

Work Session Room at City Hall
Monday, January 8, 2024
6 p.m.



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

GARLAND

CITY OF GARLAND WORK SESSION OF THE CITY COUNCIL

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

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

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

PUBLIC COMMENTS ON WORK SESSION ITEMS

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

CONSIDER THE CONSENT AGENDA

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

WRITTEN BRIEFINGS

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

1. Regulatory Compliance

Written staff presentation regarding adoption of a Paid Quarantine Leave Policy as proposed. Unless otherwise directed by Council, this item will be scheduled for formal consideration at the January 9, 2024 Regular meeting.

2. Amending the Garland Development Code and Code or Ordinances to Comply with Recent Changes to State Law.

Consider an ordinance amending Chapters 2 and 6 of the Garland Development Code and Chapters 10, 22, and 26 of the Code of Ordinances. Unless otherwise directed by Council, this item will be scheduled for formal consideration at the January 9, 2024 Regular meeting.

3. Police Staffing Realignment

Written staff presentation regarding approval of the revised 23-24 Civil Service Classifications & Compensation Ordinance, reducing sworn Police Officer positions from 305 to 303. Unless otherwise directed by Council, this item will be scheduled for formal consideration at the January 9, 2024 Regular meeting.

4. Optional Redemption of Tax Notes

Council is requested to consider exercising the optional redemption of Tax Notes, Series 2023.

VERBAL BRIEFINGS

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

5. Charter Review Committee Report

City Staff and Charter Review Committee Chairperson, Scott Roberts, will review items discussed at Charter Review Committee Meetings and provide suggested changes for City Council to discuss.

6. Preview and Presentation of the 2024 Proposed Capital Improvement Program

The City Manager will present the 2024 Proposed Capital Improvement Program to the City Council, followed by a staff presentation about the 2024 Proposed Capital Improvement Program.

CONSIDER APPOINTMENTS TO BOARDS AND COMMISSIONS

Terms are usually staggered whereby at least half of the membership has previous experience. Members are appointed based on qualifications.

7. Council Member Carissa Dutton

- Larry Dunn - Senior Citizens Advisory Committee

ANNOUNCE FUTURE AGENDA ITEMS

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

EXECUTIVE SESSION

Council will adjourn into executive session pursuant to the following sections of the Texas Government Code, Sections:

The City Council will adjourn into executive session pursuant to Sections 551.071 and 551.074 of the Texas Government Code to deliberate or discuss:

1. Attorney/client matters concerning privileged and unprivileged client information related to the emergency management plan and reasonable accommodations (551.071);
2. Personnel matters related to the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of public employees (551.074); and attorney/client matters concerning privileged and unprivileged client information related to the same (551.071).

ADJOURN

All Work Sessions of the Garland City Council are broadcast live on CGTV, Time Warner Cable Channel 16 and Frontier FIOS TV 44. Meetings are rebroadcast at 9 a.m. and 7 p.m. Tuesdays - Sundays. Live streaming and on-demand videos of the meetings are also available online at GarlandTX.tv. Copies of the meetings can be

purchased through the City Secretary's Office (audio CDs are \$1 each and DVDs are \$3 each).

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

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



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



GARLAND
CITY COUNCIL STAFF REPORT

2024 City Council Work Session

1.

Meeting Date: 01/08/2024

Paid Quarantine Leave Policy

Submitted By: Kristen Smith, Managing Director

Strategic Focus Area: Sound Governance and Finances

Issue/Summary

At the height of the COVID-19 pandemic, several regulatory provisions were instituted to protect first responders who had a heightened exposure level to the virus. In addition, the city implemented protocol for salary and benefit continuation for employees with a known or suspected workplace exposure or illness. In recent months, many of the regulatory guidelines have expired, including presumptive illness, which provided benefits for firefighters and peace officers who could correlate a COVID-19 illness with their work.

One guideline remains, Paid Quarantine Leave, which requires adoption by the city's governing body.

Pursuant to Texas Local Government Code Section 180.008, the proposed Paid Quarantine Leave Policy provides salary and benefit continuation for detention officers, emergency medical technicians, firefighters, or peace officers who are ordered to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty.

Background

While the Paid Quarantine Leave Policy is a revised regulatory guideline, it is already in close alignment with the city's current practice. The city has administratively provided salary and benefit continuation for the named employee groups related to COVID-19 since 2020. The proposed policy simply extends these options to additional personnel and addresses all communicable diseases requiring mandatory quarantine. No monetary impact is expected.

Consideration / Recommendation

At this time, City Council is asked to adopt the Paid Quarantine Leave Policy as proposed. Staff will continue to monitor regulatory changes in this area and provide updates as necessary.

An item for formal consideration will be included on the January 9, 2024, Regular Session agenda.

Attachments

Paid Quarantine Leave



City Council Work Session Agenda

Meeting Date: Monday, January 8, 2024

Item Title: Paid Quarantine Leave Policy

Submitted By: Kristen Smith, Managing Director

BACKGROUND

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IMPACT

While the Paid Quarantine Leave Policy is a revised regulatory guideline, it is already in close alignment with the city's current practice. The city has administratively provided salary and benefit continuation for the named employee groups related to COVID-19 since 2020. The proposed policy simply extends these options to additional personnel and addresses all communicable diseases requiring mandatory quarantine. No monetary impact is expected.

RECOMMENDATION

At this time, City Council is asked to adopt the Paid Quarantine Leave Policy as proposed. Staff will continue to monitor regulatory changes in this area and provide updates as necessary.

An item for formal consideration will be included on the January 9, 2024, Regular Session agenda.

Attachment A

Proposed Paid Quarantine Leave Policy



Policy: **Paid Quarantine Leave Policy**

Issue Date: **1/9/2024**

Revision Date:

Policy Purpose

For certain highly contagious and dangerous communicable diseases, the local health authority may order quarantine to prevent further spread of the disease.

Pursuant to Texas Local Government Code Section 180.008, the City of Garland hereby adopts this paid quarantine leave policy for detention officers, emergency medical technicians, firefighters, or peace officers who are employed by, appointed by, or elected to the city and ordered to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty.

Applicability

This policy applies to all detention officers, emergency medical technicians, firefighters, and peace officers as defined by this Policy.

Paid leave and benefits provided by this policy are only available to detention officers, emergency medical technicians, firefighters, and peace officers who are ordered to quarantine or isolate for the period required by the local health authority or a supervisor working in accordance with the local health authority's guidance, due to a possible or known exposure to a communicable disease while on duty.

General Administration

Quarantine Leave

A City of Garland detention officer, emergency medical technician, firefighter, or peace officer who is ordered to quarantine or isolate by the person's supervisor or the city's [or county's if no city authority] health authority due to a possible or known exposure to a communicable disease while on duty is entitled to receive paid quarantine leave for the duration of the leave. (Ref. Texas Local Gov't Code 180.008(c).)

