

PUBLIC NOTICE
AGENDA
LOCKHART CITY COUNCIL
September 15, 2026
DR. EUGENE CLARK LIBRARY
217 SOUTH MAIN STREET, 1st FLOOR
LOCKHART, TEXAS

6:30 P.M. WORK SESSION (No Action)

Work session will be held to receive briefings and to initially discuss all items contained on the Agenda posted for 7:30 p.m. Generally, this work session is to simplify issues as it relates to the agenda items. No vote will be taken on any issues discussed or reviewed during the work session except to the extent specifically authorized under the Texas Open Meetings Act.

DISCUSSION ONLY

- A. Presentation of a Proclamation proclaiming September 21 - 25, 2026 as National GEAR UP Week in Lockhart. **6-6**
- B. Presentation of a Proclamation in celebration of the Irving Club 130th anniversary.
- C. Discuss the Amendment to the Electric Line Easement and Right-of-Way with LCRA Transmission Services Corporation affecting City-owned property located at 700 Carver Street and 1505 E. Market Street, and authorize the City Manager to execute the amendment and all other necessary documents. *(tabled from the August 18, 2026 Council meeting)* **7-20**
- D. Discuss Resolution 2026-35 adopting the 2026 Compensation Study prepared by Evergreen Solutions, LLC and authorizing implementation of the recommendations contained therein. **21-72**
- E. Discussion regarding Ordinance 2026-39 repealing uncodified Ordinance 2025-21 in its entirety and adopting this ordinance regarding the City personnel policy manual; removing performance or merit pay for police and fire personnel and adopting a step pay plan for Police and Fire Departments under civil service. **73-81**
- F. Discuss Ordinance 2026-38 establishing a retention stipend for police officers. **82-89**
- G. Discussion regarding Ordinance 2026-37 amending Ordinance 2026-33 to adopt the early voting dates, hours, and locations, and election day voting locations, as set forth by Caldwell County for the November 3, 2026 General Election. **90-99**
- H. Discuss awarding RFP 2026-10, Lockhart Visitor Center Phase 1 Improvements and Phase 2 Enabling Work, to Countywide Builders in the amount of \$124,456 and authorize the City Manager to execute all necessary documents. **100-116**

- I. Discussion regarding Ordinance 2026-36 to establish the Fiscal Year 2026-2027 Comprehensive Fee Schedule. 117-182
- J. Discuss awarding the Lockhart Economic Development Administration (EDA) Sewer Project, EDA Grant No. 08-79-05656, to D&M Underground Corp. in the amount of \$2,363,396.00 and authorizing the City Manager to execute associated contractual documents. 183-202
- K. Discuss awarding the General Land Office (GLO) Bois D' Arc St. to N. Blanco St. Waterline Replacement Project, to D&M Underground Corp. in the amount of \$1,299,037.00 and authorizing the Mayor to execute associated contractual documents. 203-207
- L. Discuss Resolution 2026-34 granting Hillwood Communities conditional consent to form the Lockhart Municipal Utility District (MUD) of Caldwell County and the inclusion into said district of 1,111.14 acres of land, 1037.8 acres of which are in the City's ETJ and 73.34 acres within the City Limits and setting an expiration date. 208-233
- M. Discuss the City Council minutes of the September 16, 2025, September 30, 2025, October 9, 2025, October 14, 2025, and October 21, 2025 meetings. 234-265

7:30 P.M. REGULAR MEETING

- 1. **CALL TO ORDER**
Mayor Lew White
- 2. **INVOCATION, PLEDGE OF ALLEGIANCE**
Invocation. Pledge of Allegiance to the United States and Texas flags.
- 3. **PUBLIC COMMENT**
The purpose of this item is to allow the public an opportunity to address the City Council on issues that are or are not on the agenda. No discussion can be carried out on the citizen/visitor comment about items not on the agenda. Comments are limited to three minutes per speaker.
- 4. **PUBLIC HEARING/COUNCIL ACTION**
 - A. Postpone a PUBLIC HEARING originally scheduled for this date for consideration of a ZONING MAP AMENDMENT amending the official zoning map, applying the Entry Corridor Overlay District (ECOD) as found in Chapter 64, "Zoning," Article VII, "Zoning Districts and Standards" Section 64-196, "Establishment of Zoning Districts," Subsection (q) "Entrance Corridor Overlay District (ECOD)" to properties along the US 183/North Colorado Street, SH 130/Cesar Chavez Parkway, FM 2001/Silent Valley Road, FM 20/State Park Road, and FM 20/Blackjack Road corridors. 266-275

- B. Hold a public hearing on the reauthorization of applicable building permit fees and discuss and/or take action to consider approval of Ordinance 2026-36 adopting the Fiscal Year 2026-2027 Comprehensive Fee Schedule, including reauthorization of applicable building permit fees. 276-342
- C. Hold a public hearing and discussion and/or action on Ordinance 2026-40 designating a geographic area within the extraterritorial jurisdiction of the City consisting of approximately 1,959.22 acres generally located east of North Colorado Street/US Highway 183, west of and inclusive of Dry Creek Road, north of Flores Street/FM 672, and south of Rolling Ridge Road, as a tax increment reinvestment zone pursuant to Chapter 311 of the Texas Tax Code, to be known as Reinvestment Zone Number Two, City of Lockhart, Texas ("Zone"); describing the boundaries of the Zone; creating a board of directors for the Zone and appointing members of the board; establishing a tax increment fund for the Zone; containing findings related to the creation of the Zone; providing a date for the termination of the Zone; providing that the Zone take effect immediately upon passage of the ordinance; providing a severability clause; and providing an effective date. 343-387

5. CONSENT AGENDA

- A. Approve Ordinance 2026-37 amending Ordinance 2026-33 to adopt the early voting dates, hours, and locations, and election day voting locations, as set forth by Caldwell County for the November 3, 2026 General Election. 388-397
- B. Approve awarding the Lockhart Economic Development Administration (EDA) Sewer Project, EDA Grant No. 08-79-05656, to D&M Underground Corp. in the amount of \$2,363,396.00 and authorizing the City Manager to execute associated contractual documents. 398-417
- C. Approve awarding the General Land Office (GLO) Bois D' Arc St. to N. Blanco St. Waterline Replacement Project, to D&M Underground Corp. in the amount of \$1,299,037.00 and authorizing the Mayor to execute associated contractual documents. 418-422
- D. Approve Resolution 2026-34 granting Hillwood Communities conditional consent to form the Lockhart Municipal Utility District (MUD) of Caldwell County and the inclusion into said district of 1,111.14 acres of land, 1037.8 acres of which are in the City's ETJ and 73.34 acres within the City Limits and setting an expiration date. 423-448
- E. Approve the City Council minutes of the September 16, 2025, September 30, 2025, October 9, 2025, October 14, 2025, and October 21, 2025 meetings. 449-480

6. DISCUSSION/ACTION ITEMS

- A. Discussion and/or action regarding the Amendment to the Electric Line Easement and Right-of-Way with LCRA Transmission Services Corporation affecting City-owned property located at 700 Carver Street and 1505 E. Market Street, and authorize the City Manager to execute the amendment and all other necessary documents. *(tabled from the August 18, 2026 Council meeting)* **481-494**
- B. Discussion and/or action to consider Resolution 2026-35 adopting the 2026 Compensation Study prepared by Evergreen Solutions, LLC and authorizing implementation of the recommendations contained therein. **495-546**
- C. Discussion and/or action regarding Ordinance 2026-39 repealing uncodified Ordinance 2025-21 in its entirety and adopting this ordinance regarding the City personnel policy manual; removing performance or merit pay for police and fire personnel and adopting a step pay plan for Police and Fire Departments under civil service. **547-555**
- D. Discussion and/or action to consider approval of Ordinance 2026-38 establishing a retention stipend for police officers. **556-563**
- E. Discussion and/or action to consider awarding RFP 2026-10, Lockhart Visitor Center Phase 1 Improvements and Phase 2 Enabling Work, to Countywide Builders in the amount of \$124,456 and authorize the City Manager to execute all necessary documents. **564-580**

7. CITY MANAGER'S REPORT, PRESENTATION AND POSSIBLE ACTION

- Downtown Revitalization Project Receives Gold Planning Achievement Award for Urban Design.
- Update on San Antonio Street/SH 142 Construction.
- Tesla Career Pathway Program - First Lockhart Participant Completes Training and Begins Employment.
- The first City Council Meeting in October moved to Thursday, October 8 due to National Night Out taking place on Tuesday, October 6.

8. COUNCIL AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST

9. EXECUTIVE SESSION IN ACCORDANCE WITH THE PROVISIONS OF GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.071, PRIVATE CONSULTATION WITH ATTORNEY TO SEEK LEGAL ADVICE ABOUT MATTERS SUBJECT TO THE ATTORNEY CLIENT PRIVILEGE AND WITH THE PROVISIONS OF THE GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.087 TO DELIBERATE

OR FOR DISCUSSION REGARDING COMMERCIAL OR FINANCIAL INFORMATION THAT THE GOVERNMENTAL BODY HAS RECEIVED FROM A BUSINESS PROSPECT THAT THE GOVERNMENTAL BODY SEEKS TO HAVE LOCATE, STAY, OR EXPAND IN OR NEAR THE TERRITORY OF THE GOVERNMENTAL BODY AND WITH WHICH THE GOVERNMENTAL BODY IS CONDUCTING ECONOMIC DEVELOPMENT NEGOTIATIONS; OR TO DELIBERATE THE OFFER OF A FINANCIAL OR OTHER INCENTIVE TO A BUSINESS PROSPECT.

- A. Discussion regarding economic development negotiations with Projects CA-261 and CA-263.
- B. Discussion regarding proposed master planned community Ventana Vista located South of Clear Folk Street and East of State Highway 130 on approximately 420 acres of land.

10. EXECUTIVE SESSION IN ACCORDANCE WITH THE PROVISIONS OF GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.071, PRIVATE CONSULTATION WITH ATTORNEY TO SEEK LEGAL ADVICE ABOUT MATTERS SUBJECT TO THE ATTORNEY CLIENT PRIVILEGE

- A. Discussion regarding Vested Rights Claim related to that certain 6.03-acre property within the Francis Berry Survey A-2, known as Section One-A, Block 1 of the Maple Park Planned Development District, and legal advice related thereto from City Attorney.

11. OPEN SESSION

- A. Discussion and/or action regarding economic development negotiations with Projects CA-261 and CA-263.
- B. Discussion and/or action regarding proposed master planned community Ventana Vista located South of Clear Folk Street and East of State Highway 130 on approximately 420 acres of land.
- C. Discussion and/or action regarding Vested Rights Claim related to that certain 6.03-acre property within the Francis Berry Survey A-2, known as Section One-A, Block 1 of the Maple Park Planned Development District, and legal advice related thereto from City Attorney.

12. ADJOURNMENT

City Council shall have the right at anytime to seek legal advice in Executive Session from its Attorney on any agenda item, whether posted for Executive Session or not.

Posted on the bulletin board in the Municipal Building, 308 West San Antonio Street, Lockhart, Texas, on September 9, 2026 at 7:00 p.m.

Proclamation

Whereas, the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) is a federally funded program designed to increase the number of students who stay in school and pursue postsecondary education; and

Whereas, GEAR UP focuses on students who might be the first person in their family to go to college; and

Whereas, GEAR UP provides seven-year grants to states or partnership to deliver support and resources to students and their families, starting no later than the 7th grade (middle school) through high school and onward to fulfill their dreams attaining a postsecondary education; and

Whereas, GEAR UP services including tutoring, mentoring, advising, rigorous academic preparation and financial education to improve access and success in higher education; and

Whereas, GEAR UP is built around public-private partnerships to support students as they prepare to enter and succeed in education beyond high school; and

Whereas, GEAR UP has enabled thousands of students since 1999 to achieve their dreams of higher education; and

Whereas, GEAR UP is committed to providing a quality education for all students, helping them to achieve their highest potential.

NOW, THEREFORE, I, Lew White, by virtue of the authority vested in me as Mayor of the City of Lockhart, Texas, do hereby proclaim

September 21-25, 2026

as

“National GEAR UP Week in Lockhart, Texas”

and I encourage all people in our state to join in this special observance.

IN TESTIMONY, WHEREOF, I have hereto set my hand and cause to be affixed the Seal of the City of Lockhart, Texas this the 15th day of September, 2026.

ATTEST:

Julie Bowermon
City Secretary



CITY OF LOCKHART

Lew White
Mayor

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discuss the Amendment to the Electric Line Easement and Right-of-Way with LCRA Transmission Services Corporation affecting City-owned property located at 700 Carver Street and 1505 E. Market Street, and authorize the City Manager to execute the amendment and all other necessary documents. *(tabled from the August 18, 2026 Council meeting)*

ORIGINATING DEPARTMENT AND CONTACT: Public Works - Sean Kelley

ACTION REQUESTED: Other

BACKGROUND/SUMMARY/DISCUSSION:

Presentation: Presentation by LCRA regarding upcoming improvements to the existing T100 Lockhart-to-Mendoza transmission line.

Council Agenda Item Consideration postponed from August 18, 2026: LCRA Transmission Services Corporation (LCRA TSC) is making improvements to the T100 Lockhart-to-Mendoza electric transmission line. As part of the project, LCRA TSC has requested an amendment to an existing electric transmission line easement affecting City-owned properties located at 700 Carver Street and 1505 E. Market Street.

The original electric line easement dates back to August 1, 1925. The proposed amendment would allow LCRA to replace the existing transmission infrastructure and clarify its authority to place permanent poles, towers, or other supporting structures within the existing easement area. The amendment would also allow LCRA to permit joint use or occupancy of the easement by another person or legal entity. All other provisions of the original easement would remain in effect.

An appraisal prepared by LCRA's appraiser concluded that the market value of the amended easement rights is \$7,395.00, with no damages to the remainder of the property. LCRA TSC has offered the City \$9,983.25, which includes an additional 35 percent above the appraised value, as total compensation for the amended easement rights.

PROJECT SCHEDULE (if applicable):

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

City of Lockhart, Texas

Council Agenda Item Cover Sheet

Account Name:

FISCAL NOTE (if applicable):

PREVIOUS COUNCIL ACTION:

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff respectfully recommends approval of the amendment to the electric line easement and right-of-way with LCRA Transmission Services Corporation, accept compensation in the amount of \$9,983.25, and authorize the City Manager to execute the necessary documents.

LIST OF SUPPORTING DOCUMENTS: LCRA Initial Offer Letter, Electrical Easement Amendment, and Appraisal Summary



LCRA TRANSMISSION SERVICES CORPORATION

INITIAL OFFER LETTER

July 1, 2026

Via Certified Mail, Return Receipt Requested and First-Class Mail

The City of Lockhart, Texas
PO Box 239
Lockhart, Texas 78644, USA

Re: LCRA Transmission Services Corporation's T100 Lockhart to Mendoza
Project, Caldwell County, Texas; Parcel ID 055_34074

Dear Landowner,

LCRA Transmission Services Corporation (LCRA TSC), a Texas nonprofit corporation, is committed to the safe and efficient operation of our electric transmission infrastructure. As part of this work, LCRA TSC will perform an overhaul on the T100 Lockhart to Mendoza transmission line and has determined it needs to amend certain easement rights over property in which you have an interest in Caldwell County, Texas. This time-sensitive letter is to extend an offer to compensate you for those easement rights.

At this time, LCRA TSC offers to purchase the amended easement rights for \$9,983.25, which includes a payment of 35 percent over the appraisal value. **This is a total offer that includes all compensation due to you. The offer is based on an appraisal of the property that includes damages to the remainder, if any, and was prepared by a certified appraiser certified to practice as a certified general appraiser under Chapter 1103, Occupations Code. Based on the appraisal, the total value of the rights is \$7,395.00.** The amount offered does not represent LCRA TSC's opinion of the value of the amended easement rights, but is an attempt to expedite the easement acquisition process for this project.

To take advantage of this offered amount, you must accept this offer within 33 days from the date of this letter. We will consider this offer accepted when the enclosed conveyance document(s) has/have been fully executed by each person/entity who owns an interest in the property, properly notarized by all individuals/entities, and returned to me along with the completed W-9 form(s). If I have not received the fully

executed documents by such deadline, the offer will be considered to have been rejected. A return envelope is included in this packet for your convenience.

This offer is contingent upon you obtaining a consent and joinder or a subordination document for any outstanding liens, judgments or other encumbrances as required by LCRA TSC. This offer is contingent upon all interest owners in the property, including spouses joining in a pro forma capacity, executing the enclosed documents and agreeing in writing on how the consideration should be allocated among the interest owners.

You have a right to discuss this offer or any agreement reached regarding LCRA TSC's acquisition with others or to keep the offer or any agreement confidential, unless the offer or agreement is subject to Chapter 552, Texas Government Code. In accordance with Section 21.0113(b)(1)(A) of the Texas Property Code, LCRA TSC is providing a copy of the Texas Landowner's Bill of Rights. This document includes information about landowner rights and options as provided by the law but should not be considered legal advice from LCRA TSC.

If you have any questions about the project or the enclosed documents, please do not hesitate to contact me at (830) 857-6365 or via email at steven.carroll@trccompanies.com. You may also contact Susan Eschenburg, a representative and employee of LCRA TSC, at (512) 636-2000 or via email at Susan.Eschenburg@LCRA.org. Thank you for your ongoing cooperation and for your prompt consideration of this offer.

Sincerely,

Steven Carroll
Senior Right-of-Way Agent
TRC Companies

Enc: Amendment Document; W-9 Form; Texas Landowner's Bill of Rights; Appraisal;
Self-addressed Envelope; Prior Appraisals (if any).

1. GRANTEE shall have the right to place any number of poles, towers, or other ground-based support structures permanently on the EASEMENT PROPERTY. Such structures may be made of concrete, steel, or any other materials.
2. GRANTEE shall have the right to license, permit, or otherwise agree to the joint use or occupancy of the EASEMENT PROPERTY by any other person or legal entity for the purposes set out herein.

All terms of the PRIOR EASEMENT are hereby ratified and shall remain in full force and effect, as amended hereby, and nothing herein shall be construed as depriving GRANTEE of any rights obtained in the PRIOR EASEMENT except as specifically set out herein.

GRANTOR warrants and shall forever defend the Amendment to Electric Easement and Right-of-Way to GRANTEE against anyone lawfully claiming or to claim the EASEMENT PROPERTY or any part thereof.

(Signatures on the following pages)

Tract No. 055_34074
4900-5810-5243, v. 1

GRANTOR:

The City of Lockhart, Texas

By: _____
Name: _____
Title: _____

ACKNOWLEDGMENT

STATE OF _____ §
COUNTY OF _____ §

This instrument was acknowledged before me on this _____ day of _____, 20__, by
_____ the _____
of the City of Lockhart, Texas, on behalf of the city.

Notary Public, State of _____

GRANTEE:
LCRA Transmission Services Corporation
a Texas non-profit corporation

By: _____
Mark Sumrall
Authorized Agent

ACKNOWLEDGMENT

STATE OF TEXAS §
 §
COUNTY OF TRAVIS §

This instrument was acknowledged before me on this ____ day of _____, 20____, by Mark Sumrall, Authorized Agent of LCRA Transmission Services Corporation, a Texas non-profit corporation, on behalf of said corporation.

Notary Public, State of Texas

After recording, return to:
LCRA Transmission Services Corporation
c/o Lower Colorado River Authority
P. O. Box 220
Austin, Texas 78767-0220
Attn: Susan Eschenburg

CBRE VALUATION & ADVISORY SERVICES

APPRAISAL REPORT

CITY OF LOCKHART_055_34074

1505 E MARKET STREET

LOCKHART, TEXAS 78644

CBRE GROUP, INC. FILE NO. CB26US000241-34

LOWER COLORADO RIVER AUTHORITY (LCRA)

CBRE

VALUATION & ADVISORY SERVICES



2800 Post Oak Boulevard, Suite 500
Houston, Texas 77056
T (713) 577-1600
www.cbre.com

April 22, 2026

Mr. Josh Williams
Senior Category Buyer
Lower Colorado River Authority (LCRA)
3505 Montopolis Dr
Austin, Texas 78744

RE: Project: LCRA T100 Lockhart-Mendoza Project
Client Parcel: City of Lockhart_055_34074
1505 E Market Street
Lockhart, Caldwell County, Texas
CBRE, Inc. File No. CB26US000241-34

Dear Mr. Williams:

At your request and authorization, CBRE, Inc. has prepared an appraisal of the market value of the referenced property. Our analysis is presented in the following Appraisal Report.

The Subject is a 36.74 acre, or 1,600,394 square foot tract of improved land located at 1505 E Market Street in Lockhart within Caldwell County, Texas. The legal description of the Subject is as follows: 36.74-acre tract of land situated in the Byrd Lockhart Survey, Abstract No. 17, Caldwell County, Texas.

The Lower Colorado River Authority (LCRA) intends to amend the rights within the existing permanent electric transmission line easement that traverses through the Subject. The purpose of the amendment is to replace the existing structure within the existing easement. As mentioned, the Subject is an improved tract of land along with supporting accessory and site improvements. The main improvements are not considered to be impacted by the amendment to the easement area. As stated in the Extraordinary Assumptions, after construction is complete any site improvements impacted by the replacement of the existing structure within the existing easement area will be restored after construction by the Client. Therefore, the site will be valued as a vacant tract of land and no improvements will be valued herein.

Based on the analysis contained in the following report, the appraiser's opinion of total compensation is concluded as follows:

CONCLUDED MARKET VALUE		
Whole Property	\$2,667,577	
Part to be Acquired		\$7,395
Remainder Before Consideration of Damages	\$2,660,182	
Remainder After Consideration of Damages	\$2,660,182	
Net Damages or Enhancements		\$0
Total Compensation		\$7,395

The report, in its entirety, including all assumptions and limiting conditions, is an integral part of, and inseparable from, this letter. The following appraisal sets forth the most pertinent data gathered, the techniques employed, and the reasoning leading to the opinion of value. The analyses, opinions and conclusions were developed based on, and this report has been prepared in conformance with, the guidelines and recommendations set forth in the Uniform Standards of Professional Appraisal Practice (USPAP), and the requirements of the Code of Professional Ethics and Standards of Professional Appraisal Practice of the Appraisal Institute.

The appraisal problem, as applied to the subject, is to determine the property's market value. "Market Value is the price which the property would bring when it is offered for sale by one who desires, but is not obligated to sell, and is bought by one who is under no necessity of buying it, taking into consideration all of the uses to which it is reasonably adaptable and for which it either is or in all reasonable probability will become available within the reasonable future." City of Austin v. Cannizzo, 267 S.W.2d 808 (Tex. 1954)

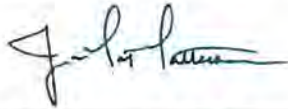
The intended use and user of our report are specifically identified in our report as agreed upon in my contract for services and/or reliance language retained in the appraiser's workfile. As a condition to being granted the status of an intended user, any intended user who has not entered into a written agreement with CBRE in connection with its use of our report agrees to be bound by the terms and conditions of the agreement between CBRE and the client who ordered the report. No other use or user of the report is permitted by any other party for any other purpose. Dissemination of this report by any party to any non-intended users does not extend reliance to any such party, and CBRE will not be responsible for any unauthorized use of or reliance upon the report, its conclusions, or contents (or any portion thereof).

The report is not the appraisal but is the reporting of the appraisal to the named client or named intended user. Anyone else who attempts to rely on an appraisal report that is not a named user may be misled by the report. If you are not the client, you have no way of knowing if a later appraisal was done that replaces this report. Any changes will result in a different report date. Accordingly, this document may no longer contain the appraisers' opinions. Any subsequent reports, with a later report date, voids this document even to the client or intended user.

It has been a pleasure to assist you in this assignment. If you have any questions concerning the analysis, or if CBRE can be of further service, please contact us.

Respectfully submitted,

CBRE - VALUATION & ADVISORY SERVICES



Jim Patterson, R/W-AC
Executive Vice President
1336482-CG



Ryan A. King
Senior Vice President
1381454-CG

Subject Aerial with Existing Easement Area Overlay

The aerial image below outlines the Whole Property in yellow and the existing electric transmission line easement area in blue. The image and outlines below are presented merely to assist the reader in visualizing the properties and is not a legal representation or considered to represent a survey of the Subject or existing easement area.



Executive Summary

INTRODUCTION		
Date of the Report	April 22, 2026	
Effective Date	January 23, 2026	
Client	Lower Colorado River Authority (LCRA)	
Client Project Name	LCRA T100 Lockhart-Mendoza Project	
Parcel/Client Reference	City of Lockhart_055_34074	
Subject Location	1505 E Market Street Lockhart, Caldwell County, TX	
Owner	City of Lockhart	
Legal Description	36.74-acre tract of land situated in the Byrd Lockhart Survey, Abstract No. 17, Caldwell County, Texas	
Property Rights Appraised	Fee Simple Estate subject to existing encumbrances	
Rights Being Acquired	Easement	
Current Use of Subject	City Facilities (Sports Complex, Park Land, Fire Training Field, Old City Dump)	
Highest and Best Use		
As Vacant	Mixture of Uses	
As Improved	Not Applicable	
of Acquisition	As part of the Whole Property	
Estimated Exposure Time	6 - 12 Months	
LAND AREAS		
Whole Property		
Fee Land Area	34.80 AC	1,515,878 SF
Existing Electric Transmission Line Easement	1.94 AC	84,516 SF
Total Whole Property	36.74 AC	1,600,394 SF
Part Acquired		
Existing Electric Transmission Line Easement Amendment	1.94 AC	84,516 SF
Total Acquired in Easement	1.94 AC	84,516 SF
Remainder Property		
Fee Land Area Remaining	34.80 AC	1,515,878 SF
Existing Electric Transmission Line Easement Amendment	1.94 AC	84,516 SF
Remainder Total Size	36.74 AC	1,600,394 SF
CONCLUDED MARKET VALUE		
Whole Property	\$2,667,577	
Part to be Acquired		\$7,395
Remainder Before Consideration of Damages	\$2,660,182	
Remainder After Consideration of Damages	\$2,660,182	
Net Damages or Enhancements		\$0
Total Compensation		\$7,395

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discuss Resolution 2026-35 adopting the 2026 Compensation Study prepared by Evergreen Solutions, LLC and authorizing implementation of the recommendations contained therein.

ORIGINATING DEPARTMENT AND CONTACT: Administration - Joseph Resendez

ACTION REQUESTED: Resolution

BACKGROUND/SUMMARY/DISCUSSION: In April 2026, the City engaged Evergreen Solutions, LLC to conduct a compensation study and market refresh of the City's existing pay plans. The study evaluated the City's General Employee, Police, and Fire compensation structures, employee salary placement and progression, internal equity, and the City's competitive position relative to comparable public-sector employers. The City previously engaged Evergreen in 2020 for a comprehensive Classification and Compensation Study. The 2026 engagement was more limited in scope and focused on refreshing compensation and market data and developing recommendations for the City's existing compensation plans.

Preliminary study information was presented to City Council during FYE 2027 Budget Workshop III on July 22, 2026. Evergreen presented its completed analysis and recommendations to Council on September 1, 2026. The study found that the City's salary ranges were approximately 21.3 percent below the peer market average at the minimum, 19.1 percent below at the midpoint, and 17.8 percent below at the maximum. The analysis also found that market competitiveness varied significantly by classification and employee group, supporting targeted adjustments rather than a uniform Citywide increase.

For General Employees, Evergreen recommends maintaining the City's existing open-range compensation structure while adjusting selected classifications to appropriate pay grades based on market position and internal equity. For implementation, Evergreen recommends a Hybrid Parity methodology that provides full credit for years in an employee's current classification and 25 percent credit for other years of City service. General Employee adjustments are generally limited to a minimum of 3 percent and maximum of 12 percent, except when an additional adjustment is necessary to bring an employee to the minimum of the newly assigned pay range.

The proposed resolution would formally adopt the 2026 Compensation Study and authorize implementation of its recommendations consistent with funding included in the FYE 2027 Budget. Updated Police and Fire Civil Service pay plans resulting from the study will be considered separately by City Council through ordinance.

PROJECT SCHEDULE (if applicable):

City of Lockhart, Texas

Council Agenda Item Cover Sheet

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): Funding for implementation is included in the adopted FYE 2027 Budget.

PREVIOUS COUNCIL ACTION: July 22, 2026 – City Council received a preliminary update on the compensation study during FYE 2027 Budget Workshop III.

September 1, 2026 – Evergreen Solutions presented the 2026 Compensation Study and market refresh findings and recommendations to City Council.

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff recommends approval of Resolution 2026-35 adopting the 2026 Compensation Study prepared by Evergreen Solutions, LLC and authorizing implementation of the recommendations contained therein.

LIST OF SUPPORTING DOCUMENTS: Res 2026-35 Compensation Plan, Evergreen Compensation Study - 2026

RESOLUTION NO. 2026-35

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS ADOPTING THE STUDY PREPARED BY EVERGREEN SOLUTIONS, LLC AS THE 2026 COMPENSATION STUDY FOR THE CITY OF LOCKHART, TEXAS FINAL REPORT; AND AUTHORIZING EXPENDITURES UNDER THE 2026-2027 BUDGET TO BE MADE PURSUANT TO SUCH STUDY

WHEREAS, the City Council of the City of Lockhart desires to help ensure that employees of the City are afforded adequate benefits, compensation, and working conditions so that such employees are motivated to remain employed by the City and the City maintains a competitive position in the labor market; and

WHEREAS, Section 4.01 of the Lockhart Home Rule Charter provides that it shall be the duty of the City Manager to appoint, fix compensation, and when necessary for the welfare of the city, remove any employee of the city, except as otherwise provided by the Charter; and

WHEREAS, during the FY 2025-2026 budget process the City Council identified a need for an employee compensation study and market refresh to determine competitive pay and benefits for its employees; and

WHEREAS, the Lockhart City Council authorized a one-time expenditure for a compensation study in the Fiscal Year 2025-2026 Budget, and Evergreen Solutions, LLC of Tallahassee, Florida was retained to conduct that study; and

WHEREAS, the study has been completed and the Lockhart City Council desires to accept it as the “2026 Compensation Study for the City of Lockhart, Texas Final Report;”

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS that:

1. The study prepared by Evergreen Solutions, LLC is adopted as the as the “2026 Compensation Study for the City of Lockhart, Texas Final Report,” (“the Study”).
2. In fulfilling his duties under the Charter, the City Manager may implement recommendations within the Study and make compensation adjustments as reflected in the FY 26-27 Budget, which shall take effect on the pay period beginning on October 1, 2026.
3. Each job position of the City of Lockhart shall be assigned to a classified grade level within the compensation plan. The compensation plan shall specify an entry and maximum level, or step with an hourly wage or salary, within each pay grade for each classification. The City Council as part of its annual budget process will consider the allocation of funds for pay plan adjustments to the compensation pay plan.

4. Compensation and salary adjustments for civil service employees shall be governed by Chapter 143 of the Texas Local Government Code, to the extent those requirements are different from the City's compensation and pay increase policy.
5. The Study may be amended, as circumstances require, through changes recommended by the Human Resources/Civil Service Director and authorized by the City Manager.

APPROVED AND ADOPTED on this, the 15th day of September 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

APPROVED AS TO FORM:

Julie Bowermon, City Secretary

Brad Bullock, City Attorney



Evergreen Solutions, LLC

COMPENSATION STUDY FINAL REPORT FOR THE CITY OF LOCKHART, TX

September 4, 2026



TABLE OF CONTENTS

	PAGE
01 INTRODUCTION	1-1
1.1 Study Methodology	1-1
1.2 Report Organization	1-3
02 ASSESSMENT OF CURRENT CONDITIONS	2-1
2.1 Analysis of Pay Plans	2-1
2.2 Grade Placement Analysis	2-4
2.3 Quartile Analysis	2-7
2.4 Compression Analysis	2-10
2.5 Summary	2-13
03 MARKET SURVEY RESULTS	3-1
3.1 Salary Data and Analysis	3-2
3.2 Summary	3-8
04 RECOMMENDATIONS	4-1
4.1 Compensation Recommendations	4-1
4.2 Compensation and Classification Administration	4-9
4.3 Summary	4-19

01 INTRODUCTION



01 INTRODUCTION

The City of Lockhart, Texas (“the City”), in alignment with its commitment to attracting and retaining a high-quality workforce, identified the need to review and update its compensation system for employees. The goal of this initiative was to ensure that the City’s compensation practices remain responsive to organizational needs, promote equitable pay, and support a competitive position within the broader labor market.

In the first half of 2026, the City engaged Evergreen Solutions, LLC (“Evergreen”) to conduct a comprehensive compensation study. The engagement was designed to evaluate the City’s existing compensation structures and employee salary relationships, assess internal and external equity, and develop recommendations to strengthen the City’s competitive position and support the effective administration of compensation over time.

Internal equity refers to the fairness and consistency of compensation relationships among employees within an organization. As part of this study, Evergreen reviewed employee salary placement, salary progression, tenure relationships, compression, and other internal compensation factors to assess how effectively employees are positioned within the City’s existing pay structures. This analysis provides an important perspective on whether compensation practices appropriately recognize differences in employee experience and progression while maintaining reasonable salary relationships across the organization.

External equity, in contrast, considers how the City’s compensation compares with that offered by relevant peer organizations in the external labor market. This component of the study evaluated the City’s pay levels relative to comparable public-sector employers and considered whether existing compensation structures support the City’s ability to recruit and retain qualified employees.

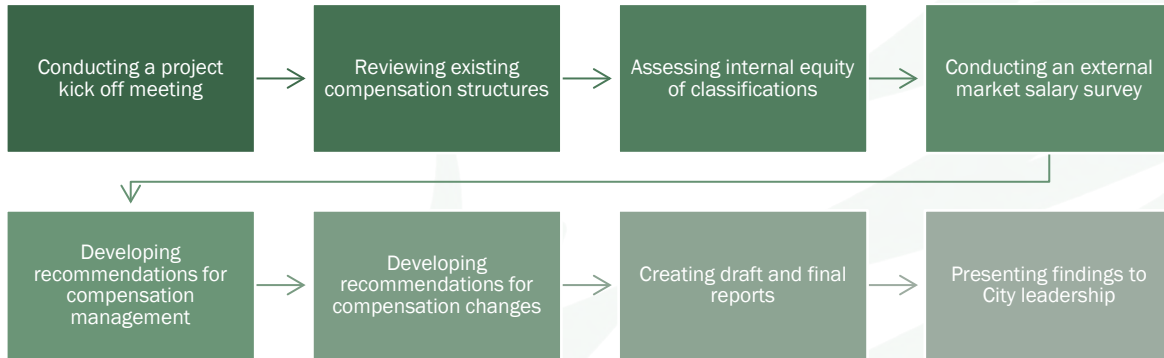
The findings and recommendations presented in this report are intended to provide the City with a comprehensive framework for strengthening the competitiveness, equity, and long-term sustainability of its compensation program. In addition to evaluating current conditions, the study provides guidance regarding appropriate compensation structures, employee salary placement, and ongoing compensation administration to help the City respond effectively to changing workforce and labor market conditions.

STUDY METHODOLOGY

Evergreen utilized a combination of quantitative and qualitative analyses to develop evidence-based recommendations intended to promote both internal equity and external competitiveness within the City’s compensation practices. It is important to recognize that all data collected and analyzed as part of this study represents a snapshot in time. Labor market conditions and compensation practices among peer organizations will continue to evolve following completion of the study.

As a result, Evergreen recommends that the City regularly monitor compensation movement among relevant peer organizations and conduct targeted market reviews as needed to maintain awareness of changing external pay practices. A comprehensive compensation study is recommended approximately every three to five years to reassess the City’s overall market position, evaluate internal compensation relationships, and identify any adjustments necessary to maintain an equitable and competitive compensation program.

Key components of the study included:



Kickoff Meeting

A project kickoff meeting was held to discuss the City's compensation history, establish the goals and objectives of the study, confirm the project work plan, and initiate the data collection process. Relevant materials necessary to support the compensation analysis were gathered, including current pay plans, employee compensation data, organizational information, and other supporting documentation.

Assessment of Current Conditions

An analysis was conducted to evaluate the City's existing compensation structures and employee salary data at the time the study commenced. The City's General, Police, and Fire pay plans were reviewed to assess their overall design and structure. Employee salary placement, progression through the applicable pay structures, years of service, and other relevant internal compensation relationships were also examined. This phase of the study provided a baseline understanding of the City's existing compensation practices and identified areas requiring further consideration as recommendations were developed.

Salary Survey

A customized external market analysis was completed to evaluate the City's competitive position relative to comparable public-sector employers. Benchmark positions were identified and matched, where possible, to comparable positions within the selected peer organizations. Salary range information was collected and analyzed to determine how the City's existing compensation levels compared with the external market. The results of this analysis provided insight into the City's overall market position as well as differences in competitiveness among individual benchmark positions.

Recommendations

Based on the assessment of current conditions, external market analysis, and review of internal compensation relationships, Evergreen developed a series of recommendations for the City's consideration. These recommendations addressed the design of the City's compensation structures, appropriate pay grade assignments, employee salary implementation, and practices for the ongoing administration and maintenance of the compensation program. The recommendations were designed to address the compensation needs identified through the study while providing the City with a sustainable framework for maintaining internal equity and external competitiveness over time.

REPORT ORGANIZATION

The following chapters present detailed findings, analysis, and recommendations resulting from the study.

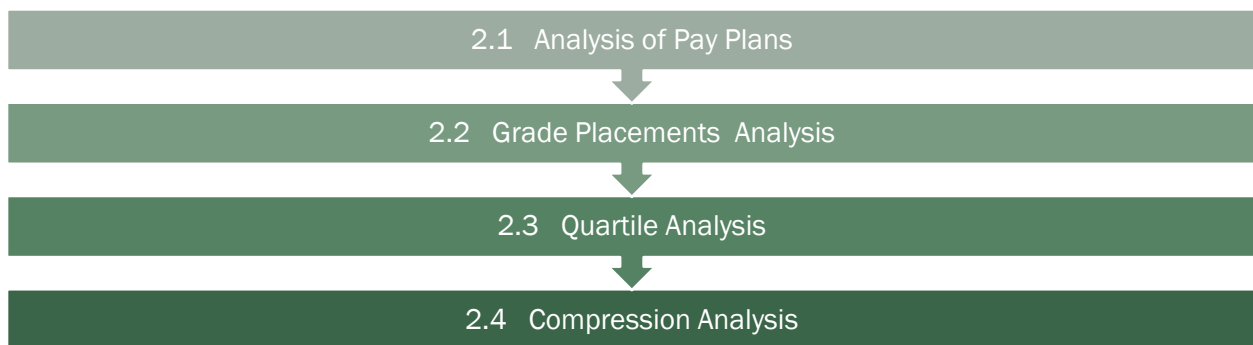




02 ASSESSMENT OF CURRENT CONDITIONS

The Assessment of Current Conditions presents a comprehensive review of the City's current compensation and classification framework for non-bargaining staff. The figures and demographic breakdowns reflect conditions at the time the data was collected during June 2026 and should be viewed as a snapshot in time. Although this information establishes a baseline for Evergreen's analysis, it does not, by itself, dictate any particular recommendation. Through this examination, Evergreen gained insight into the existing pay structure and related practices.

This report is broken down into the following four sections:



2.1 ANALYSIS OF PAY PLANS

The purpose of analyzing the pay plans used within the City is to provide an overview of the compensation philosophy as it existed when the study began. The City currently maintains three separate pay plans: a General Employee Pay Plan, a Fire Pay Plan, and a Police Pay Plan. The public safety pay plans are structured by classification, with each classification assigned its own salary range, while the General Employee Pay Plan is structured by numerical pay grades. For the purpose of this report, the three pay plans are presented together in the analysis to provide a holistic view of the salary ranges available to City employees.

Exhibits 2A through **2C** display the City's three pay plans summarized for ease of comparison. The exhibits provide each classification or pay grade included within the respective plan; the minimum, midpoint, and maximum of each salary range; the range spread, which measures the distance between the minimum and maximum of the range; and the number of employees assigned to each pay grade or classification.

The General Employee Pay Plan includes 22 pay grades, including one ungraded contractual position, with two pay grades containing no incumbents. Pay Grade 102 contains the largest number of employees, with 16 incumbents. The Fire Pay Plan consists of four classifications with between one and six employees assigned to each classification, while the Police Pay Plan consists of five classifications with between one and 11 employees assigned to each classification. The General Employee Pay Plan utilizes consistent 50 percent range spreads across all graded positions, whereas the Fire and Police pay plans utilize varying range spreads. These differences demonstrate that the City does not utilize a single range design across its three employee groups.

Exhibit 2A / General Employees Pay Plan Summary

Pay Plan	Grade	Minimum	Midpoint	Maximum	Range Spread	Employees
G	101	\$ 30,389	\$ 38,002	\$ 45,594	50%	12
G	102	\$ 32,219	\$ 40,248	\$ 48,298	50%	16
G	103	\$ 34,133	\$ 42,682	\$ 51,230	50%	15
G	104	\$ 36,005	\$ 45,007	\$ 53,991	50%	11
G	105	\$ 38,355	\$ 47,965	\$ 57,533	50%	6
G	106	\$ 40,664	\$ 50,814	\$ 61,006	50%	5
G	107	\$ 43,098	\$ 53,893	\$ 64,646	50%	7
G	108	\$ 45,698	\$ 57,117	\$ 68,536	50%	9
G	109	\$ 48,422	\$ 60,549	\$ 72,654	50%	2
G	110	\$ 51,334	\$ 64,189	\$ 77,002	50%	4
G	111	\$ 54,414	\$ 68,040	\$ 81,622	50%	0
G	112	\$ 57,678	\$ 72,114	\$ 86,507	50%	4
G	113	\$ 61,152	\$ 76,419	\$ 91,728	50%	2
G	114	\$ 64,834	\$ 81,016	\$ 97,240	50%	1
G	116	\$ 72,821	\$ 91,062	\$ 109,221	50%	4
G	117	\$ 77,210	\$ 96,491	\$ 115,814	50%	3
G	118	\$ 81,842	\$ 102,281	\$ 122,763	50%	0
G	119	\$ 86,778	\$ 108,410	\$ 130,104	50%	3
G	120	\$ 91,936	\$ 114,920	\$ 137,925	50%	3
G	121	\$ 97,452	\$ 121,815	\$ 146,200	50%	1
G	CONTRACT	-	-	-	-	1

Exhibit 2B / Fire Employees Pay Plan Summary

Pay Plan	Classification	Minimum	Midpoint	Maximum	Range Spread	Employees
A	Firefighter	\$ 55,037	\$ 59,474	\$ 63,912	16%	5
A	Engineer	\$ 61,156	\$ 64,546	\$ 67,935	11%	6
A	Captain	\$ 67,935	\$ 71,367	\$ 74,798	10%	3
A	Assistant Fire Chief	\$ 81,973	\$ 86,726	\$ 91,478	12%	1

Exhibit 2C / Police Employees Pay Plan Summary

Pay Plan	Classification	Minimum	Midpoint	Maximum	Range Spread	Employees
B	Cadet	\$ 50,731	\$ 50,731	\$ 50,731	0%	2
B	Officer	\$ 66,518	\$ 73,653	\$ 80,787	21%	11
B	Sergeant	\$ 82,326	\$ 87,433	\$ 92,539	12%	4
B	Lieutenant	\$ 93,808	\$ 97,126	\$ 100,443	7%	2
B	Captain	\$ 100,797	\$ 103,792	\$ 106,787	6%	1

In addition to the salary ranges summarized in **Exhibits 2A – 2C**, the City utilizes tenure-based step plans to determine salary progression for Fire and Police employees. These structures are presented separately because they establish how employees progress within the broader salary structures over time. **Exhibit 2D** displays the Firefighter/EMT step plan, **Exhibit 2E** displays the step plan applicable to the other Fire positions, including Fire Engineer, Fire Captain, and Assistant Chief, and **Exhibit 2F** displays the Police step plan.

As shown in **Exhibit 2D**, the Firefighter/EMT step plan provides salary progression at 0, 1, 3, 5, and 7 or more years of tenure. The percentage increase between successive salary points is not uniform, ranging from approximately 2.3 percent to 4.8 percent. The first increase occurs after one year, while the remaining progression points occur at two-year intervals. The largest increase occurs between the one- and three-year rates, at approximately 4.8 percent, while the smallest occurs between the five- and seven-year rates, at approximately 2.3 percent. As a result, both the timing and value of salary progression vary across the Firefighter/EMT step plan.

Exhibit 2D | Firefighter/EMT Step Plan

Position	Tenure				
	0 years	1 year	3 years	5 years	7+ years
Firefighter/EMT	\$ 55,037.32	\$ 57,049.20	\$ 59,777.64	\$ 62,478.52	\$ 63,911.64

Exhibit 2E displays the step structure for the remaining Fire positions. Unlike the Firefighter/EMT plan, this structure establishes salary points at 0, 3, 6, 9, and 12 or more years of tenure. The percentage value of progression is not consistent between steps or classifications. For example, the Fire Engineer increases shown in the plan range from approximately 2.0 percent to 4.4 percent. The Assistant Chief progression is comparatively consistent through the first nine years, with individual increases of approximately 1.7 percent, before increasing by approximately 6.2 percent between the nine- and 12-year salary points. Consequently, although the tenure intervals are regularly spaced at three years, the financial value associated with advancement between those points is not standardized.

Exhibit 2E | Remaining Fire Positions Step Plan

Position	Tenure				
	0 years	3 years	6 years	9 years	12+ years
Fire Engineer	\$ 61,155.64	\$ 62,478.52	\$ 65,234.52	\$ 66,584.96	\$ 67,935.40
Captain	\$ 67,935.40	\$ 70,663.84	\$ 72,041.84	\$ 73,337.16	\$ 74,797.84
Assistant Chief	\$ 81,972.80	\$ 83,366.40	\$ 84,739.20	\$ 86,153.60	\$ 91,478.40

Exhibit 2F displays the Police step plan. Similar to the Fire plans, the Police structure uses tenure to establish progression opportunities; however, the number and timing of the salary points vary by classification. For the Sergeant classification, the available rates occur at two-year intervals between two and 10 years of tenure, with increases ranging from approximately 2.1 percent to 3.4 percent. The increases following the four-year salary point are relatively similar, at approximately 3.2 percent to 3.4 percent, but the progression is not based on a uniform percentage increase. Other Police classifications have fewer salary progression points, further demonstrating variation in how tenure-based progression is applied across the plan.

Exhibit 2F | Police Step Plan

Position	Tenure							
	0 years	1 year	2 years	4 years	6 years	8 years	10 years	12+ years
Police Cadet	\$ 50,731.20							
Police Officer	\$ 66,518.40	\$ 68,244.80	\$ 69,992.00	\$ 71,760.00	\$ 73,923.20	\$ 76,128.00	\$ 78,436.80	\$ 80,787.20
Sergeant			\$ 82,326.40	\$ 84,032.00	\$ 86,819.20	\$ 89,627.20	\$ 92,539.20	
Lieutenant				\$ 93,808.00	\$ 97,032.00	\$ 100,443.20		
Captain				\$ 100,796.80	\$ 106,787.20			

Taken together, the three public safety step plans do not reflect a single standardized approach to salary progression. The Firefighter/EMT plan generally progresses at two-year intervals after the first year, the other Fire positions progress at three-year intervals, and the Police plan utilizes progression schedules that vary by classification. Additionally, the percentage increases associated with individual steps are not consistent either within or across the plans. These differences result in employees receiving varying rates of salary progression based on classification, tenure point, and the specific step structure applicable to their position. The step plans therefore represent an additional component of the City's compensation structure that should be considered alongside the differences in range spreads and overall pay plan design shown in **Exhibits 2A** through **2C**.

Comparing the City's current pay plans and step structures to common compensation practices, several observations can be made:

- **Different Pay Plan Structures** – The General Employee Pay Plan uses consistent 50 percent range spreads, while Fire and Police utilize narrower, classification-specific ranges that vary in size.
- **Limited Public Safety Range Movement** – Fire and Police employees have considerably less movement between minimum and maximum than General employees, with range spreads varying from 0 percent to 16 percent.
- **Inconsistent Step Progression** – Fire and Police step plans vary in both the timing and percentage of increases, with observed step increases ranging from approximately 1.7 percent to 6.2 percent.
- **Lack of Standardization** – Overall, the City does not utilize a consistent approach to salary range design or progression across its three pay plans.

The following section shifts the analysis from the structure of the City's pay plans to the placement of employee salaries within their respective salary ranges.

2.2 GRADE PLACEMENT ANALYSIS

The Grade Placement Analysis examines how employee salaries are distributed throughout the pay grades. This can help identify salary progression issues, which are usually accompanied by employee salaries that are clustered in segments of the pay grades. A clustering of employee salaries in the lower part of ranges can indicate a lack of salary progression for employees or a high level of employee turnover. A clustering of employee salaries in the high end of pay ranges can be a sign of high employee tenure or a sign that the pay ranges are behind market, forcing the organization to offer salaries near the maximum of the range to new hires. With regard to minimum and maximum salaries, employees at the grade minimum are typically newer to the organization or to the classification, while employees at the grade maximum are typically highly experienced and highly proficient in their classification. The Grade Placement Analysis examines how salaries compare to pay range minimums, midpoints, and maximums.

Exhibits 2G through **2I** display the number and percentage of employees compensated at or below their pay grade minimum and at or above their pay grade maximum. As shown in **Exhibit 2G**, 4.6 percent of employees in the General Pay Plan are at or below minimum and 3.7 percent are at or above maximum. The classifications for Fire and Police presented in **Exhibits 2H** and **2I**, respectively, show somewhat greater concentrations at the boundaries of their respective ranges, with 20.0 percent and 16.7 percent at or below minimum, respectively, and 13.3 percent and 22.2 percent at or above maximum.

It should be noted that the Cadet position in the Police Pay Plan and Contract position in the General Pay Plan were excluded from this analysis. The contract position did not have an established pay range,

while the Police Cadet pay plan utilized a flat rate and therefore did not have a salary range against which employee placement could be evaluated. They will not be included in any future analyses that require the pay range to be utilized.

Exhibit 2G | General Employees at/below Minimum or at/above Maximum

Grade	Employees	# at or below Min	% at or below Min	# at or above Max	% at or above Max
101	12	0	0.0%	0	0.0%
102	16	0	0.0%	0	0.0%
103	15	4	26.7%	0	0.0%
104	11	0	0.0%	0	0.0%
105	6	0	0.0%	0	0.0%
106	5	1	20.0%	0	0.0%
107	7	0	0.0%	0	0.0%
108	9	0	0.0%	1	11.1%
109	2	0	0.0%	0	0.0%
110	4	0	0.0%	0	0.0%
111	0	0	0.0%	0	0.0%
112	4	0	0.0%	1	25.0%
113	2	0	0.0%	0	0.0%
114	1	0	0.0%	1	100.0%
116	4	0	0.0%	0	0.0%
117	3	0	0.0%	0	0.0%
118	0	0	0.0%	0	0.0%
119	3	0	0.0%	0	0.0%
120	3	0	0.0%	1	33.3%
121	1	0	0.0%	0	0.0%
-	108	5	4.6%	4	3.7%

Exhibit 2H | Fire Employees at/below Minimum or at/above Maximum

Classification	Employees	# at or below Min	% at or below Min	# at or above Max	% at or above Max
Firefighter	5	2	40.0%	0	0.0%
Engineer	6	1	16.7%	0	0.0%
Captain	3	0	0.0%	1	33.3%
Assistant Fire Chief	1	0	0.0%	1	100.0%
-	15	3	20.0%	2	13.3%

Exhibit 2I | Police Employees at/below Minimum or at/above Maximum

Classification	Employees	# at or below Min	% at or below Min	# at or above Max	% at or above Max
Officer	11	1	9.1%	1	9.1%
Sergeant	4	1	25.0%	1	25.0%
Lieutenant	2	1	50.0%	1	50.0%
Captain	1	0	0.0%	1	100.0%
-	18	3	16.7%	4	22.2%

In addition to assessing the number of employees at or below minimum and at or above maximum, an analysis was conducted to determine the number of employees below and above pay grade midpoint. The percentages refer to the percentage of employees in each pay grade that are above and below midpoint.

