$14.94	LD07-1	$15.43
Guerrero	Equipment Operator II	B	$18.13	LD09-2	$19.62
Jacobs	Equipment Operator II	B	$17.18	LD09-1	$17.83
Sanchez	Finance Director	F	$32.67	LD21-1	$42.48
Gonzales	Kennel Technician	-	$11.44	LD01-4	$13.00
Harden	Kennel Technician	-	$11.44	LD01-4	$13.00
Foote	Library Assistant	-	$10.40	LD04-3	$14.91
January	Library Assistant	-	$10.40	LD04-3	$14.91

Name	Title	Current Grade	Current Rate	New Grade	New Rate
Marino	Library Assistant	-	$10.99	LD04-4	$16.15
Shambley	Library Assistant	-	$11.22	LD04-4	$16.15
Cowling	Permit Technician	B	$18.21	LD07-3	$18.52
Carolla	Police Chief	H	$50.25	LD21-5	$59.47
Cline	Public Works Superintendent	F	$29.33	LD17-1	$31.81
Beaty	Record Clerk	C	$22.87	LD11-3	$24.73

Table 23 –Market Salary Adjustments – Police Officer

Name	Title	Current Grade	Current Rate	New Grade	New Rate
Chiat	Police Officer	E+	$23.34	PO-2	$25.07
Cole	Police Officer	E+	$23.34	PO-2	$25.07
Deville	Police Officer	E+	$23.61	PO-2	$25.07
Grant	Police Officer	E+	$29.39	PO-5	$30.28
Horrilleno	Police Officer	E+	$24.79	PO-2	$25.07
LaBeau	Police Officer	E+	$24.79	PO-2	$25.07
Nelson	Police Officer	E+	$24.79	PO-2	$25.07
Oliver	Police Officer	E+	$24.75	PO-2	$25.07
Renes	Police Officer	E+	$23.61	PO-2	$25.07
Taylor	Police Officer	E+	$23.61	PO-2	$25.07
Hall	Police Officer Detective	E+	$27.57	PO-4	$28.55
Noseff	Police Officer Detective	E+	$27.33	PO-4	$28.55
Sawyer	Police Lieutenant	G	$36.46	LT-3	$38.17
Stone	Police Lieutenant	G	$34.73	LT-2	$34.99
Farrell	Police Sergeant	F+	$29.30	LD11-3	$24.73

Tenure

An examination of the tenure each employee has with the City was also conducted. An employee's years of service in their current position, using July 1, 2020 as the reference date, was compared against Table 24 to understand if the market adjustments described above was sufficient to properly account for tenure. In Table 25, the employees where an additional adjustment for tenure is identified. These adjustments should be considered as a one-time event and not indicative of any future salary adjustment based on service time.

Table 24 –Service Adjustment

Min (yrs)	Max (yrs)	Level
0	1.99	1
2.00	3.99	2
4.00	5.99	3
6.00	7.99	4
8.00	9.99	5
10.00	11.99	6
12.00	14.00	7

Table 25 –Tenure Salary Adjustments

Name	Title	Service (yrs)	Market Grade	New Grade	New Rate
Miller	Crew Leader	2.75	LD12-1	LD12-2	$24.37
Jacobs	Equipment Operator II	2.11	LD09-1	LD09-2	$19.62
Grant	Police Officer	13.57	PO-5	PO-7	$33.76
LaBeau	Police Officer	5.22	PO-2	PO-3	$26.81
Nelson	Police Officer	4.03	PO-2	PO-3	$26.81
Noseff	Police Officer Detective	10.39	PO-4	PO-6	$32.02
Beaty	Record Clerk	7.40	LD11-3	LD11-4	$28.85

AGENDA ITEM 8

CITY COUNCIL
AGENDA MEMO

Prepared By: Michele Sanchez, Finance Director **July 23, 2020**

Budget Workshop

DESCRIPTION:

Receive a report and hold a discussion regarding the Fiscal Year (FY) 2019-20 Expenditures and Year End Projections and the Proposed Expenditures for FY 2020-21.

BACKGROUND INFORMATION:

The purpose of this item is to provide the City Council with revenue trending for fiscal year (FY) 2019-20, and proposed revenues for fiscal year (FY) 2020-21.

Section 7.02 of the City Charter requires the City Manager to submit the proposed budget to the City Council and the City Secretary on or before the fifth day of August, unless the City Council has granted an extension. Below is the proposed calendar of dates that staff is planning to hold budget workshops, public hearings and adoption of the budget.

July 23	Budget Workshop (Proposed Budget)
August 13	Budget Workshop (Proposed Budget)
August 13	Public Hearing on Tax Rate
August 13	Public Hearing on Budget
August 20	**Adoption of Tax Rate and Budget (Special Called Meeting)**
August 24	Last Possible Day to adopt tax rate that would exceed Voter Approval Rate, but does not exceed De Minimis Rate

FINANCIAL CONSIDERATION:

FY 2019-20 Proposed Budget will contain the projected revenues for the City.

RECOMMENDED MOTIONS:

None, discussion only

ATTACHMENT(S):

None