No Reduction in Compensation and Benefits

The City of Garland will not reduce a detention officer's, emergency medical technician's, firefighter's, or peace officer's sick leave balance, vacation leave balance, holiday leave balance, or other paid leave balance in connection with paid quarantine leave taken in accordance with this policy. Employees may also be eligible for reimbursement of expenses incurred due to quarantine, such as lodging, medical, and transportation.

Definitions

(1) Detention Officer means an individual appointed or employed by the City of Garland and whose job responsibilities include the care and custody of individuals incarcerated in the municipal jail.

(2) Emergency Medical Technician means an individual who is employed by the city and certified as an emergency medical technician under Chapter 773, Health and Safety Code.

(3) Firefighter means a paid employee of the city's fire department who: (a) holds a position that requires substantial knowledge of firefighting; (b) has met the requirements for certification by the Texas Commission on Fire Protection under Chapter 419, Government Code; and (c) performs at least one of the following functions: (i) fire suppression; (ii) fire prevention; (iii) fire training; (iv) fire safety education; (v) fire maintenance; (vi) fire communications; (vii) fire medical emergency technology; (viii) fire photography; (ix) fire administration; or (x) fire arson investigation.

(4) Health Authority means a physician appointed by the city or county to administer state and local laws relating to public health within the city's jurisdiction.

(5) Paid Quarantine Leave means: (1) all employment benefits and compensation, including leave accrual, pension benefits, and health benefit plan benefits provided by the city; and (2) if applicable, reimbursement for reasonable costs related to the quarantine, including lodging, medical, and transportation costs.

(6) Peace Officer means police officers and marshals licensed by the Texas Commission on Law Enforcement and employed by the city. (Ref. Texas Local Gov't Code 180.008(a); 143.003(4)(A); Tex. Health & Safety Code 121.021; Tex. Code Crim. Pro. Art. 2.12.)



GARLAND
CITY COUNCIL STAFF REPORT

2024 City Council Work Session

2.

Meeting Date: 01/08/2024

Amending the Garland Development Code and Code of Ordinances to Comply with Recent Changes to State Law.

Submitted By: Brian England, City Attorney

Issue/Summary

The Council is requested to consider amending the GDC and Code of Ordinances to comply with recent legislative changes to state law.

Background

During the 2023 legislative session, the state legislature made certain amendments to state law that require the City to amend its GDC and Code of Ordinances.

Consideration / Recommendation

Consider amendments to the GDC and Code of Ordinances that are attached hereto.

Attachments

Amending Ord

ORDINANCE NO. _____

AN ORDINANCE AMENDING SECTION 2.52, "SPECIAL STANDARDS FOR CERTAIN USES," OF DIVISION 2, "LAND MATRIX," OF ARTICLE 5, "LAND USE MATRIX," OF CHAPTER 2, "ZONING REGULATIONS," AND SECTION 6.03, "DEFINITIONS," OF CHAPTER 6, "DEFINITIONS," OF THE GARLAND DEVELOPMENT CODE; AND SECTION 10.03, "RULES OF CONSTRUCTION," OF CHAPTER 10, "ADMINISTRATION," ARTICLE I, "ANIMAL SERVICES," OF CHAPTER 22, "HEALTH," AND "SECTION 26.10, "CURFEW HOURS FOR MINORS," OF CHAPTER 26, "POLICE-MISCELLANEOUS PROVISIONS AND OFFENSES," OF THE CODE OF ORDINANCES OF THE CITY OF GARLAND, TEXAS; PROVIDING A SAVINGS CLAUSE; A SEVERABILITY CLAUSE; AND AN EFFECTIVE DATE.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF GARLAND, TEXAS:

Section 1

That Section 2.52, "Special Standards for Certain Uses," of the Garland Development Code of the City of Garland, Texas, is hereby *amended in part* to delete subsection (38) in its entirety and to read as follows:

"Section 2.52 Special Standards for Certain Uses.

- (A) Specific Requirements. The City has established the following standards for certain land uses that apply to the uses regardless of the zoning district in which they are located, unless otherwise stated within other sections of this GDC. The definitions for each land use listed below are contained within Chapter 6 of this GDC.

...

(38) *Deleted in its entirety.*

"

Section 2

That Section 6.03, "Definitions," of the Garland Development Code of the City of Garland, Texas, is hereby *amended in part* to read as follows:

"Section 6.03 Definitions.

...

PET STORE: A retail establishment offering small animals for sale where all creatures are housed within the building, and the store sells pet foods and supplies. A Pet Store may include accessory use services such as a pet grooming salon, indoor Pet Care/Play Facility, pet boarding, and small animal veterinary services.

..."

Section 3

That Section 10.03, "Rules of Construction," of the Code of Ordinances of the City of Garland, Texas is hereby *amended* to read as follows:

"Section 10.03 Rules of Construction.

(A) Construction of Code. In the construction of this Code, and the ordinances and resolutions passed by the City Council, the following rules shall be observed, unless the ordinance or context requires a different meaning:

- (1) Generally. Words shall be construed in their common and usual sense unless the contrary is clearly indicated. Words and phrases shall be read in context and construed according to the rules of grammar and common usage, provided, however, that words and phrases that have acquired a technical or particular meaning shall be construed accordingly. A grammatical error does not vitiate a law. If a sentence or clause is meaningless because of a grammatical error, words and clauses may be transposed to give the law meaning.
- (2) City. The words "the City" or "this City" shall mean the City of Garland, in the County of Dallas and State of Texas.
- (3) City Manager or other City officers. "City Manager" or other specified City officer or department shall be construed to mean the City Manager or such other municipal officers or departments, respectively, of the City of Garland, Texas.
- (4) Computation of time. Whenever a notice is required to be given or an act to be done a certain length of time before any proceeding shall be had, the day

on which such notice is given or such act is done shall not be counted in computing the time, but the day on which such proceeding is to be had shall be counted. If the last day of any period is a Saturday, Sunday, or legal holiday, the period of days is extended to include the next day that is not a Saturday, Sunday, or legal holiday.

- (5) Council. Whenever the words "Council" or "this Council" or "the Council" are used, they shall mean the City Council of the City of Garland, Texas.
- (6) County. The term "County" or "this County" shall mean the County of Dallas, Texas.
- (7) Gender. A word importing the masculine gender only shall extend and be applied to females and to firms, partnerships, associations and corporations as well as to males.
- (8) Highway. The term "highway" shall include any street, alley, highway, avenue or public place or square, bridges, viaducts, tunnels, underpasses, overpasses and causeways in the City, dedicated or devoted to public use.
- (9) Joint authority. Words purporting to give authority to three (3) or more officers or other persons shall be construed as giving such authority to a majority of such officers or other persons, unless it is otherwise declared.
- (10) Month. The word "month" shall mean a calendar month.
- (11) Number. Any word importing the singular number shall include the plural and any word importing the plural number shall include the singular.
- (12) Oath. The word "oath" shall be construed to include an affirmation in all cases in which, by law, an affirmation may be substituted for an oath, and in such cases the words "swear" and "sworn" shall be equivalent to the words "affirm" and "affirmed."
- (13) Or, and. "Or" may be read "and," and "and" may be read "or," if the sense requires it.