Exhibits 2J through 2L provide an additional view of employee placement by examining salaries relative to the midpoint of each pay range. Across all the pay plans, employees are generally more concentrated below midpoint, although the degree varies. As shown in **Exhibit 2J**, 65.7 percent of employees on the General Pay Plan are below midpoint, compared to 32.4 percent above midpoint. Similarly, 66.7 percent of Fire employees in **Exhibit 2K** are below midpoint, while **Exhibit 2L** reflects a more balanced distribution, with 55.6 percent of Police employees below midpoint and 44.4 percent above.

Exhibit 2J | General Employees Above and Below Midpoint

Grade	Employees	# < Mid	% < Mid	# > Mid	% > Mid
101	12	12	100.0%	0	0.0%
102	16	13	81.3%	3	18.8%
103	15	12	80.0%	3	20.0%
104	11	6	54.5%	5	45.5%
105	6	4	66.7%	1	16.7%
106	5	3	60.0%	2	40.0%
107	7	7	100.0%	0	0.0%
108	9	4	44.4%	5	55.6%
109	2	0	0.0%	1	50.0%
110	4	2	50.0%	2	50.0%
111	0	0	0.0%	0	0.0%
112	4	3	75.0%	1	25.0%
113	2	0	0.0%	2	100.0%
114	1	0	0.0%	1	100.0%
116	4	2	50.0%	2	50.0%
117	3	1	33.3%	2	66.7%
118	0	0	0.0%	0	0.0%
119	3	0	0.0%	3	100.0%
120	3	1	33.3%	2	66.7%
121	1	1	100.0%	0	0.0%
-	108	71	65.7%	35	32.4%

Exhibit 2K | Fire Employees Above and Below Midpoint

Classification	Employees	# < Mid	% < Mid	# > Mid	% > Mid
Firefighter	5	5	100.0%	0	0.0%
Engineer	6	5	83.3%	1	16.7%
Captain	3	0	0.0%	3	100.0%
Assistant Fire Chief	1	0	0.0%	1	100.0%
-	15	10	66.7%	5	33.3%

Exhibit 2L | Police Employees Above and Below Midpoint

Classification	Employees	# < Mid	% < Mid	# > Mid	% > Mid
Officer	11	6	54.5%	5	45.5%
Sergeant	4	3	75.0%	1	25.0%
Lieutenant	2	1	50.0%	1	50.0%
Captain	1	0	0.0%	1	100.0%
-	18	10	55.6%	8	44.4%

2.3 QUARTILE ANALYSIS

The last part of the Grade Placement Analysis is a detailed look at how salaries are distributed through pay grades, through a quartile analysis. Here, each pay grade is divided into four segments of equal width, called quartiles. The first quartile represents the first 25 percent of the pay range; the second quartile represents the part of the range above the first quartile up to the mathematical midpoint; the third quartile represents the part of the range from the midpoint to 75 percent of the pay range; and the fourth quartile represents the part of the range above the third quartile up to the pay range maximum. Employees are assigned to a quartile within their pay range based on their current salary.

The quartile analysis is used to determine the location of employee salary clusters. Quartile analysis helps identify whether clusters exist in specific quartiles of pay grades. Additionally, the amount of time the employee has spent at the organization is also analyzed, in order to observe any relationship between organizational tenure and salary progression. This information, while not definitive alone, can shed light on any root issues within the current compensation and classification plan when combined with market data and employee feedback.

Exhibits 2M through 2O provide a more detailed view of employee salary placement by dividing each pay range into four equal quartiles and comparing placement with average employee tenure. As shown in **Exhibit 2M**, employees are concentrated in the lower half of the ranges, with 35.2 percent in the first quartile and 30.6 percent in the second quartile. Average tenure generally increases through the first three quartiles, from 3.4 years in the first quartile to 15.9 years in the third quartile.

A similar concentration in the first quartile is evident in **Exhibits 2N and 2O**, accounting for 60.0 percent and 38.9 percent of employees, respectively. In **Exhibit 2O**, average tenure generally increases across the quartiles, from 3.4 years in the first quartile to 6.3 years in the fourth quartile, providing some indication of salary progression with tenure.

Exhibit 2P provides a graphical representation of the quartile distribution shown in **Exhibits 2M through 2O**. Each pay grade is divided into four colored segments representing the percentage of employees within that pay grade who fall into each quartile of the salary range. For example, Pay Grade 102 contains employees distributed across all four quartiles and is therefore represented by all four colors in the exhibit. Conversely, several pay grades and classifications with few incumbents are represented by a single color. In pay grades or classifications with only one incumbent, the chart displays a single color representing the quartile in which that employee is compensated and should not be interpreted as indicating a broader distribution.

Exhibit 2M / General Quartile Analysis with Organizational Service Years

Grade	Total Employees	Average Tenure	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
			# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure
101	12	3.3	7	2.7	5	4.1	0	-	0	-
102	16	7.8	10	3.2	3	14.8	2	8.4	1	32.0
103	15	5.3	11	1.0	1	3.7	2	17.9	1	28.0
104	11	14.8	2	6.7	4	13.5	4	22.8	1	4.1
105	6	11.2	1	1.8	3	11.9	2	14.9	0	-
106	5	13.8	2	4.4	1	0.7	1	20.5	1	39.3
107	7	4.3	0	-	7	4.3	0	-	0	-
108	9	8.7	1	4.5	3	1.8	3	12.1	2	16.3
109	2	4.3	0	-	0	-	1	1.5	1	7.1
110	4	15.2	0	-	2	6.8	0	-	2	23.6
111	0	-	0	-	0	-	0	-	0	-
112	4	14.0	1	17.7	2	18.9	0	-	1	0.2
113	2	4.7	0	-	0	-	2	4.7	0	-
114	1	4.2	0	-	0	-	0	-	1	4.2
116	4	12.6	2	6.5	0	-	2	18.6	0	-
117	3	3.7	0	-	1	3.0	1	3.8	1	4.2
118	0	-	0	-	0	-	0	-	0	-
119	3	23.1	0	-	0	-	2	33.6	1	2.0
120	3	6.2	1	6.8	0	-	0	-	2	6.0
121	1	0.5	0	-	1	0.5	0	-	0	-
-	108	8.7	38	3.4	33	7.6	22	15.9	15	14.2
-	100.0%	-	35.2%	-	30.6%	-	20.4%	-	13.9%	-

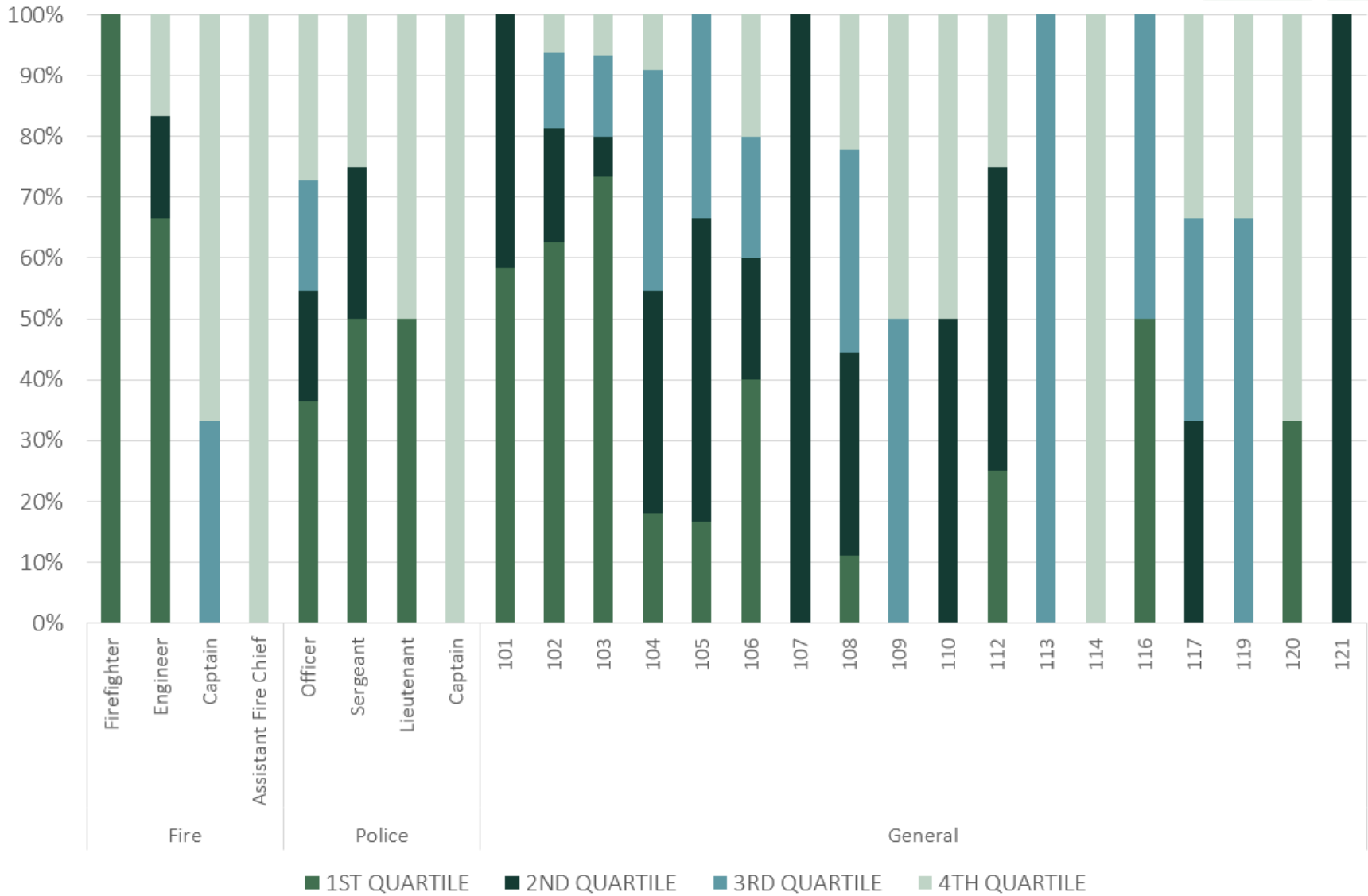
Exhibit 2N / Fire Quartile Analysis with Organizational Service Years

Classification	Total Employees	Average Tenure	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
			# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure
Firefighter	5	1.4	5	1.4	0	-	0	-	0	-
Engineer	6	6.1	4	5.5	1	4.7	0	-	1	9.6
Captain	3	11.8	0	-	0	-	1	6.2	2	14.5
Assistant Fire Chief	1	19.3	0	-	0	-	0	-	1	19.3
-	15	6.5	9	3.2	1	4.7	1	6.2	4	14.5
-	100.0%	-	60.0%	-	6.7%	-	6.7%	-	26.7%	-

Exhibit 2O / Police Quartile Analysis with Organizational Service Years

Classification	Total Employees	Average Tenure	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
			# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure
Officer	11	3.1	4	2.3	2	5.5	2	4.4	3	1.5
Sergeant	4	5.3	2	4.2	1	4.0	0	-	1	9.0
Lieutenant	2	5.6	1	6.1	0	-	0	-	1	5.1
Captain	1	19.0	0	-	0	-	0	-	1	19.0
-	18	4.7	7	3.4	3	5.0	2	4.4	6	6.3
-	100.0%	-	38.9%	-	16.7%	-	11.1%	-	33.3%	-

Exhibit 2P / Quartile Analysis with Organizational Service Years



Looking at the exhibits above, employees are generally concentrated toward the lower portions of the ranges. The Fire pay plan is heavily concentrated at the extremes. **Exhibit 2N** has 60.0 percent of employees in Quartile 1 and 26.7 percent in Quartile 4, with very few employees in the middle two quartiles. That distribution may indicate limited gradual progression through the ranges, although the small population of only 15 employees means individual employees have a substantial effect on the percentages. The Police pay plan also has an unusual distribution. **Exhibit 2O** shows 38.9 percent of employees in Quartile 1 and 33.3 percent in Quartile 4, meaning nearly three-quarters of employees are located in either the lowest or highest quartile. There are comparatively few employees in the middle of the ranges.

Some grade-level tenure patterns warrant a closer look. For example, the Public Information Officer in Grade 112 has only 0.2 years of organizational tenure while positioned in Quartile 4. Similarly, the Economic Development Director in Grade 119 has 2.0 years of organizational tenure and is positioned in Quartile 4, while the two employees in Quartile 3 average 33.6 years of tenure. These placements may have reasonable explanations, such as prior relevant experience, promotions, advanced salary placement at hire, or other compensation practices. Nevertheless, they represent examples where salary placement does not appear to correspond with organizational tenure in the manner generally observed across the pay structure and may warrant further review.

2.4 COMPRESSION ANALYSIS

Pay compression can be defined as a lack of meaningful variation in salaries between employees with significantly different levels of experience or responsibility. Compression can present challenges to internal equity and employee morale. Two common forms of pay compression occur when the salaries of supervisors and their subordinates are too closely aligned or when newly hired employees are compensated similarly to highly tenured employees performing the same work.

According to the Society for Human Resource Management (SHRM), several organizational practices and circumstances may contribute to pay compression, including the following:

- Reorganizations that alter reporting or peer relationships without corresponding job or salary evaluations.
-
- Inconsistent application of salary increases, market adjustments, and promotional practices across departments or divisions.
-
- Hiring practices that result in new employees receiving salaries comparable to or greater than existing employees performing similar work.

Due to limitations in the employee data provided for this study, supervisory reporting relationships were not available. Consequently, supervisor-to-subordinate salary compression could not be evaluated as part of this analysis.

Projected salary is calculated based on an assumed progression period that reflects the structure of the applicable pay plan. For employees in the General pay plan, projected salary is calculated using a 30-year progression assumption. Under this methodology, an employee with 15 class years would be projected to be at the grade midpoint, while an employee with 30 or more class years would be projected to be at the grade maximum. For employees in the Fire and Police pay plans, a 12-year progression assumption is used to better reflect the shorter step-based progression schedules of those plans. Under this methodology, an employee with six class years would be projected to be at the

grade midpoint, while an employee with 12 or more class years would be projected to be at the grade maximum.

An important distinction exists between this compression analysis and the preceding quartile analysis. The compression analysis utilizes class years, while the quartile analysis utilizes organizational tenure. Class years measure the amount of time an employee has spent in their current classification, whereas organizational tenure measures the total amount of time the employee has worked for the City. For example, an employee who has worked for the City for 15 years but was promoted into their current classification one year ago would have 15 years of organizational tenure but only one class year.

Exhibits 2Q through 2S compare employees' actual salaries to their projected salaries based on class time and the progression assumption applicable to each pay plan. As shown in **Exhibit 2Q**, 50.9 percent of employees in the General pay plan are compensated more than 10 percent above their projected salary, while only 1.8 percent are more than five percent below projected salary. An additional 16.7 percent are between five and 10 percent above projected salary, indicating a substantial concentration of employees above their class-time-based projected salary.

The Fire pay plan, shown in **Exhibit 2R**, demonstrates considerably less variation under the 12-year progression assumption. All 15 Fire employees, or 100.0 percent, are compensated within five percent of their projected salaries. This close alignment indicates that employee salary placement within the Fire pay plan generally corresponds with the progression expected based on class time.

As shown in **Exhibit 2S**, Police employees exhibit somewhat greater variation. Of the 18 employees analyzed, 61.1 percent are compensated within five percent of their projected salaries. An additional 16.7 percent are between five and 10 percent above projected salary, and 16.7 percent are more than 10 percent above projected salary. One employee, representing 5.6 percent of the Police employees analyzed, is compensated more than 10 percent below their projected salary.

Overall, the analysis reveals different salary placement patterns across the three pay plans. Employees in the General pay plan are considerably more likely to be compensated above their class-time-based projected salaries, while Fire employees are closely aligned with projected salary placement under the 12-year progression assumption. Police employees are also generally aligned with projected salary placement, although greater variation exists than within the Fire pay plan. These differences may reflect the distinct progression structures of the respective pay plans, as well as advanced hiring placement, promotions, prior salary adjustments, or other compensation practices. The data alone are not sufficient to determine the underlying cause of individual salary placements.

Exhibit 2Q | General Employee Actual vs. Projected Salary

Grades	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
101	0	0	3	7	2
102	1	0	7	3	5
103	0	0	10	2	3
104	0	0	4	0	7
105	0	0	1	1	4
106	0	0	2	2	1
107	0	0	1	0	6
108	0	0	1	0	8
109	0	0	0	0	2
110	0	0	1	0	3
111	0	0	0	0	0
112	0	1	1	0	2
113	0	0	0	0	2
114	0	0	0	0	1
116	0	0	1	2	1
117	0	0	0	0	3
118	0	0	0	0	0
119	0	0	0	1	2
120	0	0	1	0	2
121	0	0	0	0	1
108	1	1	33	18	55
100.0%	0.9%	0.9%	30.6%	16.7%	50.9%

Exhibit 2R | Fire Employee Actual vs. Projected Salary

Classifications	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
Firefighter	0	0	5	0	0
Engineer	0	0	6	0	0
Captain	0	0	3	0	0
Assistant Fire Chief	0	0	1	0	0
15	0	0	15	0	0
100.0%	0.0%	0.0%	100.0%	0.0%	0.0%

**Fire Employee Salary Projections are based on a 12-year assumption*

Exhibit 2S | Police Employee Actual vs. Projected Salary

Classifications	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
Officer	1	0	6	1	3
Sergeant	0	0	3	1	0
Lieutenant	0	0	1	1	0
Captain	0	0	1	0	0
18	1	0	11	3	3
100.0%	5.6%	0.0%	61.1%	16.7%	16.7%

**Police Employee Salary Projections are based on a 12-year assumption*

2.5 CONCLUSION

There were several observations made with respect to the City's compensation system in place at the beginning of the study.

- **Employee salaries are generally concentrated in the lower half of their respective pay ranges.** Across the three pay plans analyzed, between 55.6 percent and 66.7 percent of employees are compensated below their pay range midpoint.
- **Relatively few employees are positioned at or outside the minimum and maximum of their pay ranges.** The General Pay Plan has 4.6 percent of employees at or below minimum and 3.7 percent at or above maximum, although the Fire and Police pay plans show somewhat greater concentrations at the range boundaries.
- **Quartile placement further demonstrates a concentration toward the lower portions of the salary ranges.** The first two quartiles contain 65.8 percent of employees in the General Pay Plan and 66.7 percent of employees in the Fire pay plan, while Police employees are more dispersed throughout their ranges.
- **Organizational tenure generally increases as employees progress through the salary ranges, although the relationship is not entirely consistent.** The General Pay Plan demonstrates a particularly clear increase in average tenure through the first three quartiles, indicating a general relationship between organizational tenure and salary progression. Certain grade-level exceptions were identified, however, suggesting that factors other than organizational tenure also influence individual salary placement.
- **Salary placement relative to class time varies across the three pay plans.** Using progression assumptions reflective of each pay plan, the General Pay Plan shows the greatest concentration above projected salary, with 50.9 percent of employees compensated more than 10 percent above their class-time-based projected salary. Fire employees demonstrate close alignment between class time and salary placement, with all employees compensated within five percent of their projected salary under the 12-year progression assumption. Police employees are also generally aligned with projected salaries, with 61.1 percent falling within five percent, although greater variation exists than within the Fire pay plan. These differences may reflect the distinct progression structures of the pay plans as well as hiring, promotional, or other compensation practices.

This analysis acts as a starting point for the development of recommendations in subsequent chapters of this report. When considered alongside the market analysis and other study findings, the Assessment of Current Conditions provides a foundation for identifying opportunities to strengthen the City's compensation structure, support internal equity, and maintain competitiveness within the labor market.



03 MARKET SURVEY RESULTS

The purpose of the market survey is to benchmark the City of Lockhart's compensation practices against those of its peer organizations in order to assess the City's overall competitiveness in the labor market. To conduct this analysis, Evergreen compared the pay ranges for selected benchmark positions within the City to those of comparable positions at peer organizations.

Individual employee salaries were not analyzed as part of this study, as compensation levels can vary significantly due to factors such as years of service, qualifications, and job performance. Therefore, to ensure consistency and comparability, Evergreen evaluated average pay ranges for each classification rather than individual earnings.

The findings presented in this chapter reflect market conditions at the time the study was conducted. As market dynamics can shift quickly, it is recommended that the City perform regular compensation surveys to maintain an up-to-date understanding of its competitive standing.

While market rates are a critical element of compensation analysis, they are not the sole determinant for assigning classifications to salary ranges. The proposed placement of classifications in salary ranges, which is discussed in Chapter 4, incorporates additional considerations beyond market rates.

Evergreen's market study involved a survey of eleven targeted peer organizations and included data collection for 63 benchmark positions. Peers were selected based on several factors, including geographic proximity, resource levels, position comparability, and organizational size. These organizations were also chosen due to their role as competitors for talent within the Central Texas labor market. **Exhibit 3A** presents the participating peer organizations, along with the C2ER index used to adjust reported market data to Lockhart's local economic conditions and the weight assigned to each peer in the analysis.

Exhibit 3A | Market Peers with C2ER Index

Market Peer	C2ER Index	Peer Weight
City of Lockhart, TX	92.4	—
City of Bastrop, TX	93.1	100%
City of Buda, TX	95.1	80%
City of Cedar Park, TX	98.3	20%
City of Elgin, TX	93.1	100%
City of Georgetown, TX	98.3	20%
City of Hutto, TX	98.3	20%
City of Kyle, TX	95.1	20%
City of New Braunfels, TX	99.2	20%
City of San Marcos, TX	95.1	20%
City of Taylor, TX	98.3	40%
Hays County, TX	95.1	20%

The C2ER index measures the relative cost of goods and services in each market. Lockhart's index of 92.4 is the lowest among the organizations surveyed, indicating that Lockhart is a lower-cost labor market than each of its peers. All peer salary data presented in this chapter has therefore been adjusted by the ratio of Lockhart's index to the peer's index, so that reported pay is compared on an

equivalent purchasing-power basis. Peer weights reflect the degree to which each organization competes with Lockhart for talent, with more directly comparable organizations carrying greater influence in the weighted market averages.

SALARY DATA & ANALYSIS

The public sector market salary data presented in Exhibit 3B reflects the overall average percent differentials at the minimum, midpoint, and maximum of the City's salary ranges compared to those of peer organizations. These percent differentials represent the average difference, expressed as a percentage, between the City's pay range values and the corresponding values from the public sector market. All results are C2ER adjusted.

These differentials are calculated by comparing each benchmark position's range point (minimum, midpoint, and maximum) to the corresponding point in the market data and then averaging the resulting differences across all benchmarks included in the study. This methodology provides a reliable and consolidated measure of how the City's compensation structure aligns with market norms. A negative differential indicates that the City's range falls below the market; a positive differential indicates that it falls above the market.

Analyzing percent differentials at these three key range points provides a comprehensive view of the City's compensation competitiveness across the full spectrum of the pay range. This is important because it allows the City to assess not only entry-level competitiveness (minimum), but also how well it retains employees through the middle (midpoint) and upper (maximum) ends of its salary structure.

Results are reported at three market positions. The market average reflects the weighted average of all reported peer data. The 50th percentile represents the market median, and the 40th percentile represents a more conservative market target. Reporting all three positions allows the City to evaluate its standing against a range of possible compensation strategies.

In addition to percent differentials, Exhibit 3B also includes the average range spread for all benchmark positions. Range spread refers to the percentage difference between the minimum and maximum of a pay range. It is calculated by subtracting the minimum salary from the maximum, dividing the result by the minimum, and expressing it as a percentage. For example, a range with a minimum of \$40,000 and a maximum of \$60,000 has a range spread of 50.0 percent.

Understanding range spread is important because it reflects the salary growth potential within a position over time. A wider range spread allows for greater pay progression and flexibility to reward experience, performance, and years of service, as well as to make market-based adjustments without requiring a promotion or reclassification.

Exhibit 3B | Public Sector Salary Survey Results

Market Position	Minimum % Difference	Midpoint % Difference	Maximum % Difference	Survey Average Range Spread
Average	-21.3%	-19.1%	-17.8%	42.1%
50th Percentile	-15.2%	-13.4%	-11.5%	41.4%
40th Percentile	-13.2%	-12.2%	-10.2%	41.8%

Note: All results are C2ER adjusted. Negative values indicate that the City's salary ranges fall below the surveyed market. Differentials exclude benchmarks with fewer than five peer responses.

The market analysis shows that the City's salary ranges fall below the public sector market at every point in the range, and at every market position measured. On a C2ER-adjusted basis, the City is 21.3 percent below market at the minimum, 19.1 percent below at the midpoint, and 17.8 percent below at the maximum when compared to the market average. Measured against the market median, the City is 15.2 percent below at the minimum, 13.4 percent below at the midpoint, and 11.5 percent below at the maximum. Even at the 40th percentile, a conservative market target, the City remains 13.2 percent below at the minimum, 12.2 percent below at the midpoint, and 10.2 percent below at the maximum.

Because Lockhart carries the lowest cost index in the peer group, the C2ER adjustment reduces peer pay when it is restated in Lockhart terms. The gaps reported above are therefore already net of cost-of-goods differences between Lockhart and its neighboring employers, and reflect a structural difference in pay levels rather than a difference in local purchasing power.

The gap is widest at the minimum of the range and narrows as it moves toward the maximum. This pattern indicates that the City's greatest competitive exposure is at the point of hire, where candidates compare starting offers most directly. Entry rates that trail the market by roughly one-fifth make it difficult to attract qualified applicants and increase the likelihood that new employees are recruited away early in their tenure.

Range Spread

The City's benchmark classifications carry an average range spread of 44.3 percent, compared to a surveyed market average of approximately 42.1 percent. The City's ranges are therefore slightly wider than those of its peers, providing comparable or marginally greater room for pay progression within a classification. Range structure is not a driver of the City's market gap; the gap is a function of where the ranges are set, not how wide they are.

Market Differentials by Pay Plan

Citywide averages describe the City's overall position but can mask meaningful variation between employee groups. Exhibits 3C through 3E present the C2ER-adjusted market differential for each of the City's three pay plans, the General, Fire, and Police plans described in Chapter 2, at the minimum, midpoint, and maximum of the range. Exhibit 3C compares the City to the market average, Exhibit 3D to the market median, and Exhibit 3E to the 40th percentile. Columns extending below the zero line indicate that the City's ranges fall below the market; columns extending above the line indicate ranges above the market.

The General plan covers 54 of the 63 benchmark classifications. The Fire plan covers the four Firefighter through Assistant Fire Chief classifications, and the Police plan covers the five Cadet through Captain classifications. Consistent with the pay plan structure reviewed in Chapter 2, the Fire Chief and Police Chief are assigned to the General plan at pay grade 120 and are reported there.

As in Exhibit 3B, benchmarks supported by fewer than five peer responses are excluded. Forty of the 54 General plan benchmarks and four of the five Police plan benchmarks meet that threshold. No Fire benchmark does; the Fire plan is therefore marked with an asterisk throughout, and its results rest on three to four peer responses per classification. The Fire results were validated through secondary data confirming the market gap, and recommendations for Fire classifications were made based on these directional findings instead of matching positions to the market in a 1:1 manner.

Exhibit 3C | Market Differential by Pay Plan, Market Average

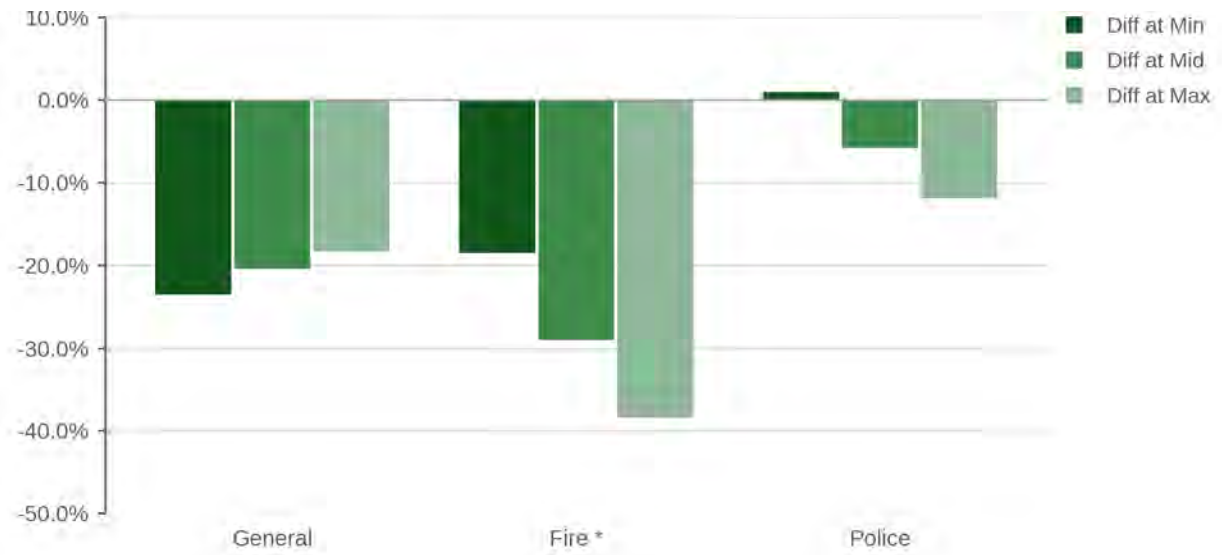


Exhibit 3D | Market Differential by Pay Plan, Market Median

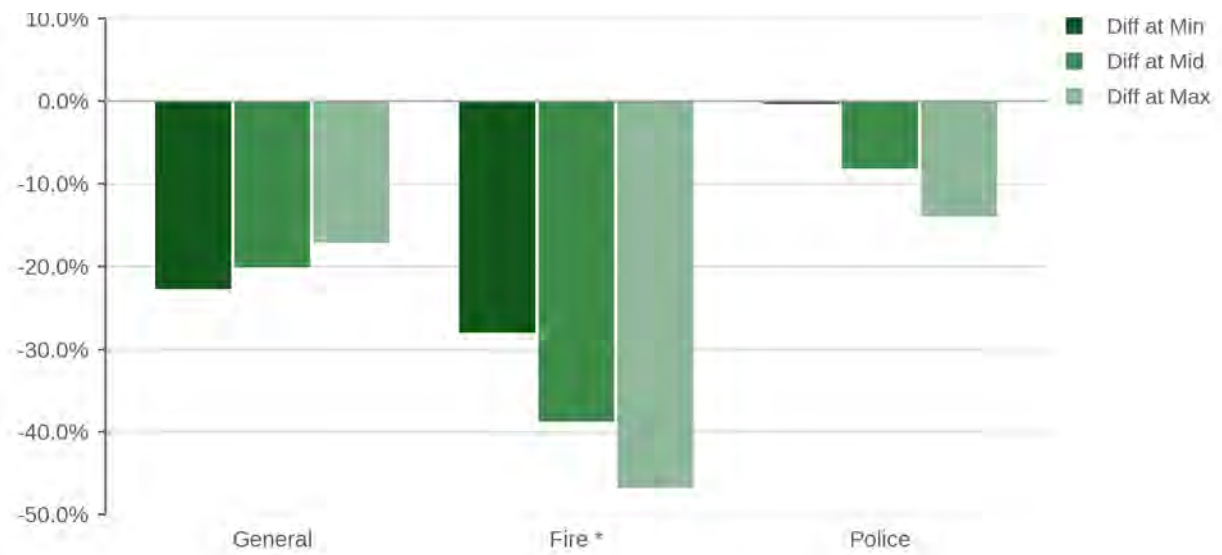
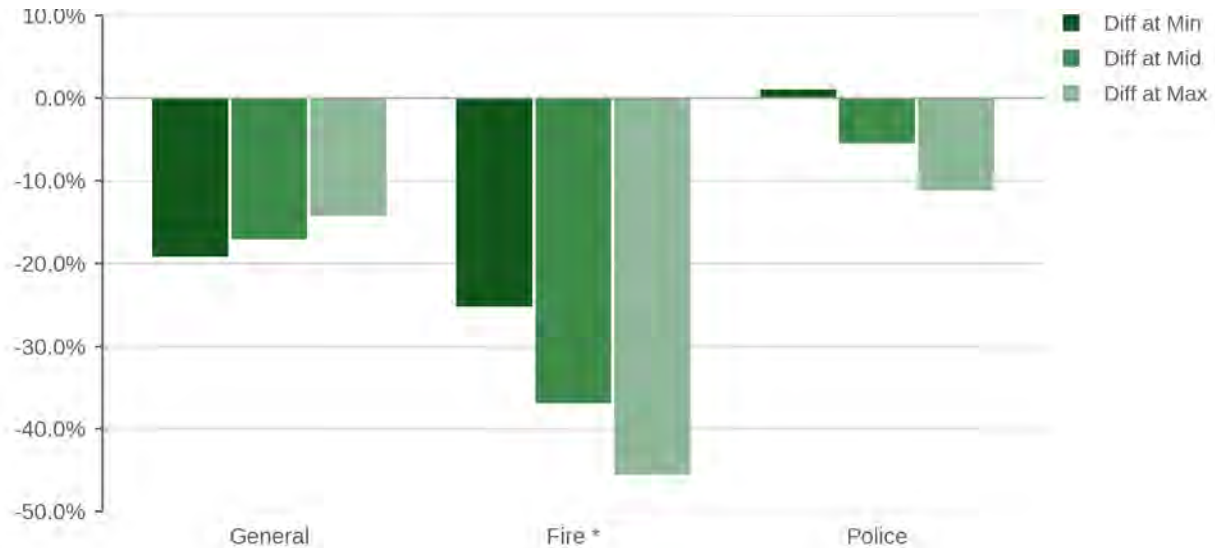


Exhibit 3E | Market Differential by Pay Plan, 40th Percentile



Note: All results are C2ER adjusted and exclude benchmarks with fewer than five peer responses. * No Fire plan benchmark met the five-response threshold; Fire results are reported on all four Fire benchmarks and should be treated as directional.

The General plan tracks the citywide result closely, falling 23.6 percent below the market average at the minimum, 20.5 percent below at the midpoint, and 18.4 percent below at the maximum. Against the 40th percentile the General plan gap narrows to 19.3 percent at the minimum, 17.1 percent at the midpoint, and 14.3 percent at the maximum. Because the General plan carries 40 of the 44 screened benchmarks, it effectively sets the citywide position.

The three plans differ not only in the size of the gap but in its shape across the range. The General plan is furthest below market at the minimum and closes by roughly five percentage points as it moves toward the maximum, indicating that entry rates are the weakest point in that structure.

The Police plan shows the opposite pattern and is the one plan positioned above market at any point. Police ranges sit 0.9 percent above the market average at the minimum and 1.0 percent above the 40th percentile at the minimum, then fall progressively behind through the range to 11.9 percent below the market average at the maximum. Police entry rates are competitive; the top of the Police range is not, which points to a retention exposure rather than a recruitment one.

The Fire plan is the furthest below market of the three and widens sharply across the range, from 18.5 percent below the market average at the minimum to 38.4 percent below at the maximum. Measured against the market median the Fire gap reaches 46.8 percent at the maximum. This pattern is consistent with the narrow, classification-specific range spreads identified in the Fire plan in Chapter 2, and it limits the City's ability to retain experienced Fire personnel.

The Fire results carry an important qualification. None of the four Fire benchmarks drew five peer responses, and the median differentials are materially wider than the average differentials at every range point. That divergence is characteristic of thin samples rather than a stable market signal. The Fire figures are presented because the direction and approximate scale of the gap are consistent across all three market positions, but they should not be treated as precise measurements or used on their own to size an adjustment.

Market Differentials by Department Group

Exhibits 3F through 3H present the same comparison organized by department. Several of the City's departments carry too few benchmark classifications to support a reliable standalone comparison, so related departments have been combined into six groups. Administration and Finance combines the Administration, Finance, Economic Development, Downtown and Tourism, and Municipal Court departments. Development Services combines the Planning and Inspections departments. Public Works and Utilities combines the Public Works, Electric, Water, Wastewater, Streets, Hand Collections, Garage and Maintenance, and Utility Billing departments. Parks, Library, and Animal Services combines those three departments. Police includes the Police department and the Communications department, which houses the City's Telecommunicators. Fire is reported on its own.

Exhibit 3F | Market Differential by Department, Market Average

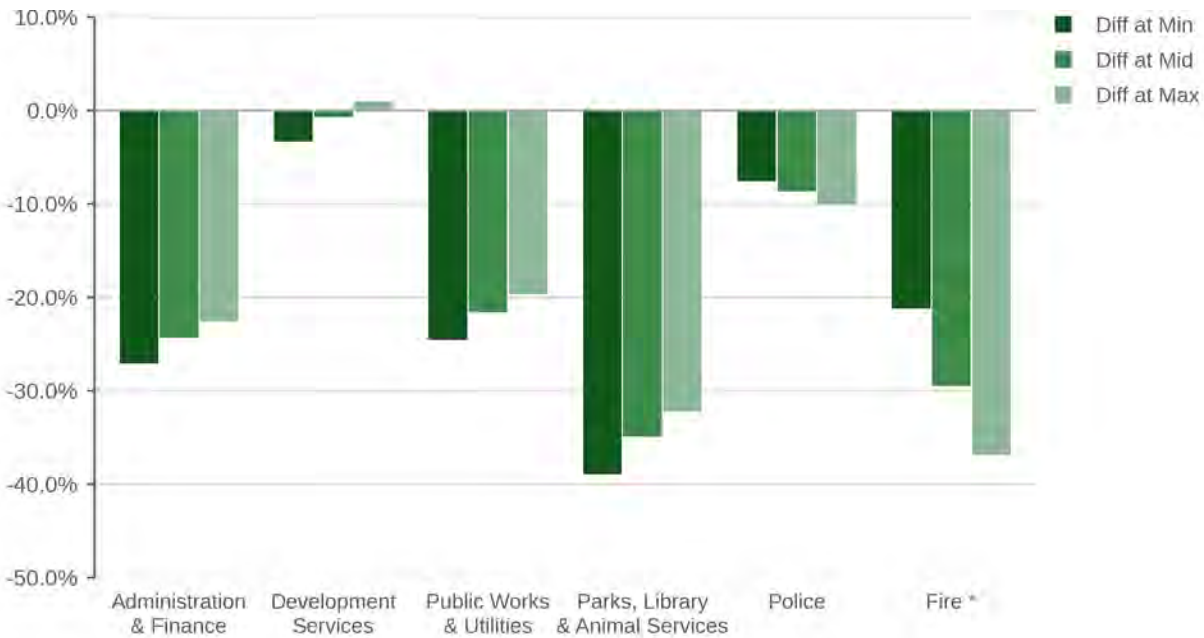


Exhibit 3G | Market Differential by Department, Market Median

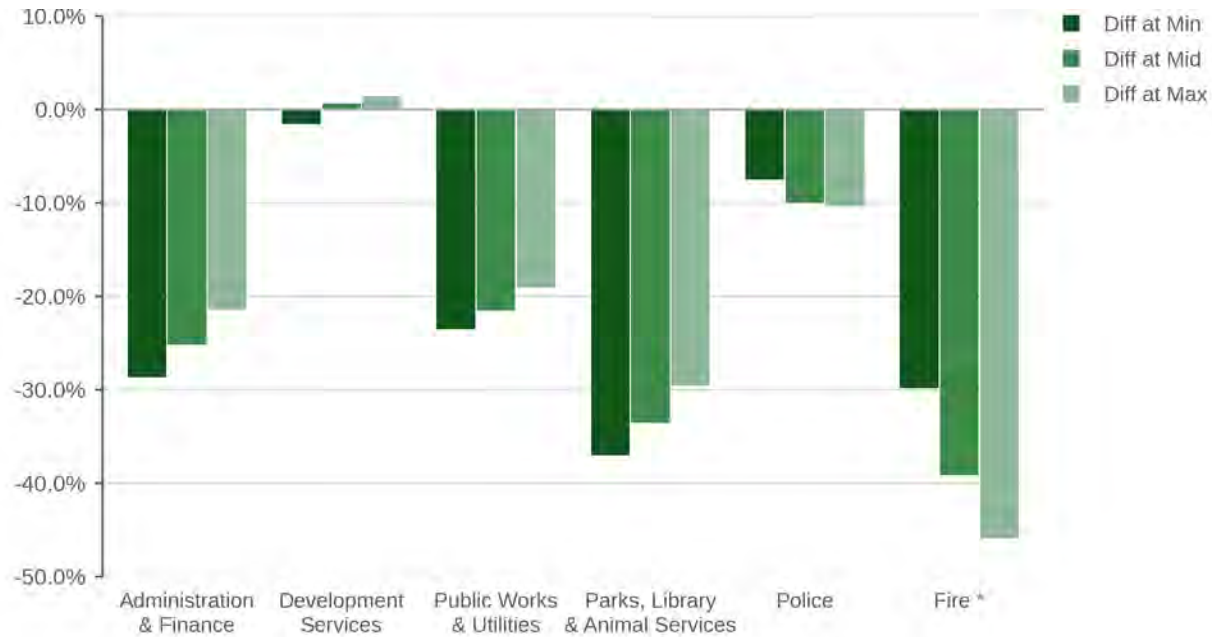
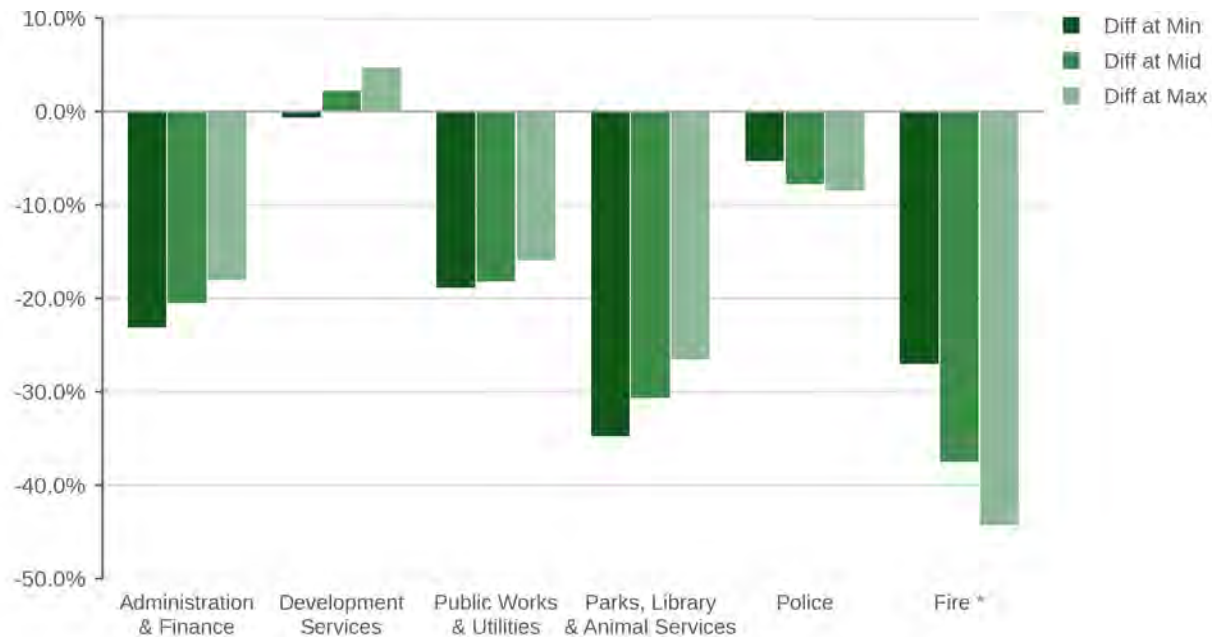


Exhibit 3H | Market Differential by Department, 40th Percentile



Note: All results are C2ER adjusted and exclude benchmarks with fewer than five peer responses. * No Fire benchmark met the five-response threshold; Fire results are reported on all five Fire benchmarks and should be treated as directional.

The variation between department groups is substantial, spanning roughly 34 percentage points at the midpoint of the range. Parks, Library, and Animal Services classifications are the furthest below market, at 39.0 percent below the market average at the minimum and 32.2 percent below at the maximum. Even measured against the 40th percentile, the group remains 34.8 percent below at the minimum and 26.6 percent below at the maximum.

Administration and Finance follows at 27.1 percent below the market average at the minimum and 22.6 percent below at the maximum, and Public Works and Utilities, the largest group with 17 benchmarks, is close behind at 24.6 percent and 19.7 percent, respectively. Together these two groups account for 21 of the City's 30 screened non-public-safety benchmarks, which means the majority of the City's general workforce sits roughly 20 to 27 percent below market across the range.

Development Services is the one group positioned at or above market. Its classifications are 3.3 percent below the market average at the minimum but 1.0 percent above at the maximum, and against the 40th percentile the group is 2.2 percent above at the midpoint and 4.7 percent above at the maximum. Police classifications are the next closest, at 7.6 percent below the market average at the minimum and 10.2 percent below at the maximum.

Fire and Police are the only groups whose gaps widen from the minimum to the maximum. The Fire gap widens sharply, from 21.3 percent below the market average at the minimum to 36.9 percent below at the maximum, and the Police gap widens more modestly, from 7.6 percent to 10.2 percent. Development Services also moves in that direction in relative terms, improving from below market to above market across the range. The remaining three groups narrow across the range by roughly four to seven percentage points, which reflects the City's generally wider range spreads relative to the market.

This distribution has practical significance for the recommendations in Chapter 4. A uniform across-the-board adjustment would leave the Parks, Library, and Animal Services, Administration and Finance, Public Works and Utilities, and Fire classifications materially below market while moving the Development Services classifications further above the market at the top of the range. The results support a structure that addresses the deepest gaps first rather than applying a single percentage increase citywide.

Survey Participation

Of the 63 benchmark classifications included in the study, all received at least one peer match, and 44 received five or more matches, averaging 7.6 responses each. Classifications supported by fewer than five matches are excluded from every market differential reported in this chapter, as a small number of responses can produce results that are not representative of the broader market. The single exception is the Fire plan, where no benchmark met the threshold, and the results are reported with an asterisk so that the group is not omitted from the analysis entirely. Complete benchmark-level results, including the classifications excluded here, are provided under separate cover in the market survey results file.

SUMMARY

The findings presented in this chapter play a critical role in shaping the recommendations developed by Evergreen Solutions. By clearly establishing the City's compensation position relative to the market, the analysis provides the factual basis for the salary structure and classification placement recommendations discussed in Chapter 4.

The market analysis shows that the City of Lockhart's salary ranges fall below the surveyed public sector market at every point in the range. On a C2ER-adjusted basis, the City trails the market average by 21.3 percent at the minimum, 19.1 percent at the midpoint, and 17.8 percent at the maximum. Measured against the more conservative 40th percentile, the City remains 13.2 percent below at the minimum, 12.2 percent below at the midpoint, and 10.2 percent below at the maximum.

Because these results are reported net of the C2ER adjustment, the City's position cannot be attributed to differences in the local cost of goods and services. The gap is consistent across the peer group, appears at all three range points, and is not a product of range structure, as the City's average range spread of 44.3 percent slightly exceeds the market average of 42.1 percent.

The gap is also uneven across the organization. Development Services classifications are at or above market, and Police classifications sit within roughly 10 percent of the market average, while Parks, Library, and Animal Services, Administration and Finance, and Fire classifications trail the market average by roughly 24 to 35 percent at the midpoint. The shape of the gap differs as well: the General plan and most departments are furthest below market at the minimum and close toward the maximum, while the Police and Fire plans fall progressively further behind as they move up the range.

These results indicate that the City faces meaningful competitive exposure in recruiting and retaining employees, particularly against the higher-paying organizations along the I-35 corridor. The recommendations that follow address both the magnitude and the distribution of the City's salary ranges in light of these findings.



04 RECOMMENDATIONS

Following the review of the City's internal compensation data and external market position, Evergreen developed a series of recommendations intended to strengthen the City's compensation program and ensure that its pay practices remain competitive, equitable, and sustainable over time. These recommendations reflect the findings identified throughout the preceding analyses and are designed to address both the City's current compensation needs and the future administration of its pay structures.

The recommendations presented in this chapter are organized around two primary considerations. First, the chapter identifies specific adjustments designed to ensure that the City's pay structures and employee compensation remain appropriately aligned with the market. Second, the chapter provides recommendations for the ongoing administration and maintenance of the compensation program so that the City can preserve its competitive position and respond effectively to future changes in labor market conditions.

The recommendations that follow are intended to build upon the strengths of the City's existing compensation system while addressing targeted areas where refinement is warranted. Together, these actions provide the City with a framework for maintaining competitive pay practices, supporting recruitment and retention, and administering compensation consistently and sustainably over time.

4.1 COMPENSATION RECOMMENDATIONS

A well-maintained compensation structure is critical to the effective administration of employee pay. The compensation structure serves as the framework through which the City establishes salary ranges, differentiates between employee groups, and manages employee progression over time. Without an appropriate and consistently maintained structure, compensation practices can gradually become misaligned, creating challenges related to market competitiveness, internal equity, and salary administration.

The City's existing compensation structures were reviewed in detail in **Chapter 2**, the Assessment of Current Conditions. That analysis examined the design of the City's various pay plans, employee placement within the ranges, salary progression, and compression. Based on those findings, Evergreen evaluated whether structural changes were necessary before considering any market-based adjustments.

Finding

The City currently maintains three distinct compensation plans designed to address the compensation needs of different employee groups. General employees are compensated through an open-range pay plan, while sworn Police and Fire employees are compensated through separate step-based pay plans. Evergreen's review found that the three structures vary in their design and effectiveness, with the General and Police pay plans generally providing sound frameworks for salary administration, while the Fire pay plan presents greater opportunities for structural improvement.

The City's General pay plan is well designed and maintained. The plan utilizes open salary ranges with range spreads of approximately 50 percent and midpoint progressions of approximately 6 percent between successive grades. These characteristics provide a consistent and logical framework for

differentiating levels of work while allowing sufficient room for employees to progress within their assigned ranges. Evergreen identified only minor inconsistencies attributable primarily to rounding and determined that the overall structure remains appropriate for the City's needs.

Similarly, the Police pay plan provides an organized step-based framework for sworn law enforcement positions. Police Officers may progress through as many as eight steps, while the Cadet, Sergeant, Lieutenant, and Captain classifications utilize varying numbers of steps appropriate to their respective structures. Overall, the Police plan provides an orderly framework for salary progression and does not require significant structural redesign. Adjustments to the plan are primarily intended to maintain appropriate market competitiveness rather than address fundamental deficiencies in its design.

The Fire pay plan, however, presents more significant structural concerns. The existing plan utilizes five steps for the Firefighter, Engineer, Captain, and Assistant Chief ranks. This relatively limited progression results in narrow salary ranges and restricts the City's ability to differentiate compensation based on experience and progression within each rank. The structure also creates a significant degree of overlap between the Firefighter and Engineer ranks, limiting the compensation distinction associated with advancement between these positions. More broadly, the existing structure provides limited salary progression both within and between ranks and does not provide the same degree of flexibility or differentiation available through the City's other compensation structures.

Evergreen determined that the General and Police pay plans should largely be preserved, with targeted adjustments to maintain consistency and market competitiveness. Conversely, the Fire pay plan would benefit from a more comprehensive redesign to establish a structure that better supports employee progression, differentiation between ranks, and the City's competitive position in the labor market.

RECOMMENDATION 1: Adopt the proposed compensation structures for General, Police, and Fire employees, including targeted refinements to the General and Police plans and a redesigned Fire pay plan.

Evergreen recommends that the City adopt the proposed compensation structures developed as part of this study. The recommended approach intentionally preserves the fundamental design of the City's General and Police pay plans while making targeted adjustments where appropriate and provides a more substantial redesign of the Fire pay plan to address the structural concerns identified during the analysis. These redesigned plans can be viewed in **Exhibit 5A**.