- (14) Owner. The word "owner," applied to a building or land, shall include any part owner, joint owner, tenant in common, tenant in partnership, joint tenant or tenant by the entirety, or the whole or of a part of such building or land.
- (15) Person. The word "person" shall extend and be applied to associations, corporations, organizations, firms, partnerships, estates, trusts, and business trusts and to a government or governmental subdivision or agency, other than the City of Garland, Texas.
- (16) Preceding, following. The words "preceding" and "following" mean next before and next after, respectively.
- (17) Sidewalk. The word "sidewalk" shall mean any portion of the street between the curb, or the lateral line of the roadway and the adjacent property line, intended for the use of pedestrians.
- (18) Signature or subscription. The words "signature" or "subscription" shall include a mark when a person cannot write.
- (19) State. The words "the state" or "this state" shall be construed to mean the State of Texas.
- (20) Street. The term "street" shall include any highway, alley, street, avenue or public place or square, bridges, viaducts, underpasses, overpasses, tunnels and causeways in the City, dedicated or devoted to public use.
- (21) Tense. Words used in the past or present tense include the future as well as the past and present.
- (22) Written or in writing. The words "written" or "in writing" shall be construed to include any representation of words, letters, or figures, whether by printing or otherwise.
- (23) Year. The word "year" shall mean a calendar year.

(B) Preemption by State Law.

- (1) The purpose of this provision is to ensure that local regulations and ordinances are consistent with the laws of the state and to prevent the enactment or enforcement of provisions that attempt to regulate subject matters preempted by state law.
- (2) It is hereby recognized that certain subject matters are preempted by state law, and any local ordinance purporting to regulate such subject matters shall be considered null and void to the extent of the preemption.
- (3) Preemption under this ordinance refers to situations where state law expressly prohibits local jurisdictions from regulating specific activities, industries, or matters, or where state law expressly precludes municipalities from adopting or enforcing an ordinance, order, rule, or policy in a field expressly occupied by a provision under state law.
- (4) No provision within the Code of Ordinances of the City of Garland or the Garland Development Code shall be construed or interpreted in a manner that attempts to regulate an activity or subject matter preempted by state law.
- (5) In the event that a provision within the Code of Ordinances of the City of Garland or the Garland Development Code is found to conflict with or attempt to regulate a subject matter preempted by state law, such provision shall be considered invalid and unenforceable to the extent of the conflict or attempted regulation.
- (6) If any provision of the Code of Ordinances of the City of Garland or the Garland Development Code, or the application thereof to any person or circumstances, is held invalid or preempted by a court of competent jurisdiction, such invalidity or preemption shall not affect other provisions or applications of this ordinance that can be given effect without the invalid or preempted provision or application.

“

Section 4

That Article I, "Animal Services," of Chapter 22, "Health," of the Code of Ordinances of the City of Garland, Texas is hereby *amended in part* to read as follows:

"

Section 22.001 Applicability of this Chapter.

- (A) This Chapter's ordinances do not apply to and shall not be enforced against (1) an Agriculture Operation, as that term is amended and defined by the Texas Agriculture Code; (2) a person operating a business involving the breeding, care, treatment, or commercial sale of animals or animal products, including a veterinary practice, if the person operating the business holds a license for the business that is issued by the federal government or a state; and (3) a person involved in the retail sale of dogs or cats.
- (B) No provision within this Chapter shall be construed or interpreted in a manner that attempts to regulate an activity or subject matter preempted by state law.
- (C) In the event that a provision within this Chapter is found to conflict with or attempt to regulate a subject matter preempted by state law, such provision shall be considered invalid and unenforceable to the extent of the conflict or attempted regulation.

..."

Section 5

That Section 26.10, "Curfew hours for minors," of the Code of Ordinances of the City of Garland, Texas is hereby *amended* to read as follows:

"26.10 Repealed."

Section 6

That Chapters 2 and 6 of the Garland Development Code of the City of Garland, Texas, as amended, and Chapters 10 and 26 of the Code of Ordinances of the City of Garland, Texas, as amended, shall be and remain in full force and effect save and except as amended by this Ordinance.

Section 7

That the terms and provisions of this Ordinance are severable and are governed by Section 1.07 of the Garland Development Code and Section 10.06 of the Code of Ordinances of the City of Garland, Texas.

Section 8

That this Ordinance shall be and become effective immediately upon and after its passage and approval.

PASSED AND APPROVED this the 9th day of January 2024.

CITY OF GARLAND, TEXAS

Mayor

ATTEST:

City Secretary



GARLAND
CITY COUNCIL STAFF REPORT

2024 City Council Work Session

3.

Meeting Date: 01/08/2024

Police Staffing Realignment

Submitted By: Kristen Smith, Managing Director

Strategic Focus Area: Safe Community

Issue/Summary

Each year, sworn Police Officer positions are adopted via ordinance during the annual budget process. For FY 23-24, City Council authorized 305 Police Officer positions, comprised of existing employees and projected hires.

In addition to law enforcement, the department has an extensive list of services, which require an ever-growing variety of skill sets. In the past, these tasks were accomplished through the department's civilian workforce or reallocation of duties for existing officers.

To better align the current staffing needs of the department, Chief Bryan is requesting a reduction of two (2) budgeted Police Officer vacancies to offset funding for the addition of three (3) new civilian positions.

Requested Civilian Positions

- Senior Application Programmer

Programming support for maintenance and new initiatives within the Police technology environment, to include internal GPD-Web pages, searches, tools, and dashboards. This person also supports application integration with other supported applications and with external partners for data sharing and case filing. Support and admin for all other police applications and service as needed.

- Information Systems Analyst

Application configuration, support, and maintenance for key Police applications, to include Axon and Hegaxon On Call Records (WebRMS). System admin and support for all other police applications and services, as needed.

- Equipment Maintenance Coordinator

Plans, coordinates, and administers the department's vehicle and specialized equipment replacement program; reviews fleet status, analyzes equipment usage and makes recommendations based on identified needs; and allocates and distributes vehicles to assigned staff. Maintains database of assigned fleet vehicles, calibration results, and specialized equipment to include portable radio and pager assignments. Inspects vehicles for damage or mechanical problems; maintains file on all monthly vehicle inspection reports; routinely check preventive maintenance.

Background

IMPACT

Staffing

Better than projected hiring numbers have resulted in an estimated 30 new Police Recruits for the upcoming January 2024 Police Academy. In addition, the department will continue recruiting and testing efforts to fill remaining vacancies or losses

due to attrition.

The requested realignment will not impact staffing or service levels.

Cost

The following represents annualized funding based on the 2024 starting rate for Police Recruits and the salary mid-point of the civilian positions. Fringe benefits are also factored in at FY 23-24 rates.

Although the annualized amounts show a deficit, recruitment for the civilian positions is not expected to begin until Q2 2024 or later, which will reduce this cost.

Overall, the changes are expected to be cost-neutral.

	Annualized Cost <i>(including fringe benefits)</i>
Police Recruits (2)	\$211,140
Civilian Positions (3)	\$325,464
	<hr/> (\$114,324)

Consideration / Recommendation

RECOMMENDATION

At this time, City Council is asked to consider and approve the revised 23-24 Civil Service Classifications & Compensation Ordinance, reducing sworn Police Officer positions from 305 to 303.

An item for formal consideration will be included on the January 9, 2024 Regular Session agenda.

In addition, newly created civilian positions will be documented via a future budget amendment.

Attachments

Police Staffing Realignment



City Council Work Session Agenda

Meeting Date: Monday, January 8, 2024

Item Title: Police Staffing Realignment

Submitted By: Kristen Smith, Managing Director
Jeffrey Bryan, Chief of Police

BACKGROUND

Each year, sworn Police Officer positions are adopted via ordinance during the annual budget process. For FY 23-24, City Council authorized 305 Police Officer positions, comprised of existing employees and projected hires.

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- Information Systems Analyst
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maintains file on all monthly vehicle inspection reports; routinely check preventive maintenance.

IMPACT

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Attachment A

Proposed 23-24 Civil Service Classifications & Compensation Ordinance

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF GARLAND, TEXAS, ESTABLISHING CIVIL SERVICE CLASSIFICATIONS WITHIN THE POLICE AND FIRE DEPARTMENTS; PRESCRIBING THE NUMBER OF POSITIONS IN EACH CLASSIFICATION; PRESCRIBING THE BASE SALARY AND TYPES OF PAY FOR THOSE CLASSIFICATIONS; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, pursuant to Chapter 143 of the Texas Local Government Code, the City Council shall establish certain civil service classifications and shall prescribe the number of positions in each of these classifications by ordinance;

WHEREAS, the City Council has reviewed and approved a budget for the City for the fiscal year beginning October 1, 2023, and ending September 30, 2024; and

WHEREAS, the budget contains a program of planned expenditures for the police and fire departments, including changes to the operations and human resources of those departments.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF GARLAND, TEXAS:

Section 1

That the City Council of the City of Garland, Texas, hereby establishes the classifications and number of authorized positions within each classification and the base salary and types of incentive pay for those classifications as specified on "Exhibits A-1 through A-4" attached hereto and made a part hereof as if fully set forth herein.

Section 2

That this Ordinance shall take effect on _____, 202__.

PASSED AND APPROVED this the ____ day of _____, 202__.

THE CITY OF GARLAND, TEXAS

By: _____
Mayor

ATTEST:

City Secretary

EXHIBIT "A-1"

CIVIL SERVICE
Budgeted Positions

POLICE

Total: 357

Classification	Number of Positions Effective 10-01-2023
Police Officer	303
Police Supervisor	40
Police Captain	9
Assistant Chief (**Appointed)	4
Police Chief (**Appointed)	1
Total	357

FIRE

Total: *285

Classification	Number of Positions Effective 10-01-2023
Firefighter*	149
Fire Driver	72
Fire Lieutenant	14
Fire Captain	37
Battalion Chief	9
Assistant Fire Chief (**1 Appointed, 2 tested)	3
Fire Chief (**Appointed)	1
Total	285

*Includes nine newly requested Firefighter positions added on 10/01/2023.

**Appointed positions are appointed by the Agency Head and not by promotional exam.

EXHIBIT "A-2"

**Civil Service
Salary Schedules**

Effective 1/1/2024

Police						
Years	Step	Classification/Seniority	Pay Level	Hourly	Annual	
Hire	1	Police Officer 1	(Recruit)	\$38.4999	\$80,080	
Year 1	2	Police Officer 2		\$40.8480	\$84,964	
Year 2	3	Police Officer 3		\$42.7766	\$88,975	
Year 3	4	Police Officer 4		\$44.8040	\$93,192	
Year 4	5	Police Officer 5		\$46.4039	\$96,520	
Year 5	6	Police Officer 6		\$48.0224	\$99,887	
Year 6	7	Police Officer 7		\$49.2189	\$102,375	
Year 7	8	Police Officer 8		\$50.5317	\$105,106	
Year 8	9	Police Officer 9		\$51.6865	\$107,508	
Year 1	1	Police Supervisor 1		\$58.7093	\$122,115	
Year 2	2	Police Supervisor 2		\$63.2646	\$131,590	
Year 1	1	Police Captain 1		\$68.8857	\$143,282	
Year 2	2	Police Captain 2		\$74.2132	\$154,364	
Year 1	1	Assistant Chief 1		\$82.1615	\$170,896	
Year 2	2	Assistant Chief 2		\$85.3602	\$177,549	

Fire						
Years	Step	Classification/Seniority	Pay Level	Staff*	Shift**	Annual
Hire	1	Firefighter 1	(Recruit)	\$34.9279	\$24.9485	\$72,650
6 Months	2	Firefighter 2	(Recruit)	\$35.4087	\$25.2919	\$73,650
Year 1	3	Firefighter 3		\$36.9084	\$26.3632	\$76,770
Year 2	4	Firefighter 4		\$38.8185	\$27.7275	\$80,743
Year 3	5	Firefighter 5		\$40.7845	\$29.1318	\$84,832
Year 5	6	Firefighter 6		\$42.8508	\$30.6077	\$89,130
Year 7	7	Firefighter 7		\$43.8643	\$31.3316	\$91,238
Year 8.5	8	Firefighter 8		\$45.0144	\$32.1532	\$93,630
Year 1	1	Fire Driver 1		\$47.2651	\$33.7608	\$98,312
Year 2	2	Fire Driver 2		\$49.3461	\$35.2472	\$102,640
Year 1	1	Fire Lieutenant 1		\$52.0867	\$37.2048	\$108,340
Year 2	2	Fire Lieutenant 2		\$54.4234	\$38.8739	\$113,201
Year 1	1	Fire Captain 1		\$57.6841	\$41.2029	\$119,983
Year 2	2	Fire Captain 2		\$61.1260	\$43.6614	\$127,142
Year 1	1	Battalion Chief 1		\$65.4423	\$46.7445	\$136,120
Year 2	2	Battalion Chief 2		\$69.7119	\$49.7942	\$145,001
Year 1	1	Assistant Fire Chief 1		\$79.9155	\$57.0825	\$166,224
Year 2	2	Assistant Fire Chief 2		\$84.5946	\$60.4247	\$175,957

* Staff - hourly rate calculated from 2080 hours per year

** Shift - hourly rate calculated from 2912 hours per year

EXHIBIT "A-3"

**POLICE DEPARTMENT
INCENTIVE PAY PLANS**

Effective 1/1/2024

ELIGIBILITY:

Must be a full-time, paid, and duly sworn peace officer within the Garland Police Department.