For General employees, Evergreen recommends maintaining the City's existing open-range compensation structure with only minor modifications. The proposed plan retains the approximately 50 percent range spreads and approximately 6 percent midpoint progressions that characterize the current structure. Minor adjustments have been made to further standardize range spreads, correct small inconsistencies resulting from rounding, and modestly extend the upper portion of the structure. Midpoint progression is also increased slightly among the highest grades to provide appropriate differentiation as responsibility increases. Collectively, these changes represent refinements rather than a redesign of the General pay plan and preserve a structure that is already well organized and appropriately designed.

For Police employees, Evergreen similarly recommends retaining the fundamental design of the existing step plan. The current structure provides an appropriate framework for salary progression among sworn Police classifications and does not require significant structural modification. The proposed changes therefore focus primarily on adjusting the plan to reflect the market findings and maintain the City's competitive position while preserving the existing progression framework.

The most substantial changes are recommended for the Fire pay plan. Evergreen recommends replacing the existing five-step structure with an updated step plan that provides additional progression for the Firefighter rank while establishing more deliberate progression among the higher Fire ranks. The proposed structure is intended to create clearer compensation relationships between ranks, provide a more appropriate progression path within classifications, and address the market competitiveness concerns identified through the study. The recommended Fire structure therefore represents a substantially new pay plan rather than a simple market adjustment to the existing scale.

Taken together, the proposed structures recognize that wholesale changes are not necessary across all City compensation plans. The General and Police structures provide sound foundations that can be maintained with targeted refinements, while the Fire plan requires more significant modification. This approach allows the City to preserve the strengths of its existing compensation program while directing structural changes toward the areas where they are most warranted.

Exhibit 5A / Proposed General Pay Plan

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
101	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00	50.0%	-
102	\$ 33,072.00	\$ 41,340.00	\$ 49,608.00	50.0%	6.0%
103	\$ 35,056.32	\$ 43,820.40	\$ 52,584.48	50.0%	6.0%
104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55	50.0%	6.0%
105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92	50.0%	6.0%
106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96	50.0%	6.0%
107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69	50.0%	6.0%
108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90	50.0%	6.0%
109	\$ 49,728.06	\$ 62,160.07	\$ 74,592.09	50.0%	6.0%
110	\$ 52,711.74	\$ 65,889.68	\$ 79,067.62	50.0%	6.0%
111	\$ 55,874.45	\$ 69,843.06	\$ 83,811.67	50.0%	6.0%
112	\$ 59,226.92	\$ 74,033.64	\$ 88,840.37	50.0%	6.0%
113	\$ 62,780.53	\$ 78,475.66	\$ 94,170.79	50.0%	6.0%
114	\$ 66,547.36	\$ 83,184.20	\$ 99,821.04	50.0%	6.0%
115	\$ 70,540.20	\$ 88,175.25	\$ 105,810.31	50.0%	6.0%
116	\$ 74,772.62	\$ 93,465.77	\$ 112,158.92	50.0%	6.0%
117	\$ 79,258.97	\$ 99,073.72	\$ 118,888.46	50.0%	6.0%
118	\$ 84,014.51	\$ 105,018.14	\$ 126,021.77	50.0%	6.0%
119	\$ 89,055.38	\$ 111,319.23	\$ 133,583.07	50.0%	6.0%
120	\$ 97,960.92	\$ 122,451.15	\$ 146,941.38	50.0%	10.0%
121	\$ 107,757.01	\$ 134,696.26	\$ 161,635.52	50.0%	10.0%
122	\$ 118,532.71	\$ 148,165.89	\$ 177,799.07	50.0%	10.0%
UNG	-	-	-	-	-

Exhibit 5A / Proposed Police Pay Plan

Grade	Year 0	Year 1	Year 2	Year 4	Year 6	Year 8	Year 10	Year 12+
Police Cadet	\$51,847.29	-	-	-	-	-	-	-
Police Officer	\$67,981.80	\$69,746.19	\$71,531.82	\$ 73,338.72	\$ 75,549.51	\$ 77,802.82	\$80,162.41	\$82,564.52
Sergeant	-	-	\$84,137.58	\$ 85,880.70	\$ 88,729.22	\$ 91,599.00	\$94,575.06	-
Lieutenant	-	-	-	\$ 95,871.78	\$ 99,166.70	\$102,652.95	-	-
Police Captain	-	-	-	\$103,014.33	\$109,136.52	-	-	-

Exhibit 5A / Proposed Fire Pay Plan

Grade	Year 0	Year 1	Year 3	Year 5	Year 7	Year 9	Year 12+
Firefighter/EMT	\$59,825.57	\$61,620.33	\$63,468.94	\$ 65,373.01	\$ 67,334.20	\$ 69,354.23	\$71,434.86
Fire Engineer	-	-	\$72,149.20	\$ 74,313.68	\$ 76,543.09	\$ 78,839.38	\$81,204.56
Fire Captain	-	-	-	\$ 85,264.79	\$ 88,675.38	\$ 92,222.40	-
Assistant Fire Chief	-	-	-	\$ 98,489.94	\$104,399.34	-	-

Finding

The market analysis identified a significant gap between the City's existing compensation structure and the compensation offered by its peer organizations. Overall, the City's pay ranges were approximately 21 percent below the market average at the minimum and approximately 18 percent below the market average at the maximum. These findings indicate that, on an aggregate basis, the City's existing salary ranges are positioned substantially below the external labor market.

While these overall results provide an important measure of the City's competitive position, the market findings were not uniform across all classifications. Certain classifications were found to lag the market by considerably greater amounts, while others were comparatively better positioned relative to their respective market benchmarks. Consequently, applying only a uniform adjustment to the City's compensation structures would not fully address the variation in market position among individual classifications.

To account for these differences, Evergreen reviewed the appropriate placement of classifications using both the external market results and internal equity considerations. This analysis considered the market position of each classification while also evaluating the relationships among positions based on differences in responsibility, organizational level, and the nature of the work performed. This combined approach is intended to ensure that recommended grade assignments address external competitiveness without creating or exacerbating internal equity concerns.

RECOMMENDATION 2: Reassign selected classifications to appropriate pay grades based on market position and internal equity.

Evergreen recommends that the City adopt the proposed grade assignments developed through the combined market and internal equity analysis. Rather than moving every classification uniformly within the compensation structure, the recommended assignments recognize that individual classifications have different relationships to the external market and should therefore be positioned accordingly.

Public safety classifications will continue to be assigned within their respective Police and Fire compensation structures based on rank and title. As discussed in Recommendation 1, the proposed Police and Fire pay plans establish the salary progression associated with each public safety

classification. Therefore, separate grade assignments are not necessary for these positions beyond their placement within the applicable public safety structure.

For the remainder of the City's classifications, Evergreen developed recommended grade assignments within the proposed General pay plan. These assignments are presented in **Exhibit 5B – Proposed Grade Assignments**. The exhibit provides the City with a classification-by-classification reference identifying the recommended grade for each position included within the General compensation structure.

The recommended grade assignments were developed by considering multiple factors rather than relying exclusively on the market result for any individual benchmark. Market competitiveness represents an important component of the analysis; however, appropriate grade placement must also preserve logical internal relationships among classifications. As a result, classifications with significant market gaps may warrant greater movement, while classifications that are comparatively better positioned may require less movement. Internal relationships between supervisory and subordinate positions, related classifications, and positions with comparable levels of responsibility were also considered when establishing the proposed assignments.

These targeted classification adjustments should be distinguished from the broader pay plan changes described in Recommendation 1. Recommendation 1 establishes the compensation structures within which employees will be paid, while Recommendation 2 establishes the appropriate placement of individual classifications within those structures. Together, these recommendations address both the City's overall structural position and the differing market and internal equity needs of individual classifications.

This targeted approach allows the City to direct compensation adjustments toward the classifications where movement is most warranted while establishing more equitable relationships across the organization. When implemented in conjunction with the proposed compensation structures, the recommended grade assignments will place the City's classifications in a more competitive and internally equitable position going forward.

Exhibit 5B / Proposed Grade Assignments

Department	Recommended Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Administration	Assistant City Manager	122	\$ 118,532.71	\$ 148,165.89	\$ 177,799.07
Fire	Fire Chief	121	\$ 107,757.01	\$ 134,696.26	\$ 161,635.52
Police	Police Chief	121	\$ 107,757.01	\$ 134,696.26	\$ 161,635.52
Administration	City Secretary/Human Resource Director	120	\$ 97,960.92	\$ 122,451.15	\$ 146,941.38
Economic Development	Economic Development Director	120	\$ 97,960.92	\$ 122,451.15	\$ 146,941.38
Finance	Finance Director	120	\$ 97,960.92	\$ 122,451.15	\$ 146,941.38
Public Works	Public Works Director	120	\$ 97,960.92	\$ 122,451.15	\$ 146,941.38
Electric	Electric Superintendent	119	\$ 89,055.38	\$ 111,319.23	\$ 133,583.07
Inspections	Building Official	118	\$ 84,014.51	\$ 105,018.14	\$ 126,021.77
Planning	Planning Director	118	\$ 84,014.51	\$ 105,018.14	\$ 126,021.77
Downtown and Tourism	Downtown and Tourism Director	117	\$ 79,258.97	\$ 99,073.72	\$ 118,888.46
Electric	Line Forman-Electric	117	\$ 79,258.97	\$ 99,073.72	\$ 118,888.46
Parks	Parks and Recreation Director	117	\$ 79,258.97	\$ 99,073.72	\$ 118,888.46
Electric	Class A Lineman	116	\$ 74,772.62	\$ 93,465.77	\$ 112,158.92
Library	Director of Library Services	114	\$ 66,547.36	\$ 83,184.20	\$ 99,821.04
Administration	Public Information Officer	114	\$ 66,547.36	\$ 83,184.20	\$ 99,821.04
Utility Billing	Customer Service/Utility Supervisor	113	\$ 62,780.53	\$ 78,475.66	\$ 94,170.79
Municipal Court	Municipal Court Manager	113	\$ 62,780.53	\$ 78,475.66	\$ 94,170.79
Planning	Senior Planner	113	\$ 62,780.53	\$ 78,475.66	\$ 94,170.79
Planning	Planner	112	\$ 59,226.92	\$ 74,033.64	\$ 88,840.37
Water	Water/Wastewater Supervisor	112	\$ 59,226.92	\$ 74,033.64	\$ 88,840.37
Finance	Staff Accountant	111	\$ 55,874.45	\$ 69,843.06	\$ 83,811.67
Water	Assistant Water/Wastewater Supervisor	110	\$ 52,711.74	\$ 65,889.68	\$ 79,067.62
Streets	Sanitation/Street Supervisor	110	\$ 52,711.74	\$ 65,889.68	\$ 79,067.62
Animal Services	Animal Services Supervisor	109	\$ 49,728.06	\$ 62,160.07	\$ 74,592.09
Communications	Lead Telecommunicator	109	\$ 49,728.06	\$ 62,160.07	\$ 74,592.09
Electric	Lineman I	109	\$ 49,728.06	\$ 62,160.07	\$ 74,592.09
Economic Development	Marketing Specialist / Office Manager	109	\$ 49,728.06	\$ 62,160.07	\$ 74,592.09
Police	Administrative Coordinator - Police	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Inspections	Code Enforcement Officer	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Police	Evidence Technician	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Garage & Maintenance	Lead Mechanic	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Electric	Lineman II Apprentice	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Planning	Planning/GIS Technician	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Communications	Telecommunicator	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Police	Victim Services Coordinator	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Fire	Administrative Assistant II	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Utility Billing	Customer Service Coordinator	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Planning	Development Services Assistant	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Public Works	Mechanic	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Utility Billing	Meter Reader Lead	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Parks	Parks/Cemetary Crew Leader	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Finance	Accounts Payable Clerk	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Inspections	Building Permit Technician	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Utility Billing	Customer Service Specialist	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Streets	Heavy Equipment Operator	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Water	Heavy Equipment Operator	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Streets	Heavy Equipment Operator - Drainage	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Police	Records Clerk - Police	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Hand Collections	Sanitation Route Manager	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Electric	Administrative Assistant	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Public Works	Administrative Assistant	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Utility Billing	Cashier/Customer Service Representative	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Library	City Training Coordinator	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Garage & Maintenance	Maintenance Worker II	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Utility Billing	Meter Reader	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Wastewater	Water/Wastewater System Operator	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Water	Water/Wastewater System Operator	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Animal Services	Animal Control Officer	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Animal Services	Animal Shelter Attendant / ACO	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Municipal Court	Juvenile Case/Deputy Court Manager	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Library	Library Assistant	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Parks	Parks Worker II	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Finance	Personnel Specialist	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Hand Collections	Sanitation Worker I	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Streets	Street Worker	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Animal Services	Animal Shelter Assistant	103	\$ 35,056.32	\$ 43,820.40	\$ 52,584.48
Animal Services	Animal Shelter Attendant	103	\$ 35,056.32	\$ 43,820.40	\$ 52,584.48
Parks	Parks Worker I	103	\$ 35,056.32	\$ 43,820.40	\$ 52,584.48
Library	Circulation Coordinator	102	\$ 33,072.00	\$ 41,340.00	\$ 49,608.00
Administration	Receptionist/Secretary	102	\$ 33,072.00	\$ 41,340.00	\$ 49,608.00
Recycling	Recycling Technician	102	\$ 33,072.00	\$ 41,340.00	\$ 49,608.00
Library	Library Clerk	101	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00
Library	Youth Services Clerk	101	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00
Police	Police Captain	Police Captain	\$ 103,014.33	\$ 106,075.42	\$ 109,136.52
Police	Police Lieutenant	Lieutenant	\$ 95,871.78	\$ 99,262.36	\$ 102,652.95
Police	Police Sergeant	Sergeant	\$ 84,137.58	\$ 89,356.32	\$ 94,575.06
Police	Police Officer	Police Officer	\$ 67,981.80	\$ 75,273.16	\$ 82,564.52
Police	Police Cadet	Police Cadet	\$ 51,847.29	\$ 51,847.29	\$ 51,847.29
Fire	Assistant Fire Chief	Assistant Fire Chief	\$ 98,489.94	\$ 101,444.64	\$ 104,399.34
Fire	Fire Captain	Fire Captain	\$ 85,264.79	\$ 88,743.60	\$ 92,222.40
Fire	Fire Engineer	Fire Engineer	\$ 72,149.20	\$ 76,676.88	\$ 81,204.56
Fire	Firefighter	Firefighter/EMT	\$ 59,825.57	\$ 65,630.21	\$ 71,434.86

Finding

The internal analysis indicates that the City has generally done an appropriate job of progressing employee salaries over time, with employee placement within the compensation structure demonstrating a reasonable relationship to tenure. However, the analysis also identified notable individual outliers, indicating that salary placement is not consistently aligned for all employees based on their time in their current classification or overall service with the City.

These internal considerations become particularly important when viewed in conjunction with the market findings. As discussed in the preceding chapters, the City's compensation structures were found to lag the market significantly, resulting in the need for substantial adjustments to certain salary ranges and classification assignments. While these adjustments are necessary to improve the City's competitive position, significant structural changes can also create or exacerbate salary compression if employee placement within the newly established ranges is not considered as part of implementation.

Compression is a particular concern when salary ranges are increased substantially but incumbent salaries are not repositioned appropriately within those ranges. Simply moving employees to the new minimum, or providing increases without considering tenure and existing salary relationships, can result in experienced employees being clustered near newly hired employees at the lower end of the range. Over time, this can diminish the compensation value associated with experience and organizational service and undermine internal equity.

Therefore, Evergreen determined that implementation should consider not only the movement of the City's pay structures and classifications, but also the appropriate placement of individual employees within those structures. Because the General, Police, and Fire plans utilize different compensation designs and are undergoing different degrees of change, separate implementation methodologies are appropriate for each employee group.

RECOMMENDATION 3: Implement employee salary adjustments using a Hybrid Parity methodology for General employees and plan-specific placement methodologies for Police and Fire employees.

General Employees – Hybrid Parity

For employees assigned to the General pay plan, Evergreen recommends implementing a Hybrid Parity methodology. This approach positions employees within their newly recommended salary ranges based primarily on time spent in their current classification while also recognizing additional service with the City.

Under the recommended methodology, employees receive full credit for each year spent in their current classification. Additional years of City service outside of the employee's current classification are credited at 25 percent. This approach recognizes that time performing the current job should have the greatest influence on salary placement while also providing meaningful recognition for employees who have accumulated institutional knowledge and experience elsewhere within the City.

For example, an employee with nine total years of City service who has spent five years in the current classification would receive full credit for those five years, plus 25 percent credit for the remaining four years of City service. The additional four years would therefore provide one year of credit, resulting in six total credited years for purposes of salary placement.

The Hybrid Parity methodology is beneficial for employees who have recently been promoted vs. a methodology that only credits for time in position. An employee with nine years of total City service but only one year in the current classification would receive one year of full class-time credit plus two additional years of credit for the eight years spent elsewhere within the City. The employee would therefore receive three total credited years. Under a 30-year progression assumption, this would place the employee approximately 10 percent through the new salary range rather than closer to the range minimum. In this way, the methodology recognizes advancement into a new classification without disregarding the value of the employee's prior service to the City.

To provide reasonable parameters around implementation costs and individual salary movement, Evergreen recommends that General employees receive a minimum salary increase of 3.0 percent and a maximum increase of 12.0 percent under this methodology. The exception to the 12.0 percent maximum would be an employee whose current salary remains below the minimum of the newly assigned pay range after receiving the maximum adjustment. In such cases, the employee should be increased to at least the new pay range minimum.

The estimated salary-only cost of implementing the Hybrid Parity methodology for General employees is **\$359,612.38**, affecting **108 employees**. This amount represents recurring base salary costs and does not include associated employer costs such as payroll taxes, retirement contributions, benefits, or other fringe expenses.

Police Employees – Same-Step Placement

For employees assigned to the Police pay plan, Evergreen recommends maintaining each employee at the same step currently occupied within the existing structure and applying the adjustment associated with the proposed Police pay scale.

As discussed in Recommendation 1, the Police structure is fundamentally sound and requires only a market adjustment rather than substantial redesign. The proposed Police pay plan reflects a **2.2 percent adjustment**. Accordingly, employees would remain at their existing steps and receive a corresponding 2.2 percent salary adjustment. This methodology preserves existing progression relationships among Police employees while moving the entire structure forward to improve market competitiveness.

Fire Employees – Placement Based on Fire Department Service

A different methodology is recommended for Fire employees due to the more substantial redesign of the Fire pay plan. Because the proposed structure changes both the values and progression of the existing steps, simply maintaining employees at their current step would not appropriately transition employees into the redesigned plan.

Evergreen therefore recommends placing Fire employees within the proposed step structure based on their years of service with the Fire Department. Under this methodology, an employee's placement corresponds with the applicable step associated with the employee's Fire Department service. For example, an employee with five years of Fire Department service would be placed at the step associated with Year 5 and would remain at that step until reaching the service threshold associated with the next step.

The proposed Fire structure includes a substantial market adjustment, beginning with an approximately **8.7 percent increase to starting Firefighter pay**, as well as varying adjustments throughout the remainder of the structure. Because the Fire plan has been redesigned rather than uniformly adjusted, individual salary increases will vary depending on rank, current salary, and

placement within the new structure. Fire employee adjustments generally begin at approximately 8 percent, with certain Firefighter adjustments approaching 19 percent under the proposed implementation.

Police & Fire Costs

Combined, implementation of the recommended Police and Fire salary adjustments is estimated to cost **\$166,847.19** in recurring base salaries and affect **35 employees**. Police employees would receive a standard adjustment of 2.2 percent as they move with their pay scales, while Fire employees would receive larger and varying adjustments based on placement within the redesigned Fire structure. As with the General employee implementation cost, this estimate represents salary costs only and does not include associated employer fringe costs.

Taken together, these implementation methodologies recognize the distinct characteristics of each of the City's compensation plans. Hybrid Parity provides General employees with salary placement that recognizes both classification experience and broader City service while helping mitigate compression resulting from significant market adjustments. Same-step placement preserves the established progression relationships within the Police plan, while service-based placement provides an equitable mechanism for transitioning Fire employees into the substantially redesigned Fire structure.

Evergreen recommends implementing these adjustments concurrently when sufficient financial resources are available. Doing so will allow the City to address its significant external market gap while simultaneously strengthening internal salary relationships and reducing the potential for compression to develop as employees transition into the proposed compensation structures.

4.2 COMPENSATION AND CLASSIFICATION ADMINISTRATION

A compensation system is not static. Even when an organization's pay structures are appropriately designed and competitive following implementation, labor market conditions, employee expectations, inflationary pressures, and recruitment challenges continue to evolve. As a result, any compensation system requires periodic maintenance in order to remain effective over time.

The recommendations contained in this chapter were developed based on the City's internal compensation conditions and external market position at the time this study was conducted. As demonstrated through the market analysis, the City's existing compensation structures were found to lag the market significantly. The recommendations developed through this study are intended to improve that competitive position and establish compensation structures that more appropriately reflect current market conditions. However, implementation of these recommendations alone will not ensure continued market alignment indefinitely.

Peer organizations may modify salary ranges, adjust starting salaries, introduce targeted market premiums, or make other compensation changes that alter the competitive landscape. Likewise, individual occupations can experience market movement at a substantially faster rate than the organization as a whole. Without regular monitoring, even a well-designed compensation system can gradually lose alignment with the market.

Over time, declining market competitiveness can contribute to recruitment difficulties, increased turnover, pay compression, or the need for larger corrective adjustments at a later date. Maintaining the compensation system through smaller, more frequent reviews allows the City to identify emerging issues before they become widespread and provides greater flexibility in responding to changing labor market conditions.

For these reasons, ongoing compensation administration should include both targeted market reviews for individual classifications experiencing specific challenges and periodic comprehensive reviews of the City's overall compensation position.

Recommendation 5: Conduct targeted salary surveys as needed for classifications experiencing recruitment, retention, or market competitiveness concerns.

Following implementation of the recommendations contained in this study, individual classifications may experience market movement more rapidly than the broader compensation system. Certain occupations may become increasingly difficult to recruit due to labor shortages, changes in required credentials, competition from private-sector employers, or compensation adjustments made by neighboring jurisdictions and other competing employers.

When a particular classification begins experiencing persistent vacancies, extended recruitment timelines, declining applicant pools, repeated offer rejections, or elevated turnover, these conditions may indicate that compensation should be reviewed. Rather than waiting until the next comprehensive compensation study, the City should conduct a targeted salary survey to determine whether the classification remains appropriately positioned relative to relevant market competitors.

A targeted review should focus on organizations that directly compete with the City for employees in the classification being evaluated. Depending on the occupation, this may include the same peer organizations utilized in this study or a more specialized group of employers. For highly technical, public safety, electric utility, or other specialized positions, the appropriate labor market may differ from the market used for more general municipal classifications.

The purpose of these reviews should not be to automatically increase compensation whenever recruitment or retention challenges occur. Compensation is only one factor that may contribute to staffing difficulties. However, targeted salary surveys provide the City with objective information necessary to determine whether pay is contributing to the issue. If the analysis demonstrates that a classification has fallen materially behind the market, the City should consider reassignment to an appropriate pay grade or another targeted compensation adjustment, while also considering the internal equity implications of any proposed change.

This approach allows the City to respond selectively to changing market conditions without making unnecessary Citywide adjustments. It also helps preserve the integrity of the broader compensation structure by directing resources toward classifications where a demonstrated market need exists.

Regular targeted monitoring is particularly important because market movement does not occur uniformly across occupations. Even after the City implements the recommendations contained in this study, individual classifications may move out of alignment with the market at different rates. Addressing these issues as they emerge can help preserve the City's competitive position, maintain appropriate internal relationships, and reduce the likelihood that larger and more costly corrective actions will be necessary in the future.

RECOMMENDATION 6: Conduct a comprehensive compensation study approximately every three to five years.

Targeted salary surveys are valuable for addressing individual classifications, but they are not a substitute for periodically evaluating the compensation system as a whole. Evergreen recommends that the City conduct a comprehensive compensation study approximately every three to five years to reassess its overall market position and confirm that its compensation structures continue to support organizational objectives.

Over a period of several years, relatively small changes in the labor market can accumulate into meaningful differences. Peer organizations may adjust their pay structures at different rates, certain occupational groups may experience accelerated wage growth, and employee expectations regarding compensation may evolve. Even when annual structural adjustments are made, those adjustments may not perfectly reflect changes occurring within the specific labor markets in which the City competes.

A comprehensive review provides the City with an opportunity to evaluate these changes collectively rather than responding only to individual issues. Such a study should examine the City's pay structures, actual employee salaries, market competitiveness, salary progression, compression, internal equity, and other relevant compensation practices. Reviewing these elements together provides a more complete understanding of whether the compensation system continues to function effectively and whether additional adjustments are warranted.

Periodic comprehensive reviews are also important because compensation decisions made over several years can gradually affect internal relationships. Hiring adjustments, market corrections, promotional increases, and other salary actions may each be reasonable individually but can collectively create unintended disparities over time. A comprehensive analysis provides an opportunity to identify these developing patterns and make corrections before they become more significant.

Conducting a full compensation study every three to five years does not necessarily mean that substantial changes will be required each time. In fact, regular review may allow the City to make smaller and more manageable adjustments because emerging issues can be identified before they develop into significant deficiencies. The purpose of the review is to determine whether the City remains appropriately positioned relative to the market, evaluate whether internal salary relationships remain equitable, and identify adjustments where they are supported by the data.

The findings of the current study demonstrate the importance of active compensation administration. The market analysis identified a significant gap between the City's existing compensation structures and the external market, necessitating meaningful changes to improve the City's competitive position. Following implementation of the recommendations contained in this study, continued monitoring will be important to help prevent similar market gaps from developing over time. Regular targeted reviews, coupled with periodic comprehensive studies, will allow the City to identify emerging market and internal equity concerns earlier and respond before substantial corrective action becomes necessary.

Together, these two maintenance strategies provide a balanced approach to long-term compensation administration. Targeted surveys allow the City to respond when specific classifications experience market pressures, while comprehensive studies provide the broader perspective necessary to ensure that the overall compensation system remains competitive, internally aligned, and sustainable over time.

Finding

As part of the City's previous compensation study, Evergreen provided recommendations regarding salary administration practices for common compensation events, including hiring, promotions, career progression, transfers, demotions, reclassifications, temporary assignments, and other salary actions. Establishing clear and consistently applied policies for these events is an important component of maintaining an equitable and sustainable compensation system over time.

During the current study, Evergreen did not receive a comprehensive set of written salary administration policies documenting how each of these compensation actions is currently administered. Accordingly, the current analysis was not intended to serve as a formal audit of the City's

compliance with the salary administration practices recommended during the previous study. However, based on the employee compensation data reviewed, the City appears to have administered employee salaries in a generally reasonable manner. Employee placement typically demonstrates an appropriate relationship with tenure and experience, suggesting that the City has made reasonable efforts to recognize employee progression over time.

At the same time, the internal analysis identified several notable anomalies in individual employee salary placement and progression. Without comprehensive written documentation of the City's current salary administration policies, it is difficult to determine whether these instances resulted from specific exceptions, historical compensation decisions, changes in responsibility, market considerations, or inconsistencies in the application of salary administration practices. These instances nevertheless reinforce the importance of maintaining clearly documented policies and applying them consistently across the organization.

The need for consistent salary administration will become particularly important as the City implements the compensation changes recommended through this study. This is especially relevant for the redesigned Fire pay plan, where the City will need to consistently administer employee placement, future step progression, promotions between ranks, and other salary actions within the new structure. Without clearly established administrative practices, inconsistencies can develop over time and diminish the internal equity that the proposed compensation changes are intended to strengthen.

For these reasons, the salary administration practices previously recommended by Evergreen are reiterated in the recommendations that follow. Their inclusion should not be interpreted as a finding that the City has failed to implement or follow these practices. Rather, because comprehensive written documentation of the City's current salary administration policies was not provided for review during this study, restating these practices provides the City with a clear framework for future compensation administration and reinforces the importance of maintaining consistent, documented procedures across all of its compensation structures.

RECOMMENDATION 7: Review and revise, as appropriate, the City's policies governing hiring, promotions, demotions, and other salary administration movements.

Evergreen recommends that the City review its salary administration practices and adopt or revise written policies, as appropriate, governing common employee compensation actions. As noted in the preceding finding, comprehensive written documentation of the City's current salary administration policies was not provided for review during this study. Accordingly, the recommendations below are not intended to suggest that the City is currently administering these actions inconsistently or that the practices described represent the City's existing policies. Rather, they provide a recommended framework for formalizing and consistently administering compensation decisions going forward.

The following practices are recommended for consideration as part of this review:

- **New Hires:** For employees assigned to the General pay plan, the City should maintain sufficient flexibility to recognize differences in the qualifications and experience of new employees while also protecting internal equity. A common approach is to permit departments to hire within the first 10 percent of the applicable salary range without requiring additional executive approval. Starting salaries beyond the first 10 percent of the range should require additional review and approval by the City Manager or designee. Regardless of the starting salary, placement should reflect the candidate's relevant qualifications and experience and should be reviewed in relation to similarly situated existing employees. This approach provides departments with reasonable flexibility for routine hiring decisions while creating additional oversight when a

proposed starting salary could have a greater effect on internal salary relationships or compression.

For Police and Fire employees, the City should generally place new employees at the entry step established within the applicable step plan. However, the City may wish to provide additional flexibility when recruiting experienced Police or Fire personnel from another organization. Many public-sector organizations recognize some or all of an experienced lateral hire's prior relevant service by placing the individual at a step corresponding with that experience rather than requiring the employee to begin at the entry step. Providing this flexibility may strengthen the City's ability to recruit experienced public safety personnel when labor market conditions are particularly competitive.

Evergreen recommends that such lateral-entry placement be reviewed on a case-by-case basis rather than an automatic entitlement based solely on prior service. Any Police or Fire lateral hire proposed for placement above the entry step should be reviewed and approved by the respective Police Chief or Fire Chief. The City should also consider internal equity and the placement of existing employees before approving the higher starting step. This provides the City with a potentially valuable recruitment tool while maintaining appropriate oversight of exceptions to standard entry placement.

- **Promotions – General Employees:** For employees assigned to the General pay plan, Evergreen recommends adopting a promotional increase based on the number of grades advanced. Under this approach, an employee would receive a salary increase of 2 percent for each grade of promotional movement, subject to a minimum promotional increase of 5 percent. In all cases, the employee should be placed at no less than the minimum of the newly assigned pay grade. This methodology provides a consistent mechanism for recognizing the magnitude of a promotion and complements the salary progression philosophy incorporated into the Hybrid Parity implementation methodology recommended through this study. Although the methodologies are not identical, both recognize that greater movement within the compensation structure should generally correspond with greater salary movement.

In practice, many routine promotions involving movement of one or two grades would result in the 5 percent minimum promotional increase. Promotions involving movement of three or more grades could result in progressively larger increases. For example, a three-grade promotion would generally result in a 6 percent increase, while a five-grade promotion would generally result in a 10 percent increase. This approach provides additional recognition when an employee advances into a position representing a materially higher level of responsibility, complexity, and organizational contribution.

- **Demotions and Movement to Lower Grades – General Employees:** Evergreen recommends establishing a demotion methodology for General employees that generally mirrors the promotional policy in the opposite direction. If the recommended promotional methodology is adopted, an employee moving to a lower grade would generally receive a salary reduction of 2 percent for each grade of downward movement, subject to a minimum reduction of 5 percent. Establishing a corresponding methodology for upward and downward movement creates greater consistency and predictability in the administration of employee salaries.

If an employee's resulting salary remains above the maximum of the new pay range following application of the demotional adjustment, the employee may be maintained at that salary on a red-circled basis rather than automatically reduced to the new range maximum. A red-circled employee would generally remain at the existing salary and would not receive additional base

salary increases until the applicable pay range advances sufficiently for the employee's salary to fall within the established range. Exceptions may be appropriate when a demotion results from organizational restructuring, accommodation, or another circumstance outside of the employee's control.

- **Police and Fire Salary Progression and Rank Movements:** Police and Fire salary movements should be administered consistently with the design and progression methodology of their respective step plans rather than through the grade-based promotional and demotional methodologies recommended for General employees. Employees should generally be placed at the step that appropriately recognizes their tenure with the applicable department, consistent with the service-based progression established by the plan. Accordingly, a promotion from one public safety rank to another should not automatically result in the 2 percent-per-grade or 5 percent minimum promotional increase applicable to General employees. Instead, placement should be determined according to the employee's applicable service and the step structure established for the new rank.

The same principle should apply when administering other movements within the Police and Fire structures. The objective should be to preserve consistent recognition of service while maintaining the intended relationships among ranks and steps. This will be particularly important for the redesigned Fire pay plan, where consistent application of the service-based placement methodology will help preserve the progression relationships established through this study. The City should document these procedures clearly so that employees experiencing similar movements are treated consistently over time.

- **Lateral Transfers – General Employees:** Employees transferring to another classification within the same General pay grade should generally retain their existing salary. A lateral transfer does not, by itself, represent an increase or decrease in the level of work as measured by the City's compensation structure and therefore should not automatically result in a salary adjustment. Maintaining the employee's existing salary supports internal mobility while preserving the integrity of the City's grade structure.
- **Policy Exceptions and Internal Equity Review:** The City should establish a centralized process for reviewing and approving exceptions to its standard salary administration policies. Exceptions may occasionally be warranted based on unusual qualifications, documented market conditions, recruitment or retention concerns, internal equity considerations, organizational needs, or other circumstances that cannot be adequately addressed through the standard policy. Evergreen recommends that exceptions require review and approval by Human Resources and/or the City Manager, with the rationale for the exception appropriately documented.

Centralized review is particularly important when greater flexibility is provided for hiring, promotional, demotional, or other salary actions. Individual compensation decisions can appear reasonable when considered independently but may create unintended inequities or compression when compared with similarly situated employees. An internal equity review should therefore be incorporated into significant salary decisions and policy exceptions to help preserve consistent relationships across the organization.

The City should formalize these practices through clear written salary administration procedures applicable to each of its compensation structures. While certain principles—such as internal equity review, consistent treatment, and appropriate approval authority—should apply Citywide, the specific mechanisms used to administer salary movements should reflect the design of each pay plan. In

particular, the open-range General plan should be administered through policies appropriate to a grade-based structure, while the Police and Fire plans should be administered according to their established step and service progression methodologies.

Based on the employee compensation data reviewed during this study, the City appears to have administered employee salaries in a generally reasonable manner, although several notable anomalies were identified. Because comprehensive written documentation of the City's current salary administration practices was not provided, Evergreen cannot determine whether those instances resulted from formal policy exceptions, historical decisions, or inconsistent application of compensation practices. Formalizing these policies in writing and consistently applying them to future employee actions will provide greater transparency, predictability, and accountability in the administration of the City's compensation program.

Ultimately, the effectiveness of the compensation structures recommended through this study will depend not only on their initial design and implementation but also on how consistently they are administered thereafter. Clear written policies governing hiring, promotions, demotions, lateral transfers, exceptions, and public safety progression will help the City preserve internal equity, limit the development of unintended compression, and maintain the integrity of its compensation system over time.

Finding

The compensation recommendations developed through this study are intended to improve the City's external market position, strengthen internal equity, and establish compensation structures that can be administered effectively over time. However, implementation of the proposed structures and employee salary adjustments represents only the first step in maintaining an effective compensation system. Continued market competitiveness and internal equity will depend on the City's ability to regularly evaluate both its pay structures and the placement and progression of employees within those structures.

A compensation system can remain effective over time only if both the structure and the employees within it continue to move appropriately. Market conditions change from year to year, and different occupations often move at different rates. At the same time, employees must continue progressing through their respective salary ranges or step structures in order to preserve meaningful differentiation based on experience and service and to limit the development of salary compression.

This consideration is particularly important for the City given the significant market gaps identified through the current study. The proposed compensation changes are intended to improve the City's position relative to the market; however, without ongoing maintenance, similar gaps can develop again over time. For these reasons, Evergreen recommends that the City's annual compensation administration consider three distinct forms of adjustment: structural adjustments, classification-based adjustments, and individual employee adjustments.

RECOMMENDATION 8: Evaluate compensation annually through structural, classification-based, and individual employee adjustments.

Evergreen strongly recommends that the City evaluate its compensation program annually using a three-part approach. These three forms of adjustment serve different purposes and should be considered independently rather than treated as interchangeable components of compensation administration.

- **Structural Adjustments:** Structural adjustments are changes made to the salary ranges or pay scales themselves. Their purpose is to ensure that the City's overall compensation structures continue to move with the external labor market and do not gradually lose competitiveness over time. Given the significant market gaps identified through this study, consistent monitoring of future market movement will be particularly important to preserving the competitive improvements achieved through implementation of the recommended pay plans.

The City has indicated a preference for basing future structural adjustments on the actual compensation movement of its market peers rather than relying primarily on broad economic indicators such as inflation or changes in the Consumer Price Index. Evergreen considers this to be an appropriate and market-responsive approach. General economic indicators measure changes across a much broader economy and do not necessarily reflect the rate at which competing municipal employers are adjusting their salary structures. Monitoring the actions of organizations with which the City directly competes for employees provides a more relevant indication of how quickly the City's labor market is moving.

Evergreen therefore recommends that the City conduct a limited review of selected peer organizations each year as part of its annual budget and compensation planning process. This review does not need to replicate the comprehensive market study conducted as part of this engagement. The City does not need to survey every benchmark classification, collect individual salary data, or conduct a complete classification-by-classification market analysis each year. Instead, the annual review should focus specifically on the general structural movement being implemented or proposed by a representative group of the City's market peers.

This information may be obtained directly from peer organizations or, when available, through adopted and proposed budgets, compensation plans, governing body materials, or other publicly available information. The objective should be to determine the general percentage by which comparable organizations are moving their salary structures for the upcoming year. Reviewing several relevant peers will provide the City with a reasonable indication of prevailing market movement without requiring the time and resources associated with a comprehensive compensation study. The City can then use the results of this limited peer review to inform the appropriate movement of its own compensation structures. For example, if the City's peers are generally moving their pay scales by a similar percentage in a given year, that movement provides a useful market-based reference point for determining the adjustment necessary for Lockhart to maintain its relative competitive position. The City should consider the collective results rather than automatically matching the action of any single peer organization.

This methodology provides an important distinction between maintaining the market position established through this study and periodically remeasuring that position. A comprehensive compensation study is necessary periodically to determine how individual classifications and the overall compensation program compare with the external market. Between those studies, however, monitoring the structural movement of selected peers provides the City with a practical and efficient mechanism for helping its pay scales move at approximately the same rate as the market.

Evergreen recommends that this limited peer review become a routine component of the City's annual compensation and budget planning process. Consistently monitoring how comparable employers are moving their pay structures and making corresponding adjustments when appropriate will help the City preserve the market improvements achieved through this study.

and reduce the likelihood that another significant market gap develops between comprehensive compensation reviews.

- **Classification-Based Adjustments:** Structural movement alone will not necessarily maintain market competitiveness for every classification. Different occupations can experience significantly different levels of wage pressure, and particular jobs may move much more quickly than the market overall. This is especially relevant given the findings of the current market analysis, which demonstrated that although the City was significantly below market overall, the magnitude of that market gap varied among individual classifications. For this reason, the City should also evaluate whether targeted classification-level adjustments are necessary each year.

These reviews can be initiated through several mechanisms. Human Resources may monitor indicators such as turnover, vacancy rates, time-to-fill, repeated unsuccessful recruitments, offer rejection rates, or other workforce measures that suggest a classification is becoming difficult to recruit or retain. Department leadership may also identify specialized or mission-critical classifications where compensation concerns are emerging.

When a classification is identified for review, the City should conduct a focused market analysis to determine whether compensation is contributing to the issue. A finding of recruitment or retention difficulty should not automatically result in a pay adjustment, as compensation may not always be the underlying cause. However, the ability to conduct a targeted review and adjust an individual classification or job group when supported by market evidence is an essential component of maintaining an effective compensation system.

This approach allows the City to respond to market movement where it occurs without making unnecessary changes across the entire organization. It also reduces the risk that a small number of fast-moving classifications will become substantially under-market between comprehensive compensation studies.

- **Individual Employee Adjustments:** - In addition to maintaining the salary structures and reviewing individual classifications, the City should provide employees with regular opportunities for salary progression within their assigned compensation structures. Individual salary movement is critical to ensuring that employees progress over time and that meaningful compensation differences are maintained between newer and more experienced employees.

For General employees assigned to the open-range pay plan, Evergreen recommends that annual individual salary movement generally exceed the annual structural pay range adjustment by approximately 1.0 to 2.0 percentage points, with a long-term target of approximately 1.5 percentage points above structural movement each year. This additional movement is necessary to allow employees to make meaningful progress through their assigned salary ranges rather than simply moving at the same rate as the structure.

For example, if the City determines through its annual peer review that the General pay structure should increase by 2.0 percent, individual General employee salaries should generally increase by at least 3.0 percent during that year. A 2.0 percent salary adjustment would simply move the employee at approximately the same rate as the pay range, leaving the employee in essentially the same relative position within the structure. An adjustment above the structural movement allows the employee to progress further into the range and helps maintain appropriate differentiation based on experience and continued service.

Evergreen recommends targeting approximately 1.5 percentage points of annual employee progression above structural movement over time. However, the City's financial circumstances may not permit this level of progression every year. In years when available resources allow for only 1.0 percentage point of movement above the structural adjustment, the City should strive, when financially feasible, to provide approximately 2.0 percentage points of additional progression in a subsequent year. The objective is not necessarily to achieve precisely 1.5 percentage points every year, but rather to maintain an average progression rate over time that allows employees to continue advancing meaningfully through their salary ranges.

This distinction between structural movement and employee progression is important to the long-term health of an open-range compensation system. Structural adjustments maintain the competitiveness of the pay ranges themselves, while individual adjustments move employees through those ranges. If the City consistently moves the structure without providing additional employee progression, experienced employees may remain concentrated toward the lower portion of their ranges, increasing the potential for compression as new employees enter the organization at progressively higher starting salaries.

Police and Fire employees should be treated differently because their compensation is administered through step-based structures. Rather than applying the 1.0 to 2.0 percentage-point progression guideline described above, Police and Fire employees should progress through their respective step plans in accordance with the established service and progression requirements. The value associated with movement from one step to the next provides the mechanism for recognizing continued service and progression within those plans.

When administered alongside the hiring, promotion, demotion, transfer, and public safety progression policies recommended elsewhere in this chapter, these annual progression practices will provide the City with a more comprehensive framework for maintaining appropriate employee placement over time. Consistent structural movement, coupled with meaningful employee progression, will help limit the future development of salary compression and preserve appropriate relationships among employees as the City's compensation structures continue to evolve.

Taken together, these three forms of annual compensation review provide a comprehensive framework for maintaining the City's compensation system. Structural adjustments preserve the competitiveness of the overall pay plans; classification-based adjustments allow the City to respond to occupations experiencing unique market pressures; and individual adjustments ensure that employees have an appropriate opportunity to progress within those structures.

The significant market gaps identified through this study demonstrate the importance of maintaining compensation as an ongoing administrative priority rather than relying solely on periodic comprehensive studies to identify needed corrections. Following implementation of the proposed compensation structures and employee salary adjustments, Evergreen recommends that the City formalize this three-part approach as an ongoing compensation philosophy and evaluate each component annually as part of its normal budget and workforce planning process.

Consistent annual review will help the City preserve the improvements achieved through this study, respond more effectively to changing labor market conditions, maintain appropriate employee progression, and reduce the likelihood that substantial market or internal equity deficiencies will accumulate before the City's next comprehensive compensation study.

4.3 SUMMARY

The City should be commended for undertaking this compensation review and evaluating its compensation practices in relation to both the external labor market and internal organizational needs. Maintaining an effective compensation system requires periodic evaluation, particularly as labor market conditions, recruitment pressures, and employee compensation expectations change over time. This study provides the City with an opportunity to address its current market position while establishing compensation structures and administrative practices that can be effectively maintained in future years.

The analyses conducted throughout this report identified a significant gap between the City's existing compensation structures and the external market. Overall, the City was found to be approximately 21 percent below the average peer market at the minimum and approximately 18 percent below the market at the maximum. Individual classification results varied, with certain positions demonstrating substantially greater market gaps and others being comparatively better positioned. These findings indicate that meaningful compensation adjustments are necessary to improve the City's ability to compete effectively for qualified employees.

At the same time, the study did not identify a need to completely redesign every component of the City's compensation system. The General pay plan is fundamentally well designed, with consistent range spreads and midpoint progression, and requires only limited structural refinement in addition to the market and classification adjustments recommended through this study. Similarly, the Police step plan provides an organized framework for salary progression and can largely be maintained with an appropriate market adjustment. The Fire pay plan, however, requires more substantial modification. The proposed Fire structure provides an updated progression model intended to better recognize service, improve relationships among ranks, and establish a more competitive compensation framework.

In addition to changes to the underlying pay structures, Evergreen recommends targeted grade assignments based on the market position and internal equity of individual classifications. This approach recognizes that the City's market gaps are not uniform and that a single Citywide adjustment would not adequately address the differing competitive positions of individual jobs. The proposed grade assignments therefore provide a classification-specific approach designed to improve external competitiveness while preserving appropriate internal relationships.

Employee implementation is also a critical component of the recommendations. Significant changes to salary ranges can create or exacerbate compression if incumbent employees are not appropriately positioned within the new structures. For General employees, Evergreen recommends a Hybrid Parity methodology that recognizes both time in the current classification and additional City service. Police employees should remain on their corresponding steps and receive the adjustment associated with the proposed Police structure, while Fire employees should be placed within the redesigned Fire plan based on applicable Fire Department service. These methodologies are intended to improve employee placement while recognizing the distinct design and progression philosophy of each compensation plan.

The recommendations also emphasize the importance of formal and consistent salary administration following implementation. Clear written practices governing new hires, promotions, demotions, lateral transfers, policy exceptions, and Police and Fire step progression will help preserve the integrity of the recommended structures. Although the City appears to have administered employee compensation in a generally reasonable manner, the internal analysis identified several notable anomalies, and comprehensive written documentation of the City's current salary administration practices was not

provided during this study. Formalizing these practices and applying them consistently will strengthen internal equity and reduce the likelihood that unintended salary relationships develop over time.

Finally, the City should recognize that implementation of the proposed compensation structures does not represent the conclusion of the compensation process. Maintaining the improvements achieved through this study will require ongoing attention. Evergreen recommends that the City annually review the structural movement of selected peer organizations and use that information to inform adjustments to its own pay structures. For General employees, individual salary progression should generally exceed structural movement by approximately 1.0 to 2.0 percentage points annually, with a long-term target of approximately 1.5 percentage points, so that employees continue to progress meaningfully through their ranges. Police and Fire employees should progress in accordance with their respective step structures.

Targeted market reviews should also be conducted when individual classifications demonstrate recruitment, retention, or competitiveness concerns, and a comprehensive compensation study should be completed approximately every three to five years. Together, these practices will allow the City to monitor market movement between comprehensive studies, address emerging classification-specific concerns, and reduce the likelihood that substantial market gaps develop again over time.

Overall, the recommendations contained in this report provide the City with a comprehensive framework for improving its current market position while strengthening the long-term administration of its compensation program. The proposed approach combines targeted structural changes, classification-specific market and internal equity adjustments, appropriate employee salary placement, and clearly defined administrative practices. By implementing these recommendations and maintaining an ongoing commitment to compensation review, the City will be better positioned to support recruitment and retention, preserve appropriate internal salary relationships, limit future compression, and maintain a compensation system capable of responding to changing workforce and labor market conditions.

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discussion regarding Ordinance 2026-39 repealing uncodified Ordinance 2025-21 in its entirety and adopting this ordinance regarding the City personnel policy manual; removing performance or merit pay for police and fire personnel and adopting a step pay plan for Police and Fire Departments under civil service.

ORIGINATING DEPARTMENT AND CONTACT: Administration - Julie Bowermon

ACTION REQUESTED: Ordinance

BACKGROUND/SUMMARY/DISCUSSION: During the FY 25-26 budget process, City Council identified a need for an employee compensation study and market refresh to determine competitive pay and benefits for City employees. The City retained Evergreen Solutions, LLC to conduct the study. As a result of the study, Evergreen Solutions, LLC recommended adjustments to police and fire classified personnel step pay plans. In compliance with Civil Service, classified police and fire positions are paid per a step pay plan, which is set by ordinance. The proposed ordinance reflects increasing the step plans as included in the budget and recommended by Evergreen Solutions, LLC.

Agencies in central Texas continue to experience unremitting vacancies in public safety positions. Consequently, the Evergreen Solutions recommended adjustments are being proposed to enhance Lockhart's ability to recruit and retain qualified police officers and fire fighters. The City will continue to offer the \$10,000 hiring incentive to police officers as well as the lateral entry pay program. Also being considered during this meeting, as a separate agenda item, is a one-time police officer retention stipend as a form of longevity pay for current certified police officers focused on retaining trained and experienced police officers during periods of significant staffing shortages.

PROJECT SCHEDULE (if applicable): N/A

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): The step pay plan adjustments are included in the approved FY 26-27 budget.

PREVIOUS COUNCIL ACTION: N/A

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COMMITTEE/BOARD/COMMISSION ACTION: N/A

STAFF RECOMMENDATION/REQUESTED MOTION: Staff recommends approval.

LIST OF SUPPORTING DOCUMENTS: Proposed Ordinance 2026-39 , Ordinance 2025-21

ORDINANCE NO. 2026-39

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS; REPEALING UN-CODIFIED ORDINANCE 2025-21 IN ITS ENTIRETY AND ADOPTING THIS ORDINANCE REGARDING THE CITY PERSONNEL POLICY MANUAL; REMOVING PERFORMANCE OR MERIT PAY FOR POLICE AND FIRE PERSONNEL AND ADOPTING A STEP PAY PLAN FOR POLICE AND FIRE DEPARTMENTS UNDER CIVIL SERVICE; PROVIDING FOR SEVERABILITY; PROVIDING A REPEALER; PROVIDING FOR PUBLICATION; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the City of Lockhart adopted a personnel policy manual on April 8, 1986; and

WHEREAS, certain sections address pay issues; and

WHEREAS, due to the implementation of Chapter 143 of the Texas Local Government Code for the Police Officers and Fire Fighters, “merit” pay for classified police officers and fire fighters was abolished; and

WHEREAS, during the FY 25-26 budget process the City Council identified a need for an employee compensation study and market refresh to determine competitive pay and benefits for its employees and the City retained Evergreen Solutions, LLC to conduct that study. As a result of the study, Evergreen Solutions, LLC recommended adjustments to police and fire classified personnel step pay plans; and

WHEREAS, the City believes that public safety will best be served by adjusting step pay plans for police and fire classified personnel in accordance with the recommendations from Evergreen Solutions, LLC; and

WHEREAS, due to challenges in hiring and retaining qualified fire fighters and police officers, the step pay plans for fire and police classified personnel should be adjusted to attract and retain qualified fire fighters and police officers, as set forth in Exhibit A.

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

- I. The matters and facts set forth in the preamble are hereby found to be true.
- II. The following Step Pay Plans for the Police Department and Fire Department (Exhibit “A”) are expressly incorporated by reference and adopted for classified members of the Lockhart Fire Department and Lockhart Police Department.
- III. Severability: If any provision, section, clause, sentence, or phrase of this ordinance is for any reason held to be unconstitutional, void, invalid, or un-enforced, the validity of the remainder of this ordinance or its application shall not be affected, it being

the intent of the City Council in adopting and of the Mayor in approving this ordinance that no portion, provision, or regulation contained herein shall become inoperative or fail by way of reasons of any unconstitutionality or invalidity of any other portion, provision, or regulation.

IV. Repealer: That all other ordinances, section, or parts of ordinances heretofore adopted by the City of Lockhart in conflict with the provisions set out above in this ordinance are hereby repealed or amended as indicated.

V. Publication: That the City Secretary is directed to cause the caption of this ordinance to be published in a newspaper of general circulation according to law.

VI. It is hereby officially found and determined that the meeting at which this ordinance was passed was open to the public as required by law.

VII. Effective Date: That this ordinance shall become effective on October 1, 2026 beginning with work shifts starting after 12:00 A.M. on October 1, 2026.

PASSED, APPROVED, AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, ON THIS THE 15th DAY OF SEPTEMBER, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

APPROVED AS TO FORM:

Julie Bowermon, City Secretary

Brad Bullock, City Attorney

EXHIBIT “A”

**Police Department
Civil Service Personnel
Rate Per Hour
Effective October 1, 2026**

	Tenure ¹							
Grade	Year 0	Year 1	Year 2	Year 4	Year 6	Year 8	Year 10	Year 12+
Police Cadet	\$24.93	-	-	-	-	-	-	-
Police Officer	\$32.68	\$33.53	\$34.39	\$35.26	\$36.32	\$37.41	\$38.54	\$39.69
Sergeant	-	-	\$40.45	\$41.29	\$42.66	\$44.04	\$45.47	-
Lieutenant	-	-	-	\$46.09	\$47.68	\$49.35	-	-
Police Captain	-	-	-	\$49.53	\$52.47	-	-	-

¹ “Tenure” is tenure from the hire date. Therefore, step progression is based on years with the Department, not time in rank.

**Fire Department
Civil Service Personnel
Rate Per Hour
Effective October 1, 2026**

	Tenure ¹						
Grade	Year 0	Year 1	Year 3	Year 5	Year 7	Year 9	Year 12+
Firefighter/EMT	\$21.71	\$22.36	\$23.03	\$23.72	\$24.43	\$25.16	\$25.92
Fire Engineer	-		\$26.18	\$26.96	\$27.77	\$28.61	\$29.46
Fire Captain	-	-	-	\$30.94	\$32.18	\$33.46	-
Assistant Fire Chief ²	-	-	-	\$47.35	\$50.19	-	-

¹ “Tenure” is tenure from the hire date. Therefore, step progression is based on years with the Department, not time in rank.

² The Assistant Fire Chief will be exempt from overtime and will be paid on a salary basis

ORDINANCE NO. 2025-21

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS; REPEALING UN-CODIFIED ORDINANCE 2024-25 IN ITS ENTIRETY AND ADOPTING THIS ORDINANCE REGARDING THE CITY PERSONNEL POLICY MANUAL; REMOVING PERFORMANCE OR MERIT PAY FOR POLICE AND FIRE PERSONNEL AND ADOPTING A STEP PAY PLAN FOR POLICE AND FIRE DEPARTMENTS UNDER CIVIL SERVICE; PROVIDING FOR SEVERABILITY; PROVIDING A REPEALER; PROVIDING FOR PUBLICATION; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the City of Lockhart adopted a personnel policy manual on April 8, 1986; and

WHEREAS, certain sections address pay issues; and

WHEREAS, due to the implementation of Chapter 143 of the Texas Local Government Code for the Police Officers and Fire Fighters, “merit” pay for classified police officers and fire fighters was abolished; and

WHEREAS, due to a four and half (4 ½) percent pay increase for all full-time and part-time regular City of Lockhart employees approved by City Council effective October 1, 2025, the City believes that public safety will best be served by adjusting step pay plans for police and fire classified personnel; and

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

- I. The matters and facts set forth in the preamble are hereby found to be true.
- II. The following Step Pay Plans for the Fire Department (Exhibit “A”) and Police Department (Exhibit “B”) are expressly incorporated by reference and adopted for classified members of the Lockhart Fire Department and Lockhart Police Department.
- III. Severability: If any provision, section, clause, sentence, or phrase of this ordinance is for any reason held to be unconstitutional, void, invalid, or un-enforced, the validity of the remainder of this ordinance or its application shall not be affected, it being the intent of the City Council in adopting and of the Mayor in approving this ordinance that no portion, provision, or regulation contained herein shall become inoperative or fail by way of reasons of any unconstitutionality or invalidity of any other portion, provision, or regulation.
- IV. Repealer: That all other ordinances, section, or parts of ordinances heretofore adopted by the City of Lockhart in conflict with the provisions set out above in this ordinance are hereby repealed or amended as indicated.

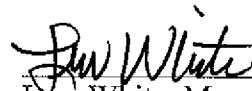
V. Publication: That the City Secretary is directed to cause the caption of this ordinance to be published in a newspaper of general circulation according to law.

VI. It is hereby officially found and determined that the meeting at which this ordinance was passed was open to the public as required by law.

VII. Effective Date: That this ordinance shall become effective on October 1, 2025 beginning with work shifts starting after 12:00 A.M. on October 1, 2025.

PASSED, APPROVED, AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, ON THIS THE 2nd DAY OF SEPTEMBER, 2025.

CITY OF LOCKHART

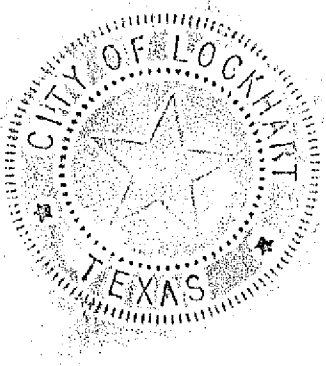

Lew White, Mayor

ATTEST:

APPROVED AS TO FORM:


Julie Bowermon, City Secretary


Brad Bullock, City Attorney



Fire Department Step Pay Plan Civil Service Personnel Rate Per Hour <i>*Effective October 1, 2025</i>						
Tenure¹						
Firefighter/EMT Per Hour	0	1	3	5	7+	
	\$19.97	\$20.70	\$21.69	\$22.67	\$23.19	
Tenure						
Fire Engineer Per Hour	0	3	6	9	12+	
	\$22.19	\$22.67	\$23.67	\$24.16	\$24.65	
Tenure						
Captain Per Hour	0	3	6	9	12+	
	\$24.65	\$25.64	\$26.14	\$26.61	\$27.14	
Tenure²						
Assistant Chief Per Hour	0	3	6	9	12+	
	\$39.41	\$40.08	\$40.74	\$41.42	\$43.98	

EXHIBIT “A”

¹ “Tenure” is tenure from the hire date. Therefore, step progression is based on years with the Department, not time in rank.

² The Assistant Fire Chief will be exempt from overtime and will be paid on a salary basis.

Police Department Civil Service Personnel Rate Per Hour <i>Effective October 1, 2025</i>								
Tenure¹								
Police Cadet Per Hour	0							
	\$24.39							
Tenure								
Police Officer Per Hour	0	1	2	4	6	8	10	12+
	\$31.98	\$32.81	\$33.65	\$34.50	\$35.54	\$36.60	\$37.71	\$38.84
Tenure								
Sergeant Per Hour	2	4	6	8	10+			
	\$39.58	\$40.40	\$41.74	\$43.09	\$44.49			
Tenure								
Lieutenant Per Hour	4	6	8+					
	\$45.10	\$46.65	\$48.29					
Tenure								
Captain Per Hour	4	6+						
	\$48.46	\$51.34						

EXHIBIT “B”

¹ “Tenure” is tenure from the hire date. Therefore, step progression is based on years with the Department, not time in rank.

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discuss Ordinance 2026-38 establishing a retention stipend for police officers.

ORIGINATING DEPARTMENT AND CONTACT: Police - Gary Williamson

ACTION REQUESTED: Ordinance

BACKGROUND/SUMMARY/DISCUSSION: Police officer vacancies can create operational and financial pressures through overtime, minimum-staffing requirements, recruiting and hiring activity, academy and training costs, field-training commitments, loss of institutional knowledge, and increased workload on remaining personnel.

Ordinance 2026-38 establishes a temporary, staffing-based retention stipend as an additional tool to retain trained and experienced police officers during a period of significant staffing shortages. The stipend amount is tied to the percentage of authorized police officer positions that are filled, with the highest amount available when staffing is below 60 percent. The stipend amount is structured to decrease at higher staffing levels and no stipend is payable when staffing is 90 percent or greater.

The maximum stipend is \$8,500 per eligible officer when staffing is below 60 percent of authorized strength. The applicable staffing level and individual eligibility are determined as of September 1, 2026. Eligible officers must have completed at least 12 months of qualifying service as a City of Lockhart Police Officer. The Chief of Police is not eligible.

The stipend is a temporary supplemental payment based on longevity with the City of Lockhart Police Department and does not become part of an officer's base salary. Approval of this stipend does not create a contractual or vested right to any future retention stipend or any particular stipend amount and does not obligate the City to consider or authorize a retention stipend in any future fiscal year.

The City Manager will annually review the effectiveness and continued appropriateness of retention stipends as a recruitment and retention strategy, with input from the Police Chief, Human Resources, and Finance. The review will consider staffing conditions, retention outcomes, fiscal impact, available vacancy savings, and other available recruitment and retention strategies. Based on that review, the City Manager may determine that no further action is warranted or may recommend consideration of a future retention stipend or other recruitment and retention strategies. Any future retention stipend would require separate City Council review and approval and is not required or presumed as a result of the annual administrative review.

For the stipend authorized by this ordinance, the September 1, 2026 staffing level will

City of Lockhart, Texas

Council Agenda Item Cover Sheet

determine the applicable stipend tier. Any payment will be limited to legally available appropriated vacancy savings.

PROJECT SCHEDULE (if applicable):

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): Funded solely from salary and related personnel funds already budgeted for vacant authorized police officer positions. No new money will be budgeted or requested for the stipend authorized by this ordinance. Payment of the stipend will be limited to available appropriated vacancy savings and will remain subject to applicable City budgetary and financial controls. The ordinance does not authorize expenditures in excess of available appropriations.

PREVIOUS COUNCIL ACTION: On October 18, 2022, Council approved a one-time retention stipend for all actively working certified police officers in the amount of \$2,500.

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff recommends approval of the Retention Stipend for police officers.

LIST OF SUPPORTING DOCUMENTS: Ordinance 2026-38 Retention Stipend, Ordinance 2026-38 Exhibit A for Retention Stipend

ORDINANCE NO. 2026-38

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, ESTABLISHING A POLICE OFFICER RETENTION STIPEND AS A FORM OF LONGEVITY PAY PERMISSIBLE UNDER TEXAS LOCAL GOVERNMENT CODE §143.041(C)(1); ESTABLISHING SEPTEMBER 1, 2026, AS THE STAFFING MEASUREMENT DATE; ESTABLISHING ELIGIBILITY REQUIREMENTS, STAFFING THRESHOLDS, STIPEND AMOUNTS, FUNDING LIMITATIONS, AND ADMINISTRATIVE PROCEDURES; PROVIDING ELIGIBILITY FOR REAPPOINTED LOCKHART POLICE OFFICERS AND CREDIT FOR PRIOR SERVICE AS A LOCKHART POLICE OFFICER TOWARD THE TWELVE-MONTH PRIOR-SERVICE REQUIREMENT; PROVIDING FOR ONE LUMP-SUM PAYMENT; PROVIDING FOR ADMINISTRATIVE REVIEW AND SEPARATE CITY COUNCIL REVIEW AND APPROVAL OF ANY FUTURE RETENTION STIPEND; AND PROVIDING FOR SEVERABILITY, REPEALER, SAVINGS, OPEN MEETINGS, AND AN EFFECTIVE DATE.

WHEREAS, the City Council finds that police officer vacancies create operational and financial pressures, including overtime, recruiting and hiring costs, academy and training costs, field-training commitments, loss of institutional knowledge, and increased workload on remaining personnel; and

WHEREAS, the City Council believes that by offering a retention stipend as a form of longevity pay to current certified City of Lockhart Police Officers, the City will benefit by retaining certified police officers currently employed by the City of Lockhart; and

WHEREAS, the City Council finds that a temporary, staffing-based retention stipend may assist the City in retaining trained and experienced police officers during periods of significant staffing shortages while the Police Department rebuilds staffing; and

WHEREAS, the City Council intends that the retention stipend be temporary supplemental pay based on longevity with the Department rather than a permanent increase to base compensation, and that authorization of this stipend does not create an obligation or expectation that a retention stipend will be authorized in any future fiscal year; and

WHEREAS, the City Council finds it appropriate to establish September 1, 2026, as the Staffing Measurement Date for determining officer eligibility, including the twelve-month prior-service requirement for a reappointed officer, and the applicable stipend tier; and

WHEREAS, the City Council finds that adoption of this Ordinance is in the best interests of the City, its Police Department, and the public health, safety, and welfare.

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

- I. The Police Officer Retention Stipend attached hereto as Exhibit “A” is authorized by the City Council, and the City Manager is hereby authorized and directed to administer and authorize payment of the stipend in accordance with Exhibit “A”.
- II. **REPEALER.** That all other ordinances, sections, or parts of ordinances heretofore adopted by the City of Lockhart in conflict with the provisions set out above in this ordinance are hereby repealed or amended as indicated.
- III. **SEVERABILITY.** If any provision, section, clause, sentence, or phrase of this ordinance is for any reason held to be unconstitutional, void, invalid, or un-enforced, the validity of the remainder of this ordinance or its application shall not be affected, it being the intent of the City Council in adopting and of the Mayor in approving this ordinance that no portion, provision, or regulation contained herein shall become inoperative or fail by way of reasons of any unconstitutionality or invalidity of any other portion, provision, or regulation.
- IV. **SAVINGS.** All rights and remedies of the City are expressly saved as to any and all violations of any ordinance or policy affected by this Ordinance that accrued before the effective date of this Ordinance, and such accrued rights and remedies shall not be affected by this Ordinance.
- V. **OPEN MEETINGS.** It is hereby officially found and determined that the meeting at which this ordinance was passed was open to the public as required by law.
- VI. **EFFECTIVE DATE.** This Ordinance shall become effective upon passage and approval in accordance with the City Charter and applicable law; provided, however, that eligibility for the Police Officer Retention Stipend authorized herein shall be determined as of the September 1, 2026 Staffing Measurement Date.

PASSED AND APPROVED on this 15th day of September, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

APPROVED AS TO FORM:

City Secretary

City Attorney

EXHIBIT “A”

POLICE OFFICER RETENTION STIPEND

1. Summary

This ordinance establishes a temporary, staffing-based retention stipend intended to retain trained and experienced police officers during a period of significant staffing shortages. The stipend is a temporary staffing-response measure and not a permanent increase to base pay. Approval of this stipend does not create an obligation or expectation that a retention stipend will be authorized in any future fiscal year. Any future retention stipend would require separate City Council review and approval.

2. Definitions

Authorized Strength: the total number of authorized police officer positions approved by the City (not including the Chief of Police).

Filled Position: an authorized police officer position occupied, as of the Staffing Measurement Date, by an officer who has completed the City of Lockhart Police Department Field Training Program. A cadet, academy recruit, or probationary officer still in the FTO program **will not be counted** as a Filled Position for purposes of determining the staffing percentage.

Eligible Officer: a police officer who, as of the Staffing Measurement Date, has completed 12 months of continuous service as a City of Lockhart Police Officer during that period.

For an officer who has been reappointed, prior service as a Lockhart Police Officer will be credited toward the required twelve (12) months of previous continuous service.

Staffing Measurement Date: September 1, 2026.

Continuous Employment: uninterrupted employment with the Lockhart Police Department. Approved leave, including military leave, Family and Medical Leave Act leave, workers' compensation leave, administrative leave, or other City-approved leave, does not interrupt continuous employment.

3. Business and Operational Rationale

A targeted retention stipend provides an additional incentive for experienced officers to remain employed while the department rebuilds staffing.

The maximum \$8,500 stipend is reserved for the most severe staffing condition - below 60 percent of authorized civil service police officer staffing. The stipend amount is structured to decrease at higher staffing levels.

4. Staffing Measurement Date and Calculation

The Staffing Measurement Date for the stipend authorized by this ordinance is September 1, 2026. The staffing percentage measured on that date will determine the applicable retention stipend tier.

The staffing percentage will be calculated by dividing the number of Filled Positions by the total Authorized Strength and multiplying the result by 100.

EXHIBIT “A”

5. Proposed Stipend Schedule

Staffing Percentage on September 1, 2026	Stipend per Eligible Officer
Less than 60.00%	\$8,500
60.00%-69.99%	\$6,500
70.00%-79.99%	\$4,500
80.00%-89.99%	\$2,500
90.00% or greater	No stipend payable

6. Eligibility

An Eligible Officer as defined above is a police officer who, as of September 1, 2026 (the Staffing Measurement Date), has completed 12 months of continuous service as a City of Lockhart Police Officer during that period. For a reappointed officer, prior service as a Lockhart Police Officer will be credited toward the required twelve (12) months of previous continuous service. The Chief of Police is not eligible. Approved leave does not interrupt Continuous Employment for purposes of the twelve-month eligibility requirement.

7. Eligibility Determination and Reconsideration

Human Resources will make the official determination of individual officer eligibility based on City employment records, applicable civil service requirements, and the terms of this ordinance. The Police Department will provide any personnel or assignment information reasonably necessary for that determination.

An officer who believes an eligibility determination is factually incorrect may request administrative reconsideration in the manner and within the time established by the City Manager or designee. The City Manager or designee will resolve unusual or disputed eligibility circumstances after consultation with Human Resources and, when appropriate, the City Attorney.

8. Proposed Payment Schedule

The stipend authorized by this ordinance is proposed to be paid in one lump-sum payment, with the payment date established administratively by the City. An officer who is eligible as of the September 1, 2026 Staffing Measurement Date will receive the applicable stipend in one payment on the payment date established by the City, subject to the funding limitations contained herein.

9. Eligibility Based on Prior Service

Eligibility for the retention stipend is based on service already completed.

No additional service period is required after the Staffing Measurement Date or after receipt of a stipend payment. Eligibility is based solely on the duration of service as of the September 1, 2026 Staffing Measurement Date.

Approved leave will be treated in accordance with the definition of Continuous Employment for the purpose of this ordinance.

EXHIBIT “A”

10. Promotion or Change in Eligibility

Eligibility for the stipend authorized by this ordinance is determined as of the September 1, 2026 Staffing Measurement Date based on the officer's qualifying service and eligibility status on that date. The Chief of Police is not eligible for the retention stipend. An officer serving as Chief of Police on the September 1, 2026 Staffing Measurement Date is not eligible.

11. Funding and Proportional Reduction

The retention stipend is proposed to be funded solely from salary and related personnel funds already budgeted for vacant authorized civil service police officer positions. No new money will be budgeted or requested for the stipend authorized by this ordinance.

Payment of the stipend will be limited to available appropriated vacancy savings and will remain subject to applicable City budgetary and financial controls. This ordinance does not authorize expenditures in excess of available appropriations.

If available appropriated vacancy savings are insufficient to pay the full stipend amounts otherwise payable to all eligible officers, the stipend amounts will be proportionately reduced on an equal percentage basis so that total payments do not exceed the funding legally available for the stipend. No officer has a contractual or vested right to a particular stipend amount.

12. Treatment of the Stipend

The retention stipend is a temporary supplemental payment and will not become part of an officer's permanent base salary. Human Resources, Payroll, Finance, and legal counsel will determine the treatment of the stipend for overtime, retirement contributions, taxes, benefits, and other compensation-related purposes in accordance with applicable law and plan requirements.

13. No Vested Right and City Council Authority

This ordinance does not create a contractual or vested right to any future retention stipend or any particular stipend amount. Authorization of the stipend provided by this ordinance does not obligate the City to consider or authorize a retention stipend in any future fiscal year.

Subject to applicable law and civil service requirements, the City Council reserves the right to amend or modify the stipend authorized by this ordinance.

14. Administrative Review and Future Consideration

The City Manager will annually review the effectiveness and continued appropriateness of retention stipends as a recruitment and retention strategy, with input from the Police Chief, Human Resources, and Finance. The review will consider staffing conditions, retention outcomes, fiscal impact, available vacancy savings, and other available recruitment and retention strategies.

Based on that review, the City Manager may determine that no further action is warranted or may recommend consideration of a future retention stipend or other recruitment and retention strategies. Any future retention stipend would require separate City Council review and approval and is not required or presumed as a result of the annual administrative review.

15. Administrative Responsibilities

EXHIBIT “A”

- Human Resources will verify officer eligibility, including the required twelve (12) months of qualifying previous service, as of the September 1, 2026 Staffing Measurement Date. For a reappointed Lockhart police officer, Human Resources will verify the officer's prior Lockhart Police Department service, prior civil service status, and reappointment, and will credit the officer's prior Lockhart Police Department service toward the twelve (12)-month previous-service requirement.
- The Police Department will certify the September 1, 2026 staffing information used to calculate the staffing percentage and identify Filled Positions consistent with this ordinance.
- Finance will verify available budgeted officer vacancy savings before payment authorization and calculate any required proportional reduction when funding is insufficient.
- Payroll will process approved payments and applicable deductions.
- The City Manager or designee is authorized to establish administrative procedures consistent with this ordinance, including payment dates and procedures for eligibility reconsideration.

16. 2026 Staffing Measurement and Look-Back Period

For the stipend authorized by this ordinance, the September 1, 2026 staffing level will determine the applicable stipend tier. Officer eligibility will likewise be determined using the September 1, 2026 Staffing Measurement Date and the applicable look-back period established by this ordinance.

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discussion regarding Ordinance 2026-37 amending Ordinance 2026-33 to adopt the early voting dates, hours, and locations, and election day voting locations, as set forth by Caldwell County for the November 3, 2026 General Election.

ORIGINATING DEPARTMENT AND CONTACT: Administration - Julie Bowermon

ACTION REQUESTED: Ordinance

BACKGROUND/SUMMARY/DISCUSSION: The Caldwell County Elections Administrator (County EA) is conducting Elections on November 3, 2026. The City of Lockhart will hold a general election for the positions of Mayor, Councilmember District 3, and Councilmember District 4. Since 2010, in the interest of a public purpose, the City of Lockhart has contracted with the County EA to conduct City Elections to enable all propositions and public official positions to be on one ballot for voters within Caldwell County.

During the August/September 2026 City Council meetings, the City Council ordered the November 3, 2026 General Election and authorized the contract for Election Services with Caldwell County. Since then, the County has formally designated early voting times/locations and election day polling locations and workers. Proposed Ordinance 2026-37 amends the City's Order of Election to acknowledge the designations, these locations were also shared with Council during the previous Council meeting on September 1, 2026.

Next steps in the election process include working with the County EA on proofing the ballot language; in early October the notice of election will be posted and published in the Post Register.

PROJECT SCHEDULE (if applicable):

FISCAL NOTE (if applicable):

PREVIOUS COUNCIL ACTION: August 4, 2026: Council ordered a General Election to be held November 3, 2026.

Sept. 1, 2026: Council authorized the contract for Election Services with the Caldwell County Elections Administrator.

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION:

LIST OF SUPPORTING DOCUMENTS: Proposed Ordinance 2026-37 Lockhart Amended

City of Lockhart, Texas

Council Agenda Item Cover Sheet

Election Ordinance Nov 2026

ORDINANCE NO. 2026-37

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, AMENDING ORDINANCE NO. 2026-33 TO ADOPT THE EARLY VOTING DATES, HOURS, AND LOCATIONS, AND ELECTION DAY VOTING LOCATIONS, AS SET FORTH BY CALDWELL COUNTY; PROVIDING FOR NOTICE OF ELECTION; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, On August 4, 2026, the City Council adopted Ordinance No. 2026-33 ordering a general election to be held on November 3, 2026 for the election of one Mayor, one Councilmember District 3, and one Councilmember District 4; and

WHEREAS, Ordinance No. 2026-33 established early voting dates, hours, and locations, a copy of which is attached hereto as Exhibit “A” and incorporated herein; and

WHEREAS, Caldwell County, as the County conducting the joint election pursuant to Chapter 271, Texas Election Code, has since formally designated early voting dates, hours, and locations, as well as Election Day voting locations, a copy of which is attached hereto as Exhibit “B” and incorporated herein; and

WHEREAS, the City Council finds it necessary to amend Ordinance No. 2026-33 to conform the City’s order of election with the County’s official designations.

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

Section 1. Amendment.

Ordinance No. 2026-33 is hereby amended to adopt and incorporate the early voting dates, hours, and locations, and Election Day voting locations, as set forth by Caldwell County, as follows:

(a) Main Early Voting Polling Location:

Lockhart ISD Adams Gym, 419 Bois D’Arc Street, Lockhart, Texas 78644

(b) Branch Early Voting Locations:

- Three Rivers Community Church, 103 Main St., Martindale, TX 78655
- Luling Civic Center, 333 E. Austin St., Luling, TX 78648

(c) Main Early Voting Location Dates and Hours:

- October 19 – 23, 2026 (8 am – 6 pm),
- Saturday, October 24, 2026 (7 am – 7 pm); Sunday, October 25, 2026 (9 am – 3 pm),
- October 26 – 30, 2026 (7 am – 7 pm)

(d) Election Day Voting Locations:

1. First Lockhart Baptist Church Connection Center, 200 S. Blanco St., Lockhart, TX 78644 (Pct. 100/101)
2. Grace Lutheran Fellowship Hall, 108 N. Medina, Lockhart, TX 78644 (Pct. 103/108)
3. VFW Post 8927, 7007 S. US Hwy 183, Lockhart, TX 78644 (Pct. 102/104)
4. Lockhart Evening Lions Club, 220 Bufkin Lane, Lockhart, TX 78644 (Pct. 111)
5. Luling Civil Center, 333 E. Austin St., Luling, Texas (Pct. 201, 202, 206)
6. McNeil Baptist Church, 14304 FM 1322, Luling, TX 78648 (Pct. 203)
7. McMahan Community Center, 6022 FM 713, McMahan, TX 78616 (Pct. 204/205)
8. Three Rivers Community Church, 103 Main St., Martindale, TX 78655 (Pct. 300/301)
9. Maxwell Social Club, 180 Fourth St., Maxwell, TX 78656 (Pct. 302)
10. Uhland City Hall – Community Center, 15 N. Old Spanish Trail, Uhland, TX 78640 (Pct. 303/306)
11. Fentress Community Church, 13423 State Park Rd., Fentress, TX 78622 (Pct. 305)
12. St. Marks Methodist Church, 602 E. Live Oak St., Lockhart, TX 78644 (Pct. 401)
13. Lytton Springs Baptist Church, 8511 FM 1854, Dale, TX 78616 (Pct. 404)
14. Lockhart ISD Adams Gym, 419 Bois D’Arc St., Lockhart, TX 78644 (Pct. 402)
15. Dale Community Center, 47 Civic Dr., Dale, TX 78616 (Pct. 400/405)

(e) Locations and hours may be changed by the County Elections Administrator.

Section 2. Notice of Election.

The City Secretary shall cause notice of the election, stating in substance the contents of this Ordinance, to be published and posted as required by the Texas Election Code and the City Charter.

Section 3. Severability.

If any provision of this Ordinance is held invalid, such invalidity shall not affect the remaining provisions.

Section 4. Repealer.

All provisions of Ordinance No. 2026-33 in conflict with this Ordinance are hereby amended or repealed.

Section 5. Effective Date.

This Ordinance is effective immediately upon passage and approval.

PASSED AND APPROVED this 15th day of September, 2026.

Lew White, Mayor

ATTEST:

City Secretary

APPROVED AS TO FORM:

Bradford E. Bullock, City Attorney

EXHIBIT A

ORDINANCE 2026-33

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, ORDERING A GENERAL ELECTION ON NOVEMBER 3, 2026 FOR THE PURPOSE OF ELECTING ONE MAYOR; ONE COUNCILMEMBER DISTRICT 3; AND ONE COUNCILMEMBER DISTRICT 4; PROVIDING FOR JOINT ELECTION WITH CALDWELL COUNTY; ESTABLISHING EARLY VOTING LOCATIONS AND HOURS; AND ORDERING NOTICE OF ELECTION TO BE GIVEN AS PRESCRIBED BY LAW; AND MAKING PROVISIONS FOR THE CONDUCT OF THE ELECTION.

WHEREAS, state and city law provide that on November 3, 2026 there shall be a general election for the purpose of electing one (1) Mayor; one (1) Councilmember District 3; and one (1) Councilmember District 4.

WHEREAS, the City Council also has the authority pursuant to Chapter 271, Texas Election Code, to enter into a joint election agreement with Caldwell County, which is a political subdivision that is also holding an election on the same date.

NOW, THEREFORE, BE IT ORDERED BY THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, THAT:

Section 1. Order of General Election:

ORDER OF GENERAL ELECTION FOR MUNICIPALITIES ORDEN DE ELECCIÓN GENERAL PARA MUNICIPIOS

An election is hereby ordered to be held on November 3, 2026 for the purpose of voting on:

(Por la presente se ordena celebrar una elección el 3 de noviembre, 2026 con el propósito de votar sobre.)

List Offices/Propositions/Measures on the ballot (*Enúmere los puestos/proposiciones/medidas oficiales en la boleta*)

Mayor (<i>Alcalde</i>)
Councilmember District 3 (<i>Concejal del Distrito 3</i>)
Councilmember District 4 (<i>Concejal del Distrito 4</i>)

Early voting by personal appearance will be conducted as follows:
(La votación adelantada en persona se llevará a cabo como previsto:)

The Main Early Voting Location (*sitio principal de votación adelantada*)

Lockhart ISD Adams Gym
419 Bois D'Arc Street
Lockhart, Texas 78644

Early voting by personal appearance will be conducted:

- October 19 – 23, 2026 (8 am – 5 pm),
- Saturday, October 24, 2026 (7 am – 7 pm); Sunday, October 25, 2026 (9 am – 3 pm),
- October 26 – 30, 2026 (7 am – 7 pm)

Locations and hours may be changed by the County Elections Administrator.

The Council appoints Devante Coe, Caldwell County Elections Administrator, as the Early Voting Clerk. Applications for ballot by mail shall be mailed to:

(Las solicitudes para boletas que se votarán adelantada por correo deberán enviarse a:)

Early Voting Clerk

Devante Coe, Caldwell County Elections Administrator

1403 Blackjack Street, Suite A

Lockhart, Texas 78644

(512) 668-4347

Email Address: caldwellec@co.caldwell.tx.us

Website: www.co.caldwell.tx.us

Applications for Ballots by Mail (ABBM)s must be received no later than the close of business

on: *(Las solicitudes para boletas que se votarán adelantada por correo deberán recibirse no más tardar de las horas de negocio el:)*

October 23, 2026 *(23 de octubre, 2026)*

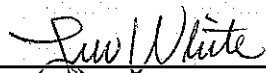
Federal Post Card Applications (FPCAs) must be received no later than the close of business on:

(La Tarjeta Federal Postal de Solicitud deberán recibirse no más tardar de las horas de negocio el:)

October 23, 2026 *(23 de octubre, 2026)*

Order of General Election Issued this 4th day of August, 2026.

(Emitida este día 4 de agosto, 2026)



Signature of Mayor (Firma del Alcalde)

Section 2. Election Duties. The Mayor and the City Secretary, in consultation with the City Attorney, are hereby authorized and directed to take any and all actions necessary to comply with the provisions of the Texas Election Code and any other state or federal law in carrying out and conducting the Election, whether or not expressly authorized herein. In the absence of the City Secretary, the City Manager and/or Assistant City Manager are hereby appointed to fulfill election duties in place of City Secretary as needed in accordance with Texas Elections Code Sec 31.123.

Section 3. Notice of Election. Notice of the Election, stating in substance the contents of this Ordinance, shall be published in the English and Spanish languages at least once in a

newspaper published within CITY's territory at least 10 days and no more than 30 days, prior to the election, and as otherwise may be required by the Texas Election Code and Texas Local Government Code. Notice of the Elections shall also be posted on the bulletin board used by the Council to post notices of the Council's meetings no later than the 21st day before the Elections, or if the 21st day before the Elections falls on a weekend or holiday, on the first business day thereafter.

Section 4. Authorization to Execute. The Mayor of the CITY is authorized to execute and the City Secretary of the CITY is authorized to attest this Ordinance on behalf of the City Council; and the Mayor of the City Council is authorized to do all other things legal and necessary in connection with the holding and consummation of the Elections.

Section 5. Severability. If any provision, section, clause, sentence, or phrase of this ordinance is for any reason held to be unconstitutional, void, invalid, or un-enforced, the validity of the remainder of this ordinance or its application shall not be affected, it being the intent of the City Council in adopting and of the Mayor in approving this ordinance that no portion, provision, or regulation contained herein shall become inoperative or fail by way of reasons of any unconstitutionality or invalidity of any other portion, provision or regulation.

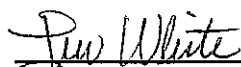
Section 6. Repealer. That all other ordinances, sections, or parts of ordinances heretofore adopted by the City of Lockhart in conflict with the provisions set out above in this ordinance are hereby repealed or amended as indicated.

Section 7. Publication. That the City Secretary is directed to cause the caption of this ordinance to be published in a newspaper of general circulation according to law.

Section 8. Effective Date. This Ordinance is effective immediately upon its passage and approval.

PASSED AND APPROVED on August 4, 2026.

CITY OF LOCKHART



Lew White, Mayor

ATTEST:



Julie Bowermon
City Secretary

APPROVED AS TO FORM:



Bradford E. Bullock, City Attorney

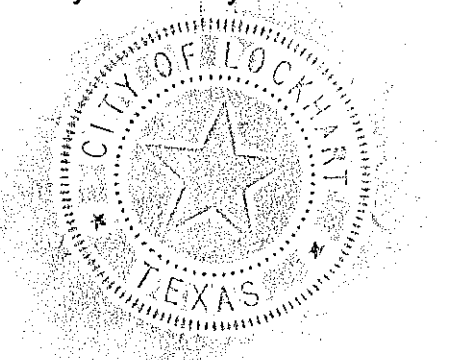


EXHIBIT B

November 3, 2026 - Early Voting Schedule

3 de Noviembre de 2026 - Calendario de Votación Anticipada



MAIN EARLY VOTING LOCATION

Ubicación Principal de Votación Anticipada

Main Early Voting Polling Location & Address <i>Dirección y ubicación principal del centro de votación anticipada</i>	Map Link <i>Enlace al mapa)</i>
Lockhart ISD - Adam's Gym 419 Bois D'Arc St, Lockhart, TX	

Main Location Hours & Dates <i>Horarios y Fechas de la Ubicación Principal</i>			
Monday, October 19 <i>Lunes, Octubre 19</i>	8:00 AM to 6:00 PM	Sunday, October 25 <i>Domingo, Octubre 25</i>	9:00 AM to 3:00 PM
Tuesday, October 20 <i>Martes, Octubre 20</i>	8:00 AM to 6:00 PM	Monday, October 26 <i>Lunes, Octubre 26</i>	7:00 AM to 7:00 PM
Wednesday, October 21 <i>Miércoles, Octubre 21</i>	8:00 AM to 6:00 PM	Tuesday, October 27 <i>Martes, Octubre 27</i>	7:00 AM to 7:00 PM
Thursday, October 22 <i>Jueves, Octubre 22</i>	8:00 AM to 6:00 PM	Wednesday, October 28 <i>Miércoles, Octubre 28</i>	7:00 AM to 7:00 PM
Friday, October 23 <i>Viernes, Octubre 23</i>	8:00 AM to 6:00 PM	Thursday, October 29 <i>Jueves, Octubre 29</i>	7:00 AM to 7:00 PM
Saturday, October 24 <i>Sábado, Octubre 24</i>	7:00 AM to 7:00 PM	Friday, October 30 <i>Viernes, Octubre 30</i>	7:00 AM to 7:00 PM

Special forms of Early Voting will be conducted at this location.
Se llevarán a cabo formas especiales de votación anticipada en esta ubicación



BRANCH EARLY VOTING LOCATIONS

Ubicación De Votación Anticipada de la Sucursal

Branch Early Voting Polling Locations & Address <i>Direcciones y ubicaciones de los centros de votación anticipada</i>	Map Link <i>Enlace al mapa)</i>
Luling Civic Center 333 E. Austin St, Luling, TX	
Three Rivers Community Chuch 103 Main St, Martindale, TX	

Branch Locations Hours & Dates <i>Ubicaciones, Horarios y Fechas de las Sucursales</i>			
Monday, October 19 <i>Lunes, Octubre 19</i>	9:00 AM to 6:00 PM	Sunday, October 25 <i>Domingo, Octubre 25</i>	9:00 AM to 3:00 PM
Tuesday, October 20 <i>Martes, Octubre 20</i>	9:00 AM to 6:00 PM	Monday, October 26 <i>Lunes, Octubre 26</i>	9:00 AM to 6:00 PM
Wednesday, October 21 <i>Miércoles, Octubre 21</i>	9:00 AM to 6:00 PM	Tuesday, October 27 <i>Martes, Octubre 27</i>	9:00 AM to 6:00 PM
Thursday, October 22 <i>Jueves, Octubre 22</i>	9:00 AM to 6:00 PM	Wednesday, October 28 <i>Miércoles, Octubre 28</i>	9:00 AM to 6:00 PM
Friday, October 23 <i>Viernes, Octubre 23</i>	9:00 AM to 6:00 PM	Thursday, October 29 <i>Jueves, Octubre 29</i>	7:00 AM to 6:00 PM
Saturday, October 24 <i>Sábado, Octubre 24</i>	9:00 AM to 6:00 PM	Friday, October 30 <i>Viernes, Octubre 30</i>	7:00 AM to 6:00 PM

IMPORTANT DATES
FECHAS IMPORTANTES



FIRST OF EARLY VOTING
LA VOTACIÓN ANTICIPADA COMIENZA
MONDAY, OCTOBER 19, 2026
LUNES, OCTUBRE 19 DE 2026



LAST DAY OF EARLY VOTING
ÚLTIMO DÍA DE VOTACIÓN ANTICIPADA
FRIDAY, OCTOBER 30, 2026
VIERNES, OCTUBRE 30 DE 2026



ELECTION DAY
DÍA DE ELECCIÓN
TUESDAY, NOVEMBER 3, 2026
MARTES, 3 DE NOVIEMBRE DE 2026

Caldwell County Elections

Phone: (512) 668-4347 | Email: CaldwellEC@co.caldwell.tx.us | Website: www.co.caldwell.tx.us | Address: 1403 Blackjack St, Lockhart, TX

November 3, 2026 - Election Day Locations

3 de Noviembre de 2026: Lugares de Votación del día de las elecciones



Election Day Locations will be open 7:00 A.M. to 7:00 P.M.

Los centros de votación del día de las elecciones estarán abiertos de 7:00 a. m. a 7:00 p. m.

Election Day Locations - Tuesday, November 3, 2026		
Lugares de Votación para el día de las Elecciones: Martes, 3 de noviembre de 2026		
Election Precinct(s) <i>Precinto(s) Electoral</i>	Polling Location & Address <i>Lugar de votación y dirección</i>	Map Link <i>Enlace al mapa)</i>
100, 101	First Lockhart Baptist Church - Connection Center 200 S Blanco St, Lockhart, TX	
102, 104	VFW Post 8927 7007 S. Hwy 183, Lockhart, TX	
103, 108	Grace Lutheran– Fellowship Hall 108 N Medina St, Lockhart, TX	
111	Lockhart Evening Lions Club 220 Bufkin Ln, Lockhart, TX	
201, 202, 206	Luling Civic Center 333 E. Austin St, Luling, TX	
203	McNeil Baptist Church 14304 FM 1322, Luling, TX	
204, 205	McMahan Community Center 6022 FM 713, McMahan, TX	
300, 301	Three Rivers Community Church 103 Main St, Martindale, TX	
302	Maxwell Social Club 180 Fourth St, Maxwell, TX	
303, 306	Uhland City Hall - Community Center 15 N. Old Spanish Trl, Uhland, TX	
305	Fentress Community Church 13423 State Park Rd, Fentress, TX	
400, 405	Dale Community Center 47 Civic Dr, Dale, TX	
401	St. Mark’s Methodist Church 602 E. Live Oak St, Lockhart, TX	
402	Lockhart ISD Adam’s Gym 419 Bois D’Arc St, Lockhart, TX	
404	Lytton Springs Baptist Church 8511 FM 1854, Dale, TX	

****Please Note:** Caldwell County voters must cast their ballots at their **designated election precinct on Election Day**, as Caldwell County conducts precinct-based voting. ******

****Tenga en Cuenta:** Los votantes del condado de Caldwell deben emitir su voto en su **precinto electoral asignado el día de las elecciones**, ya que el condado de Caldwell utiliza el sistema de votación por precintos. ******

IMPORTANT DATES FECHAS IMPORTANTES

FIRST OF EARLY VOTING
LA VOTACIÓN ANTICIPADA COMIENZA
 **MONDAY, OCTOBER 19, 2026**
LUNES, OCTUBRE 19 DE 2026

LAST DAY OF EARLY VOTING
ÚLTIMO DÍA DE VOTACIÓN ANTICIPADA
 **FRIDAY, OCTOBER 30, 2026**
VIERNES, OCTUBRE 30 DE 2026

ELECTION DAY
DÍA DE ELECCIÓN
 **TUESDAY, NOVEMBER 3, 2026**
MARTES, 3 DE NOVIEMBRE DE 2026

Caldwell County Elections

Phone: (512) 668-4347 | Email: CaldwellEC@co.caldwell.tx.us | Website: www.co.caldwell.tx.us | Address: 1403 Blackjack St, Lockhart, TX

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discuss awarding RFP 2026-10, Lockhart Visitor Center Phase 1 Improvements and Phase 2 Enabling Work, to Countywide Builders in the amount of \$124,456 and authorize the City Manager to execute all necessary documents.

ORIGINATING DEPARTMENT AND CONTACT: Downtown & Tourism - Tiffany Padilla

ACTION REQUESTED: Approval of Bid

BACKGROUND/SUMMARY/DISCUSSION: RFP 2026-10 was issued for Phase 1 improvements and limited Phase 2 enabling work at the future Lockhart Visitor Center, located at 109 E. San Antonio Street. The project involves approximately 2,810 square feet of leased first-floor space within the historic downtown square.

The scope of work includes demolition of nonstructural interior walls and associated trim, routing and minor rerouting of electrical conduit, limited construction of new interior walls and trim, installation of a floating floor system to protect the building's historic original flooring, interior painting, and other preparatory work identified in the construction documents. Work must be substantially complete by October 31, 2026.

Three sealed proposals were received by the September 8, 2026 submission deadline. Following review of the proposals in accordance with the RFP's best-value evaluation criteria, staff recommends awarding the project to Countywide Builders. Countywide submitted a base bid of \$103,756 plus \$20,700 in requested alternates, for a total contract amount of \$124,456. The alternates include removal of the existing sign and wood for \$2,900, painting all walls SW 7009 Pearly White for \$15,600, and painting the brick band to match for \$2,200.

Countywide's proposal expressly included the protective floor system identified in the bid documents and separately identified pricing for all requested alternates. Noble Alliance submitted a lower base bid but subsequently confirmed that its base bid did not include the underlayment for the raised subfloor assembly required for the floating floor system and included only the required touch-up painting, rather than painting all walls SW 7009 Pearly White. AAA TimeSaver's proposal states that flooring and paint are to be provided by the Owner, although the bid documents do not identify those materials as owner-furnished.

Countywide also demonstrated relevant experience with historic building renovation and City of Lockhart projects, including the restoration and expansion of the Dr. Eugene Clark Library. Its proposal identifies experience with adaptive reuse, preservation of historic structures, and coordination with City stakeholders on historic downtown projects. Countywide has also previously worked through the City's Historic Preservation Commission review process, providing familiarity with the requirements and considerations associated with work on historic properties in Lockhart.

City of Lockhart, Texas

Council Agenda Item Cover Sheet

Based on the RFP evaluation criteria, demonstrated historic preservation experience, familiarity with Lockhart's historic review process, and Countywide's more complete alignment with the specified scope of work, staff recommends Countywide Builders as the best-value proposal.

PROJECT SCHEDULE (if applicable):

FISCAL NOTE (if applicable): Funding for the project is 800-5202-910

PREVIOUS COUNCIL ACTION: N/A

COMMITTEE/BOARD/COMMISSION ACTION: N/A

STAFF RECOMMENDATION/REQUESTED MOTION: Staff recommends awarding RFP 2026-10 to Countywide Builders in the amount of \$124,456, consisting of the \$103,756 base bid plus \$20,700 in alternates, and authorizing the City Manager to execute all necessary documents.

LIST OF SUPPORTING DOCUMENTS: RFP 2026-10 - Bid Tab, 2026-10 Countywide

CITY OF LOCKHART

PROJECT BID TABULATION

Project Name:	Lockhart Visitor Center Phase 1 Improvements and Phase 2 Enabling Work	Project No.:	RFP 2026-10
Bid Opening:	September 8, 2026	Prepared By:	Downtown & Tourism
Location:	Large Conference Room, 308 W. San Antonio St.	Time:	9:00 am

No.	Bidder / Company	Base Bid	Alternates	Total Bid	Bid Bond	Addenda	Notes
1	Noble Alliance Construction, LLC	\$85,500	\$3,500	\$89,000	Y		Base bid included required touch-up painting only, not painting all walls SW 7009 Pearly White. Noble subsequently confirmed its base bid did not include the underlayment for raised subfloor assembly required for the floating floor system. Alt. 1 – Façade Sign Removal: \$3,500. Exterior paint alternate not bid.
2	Countywide Builders	\$103,756	\$20,700	\$124,456	Y		Base bid expressly includes protective floor system. Alt. 1/2 – Removal of Sign and Wood: \$2,900; Alt. 3 – Paint All Walls SW 7009 Pearly White: \$15,600; Alt. 4 – Paint Brick Band to Match: \$2,200.
3	AAA TimeSaver Services	See Note	See Note	\$119,204	Y		Submitted itemized pricing totaling \$119,204 but does not clearly segregate pricing into the RFP/bid-set base bid and requested alternates. Proposal states “Flooring Provided by Owner” and “Paint Provided by Owner,” although the RFP and bid documents do not identify these materials as owner-furnished.
4							

[See Next Page]

Award Recommendation / Comments: Recommend award to Countywide Builders based on its \$103,756 base bid plus Alternates No. 1/2 for \$2,900, Alternate No. 3 for \$15,600, and Alternate No. 4 for \$2,200, for a total contract amount of \$124,456. Countywide's proposal expressly included the protective floor system identified in the bid documents and separately identified pricing for all requested alternates. Noble Alliance submitted a lower base bid but subsequently confirmed that its base bid did not include the underlayment for the raised subfloor assembly required for the floating floor system and included only the required touch-up painting, not Alternate No. 3 to paint all walls SW 7009 Pearly White. AAA TimeSaver's proposal states that flooring and paint are to be provided by the Owner, although the bid documents do not identify those materials as owner-furnished. Based on the RFP evaluation criteria and Countywide's more complete alignment with the specified scope of work, staff recommends Countywide Builders as the best-value proposal.

Prepared by: **Downtown & Tourism Director and HDR**

Date: **09/09/2026**

Reviewed by: **City Manager**

Date: **09/09/2026**

COUNTYWIDE BUILDERS

RESIDENTIAL

COMMERCIAL

DEVELOPMENT

Countywide GP LLC, Countywide LP DBA, Countywide Builders

Physical Address:

215 Bufkin Ln.,
Lockhart, Texas 78644

Mailing Address:

P.O. Box 1117
Lockhart, Texas 78644
512.398.5516-Office
512.398.5569-Fax

Year Founded: 1971

Building Contractor, Reg. Builder No. 20709

City of Lockhart License. No. 0030 Class A

Countywide Builders EIN # 20-1217491 General Partnership

Countywide Builders website: www.countywidebuilders.com.

Partners:

Jim Smith & Amelia Smith (2435 Blackjack St. Lockhart, TX 78644)

Winn Smith (3901 Turkey Creek Dr. Austin, TX 78730)

Main Contact: Winn Smith | ws@countywidere.com | 512.787.0383

Years in Business – 55 Years

Employees - 4

Founded in 1971 by Winnon and Grace Smith, Countywide Builders has operated as the premier construction and development firm in Lockhart and the Greater Caldwell County area for more than five decades. The company began by building the streets utilities for modest, affordable homes under the Farmers Home Program in Lockhart. Subdivisions and streets such as Lakeview, Pendergrass, Center and San Jacinto were Countywide's original contributions. Jim Smith, second generation, grew Countywide into the custom home market and developed numerous multi-family complexes for seniors and the general market. Today, third-generation builder Winn Smith leads the firm's commercial division, which carries an extensive portfolio spanning medical, financial, retail, mixed-use, office, industrial, manufacturing, and historic renovation projects.

WWW.COUNTYWIDEBUILDERS.COM
215 BUFKIN LN.
P.O. Box 1117
LOCKHART, TX 78644
O: (512)-398-5516 F: (512)-398-4160
JIM SMITH: JIM@COUNTYWIDERE.COM
WINN SMITH: WS@COUNTYWIDERE.COM

COUNTYWIDE BUILDERS

RESIDENTIAL

COMMERCIAL

DEVELOPMENT

Countywide has long-standing relationships with the Lockhart Economic Development Corporation, the City of Lockhart, and Caldwell County. The firm has been recognized as Caldwell County's Best Builder by the Lockhart Post Register for 12 consecutive years and won the Lockhart Chamber of Commerce Business of the Year award in 2008 alongside sister company Countywide Realty.

Countywide's client list includes City of Lockhart, Fashion Glass and Mirror, Pure Castings, Visionary Fiber Technologies, Mill Scale Metalworks, Veritacor Manufacturing, Pegasus Schools, Seton Ascension, and more. As well as over 250 multi-family residential units and more than 250 single family homes.

Project Manager/Projector Coordinator: Winn Smith & Jim Smith

Bidding, scheduling, estimating, and on-site supervision for all projects start to finish.

Superintendent: Pedro Romero

Oversees general labors and enforces safety issues. Site supervision

Clerical/Office Duties: Loray Chamberlain

Office Management and Accounting, Payroll, Permits, Proposals, Contracts, Job Control and Costing, Purchasing, General Ledger, Bank reconciliation, Trial Balances, Quarterly reports, EFPT payments, End of Year reports and filings, Insurance GL, UM Builders Risk Auto, and Subcontractor's info. Overflow Project Coordinator Submittals and close out documents.

References:

- Patrick Rose, President, Corridor Title - 120 E. Market St. Lockhart, TX 78644

Patrick.Rose@corridortitle.com | 512.484.8050

- Matt Johnson, Founder, Mill Scale Metal Works - 800 N Commerce. St. Lockhart, TX 78644

matt@millscale.co | 254.855.9559

- Chris Dailey, Founder, Dailey Electric 2201 Maple Street Lockhart, TX 78644 (Dailey Electric Project)

cdailey@daileyelectric.com | 979.574.1662

- Vance Rodgers, Former City Manager (Library Restoration Project)

vance-rodgers@austin.rr.com | 512.620.2870

- Chief Randy Jenkins, Fire Chief City of Lockhart (Fire Department #2 project)

rjenkins@lockhart-tx.org | 512.376.1885

Past Municipal Projects

WWW.COUNTYWIDEBUILDERS.COM
215 BUFKIN LN.
P.O. Box 1117
LOCKHART, TX 78644
O: (512)-398-5516 F: (512)-398-4160
JIM SMITH: JIM@COUNTYWIDERE.COM
WINN SMITH: WS@COUNTYWIDERE.COM

COUNTYWIDE BUILDERS

RESIDENTIAL

COMMERCIAL

DEVELOPMENT

Relevant Past Experience (Municipal)

City of Lockhart-Municipal

City Elec. Dept-211 Bufkin Ln.

Addition Metal Building

PO Box 239, Lockhart, Texas 78644

Owner: City of Lockhart

Architect: Thom Earnest

Contract: \$93,780

Start Date:03/29/2022 End Date:09/26/2022

City of Lockhart- Municipal

Renovation Build out Fire Station #2

PO Box 239, Lockhart, Texas 78644

Owner: City of Lockhart

Architect: Steinbomer & Assoc.

Contract: \$895,000

Start Date:06/05/2019 End Date:11/15/2019

Luling Economic Development Corp – Municipal

US HWY 183 & US HWY 90, Luling, Texas 78648

Construction of Site Area and 400 sq. Information Center

Owner: City of Luling

Architect: McHaney Architects

Contract: \$ 206,900.00

Start: 11/06/2016 Completion Date: 02/19/2017

Caldwell County Appraisal District- Municipal

211 Bufkin Ln., Lockhart, Texas 78644

Construction of a 7681sq ft. Office Facility

Owner: Caldwell County

Architect: Steinbomer' Associates and Architects.