CERTIFICATION AND EDUCATION INCENTIVE PAY:

1. CERTIFICATION INCENTIVE

- a) Certification levels as set forth per TCOLE Rules.
- b) Available to all classifications.
- c) Pay is not cumulative within Police Certification Incentives; eligible for the highest level achieved only.

Description	Amount Per Month
1) Advanced Certification	\$75 per month
2) Master Certification	\$95 per month

2. EDUCATION INCENTIVE

- a) Available to all classifications.
- b) Pay is not cumulative within Police Education Incentives; eligible for the highest level achieved only.

Description	Amount Per Month
1) Bachelor's Degree	\$125 per month
2) Master's or Doctoral Degree	\$150 per month

EXHIBIT "A-3" (Continued)

ASSIGNMENT PAY:

1. FIELD TRAINING OFFICER (FTO) ASSIGNMENT PAY

- a) Available to Police Officers assigned as a Field Training Officer.
- b) Must be a graduate of the Police Academy for the Garland Police Department.

Description	Amount Per Month
1) Officers designated by the Chief of Police as Field Training Officers (FTO) shall receive FTO Pay in compensation for this job assignment. The number of FTOs shall be determined by the Chief of Police. This job assignment is of a temporary nature and can be removed at the discretion of the Chief of Police.	\$250 per month

2. PATROL ASSIGNMENT PAY

- a) Available to Police Officers and Police Supervisor classifications assigned to the Patrol Division for the majority of calendar year.
- b) Must be a graduate of the Police Academy for the Garland Police Department.

Description	Annual Amount
1) Patrol Officers and Patrol Supervisors who spend the majority of the calendar year in that assignment	\$1,000 per year

EXHIBIT "A-3" (Continued)

SPECIAL PAY:

1. BILINGUAL PAY

- a) Available to all classifications.
- b) Pay is not cumulative within the Bilingual Pay; eligible for the highest level achieved only.

Description	Amount Per Month
1) Certification by the State of Texas indicating proficiency in verbal bilingual skills.	\$100 per month
2) Certification by the State of Texas indicating proficiency in verbal and written bilingual skills.	\$150 per month

2. LATERAL ACADEMY PAY

- a) Must be assigned to the Lateral Academy of the Garland Police Department as a student.
- b) Must be licensed as a Texas Peace Officer or meet the eligibility requirements for TCOLE Reciprocity for Out-of-State Peace Officers, Federal Criminal Investigators, and Military Police.

Description	Amount Per Month
1) Be enrolled in and attending the first day of Garland Police Academy Lateral Academy	one-time remuneration of \$5000
2) Be enrolled in and attending the last day of the Garland Police Academy Lateral Academy.	one-time remuneration of \$5000

EXHIBIT "A-4"

**FIRE DEPARTMENT
INCENTIVE PAY PLANS**

Effective 1/1/2024 unless otherwise noted

ELIGIBILITY:

Must be a Certified Texas Commission on Fire Protection (TCFP) Firefighter.

CERTIFICATION AND EDUCATIONAL INCENTIVE PAY:

1. CERTIFICATION INCENTIVE

- a) Certification levels as set forth per TCFP rules.
- b) Available to all classifications.
- c) Must be in a non-probationary status.
- d) Pay is not cumulative within TCFP Fire Certification Incentives; eligible for the highest level achieved only.

Description	Amount Per Month
1) Intermediate	\$45 per month
2) Advanced	\$85 per month
3) Master	\$125 per month

2. EDUCATION INCENTIVE

- a) Available to all classifications.
- b) Certification levels as set forth per TCFP rules.
- c) Must be in a non-probationary status.
- d) Pay is not cumulative within Fire Education Incentives; eligible for the highest level achieved only.

Description	Amount Per Month
1. Bachelor's or Master's Degree + Intermediate Certification	\$50 per month
2. Bachelor's or Master's Degree + Advanced Certification	\$100 per month
3. Bachelor's Degree + Master Certification	\$150 per month
4. Master's Degree + Master Certification	\$200 per month

EXHIBIT "A-4" (continued)

ASSIGNMENT PAY:

1. PARAMEDIC ASSIGNMENT PAY

- a) Certification as set forth per Texas Department of State Health Services Rules.
- b) Available to Firefighter, Fire Driver, Fire Lieutenant, Fire Captain, and Battalion Chief classifications.
- c) Must be in a non-probationary status.

Description	Amount Per Month
1) Paramedic Must be certified by the State and be accepted by the City Medical Control Director and assigned to a division/position dedicated by the Fire Chief as eligible for Paramedic Pay.	\$100 per month
2) Paramedics who staff an ambulance or work in the capacity of EMS SDO receive.	*\$40 per shift
*Effective 10/1/2023	

2. TRAINING DIVISION ASSIGNMENT PAYS

- a) Available to Firefighter, Fire Driver, Fire Lieutenant, Fire Captain, and Battalion Chief classifications assigned to conduct departmental training within the Training Division.
- b) Must be in a non-probationary status.
- c) Pay is not cumulative within the Training Division Assignment Pay; eligible for the highest Instructor level achieved only.

Description	Amount Per Month
1) Instructor II Requires an annual minimum of twenty (20) hours of documented instruction for the GFD, in approved Fire or EMS subjects. Hours of instruction will be totaled from October 1st to September 30th of each fiscal year to qualify for the next fiscal year.	\$25 per month
2) Instructor III Must be assigned full time to Training Division	\$100 per month

EXHIBIT "A-4" (Continued)

3. FIRE MARSHAL'S OFFICE ASSIGNMENT PAYS

- a) Available to Firefighter, Fire Driver, Fire Lieutenant, Fire Captain, and Battalion Chief classifications assigned to the Fire Marshal's Office.
- b) Must be in a non-probationary status.
- c) Assigned personnel may receive both Inspector and Investigator Pay, if assigned to regular duties as an Investigator and Inspector.

Description	Amount Per Month
1) Instructor II Assigned to the Public Education Section of the Fire Marshal's Office	\$25 per month
2) Fire Inspector Must be certified and assigned to Inspection and Prevention Section of Fire Marshal's Office	\$100 per month
3) Fire/Arson Investigator Must be certified and assigned to the Arson and Investigation Section of Fire Marshal's Office.	\$100 per month

4. STAFF ASSIGNMENT PAY

- a) Available to Firefighter, Fire Driver, Fire Lieutenant, Fire Captain, and Battalion Chief classifications assigned to Staff positions.
- b) Must be in a non-probationary status.

Description	% Pay
1) Staff Assignment Pay shall be for all listed non-exempt classifications. Sworn personnel assigned to a Staff position performing duties in the Support Services or Life and Safety Divisions of the Fire Department	2.7815% of Staff hourly rate

EXHIBIT "A-4" (Continued)

SPECIAL PAY:

1. BILINGUAL PAY

- a) Available to all classifications.
- b) Must be in a non-probationary status.
- c) Pay is not cumulative within the Bilingual Pay; eligible for the highest level achieved only.