Contract: \$ 1,270,686.82

Start: 10/28/2015 Completion Date: 04/15/2016

WWW.COUNTYWIDEBUILDERS.COM
215 BUFKIN LN.
P.O. Box 1117
LOCKHART, TX 78644
O: (512)-398-5516 F: (512)-398-4160
JIM SMITH: JIM@COUNTYWIDERE.COM
WINN SMITH: WS@COUNTYWIDERE.COM

COUNTYWIDE BUILDERS

RESIDENTIAL

COMMERCIAL

DEVELOPMENT

City of Lockhart Library Restoration & Expansion - Municipal

211 S. Main, Lockhart, Texas 78644

Contractor: CMR, Jim Smith

Owner: City of Lockhart

Architect: Norman Alston Architects

Contract: \$1,400,000.00

Start Date: 12/5/2012 Completion Date: October 2014

Eugene Clark Library & Masonic Lodge Renovation - LOCKHART, TX

The Eugene Clark Library & Masonic Lodge project represents one of Lockhart's most meaningful civic preservation and adaptive reuse efforts. As Texas' oldest continually operating public library still housed in its original 1899 building, the Eugene Clark Library has long served as a treasured landmark near the historic courthouse square. As the library's needs grew, the City of Lockhart remained committed to expanding services while preserving the original structure and its legacy within the community.

The solution was a thoughtful multi-phase expansion into the adjacent three-story historic Masonic Lodge Building, creating a unified civic campus that honored the past while accommodating future needs. Phase One included restoration of the original Clark Library and expansion of library functions into the ground floor of the neighboring lodge, requiring careful coordination of modern systems, accessibility upgrades, and preservation of historic architectural elements.

Phase Two continued the transformation by expanding library services into the second floor of the Masonic Building and constructing new City Council chambers on the third floor, further strengthening the building's civic role in downtown Lockhart. From a builder's perspective, the project demonstrates the value of phased construction, adaptive reuse, and skilled craftsmanship in extending the life of historic community assets while meeting modern needs.

Relevant Issues

- Adaptive reuse and expansion of historic downtown Lockhart buildings
- Preservation of the original 1899 Eugene Clark Library, Texas' oldest continually operating public library
- Multi-phase delivery allowing continued operations during construction
- Integration of new civic uses, including City Council chambers, within historic structures
- Modernization of legacy buildings with accessibility, life safety, and updated systems
- Direct experience adjacent to the Lockhart courthouse square with local stakeholder coordination
- Proven ability to balance historic preservation, civic function, and downtown revitalization

WWW.COUNTYWIDEBUILDERS.COM
215 BUFKIN LN.
P.O. Box 1117
LOCKHART, TX 78644
O: (512)-398-5516 F: (512)-398-4160
JIM SMITH: JIM@COUNTYWIDERE.COM
WINN SMITH: WS@COUNTYWIDERE.COM

Lockhart Visitors Center Budget Proposal
Addendum #1, #2 recognized

SERVICE	PRICE	UNIT	FREQ	ADDITIONAL INFO
Demolition of nonstructural interior walls and associated trim	\$ 8,600.00	1	1	Demolition/Haul Off/Floor Covering/Trim Removal for Floor
Routing and minor rerouting of electrical conduit	\$ 3,500.00	1	1	Floor Box selection limited by 2 1/4" height restriction. Will connect to closest curcuit on adjacent wall
Limited construction of new interior walls and trim	\$ 18,420.00	1	1	Includes framing, New Sheetrock, Wall patches from Demo, Tape, Float, Texture, Wood Trim
Installation of a floating floor system to protect the building's historic original flooring	\$ 35,406.00	1	1	Includes Sleepers, Vapor Barrier, Sheathing, New Floor Labor and Material (\$9 persqft.) and re-install trim and modify door
Interior painting	\$ 9,800.00	1	1	Paint New Walls, Re-Installed Baseboards, New Trim, Wall Patches, Door
General Conditions	\$ 28,030.00	1	1	Construction Clean, Final Clean, Portopotty, Insurances, Supervision, Management, Equipment, P/O
Total	\$ 103,756.00			
Alternate #1 Removal Of Sign and Alternate #2 Removal of Wood	\$ 2,900.00			Includes Equipment/Scaffolding. Must be done together.
Alternate #3 Paint All Walls SW 7009 Pearly White	\$ 15,600.00			*Additional Painting required in addition to the scope painting of (\$9,800)
Alternate #4 Paint Brick Band to Match	\$ 2,200.00			Includes Equipment/Scaffolding. Pricing may change once wood is removed and condition is revealed.

Time:

Contractor can meet construction deadline of Oct. 31st if we are able to start no later than Sept. 15th as well as flooring is selected by City of Lockhart and is available

Bid Bond**CONTRACTOR:**

(Name, legal status and address)

Countywide Builders GP, Countywide LP DBA Countywide E
 215 Bufkin Ln., Lockhart, TX 78644
 (512) 398-5516

SURETY:

(Name, legal status and principal place of business)

Jet Insurance Company
 3102 Oak Lawn Ave, Suite 550 Dallas, TX 75219
 8004381162

OWNER:

(Name, legal status and address)

City of Lockhart

308 West San Antonio Street

Lockhart TX 78644

BOND AMOUNT:Not to Exceed: **Five Thousand One Hundred Eighty-seven** (\$5,187.80) Dollars**PROJECT:**

(Name, location or address, and Project number, if any)

Lockhart Visitor Center Phase 1 and Phase 2 Enabling Work RFP#2026-10

109 East San Antonio Street, Lockhart, TX 78644

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 8th day of September 2026

Countywide Builders GP, Countywide LP DBA Countywide Builders

(Principal)

(Seal)

(Title)

Jet Insurance Company

(Surety)

David Gonsalves

Attorney In Fact

(Title)

(Witness)

Nick Brady



By arrangement with the American Institute of Architects, the National Association of Surety Bond Producers (NASBP) (www.nasbp.org) makes this form document available to its members, affiliates, and associates in Microsoft Word format for use in the regular course of surety business. NASBP vouches that the original text of this document conforms exactly to the text in AIA Document A310-2010, Bid Bond. Subsequent modifications may be made to the original text of this document by users, so careful review of its wording and consultation with an attorney are encouraged before its completion, execution or acceptance.



PO Box 471023
Charlotte, NC 28226
Phone: (800) 438-1162
Fax: (704) 364-3214

This form must be returned to The Bond Exchange within five (5) Business days after the release of the project bid results. We must notify the Surety.

Without these results, Final Payment and Performance bonds will not be approved.

Contractor's Name: Countywide Builders GP, Countywide LP DBA Countywi
Project Name: Lockhart Visitor Center Phase 1 and Phase 2 Enabling W
Bid Bond Number: BB798344
Bid Bond Estimate: 100000.00
Date of Bid: 2026-09-08

WERE YOU LOW BIDDER: ☐ YES ☐ NO

PLEASE COMPLETE THE FOLLOWING:

<u>BIDDER</u>	<u>AMOUNT</u>
Low Bid: _____	\$ _____
2 nd Bid: _____	\$ _____
3 rd Bid: _____	\$ _____

JET INSURANCE COMPANY

POWER OF ATTORNEY

NOW ALL BY THESE PRESENTS: That **JET INSURANCE COMPANY**, a corporation organized and existing under the laws of the State of Texas, having its principal office in Dallas, Texas does hereby constitute and appoint

Name
David Gonsalves

Limit of Liability per Bond
\$5,187.80

its true and lawful Attorney(s)-in-fact to execute, seal and deliver for and on its behalf as surety, any and all bonds, undertakings, contracts of indemnity, recognizances and other writings obligatory in the nature thereof, which are or may be allowed, required or permitted by law, statute, rule, regulation, contract or otherwise.

The execution of such instrument(s) in pursuance of these presents, shall be as binding upon **JET INSURANCE COMPANY** as fully and amply, to all intents and purposes, as if the same had been duly executed and acknowledged by its regularly elected officers at the principal office.

The Power of Attorney is executed and may be certified so, and may be revoked, pursuant to and by authority of the following resolutions adopted by the Board of Directors of **JET INSURANCE COMPANY** by unanimous written consent dated November 24, 2025, of which the following is a true excerpt:

"RESOLVED that the President, or any Vice President, acting with any Secretary or Assistant Secretary, shall have power and authority to appoint Attorney(s)-in-fact, and to authorize them to execute on behalf of the Company, attach the Seal of the Company thereto and deliver, bonds, undertakings, contracts of indemnity, recognizances and other writings obligatory in the nature thereof; to prescribe their respective duties and the respective limits of their authority; and to revoke, at any time, any such Attorney-in-fact and revoke the authority given."

IN WITNESS WHEREOF, **JET INSURANCE COMPANY** has caused this instrument to be signed and its corporate seal to be affixed by its authorized officer, this 12th day of December, 2025.



JET INSURANCE COMPANY

Richard Popp

John Richard Popp, President & Secretary

**State of North Carolina
County of Mecklenberg**

On this 12th day of December, 2025 before me, a Notary Public, personally appeared John Richard Popp, who being by me duly sworn, said that he is the herein described and authorized President and Secretary of Jet Insurance Company; that the seal affixed to said instrument is the Corporate Seal of said Company; that the Corporate Seal and signature was duly affixed by order of the Board of Directors of said Company.

IN WITNESS WHEREOF, I have hereunto set my hand the day and year above written.



Sara C. Holt

Notary Public

**SARA C. HOLT
Notary Public, North Carolina
Mecklenburg County
My Commission Expires
September 11, 2027**

I, John Richard Popp, President and Secretary of **JET INSURANCE COMPANY**, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney executed by **JET INSURANCE COMPANY**, which is still in full force and effect.

IN WITNESS WHEREOF, I have thereunto set my hand and attached the seal of said Company this 8th day of September, 2026.



Richard Popp

John Richard Popp, President & Secretary

ACORD™

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

9/04/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).

PRODUCER The Nitsche Group 143 East Austin Giddings, TX 78942-3299 979 542-3666	CONTACT NAME: Crystal Fritsche PHONE (A/C, No, Ext): 979 542-6301 FAX (A/C, No): E-MAIL ADDRESS: CrystalF@TheNitscheGroup.com														
INSURED Countywide LP DBA Countywide Builders 215 Bufkin Lane Lockhart, TX 78644	<table border="1"> <thead> <tr> <th>INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A : Employers Mutual Casualty Co</td> <td>21415</td> </tr> <tr> <td>INSURER B : Texas Mutual Insurance Company</td> <td>22945</td> </tr> <tr> <td>INSURER C :</td> <td></td> </tr> <tr> <td>INSURER D :</td> <td></td> </tr> <tr> <td>INSURER E :</td> <td></td> </tr> <tr> <td>INSURER F :</td> <td></td> </tr> </tbody> </table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A : Employers Mutual Casualty Co	21415	INSURER B : Texas Mutual Insurance Company	22945	INSURER C :		INSURER D :		INSURER E :		INSURER F :	
INSURER(S) AFFORDING COVERAGE	NAIC #														
INSURER A : Employers Mutual Casualty Co	21415														
INSURER B : Texas Mutual Insurance Company	22945														
INSURER C :															
INSURER D :															
INSURER E :															
INSURER F :															

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☒ PROJECT ☒ LOC OTHER:		BBD338027	02/03/2026	02/03/2027	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$500,000 MED EXP (Any one person) \$10,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMP/OP AGG \$
A	AUTOMOBILE LIABILITY ☒ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☒ HIRED AUTOS ONLY ☒ NON-OWNED AUTOS ONLY		6E7781027	02/03/2026	02/03/2027	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	☒ UMBRELLA LIAB ☒ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE ☐ DED ☒ RETENTION \$10000		6J7781027	02/03/2026	02/03/2027	EACH OCCURRENCE \$3,000,000 AGGREGATE \$3,000,000 \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? ☒ Y/N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	0001283045	02/13/2026	02/03/2027	☒ PER STATUTE ☐ OTHER E.L. EACH ACCIDENT \$1,000,000 E.L. DISEASE - EA EMPLOYEE \$1,000,000 E.L. DISEASE - POLICY LIMIT \$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

As per policy provision, City of Lockhart is listed as additional insured in regard to the auto and general liability policies as provided by additional insured endorsement when required by written contract. A waiver of subrogation endorsement is provided to City of Lockhart in regard to the auto, general liability and workers compensation policies when required by written contract.

CERTIFICATE HOLDER

CANCELLATION

City of Lockhart
 308 W. Main Street
 Lockhart, TX 78644

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

R.J. Nitsche

A NON-MANDATORY Pre-Bid Meeting/Walk-through	Tuesday, August 25, 2026, 10AM
Deadline for All questions- must be submitted via email	Monday, August 31, 2026, 5PM
Deadline for Proposal Submissions	Tuesday, September 8, 2026, 9AM
Bid opening Time and Location	Immediately after deadline Large Conference room 308 W San Antonio St Lockhart, TX 78644
Evaluation of Proposals	Tuesday, September 8, 2026
City Council Approval	Tuesday, September 15, 2026
Tentative Start Date	Friday, September 18, 2026

8. Proposers shall fill out the following required documents, as noted in the bid proposal. If the following forms are not included, the bid proposal may be considered non-responsive.

**DISCLOSURE OF CERTAIN RELATIONSHIPS WITH LOCAL GOVERNMENT OFFICERS;
PROVIDING PUBLIC ACCESS TO CERTAIN INFORMATION**

Check List:

- ☒ Conflict of Interest Questionnaire
- ☒ Non-Exclusion Affidavit for General Contractors

Chapter 176 is an ethics law that requires certain local government officials to disclose employment and business relationships with vendors who conduct business with local government entities. The law defines a "vendor" as any person who enters or seeks to enter a contract with the city. The term also includes an agent of a vendor.

Local government officers subject to this law are a city council member, director, superintendent, administrator, president, city manager, or any other person who is designated as the executive officer of the local government entity. A municipal officer's family member would include the officer's spouse, father, mother, son, daughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, or step-child.

The law applies to any written contract for the sale or purchase of real property, goods, or services. A contract for services would include one for skilled or unskilled labor, or for professional services.

A vendor is required to file a conflict of interest questionnaire if the vendor has a business relationship with the city and has:

1. An employment or other business relationship with an officer or an officer's family member that results in that person receiving taxable income that it more than \$2,500 in the preceding twelve months; or

2. Has given an officer or an officer's family member one or more gifts totaling more than \$250 in the preceding twelve months.

A vendor is required to file a questionnaire not later than the seventh business day after the later of the following:

1. The date the vendor begins discussions or negotiations to enter into a contract with the city or submits an application or response to a bid proposal; or
2. The date the vendor becomes aware of a relationship or gives a gift to an officer or officer's family member.

CONFLICT OF INTEREST QUESTIONNAIRE

CONFLICT OF INTEREST QUESTIONNAIRE For vendor or other person doing business with local governmental entity		FORM CIQ
This questionnaire reflects changes made to the law by H.B. 1491, 80th Leg., Regular Session. This questionnaire is being filed in accordance with Chapter 176, Local Government Code by a person who has a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the person meets requirements under Section 176.006(a). By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the person becomes aware of facts that require the statement to be filed. See Section 176.006, Local Government Code. A person commits an offense if the person knowingly violates Section 176.006, Local Government Code. An offense under this section is a Class C misdemeanor.	<u>OFFICEUSEONLY</u> Date Received	
Name of person who has a business relationship with local governmental entity.		
Check this box if you are filing an update to a previously filed questionnaire. _____ (The law requires that you file an updated completed questionnaire with the appropriate filing authority not later than the 7th business day after the date the originally filed questionnaire becomes incomplete or inaccurate.)		

1. Name of local government officer with whom filer has employment or business relationship.

Name of Officer

This section (item 3 including subparts A, B, C & D) must be completed for each officer with whom the filer has an employment or other business relationship as defined by Section 176.001(1-a), Local Government Code. Attach additional pages to this Form CIQ as necessary.

A. Is the local government officer named in this section receiving or likely to receive taxable income, other than investment income, from the filer of the questionnaire?

____ Yes ____ NO

B. Is the filer of the questionnaire receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer named in this section AND the taxable income is not received from the local governmental entity?

____ Yes ____ NO

C. Is the filer of this questionnaire employed by a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership of 10 percent or more?

____ Yes ____ NO

D. Describe each employment or business relationship with the local government officer named in this section.

Signature of person doing business with the governmental entity

Date

Adopted 06/29/2007

Non-Exclusion Affidavit for General Contractors

Federal, state, and local government agencies, not-profits, and other organizations that use federal money to fund all or part of any program or project are required to follow specific requirements regarding the use of such federal funds. One of these requirements is that no contract, subcontract, grant, financial assistance, or other forms of assistance provided using federal funds may be awarded to individuals or entities that have been suspended, debarred, or otherwise excluded from participation in federally funded programs.

The U.S. federal government maintains a Web site known as the "System for Award Management" (SAM) at www.sam.gov. One of the purposes of the SAM Web site is to provide a comprehensive list of all individuals, firms, and other entities that have been suspended, debarred, or otherwise excluded from participation in federally funded contracts, subcontracts, grants, etc. SAM provides a simple means of helping government, non-profit agencies, and other organizations ensure that they do not award federally-funded grants, contracts, subcontracts, or other financial or non-financial benefits to any individual, firm, or other entity that has been excluded by any agency from participation in such federally funded activities.

I, JAMES W. SMITH III (Contractor Representative), hereby certify that neither I nor COUNTYWIDE BUILDERS (Name of the company or organization I represent) nor any subcontractors that I or said company may employ to work on any federally funded activity have been suspended, debarred, or otherwise excluded by any federal agency from participation in any federally funded activity. I further acknowledge my understanding that, before entering into a contract with me or with the company or organization I represent, City of Lockhart staff will perform a search on www.sam.gov to verify whether I, the organization I represent, or any subcontractors I may employ to work on any federally funded activity, have been excluded from participation in any federally funded activity.

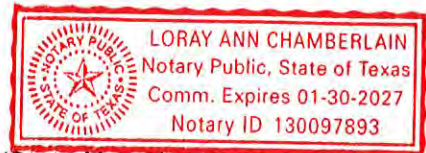
[Signature]
Signature of Contractor Representative

9/4/2026
Date

Sworn to and subscribed before me this 4 day of September, 2026

[Signature]

Notary Public in and for Caldwell County, TEXAS (State Name)



City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discussion regarding Ordinance 2026-36 to establish the Fiscal Year 2026-2027 Comprehensive Fee Schedule.

ORIGINATING DEPARTMENT AND CONTACT: Finance - Keeli Howard

ACTION REQUESTED: Ordinance

BACKGROUND/SUMMARY/DISCUSSION: The proposed ordinance establishes the City of Lockhart's first comprehensive fee schedule, consolidating fees charged by various City departments into one centralized document. The comprehensive fee schedule is intended to provide consistency, transparency, and ease of reference for City staff and the public.

Historically, the City has adopted individual fees through separate ordinances and resolutions. The proposed comprehensive fee schedule brings these fees together into a single schedule and establishes a process for reviewing and adopting the schedule annually in conjunction with the City's budget.

Upon adoption, the comprehensive fee schedule will supersede and replace fees previously established by separate ordinances and resolutions, as identified in the ordinance.

PROJECT SCHEDULE (if applicable):

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable):

PREVIOUS COUNCIL ACTION:

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION:

LIST OF SUPPORTING DOCUMENTS: Ordinance 2026-36

ORDINANCE 2026-36

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS ADOPTING THE FISCAL YEAR 2026-2027 COMPREHENSIVE FEE SCHEDULE, ESTABLISHING AND REVISING FEES AND CHARGES FOR SERVICES PROVIDED BY THE CITY; AND CONTAINING A SEVERABILITY CLAUSE AND AN EFFECTIVE DATE.

WHEREAS, the City of Lockhart has adopted numerous ordinances that provide for various fees and charges that are subject to change from time to time; and

WHEREAS, the Local Government Code provides that certain filing fees, permit fees, inspection fees, deposits, and conditions of service may from time to time be established or updated, and

WHEREAS, the City Council has determined that the cost of providing certain services, such as filing fees, inspection fees, and deposits should be required to pay for materials and special services, performed by City staff, are required, where it benefits the individual and not of general benefit, and

WHEREAS, the City Council may adjust fees for certain services from time to time and incorporate all adjusted and/or new fees for services provided into one comprehensive schedule, and

WHEREAS, the City Council has found it necessary to adjust fees for services, and to maintain a comprehensive document which incorporates most or all fees for services provided by the City into one schedule,

WHEREAS, the City has determined that the fees and charges specified herein are reasonable, necessary, fair, and designed to fund the various activities to which they pertain; and

WHEREAS, the City has determined that all fees or revised fees should be located in Comprehensive Fee Schedule of the Code of Ordinance and therefore have amended language in each applicable section to reflect this change as shown in Exhibit A attached; and

WHEREAS, the establishment of new fees or revised fees are hereby established in the Comprehensive Fee Schedule in Exhibit B; and

THEREFORE, BE IT RESOLVED, that the City Council of the CITY OF LOCKHART that:

Section 1. That the Comprehensive Fee Schedule is hereby adopted as presented in the attached Exhibit B with an effective date of October 1, 2026.

Section 2. Each City ordinance that originally provided a fee, charge, or fine that is mentioned on Exhibit A is hereby amended as shown on Exhibit A with deletions shown as ~~strikeouts~~ and additions shown as underlines, and all other sections not expressly amended shall remain in full force and effect.

Section 3. Except as amended in Section 1 above, the FY 2026-2027 Comprehensive Fee Schedule shall remain in full force and effect.

Section 4. All ordinances in conflict herewith are repealed to the extent of such conflict.

Section 5. In the case of a fee listed in another Ordinance but not included in this Comprehensive Fee Schedule, the previous listed fee amount shall apply. This ordinance shall then be amended to include the particular fee.

Section 6. This ordinance is severable and, in the event that any part of this ordinance is struck by a court of competent jurisdiction, the remainder, not so stricken shall remain in full force and effect.

PASSED, APPROVED, ADOPTED and EFFECTIVE this the 15th day of September 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

APPROVED AS TO FORM:

Julie Bowermon
City Secretary

Bradford E. Bullock
City Attorney

Chapter 2 Administration

Article V Finance

Sec. 2-280. Procedures for dishonored and/or returned checks.

- (a) Upon notification to the city by its depository bank that a check is being dishonored and/or returned for any reason, the issuer of the check will be notified by the city either in person or in writing that such check has not been paid by the bank. The issuer of the check will have ten calendar days from and including date of notification to remit to the city the amount of the returned check plus a return check fee in the amount ~~\$30.00 established in the Comprehensive Fee Schedule of the Code of Ordinance or in the amount established by any subsequent ordinance or resolution.~~ The remittance of the returned check amount and fee must be made by cash, money order, or certified check made payable to the City of Lockhart.
- (b) If full payment and fee have not been received by the city within the ten calendar days of notification, the city may file a complaint with the district attorney and request possible prosecution under applicable "hot check" laws.

Chapter 8 Amusements and Entertainment

Article IV Game Room Establishments

Sec. 8-208. Game room establishment permit fee.

The permit fee for a game room establishment shall be ~~\$200.00 annually~~ established in the Comprehensive Fee Schedule of the Code of Ordinance.

Chapter 8 Amusements and Entertainment

Article IV Game Room Establishments

Sec. 8-209. Game roomer operator licensing fee.

The license fee for a game room operator shall be ~~\$100.00 annually~~ established in the Comprehensive Fee Schedule of the Code of Ordinance.

Chapter 10 Animals and Beekeeping

Article I In General

Sec. 10-22. Microchipping.

- (a) *Purpose and scope.* The city council of the city finds that, in order to promote the public health, safety, and welfare of the citizens of the city, and to promote responsible pet ownership, facilitate the identification and return of lost pets, pet owners must microchip their dogs and cats.
- (b) *Definitions.* For the purposes of this section, the following definitions shall apply:
- (1) *Residential property* means any real property, including, but not limited to, single-family homes, apartments, condominiums, and townhouses, that is zoned for residential use or where residential use has been authorized by the city.
 - (2) *Dog* means a mammal which is a member of the species *Canis familiaris*.
 - (3) *Cat* means a mammal which is a member of the species *Felis catus*.
 - (4) *Animal owner* means any person who owns, harbors, has custody or control of a dog or cat within the city limits of Lockhart, Texas. An animal shall be deemed to be harbored if it is fed or sheltered for three consecutive days or more.
 - (5) *Microchip* means a small electronic device implanted under the skin of an animal, containing a unique identification number that can be scanned to identify the animal and retrieve the owner's contact information.
- (c) *Microchipping requirement.*
- (1) All animal owners within the City of Lockhart must have their dogs and cats microchipped.
 - (2) The microchip must be implanted by a licensed veterinarian, authorized animal care professional, or trained animal shelter staff. Microchips implanted by trained animal shelter staff will be assessed a ~~\$15.00~~ fee established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (3) The microchip must comply with ISO standards for international compatibility.
 - (4) Animal owners shall ensure that the microchip is registered with a nationally recognized pet recovery database, and that their contact information is kept up-to-date.
- (d) *Compliance and enforcement.*
- (1) Animal owners shall have 180 days from the effective date of the ordinance codified in this section to comply with the microchipping requirement in subsection (c) of this section.
 - (2) The Lockhart Animal Control Department shall be the authority responsible for enforcing this section.
 - (3) Animal control officers may request proof of microchipping from any animal owner upon inspection or in the event that the animal is impounded.
 - (4) Failure to comply with the microchipping requirement in subsection (c) of this section may result in penalties as outlined in subsection (e) of this section.
- (e) *Penalties.*
- (1) Violation of this section shall be considered a civil infraction.
 - (2) Upon determination of a violation of this section, the animal owner in violation shall be issued a citation.

- (3) Penalties for non-compliance shall not exceed \$200.00 for the first offense; \$300.00 for the second offense; and \$500.00 for each subsequent offense.
 - (4) In addition to monetary fines, the city may pursue other legal remedies as provided by law to ensure compliance with this section.
- (f) *Exceptions.*
- (1) Exemptions to the microchipping requirement may be granted by the Lockhart Animal Control Department for animals with a documented medical condition that contraindicates microchipping, subject to verification by a licensed veterinarian.
 - (2) A cat that is part of the trap, neuter, release (TNR) program and has had their ear notched/tipped, is exempt from this section.

Chapter 32 Library

Article II Eugene Clark Library

Division 1 Generally

Sec. 32-26. Fees and fines for services and for lost or damaged materials.

- (a) The Dr. Eugene Clark Library, through its librarian and/or designated representatives, may assess fines/fees for the following:
 - (1) Lost or damaged books or other materials of any nature.
 - (2) Overdue interlibrary loan materials of any nature.
 - (3) Overdue materials of any nature, including videocassettes, belonging to the library.
 - (4) Initial and replacement cards.
 - (5) Photocopies and faxes.
 - (6) Equipment rental.
 - (7) Any other additional items or services provided routinely, or requested by library patrons.
- (b) The fees for services, and fines for damaged or lost materials, shall be set and may be hereafter amended by the city council upon the recommendation of the library board or the librarian, or at its own initiative, unless mandated by the state library and archives commission, as may be necessary to recover the reasonable costs of providing such services and materials.
- (c) Fines for damaged or lost materials of any nature may be assessed as follows:
 - (1) The borrower shall pay the retail cost of the item plus a non-refundable service fee of \$5.00.
 - (2) In the case of lost materials, if the material is found and returned to the library in good condition, the borrower may be refunded the cost of the item.
 - (3) In the case of damaged materials, the library will retain ownership of the material and will circulate or withdraw the material at the discretion of the librarian. Materials are to be considered damaged regardless of the amount of damage done to the material.
- (d) Fees for services may be assessed as follows:
 - (1) Overdue books owned by the library—~~\$0.10 per day.~~ a fee per day, established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (2) Overdue interlibrary loan materials of any nature shall be the amount charged by the loaning library, and which has been assessed on the Dr. Eugene Clark Library.
 - (3) Overdue multi-media devices such as video cassettes, CDs, DVDs, etc., as posted.
 - (4) Initial and replacement cards—No fee for residents of Lockhart; nonresidents shall pay ~~\$25.00 per family or \$10.00 per individual card~~ a fee established in the Comprehensive Fee Schedule of the Code of Ordinance. Replacement cards ~~shall be \$0.50~~ will have a fee established in the Comprehensive Fee Schedule of the Code of Ordinance for both residents and nonresidents.
 - (5) Photocopies and faxes—Prices are ~~as posted at the library.~~ established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (6) On-line database searches shall be assessed as determined by the librarian.

- (e) Library staff will immediately suspend borrowing privileges to patrons of overdue materials. Such privileges may be reinstated upon return of the materials, and any fines and fees paid as outlined in subsection (d). If materials have been lost, the requirements in subsection (c) apply before privileges may be reinstated.
- (f) Any costs for the loss, damage, or repair of films or other audiovisual materials while on loan to the Dr. Eugene Clark Library from another library may be passed on to the subsequent borrower or borrowing organization.

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-37. Application for drilling permit.

An application for a drilling permit or a redrilling permit for an oil or gas well within the city shall be filed in duplicate (with all exhibits attached securely thereto) in the office of the city manager for each well to be drilled. Such application shall be signed, and the accuracy of the contents thereof and exhibits thereto shall be sworn to before a notary public by the applicant or some representative of the applicant having legal authority to enter into contracts binding upon the applicant, and shall include (as exhibits constituting a part of the same, where appropriate) the following:

- (1) Name and address of the applicant, and if the applicant is a corporation, the name and address of the person upon whom process may be served for such corporation, and if the applicant is a partnership, the name and addresses of the general partners;
- (2) The name, address and telephone number of a person, other than the applicant, designated as local agent of the applicant to receive for the applicant all process, citation, notices and demands hereunder. This agent shall be also responsible for all drilling and operations and carrying out all of the conditions under the permit and shall be available, at all times during operations hereunder, to the city manager as the contact agent of the applicant. If appropriate, more than one telephone number should be furnished;
- (3) The metes and bounds description and survey plat of the drilling block proposed to be covered by the permit which shall be prepared by a surveyor licensed by the State of Texas, and shall be approved by the city manager in accordance with the requirements of section 38-77 hereof, and a statement to the effect that to the best of the knowledge and belief of the applicant, his application for permit to drill complies with all of the requirements of this chapter. The plat filed herein as exhibit "1" shall show the proposed surface location of the well, together with the distances from said well to the exterior of boundary lines of said drilling block. Such plat shall contain a certification of the surveyor that the well is not located within any of the prohibited distances set out in this chapter;
- (4) A statement of what property the applicant has the right, by reason of ownership or permission of the owner, to pass through and enter for drilling purposes and a further statement that the applicant agrees, in finally locating the well, not to pass through or enter any property where he does not have such right;
- (5) Applicant shall file, in addition to the required metes and bounds description and plats set forth in subsection (3) of this section, an additional plat as exhibit "2," drawn to scale, of the proposed tank battery location, the proposed pump jack location and the proposed route of any flow or gathering lines for new products in the event of production. Such proposed method shall be supplemented, in the event of the production of gas, as required by section 38-125 and in the event of production of oil and gas, as required by section 38-142 of this chapter;
- (6) Proposed total depth of the well;
- (7) Proposed casing and seaming program of the well;
- (8) True copies of all railroad commission forms, including the railroad commission drilling permit, if issued, shall be attached as exhibit "3";
- (9) Insurance certificate dated not more than ten days prior to filing the application shall be attached as exhibit "4." This certificate shall indicate that applicant has complied with at least the minimum insurance requirement specified in this chapter at subsection 38-8(a);
- (10) A copy of such bonds as required by this chapter in subsection 38-8(b) shall be attached as exhibit "5";

- (11) All applications for permits to drill shall be accompanied by an application fee of ~~\$3,000.00~~ established in the Comprehensive Fee Schedule of the Code of Ordinance in cash or by cashier's check made payable to the City of Lockhart. Such application fee shall be totally nonrefundable and shall be used to help defray the expense of processing all applications and administering this chapter. In the event the permit is refused by the city manager and/or the city council, then ~~\$2,500.00~~ of the amount established in the Comprehensive Fee Schedule of the Code of Ordinance of the application fee shall be refunded to the applicant;
- (12) Applicant shall file, in addition to the plats required above, a map or sketch which shall show the proposed route and roadways on which equipment and chemicals for use in the drilling operations will be brought to and from the drill site. Such plat shall be attached as exhibit "6";
- (13) Each application shall be accompanied by list of names, last known addresses of all record owners of interest in and to oil, gas and other minerals under the property included in the drilling block on which the proposed well is to be located, as well as all record surface owners, if their interests be different. Such list shall be attached as exhibit "7";
- (14) The permit application shall include a statement by the applicant authorizing the city to expend such funds as may be necessary within the terms and provisions of section 38-140 of this chapter; provided, however, that such operations shall be in accordance with standard well control practices and procedures;
- (15) All tank batteries or other storage batteries, located on property which is annexed into the City of Lockhart after construction of such tank sites, shall be fenced with a six-foot cyclone fence, with barb wire strung along the top thereof, on standards angled outward at an angle sufficient to deter entrance. Tanks and tank batteries shall be enclosed by substantial earthen firewalls arranged so that the capacity of the enclosure will be no less than 25 percent greater than the full capacity of the tank or tank battery.

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-38. Issuance when application complies with chapter.

An application meeting chapter requirements shall be granted by the city manager upon receipt of the application for a permit to drill and operate a well; the city manager shall date and set up a file for this application and examine same for compliance with this chapter. If the application is in compliance with all requirements of the chapter, the city manager shall publish a notice in the official newspaper of the city and shall give notice to all persons named in subsection 38-37(13) of this chapter of the intention to grant such application, unless someone files a written protest in opposition to the granting, within seven days from the date of publication of notice. If the application is in compliance with all provisions of this chapter, and no written protest in opposition to the granting of the permit based upon one or more of the grounds set forth in article II of this chapter is filed, then the city manager will, in accordance with this chapter, within ten days after the date of publication and notice, issue a permit. If a written protest in opposition to the application is filed within seven days from the date of publication of the notice and the city manager determines that the protest is not well-founded, he will, after three days' notice to the protestant, issue the permit, unless the protestant, within said three days, files notice of appeal to the city council. The granting of an application under this section should not extend more than 20 days without good cause. In the event the city manager has found cause to deny the permit, then the city manager shall, within ten days of the filing of said application, inform the applicant in writing of reasons for such denial, but shall retain the original copy of the application and filing fee. In the event of a written protest on grounds which are found to be sufficient by the city manager, followed by the denial of the permit, the city manager shall retain the original copy of the application, shall refund ~~\$2,500.00~~ an amount established in the Comprehensive Fee Schedule of the Code of Ordinance of the filing fee and shall inform the applicant in writing of his reason of such denial. In either case the applicant may then rectify the reason for denial of the permit and resubmit the same to the city manager or appeal to the city council through the procedures prescribed in section 38-39. In the event of an appeal by the protestant, the city council shall set a date for the hearing and publish a notice as provided in section 38-40, and inform the applicant of the date of such hearing.

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-42. Denial.

- (a) The city council shall have the power to refuse any application for a permit to drill and operate any well at any particular location within any drilling block, where by reason of such particular location or the character and value the permanent improvements already erected on, or approximately adjacent to, the particular location in question, and the use to which the land and surroundings are adapted for school, hospital, nursing home, park, public or civic purpose, or for the health or safety reasons, or any of them, the drilling or operations of such well in the particular location might be injurious or a disadvantage to the city or to its inhabitants as a whole, or to a substantial number of its inhabitants or visitors as a group; or the council may grant a permit, as it may deem necessary, on such reasonable conditions as to protect all persons who, and property which, may be affected by the drilling and production operations.
- (b) The city secretary shall inform the applicant and the city manager of the action of the city council within three days after the council has made a decision. If for any reason the permit applied for is not granted, or if the applicant refuses a permit because of any condition imposed therein, the application shall be retained by the city manager, but ~~\$2,500.00~~ an amount established in the Comprehensive Fee Schedule of the Code of Ordinance of the filing fee shall be refunded.

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-46. Extension.

Whenever an applicant holding a permit pursuant to the provisions of this chapter wishes to request an extension of time in which drilling operations are required to be commenced, which extension period is beyond the additional 90 days after the effective date of the permit, a request for such extension shall be filed with the city manager in writing and shall be accompanied by a nonrefundable fee, in the amount of ~~\$1,250.00~~, to be established in the Comprehensive Fee Schedule of the Code of Ordinance, for each well for which an extension is requested. Such request for an extension shall set forth facts showing good cause for the city manager to allow additional time for the commencement of the well. When good cause is shown to the satisfaction of the city manager, the city manager shall grant an extension not to exceed an additional 90 days beyond the time period of the original permit. If the extension is denied for good cause, then ~~\$1,000.00~~ the amount established in the Comprehensive Fee Schedule of the Code of Ordinance will be refunded to applicant. Should an applicant drill a dry hole pursuant to a valid and existing permit, the applicant may obtain a supplemental permit for the drilling of a new location within the same drilling block, by complying with all other applicable portions of this chapter and paying a supplemental permit fee in the amount of ~~\$100.00~~. to be established in the Comprehensive Fee Schedule of the Code of Ordinance

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-47. Existing wells in territory subsequently annexed by city.

- (a) *Wells.* Every existing well within any territory hereafter annexed shall, within six months after date of annexation, be the subject of an application for registration which shall include meeting the requirements of subsections 38-37(1) through (3), (5), (8) through (11), (13) and (14) of this chapter except that the application and registration fee shall be ~~\$500.00 and not \$3,000.00 established in the Comprehensive Fee Schedule of the Code of Ordinance~~ as set out in subsection 38-37(11). In addition, within such six-month period, every existing well shall meet all of the safety, insurance and bond provisions of this chapter, including, but not limited to, sections 38-8(a), 38-125 through 38-131, 38-133, 38-134, and 38-136 through 38-140, of this chapter.
- (b) *Tank batteries.* Any tank batteries located on property annexed by the city may be expanded by the permittee only if necessary to accommodate production from new wells drilled within the city limits.

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-49. Seismic surveys; geophysical work; permit.

No geophysical work employing underground explosives will be permitted anywhere, at any time, within the city limits. Other geophysical systems employing techniques which do not use explosives will be permitted upon proper application and the payment of ~~a \$50.00~~ an application fee established in the Comprehensive Fee Schedule of the Code of Ordinance application fee. A proper application will include the following:

- (1) Letter of application requesting a geophysical permit. The letter shall set out when it is intended to begin the work, the method to be used, and also the anticipated date of completion. A statement shall also be made relieving the city of any liabilities for damage which may result from that operation performed by the applicant;
- (2) The letter of application shall be accompanied by a copy of a valid subsisting public liability insurance policy in a minimum amount of \$1,000,000.00. The applicant shall be liable for any and all damages caused by it to either public or private property;
- (3) A plat outlining the areas proposed to be covered by the survey;
- (4) When the above is properly submitted, the city manager may issue a permit to the applicant to conduct such seismic or geophysical work, if in his opinion, this work will not create a public nuisance nor be contrary to the public safety;
- (5) If the applicant is acting as contractor for another party, then a letter of authorization to perform such work must accompany the application;
- (6) The seismic permit shall have a term of 15 days;
- (7) Upon refusal of a seismic survey permit by the city manager, the applicant shall be entitled to appeal the decision to the city council in accordance with sections 38-39 through 38-42 of this chapter.

Chapter 42 Transient Retail Business

Article II Permit

Sec. 42-37. Application; investigation; appeal.

- (a) Any person desiring to engage in a transient retail business, or a transient retail business activity, within the city shall first file a written, sworn application for a permit with the chief of police, which application shall show:
- (1) The name, permanent address, and current telephone number of the applicant and each agent who will be conducting business in connection with the transient retail business;
 - (2) The name, permanent address, and current telephone number of the person, including business entity, on whose account the business will be carried on, if any, and satisfactory written proof of the applicant's authority to represent the person;
 - (3) The name of the immediate last preceding three cities in which the applicant worked, if any;
 - (4) The kind of goods, wares, services or merchandise offered or to be offered for sale;
 - (5) Whether such applicant will demand, accept or receive payment or deposit of money in advance of final delivery;
 - (6) The period of time such applicant so wishes to solicit, sell or take orders in the city.
 - (7) Whether or not the applicant has been convicted of a felony in any state of the United States within one year of the date of the application, and if the applicant has been on probation or parole as a result of a felony within six months of the date of the application;
 - (8) Whether or not the applicant and/or the person on whose account the business will be carried on has previously held a license issued under the provisions of this article, and if such license was revoked;
 - (9) A description and license plate number of any vehicles to be operated in connection with the transient retail business to be conducted within the city;
 - (10) The state sales tax permit number of the applicant, or where the applicant represents a person, including business entity, on whose account the business will be carried on, then such number for the person represented by the applicant; and
 - (11) Where a person, other than the actual real property owner or lessee, wishes to conduct transient retail business activities on privately owned real property, the person must provide a notarized statement signed by the real property owner or lessee authorizing such use by the applicant. The statement must include the street address of the real property, the exact nature of the use authorized, the specific dates and times of such use, the name and address of the person authorized to use the real property, and the property owner/lessee's contact number.
- (b) The application must be presented to the chief of police, accompanied by an investigation fee of ~~\$25.00~~ established in the Comprehensive Fee Schedule of the Code of Ordinance. Upon receipt of the application and investigation fee, the chief of police shall cause an investigation to be made for the purpose of ascertaining the accuracy of the information on the application, and the ability to meet the requirement of chapter by the applicant and, where applicable, the person represented by the applicant, and the agents of the applicant. The investigation shall be completed within five days of receipt of the application by the chief of police. If the chief of police determines that the requirements of this chapter are not met, then he shall deny the permit and provide the applicant with the grounds for the denial, in writing.

- (c) A person denied a permit under this chapter shall have the right to appeal such denial to the city council. Upon holding a public hearing on the appeal, the city council shall, by majority vote, confirm the denial in whole or part, or order the chief of police to issue the permit.

Chapter 42 Transient Retail Businesses

Article II Permit

Sec. 42-38. Fees; exceptions.

- (a) The fee for a permit issued under the provisions of this chapter shall be as follows:
 - (1) For transient retail business activities to be conducted door to door: ~~\$150.00.~~ amount established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (2) For all other transient retail business activities: ~~\$300.00.~~ amount established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (b) A permit issued under the provisions of this chapter shall expire one year from its date of issuance, unless revoked prior to the expiration of one year.
- (c) Permit fees collected hereunder shall be compensation to the city for services required of it by this chapter and to partially defray the expenses of enforcing this chapter.
- (d) The permit fee shall not be required of the following:
 - (1) Local resident business representatives.
 - (2) Ordinary commercial travelers who sell or exhibit for sale goods, wares or merchandise to persons engaged in the business of buying, selling and dealing in the same within the city.
 - (3) Persons offering for sale edible agricultural products, meats, poultry or other articles of food grown or produced by such persons.
 - (4) Sales of goods, wares, services, and merchandise donated by the owners thereof, the proceeds of which are to be used and applied to some locally recognized and approved charitable, educational, religious or philanthropic purposes.

Chapter 50 Streets, Sidewalks and Other Public Places

Article V License for Private Use of Public Property

Sec. 50-141. Required; fees; exemptions; appeals.

- (a) Except as otherwise noted in this section, a license for private use of public property may only be approved in accordance with the following procedure:
- (1) The applicant requesting a license shall submit an application together with a survey and a field note description to the city manager or designee. A nonrefundable application fee in the amount of ~~\$50.00~~ established in the Comprehensive Fee Schedule of the Code of Ordinance must be submitted with the application. Payment of this application fee shall not relieve the applicant of the requirement to pay any other fees assessed under this Code, including, but without limitation the annual fees described in this section.
 - (2) The city manager or designee shall distribute the application and attached materials to city departments and franchise holders with an interest in the property in question for review and comment.
 - (3) If the city manager or designee finds that the proposed license does not interfere with the public use of the property, the appraised value of the area to be licensed and the annual license fee will be established by the city. An executed license agreement will be issued after the city's receipt of payment in an amount equal to the annual fee.
 - (4) Existing uses and/or encroachments as of the date of this article shall be required to be licensed, but no fees shall apply.
- (b) The initial annual fees for a license agreement shall be calculated in accordance with the following:
- (1) The minimum annual fee shall be \$125.00.
 - (2) For surface licensing the fee shall be ten percent of the appraised value of the area subject to the license.
 - (3) For underground licensing the fee shall be five percent of the appraised value of the area subject to the license.
 - (4) For aerial licensing the fee shall be 7.5 percent of the appraised value of the area subject to the license.
 - (5) The annual fee will be subject to change after each two-year period the license remains in effect, and shall be adjusted according to changes in appraised values at that time.
 - (6) No annual fee will be charged:
 - a. For any structure officially designated as historical or which is located on property with historic zoning;
 - b. For property dedicated to the city without charge only if the person or entity which originally dedicated the land in question continues to possess the adjacent property or an underlying interest; or
 - c. For any use which is considered minor and/or nonpermanent construction or materials.
 - (7) The city manager or designee may waive the annual fee for license agreements which in his sole discretion benefit the licensed property.
 - (8) Existing uses and/or encroachments as of the date of this article shall be exempt from the fee requirements, until such time as a change in ownership or control of the property occurs.

- (c) If the agreement provides for an activity or encroachment which, in the opinion of the city manager, is unusual or of significant public interest, the city manager may, in his or her sole discretion, forward the proposed license agreement to the city council for consideration. Activities or encroachments which are unusual or of significant public interest may include, but are not limited to pedestrian bridges or buildings over streets or alleys, or basements or tunnels under streets or alleys.
- (d) License agreements under this section shall contain:
 - (1) A termination clause enabling the city manager or designee to terminate the license following 90 days' written notice to the licensee and to the affected adjoining landowners, if applicable. The remaining balance of fees paid will be refunded to the current owner, or person with control of the property if that person paid the fee, at the time the refund is made.
 - (2) Provisions addressing insurance requirements and establishing liens on the applicant's property adjacent to or covered by the license agreement, if applicable.
 - (3) Such other provisions which, in the city manager's or designee's sole discretion, are necessary to protect the interests of the city.
 - (4) This section shall not apply to the following:
 - a. Temporary construction barricades.
 - b. Banners over streets.
 - c. Temporary street closings.
 - d. Minor or temporary encroachments which, in the sole discretion of the city manager or designee, are adequately covered by other regulations to protect the interests of the city, such as mailboxes.
- (e) The decision of the city manager or designee to deny a license may be appealed by the applicant to the city council. Before such an appeal may be filed:
 - (1) The city must first have completed an appraisal of the value of the property in question; and
 - (2) The applicant must first have submitted to the city manager or designee the amount of the first annual fee and a written statement describing the basis of the appeal.

Chapter 56 Traffic and Vehicles

Article IV General Rules of Vehicle Operation

Sec. 56-282. Permitting process and decal.

- (a) Before any golf cart may be operated on a city street pursuant to this division, it must be permitted and receive a decal from the Lockhart Police Department. The annual fee for permitting and the decal is ~~\$75.00~~, established in the Comprehensive Fee Schedule of the Code of Ordinance, which pays for the city's administrative costs for the permitting process and decal.
- (b) The permitting process is as follows:
 - (1) The applicant shall complete the city's permit application form, which shall include:
 - a. The name and address of the applicant and owner;
 - b. The location where the vehicle is regularly stored overnight;
 - c. The model, make, and golf cart identification number;
 - d. The current driver's license number of the owner;
 - e. A statement that all operators are required to be licensed pursuant to V.T.C.A., Transportation Code §§ 521.001(3) and 521.021, as amended, and that all equipment required by this division is installed and will be kept current during the permit period;
 - f. A statement that the permit holder shall indemnify and hold harmless the City of Lockhart, Texas for any and all civil liability associated with said permitting and waives any and all rights to sue or allow subrogation by any insurance company except as specifically mandated by law; and
 - g. Other information which the city reasonably may require.
- (c) The permit application shall be dated and signed by the applicant/owner and attached to it shall be a check or money order in the amount of ~~\$75.00~~, established in the Comprehensive Fee Schedule of the Code of Ordinance, current proof of financial responsibility as required by V.T.C.A., Transportation Code § 601.051 for operating the golf cart on city streets, and a clear copy of the applicant/owner's current driver's license. The permit application shall be presented to the appropriate representative of the Lockhart Police Department for review of the paperwork and the required equipment.
- (d) Upon issuance, the permit decal shall be attached to and displayed on the driver's side front panel of the golf cart so as to be clearly visible from the front of the golf cart.
- (e) The permit shall be effective for one year from the date of its issuance or until the permit is revoked or the golf cart is transferred to a new owner.
- (f) The permit is not transferable to another golf cart or to another owner.

Chapter 56 Traffic and Vehicles

Article IX Wreckers

Sec. 56-473. Towing fee study.

- (a) In this section, a "towing fee study" is a study to determine the fair market value of a non-consent tow originating in the city, considering financial information provided to the city by the towing company requesting the study.
- (b) A towing company may request that the city conduct a towing fee study by filing a written request with the city manager by certified mail, return receipt requested, or by hand delivery.
- (c) Within 90 days after the filing of an initial request, additional towing companies may join the request by filing written requests in accordance with subsection (b).
- (d) The city shall conduct a towing fee study if the initial requestor and the additional requestors, if any:
 - (1) Accounted for not less than 50 percent of the non-consent tows performed in the city during the preceding 12-month period, as determined by the city manager; and
 - (2) Deposit with the city manager a fee of ~~\$1,000.00~~ to be established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (e) If the towing fee study is not conducted the city shall refund the fee, less an administrative fee of \$250.00.
- (f) Each towing company requesting the towing fee study shall cooperate with the city to conduct the study. Each such towing company shall provide to the city information determined by the city manager to be reasonably necessary to determine the fair market value of towing services regulated under this chapter.
- (g) The city shall complete a towing fee study not later than the 120th day after receiving all information required under subsection (f).
- (h) The city manager shall present to the city council the results of the towing fee study. The city manager shall give to each towing company that owns or leases tow trucks registered with the city written notice of the time, date, and location of the city council meeting at which the study is to be considered. The notice must be sent by United States regular mail to the towing company's address listed in the latest registration application on file with the police chief.
- (i) Based on the results of the towing fee study, the city council may change the non-consent towing fees. The maximum fees must represent the fair market value of the services of a towing company performing non-consent tows originating in the city.
- (j) The city is not required to conduct more than one towing fee study within a two-year time period measured from the date the city council most recently considered a towing fee study.

Chapter 56 Traffic and Vehicles

Article V Stopping, Standing and Parking

Sec. 56-313. Residential parking program.

- (a) *Definitions.* As used in this section, the following terms shall have the meanings ascribed in this subsection, unless the context of their usage clearly indicates another meaning:

Block means both sides of a street between two intersecting streets.

Designated permit area means a contiguous area of a single-family residential or commercial use containing not less than ten commercial or single-family residential lots, upon which the city council imposes a requirement for a parking permit under this section. Where there are less than ten commercial or single-family residential lots on the entire length of the street, the entire length of the street may be considered for a designated permit area.

Resident means a person whose place of residence or property is located in the city as to render him or her eligible for procurement of a parking permit under this section. For multi-unit complexes larger than four-plexes, the city shall determine the number of eligible units per property for permit allocation to ensure equitable distribution among occupants.

Resident parking program coordinator means a person designated by the city to oversee the residential parking permit program.

Resident permit means a permit issued by the city pursuant to this section to a resident or property owner within a designated permit area for display on a vehicle owned or used by such resident or property owner which is parked or left standing within the designated permit area.

Residential parking program guidelines means operating policies and procedures established by the city. Such guidelines shall be adopted by city council resolution and made publicly available through the city's website and upon request.

Temporary construction permit means a permit issued under this section for authorized construction activities lasting no more than 45 days. Extensions may be granted upon written request to the city and demonstration of ongoing construction activity, for a maximum cumulative duration of 90 days.

- (b) *Designated permit areas.* No person shall park and leave standing any vehicle on a public roadway, whether attended or unattended, between the times listed and locations designated below without first having obtained a valid parking permit for the designated permit area from the city. Said designated permit area shall be designated as a tow-away zone. Appropriate signage shall be posted in accordance with V.T.C.A., Transportation Code § 84.052 before enforcement or towing actions occur.
- (1) Designated permit area A is located on both sides of the 1000 Block of Bowie Street, beginning at its intersection with South Median Street and ending at its intersection with Travis Street. A valid parking permit is required to park in area A between the hours of 8:00 a.m. and 5:00 p.m. on regularly scheduled class days for Lockhart Independent School District as shown on the official student academic calendar.
- (c) *Request for designated permit area.* The request for the designated permit area must originate from a property owner whose property abuts the requested designated permit area with the assistance of city staff. The requester must:
- (1) Be considered the requester of record and act as primary contact for the request.
 - (2) Be responsible for submission of a signed petition by 60 percent of all eligible properties within the designated permit area, including single-family houses, duplex and four-plex or smaller rental

properties. For mixed-use properties, vacant lots, or large multi-family buildings, the petition percentage shall be calculated based on occupied eligible residential units only.

- (3) Provide a description or a map showing the proposed blocks of the designated permit area.
- (4) Include the address of each residential lot within the proposed designated permit area.
- (5) List why the location needs to be designated as a residential parking permit area.
- (6) Identify any non-residential properties located within the proposed designated permit area, such as churches, schools, public facilities, or commercial establishments.
- (7) Provide a statement of the proposed parking restrictions desired by the applicants, including days of the week, times of the day, and the length of time for the parking restriction.
- (8) Submit a signed petition with the following statement affixed:

"We the undersigned are residents and/or property owners of the proposed designated permit area described in this application. We understand that: (i) if this area is designated, certain restrictions will be placed upon on-street parking within the area; (ii) residents and/or property owners of the area will be entitled to obtain a limited number of parking permits exempting their vehicles from such parking restrictions, but if a resident and/or property owner owns a vehicle without having a permit displayed, that vehicle will be subject to the parking restrictions; (iii) parking permits will be issued for a term of one calendar year and require replacement each year; (iv) the set of annual parking permits will be provided by the city to the residents and/or property owners at no cost; (v) there will be a fee for replacement of lost parking permits. This restriction will be valid for a minimum of one year."

- (d) *Review.* The public works director will review all applications submitted for a proposed designated parking permit area in accordance with applicable city ordinances.
 - (1) Temporary restrictions authorized by applicable city ordinances are permitted under existing applicable standards.
 - (2) Where no residential units exist on one side of a street, the area with residential units may be considered for designation as a designated permit area. Requests for single-side designated permit areas will be considered based on traffic conditions and flow analysis.
- (e) *Public hearing.* The city council shall conduct a public hearing on the application. Following the conclusion of the public hearing, the council may approve, reject, or modify the proposed designated permit area. The council will approve the designated permit area by adopting an ordinance which shall describe each street, or portion of each street, within the area and the specific restrictions applicable to the area.
- (f) *Request for designated permit area removal.* Once a designated permit area is established, a removal request may only be submitted no sooner than the first anniversary of the date the ordinance establishing the area was adopted. The request for the removal of the designated permit area must originate from a property owner whose residential property abuts the requested street segment. The requester must:
 - (1) Be considered the requester of record and act as primary contact for the request.
 - (2) Be responsible for submission of a signed petition form, provided by the city, by at least 60 percent of all eligible residential properties within the designated permit area, calculated using the same method required for establishment petitions.
- (g) *Commercial or service vehicle exemption.* The display of a permanent sign or marking which identifies a non-resident commercial or service vehicle actively engaged in commercial or service-related activities shall be deemed a parking permit and such vehicle shall be exempt from any parking restriction as established by this section for any designated permit area. This exemption shall apply only while actively engaged in service and not exceed four consecutive hours without renewal from the city.
- (h) *Application for permit.* Any individual wishing to receive a parking permit will be required to complete an application. This application will verify each individual lives in a designated parking area or is otherwise eligible for a parking permit under the requirements of this section.

- (i) *Permits.* Resident permits are valid for one calendar year. Up to four resident parking permits each year will be provided at no charge to the resident. Temporary construction permits are valid for the time periods designated for each such permit under this section.
 - (1) Replacement costs:
 - a. Lost resident parking permit: ~~\$25.00~~ established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - b. Temporary construction permit: no cost
 - (2) The total number of resident permits for each residence is limited to four permits per year.
 - (3) Temporary construction permits lasting no more than 45 days can be requested for vehicles of workers, subject to extension limits described in subsection (a).
 - (4) Resident permits must be hanging from the rear-view mirror of a motor vehicle or clearly displayed on top of the driver-side dashboard to be valid. For motorcycles, golf carts, or other non-standard vehicles without a mirror or dashboard, permits must be affixed in a city-approved visible location. Any altered or obstructed resident permit will invalidate the permit and be considered a parking violation regardless of proper assignment.
- (j) *Existing parking restrictions.* Nothing in this section shall change or alter existing no parking or tow-away zones designated under applicable ordinances for purposes of traffic management and control.
- (k) *Effect of permit.* Any permit issued under this section shall not guarantee or reserve to the holder a parking space. A parking permit is non-transferable. A parking permit shall not authorize the holder to cause to stand or park a vehicle at such places where parking is prohibited or during such times as when the stopping, standing, or parking of vehicles is set aside for specified types of vehicles, nor exempt the holder from observance of any traffic regulation other than the specified parking restrictions. A parking permit confers a privilege only, subject to revocation consistent with residential parking program guidelines at any time.
- (l) *Enforcement authority.* Officers and employees of the police department as designated by the city manager or his designee are authorized to enforce this section.
- (m) *Misdemeanor offense.* Any alteration, unauthorized copy, forgery, or misrepresentation of any application, form, petition, sticker, or permit constitutes a misdemeanor offense and is subject to the penalty provided in section 1-8 of the Lockhart City Code upon conviction.
- (n) *Parking without valid permit prohibited.* No person shall park and leave standing any vehicle, whether attended or unattended, in a designated parking area outside of the posted permitted parking times for the designated permit area without a valid parking permit for the designated permit area from the city. Revoked or expired permits are not considered valid. Any person who violates any provision of this section shall be guilty of a misdemeanor and, upon conviction, shall be fined not more than \$500.00. The City of Lockhart Police Department is hereby authorized to issue tickets for violation of this section.
- (o) *Visitor permits.* The city may issue short-term visitor parking permits to residents in designated permit areas to accommodate temporary guests. Such permits shall be valid for up to 72 hours, subject to reasonable annual limits per residence, as determined by the city council. Visitor permits shall be displayed in accordance with subsection (i)(4).
- (p) *Appeals process.* Any person whose permit application is denied or revoked, or whose property is affected by a designated permit area or removal decision, may file an appeal with the city manager within 15 business days of the decision. The city manager or designee shall conduct a review and issue a written determination within 30 days. The determination shall be final unless appealed to city council.

Chapter 57 Transportation Infrastructure Utility Fees

Article I In General

Sec. 57-1. Rates and charges of transportation infrastructure utility fees.

Except as otherwise prohibited by law, the city council shall fix and approve rates charged under the transportation infrastructure utility fee structure. Such fees shall be charged to each residential dwelling unit, excluding apartment units, and to each commercial business unit within the corporate city limits of the City of Lockhart receiving any type of utility service or garbage collection service provided by the City of Lockhart. The rate structure shall be ~~as follows:~~ established in the Comprehensive Fee Schedule of the Code of Ordinance. Any utility account under the Lockhart Independent School District will be charged at the residential rate.

Each Dwelling Unit	\$6.00 per month
Each Business Unit	\$6.00 per month

Chapter 58 Utilities

Article II Deposit Rates, Charges, Collection Procedures, Etc.

Sec. 58-43. Fees for transfer of utility service.

The fees for the transfer of any utility service or services are established in the Comprehensive Fee Schedule of the Code of Ordinance. ~~as follows per request by the customer, owner and/or landlord, as the case may be.~~ This may be either paid in advance or may be included as a charge on the customer's bill into whose name the utilities are being transferred. To be eligible for an optional, reduced fee, the applicable read-in/read-out form with all necessary signatures, readings and dates must be submitted prior to the actual transfer.

- ~~(1) Level one. \$5.00 for account transfer when the read and change system utilized.~~
- ~~(2) Level two. \$15.00 for account transfer when a customer services representative physically performs meter readings, but no pulling of meters or utility disconnections is involved.~~
- ~~(3) Level three. \$25.00 for account transfer when a complete meter disconnection/reconnection is involved.~~

Chapter 58 Utilities

Article II Deposits Rates, Charges, Collection Procedures, Etc.

Sec. 58-73. Residential rates.

All residential customers as defined in this division shall have monthly electric rates set as follows:

- (1) A fixed charge of ~~\$11.32 per month~~, to be established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (2) A system charge of ~~\$0.01896~~ for zero to 1,200 kilowatt hours, and ~~\$0.0325~~ a system charge for 1,201 and above kilowatt hours consumed per month as established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (3) A CIR charge of ~~\$0.00225~~ for all kilowatt hours consumed, as established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (4) A PPC charge per kilowatt hour as determined in section 58-72 for all kilowatt hours consumed.
- (5) A RMC of ~~\$0.00260~~ for all kilowatt hours consumed, as established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (6) The city provides residential electric utility customers an option to have a manual read electric meter. If the property owner wishes to place the advanced meter infrastructure (AMI) meters in a location where they do not properly communicate, the owner shall either work with the City of Lockhart Utility Department to correct the problem, or pay a manual read fee. If approved, the utility account holder agrees to:
 - a. Pay a one-time meter exchange fee of ~~\$100.00~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance. to replace an AMI meter with a manual read meter; and
 - b. Pay a monthly meter reading fee of ~~\$25.00~~, as established in the Comprehensive Fee Schedule of the Code of Ordinance. in addition to the existing electric utility charges.

Chapter 58 Utilities

Article II Deposit Rates, Charges, Collection Procedures, Etc.

Sec. 58-74. General service non-demand and demand rates.

- (a) All general service non-demand customers as defined in this division shall have monthly electric rates as follows:
- (1) A fixed charge of ~~\$23.42~~ per month- as established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (2) A system charge of ~~\$0.03582~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance per kilowatt hour for the first 6,000 kilowatt hours per month and a system charge as established in the Comprehensive Fee Schedule of the Code of Ordinance for 6,000 and above kilowatt hours consumed per month.
 - (3) A CIR charge of ~~\$0.00225~~ for all kilowatt hours consumed as established in the Comprehensive Fee Schedule of the Code of Ordinance. ~~and a local cap charge of \$0.00250 for all kilowatt hours consumed above the 6,000 kilowatt hour cap.~~
 - (4) A PPC charge per kilowatt hour as determined in section 58-72 for all kilowatt hours consumed.
 - (5) A RMC of ~~\$0.00260~~ for all kilowatt hours consumed- as established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (b) All general service demand customers as defined in this division shall have monthly electric rates set as follows:
- (1) A fixed charge of ~~\$33.42~~ per month- as established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (2) A system charge of ~~\$0.03288~~ per kilowatt hour for the first 20,000 kilowatt hours per month- as established in the Comprehensive Fee Schedule of the Code of Ordinance and a system charge for 20,000 and above kilowatt hours consumed per month as established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (3) A CIR charge of ~~\$0.00225~~ for all kilowatt hours consumed as established in the Comprehensive Fee Schedule of the Code of Ordinance ~~and a local cap charge of \$0.00250 for all kilowatt hours consumed above the cap.~~
 - (4) A PPC charge per kilowatt hour as determined in section 59-72 for all kilowatt hours consumed.
 - (5) A demand charge of ~~\$5.75~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance per kilowatt for 40 kilowatts or greater for those customers of this class with a maximum demand meter, per kilowatt for the maximum 15-minute measured kilowatt demand in the month. Should the power factor be lower than 0.85 lagging, the city may adjust the measured demand by multiplying by the ratio of 0.85 to the actual power factor for the month.
 - (6) Customers who consistently have maximum demand of 300 kilowatts or greater can sign up for a contract peak rate. The fixed monthly charge is ~~\$44.32~~ established in the Comprehensive Fee Schedule of the Code of Ordinance to reflect the additional cost of metering (see subsection (c)).
 - (7) Customers on the contract peak rate will incur a fixed monthly charge of ~~\$44.32~~ established in the Comprehensive Fee Schedule of the Code of Ordinance to reflect the additional cost of metering (see subsection (c)) a system charge of ~~\$0.02259~~ per kilowatt hour for the first 120,000 kilowatt hours as established in the Comprehensive Fee Schedule of the Code of Ordinance, a PPC charge per kilowatt as determined in section 59-72 for all kilowatt hours consumed and a CIR charge of ~~\$0.00225~~ for all

kilowatt hours consumed as established in the Comprehensive Fee Schedule of the Code of Ordinance and a local cap charge of ~~\$0.00250~~ for all kilowatt hours consumed above the 120,000 kilowatt hours cap as established in the Comprehensive Fee Schedule of the Code of Ordinance.

- (8) A RMC of ~~\$0.00260~~ for all kilowatt hours consumed- as established in the Comprehensive Fee Schedule of the Code of Ordinance.

- (c) Derivation of additional customer charge for commercial customers choosing coincident peak rate.

Cost of meter ~~\$1,100.00~~

Lockhart fixed charge rate (assuming 10-year amortization at
~~10% interest rate~~) ~~16.27%~~

Annual cost ~~\$179.00~~

Monthly cost (~~\$14.92 rounded to \$15.00~~) ~~15.00~~

Chapter 58 Utilities

Article II Deposit Rates, Charges, Collection Procedures, Etc.

Sec. 58-75. Street/security lights.

All street, or security lights as defined in subsection 58-71(5) and installed at the customer's request shall have monthly rates per light as follows:

- (1) For a 175-watt or 200-watt light the monthly charge shall be the fixed rate of ~~\$4.20~~, established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (2) For a 400-watt light the monthly charge shall be the fixed rate of ~~\$8.30~~, established in the Comprehensive Fee Schedule of the Code of Ordinance.

Chapter 58 Utilities

Article II Deposit Rates, Charges, Collection Procedures, Etc.

Sec. 58-76. Out-of-city customers.

All out-of-city customers as defined in this division, in addition to all of the other rates set forth in this division, shall be charged a fixed monthly surcharge of ~~\$2.00~~ per customer- as established in the Comprehensive Fee Schedule of the Code of Ordinance.

Chapter 58 Utilities

Article II Deposit Rates, Charges, Collection Procedures, Etc.

Sec. 58-108. Schedule of charges.

- (a) There is hereby levied on all persons, firms, corporations, organizations, political units and political subdivisions, and all other entities using the wastewater collection system of the city, a schedule of charges as ~~hereinafter provided~~ established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (b) Users connected to and served by the wastewater treatment system of the city shall be classified as residential and non-residential.
- (c) The ~~following~~ schedule of charges established in the Comprehensive Fee Schedule of the Code of Ordinance. for residential and non-residential customers will be implemented effective with the first sewer bill rendered from and after final passage of this section. The monthly fixed service charge and the consumption charge is to be for the payment of the expenses associated with the costs of operation and maintenance of the wastewater collection and treatment system and debt service for treatment plant operations.

Schedule "A"

Residential Fixed Charge:		
<i>Meter Size</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
5/8"	\$19.75	\$20.34
1"	\$19.75	\$20.34
1 1/2"	\$19.75	\$20.34
2"	\$19.75	\$20.34
3"	\$19.75	\$20.34
4"	\$19.75	\$20.34
Non-Residential Fixed Charge:		
<i>Meter Size</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
5/8"	\$24.35	\$25.08
1"	\$24.35	\$25.08
1 1/2"	\$24.35	\$25.08
2"	\$24.35	\$25.08
3"	\$24.35	\$25.08
4"	\$24.35	\$25.08
Variable Charge for Residential and Non-Residential:		
<i>Per Thousand Gallons</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
Tier 0(0—1,999)	\$—	\$—
Tier 1(2+)	\$5.94	\$6.12

- (1) The total monthly wastewater billing rate for residential city water and wastewater users shall be the sum of the user's capacity fee plus the discharge fee times the user's wastewater volume determined as follows:
 - a. The monthly volume of wastewater generated by a residential utility customer shall be assumed to equal the average monthly water consumption for that customer for the immediately preceding billings in January (consumption period: November 16—December 31), February (consumption period: December 16—January 31), and March (consumption period: January 16—February 28 or 29).
 - b. Upon request of the residential customer, the customer's previous year's water use for these three months may be considered collectively or individually for wastewater rate adjustments when outside water leaks or other outside water uses not contributing to wastewater treatment quantities have caused the high water consumption(s). Other factors, such as a plumber's invoice or plumbing parts receipts showing that water line or plumbing repairs were made at the customer's address during the high consumption periods also may be considered in adjusting the consumption rate.
 - c. For new residential accounts and those residential accounts for which an average monthly water consumption has not been previously calculated, the monthly volume of wastewater shall be assumed to be 3,000 gallons. Adjusted wastewater rates for the forthcoming year shall start with the second billing cycle in April and the first billing cycle in May of each year.
- (2) The monthly volume of wastewater generated by ~~a residential and~~ a non-residential user shall be assumed to be equivalent to the water consumption for the month.
- ~~(d)~~(3) The rates set forth in ~~subsection (c)~~ the Comprehensive Fee Schedule of the Code of Ordinance are applicable to each residential and non-residential customer per month or for any part of a month for which water is used at the same location.

Sec. 58-142. Water rates.

- (a) The charges for water services furnished by the city for all residential and non-residential customers shall be as follows:
- (1) A monthly fixed service charge per residential and non-residential customer per month according to the size of water meter installed. ~~Meters five eighths inch and larger will adjust over two year phase in period to their respective meter capacity ratios.~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance.

Schedule "A"

Fixed Charge:		
<i>Meter Size</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
5/8"	\$37.05	\$44.46
1"	\$92.62	\$111.14
1 1/2"	\$185.26	\$222.31
2"	\$296.40	\$355.68
3"	\$555.76	\$666.91
4"	\$926.27	\$1,111.52

- (2) A consumption charge per 1,000 gallons: as established in the Comprehensive Fee Schedule of the Code of Ordinance.

Residential:		
<i>Per Thousand Gallons</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
Tier 0 (0 — 1,999)	\$—	\$—
Tier 1 (2 — 5,999)	\$6.56	\$7.87
Tier 2 (6 — 9,999)	\$8.19	\$9.83
Tier 3 (10 — 19,999)	\$12.29	\$14.74
Tier 4 (20+)	\$18.43	\$22.11
Non Residential (all usage):		
<i>Per Thousand Gallons</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
All Usage	\$6.77	\$8.12

- (b) The schedule of monthly rates or charges for water services furnished by the city for all other nonresidential customers will be as follows:
- (1) A fixed base charge of ~~\$32.83~~ according to the size of water meter installed as established in the Comprehensive Fee Schedule of the Code of Ordinance and a water development debt service fee of \$2.00 (~~\$34.83 total~~) are charged per nonresidential unit customer per month. Where the nonresidential unit customer pays the fixed base charge but does not pay for consumption due to receiving water through a master meter, the fixed base charge will be ~~\$25.83 per month~~ established in

- ~~the Comprehensive Fee Schedule of the Code of Ordinance, and a water development debt service fee of \$2.00 (\$27.83 total).~~
- (2) A charge per 1,000 gallons ~~including the water development lease rate of:~~ Established in the Comprehensive Fee Schedule of the Code of Ordinance.
- ~~\$4.80 between 2,001—6,000 gal.~~
- ~~\$5.30 between 6,001—8,000 gal.~~
- ~~\$5.45 between 8,001—10,000 gal.~~
- ~~\$6.05 greater than 10,000 gal.~~
- (c) *Surcharge for out-of-city customers.* All out-of-city customers, who are defined to be any customer who lives outside the city limits or corporate municipal boundaries as those now exist or are hereafter amended, in addition to all of the other rated set forth in this division, shall be charged a fixed monthly surcharge of ~~\$5.00 per customer-~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (d) *Water plant—Sales of water.*
- (1) *Conditions of sales.* Treated water may be sold at the Lockhart Water Treatment Plant to the general public for domestic drinking water for human or animal consumption only. A minimum of 24 hours' notice to the Lockhart Water Treatment Plant must be provided to arrange pickup. Pickup of such water shall comply with all Texas Commission on Environmental Quality regulations. The sales of water at the water plant for construction projects of any type or for the filling of swimming pools or any other recreational use are expressly prohibited.
- (2) *Rates of water sales at water treatment plant.* Rates shall be as follows:
- 2,000 gallons or less ~~\$25.00~~
~~—minimum~~ Established in the Comprehensive Fee Schedule of the Code of Ordinance.
- For each additional 1,000 gallons ~~\$8.00~~
~~each~~ Established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (e) The city provides residential water utility customers an option to have a manual read water meter. If the property owner wishes to place the advanced meter infrastructure (AMI) meters in a location where they do not properly communicate, the owner shall either work with the City of Lockhart Utility Department to correct the problem, or pay a manual read fee. If approved, the utility account holder agrees to:
- (1) Pay a one-time meter exchange fee of ~~\$100.00~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance to replace an AMI meter with a manual read meter, and
- (2) Pay a monthly meter reading fee of ~~\$25.00~~, in addition to the existing water utility charges as established in the Comprehensive Fee Schedule of the Code of Ordinance.

Chapter 62 Vehicles For Hire

Article IV Horse-Drawn Carriages

Sec. 62-132. Permit.

- (a) It shall be unlawful to operate a horse-drawn carriage without first being issued a city horse-drawn carriage permit. The city secretary shall issue a carriage permit only if the following requirements have been satisfied:
- (1) The proposed route of the service does not operate on any hike-and-bike trail, footpath or sidewalk within the city.
 - (2) The carriages and equipment proposed to be used in the service are in safe and presentable condition.
 - (3) The applicant has agreed to operate only on a schedule and route and over the designated traffic lanes approved by the chief of police and to park said carriages or vehicles only at locations approved by the chief of police.
 - (4) The carriage wheels shall have all steel or iron outer rims adequately sheathed in rubber or other synthetic material to prevent damages to the street pavement.
 - (5) Documentation of current rabies, VEWT, West Nile and Flu Rhino vaccinations for any horse used to pull a carriage shall be on file with the city secretary at all times.
 - (6) All horseshoes for a carriage horse shall be of a type approved by the chief of police and shall be comfortable/proper shoes for asphalt.
 - (7) The applicant has agreed to maintain all barns, stables, or other housing for horses and carriages in a safe and sanitary condition, and has agreed to permit the city to inspect such facilities at any time.
 - (8) The applicant has agreed to keep all carriage routes clear and free of horse void and excrement and to maintain all permitted stands in a clean and sanitary matter. Each horse shall wear a bag capable of holding horse feces or in the alternative, the carriage shall be equipped with a shovel and receptacle and the carriage driver shall promptly remove all feces from the ground.
 - (9) The applicant has agreed to post the fares for each ride or trip so that they are visible to the public. This section shall not apply to the exclusive, one-time rental of the carriage by a party by separate agreement, entered into more than 24 hours prior to such trip.
 - (10) Lanterns shall be affixed to either side of the carriage and must be illuminated at dusk.
 - (11) The applicant has agreed that in order to protect the health and well-being of each horse employed in this service, the applicant shall specifically covenant and agree that:
 - a. Each horse shall be examined and certified as to its good health annually by a permitted veterinarian. The applicant will provide the city with Coggins paperwork annually, showing a negative result.
 - b. No horse shall be worked longer than four continuous hours without feeding and rest.
 - c. Each horse shall be provided water at each carriage stand.
 - d. Horses shall not be whipped unless necessary for the safety of the horse or carriage passengers.
 - e. Horses shall not be overworked.
 - f. Each horse shall be provided with its own custom fit harness.
 - g. No horse with an open sore or wound, or which is lame or has any other ailment, shall be worked without specific written authorization from a veterinarian that such work will not endanger the health or well-being of the horse.

- h. Each horse shall be groomed daily.
 - i. No horse shall be allowed to pull more than seven people, including the driver.
 - j. No horse shall be worked during time when the combined temperature and humidity index exceeds a numerical value of 150.
- (12) The applicant has paid a nonrefundable permit fee of ~~\$50.00~~ established in the Comprehensive Fee Schedule of the Code of Ordinance per carriage to defray the expense of carrying out the provisions of this article.
- (13) The application shall include a sworn statement by the applicant that all information provided in the application is true and correct and shall further state that the applicant has conducted the annual background check required by this chapter for each driver authorized to operate a horse-drawn carriage on their behalf. The application shall also include a sworn statement that the applicant has not been convicted of an offense listed under section 62-65.
- (b) Upon finding that the applicant meets the qualifications stated herein, the city secretary shall issue the carriage permit. The permit expires at the end of the calendar year, unless the application is for a new permit and is filed after September 30, in which case it is valid through the end of the following calendar year.
- (c) A driver of a horse-drawn carriage must be at least 16 years of age and possess a valid driver's license for motor vehicles.

City Manager



Service/Fee Type	Amount	Per Unit
Texas Alcoholic Beverage Cofe License and Permit Fees	1/2 of state fee	Each
Open Records Requests	Cost Varies	Each
Horse-Drawn Carriage Permit	\$50.00	Each

State Law reference— License and permit fees authorized, V.T.C.A., Alcoholic Beverage Code §§ 11.38, 61.36.

Animal Services



Service/Fee Type	Amount	Per unit
Dog Adoption	\$55.00	Each
Cat Adoption	\$40.00	Each
City Registration	\$15.00	Each
Dangerous Dog Registration	\$50.00	Each
Microchip Fee	\$15.00	Each
Owner Surrender	\$30.00	Each
Initial Impoundment Fee	\$25.00	Each
Boarding Fee	\$5.00	Per day
Boarding Fee (quarantine animal)	\$10.00	Per day
Quarantine Reclaim Fee	\$205.00	Each
Euthanasia Fee	\$25.00	Each

Police



Service/Fee Type	Amount	Per Unit
Body Worn Camera Footage	\$1.00 per minute + \$10.00 per officer	
Golf Cart Permit	\$75.00	Each
Retail Permit Application Fee	\$25.00	Each
Transient Retail Investigation Fee	\$25.00	Each
Transient Retail Door to Door Permit	\$150.00	Each
Transient Retail Business Permit	\$300.00	Each
Towing Fee Study	\$1,000.00	Each
Resident Parking Permit Replacement	\$25.00	Each

Fire



Service/Fee Type	Amount	Per Unit
Hazardous Mitigation Response Fee	Cost Varies	

Library



Service/Fee Type	Amount	Per Unit
Black & White Copies	\$0.10	Per copy
Color Copies	\$1.00	Per copy
Fax	\$1.00 first page + \$.50 additional pages	Per page
Laminating	\$1.00	Per sheet
Replacement Library Cards	\$0.50	Each
Late Book Fees	\$0.10	Per day
DVD Late Fees	\$1.00	Per day
Interlibrary Loan	\$0.25	Per book
Mobile WiFi Hotspots	\$5.00	Per day
Non Resident Library Card	\$10.00	Per year
Non Resident Family Card	\$25.00	Per year
Building Rental Fee (up to 3 hrs)	\$100.00	Community events
Building Filming Fee (up to 3hrs)	\$200.00	Weddings, photo shoots, and informational programs
Building Filming Fee (up to 4hrs)	\$1,000.00	Filming of movies, commericals, and music
Fines for damaged or lost materials	\$ At Cost + \$5.00	

Parks and Recreation



Service/Fee Type	Amount	Per Unit
City Park (excluding fields and pool)	\$1,000.00	Per day
Main Pavilion Rental	\$20.00	Per hour
Central Pavilion Rental	\$18.00	Per hour
North Pavioion Rental	\$18.00	Per hour
South Pavilion Rental	\$15.00	Per hour
Pecos Pavilion Rental	\$15.00	Per hour
Maple Pavilion Rental	\$18.00	Per hour
Swimming Pool Rental	\$75.00	Per hour
Amphitheater Rental	\$100.00	Per day
Basketball Court Rental	\$65.00	Per day
Soccer Field Rental	\$75.00	Per day
Baseball/Softball Field Rental	\$75.00	Per day
Pool Admission	\$2.00	Per adult
Pool Admission	\$1.00	Per child

Planning & Development



Service/Fee Type	Amount	Per Unit
Zoning Change	\$250.00, plus \$150.00 per acre, maximum of \$10,000.00, plus additional \$1,000.00 for Planned Development District	
Specific Use Permit	\$250.00, plus \$150.00 per acre, maximum of \$2,500.00	
Zoning Variance/Special Exception	\$250.00, plus \$150.00 per acre, maximum of \$2,500.00	
PID/MUD/SUD/WCID consent agreement	\$10,000.00 minimum escrow plus professional fees	
Zoning Verification Letter	\$75.00	
Voluntary Annexation	\$1,500.00	
Preliminary Plat/Development Plat	\$1,500.00 plus \$100.00 per acre	
Final Plat/Major Replat/Resubdivision	\$1,000.00 plus \$100.00 per acre	
Amending/Minor Plat/Minor Replat	\$750.00 plus \$100.00 per acre	
Family Transfer Exception	\$250.00	
Subdivision Variance	\$750.00 plus \$100.00 per acre	
Engineering Plan Review Fee	\$1,000.00, plus \$250.00 per acre, \$20,000.00 maximum	
Plan Check Fee	50% of building permit fee amount	
Sign Permit	\$100.00, plus \$1.00 per square foot	
Traffic Impact Analysis	\$1,000.00 plus professional review fees	
Fence Permit	\$50.00 residential, \$75.00 commercial	
Certificate for Alteration/Historic Landmark	\$50.00	
Historic Preservation Tax Abatement	\$200.00	
Tree Removal Permit	\$100.00 residential, \$200.00 commercial	
Printouts of maps	\$5.00 per square foot	
Public Improvement Inspections	\$1,000.00 per acre	
Off-site Utility Extension Review	\$1.00 per foot of utility extension, each utility assessed separately, also applies to upsizing	

Building Inspections & Enforcement



RESIDENTIAL BUILDING FEES

Service/Fee Type	Amount	Per Unit
Residential Dwelling, New Construction	\$0.45	Per square foot
Residential Accessory Dwelling Unit (ADU)	\$0.45	Per square foot
Residential Duplex, New Construction	\$0.45	Per square foot
Residential Building Repair/Remodel	\$0.45	Per square foot
Residential Addition	\$125.00	Each
Residential Plumbing, New Construction	\$125.00	Each
Residential Plumbing Repair/Remodel	\$125.00	Each
Residential Electric New Construction	\$125.00	Each
Residential Electric Repair/Remodel	\$125.00	Each
Residential Electrical Meter Loop	\$125.00	Each
Residential Electric Tap Fee	\$200.00	Each
Residential Mechanical, New Construction	\$125.00	Each
Residential Mechanical Repair/Remodel	\$125.00	Each
Residential Carport, Garage	\$125.00	Each
Residential Shed/Storage Building	\$125.00	Each
Residential Deck/Patio with/without cover	\$125.00	Each
Residential Roof Permit	\$125.00	Each
Residential Driveway Permit	\$125.00	Each
Residential Swimming Pool	\$150.00	Each
Residential Demolition Permit	\$150.00	Each
Residential Building/Structure Moving Permit	\$125.00	Each
Residential Tree Removal	\$100.00	Each
Residential Permit Renewal	\$75.00	Each
Residential Inspection Fee	\$75.00 plus permit fee	Each
Residential Reinspection Fee	\$150.00	Each
Residential Plan Check Fee	50% of building permit fee	Each

Building Inspections & Enforcement

COMMERCIAL BUILDING FEES

Service/Fee Type	Amount	Per Unit
New Commercial and Multi-family Construction Plan Review (\$1.00 - \$10,000)	\$150.00	
New Commercial and Multi-family Construction Plan Review (\$10,001 - \$25,000)	\$70.69 for the first \$10,000 + \$5.46 for each additional \$1,000	
New Commercial and Multi-family Construction Plan Review (\$25,001 - \$50,000)	\$152.59 for the first \$25,000 + \$3.94 for each additional \$1,000	
New Commercial and Multi-family Construction Plan Review (\$50,001 - \$100,000)	\$251.09 for the first \$50,000 + \$2.73 for each additional \$1,000	
New Commercial and Multi-family Construction Plan Review (\$100,001 - \$500,000)	\$387.59 for the first \$100,000 + \$2.19 for each additional \$1,000	
New Commercial and Multi-family Construction Plan Review (\$500,001 - \$1,000,000)	\$1,263.59 for the first \$500,000 + \$1.85 for each additional \$1,000	
New Commercial and Multi-family Construction Plan Review (\$1,000,001 and up)	\$2,188.59 for the first \$1,000,000 + \$1.23 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$1.00 - \$10,000)	\$150.00	
New Commercial and Multi-family Construction Inspection (\$10,001 - \$25,000)	\$108.75 for the first \$10,000 + \$8.40 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$25,001 - \$50,000)	\$234.75 for the first \$25,000 + \$6.06 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$50,001 - \$100,000)	\$386.25 for the first \$50,000 + \$4.20 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$100,001 - \$500,000)	\$596.25 for the first \$100,000 + \$3.36 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$500,001 - \$1,000,000)	\$1,940.25 for the first \$500,000 + \$2.85 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$1,000,001 and up)	\$3,365.25 for the first \$1,000,000 + \$1.89 for each additional \$1,000	
Repair/Remodel/Addition Commercial & Multi-Family Construction Plan Review (\$1,000 and less)	No fee, unless inspection required in which case a \$15.00 fee for each inspection shall be charged	
Repair/Remodel/Addition Commercial & Multi-Family Construction Plan Review \$1,001 to \$50,000	\$15.00 for the first \$1,000 + \$5.00 for each additional \$1,000 of fraction thereof, to and including \$50,000	
Repair/Remodel/Addition Commercial & Multi-Family Construction Plan Review \$50,001 to \$100,000	\$260.60 for the first \$50,000 + \$4.00 for each additional \$1,000 or fraction thereof, to and including \$100,000	
Repair/Remodel/Addition Commercial & Multi-Family Construction Plan Review \$100,001 to \$500,000	\$460.00 for the first \$50,000 + \$3.00 for each additional \$1,000 or fraction thereof, to and including \$100,000	
Repair/Remodel/Addition Commercial & Multi-Family Construction Plan Review \$500,001 and up	\$1,660.00 for the first \$500,000 + \$2.00 for each additional \$1,000 or fraction thereof	
Commercial Plumbing, New Construction	\$150.00 + \$20.00 per unit hotel, multifamily and similar configurations	
Commercial Plumbing Repair/Remodel	\$150.00	
Commercial Electric, New Construction	\$150.00	
Commercial Electric Repair/Remodel	\$150.00	
Commercial Electric Meter Loop	\$150.00	
Commercial Electric Tap Fee	Variable, check with Electric Utility 512-398-6117	
Commercial Mechanical, New Construction	\$150 (+\$20/unit hotel, multifamily and similar configurations)	
Commercial Mechanical, Repair/Remodel	\$150.00	
Commercial Sign	\$100.00 + \$1 per square foot	
Commercial Carport	\$150.00	
Commercial Storage Building/Shed	\$150.00	

Commercial Roof	based on project valuation	
Commercial Fence	\$150.00	
Commercial Swimming Pool	\$250.00	
Commercial Demolition	\$200.00	
Commercial Building/Structure Moving Permit	\$150.00	
Commercial Tree Removal	\$200.00	
Commercial Permit Renewal	\$100.00	
Commercial Reinspection	\$150.00	
Commercial Plan Check Fee	50% of building permit fee	
Food Permit (under 4 employees)	\$150.00	
Food Permit (4-8 employees)	\$225.00	
Food Permit (8+ employees)	\$400.00	
Contractor Registration	\$150.00	
Commercial Flag Pole	\$150.00	
Commercial Certificate of Occupancy	\$200.00	
Temporary Certificate of Occupancy (30 days)	\$350.00	
Food Truck Certificate of Operation	\$100.00	
Game Room Establishment Permit	\$200.00	Annually
Game Roomer Operator License Fee	\$100.00	Annually
Drilling Permit Application Fee	\$3,000.00 (\$2,500.00 refundable upon denial)	
Drilling Permit Extension Fee (90 days)	\$1,250.00 (\$1,000.00 refundable upon denial)	Per well
Supplemental Drilling Permit Fee	\$100.00	
Oil or Gas Well Inspection Fee	\$500.00	
Seismic Survey/Geophysical Work Permit	\$50.00	

*All commercial building fees listed shall be applied to all commercial and multi-family construction plan reviews and commercial/multi-family construction inspections that the City outsources to a third-party company. All fees calculated using the following tables will have a 5% added fee of the total cost for administrative services.

Penalties - Where work for which a permit is required by the City Code is started or proceeded prior to obtaining said permit, the fees herein specified shall be doubled, but the payment of such double fee shall not relieve any persons from fully complying with the requirements of this Code in the execution of the work nor from any other penalties prescribed herein.

The construction valuation is determined by the greater of the declared valuation of the project or the valuation calculated using the International Code Council Building Valuation Data table, first update of each calendar year.

Public Works



Service/Fee Type	Amount	Per Unit
Right-of-way Permits w/o Engineering	\$200.00	Each
Fee in-lieu of Sidewalk	\$10.00	Per square foot

*Fee in-lieu of sidewalk is for developments that qualify on a case-by-case basis with Public Works

CEMETERY



Service/Fee Type	Amount	Per Unit
Cemetery Plot Purchase - City Residents	\$800.00	
Cemetery Plot Purchase - County Residents	\$900.00	
Cemetery Plot Purchase - Non-Resident	\$1,500.00	
Interment Fee - City Resident	\$100.00	
Interment Fee - County Resident	\$250.00	
Interment Fee - Non-Resident	\$600.00	

Non-Departmental



Service/Fee Type	Amount	Per Unit
Credit Card Processing Fee	3.25%	Per transaction amount
Returned Check or ACH Fee	\$30.00	Each

Utility Billing



Service/Fee Type	Amount	Per Unit
New/Transfer Account Fee	\$25.00	
Residential Electric Deposit	\$100.00	
Commercial Electric Deposit	\$300 (min) or 1/6 of estimated annual billing	
Residential Water Deposit	\$50.00	
Commercial Water Deposit	\$75.00	
Meter Testing	\$ At Cost	
Reconnection Fee	\$50.00	
After Hours Reconnection Fee*	\$75.00	
Multiple Trip Fee**	\$25.00	Per trip
After Hours Multiple Trip Fee*	\$50.00	Per trip
Tampering With A Meter	\$300.00	
Bucket Truck Disconnect Fee	\$75.00	
Bucket Truck Reconnect Fee	\$75.00	
After Hours Bucket Truck Reconnect Fee*	\$100.00	
Drainage Utility System Fee - Non-Residential Dwelling Unit	\$5.25	Per month
Drainage Utility System Fee - Residential Dwelling Unit	\$2.50	Per month
Late/Penalty Fee	10% of account balance	

*After-hours services refer to any work conducted after 5:00 PM.

**The multiple trip fee applies only when the City must make more than one attempt to access a meter.



Electric Distribution

Service/Fee Type	Amount	Per Unit
Residential Electric Deposit	\$100.00	Each
Commercial Electric Deposit	\$300 (min) or 1/6 of estimated annual billing	Each
Street/Security Light (175-Watt or 200-Watt)	\$4.20	Monthly
Street/Security Light (400-Watt)	\$8.30	Monthly
Out-of-City Customer	\$2.00	Monthly
Meter Exchange Fee (to replace AMI meter with a manual read)	\$100.00	Each
Manual Meter Read Fee	\$25.00	Monthly

Residential Class Rates	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Customer Charge	\$16.00	\$17.50	\$19.00	\$20.50	\$22.00
Energy Charges					
Tier 1 (0-1,200 kWh)	\$0.02531	\$0.02556	\$0.02587	\$0.02626	\$0.02673
Tier 2 (1,200+ kWh)	\$0.04339	\$0.04382	\$0.04435	\$0.04502	\$0.04583
CIR Charge	\$0.00225	\$0.00225	\$0.00225	\$0.00225	\$0.00225
REG Charge	\$0.00050	\$0.00050	\$0.00050	\$0.00050	\$0.00050
RMC Charge	\$0.00260	\$0.00260	\$0.00260	\$0.00260	\$0.00260

General Service Non-demand Rates	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Customer Charge	\$33.00	\$35.50	\$38.50	\$42.00	\$45.50
Energy Charges					
Tier 1 (0-6,000 kWh)	\$0.04316	\$0.04381	\$0.04426	\$0.04460	\$0.04505
Tier 2 (6,000+ kWh)	\$0.00301	\$0.00306	\$0.00309	\$0.00311	\$0.00314
CIR Charge	\$0.00225	\$0.00225	\$0.00225	\$0.00225	\$0.00225
REG Charge	\$0.00050	\$0.00050	\$0.00050	\$0.00050	\$0.00050

General Service Demand Rates	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Customer Charge	\$50.50	\$66.00	\$86.00	\$107.50	\$132.50
Energy Charges					
Tier 1 (0-20,000 kWh)	\$0.03485	\$0.03485	\$0.03485	\$0.03485	\$0.03485
Tier 2 (20,000+ kWh)	\$0.00265	\$0.00265	\$0.00265	\$0.00265	\$0.00265
Demand Charge	\$7.75	\$8.00	\$8.25	\$8.50	\$8.75
CIR Charge	\$0.00225	\$0.00225	\$0.00225	\$0.00225	\$0.00225
REG Charge	\$0.00050	\$0.00050	\$0.00050	\$0.00050	\$0.00050
RMC Charge	\$0.00260	\$0.00260	\$0.00260	\$0.00260	\$0.00260

Contract Peak Rate A Class Rates	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Customer Charge	\$62.50	\$66.00	\$69.50	\$73.00	\$77.00
Energy Charges					
Tier 1 (0-120,000 kWh)	\$0.06209	\$0.06395	\$0.06587	\$0.06785	\$0.06975
Tier 2 (120,000+ kWh)	\$0.00338	\$0.00348	\$0.00358	\$0.00369	\$0.00379
Demand Charge	-	-	-	-	-
CIR Charge	\$0.00225	\$0.00225	\$0.00225	\$0.00225	\$0.00225
REG Charge	\$0.00050	\$0.00050	\$0.00050	\$0.00050	\$0.00050
RMC Charge	\$0.00260	\$0.00260	\$0.00260	\$0.00260	\$0.00260

Contract Peak Rate B Class Rates	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Customer Charge	\$62.50	\$66.00	\$69.50	\$73.00	\$77.00
Energy Charges					
Tier 1 (0-120,000 kWh)	\$0.03309	\$0.03981	\$0.04793	\$0.05780	\$0.06975
Tier 2 (120,000+ kWh)	\$0.00338	\$0.00348	\$0.00358	\$0.00369	\$0.00379
Demand Charge	-	-	-	-	-
CIR Charge	\$0.00225	\$0.00225	\$0.00225	\$0.00225	\$0.00225
REG Charge	\$0.00050	\$0.00050	\$0.00050	\$0.00050	\$0.00050
RMC Charge	\$0.00260	\$0.00260	\$0.00260	\$0.00260	\$0.00260

Transportation Infrastructure Fees (TIF)



Service/Fee Type	Amount	Per Unit
Residential Dwelling Unit TIF	\$8.00	Per month
Lockhart Independent School District TIF	\$8.00	Per month

Non-Residential Transportation Infrastructure Fees

Fee Tiers			
Tiers	Min Trips	Max Trips	Monthly Fee
1	0	5	\$ 30.00
2	5.01	10	\$ 45.00
3	10.01	20	\$ 65.00
4	20.01	30	\$ 80.00
5	30.01	50	\$ 100.00
6	50.01	70	\$ 150.00
7	70.01	100	\$ 200.00
8	100.01	150	\$ 300.00
9	150.01	250	\$ 400.00
10	250.01	350	\$ 500.00
Rate (\$/Trip) for every trip above Tier 10:			\$ 6.25

FY 2026-2027
Comprehensive Fee Schedule

Trip Factor Index				
Category #	Category	Trip Factor	Units	Subcategories
1	Building Materials	4.49	1,000 SF	Building Materials and Lumber Store, Hardware/Paint Store, Nursery
2	Convenience Market	34.57	1,000 SF	Convenience Market (no gas pumps), Convenience Market with Gas Pumps, Gasoline/Service Station
3	Medical Office	3.57	1,000 SF	Medical-Dental Office Building, Clinic, Veterinary Hospital/Veterinary Clinic
4	Restaurant	11.15	1,000 SF	Restaurant, Drinking Place
5	Fast Food	26.15	1,000 SF	Fast Food Restaurant w/out Drive-Thru Window, Fast Food Restaurant with Drive-Thru Window, Donut Place w/out Drive-Thru Window, Donut Place with Drive-Thru Window
6	Hospital/Nursing Home	0.74	1,000 SF	Hospital, Nursing Home
7	Indoor Recreation	3.53	1,000 SF	Bowling Alley, Movie Theater, Health Fitness Club
8	Lodging	0.47	Rooms	Hotel, Motel
9	Business Office	1.29	1,000 SF	General Office Building, Single Tenant Office Building, United States Post Office, Research and Development Center, Business Park
10	Bank	12.13	1,000 SF	Walk-In Bank, Drive-In Bank
11	Salon	1.93	1,000 SF	Hair Salon
12	General Retail	3.71	1,000 SF	Shopping Center, Apparel Store, Arts and Craft Store, DVD/Video Rental
13	Auto Part/Service/Wash	4.46	1,000 SF	Quick Lubrication Vehicle Shop, Self Service Car Wash, Automated Car Wash, Automobile Parts Sales, Automobile Parts and Service
14	Large School/Day Care	0.2	Students	All schools w/greater than 50 students
15	Daycare	12.46	1,000 SF	Daycare Center (less than 50 students)
16	Supermarket/Pharmacy	8.4	1,000 SF	Supermarket, Pharmacy/Drugstore
17	Prison	2.91	1,000 SF	Prison
18	Superstore	4.35	1,000 SF	Free-Standing Discount Superstore
19	Outdoor Recreation	0.3	Acres/Campsites	Campground/RV Park, Golf Course, Arena
20	Car Sales	2.62	1,000 SF	New Car Sales
21	Warehousing	0.32	1,000 SF	Warehousing
22	Industrial	0.73	1,000 SF	General Light Industrial, General Heavy Industrial, Manufacturing, Utilities
23	Religious/Non-Profits	0.49	1,000 SF	Religious Facilities, Non-Profits

Water Department



Service/Fee Type	Proposed Fee	Per Unit
Bulk Water Sales	\$50.00 for first 2,000 gallons plus \$15 for each additional 1,000 gallons	Per trip
Water Tap 3/4"	\$750.00 plus cost of Meter/MXU	Each
Water Tap 1"	\$1,000.00 plus cost of Meter/MXU	Each
Water Tap 1 1/2"	\$1,500.00 plus cost of Meter/MXU	Each
Water Tap 2"	\$2,000.00 plus cost of Meter/MXU	Each
Pretap 3/4"	At Cost plus \$100.00	Each
Pretap 1"	At Cost plus \$100.00	Each
Pretap 1 1/2"	At Cost plus \$150.00	Each
Pretap 2"	At Cost plus \$150.00	Each
Water Service Call (Ex: turn off water)	\$50.00	Per trip
Water Service Call Afterhours (Ex: turn off water)	\$75.00	Per trip
Residential Water Deposit	\$50.00	Each
Commercial Water Deposit	\$75.00	Each
Meter Testing	\$ At Cost	Each
Out-of-City Customer	\$5.00	Per month

Monthly Water Rates (Residential & Non-Residential)

Service/Fee Type	Amount	Per Unit
Fixed Charge		
Meter Size: 5/8"	\$44.46	
Meter Size: 1"	\$111.14	
Meter Size: 1-1/2"	\$222.31	
Meter Size: 2"	\$355.68	
Meter Size: 3"	\$666.91	
Meter Size: 4"	\$1,111.52	
Variable Charge		
Residential Consumption Charge per 1,000 gallons: Tier 0 (0-1,999)	\$0.00	
Residential Consumption Charge per 1,000 gallons: Tier 1 (2-5,999)	\$7.87	
Residential Consumption Charge per 1,000 gallons: Tier 2 (6-9,999)	\$9.83	
Residential Consumption Charge per 1,000 gallons: Tier 3 (10-19,999)	\$14.74	
Residential Consumption Charge per 1,000 gallons: Tier 4 (20+)	\$22.11	
Non-Residential (all usage per 1,000 gallons)	\$8.12	

Wastewater Department



Service/Fee Type	Amount	Per Unit
Wastewater Tap 4"	\$1,200.00	Each
Wastewater Tap 6"	\$1,600.00	Each
Larger than 8" or bore by contractor	\$50.00	Each
Wastewater Service Call (Ex: Unclog customer WW Line Exterior)	\$50.00	Per trip
Wastewater Service Call Afterhours (Ex: Unclog Customer WW Line Exterior)	\$75.00	Per trip

Monthly Wastewater Rates (Residential & Non-Residential)

Service/Fee Type	Amount	Per Unit
Residential Fixed Charge		
Residential Meter Size: 5/8"	\$20.34	
Residential Meter Size: 1"	\$20.34	
Residential Meter Size: 1-1/2"	\$20.34	
Residential Meter Size: 2"	\$20.34	
Residential Meter Size: 3"	\$20.34	
Residential Meter Size: 4"	\$20.34	
Non-Residential Fixed Charge		
Non-Residential Meter Size: 5/8"	\$25.08	
Non-Residential Meter Size: 1"	\$25.08	
Non-Residential Meter Size: 1-1/2"	\$25.08	
Non-Residential Meter Size: 3"	\$25.08	
Non-Residential Meter Size: 4"	\$25.08	
Variable Charge for Residential and Non-Residential		
Per Thousand Gallons Used - Tier 0: (0-1,999)	\$ -	
Per Thousand Gallons Used - Tier 1: (2,000+)	\$6.12	

Solid Waste



Service/Fee Type	Amount	Per Unit
Residential Garbage Collection Services		
Garbage Collection Base Rate (96-gallon) Recycling (96-gallon) Brush and Bulky pick up monthly 4 yards per household	\$23.56	Per month
Senior Resident Trash Collection Base Fee 65-gallon or 96-gallon Recycling (96-gallon) Brush and Bulky pick up monthly 4 yards per household	\$18.50	Per month
Additional Trash Cart Fee (96-gallon)	\$9.00	Per additional cart per month
Replacement Trash Cart Fee (96-gallon)	\$10.00	Per each replacement cart
Extra Brush/Bulk, City of Lockhart Code enforcement, or out of cycle pick up	\$8.00	Per yard
Additional Recycling Cart Fee	\$6.00	Per additional cart per month
Replacement Recycling Cart Fee	\$10.00	Per each replacement cart
Extra Brush/Bulk, City of Lockhart Code enforcement, or out of cycle pick up	\$8.00	Per yard
Commercial Trash Cart Collection Service		
One (1) Commercial Trash Cart collected one time per week	\$46.00	Per month
Additional Commercial Trash Carts collected one time per week	\$10.00	Per additional cart per month
Cart Replacement Fee	\$10.00	Per each replacement cart
Extra Brush/Bulk or City of Lockhart Code enforcement	\$15.00	Per cubic yard
Commercial Recycling Cart Collection Service		
One (1) Commercial Recycling Cart collected one time per week	\$18.50	Per month
Additional Commercial Recycling Carts collected one time per week	\$10.50	Per additional cart per month
Cart Replacement Fee	\$10.00	Per each replacement cart

Commercial Trash Collection Service Monthly Fees

Container Type	Collections per Week					
	1	2	3	4	5	6
Carts	\$46.00	Not offered	Not offered	Not offered	Not offered	Not offered
2 CY	\$102.00	\$175.00	\$211.00	\$282.00	\$352.00	\$388.00
3 CY	\$122.00	\$211.00	\$275.00	\$381.00	\$477.00	\$521.00
4 CY	\$149.00	\$248.00	\$343.00	\$457.00	\$571.00	\$629.00
6 CY	\$180.00	\$300.00	\$506.00	\$655.00	\$818.00	\$900.00
8 CY	\$227.00	\$403.00	\$572.00	\$740.00	\$924.00	\$1,100.00
10 CY	\$283.00	\$466.00	\$661.00	\$880.00	\$1,100.00	\$1,260.00
2 CY Compactor	\$89.26	\$178.53	\$254.38	\$339.16	\$425.93	\$535.54
4 CY Compactor	\$139.46	\$278.25	\$418.37	\$557.83	\$659.75	\$836.75
6 CY Compactor	\$189.67	\$379.33	\$568.98	\$758.65	\$948.31	\$1,137.99
Lockbar				\$20.00 Per Month, Per Unit		
Casters				\$20.00 Per Month, Per Unit		

Commercial Recycling Collection Service Monthly Fees

Container Type	Collections per Week					
	1	2	3	4	5	6
Carts	\$46.00	Not offered	Not offered	Not offered	Not offered	Not offered
2 CY	\$102.00	\$175.00	\$211.00	\$282.00	\$352.00	\$388.00
3 CY	\$122.00	\$211.00	\$275.00	\$381.00	\$477.00	\$521.00
4 CY	\$149.00	\$248.00	\$343.00	\$457.00	\$571.00	\$629.00
6 CY	\$180.00	\$300.00	\$506.00	\$655.00	\$818.00	\$900.00
8 CY	\$227.00	\$403.00	\$572.00	\$740.00	\$924.00	\$1,100.00
10 CY	\$283.00	\$466.00	\$661.00	\$880.00	\$1,100.00	\$1,260.00
2 CY Compactor	\$89.26	\$178.53	\$254.38	\$339.16	\$425.93	\$535.54
4 CY Compactor	\$139.46	\$278.25	\$418.37	\$557.83	\$659.75	\$836.75
6 CY Compactor	\$189.67	\$379.33	\$568.98	\$758.65	\$948.31	\$1,137.99
Lockbar				\$20.00 Per Month, Per Unit		
Casters				\$20.00 Per Month, Per Unit		

Service/Fee Type	Amount	Per Unit
Unscheduled Commercial Front Load Collection		
2 CY	\$42.00	Each occurrence
4 CY	\$60.00	Each occurrence
6 CY	\$71.00	Each occurrence
8 CY	\$89.00	Each occurrence
10 CY	\$108.00	Each occurrence
2 CY Compactor	\$47.00	Each occurrence
4 CY Compactor	\$73.00	Each occurrence
6 CY Compactor	\$99.00	Each occurrence
Unscheduled Commercial Front Load Recycling		
2 CY	\$42.00	Each occurrence
4 CY	\$60.00	Each occurrence
6 CY	\$71.00	Each occurrence
8 CY	\$89.00	Each occurrence
10 CY	\$108.00	Each occurrence
2 CY Compactor	\$47.00	Each occurrence
4 CY Compactor	\$73.00	Each occurrence
6 CY Compactor	\$99.00	Each occurrence

City of Lockhart Public Works Facility Drop - City of Lockhart Residents only

Service/Fee Type	Proposed Fee	Per Unit
White goods (refrigerators, freezers, air conditioners, with refrigerant washers, dryers, etc.) sofa as large chairs, furniture.	\$100.00	Per item - 5 items per visit
White goods (refrigerators, freezers, air conditioners, with No refrigerant washers, dryers, etc.) sofa as large chairs, furniture.	\$50.00	Per item - 5 items per visit
Motor oil and cooking oil	Free	5 gallons per visit
Electronic items	Free	5 items per visit
Tires 18 inch or less without rim	\$10.00	Per tire
Tires 18 inch or less with rim	\$20.00	Per tire
Tires 19 inches or more without rim	\$25.00	Per tire
Tires 19 inches or more with rim	\$40.00	Per tire

Airport



Service/Fee Type	Proposed Fee	Per Unit
Tee- Hangar Rate/Month	\$375.00	Per month
Corner Tee-Hangar	\$400.00	Per month
Clear Span Hangar	\$450.00	Per month
Ground Lease Rate per square foot	\$0.25 or as negotiated	Per square foot
Tie Down Fees per Month	\$50.00	Per month

Special Activity Permits



Service/Fee Type	Amount	Per Unit
Special Activity Permit Application Fee	\$25.00 Private property event \$50.00 Public event	Each
Use of City parking lots	\$100.00	Per day
Total closure or obstruction of public street or right-of-way, including parking lots and on-street parking	\$5.00 per parking spot or \$75.00 per one side of street	Per day
Partial closure or obstruction of public street or right-of-way, including parking lots and on-street parking	\$5.00 per parking spot	Per day
Traffic Control Plan Review (local street)	\$100.00	Each
Barricade Use	\$25.00 per barricade	Per day
Cone Use	\$10.00 per cone	Per day
Park Fee: 1/2 of the Park	\$500.00	Per day
Park Fee: Entire park	\$1,000.00	Per day
Banner Hanging Fee	\$100.00	Per banner

Film Production Fees



Service/Fee Type	Amount	Per Unit
Application Fee - Low Impact Production (2 days or less)	\$50.00	Each
Application Fee - High Impact Production (3+ days)	\$100.00	Each
Total or disruptive use (regular operating hours) of a public building, right-of-way, or public areas	\$500.00	Per day
Partial non-disruptive use of a public building, right-of-way, or public area	\$250.00	Per day
Total closure or obstruction of public street or right-of-way, including parking lots and on-street parking (for filming purposes)	\$5.00 per parking spot or \$75.00 per one side of street block	Per day
Partial closure or obstruction of public street or right-of-way, including parking lots and on-street parking (for filming purposes)	\$5.00 per parking spot	Per day
Use of City parking lots, parking areas, and City Streets (for the purpose of parking film trailers, buses, catering trucks, and other large vehicles)	\$75.00 per one side of street block \$100.00 for City parking lots Or agreed amount of filming by Economic Development Director designee in public places	Per day
Park Fee: 1/2 of the Park	\$500.00	Per day
Park Fee: Entire park	\$1,000.00	Per day

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discuss awarding the Lockhart Economic Development Administration (EDA) Sewer Project, EDA Grant No. 08-79-05656, to D&M Underground Corp. in the amount of \$2,363,396.00 and authorizing the City Manager to execute associated contractual documents.