Description	Amount Per Month
1) Certification by the State of Texas indicating proficiency in verbal bilingual skills	\$100 per month
2) Certification by the State of Texas indicating proficiency in verbal and written bilingual skills	\$150 per month



GARLAND
CITY COUNCIL STAFF REPORT

2024 City Council Work Session

4.

Meeting Date: 01/08/2024

Optional Redemption of Tax Notes

Submitted By: Matt Watson, Chief Financial Officer

Strategic Focus Area: Sound Governance and Finances

Issue/Summary

When Council approved the issuance of \$40.3 million Tax Notes, Series 2023 on September 5, 2023, it was contemplated that the City would exercise the call provision to redeem the notes prior to the scheduled maturity date of November 15, 2024. Staff requests Council consider approving a resolution to redeem the Tax Notes, Series 2023 as contemplated.

Background

The debt service savings generated from the General Obligation Commercial Paper program created additional debt capacity of \$40.3 million in the FY 2023-24 budget. On September 5, 2023 City Council approved the issuance of a Tax Note, Series 2023 in the amount of \$40.3 million to fund additional infrastructure improvements. Tax Note, Series 2023 was issued with the intent of exercising the option to early redeem the tax notes.

Consideration / Recommendation

Unless otherwise directed by Council, this item will be scheduled for formal consideration at the January 23, 2023 Regular Meeting.



GARLAND
CITY COUNCIL STAFF REPORT

2024 City Council Work Session

5.

Meeting Date: 01/08/2024

Charter Review Committee Report

Submitted By: Phillip Urrutia, Assistant City Manager

Strategic Focus Area: Future-Focused City Organization

Issue/Summary

The City Council's appointed Charter Review Committee thoroughly examined and deliberated on the items designated for review by the Council. Additionally, the committee introduced other topics for the Council's consideration. Over the course of seven meetings held since September, the Charter Review Committee dedicated considerable effort to formulate and present its recommendations to the Council.

Background

On September 19th, 2023, the City Council officially appointed a Charter Review Committee. This committee, established by the Council through the City Charter, thoroughly examined the Council's Committee Charge and internally put forth additional items for consideration. The staff will present these items during the Work session, initiating discussions within the City Council about potential courses of action, including the possibility of a citizen ballot election.

Consideration / Recommendation

Unless otherwise directed by City Council, staff will include Charter Review items on the next worksession meeting to further discuss next steps.

Attachments

CRC Recommendations



GARLAND

City Charter Review Committee

Recommendations from Committee

City Council Work Session January 8, 2024

Background

- Council appointed the Charter Review Committee (“CRC”) on September 19, 2023 and charged it with 15 specific items to consider.
- The CRC met for a total of seven meetings between September and December 2023.
- The CRC considered the items charged by council as well as multiple topics raised by committee members.



Process

This presentation will present the recommendations from the CRC.

Another work session item will be placed on the next work session agenda for further council discussion.

If desired by Council, it will need to call an election on proposed charter changes in February (for the May election).



Committee Recommendations in Charge Order



Charge Item 1

Article III, Section 1(A)

Councilmember Term Lengths and Limits

Consider amending Charter to lengthen the current term from 2 years to 3 years and reduce the term limits of 3 to 2.

Recommendation: No change.



Charge Item 2

Article III, Section 1(D)

Eligibility Wait Time for alternative Council positions

Consider amending Charter to revise the amount of time a person must wait between service in one elected role and running for another elected City position.

Recommendation: No Change.

Side note: A change to this section regarding “term” computation is recommended pursuant to Charge Item 15 and will be discussed below.



Charge Item 3

Article III, Section 1(D)

Eligibility Wait Time for any City Board, Committee, or Commission Position

Consider amending Charter to add an amount of time a person must wait between service in an elected role and appointment to a City Board, Committee, or Commission.

Recommendation: No Change.

Side note: A change to this section regarding “term” computation is recommended pursuant to Charge Item 15 and will be discussed below.



Charge Item 4

Article III, Section 3

Mayor and Councilmember Compensation

Consider amending Charter to increase the amount of compensation paid to the Mayor and Councilmembers.

Recommendation:

From and after October 1, 2018~~24~~, the Mayor shall receive compensation in the base amount of ~~fivesix~~ hundred ~~and~~ seventy-five dollars (\$~~56~~75.00) per month, ~~and~~ each Councilmember shall receive compensation in the base amount of ~~two~~three hundred ~~and eighty-eight~~forty dollars (\$~~288~~340.00) per month.~~., and~~ In addition, all members of the Council shall receive compensation in the ~~base~~ amount of ~~seventy-two~~eighty-five dollars (\$~~72~~85.00) for each Council work session attended by the member preceding a regular Council meeting, ~~and~~ for each regular Council meeting ~~of the Council~~ attended, ~~by the member~~ and for up to four (4) special called meetings or workshops of the Council attended. Compensation shall be limited to a maximum of fifty-two (52) meetings during any calendar year. Each Councilmember shall be entitled to reimbursement of reasonable expenses incurred in the performance of their official duties when approved by the Council.



Charge Item 5

Article III, Section 4

Deputy Mayor Pro-Tem Identification

Consider amending Charter to specifically reference the Deputy Mayor Pro-Tem position.

Recommendation:

The Mayor shall preside at meetings of the Council and shall be recognized as the head of the City government for all ceremonial purposes but shall have no regular administrative duties. He **or she** shall sign all municipal bonds, deeds of conveyances, vouchers, checks and orders as herein prescribed, and all instruments where the executive head of the City shall be required to act and shall perform all other duties as may be imposed on him **or her** by law and the ordinances of the City.

The Council shall elect from its members a Mayor Pro Tempore who shall perform the duties of Mayor in case of the absence or disability of the Mayor. **The Council shall also elect from its members a Deputy Mayor Pro Tempore who shall perform the duties of the Mayor in case of the absence or disability of both the Mayor and the Mayor Pro Tempore.; In the event of the absence of the Mayor, Mayor Pro Tempore, and Deputy Mayor Pro Tempore,** the remaining members of the Council shall elect one of the members to act as Mayor.



Charge Item 6

Article III, Section 5

Eligibility Wait Time for Interim Mayor or Councilmember

Consider amending Charter to reduce the candidacy waiting period for appointed Interim Mayor or Councilmembers.

Recommendation: No Change.



Charge Item 7

Article III, Section 11

Restriction on Resignation for Candidacy

Consider amending Charter to restrict the resignation for candidacy provision to solely elected positions within the City of Garland.

Recommendation: No Change.



Charge Item 8

Article IV, Section 1(J)

Establishment of Roads

Consider amending Charter to clarify the Powers of Council as related to the alignment of streets, thoroughfares, and alleys.

Recommendation: No Change.



Charge Item 9

Article IV, Section 2

Removal of Officials

Consider amending Charter to clarify that Councilmembers may remove their own appointees at any time.