ORIGINATING DEPARTMENT AND CONTACT: Public Works - Sean Kelley

ACTION REQUESTED: Approval of Bid

BACKGROUND/SUMMARY/DISCUSSION:

The City of Lockhart was awarded a grant (No. 08-79-05656) by the U.S. Department of Commerce Economic Development Administration (EDA) to improve the wastewater capacity, reliability and support the developing industrial park area on the west side of Lockhart.

The grant project includes replacing approximately 1,200 linear feet of existing 12-inch wastewater main extending from the Windridge Lift Station, installing approximately 3,500 linear feet of new 18-inch wastewater main to Stueve Lane, 2,500 linear feet of new 24-inch wastewater main from Stueve Lane to Tank Street, and replacing approximately 800 linear feet of existing 12-inch wastewater main with a new 24-inch main extending south along North Commerce Street. The project also includes decommissioning the Windridge Lift Station and all surface restorations along the project route.

The City advertised the project for competitive sealed bids in accordance with applicable federal, state, and local procurement requirements. Ten sealed bids were received by the August 6, 2026 with base bids ranging from \$2,344,674.95 to \$6,271,006.00.

Westar Construction, Inc. of Georgetown, Texas submitted the lowest bid in the amount of \$2,344,674.95. However, because the project is federally funded, the selected contractor must maintain an active registration in the federal System for Award Management, commonly referred to as SAM registration on SAM.gov. Following review, it was determined that Westar Construction, Inc. did not have an active SAM.gov registration and is ineligible to receive the contract award.

D&M Underground Corp. of Corpus Christi, Texas submitted the second-lowest bid in the amount of \$2,363,396.00. The City's engineer reviewed the bid documents and conducted reference checks for similar projects completed by the contractor. Based on this evaluation, it was determined that D&M Underground Corp. has successfully completed comparable work and recommends awarding the contract to the company.

PROJECT SCHEDULE (if applicable):

City of Lockhart, Texas

Council Agenda Item Cover Sheet

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): The grant award was in the amount of \$2,100,000, with the City's share of \$420,000 (20%). The match and additional funds required for the project will be funded by LEDC and Wastewater Impact Fee contribution.

PREVIOUS COUNCIL ACTION:

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff respectfully recommends award of the Lockhart EDA Sewer Project to D&M Underground Corp. in the amount of \$2,363,396.00.

LIST OF SUPPORTING DOCUMENTS: Bid Award Recommendation - Lockhart EDA Sewer, EDA Wastewater Grant Exhibit



Member of **WSP**

505 East Huntland Drive
Suite 250
Austin, Texas 78752

t 512.454.8716
T.B.P.E. #F-8632

August 27, 2026

Mr. Joseph Resendez, City Manager
City of Lockhart
308 W. San Antonio Street
Lockhart, Texas 78644

**RE: Lockhart EDA Sewer Project
EDA Grant No. 08-79-05656
Bid Award Recommendation**

Dear Mr. Resendez:

Ten (10) sealed bids were received on August 6, 2026, for the above-referenced project. The totals of the base bid ranged from \$2,344,674.95 from Westar Construction, Inc. of Georgetown, Texas to \$6,271,006.00 from Liberty Civil Construction of Leander, Texas. A detailed bid tabulation is attached for your reference.

Principle items of construction include the replacement of approximately 1,200 LF of existing 12" sewer line with proposed 12" sewer from the Windridge Lift Station, installation of approximately 3,500 LF of 18" sewer line to Stueve Lane, installation of approximately 2,500 LF of 24" sewer line from Stueve Lane to Tank Street, replacement of approximately 800 LF of existing 12" sewer line with proposed 24" sewer line heading South along North Commerce Street, and all appurtenances necessary to complete the project.

Westar Construction, Inc. did submit the lowest bid, however, after investigation it was determined that Westar Construction, Inc. does not have an active account under the System for Award Management (SAM.gov) and is ineligible to be awarded this contract based on the RFP conditions for bidding as publicly published in this solicitation. Therefore, it is recommended that the project be awarded to the second lowest bidder, D&M Underground Corp. of Corpus Christi, Texas in the amount of \$2,363,396.00. This bidder was in complete compliance with the published RFP conditions as posted, TRC conducted reference checks on similar project supplied by the Contractor and found that D&M Underground Corp. had successfully completed the work to the satisfaction of the Owners.

If you have any questions or comments, please do not hesitate to contact this office.

Sincerely,

A handwritten signature in blue ink, appearing to read "DR" followed by a stylized flourish.

David Rabago, PE, CFM
Civil Group Manager – Central Texas

Attachment: Bid Tabulation

				*Westar Construction, Inc. 4500 Williams Dr. Suite 212-PMB 411 Georgetown, Texas 78633		D&M Underground Corp 1917 Flour Bluff Dr. Corpus Christi, Texas 78418		Ram Rod Utilities, LLC 26119 I-45 N Suite 215 Spring, Texas 77380	
Item	Description	Qty.	Unit	Unit Price	Total	Unit Price	Total	Unit Price	Total
BASE BID									
P.1	12" Gravity Main by Bore	106	LF	\$690.00	\$73,140.00	\$443.00	\$46,958.00	\$415.00	\$43,990.00
P.2	18" Gravity Main by Bore	180	LF	\$960.00	\$172,800.00	\$785.00	\$141,300.00	\$510.00	\$91,800.00
P.3	24" Gravity Main by Bore	316	LF	\$1,350.00	\$426,600.00	\$1,344.00	\$424,704.00	\$630.00	\$199,080.00
P.4	12" RCP Temporary Plug	3	EA	\$650.00	\$1,950.00	\$750.00	\$2,250.00	\$2,000.00	\$6,000.00
P.5	18" RCP Temporary Plug	1	EA	\$625.00	\$625.00	\$900.00	\$900.00	\$3,401.00	\$3,401.00
P.6	Existing Asphalt Mill	1,680	SY	\$5.25	\$8,820.00	\$35.00	\$58,800.00	\$215.00	\$361,200.00
P.7	4" Sewer Service Connections	10	EA	\$1,760.00	\$17,600.00	\$1,455.00	\$14,550.00	\$3,200.00	\$32,000.00
P.8	Existing 12" Sewer Line Demolition	1,938	LF	\$37.00	\$71,706.00	\$9.00	\$17,442.00	\$12.00	\$23,256.00
P.9	Remove and Replace 4' Diameter 6' Depth Manholes	9	EA	\$1,100.00	\$9,900.00	\$6,895.00	\$62,055.00	\$12,500.00	\$112,500.00
P.10	4' Diameter 6' Depth Manholes	26	EA	\$6,600.00	\$171,600.00	\$7,060.00	\$183,560.00	\$12,500.00	\$325,000.00
P.11	4' Diameter 6' Depth Manholes Extra Depth	188	VF	\$400.00	\$75,200.00	\$495.00	\$93,060.00	\$200.00	\$37,600.00
P.12	Existing and Proposed Sewer Connections	3	EA	\$1,600.00	\$4,800.00	\$3,500.00	\$10,500.00	\$2,000.00	\$6,000.00
P.13	12" PVC Sewer Main (6'-10')	249	LF	\$65.30	\$16,259.70	\$75.00	\$18,675.00	\$125.00	\$31,125.00
P.14	12" PVC Sewer Main (10'-14')	787	LF	\$68.50	\$53,909.50	\$80.00	\$62,960.00	\$140.00	\$110,180.00
P.15	12" PVC Sewer Main (20'+)	12	LF	\$77.50	\$930.00	\$145.00	\$1,740.00	\$250.00	\$3,000.00
P.16	18" PVC Sewer Main (10'-14')	488	LF	\$77.00	\$37,576.00	\$115.00	\$56,120.00	\$140.00	\$68,320.00
P.17	18" PVC Sewer Main (14'-20')	1,038	LF	\$80.50	\$83,559.00	\$103.00	\$106,914.00	\$160.00	\$166,080.00
P.18	18" PVC Sewer Main (20'+)	1,803	LF	\$90.00	\$162,270.00	\$115.00	\$207,345.00	\$180.00	\$324,540.00
P.19	24" PVC Sewer Main (0'-6')	100	LF	\$109.00	\$10,900.00	\$131.00	\$13,100.00	\$200.00	\$20,000.00
P.20	24" PVC Sewer Main (6'-10')	1,065	LF	\$111.00	\$118,215.00	\$133.00	\$141,645.00	\$190.00	\$202,350.00
P.21	24" PVC Sewer Main (10'-14')	1,515	LF	\$123.50	\$187,102.50	\$140.00	\$212,100.00	\$210.00	\$318,150.00
P.22	24" PVC Sewer Main (14'-20')	354	LF	\$125.00	\$44,250.00	\$140.00	\$49,560.00	\$250.00	\$88,500.00
P.23	OSHA	7,411	LF	\$5.50	\$40,760.50	\$7.00	\$51,877.00	\$1.00	\$7,411.00
P.24	Traffic Control Plan	1	LS	\$25,000.00	\$25,000.00	\$35,000.00	\$35,000.00	\$2,000.00	\$2,000.00
P.25	SWP3	1	LS	\$15,000.00	\$15,000.00	\$9,000.00	\$9,000.00	\$4,000.00	\$4,000.00
P.26	Silt Fence	7,181	LF	\$4.75	\$34,109.75	\$4.00	\$28,724.00	\$2.00	\$14,362.00
P.27	Curb Inlet Protection	3	EA	\$22.00	\$66.00	\$375.00	\$1,125.00	\$600.00	\$1,800.00
P.28	Tree Removal and Disposal	1	LS	\$45,000.00	\$45,000.00	\$9,750.00	\$9,750.00	\$5,000.00	\$5,000.00
P.29	Tree Protection	1	LS	\$12,000.00	\$12,000.00	\$4,600.00	\$4,600.00	\$3,000.00	\$3,000.00
P.30	Sewer Video	8,013	LF	\$2.00	\$16,026.00	\$14.00	\$112,182.00	\$3.00	\$24,039.00
P.31	Windridge Lift Station Abandonment	1	LS	\$52,000.00	\$52,000.00	\$42,500.00	\$42,500.00	\$8,000.00	\$8,000.00
P.32	Mobilization/Demobilization	1	LS	\$115,000.00	\$115,000.00	\$62,500.00	\$62,500.00	\$13,000.00	\$13,000.00
P.33	Payment & Performance Bonds	1	LS	\$60,000.00	\$60,000.00	\$24,000.00	\$24,000.00	\$10,000.00	\$10,000.00
P.34	UPRR Work Crossing Flagging	1	LS	\$90,000.00	\$90,000.00	\$9,500.00	\$9,500.00	\$8,000.00	\$8,000.00
P.35	UPRR Permit	1	LS	\$90,000.00	\$90,000.00	\$46,400.00	\$46,400.00	\$10,000.00	\$10,000.00
TOTAL BASE BID					\$2,344,674.95		\$2,363,396.00		\$2,684,684.00

*Bidder did not meet the EDA requirements by providing eligible active SAM account.

				Adventures Outback dba AO Services 25565 Ronald Reagan Blvd. Georgetown, Texas 78633		Gro Mex Construction Company Inc. 2801 Prairie Creek Granite Shoals, Texas 78654		Patin Construction, LLC 3800 W. 2nd Street Taylor, Texas 76574	
Item	Description	Qty.	Unit	Unit Price	Total	Unit Price	Total	Unit Price	Total
BASE BID									
P.1	12" Gravity Main by Bore	106	LF	\$800.00	\$84,800.00	\$400.00	\$42,400.00	\$1,100.00	\$116,600.00
P.2	18" Gravity Main by Bore	180	LF	\$1,100.00	\$198,000.00	\$550.00	\$99,000.00	\$1,200.00	\$216,000.00
P.3	24" Gravity Main by Bore	316	LF	\$1,700.00	\$537,200.00	\$750.00	\$237,000.00	\$1,600.00	\$505,600.00
P.4	12" RCP Temporary Plug	3	EA	\$1,770.00	\$5,310.00	\$2,000.00	\$6,000.00	\$1,500.00	\$4,500.00
P.5	18" RCP Temporary Plug	1	EA	\$1,878.00	\$1,878.00	\$2,500.00	\$2,500.00	\$1,800.00	\$1,800.00
P.6	Existing Asphalt Mill	1,680	SY	\$121.00	\$203,280.00	\$90.00	\$151,200.00	\$150.00	\$252,000.00
P.7	4" Sewer Service Connections	10	EA	\$6,500.00	\$65,000.00	\$2,000.00	\$20,000.00	\$5,000.00	\$50,000.00
P.8	Existing 12" Sewer Line Demolition	1,938	LF	\$50.00	\$96,900.00	\$6.00	\$11,628.00	\$40.00	\$77,520.00
P.9	Remove and Replace 4' Diameter 6' Depth Manholes	9	EA	\$6,500.00	\$58,500.00	\$600.00	\$5,400.00	\$17,000.00	\$153,000.00
P.10	4' Diameter 6' Depth Manholes	26	EA	\$5,000.00	\$130,000.00	\$11,800.00	\$306,800.00	\$7,500.00	\$195,000.00
P.11	4' Diameter 6' Depth Manholes Extra Depth	188	VF	\$350.00	\$65,800.00	\$320.00	\$60,160.00	\$500.00	\$94,000.00
P.12	Existing and Proposed Sewer Connections	3	EA	\$1,500.00	\$4,500.00	\$3,500.00	\$10,500.00	\$5,000.00	\$15,000.00
P.13	12" PVC Sewer Main (6'-10')	249	LF	\$75.00	\$18,675.00	\$55.00	\$13,695.00	\$70.00	\$17,430.00
P.14	12" PVC Sewer Main (10'-14')	787	LF	\$80.00	\$62,960.00	\$65.00	\$51,155.00	\$80.00	\$62,960.00
P.15	12" PVC Sewer Main (20'+)	12	LF	\$85.00	\$1,020.00	\$130.00	\$1,560.00	\$150.00	\$1,800.00
P.16	18" PVC Sewer Main (10'-14')	488	LF	\$90.00	\$43,920.00	\$75.00	\$36,600.00	\$90.00	\$43,920.00
P.17	18" PVC Sewer Main (14'-20')	1,038	LF	\$100.00	\$103,800.00	\$110.00	\$114,180.00	\$100.00	\$103,800.00
P.18	18" PVC Sewer Main (20'+)	1,803	LF	\$110.00	\$198,330.00	\$130.00	\$234,390.00	\$150.00	\$270,450.00
P.19	24" PVC Sewer Main (0'-6')	100	LF	\$120.00	\$12,000.00	\$100.00	\$10,000.00	\$110.00	\$11,000.00
P.20	24" PVC Sewer Main (6'-10')	1,065	LF	\$122.00	\$129,930.00	\$110.00	\$117,150.00	\$120.00	\$127,800.00
P.21	24" PVC Sewer Main (10'-14')	1,515	LF	\$140.00	\$212,100.00	\$130.00	\$196,950.00	\$150.00	\$227,250.00
P.22	24" PVC Sewer Main (14'-20')	354	LF	\$167.00	\$59,118.00	\$160.00	\$56,640.00	\$200.00	\$70,800.00
P.23	OSHA	7,411	LF	\$7.00	\$51,877.00	\$3.00	\$22,233.00	\$10.00	\$74,110.00
P.24	Traffic Control Plan	1	LS	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$15,000.00	\$15,000.00
P.25	SWP3	1	LS	\$3,500.00	\$3,500.00	\$40,000.00	\$40,000.00	\$5,000.00	\$5,000.00
P.26	Silt Fence	7,181	LF	\$4.00	\$28,724.00	\$3.50	\$25,133.50	\$4.00	\$28,724.00
P.27	Curb Inlet Protection	3	EA	\$500.00	\$1,500.00	\$300.00	\$900.00	\$150.00	\$450.00
P.28	Tree Removal and Disposal	1	LS	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$40,000.00	\$40,000.00
P.29	Tree Protection	1	LS	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$5,000.00	\$5,000.00
P.30	Sewer Video	8,013	LF	\$3.00	\$24,039.00	\$3.00	\$24,039.00	\$3.00	\$24,039.00
P.31	Windridge Lift Station Abandonment	1	LS	\$61,820.00	\$61,820.00	\$40,000.00	\$40,000.00	\$20,000.00	\$20,000.00
P.32	Mobilization/Demobilization	1	LS	\$90,000.00	\$90,000.00	\$240,000.00	\$240,000.00	\$50,000.00	\$50,000.00
P.33	Payment & Performance Bonds	1	LS	\$45,000.00	\$45,000.00	\$80,000.00	\$80,000.00	\$75,000.00	\$75,000.00
P.34	UPRR Work Crossing Flagging	1	LS	\$45,000.00	\$45,000.00	\$360,000.00	\$360,000.00	\$140,000.00	\$140,000.00
P.35	UPRR Permit	1	LS	\$95,000.00	\$95,000.00	\$198,000.00	\$198,000.00	\$125,000.00	\$125,000.00
TOTAL BASE BID					\$2,799,481.00		\$2,875,213.50		\$3,220,553.00

*Bidder did not meet the EDA requirements by providing eligible active SAM account.

Black Rock Construction 2400 HWY 287 N Suite 100 Mansfield, Texas 76063	Arguijo Corporation 3316 Bee Caves Rd. Ste C West Lake Hills, Texas 78746	Guerra Underground, LLC 9810 FM 969 Austin, Texas 78724
---	---	---

Item	Description	Qty.	Unit	Unit Price	Total	Unit Price	Total	Unit Price	Total
BASE BID									
P.1	12" Gravity Main by Bore	106	LF	\$540.00	\$57,240.00	\$725.64	\$76,917.84	\$894.96	\$94,865.76
P.2	18" Gravity Main by Bore	180	LF	\$860.00	\$154,800.00	\$1,138.67	\$204,960.60	\$1,340.71	\$241,327.80
P.3	24" Gravity Main by Bore	316	LF	\$1,100.00	\$347,600.00	\$1,695.84	\$535,885.44	\$1,941.86	\$613,627.76
P.4	12" RCP Temporary Plug	3	EA	\$860.00	\$2,580.00	\$315.07	\$945.21	\$488.40	\$1,465.20
P.5	18" RCP Temporary Plug	1	EA	\$1,300.00	\$1,300.00	\$710.36	\$710.36	\$488.40	\$488.40
P.6	Existing Asphalt Mill	1,680	SY	\$112.00	\$188,160.00	\$87.32	\$146,697.60	\$98.37	\$165,261.60
P.7	4" Sewer Service Connections	10	EA	\$4,000.00	\$40,000.00	\$7,646.35	\$76,463.50	\$3,626.28	\$36,262.80
P.8	Existing 12" Sewer Line Demolition	1,938	LF	\$20.00	\$38,760.00	\$47.73	\$92,500.74	\$56.40	\$109,303.20
P.9	Remove and Replace 4' Diameter 6' Depth Manholes	9	EA	\$1,900.00	\$17,100.00	\$833.12	\$7,498.08	\$2,323.60	\$20,912.40
P.10	4' Diameter 6' Depth Manholes	26	EA	\$12,000.00	\$312,000.00	\$8,552.99	\$222,377.74	\$9,447.11	\$245,624.86
P.11	4' Diameter 6' Depth Manholes Extra Depth	188	VF	\$690.00	\$129,720.00	\$398.07	\$74,837.16	\$834.30	\$156,848.40
P.12	Existing and Proposed Sewer Connections	3	EA	\$52,000.00	\$156,000.00	\$7,811.09	\$23,433.27	\$706.05	\$2,118.15
P.13	12" PVC Sewer Main (6'-10')	249	LF	\$100.00	\$24,900.00	\$73.57	\$18,318.93	\$106.73	\$26,575.77
P.14	12" PVC Sewer Main (10'-14')	787	LF	\$110.00	\$86,570.00	\$73.34	\$57,718.58	\$117.22	\$92,252.14
P.15	12" PVC Sewer Main (20'+)	12	LF	\$120.00	\$1,440.00	\$179.99	\$2,159.88	\$200.58	\$2,406.96
P.16	18" PVC Sewer Main (10'-14')	488	LF	\$120.00	\$58,560.00	\$104.49	\$50,991.12	\$138.85	\$67,758.80
P.17	18" PVC Sewer Main (14'-20')	1,038	LF	\$130.00	\$134,940.00	\$162.60	\$168,778.80	\$163.32	\$169,526.16
P.18	18" PVC Sewer Main (20'+)	1,803	LF	\$150.00	\$270,450.00	\$206.61	\$372,517.83	\$167.16	\$301,389.48
P.19	24" PVC Sewer Main (0'-6')	100	LF	\$170.00	\$17,000.00	\$141.53	\$14,153.00	\$169.99	\$16,999.00
P.20	24" PVC Sewer Main (6'-10')	1,065	LF	\$180.00	\$191,700.00	\$179.70	\$191,380.50	\$171.30	\$182,434.50
P.21	24" PVC Sewer Main (10'-14')	1,515	LF	\$190.00	\$287,850.00	\$241.26	\$365,508.90	\$184.96	\$280,214.40
P.22	24" PVC Sewer Main (14'-20')	354	LF	\$330.00	\$116,820.00	\$216.68	\$76,704.72	\$221.58	\$78,439.32
P.23	OSHA	7,411	LF	\$1.00	\$7,411.00	\$5.37	\$39,797.07	\$8.45	\$62,622.95
P.24	Traffic Control Plan	1	LS	\$34,000.00	\$34,000.00	\$21,774.00	\$21,774.00	\$52,800.00	\$52,800.00
P.25	SWP3	1	LS	\$8,550.00	\$8,550.00	\$3,534.00	\$3,534.00	\$3,960.00	\$3,960.00
P.26	Silt Fence	7,181	LF	\$5.00	\$35,905.00	\$5.92	\$42,511.52	\$6.60	\$47,394.60
P.27	Curb Inlet Protection	3	EA	\$260.00	\$780.00	\$142.50	\$427.50	\$277.20	\$831.60
P.28	Tree Removal and Disposal	1	LS	\$20,300.00	\$20,300.00	\$80,397.41	\$80,397.41	\$26,400.00	\$26,400.00
P.29	Tree Protection	1	LS	\$3,500.00	\$3,500.00	\$906.76	\$906.76	\$19,800.00	\$19,800.00
P.30	Sewer Video	8,013	LF	\$3.00	\$24,039.00	\$2.45	\$19,631.85	\$2.84	\$22,756.92
P.31	Windridge Lift Station Abandonment	1	LS	\$47,500.00	\$47,500.00	\$144,134.54	\$144,134.54	\$31,249.68	\$31,249.68
P.32	Mobilization/Demobilization	1	LS	\$280,500.00	\$280,500.00	\$100,000.00	\$100,000.00	\$264,000.00	\$264,000.00
P.33	Payment & Performance Bonds	1	LS	\$35,000.00	\$35,000.00	\$69,440.20	\$69,440.20	\$89,100.00	\$89,100.00
P.34	UPRR Work Crossing Flagging	1	LS	\$170,000.00	\$170,000.00	\$33,026.71	\$33,026.71	\$6,336.00	\$6,336.00
P.35	UPRR Permit	1	LS	\$42,000.00	\$42,000.00	\$44,437.83	\$44,437.83	\$792,000.00	\$792,000.00
TOTAL BASE BID					\$3,344,975.00		\$3,381,479.19		\$4,325,354.61

*Bidder did not meet the EDA requirements by providing eligible active SAM account.

				Liberty Civil Construction 2937 Hero Way Leander, Texas 78641	
Item	Description	Qty.	Unit	Unit Price	Total
BASE BID					
P.1	12" Gravity Main by Bore	106	LF	\$2,000.00	\$212,000.00
P.2	18" Gravity Main by Bore	180	LF	\$2,500.00	\$450,000.00
P.3	24" Gravity Main by Bore	316	LF	\$3,500.00	\$1,106,000.00
P.4	12" RCP Temporary Plug	3	EA	\$1,000.00	\$3,000.00
P.5	18" RCP Temporary Plug	1	EA	\$1,000.00	\$1,000.00
P.6	Existing Asphalt Mill	1,680	SY	\$100.00	\$168,000.00
P.7	4" Sewer Service Connections	10	EA	\$10,000.00	\$100,000.00
P.8	Existing 12" Sewer Line Demolition	1,938	LF	\$100.00	\$193,800.00
P.9	Remove and Replace 4' Diameter 6' Depth Manholes	9	EA	\$25,000.00	\$225,000.00
P.10	4' Diameter 6' Depth Manholes	26	EA	\$15,000.00	\$390,000.00
P.11	4' Diameter 6' Depth Manholes Extra Depth	188	VF	\$1,000.00	\$188,000.00
P.12	Existing and Proposed Sewer Connections	3	EA	\$10,000.00	\$30,000.00
P.13	12" PVC Sewer Main (6'-10')	249	LF	\$120.00	\$29,880.00
P.14	12" PVC Sewer Main (10'-14')	787	LF	\$140.00	\$110,180.00
P.15	12" PVC Sewer Main (20'+)	12	LF	\$160.00	\$1,920.00
P.16	18" PVC Sewer Main (10'-14')	488	LF	\$180.00	\$87,840.00
P.17	18" PVC Sewer Main (14'-20')	1,038	LF	\$200.00	\$207,600.00
P.18	18" PVC Sewer Main (20'+)	1,803	LF	\$210.00	\$378,630.00
P.19	24" PVC Sewer Main (0'-6')	100	LF	\$200.00	\$20,000.00
P.20	24" PVC Sewer Main (6'-10')	1,065	LF	\$220.00	\$234,300.00
P.21	24" PVC Sewer Main (10'-14')	1,515	LF	\$240.00	\$363,600.00
P.22	24" PVC Sewer Main (14'-20')	354	LF	\$260.00	\$92,040.00
P.23	OSHA	7,411	LF	\$5.00	\$37,055.00
P.24	Traffic Control Plan	1	LS	\$96,000.00	\$96,000.00
P.25	SWP3	1	LS	\$15,000.00	\$15,000.00
P.26	Silt Fence	7,181	LF	\$6.00	\$43,086.00
P.27	Curb Inlet Protection	3	EA	\$170.00	\$510.00
P.28	Tree Removal and Disposal	1	LS	\$55,000.00	\$55,000.00
P.29	Tree Protection	1	LS	\$1,500.00	\$1,500.00
P.30	Sewer Video	8,013	LF	\$5.00	\$40,065.00
P.31	Windridge Lift Station Abandonment	1	LS	\$125,000.00	\$125,000.00
P.32	Mobilization/Demobilization	1	LS	\$165,000.00	\$165,000.00
P.33	Payment & Performance Bonds	1	LS	\$70,000.00	\$70,000.00
P.34	UPRR Work Crossing Flagging	1	LS	\$500,000.00	\$500,000.00
P.35	UPRR Permit	1	LS	\$530,000.00	\$530,000.00
TOTAL BASE BID					\$6,271,006.00

*Bidder did not meet the EDA requirements by providing eligible active SAM account.

CONTRACTOR REFERENCE QUESTIONS

PROJECT NAME & NUMBER: Lockhart EDA Sewer

CONTRACTOR: D&M Underground Corp.

CONTACT INFO: Erick Estrada, Owner, (361) 960-0707

REFERENCE (NAME & COMPANY/CITY): Lizz Barrera, Project Manager, Mostaghasi Enterprises.

REFERENCE CONTACT INFO: (361) 793-3393

DATE OF INTERVIEW: 8/31/2026

REFERENCE PROJECT AREA OF WORK:

☒ UTILITIES (WATER, SEWER, STORM, ETC.)

☐ PLANT WORK (WWTP or WTP EXPANSION)

☐ ROADWAY (STREET RECONSTRUCTION, PAVING, ETC)

☐ GENERAL CONSTRUCTION

☐ OTHER: _____

REFERENCE PROJECT DESCRIPTION (LOCATION, SCOPE, YEAR OF COMPLETION, ANY UNIQUE DESIGN/CONSTRUCTION CHALLENGES, ETC.):

Kaspian Subdivision Unit 1 includes the installation of 8-inch sewer lines at depths ranging from 8 to 16 feet, 12-inch sewer lines at depths of 18 to 20 feet, and 15-inch sewer lines at depths of approximately 25 feet. The project also includes the installation of sanitary sewer manholes ranging from 6 to 25 feet in depth. The project is still under construction and has been ongoing for

approximately six months. It is currently in its final stages, with no complaints or schedule delays reported. The project is anticipated to be completed before the end of 2026.

1. Is the project that the contractor did for the reference similar in nature to the bid project (type of construction, depth of utilities, etc.). **Yes**

2. General:

a. How much of the work was self performed versus sub contracted out?

All self performed.

b. Did the contractor do the utilities or sub contract them out?

All self-performed.

c. Did the contractor do the roadway work or sub contract it out?

N/A.

3. Would you hire this contractor again? **Yes, they have been hired to do the rest of the phases of the subdivision's project.**

4. Project Time:

b. Was the construction started and completed on time?

Yes

c. Did the contractor reach substantial completion on time, but took an extended period of time to reach final completion?

No

d. Were there any significant delays or work stoppages? If yes, was it due to external issues outside the contractors control?

No

e. Did the contractor request project time extensions unrelated to rain days or additional work requested by the Owner?

No

f. Other? **N/A**

5. Project Budget:

- a. Were there excessive change orders unrelated to engineering design errors or additional work requests from the Owner? No
 - b. Were there any issues with payment quantities on monthly pay requests that did not match actual field conditions?
No
 - c. Did the contractor pay his sub-contractors timely?
Yes
 - d. Were there any liens placed on the project from vendors or sub-contractors?
N/A
 - e. Other? N/A
6. Safety:
- a. Were there any safety issues for the contractor's employees or safety issues with the public? No
7. General Problems/Issues:
- a. Did the contractor work well with the City/Engineer staffs?
Yes
 - b. Were there any significant issues with the contractor's employees dealing with the public?
No
 - c. Were there many complaints from the residents regarding the contractor?
No.
 - d. Did the contractor cleanup his work site sufficiently?
Yes
 - e. Was there excessive personnel turnover for the contractor's field workers?
No
 - f. Were there any communication issues with the contractor's employees (ie. unable to speak English)? No

CONTRACTOR REFERENCE QUESTIONS

PROJECT NAME & NUMBER: Lockhart EDA Sewer

CONTRACTOR: D&M Underground Corp.

CONTACT INFO: Erick Estrada, Owner, (361) 960-0707

REFERENCE (NAME & COMPANY/CITY): Martin Medrano, P.E., with International Consulting Engineers, for the City of Kingsville.

REFERENCE CONTACT INFO: (361) 826-5805

DATE OF INTERVIEW: 8/31/2026

REFERENCE PROJECT AREA OF WORK:

☒ UTILITIES (WATER, SEWER, STORM, ETC.)

☐ PLANT WORK (WWTP or WTP EXPANSION)

☐ ROADWAY (STREET RECONSTRUCTION, PAVING, ETC)

☐ GENERAL CONSTRUCTION

☐ OTHER: _____

REFERENCE PROJECT DESCRIPTION (LOCATION, SCOPE, YEAR OF COMPLETION, ANY UNIQUE DESIGN/CONSTRUCTION CHALLENGES, ETC.):

GLO SS project 4A Johnston Alley Line, re-route Sanitary Sewer Improvements was a GLO project, no challenges were presented during the project and it included the installation of 8-inch sewer lines at depths ranging from 3 to 6 feet. The project also included the installation of sanitary sewer manholes ranging from 3 to 6 feet in depth. The project was completed in summer 2025

within the anticipated construction period. The contractor has also been hired to perform additional projects for City of Kingsville within the past year.

1. Is the project that the contractor did for the reference similar in nature to the bid project (type of construction, depth of utilities, etc.). **Yes**

2. General:

a. How much of the work was self performed versus sub contracted out?

All self performed.

b. Did the contractor do the utilities or sub contract them out?

All self-performed.

c. Did the contractor do the roadway work or sub contract it out?

Asphalt was subcontracted out.

3. Would you hire this contractor again? **Yes. The contractor was responsible and reliable throughout the project. There were no issues with the sanitary sewer testing, and they completed the required work without the City or Engineer having to provide reminders or follow up.**

4. Project Time:

b. Was the construction started and completed on time?

Yes

c. Did the contractor reach substantial completion on time, but took an extended period of time to reach final completion?

No

d. Were there any significant delays or work stoppages? If yes, was it due to external issues outside the contractors control?

No

e. Did the contractor request project time extensions unrelated to rain days or additional work requested by the Owner?

No

f. Other? **N/A**

5. Project Budget:

- a. Were there excessive change orders unrelated to engineering design errors or additional work requests from the Owner? No
 - b. Were there any issues with payment quantities on monthly pay requests that did not match actual field conditions?
No
 - c. Did the contractor pay his sub-contractors timely?
Yes
 - d. Were there any liens placed on the project from vendors or sub-contractors?
N/A
 - e. Other? N/A
6. Safety:
- a. Were there any safety issues for the contractor's employees or safety issues with the public? No
7. General Problems/Issues:
- a. Did the contractor work well with the City/Engineer staffs?
Yes
 - b. Were there any significant issues with the contractor's employees dealing with the public?
No
 - c. Were there many complaints from the residents regarding the contractor?
No.
 - d. Did the contractor cleanup his work site sufficiently?
Yes
 - e. Was there excessive personnel turnover for the contractor's field workers?
No
 - f. Were there any communication issues with the contractor's employees (ie. unable to speak English)? No

CONTRACTOR REFERENCE QUESTIONS

PROJECT NAME & NUMBER: Lockhart EDA Sewer

CONTRACTOR: D&M Underground Corp.

CONTACT INFO: Erick Estrada, Owner, (361) 960-0707

REFERENCE (NAME & COMPANY/CITY): Mona Serna, Project Manager, LSK Development.

REFERENCE CONTACT INFO: (361) 793-3393

DATE OF INTERVIEW: 8/31/2026

REFERENCE PROJECT AREA OF WORK:

☒ UTILITIES (WATER, SEWER, STORM, ETC.)

☐ PLANT WORK (WWTP or WTP EXPANSION)

☐ ROADWAY (STREET RECONSTRUCTION, PAVING, ETC)

☐ GENERAL CONSTRUCTION

☐ OTHER: _____

REFERENCE PROJECT DESCRIPTION (LOCATION, SCOPE, YEAR OF COMPLETION, ANY UNIQUE DESIGN/CONSTRUCTION CHALLENGES, ETC.):

Azali Estates Unit 1 includes the installation of 8-inch sewer lines at depths ranging from 6 to 10 feet, 12-inch sewer lines at depths of 10 to 16 feet, and 15-inch sewer lines at depths ranging from 16 to 18 feet, 18 and 24 – inch sewer lines at depths ranging from 18 to 25 feet. The project also includes the installation of sanitary sewer manholes ranging from 4 to 25 feet in depth. The project

began in 2025 and was completed in 2026 within the anticipated six-month construction period. The contractor has also been hired to perform additional projects for Mona Serna within the past year.

1. Is the project that the contractor did for the reference similar in nature to the bid project (type of construction, depth of utilities, etc.). **Yes**

2. General:

a. How much of the work was self performed versus sub contracted out?

All self performed.

b. Did the contractor do the utilities or sub contract them out?

All self-performed.

c. Did the contractor do the roadway work or sub contract it out?

N/A.

3. Would you hire this contractor again? **Yes, they have been hired to do the rest of the phases of the development's project.**

4. Project Time:

b. Was the construction started and completed on time?

Yes

c. Did the contractor reach substantial completion on time, but took an extended period of time to reach final completion?

No

d. Were there any significant delays or work stoppages? If yes, was it due to external issues outside the contractors control?

No

e. Did the contractor request project time extensions unrelated to rain days or additional work requested by the Owner?

No

f. Other? **N/A**

5. Project Budget:

- a. Were there excessive change orders unrelated to engineering design errors or additional work requests from the Owner? No
 - b. Were there any issues with payment quantities on monthly pay requests that did not match actual field conditions?
No
 - c. Did the contractor pay his sub-contractors timely?
Yes
 - d. Were there any liens placed on the project from vendors or sub-contractors?
N/A
 - e. Other? N/A
6. Safety:
- a. Were there any safety issues for the contractor's employees or safety issues with the public? No
7. General Problems/Issues:
- a. Did the contractor work well with the City/Engineer staffs?
Yes
 - b. Were there any significant issues with the contractor's employees dealing with the public?
No
 - c. Were there many complaints from the residents regarding the contractor?
No.
 - d. Did the contractor cleanup his work site sufficiently?
Yes
 - e. Was there excessive personnel turnover for the contractor's field workers?
No
 - f. Were there any communication issues with the contractor's employees (ie. unable to speak English)? No

CONTRACTOR REFERENCE QUESTIONS

PROJECT NAME & NUMBER: Lockhart EDA Sewer

CONTRACTOR: D&M Underground Corp.

CONTACT INFO: Erick Estrada, Owner, (361) 960-0707

REFERENCE (NAME & COMPANY/CITY): Scott Mack ,Nueces County Water District Manager.

REFERENCE CONTACT INFO: (361) 749-5201

DATE OF INTERVIEW: 8/28/2026

REFERENCE PROJECT AREA OF WORK:

☒ UTILITIES (WATER, SEWER, STORM, ETC.)

☐ PLANT WORK (WWTP or WTP EXPANSION)

☐ ROADWAY (STREET RECONSTRUCTION, PAVING, ETC)

☐ GENERAL CONSTRUCTION

☐ OTHER: _____

REFERENCE PROJECT DESCRIPTION (LOCATION, SCOPE, YEAR OF COMPLETION, ANY UNIQUE DESIGN/CONSTRUCTION CHALLENGES, ETC.):

Offsite Utilities New South WWTP #10444, the contractor installed approximately 1800' of 8" sewer force main and associated valving. Make 4 tie- ins from existing force main. Sub-contracted 1 auger bore 125 bore to install 12" force main in 24" casing. Project was completed in November 2025. Project cost was \$443,347.00.

1. Is the project that the contractor did for the reference similar in nature to the bid project (type of construction, depth of utilities, etc.). **Yes**

2. General:

a. How much of the work was self performed versus sub contracted out?

All self performed except the bore.

b. Did the contractor do the utilities or sub contract them out?

Bore was subbed.

c. Did the contractor do the roadway work or sub contract it out?

N/A

3. Would you hire this contractor again? **Yes**

4. Project Time:

b. Was the construction started and completed on time?

Yes

c. Did the contractor reach substantial completion on time, but took an extended period of time to reach final completion?

No

d. Were there any significant delays or work stoppages? If yes, was it due to external issues outside the contractors control?

No

e. Did the contractor request project time extensions unrelated to rain days or additional work requested by the Owner?

No

f. Other? **N/A**

5. Project Budget:

a. Were there excessive change orders unrelated to engineering design errors or additional work requests from the Owner? **No**

- b. Were there any issues with payment quantities on monthly pay requests that did not match actual field conditions?

No

- c. Did the contractor pay his sub-contractors timely?

Yes

- d. Were there any liens placed on the project from vendors or sub-contractors?

N/A

- e. Other? N/A

6. Safety:

- a. Were there any safety issues for the contractor's employees or safety issues with the public? No

7. General Problems/Issues:

- a. Did the contractor work well with the City/Engineer staffs?

Yes

- b. Were there any significant issues with the contractor's employees dealing with the public?

No

- c. Were there many complaints from the residents regarding the contractor?

Yes, not the contractor's fault.

- d. Did the contractor cleanup his work site sufficiently?

Yes

- e. Was there excessive personnel turnover for the contractor's field workers?

No

- f. Were there any communication issues with the contractor's employees (ie. unable to speak English)? No

CITY OF LOCKHART, TEXAS REVISED EXHIBIT 1 SITE PLAN PROPOSED SEWER LINE EXTENSION

LEGEND

PROPOSED 12" GRAVITY LINE

PROPOSED 18" GRAVITY LINE

PROPOSED 24" GRAVITY LINE

EXISTING 12" SEWER LINE

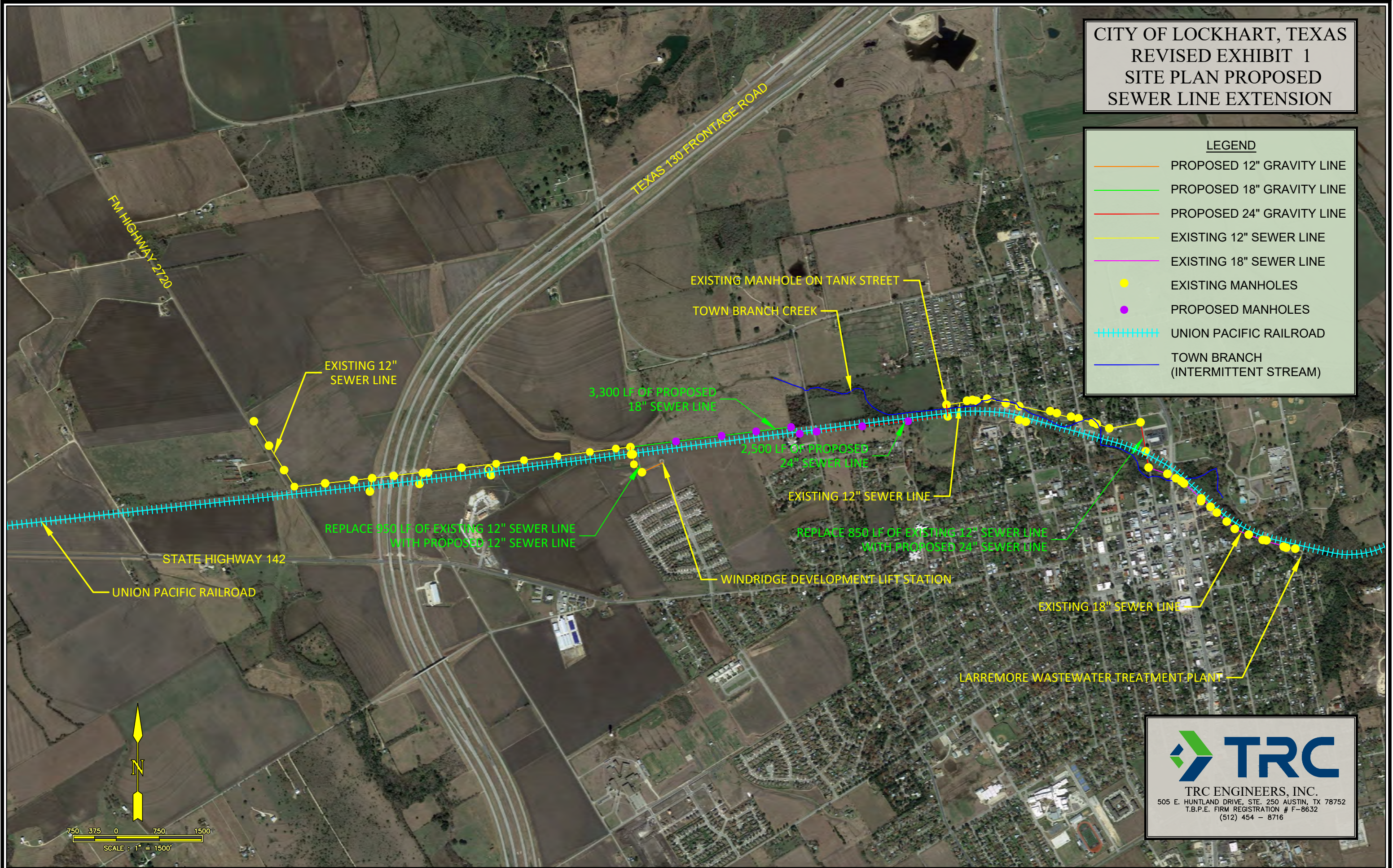
EXISTING 18" SEWER LINE

EXISTING MANHOLES

PROPOSED MANHOLES

UNION PACIFIC RAILROAD

TOWN BRANCH
(INTERMITTENT STREAM)



TRC ENGINEERS, INC.

505 E. HUNT LAND DRIVE, STE. 250 AUSTIN, TX 78752

T.B.P.E. FIRM REGISTRATION # F-8632

(512) 454 - 8716

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discuss awarding the General Land Office (GLO) Bois D' Arc St. to N. Blanco St. Waterline Replacement Project, to D&M Underground Corp. in the amount of \$1,299,037.00 and authorizing the Mayor to execute associated contractual documents.

ORIGINATING DEPARTMENT AND CONTACT: Public Works - Sean Kelley

ACTION REQUESTED: Approval of Bid

BACKGROUND/SUMMARY/DISCUSSION:

The Bois D' Arc Street to North Blanco Street Waterline Replacement Project is a fully funded grant with funding provided through the Texas General Land Office. The project will replace aging water infrastructure and improve the reliability and capacity of the City's water distribution system within the project area.

The project consists of installing approximately 3,600 linear feet of new 8-inch PVC water mains along Bois D' Arc Street from Elm Street to Blanco Street and North Blanco Street from Bois D' Arc Street to Olive Street. Construction will include a crossing beneath the Union Pacific Railroad and the N. Blanco Bridge using boring methods. The project includes valves, fire hydrants, service connections, pavement and surface restoration, and has been coordinated with TxDOT for the planned replacement of the North Blanco Street bridge anticipated to begin in 2027.

The City advertised the project for competitive sealed bids in accordance with applicable federal, state, and local procurement requirements. A total of nine bids were received, with base bids ranging from \$1,299,037.00 to \$2,164,491.00. The project engineer reviewed the submitted bids, contractor qualifications, required bid documents, and compliance with applicable grant requirements. Based on this evaluation, the project engineer recommends awarding the Bois D' Arc Street to North Blanco Street Waterline Replacement Project to D&M Underground Corp. in the amount of \$1,299,037.00.

PROJECT SCHEDULE (if applicable):

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

City of Lockhart, Texas

Council Agenda Item Cover Sheet

FISCAL NOTE (if applicable):

PREVIOUS COUNCIL ACTION:

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff respectfully recommends awarding the Bois D' Arc Street and N. Blanco Street Waterline Replacement Project to D&M Underground Corp.