Recommendation:

Except as otherwise provided by law, the Council may, upon the affirmative vote of five (5) members **at a posted, public meeting**, remove ~~its~~**any non-contracted appointed officers** member of any internal or external board, commission, committee, or other **body** without cause or notice.



Charge Item 10

Article IV, Section 3

Councilmember Interaction with Appointments

Consider amending Charter to clarify which councilmember communications or interactions with City staff appointees made by the City Manager are not impermissible “interference” under this section.

Recommendation:

Neither the City Council nor any of its members shall direct or request the hiring or removal of any person from an office directed by the City Manager, the City Attorney, the City Auditor, or a Municipal Judge, or by any subordinate of one of the aforementioned Council appointees. However, the Council may consult and advise with a Council appointee, make inquiry regarding the appointments or removals, and may express their opinion in regard thereto. In regard to administrative and executive duties under a Council appointee, the Council and its members shall deal solely through the Council appointee and neither the Council nor any member thereof shall give orders to any subordinates of a Council appointee, either publicly or privately. Willful violation of the foregoing provisions of this Charter by any member of the Council shall constitute **a violation of the City's codified Code of Ethics, Article V of the Code of Ordinances, as may be amended, with enforcement provisions detailed therein**~~official misconduct and shall authorize the Council, by a vote of a majority of its membership, to sanction such offending member by ordering a forfeiture of pay for a period of not to exceed six months if found responsible after a public hearing.~~




Charge Item 11

Article V, Section 2

City Manager Contract Length

Consider amending Charter to revise the length limitations of the City Manager's contract.

Recommendation:

The Council shall appoint a City Manager who shall be the chief administrative officer of the City. The Council may appoint the City Manager for day-to-day without a definite fixed term or may enter into an employment agreement with the City Manager for a term not to exceed ~~of~~ **threefive** (35) years. In any event, the Council may remove the City Manager at its will and pleasure by a vote of five (5) members of the Council. The action of the Council in removing the City Manager shall be final, it being the intention of this Charter to vest all authority and fix all responsibility for such removal in the Council. Nothing in the employment agreement entered into with the City Manager shall conflict with or supercede this Charter and, in the event of a conflict, the provisions of the  Charter shall control.

Charge Item 12

Article XI, Section 1(B)

Eligibility of Members who Previously Served on Council

Consider amending Charter to add a waiting period for persons who were serving as Mayor or Councilmember before he or she may serve on the Plan Commission.

Recommendation: No Change.



Charge Item 13

Article XI, Section 3

Increase Vote to Override Plan Commission Recommendation

Consider amending Charter to increase the vote necessary for City Council to override a Plan Commission recommendation.

Recommendation: No Change.



Charge Item 14

Article XI, Section 4

Council Planning and Zoning Powers

Consider amending Charter to revise the powers granted to Council related to planning and zoning matters.

Recommendation:

~~For the purpose of promoting health, safety, morals or the general welfare of the community, the Council is hereby empowered to regulate and restrict the height, number of stories and size of buildings and other structures, the percentage of lot that may be occupied, the size of yards, courts and other open spaces, the density of population, and the location and use of buildings, structures and land for trade, industry, residence or other purposes.~~

~~—Such regulations shall be made in accordance with the Comprehensive Plan and be designed to lessen congestion in the streets; to secure safety from fire, panic and other dangers; to promote health or the general welfare.~~

The City shall have all authority and power in matters of zoning the City of Garland and to pass any necessary ordinance, rule, or regulation to enforce those powers, including which are all matters conferred by the statutes of the State of Texas and various legislative acts supplementary to or amendatory thereof. Any regulations of the City passed under this authority, including but not limited to the Garland Development Code, as amended, shall be made in accordance with the authority and powers referenced herein.



Charge Item 15(A)

Article III, Section 1(D)

Staff/Legal Recommendations

Consider amending Charter to revise the definition of “term.”

Recommendation:

(D) A person may serve as a member of the Council other than Mayor for three (3) consecutive terms but thereafter shall not again be eligible to serve in any district on the Council except Mayor until at least one complete term has elapsed. A person may serve three (3) consecutive terms as Mayor but thereafter shall not again be eligible to serve as Mayor until at least one complete term has elapsed. A person who has served as Mayor may not serve as a member of the City Council until at least one year has elapsed from the end of the term for which that person was elected. A “term” as used in this paragraph, shall include any period of service during a term of office when that period is in excess of ~~one (1)~~ **year the time between the annual statutory uniform election dates in May,** and a period of service shall be considered “consecutive” so long as the person affected has served any amount of time within the preceding term.



Charge Item 15(B)

Article XI, Section 7

Staff/Legal Recommendations

Consider amending Charter regarding the delegation of certain plat approvals to be consistent with new state law.

Recommendation:

The City Plan Commission shall have control of the platting or subdivision of land within the City and in relation thereto shall have all of the power and authority conferred by the Acts of 1927, 40th Legislature, Chapter 231, as amended by the Acts of 1949, 51st Legislature, Chapter 154 and Article 6626 Revised Statutes of Texas 1925, as amended. **The City Council may delegate approval of certain plats to the Planning Director, as allowed within Chapter 212 of the Texas Local Government Code. Any plat conditionally approved or disapproved by the Planning Director would be appealable to the Plan Commission for reconsideration.**



Charge Item 15(C)

Article XII, Section 1

Staff/Legal Recommendations

Consider amending Charter election date to provide for flexibility.

Recommendation:

Except as otherwise provided by law, there shall be a regular City election each year on ~~the first Saturday in May~~ **state declared uniform election day** to elect candidates for expired terms of office or to fill vacancies due to resignations or removal from office, as needed, provided that the Council shall, if authorized by State law, declare unopposed candidates elected.



Committee Recommendations on Other Topics



Committee Item 1

Article III, Section 1(F)

Redistricting and Gerrymandering

Recommendation:

(F) Within one year after a decennial federal census as mandated by Article I § 2 of the United States Constitution has been performed and finalized, ~~and each five years thereafter~~, prior to the calling of the regular City election, the Council shall redivide and readjust by ordinance the boundaries of the eight Council districts of the City for the purpose of keeping such districts as nearly equal in population as is practical. **Any redivision or readjustment to the district boundaries performed under this section must be in conformance with the following requirements:**

- i. Equal Population:** All districts shall be reasonably equal in population, allowing for minor deviations as needed to achieve other redistricting goals outlined in this Article.
- ii. Contiguity:** Each district shall be contiguous, meaning all parts of a district are connected to each other without jumping over another district.
- iii. Compactness:** Districts shall be drawn to encourage compactness. To the extent practicable, districts shall not have irregularly shaped boundaries or elongated configurations which are indicative of gerrymandering.
- iv. Respect for Political Subdivisions and Communities:** Redistricting shall, to the extent possible, preserve existing neighborhoods, and communities of interest.
- v. Non-partisanship:** District boundaries shall not be drawn to favor or discriminate against an incumbent, candidate, or political party.



Committee Item 2

Article III, Section 2

Qualifications to Run for Council

Recommendation:

Each member of the Council shall, in addition to the other qualifications prescribed by law, be, at the date of his or her election, a qualified voter of the City and shall not ~~have been previously convicted of a felony or Class A misdemeanor~~ ~~be in arrears in the payment of municipal taxes, municipal utility charges, or any other lawful monetary obligation to the City.~~ A member of the Council ceasing to reside in the City or if convicted of a felony or Class A misdemeanor shall immediately forfeit his or her office.



Committee Item 3

Article IV, Section 8(A)

Length of City Auditor Contract

Recommendation:

(A) Qualifications and Term.

The City Auditor shall be a person knowledgeable in generally accepted government auditing standards, principles of municipal accounting, and local government policies, operations, and processes.

The City Council may enter into an employment agreement with the City Auditor for a definite term ~~not to exceed five~~ (25) years. The City Council may terminate the employment agreement at its will and pleasure by a vote of not less than five (5) members of the City Council. The action of the City Council in removing the City Auditor shall be final, it being the intention of this Charter to vest all authority and fix all responsibility for such removal in the City Council.



Committee Item 4

Article VI, Section 1

Length of City Attorney Contract

Recommendation:

The City Attorney shall be chosen by the City Council on the basis of his or her qualifications as a competent practicing attorney of recognized ability. The City Council may enter into an employment agreement with the City Attorney for a term not to exceed ~~of three~~five (35) years. The Council may terminate the employment agreement at its will by a vote of five (5) members of the Council. The action of the City Council in removing the City Attorney shall be final, it being the intention of this Charter to vest all authority and fix all responsibility for such removal in the Council.



Committee Item 5

Article XI, Section 1(E)

Clarity to Appointments to Fill Vacancies

Recommendation:

(E) If a vacancy occurs upon the Plan Commission, the Councilmember from the affected district, or the Mayor, ~~as in~~ the case ~~of the at-large member~~~~may be~~, shall nominate a commissioner, subject to confirmation by a majority vote of the Council, to fill the unexpired term.



Thank you.





GARLAND
CITY COUNCIL STAFF REPORT

2024 City Council Work Session

6.

Meeting Date: 01/08/2024

Preview and Presentation of 2024 Proposed Capital Improvement Program

Submitted By: Allyson Bell Steadman, Budget Director

Strategic Focus Area: Sound Governance and Finances

Issue/Summary

The City Manager will formally present the 2024 Proposed Capital Improvement Program (CIP) and Staff will provide a preview of the 2024 Proposed CIP.

Background

The following is the schedule for the City Council to review, discuss, and approve the 2024 Proposed CIP:

Jan. 8	Mon.	Preview and Presentation of 2024 CIP - 6:00 PM
Jan. 9	Tues.	2024 Proposed CIP made publicly available
Jan. 20	Sat.	Special Work Session on the 2024 Proposed CIP - 8:30 AM
Jan. 22	Mon.	Council Work Session - 2024 Proposed CIP Discussion - 6:00 PM
Jan. 23	Tues.	Regular Council Meeting - Public Hearing on 2024 Proposed CIP - 7:00 PM
Jan. 30	Tues.	Special Work Session of 2024 Proposed CIP (<i>IF REQUESTED</i>) - 6:00 PM
Feb. 5	Mon.	Council Work Session - Council Deliberations on 2024 Proposed CIP - 6:00 PM
Feb. 6	Tues.	Regular Council Meeting - Public Hearing and Adoption of 2024 CIP - 7:00 PM

Consideration / Recommendation

Information only. Special Budget Work Sessions for review of the proposed capital plan will take place on Saturday, January 20, 2024, at 8:30 A.M., and if requested by the City Council, Tuesday, January 30, 2024, at 6:00 P.M. Review of the proposed capital plan will continue at the City Council Work Sessions on Monday, January 22, 2024, and Monday, February 5, 2024. Public Hearings on the CIP will be held on Tuesday, January 23, 2024, at 7:00 P.M. and Tuesday, February 6, 2024, at 7:00 P.M., with the adoption of the 2024 CIP scheduled to take place on February 6, 2024.



GARLAND
CITY COUNCIL STAFF REPORT

2024 City Council Work Session

7.

Meeting Date: 01/08/2024

Boards and Commission Appointment

Submitted By: Courtney Vanover, Department Coordinator II

Issue/Summary

Council Member Carissa Dutton

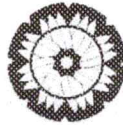
- Larry Dunn - Senior Citizens Advisory Committee

Background

Consideration / Recommendation

Attachments

Larry Dunn



GARLAND

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CITY OF GARLAND
RECEIVED

OCT 13 2023

CITY SECRETARY

Application for City of Garland Boards/Commissions/Committees

Return completed application to: City Secretary's Office, 200 North Fifth Street, Garland, Texas 75040

Please Type or Print Clearly:

Date: October 5, 2023

Name: Larry E Dunn

Phone

(Home)

Address: 608 Trails Pkwy

Phone

(Other)

City, State, Zip: Garland, TX 75043

Email

Resident of Garland for 18 years

Resident of Texas for 42 years

☒ Dallas County Voter Registration Number [REDACTED] Garland City Council District Number 4

Have you ever been convicted of a felony? ☐ Yes ☒ No

Have you ever been convicted of a Class A misdemeanor? ☐ Yes ☒ No

Please list any experience that qualifies you to serve in the areas you have indicated.

Former member of the Senior Citizens Advisory Commission

If you have previously served on a City Board or Commission, please specify and list dates of service.

Senior Citizens Advisory Commission

June 6, 2022 - March 23, 2023

List civic or community endeavors with which you have been involved.

Current Member of "Dallas Community Emergency Response Team"

What is your educational background?

B.S. Management Engineering; Business Management, Cyber Security, Air Traffic Control

What is your occupational experience?

US Air Force, The Boeing Company, Lockheed Martin - Business and Program Management.

I hereby affirm that all statements herein are true and correct.

Larry E Dunn

Board or Commission of first, second, and third choice:

____ Board of Adjustment

____ Garland Youth Council **

____ Parks and Recreation Board

____ Citizens Environmental and Neighborhood Advisory Committee

____ Property Standards Board

____ Plan Commission

____ Community Multicultural Commission

____ Library Board

☒ Senior Citizens Advisory Committee

____ Garland Cultural Arts Commission

____ Unified Building Standards Commission

**Garland Youth Council has a separate application

FOR OFFICE USE ONLY

Ad Valorem Tax Status
Utility Account Status

Current ☒
Current ☒

Past Due _____
Past Due _____

Date Appointed _____

Appointed By _____

CSO Suit/Claim Filed
Clerk Signature & Date

Yes _____ No ☒

Courtney Vanover 10/17/23

Date Notified _____