LIST OF SUPPORTING DOCUMENTS: City_of_Lockhart_Bid_Award_Recommendation, Lockhart GLO Water Line Replacement Bid Tab, GLO Water Main Project Exhibit



September 2, 2026
Kleinfelder Project No.: 26000357.001A

Sean Kelley
City of Lockhart
308 West San Antonio Street
Lockhart, TX 78644

SUBJECT: Recommendation of Award – Bois D' Arc Street to North Blanco Street Waterline Replacement Project

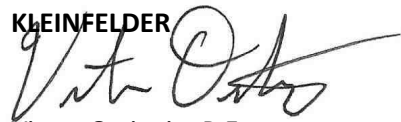
Dear Mr. Kelley:

On August 20, 2026, the City of Lockhart received and publicly opened nine bids for the Bois D'Arc Street to North Blanco Street Waterline Replacement Project, CDBG-MIT GLO Contract No. 24-065-120-962. A summary of the bids received is provided in the attached Bid Tabulation.

Kleinfelder reviewed the submitted bid forms for mathematical accuracy, acknowledgment of Addenda Nos. 1 and 2, and inclusion of the required bid bond. All nine bidders acknowledged both addenda and submitted bid bonds. D&M Underground submitted the apparent low bid in the amount of \$1,299,037.00.

Based on our review, Kleinfelder recommends that the City of Lockhart award the construction contract to D&M Underground in the amount of \$1,299,037.00. This recommendation is contingent upon the City's final determination of bid responsiveness and bidder responsibility, confirmation of compliance with applicable funding and procurement requirements, receipt and approval of required performance and payment bonds and insurance, and execution of the Contract Documents.

Sincerely,

KLEINFELDER


Victor Ostiguin, P.E.
Senior Professional

BID TABULATION - Base Bid Sheet

CITY OF LOCKHART

PROJECT NAME: BOIS D' ARC ST. TO N BLANCO ST. WATERLINE REPLACEMENT PROJECT		PROJECT MANAGER: SEAN KELLEY
PRE-BID CONFERENCE DATE & TIME: N/A	BID DATE & TIME: Thursday, August 20th at 10:00 A.M.	PROJECT CONSULTANT: VICTOR OSTIGUIN, P.E., KLEINFELDER.
BID OPENING LOCATION: 308 W. San Antonio St., Lockhart, TX 78644		

	BIDDER / FIRM NAME	BASE BID	Addendum #1 & #2	Bid Bond	NOTES
1	D&M Underground	\$1,299,037.00	Yes	Yes	
2	Westar Construction	\$1,577,744.00	Yes	Yes	
3	Whitewater Construction	\$1,718,425.00	Yes	Yes	
4	Qro Mex	\$1,727,311.00	Yes	Yes	
5	Arguijo Corporation	\$1,759,614.84	Yes	Yes	
6	Mercer Construction	\$1,778,193.00	Yes	Yes	
7	WJC Constructor Services, LLC	\$1,950,000.00	Yes	Yes	
8	Guerra Underground	\$1,977,574.69	Yes	Yes	
9	E-Z Bel Construction, LLC	\$2,164,491.00	Yes	Yes	

CITY OF LOCKHART, TX CDBG-MIT GLO WATERLINE EXHIBIT

END N BLANCO ST WATERLINE REPLACEMENT
APPRX 3300 LF
LAT: N29.892387
LONG: W97.676243

BEGIN BOIS D'ARC WATERLINE REPLACEMENT
LAT: N29.886215
LONG: W97.678956

END BOIS D'ARC WATERLINE REPLACEMENT
BEGIN CONNECTION TO N BLANCO ST
WATERLINE REPLACEMENT
LAT: N29.886877
LONG: W97.675055



City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discuss Resolution 2026-34 granting Hillwood Communities conditional consent to form the Lockhart Municipal Utility District (MUD) of Caldwell County and the inclusion into said district of 1,111.14 acres of land, 1037.8 acres of which are in the City's ETJ and 73.34 acres within the City Limits and setting an expiration date.

ORIGINATING DEPARTMENT AND CONTACT: Development Services - David Fowler

ACTION REQUESTED: Resolution

BACKGROUND/SUMMARY/DISCUSSION: State law requires that a city consent to the inclusion of land in its ETJ in a municipal utility district ("MUD"). At a workshop on January 27, 2025, Hillwood Communities discussed the development of 889.3 acres of land ("Property"), 720.681 acres of which is in City's ETJ ("Property"). Hillwood Communities is continuing in its due diligence period for the purchase of the Property and has asked the City to extend the conditional consent to creation of the Lockhart Municipal Utility District of Caldwell County and the inclusion of the Property into said district. There is also an additional property included in the resolution that is currently owned by a third party, covering 148.77 acres. This consent was granted with the passage of Resolution 2025-08 on February 18, 2025. The consent agreement was renewed on August 5, 2025, November 18, 2025, February 3, 2026, May 5, 2026 and July 21, 2026. This MUD consent agreement folds all the areas included in the previous MUD consent agreements while adding the 148.5-acre Melde tract which had not previously been under applicant ownership and also adds the 73.34 in-clty tract located east of the intersection of US 183 and SH 130 to consolidate the planned area of the Hillwood Development Agreement under a single MUD consent agreement with a new expirationn date of December 31, 2026.

PROJECT SCHEDULE (if applicable): N/A

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): None

PREVIOUS COUNCIL ACTION: City Council approved Resolution 2025-08, granting conditional consent to the creation of the MUD on the subject property on February 18, 2025, and renewed with Resolution 2025-24 on August 5, 2025, Resolution 2026-03 on February 3, 2026 and Resolution 2026-28 on July 21, 2026. Additionally Resolution 2026-32 expanded the

City of Lockhart, Texas

Council Agenda Item Cover Sheet

Lockhart ETJ to include the portions of the Hillwood properties not previously located in the Lockhart ETJ.

COMMITTEE/BOARD/COMMISSION ACTION: None

STAFF RECOMMENDATION/REQUESTED MOTION: Approval of Resolution 2026-34, granting extension to negotiate and enter into development agreement for the creation of the Lockhart Municipal Utility District for an area of 1,111.14 acres, expiring December 31, 2026.

LIST OF SUPPORTING DOCUMENTS: Resolution 2026-34 Hillwood MUD Consent extension and expansion (1), Exhibit . A - Lockhart MUD City Consent Resolution No. 2025-08 City of Lockhart, Exhibit B - 148.5Acres-MeldeTract_MB1, Exhibit C - 73.34 Acres_Spencewood In-City property

CITY OF LOCKHART, TEXAS

RESOLUTION NO. 2026-34

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, GRANTING EXTENSION TO NEGOTIATE AND ENTER INTO A DEVELOPMENT AGREEMENT AND PROVIDING THAT THE CITY’S CONDITIONAL CONSENT TO THE CREATION OF THE LOCKHART MUNICIPAL UTILITY DISTRICT OF CALDWELL COUNTY WILL EXPIRE ON DECEMBER 31, 2026, ADDING AN ADDITIONAL 73.34 ACRES OF IN-CITY PROPERTY TO THE PROPOSED MUNICIPAL UTILITY DISTRICT OF CALDWELL COUNTY, AND EXTENDING THE CITY’S CONDITIONAL SUPPORT TO THE ADDITIONAL 73.34 ACRES OF IN-CITY PROPERTY.

WHEREAS, pursuant to Resolution No. 2025-08, the City of Lockhart, Texas (the “City”), a home-rule municipality created under the laws of the State of Texas, provided its conditional consent to the creation of the Lockhart Municipal Utility District of Caldwell County (the “District”) encompassing 889.3 acres (“Land”), as reflected in Exhibit A, attached hereto and incorporated by reference; and

WHEREAS, Hillwood Enterprises, L.P., a Texas limited partnership, has entered into an earnest money contract to purchase an additional 148.5 acres (the “Melde Tract”) and an additional 73.34 acres (the “In-City Land,” together with the Melde Tract, the “Additional Land”). The Melde Tract is more particularly described in Exhibit B, and the In-City Land is more particularly described in Exhibit C, both attached hereto and incorporated by reference;

WHEREAS, the City’s conditional consent was conditioned on the City and the owners of the Land negotiating and entering into a development agreement (the “Development Agreement”) concerning the Land, pursuant to Section 212.172 of the Texas Local Government Code, to the extent any portion of the Land is located within the City’s extraterritorial jurisdiction as reflected in Exhibit A; and

WHEREAS, Resolution No. 2025-08 provided for the expiration of the City’s conditional consent upon the passage of one-hundred eighty (180) days after February 18, 2025, or August 17, 2025; and

WHEREAS, pursuant to Resolution No. 2025-24, the City granted an extension of an additional 90 days after August 17, 2025, or November 15, 2025, for the City and the owners of any portion of the Land and the Melde Tract within the City’s extraterritorial jurisdiction, to negotiate and enter into a Development Agreement; and

WHEREAS, pursuant to Resolution Nos. 2025-40, 2026-03, and 2026-18, the City granted additional 90-day extensions through August 12, 2026, for the City and the owners of any portion of the Land and the Melde Tract within the City’s extraterritorial jurisdiction, to negotiate and enter into a Development Agreement; and

WHEREAS, the City wishes to extend its consent to cover any portion of the Land and the Additional Land, including any portions within either the corporate limits or extraterritorial jurisdiction of the City; and

WHEREAS, the City further wishes to grant an extension regarding such consent, until December 31, 2026, for the City and the owners of any portion of the Land and the Additional Land that is within the City's corporate limits or extraterritorial jurisdiction, to negotiate and enter into a Development Agreement.

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

Section 1. All of the above premises are hereby found to be true and correct legislative findings of the City Council of the City of Lockhart (the "City Council"), and they are hereby approved and incorporated into the body of this Resolution as if copied in their entirety.

Section 2. The City Council hereby extends its conditional support and consent for the creation of a district operating pursuant to Article XVI, Section 59 and Article III, Section 52, Texas Constitution and Chapter 54, Texas Water Code, as amended, to the extent any portion of the Land and the Additional Land is located within the City's corporate limits or extraterritorial jurisdiction, as shown more fully in Exhibit A, Exhibit B, and Exhibit C, attached hereto and incorporated herein by reference, and to the extent that the City and the owners of the Land and the Additional Land within the corporate limits or extraterritorial jurisdiction of the City are able to negotiate and enter into a Development Agreement. The City Council's conditional consent applies to the Land and the Additional Land and expires on December 31, 2026.

Section 3. The City Manager of the City is hereby authorized to execute any documents necessary to effectuate this Resolution.

Section 4. The City Council further states that it has not relinquished any rights, duties or powers relating to the inclusion of the District within its corporate limits or extraterritorial jurisdiction.

Section 5. The City Council further states that this Resolution is provided subject to and in reliance upon the terms of a Development Agreement, which may be entered into between (A) the City and the landowners of the Land, to the extent any portion of the Land is within the City's corporate limits or extraterritorial jurisdiction; and (B) the City and the landowners of the Additional Land, to the extent any portion of the Additional Land is within the corporate limits or extraterritorial jurisdiction of the City, and to the extent such Additional Land is to be annexed into the District. The District shall execute a joinder and become a party to the Development Agreement. The City does not consent to the organization of the District, election, or issuance of bonds from any revenue available to the District until the Development Agreement is executed.

Section 6. The City Council hereby finds and determines that sufficient written notice of the date, hour, place and subject of this meeting of the City Council was posted as a place convenient to the public at the City Hall of the City for the time required by law preceding this

meeting, as required by the Texas Open Meetings Act, contained in Chapter 551 of the Texas Government Code, as amended, and that this meeting was open to the public and the subject matter of this Resolution and its contents have been discussed, considered and formally acted upon by the City Council. Further, the City Council ratifies, approves and confirms such written notice and the contents and posting thereof, and the foregoing fully complied with all applicable law.

Section 7. If any part of this Resolution, of whatever size, is ever declared invalid or unenforceable for any reason, the remainder of this Resolution shall remain in full force and effect.

Section 8. This Resolution shall be effective from and after its passage by the City Council.

PASSED AND APPROVED by the City Council of the City of Lockhart, Texas, the 15th day of September, 2026.

Lew White, Mayor

ATTEST:

Julie Bowermon, Interim City Secretary

APPROVED AS TO FORM:

Brad Bullock, City Attorney

EXHIBIT A
(Certified Resolution No. 2025-08)

EXHIBIT B
(Melde Tract – 148.5 Acres)

EXHIBIT C
(In-City Land – 73.34 Acres)

CERTIFICATION

STATE OF TEXAS §

COUNTY OF CALDWELL §

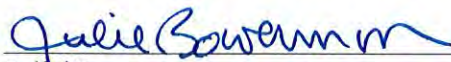
I, Julie Bowermon, City Secretary of the City of Lockhart, Texas do hereby certify that I am the custodian of the records of the City of Lockhart, Texas, and that the attached is a true and exact copy of Resolution 2025-08, in its entirety, as adopted February 18, 2025, with the caption as follows:

CITY OF LOCKHART, TEXAS

RESOLUTION NO. 2025-08

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, GRANTING CONDITIONAL CONSENT TO THE CREATION OF THE LOCKHART MUNICIPAL UTILITY DISTRICT OF CALDWELL COUNTY AND THE INCLUSION OF 889.3 ACRES OF LAND INTO SAID DISTRICT; MAKING FINDINGS RELATED THERETO; AND PROVIDING FOR AN EFFECTIVE DATE.

WITNESS MY HAND AND OFFICIAL SEAL of the City of Lockhart, Texas this the 20th day of February, 2025.



Julie Bowermon
City Secretary

(SEAL)



CITY OF LOCKHART, TEXAS

RESOLUTION NO. 2025-08

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, GRANTING CONDITIONAL CONSENT TO THE CREATION OF THE LOCKHART MUNICIPAL UTILITY DISTRICT OF CALDWELL COUNTY AND THE INCLUSION OF 889.3 ACRES OF LAND INTO SAID DISTRICT; MAKING FINDINGS RELATED THERETO; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Lockhart, Texas (the “City”), a home-rule municipality created under the laws of the State of Texas, received a request for consent from Spencewood, Inc., (“Owner”) to the creation of the Lockhart Municipal Utility District of Caldwell County (the “District”) encompassing 889.3 acres (“Land”) as more particularly described in Exhibit A, attached hereto and incorporated by reference, approximately 720.681 acres of the Land being situated within the City’s extraterritorial jurisdiction and the remainder situated within unincorporated Caldwell County; and

WHEREAS, the Land is not situated within the corporate limits or extraterritorial jurisdiction of any other municipality; and

WHEREAS, Section 54.016 of the Texas Water Code provides that land within a city or its extraterritorial jurisdiction may not be included within a municipal utility district without such city’s consent; and

WHEREAS, this Resolution is authorized by Section 54.016 of the Texas Water Code, Chapters 49 and 54 of the Texas Water Code, Section 42.042 of the Texas Local Government Code, and all applicable law; and

WHEREAS, the District will be created and organized pursuant to Article XVI, Section 59 and Article III, Section 52, of the Texas Constitution, and Chapters 49 and 54 of the Texas Water Code, as amended; and

WHEREAS, the City wishes to evidence its conditional support and consent for the creation of the District to the extent any portion of the District is located within the City’s extraterritorial jurisdiction, as evidenced by Exhibit A, subject to the terms of a Development Agreement to be negotiated between the City and the landowners (the “Development Agreement”) and the terms of this Resolution, subject to the expiration thereof upon the passage of one-hundred eighty (180) days,

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

Section 1. All of the above premises are hereby found to be true and correct legislative findings of the City Council of the City of Lockhart (the “City Council”), and they are hereby approved and incorporated into the body of this Resolution as if copied in their entirety.

Section 2. The City Council hereby grants its conditional support and consent for the creation of a district operating pursuant to Article XVI, Section 59 and Article III, Section 52, Texas Constitution and Chapter 54, Texas Water Code, as amended, to the extent any portion of the District is located within its extraterritorial jurisdiction as shown more fully in Exhibit A and to the extent that the City and Owner and District are able to negotiate and enter into a Development Agreement, and the City Manager of the City is hereby authorized to execute any documents necessary to effectuate this Resolution. The City Council's conditional consent expires one hundred and eighty (180) days from the date of this Resolution.

Section 3. The City Council further states that it has not relinquished any rights, duties or powers relating to the inclusion of the District within its extraterritorial jurisdiction.

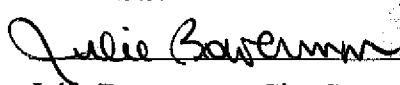
Section 4. The City Council further states that this Resolution is provided subject to and in reliance upon the terms of a Development Agreement, which may be entered into between the City and the landowners within the District. The District shall execute a joinder and become a party to the Development Agreement. The City does not consent to the organization of the District, election, or issuance of bonds from any revenue available to the District until the Development Agreement is executed.

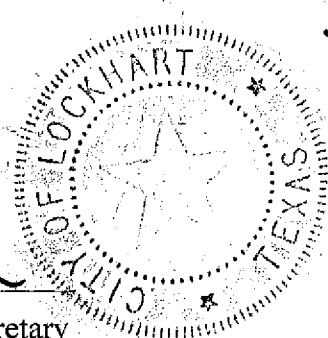
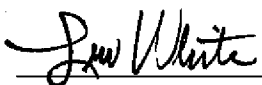
Section 5. The City Council hereby finds and determines that sufficient written notice of the date, hour, place and subject of this meeting of the City Council was posted as a place convenient to the public at the City Hall of the City for the time required by law preceding this meeting, as required by the Texas Open Meetings Act, contained in Chapter 551 of the Texas Government Code, as amended, and that this meeting was open to the public and the subject matter of this Resolution and its contents have been discussed, considered and formally acted upon by the City Council. Further, the City Council ratifies, approves and confirms such written notice and the contents and posting thereof, and the foregoing fully complied with all applicable law.

Section 6. If any part of this Resolution, of whatever size, is ever declared invalid or unenforceable for any reason, the remainder of this Resolution shall remain in full force and effect.

Section 7. This Resolution shall be effective from and after its passage by the City Council.

PASSED AND APPROVED by the City Council of the City of Lockhart, Texas the 18th day of February, 2025.

ATTEST:

Julie Bowermon, City Secretary



Lew White, Mayor

APPROVED AS TO FORM:

Bradford E. Bullock, City Attorney

EXHIBIT A
(Legal Description of Property to be included in the District)



Exhibit A

February 6, 2025
Spencewood - 889.3 Acres
Page 1 of 5

DESCRIPTION OF AN 889.3 ACRE TRACT OF LAND
SITUATED IN THE JAMES M. BAKER SURVEY, ABSTRACT NO. 46
MILES G. DIKES SURVEY NO. 9, ABSTRACT NO. 6
CALDWELL COUNTY, TEXAS

BEING an 889.3 acre tract of land situated in the James M. Baker Survey, Abstract No. 46, and the Miles G. Dikes Survey No. 9, Abstract No. 6 of Caldwell County, Texas, being a portion of a called 691.822 acre tract of land described in an instrument to Spencewood, Inc. described in Volume 194, Page 893, Official Public Records of Caldwell County, Texas (O.P.R.C.C.T.), save and except a called 80.895 acre tract described in an instrument recorded in Volume 538, Page 333, O.P.R.C.C.T., and save and except a called 129.248 acre tract described in an instrument recorded in Volume 552, Page 399, O.P.R.C.C.T.; being all of a called 181.790 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 503, Page 764, O.P.R.C.C.T.; being a portion of a called 57.315 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 543, O.P.R.C.C.T., save and except a called 0.339 acre tract recorded in Volume 579, Page 97, O.P.R.C.C.T.; said 889.3 acre tract of land described by metes and bounds as follows:

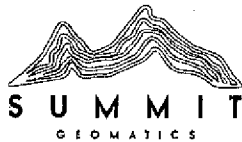
BEGINNING at a 1/2-inch iron rod found on the East right-of-way line of State Highway 130 a controlled access variable width right-of-way (right-of-way being dedicated in the following documents: Volume 579, Page 39, O.P.R.C.C.T., Volume 579, Page 47, O.P.R.C.C.T., Volume 579, Page 27, O.P.R.C.C.T., Volume 579, Page 55, O.P.R.C.C.T., Volume 579, Page 65, O.P.R.C.C.T., Volume 579, Page 73, O.P.R.C.C.T., Volume 579, Page 81, O.P.R.C.C.T., Volume 579, Page 89, O.P.R.C.C.T., Volume 579, Page 104, O.P.R.C.C.T., Volume 579, Pg. 112, O.P.R.C.C.T., Volume 579, Page 97, O.P.R.C.C.T., Volume 579, Page 120, O.P.R.C.C.T., Volume 579, Page 128, O.P.R.C.C.T., Volume 619, Page 659, O.P.R.C.C.T., Volume 619, Page 661, O.P.R.C.C.T., and Volume 579, Page 136, O.P.R.C.C.T.), being the Southwest corner of the remainder of a called 101.25 acre tract of land described in an instrument to Zanty Lynn Champion and wife Doris Bragg Champion recorded in Volume 356, Page 19, Deed Records of Caldwell County, Texas (D.R.C.C.T.) and being the Northwest corner of the remainder of said 691.822 acre tract of land;

THENCE, South 61° 53' 33" East, along and with the North line of said 691.822 acre tract and the South line of said 101.25 acre tract, a distance of 93.52 feet to a 5-inch cedar fence corner post found for an angle point;

THENCE, North 78° 52' 36" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101.25 acre tract, a distance of 348.06 feet to a 4-inch cedar fence post found for an angle point;

THENCE, North 78° 30' 19" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101.25 acre tract, a distance of 950.36 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set in the center of an old tree stump with wire;

THENCE, South 10° 40' 13" East, along and with an East line of said 691.822 acre tract and the West line of a called 70.83 acre tract (Tract II) and a called 70.83 acre tract (Tract I) described in an instrument to Delbert Decker recorded in Volume 435, Page 472, O.P.R.C.C.T., a distance of 2,008.96 feet to a 10-inch cedar fence post found for the Southwest corner of said 70.83 acre tract (Tract I) and being an interior corner of said 691.822 acre tract and the herein described tract;



THENCE, North 78° 21' 12" East, along and with the South line of said 70.83 acre tract (Tract I) and the North line of said 691.822 acre tract, and the North line of said 181.790 acre tract, a distance of 3,275.62 feet to a 3/8-inch iron rod found for the Southeast corner of said Tract I and being the Southwest corner of a called 118.357 acre tract of land described in an instrument to Bridge to One, Inc. recorded in Document No. 2021-009484, O.P.R.C.C.T. and being an angle point on the North line of said 181.790 acre tract;

THENCE, North 78° 03' 03" East, along and with the South line of said 118.357 acre tract and the North line of said 181.790 acre tract, a distance of 1,777.47 feet to a 7-inch cedar fence post found on the occupied West right-of-way line of Dry Creek Road (variable width right-of-way – no deed of record found) and being the occupied Northeast corner of said 181.790 acre tract, and an angle point on the South line of said 118.357 acre tract;

THENCE, along and with the East and South lines of said 181.790 acre tract same being the occupied West and North right-of-way lines of said Dry Creek Road, the following eight (8) bearings and distances:

- 1) South 36° 03' 44" East, a distance of 20.64 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 2) South 11° 35' 37" East, a distance of 593.70 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 3) South 12° 13' 42" East, a distance of 721.17 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 4) South 11° 31' 51" East, a distance of 1,285.35 feet to an 8-inch cedar fence corner post found for corner;
- 5) South 00° 48' 15" East, a distance of 159.84 feet to a 6-inch cedar fence corner post found for corner;
- 6) South 39° 04' 45" West, a distance of 71.90 feet to an 8-inch cedar fence corner post found for corner;
- 7) South 78° 27' 46" West, a distance of 772.29 feet to a 6-inch cedar fence corner post found for corner;
- 8) South 79° 38' 55" West, a distance of 784.15 feet to a 7-inch cedar fence corner post found for the most Easterly Northeast corner of said 691.822 acre tract;

THENCE, along and with the East lines of said 691.822 acre tract same being the occupied West right-of-way line of said Dry Creek Road, the following seven (7) bearings and distances:

- 1) South 10° 03' 46" West, a distance of 75.84 feet to a 37-inch live oak tree;
- 2) South 13° 04' 38" East, a distance of 86.31 feet to a 7-inch cedar fence corner post;
- 3) South 26° 28' 01" East, a distance of 83.48 feet to an 8-inch cedar fence corner post;
- 4) South 21° 18' 42" East, a distance of 512.98 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 5) South 21° 10' 59" East, a distance of 911.78 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 6) South 25° 11' 46" East, a distance of 622.32 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;



- 7) South $21^{\circ} 52' 46''$ East, a distance of 608.22 feet to a 3-inch metal fence post found for the occupied Southeast corner of said 691.822 acre tract and the occupied Northeast corner of a called 100 acre tract of land described as Second Tract in an instrument to Barbara Lou Segler et al recorded in Volume 364, Page 54 of the D.R.C.C.T.;

THENCE, along and with the common line of said 100 acre tract and said 691.822 acre tract, the following four (4) bearings and distances:

- 1) South $78^{\circ} 19' 35''$ West, a distance of 1,848.63 feet to a 7-inch cedar fence post found for an angle point;
- 2) South $78^{\circ} 18' 17''$ West, a distance of 1,280.10 feet to a 4-inch metal fence post found for an angle point;
- 3) South $78^{\circ} 45' 38''$ West, a distance of 806.01 feet to a t-post found for an angle point;
- 4) South $77^{\circ} 54' 58''$ West, a distance of 885.98 feet to a calculated point in the approximate centerline of Plum Creek and being the East line of a called 204.145 acre tract of land described in an instrument to La Familia Partnership, LTD., recorded in Volume 228, Page 493, O.P.R.C.C.T., and being further described in Volume 416, Page 694, D.R.C.C.T., and being the common Westerly corner of said 100 acre tract and said 691.822 acre tract and marking the most Southerly Southwest corner of the herein described tract;

THENCE, along and with the approximate centerline of Plum Creek, same being the East line of said 204.145 acre tract and the West line of said 691.822 acre tract, the following forty-one (41) bearings and distances:

- 1) North $23^{\circ} 24' 09''$ East, a distance of 57.35 feet to a calculated point for corner;
- 2) North $11^{\circ} 15' 07''$ East, a distance of 99.02 feet to a calculated point for corner;
- 3) North $03^{\circ} 03' 49''$ West, a distance of 83.76 feet to a calculated point for corner;
- 4) North $40^{\circ} 07' 18''$ West, a distance of 54.71 feet to a calculated point for corner;
- 5) North $43^{\circ} 48' 44''$ West, a distance of 86.61 feet to a calculated point for corner;
- 6) North $76^{\circ} 38' 06''$ West, a distance of 59.52 feet to a calculated point for corner;
- 7) North $89^{\circ} 34' 23''$ West, a distance of 159.53 feet to a calculated point for corner;
- 8) North $45^{\circ} 43' 00''$ West, a distance of 237.39 feet to a calculated point for corner;
- 9) North $04^{\circ} 50' 50''$ West, a distance of 88.11 feet to a calculated point for corner;
- 10) North $38^{\circ} 24' 49''$ West, a distance of 112.95 feet to a calculated point for corner;
- 11) North $31^{\circ} 03' 49''$ West, a distance of 66.09 feet to a calculated point for corner;
- 12) North $48^{\circ} 41' 53''$ West, a distance of 69.74 feet to a calculated point for corner;
- 13) South $81^{\circ} 32' 05''$ West, a distance of 138.88 feet to a calculated point for corner;
- 14) South $84^{\circ} 47' 07''$ West, a distance of 45.19 feet to a calculated point for corner;
- 15) South $80^{\circ} 12' 18''$ West, a distance of 76.04 feet to a calculated point for corner;
- 16) South $75^{\circ} 16' 21''$ West, a distance of 22.49 feet to a calculated point for corner;
- 17) South $33^{\circ} 29' 16''$ West, a distance of 72.95 feet to a calculated point for corner;
- 18) South $66^{\circ} 38' 23''$ West, a distance of 113.82 feet to a calculated point for corner;
- 19) North $52^{\circ} 12' 37''$ West, a distance of 29.22 feet to a calculated point for corner;
- 20) North $51^{\circ} 00' 35''$ West, a distance of 100.62 feet to a calculated point for corner;
- 21) North $58^{\circ} 43' 21''$ West, a distance of 115.68 feet to a calculated point for corner;
- 22) South $89^{\circ} 41' 28''$ West, a distance of 84.87 feet to a calculated point for corner;
- 23) North $49^{\circ} 34' 03''$ West, a distance of 161.32 feet to a calculated point for corner;
- 24) North $10^{\circ} 20' 55''$ West, a distance of 146.23 feet to a calculated point for corner;
- 25) North $06^{\circ} 40' 43''$ East, a distance of 113.07 feet to a calculated point for corner;



- 26) North 02° 26' 01" West, a distance of 62.69 feet to a calculated point for corner;
- 27) North 06° 30' 09" East, a distance of 51.12 feet to a calculated point for corner;
- 28) North 12° 55' 26" East, a distance of 70.10 feet to a calculated point for corner;
- 29) North 15° 21' 21" East, a distance of 97.97 feet to a calculated point for corner;
- 30) North 10° 31' 47" East, a distance of 155.22 feet to a calculated point for corner;
- 31) North 24° 32' 11" East, a distance of 33.50 feet to a calculated point for corner;
- 32) North 11° 05' 46" East, a distance of 56.86 feet to a calculated point for corner;
- 33) North 19° 37' 09" East, a distance of 179.53 feet to a calculated point for corner;
- 34) North 33° 57' 25" East, a distance of 116.26 feet to a calculated point for corner;
- 35) North 42° 05' 09" East, a distance of 86.94 feet to a calculated point for corner;
- 36) North 59° 43' 10" East, a distance of 77.48 feet to a calculated point for corner;
- 37) North 52° 59' 09" East, a distance of 217.90 feet to a calculated point for corner;
- 38) North 54° 38' 09" East, a distance of 79.74 feet to a calculated point for corner;
- 39) North 34° 30' 50" East, a distance of 166.27 feet to a calculated point for corner;
- 40) North 11° 33' 43" East, a distance of 112.67 feet to a calculated point for corner;
- 41) North 04° 11' 35" West, a distance of 78.81 feet to a calculated point for the Northeast corner of said 204.145 acre tract and being the Southeast corner of said 57.315 acre tract;

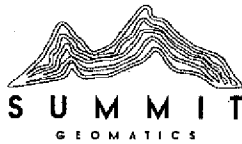
THENCE, South 78° 34' 00" West, along and with the occupied South line of said 57.315 acre tract and being the occupied North line of said 204.145 acre tract, a distance of 1,616.84 feet to a calculated point for corner;

THENCE, North 11° 27' 55" East, over and across said 57.315 acre tract, a distance of 55.71 feet to a 1/2-inch iron rod with cap stamped "Hinkle Surveying" found for the monumented Southeast corner of a called 9.988 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 601, O.P.R.C.C.T.;

THENCE, North 11° 09' 57" East, along and with the West line of said 57.315 acre tract same being the East line of said 9.998 acre tract, the East line of a called 9.484 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 551, O.P.R.C.C.T., the East line of a called 9.391 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 558, O.P.R.C.C.T., the East line of a called 9.329 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 565, O.P.R.C.C.T., the East line of a called 9.304 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 572, O.P.R.C.C.T., the East line of a called 9.198 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 536, O.P.R.C.C.T., and the East line of a called 36.934 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 528, O.P.R.C.C.T., at a distance of 2,444.22 feet passing a 1/2-inch iron rod (bent) and continuing for a total distance of 2,591.70 feet to a calculated point in the approximate centerline of Plum Creek and being the Northeast corner of said 36.934 acre tract;

THENCE, along and with the North line of said 36.934 acre tract, the following eight (8) bearings and distances:

- 1) North 31° 24' 31" West, a distance of 61.66 feet to a calculated point for corner;
- 2) North 08° 56' 21" West, a distance of 84.16 feet to a calculated point for corner;
- 3) North 40° 23' 15" West, a distance of 114.49 feet to a calculated point for corner;
- 4) North 43° 38' 39" West, a distance of 134.69 feet to a calculated point for corner;
- 5) North 19° 31' 20" West, a distance of 80.43 feet to a calculated point for corner;
- 6) North 37° 11' 55" West, a distance of 100.98 feet to a calculated point for corner;



- 7) North 45° 50' 12" West, a distance of 211.91 feet to a calculated point for corner;
- 8) North 68° 14' 45" West, a distance of 106.56 feet to a 60D nail found on the East right-of-way line of said S.H. 130;

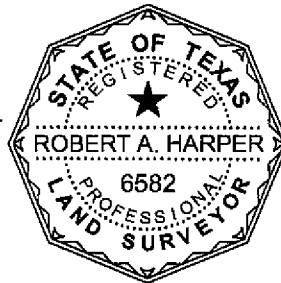
THENCE, North 11° 10' 57" East, along and with the East right-of-way line of said S.H. 130, a distance of 1,552.24 feet to a TxDOT Type II brass disc monument marking the beginning of a curve to the right;

THENCE, continuing along and with the East right-of-way line of said S.H. 130 and along said curve to the right through an angle of 02° 17' 59", having a radius of 12,000.00 feet, an arc length of 481.63 feet and whose long chord bears North 12° 19' 56" East, a distance of 481.60 feet to the **POINT OF BEGINNING** and containing 889.3 acres of land.

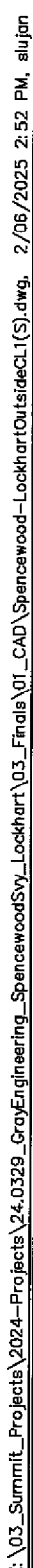
Notes:

- 1) Bearing orientation is based upon the Texas Coordinate System, South Central Zone 4204, North American Datum of 1983 (NAD 83), 2011 Adjustment, Epoch 2010.00. Distances shown hereon are in Surface. To convert distances to Divide by the Surface Adjustment Factor of 1.00013.
- 2) This M&B description was prepared in conjunction with a survey sketch of even date.

Robert A. Harper, RPLS No. 6582
Summit Geomatics, Inc.
4603 N Stahl Park Suite 103
San Antonio, Texas 78217
TBPELS Firm No. 10194657



\\03_Summit_Projects\2024-Projects\24.0329_GrayEngineering_SpencewoodSvy_Lockhart\01_CAD\Finals\03_Finals\01_CAD\Spencewood-Lockhart\OutsideCl1(S).dwg, 2/06/2025 2:52 PM, slujan



\\03_Summit_Projects\2024-Projects\24.0329_GrayEngineering_SpencewoodSvy_Lockhart\01_CAD\Finals\03_Finals\01_CAD\Spencewood-Lockhart\OutsideCl1(S).dwg, 2/06/2025 2:52 PM, slujan

- \\03_Summit_Projects\2024-Projects\24.0329_GrayEngineering_SpencewoodSvy_Lockhart\01_CAD\Finals\03_Finals\01_CAD\Spencewood-Lockhart\OutsideCl1(S).dwg, 2/06/2025 2:52 PM, slujan

SCALE:	JOB NO.:	DATE:	SHEET:
1"=1,000'	24.0329	02/06/2025	1 OF 2

SKETCH TO ACCOMPANY M&B DESCRIPTION

LINE TABLE

NO.	BEARING	DISTANCE
L1	S 61°53'33" E	93.52'
L2	N 78°52'36" E	348.06'
L3	N 78°30'19" E	950.36'
L4	S 10°40'13" E	2,008.96'
L5	N 78°21'12" E	3,275.62'
L6	N 78°03'03" E	1,777.47'
L7	S 36°03'44" E	20.64'
L8	S 11°35'37" E	593.70'
L9	S 12°13'42" E	721.17'
L10	S 11°31'51" E	1,285.35'
L11	S 00°48'15" E	159.84'
L12	S 39°04'45" W	71.90'
L13	S 78°27'46" W	772.29'
L14	S 79°38'55" W	784.15'
L15	S 10°03'46" W	75.84'
L16	S 13°04'38" E	86.31'
L17	S 26°28'01" E	83.48'
L18	S 21°18'42" E	512.98'
L19	S 21°10'59" E	911.78'
L20	S 25°11'46" E	622.32'
L21	S 21°52'46" E	608.22'
L22	S 78°19'35" W	1,848.63'
L23	S 78°18'17" W	1,280.10'
L24	S 78°45'38" W	806.01'
L25	S 77°54'58" W	885.98'
L26	N 23°24'09" E	57.35'
L27	N 11°15'07" E	99.02'
L28	N 03°03'49" W	83.76'
L29	N 40°07'18" W	54.71'
L30	N 43°48'44" W	86.61'
L31	N 76°38'08" W	59.52'
L32	N 89°34'23" W	159.53'
L33	N 45°43'00" W	237.39'
L34	N 04°50'50" W	88.11'
L35	N 38°24'49" W	112.95'
L36	N 31°03'49" W	66.09'
L37	N 48°41'53" W	69.74'
L38	S 81°32'05" W	138.88'
L39	S 84°47'07" W	45.19'

LINE TABLE

NO.	BEARING	DISTANCE
L40	S 80°12'18" W	76.04'
L41	S 75°16'21" W	22.49'
L42	S 33°29'16" W	72.95'
L43	S 66°38'23" W	113.82'
L44	N 52°12'37" W	29.22'
L45	N 51°00'35" W	100.62'
L46	N 58°43'21" W	115.68'
L47	S 89°41'28" W	84.87'
L48	N 49°34'03" W	161.32'
L49	N 10°20'55" W	146.23'
L50	N 06°40'43" E	113.07'
L51	N 02°26'01" W	62.69'
L52	N 06°30'09" E	51.12'
L53	N 12°55'26" E	70.10'
L54	N 15°21'21" E	97.97'
L55	N 10°31'47" E	155.22'
L56	N 24°32'11" E	33.50'
L57	N 11°05'46" E	56.86'
L58	N 19°37'09" E	179.53'
L59	N 33°57'25" E	116.26'
L60	N 42°05'09" E	86.94'
L61	N 59°43'10" E	77.48'
L62	N 52°59'09" E	217.90'
L63	N 54°38'09" E	79.74'
L64	N 34°30'50" E	166.27'
L65	N 11°33'43" E	112.67'
L66	N 04°11'35" W	78.81'
L67	S 78°34'00" W	1,616.84'
L68	N 11°27'55" E	55.71'
L69	N 11°09'57" E	2,591.70'
L70	N 31°24'31" W	61.66'
L71	N 08°56'21" W	84.16'
L72	N 40°23'15" W	114.49'
L73	N 43°38'39" W	134.69'
L74	N 19°31'20" W	80.43'
L75	N 37°11'55" W	100.98'
L76	N 45°50'12" W	211.91'
L77	N 68°14'45" W	106.56'
L78	N 11°10'57" E	1,552.24'

LEGEND

DOC. DOCUMENT
FND. FOUND
I. IRON
NO. NUMBER
O.P.R.C.C.T. OFFICIAL PUBLIC RECORDS
OF CALDWELL COUNTY, TEXAS
PG. PAGE
P.O.B. POINT OF BEGINNING
VOL. VOLUME

A

REMAINDER OF A
CALLED 9.988 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 601, O.P.R.C.C.T.

B

REMAINDER OF A
CALLED 9.484 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 551, O.P.R.C.C.T.

C

REMAINDER OF A
CALLED 9.381 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 558, O.P.R.C.C.T.

D

REMAINDER OF A
CALLED 9.329 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 565, O.P.R.C.C.T.

E

REMAINDER OF A
CALLED 9.304 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 572, O.P.R.C.C.T.

F

REMAINDER OF A
CALLED 9.198 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 538, O.P.R.C.C.T.

G

REMAINDER OF A
CALLED 36.934 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 528, O.P.R.C.C.T.

CURVE TABLE

NO.	ARC LENGTH	RADIUS	DELTA	CHORD BEARING	CHORD DISTANCE
C1	481.63'	12,000.00'	2°17'59"	N 12°19'56" E	481.60'



SUMMIT GEOMATICS, INC.
4603 N STAHL PARK SUITE 103
SAN ANTONIO, TEXAS 78217
Tel: 210-971-4870 | summit-geomatics.com
TBPELS FIRM NO. 10194657

SKETCH OF
889.3 ACRES OF LAND
SITUATED IN THE
JAMES M. BAKER SURVEY, A-46
MILES G. DIKES SURVEY NO. 9, A-6
CALDWELL COUNTY, TEXAS

SCALE:	JOB NO.:	DATE:	SHEET:
1"=1,000'	24.0329	02/06/2025	2 OF 2

DESCRIPTION OF A 148.5 ACRE TRACT OF LAND
SITUATED IN THE JAMES M. BAKER SURVEY, ABSTRACT NO. 46
CALDWELL COUNTY, TEXAS

BEING a 148.5 acre tract of land situated in the James M. Baker Survey, Abstract No. 46 of Caldwell County, Texas, being all of a called 70.83 acre tract of land described as Tract I and all of a called 70.83 acre tract of land described as Tract II recorded in Volume 435, Page 471, of the Official Public Records of Caldwell County, Texas (O.P.R.C.C.T.); said 148.5 acre tract of land described by metes and bounds as follows:

COMMENCING at a 1/2-inch iron rod found on the East right-of-way line of State Highway 130 a controlled access variable width right-of-way (right-of-way being dedicated in the following documents: Volume 553, Page 255, O.P.R.C.C.T., Volume 579, Page 39, O.P.R.C.C.T., Volume 579, Page 47, O.P.R.C.C.T., Volume 579, Page 27, O.P.R.C.C.T., Volume 579, Page 55, O.P.R.C.C.T., Volume 579, Page 65, O.P.R.C.C.T., Volume 579, Page 73, O.P.R.C.C.T., Volume 579, Page 81, O.P.R.C.C.T., Volume 579, Page 89, O.P.R.C.C.T., Volume 579, Page 104, O.P.R.C.C.T., Volume 579, Pg. 112, O.P.R.C.C.T., Volume 579, Page 97, O.P.R.C.C.T., Volume 579, Page 120, O.P.R.C.C.T., Volume 579, Page 128, O.P.R.C.C.T., Volume 619, Page 659, O.P.R.C.C.T., Volume 619, Page 661, O.P.R.C.C.T., and Volume 579, Page 136, O.P.R.C.C.T.), being the Southwest corner of the remainder of a called 101-1/4 acre tract of land described in an instrument to Zanty Lynn Champion and wife Doris Bragg Champion recorded in Volume 356, Page 19, Deed Records of Caldwell County, Texas (D.R.C.C.T.) and being the Northwest corner of a called 691.822 acre tract of land described in an instrument recorded to Spencewood, Inc. recorded in Volume 194, Page 893, O.P.R.C.C.T.;

THENCE, South 61° 53' 33" East, along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 93.52 feet to a 5-inch cedar fence corner post found for an angle point;

THENCE, North 78° 52' 36" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 348.06 feet to a 4-inch cedar fence post found for an angle point;

THENCE, North 78° 30' 19" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 950.36 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." found in the center of an old tree stump with wire for the Northwest corner and **POINT OF BEGINNING** of the herein described tract;

THENCE, North 79° 42' 13" East, along and with the North line of said 70.83 acre Tract II same being the South line of said 101-1/4 acre tract, and the South line of a called 78.962 acre tract of land described in an instrument to David L. Pittman recorded in Volume 35, Page 339, D.R.C.C.T., a distance of 3,290.86 feet to a 3/8-inch iron rod found on the West line of a called 118.357 acre tract of land described in an instrument to Bridge to One, Inc. recorded in Document No. 2021-009484, O.P.R.C.C.T., for the Southeast corner of said 78.962 acre tract, marking the Northeast corner of the herein described tract;

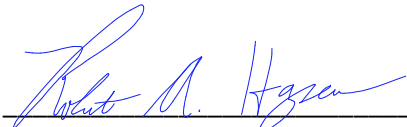
THENCE, South 10° 12' 23" East, along and with the West line of said 118.357 acre tract same being the East lines of said 70.83 acre Tracts I and II, a distance of 1,931.74 feet to a 3/8-inch iron rod found on the North line of a called 181.790 acre tract of land described as Tract II in an instrument to Spencewood Inc., recorded in Volume 503, Page 764, O.P.R.C.C.T., and marking the Southeast corner of said 70.83 acre Tract I and the herein described tract;

THENCE, South 78° 21' 12" West, along and with the South line of said 70.83 acre Tract I same being the North lines of said 181.790 acre tract and said 691.822 acre tract, a distance of 3,275.62 feet to a 10-inch Cedar Post found marking the Southwest corner of said 70.83 acre Tract I and the herein described tract;

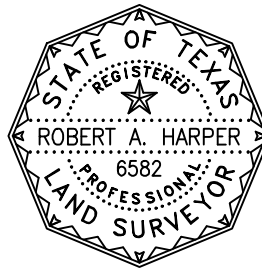
THENCE, North 10° 40' 13" West, along and with an East line of said 691.822 acre tract and the West lines of said 70.83 acre Tracts I and II, a distance of 2,008.96 feet to **POINT OF BEGINNING** and containing 148.5 acres of land.

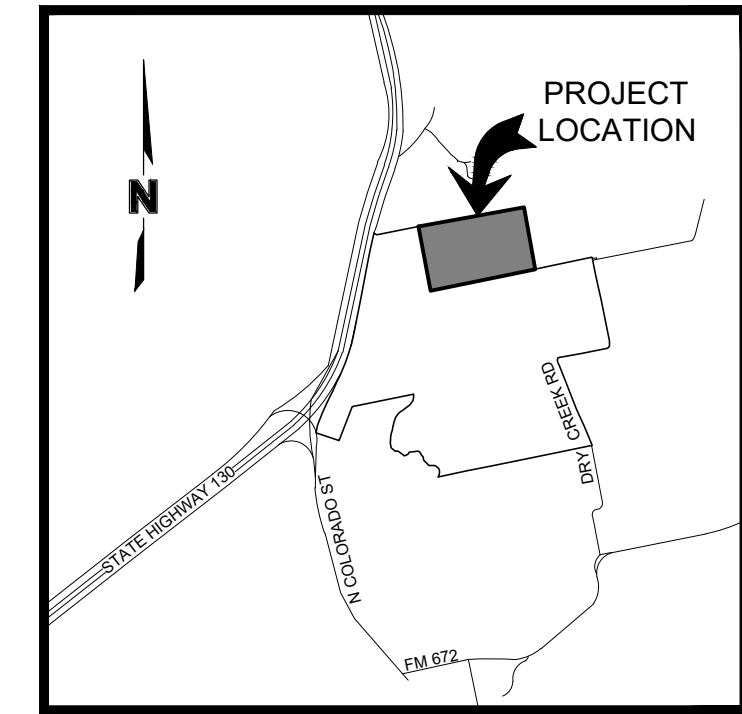
Notes:

- 1) Bearing orientation is based upon the Texas Coordinate System, South Central Zone 4204, North American Datum of 1983 (NAD 83), 2011 Adjustment, Epoch 2010.00. Distances shown hereon are in Surface. To convert distances to Divide by the Surface Adjustment Factor of 1.00013.
- 2) This M&B description was prepared in conjunction with a survey of even date.

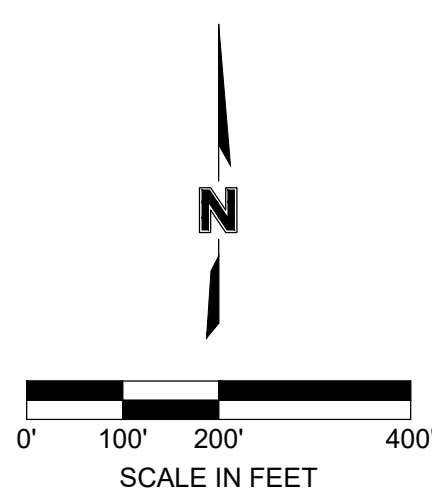


Robert A. Harper, RPLS No. 6582
Summit Geomatics, Inc.
4603 N Stahl Park Suite 103
San Antonio, Texas 78217
TBPELS Firm No. 10194657





LOCATION MAP
NOT TO SCALE



LEGEND	
B.D.G.	BUILDING
D.E.	DRAINAGE EASEMENT
D.R.C.C.T.	DEED RECORDS OF CALDWELL COUNTY, TEXAS
E.M.	ELECTRIC METER
F.H.	FIRE HYDRANT
F.O.M.	FIBER OPTIC MARKER
F.N.D.	FOUND
F.P.	FENCE POST
I.	IRON
MON.	MONUMENT
N.D.	NUMBER
O.P.R.C.C.T.	OFFICIAL PUBLIC RECORDS OF CALDWELL COUNTY, TEXAS
REG.	REGISTERED
PG.	PAGE
P.H.	PIPELINE MARKER
P.O.B.	POINT OF BEGINNING
P.O.C.	POINT OF COMMENCEMENT
P.P.	POWER POLE
R.O.W.	RIGHT-OF-WAY
VOL.	VOLUME
W.M.	WATER METER
W.V.	WATER VALVE
DOT	FOUND 12-INCH ROD
○	(UNLESS OTHERWISE NOTED)
○	POWER POLE
○	SET 5/8-INCH ROD W/ CAP STAMPED
○	"SUMMIT GEOMATICS, INC."
---	OVERHEAD UTILITY LINE
---	EDGE OF ASPHALT
---	ABSTRACT LINE
---	CITY OF LOCKHART ETJ LINE
---	FEMA FLOOD LINE

TITLE COMMITMENT NOTES:

- 10a. Easement granted by August Schuenemann to Texas Power & Light Company, recorded in Volume 121, Page 595, Deed Records, Caldwell County, Texas. (**Shown Hereon**)
- 10b. Easement granted by Adolf Seeliger and wife, Martha Seeliger, to Sinclair Refining Company, recorded in Volume 217, Page 118, Deed Records, Caldwell County, Texas. (**Shown Hereon**)
- 10c. Easement granted by Hilmer A. Seeliger to Humble Pipe Line Company, recorded in Volume 291, Page 578, Deed Records, Caldwell County, Texas. (**Shown Hereon**)
- 10d. Intentionally deleted.
- 10e. Easement granted by Jewell Seeliger, Alvina Bragg, and Lena Jackson to The Veterans' Land Board of the State of Texas, recorded in Volume 303, Page 567, Deed Records, Caldwell County, Texas. (**Shown Hereon**)
- 10f. Intentionally deleted.
- 10g. Intentionally deleted.
- 10h. Intentionally deleted.

- 10i. Terms, Conditions, and Stipulations contained in the Easement and Right of Way Agreement, recorded in Volume 220, Page 838, Official Public Records, Caldwell County, Texas. (**This is a Blanket Easement and R.O.W. - No description provided - over a called 70.83 acre tract described as Tract II in Volume 435, Page 471, Deed Records, Caldwell County, Texas, and called to be within the easement conveyed to Sinclair Refining Company Vol. 217, Pg. 118**)
- 10j. -10q. Intentionally deleted.

Consequences, if any, as to the following matters:

- Water well;
- Power poles, guy wires and associated overhead utility lines located outside of an easement;
- Creek;
- Barbed wire fence not following property lines.

DESCRIPTION OF A 148.5 ACRE TRACT OF LAND SITUATED IN THE JAMES M. BAKER SURVEY, ABSTRACT NO. 46 CALDWELL COUNTY, TEXAS

BEING a 148.5 acre tract of land situated in the James M. Baker Survey, Abstract No. 46 of Caldwell County, Texas, being all of a called 70.83 acre tract of land described as Tract I and all of a called 70.83 acre tract of land described as Tract II recorded in Volume 435, Page 471, of the Official Public Records of Caldwell County, Texas (O.P.R.C.C.T.); said 148.5 acre tract of land described by metes and bounds as follows:

COMMENCING at a 1/2-inch iron rod found on the East right-of-way line of State Highway 130 to a controlled access variable width right-of-way (right-of-way being dedicated in the following documents: Volume 553, Page 255, O.P.R.C.C.T., Volume 579, Page 39, O.P.R.C.C.T., Volume 579, Page 47, O.P.R.C.C.T., Volume 579, Page 27, O.P.R.C.C.T., Volume 579, Page 55, O.P.R.C.C.T., Volume 579, Page 65, O.P.R.C.C.T., Volume 579, Page 73, O.P.R.C.C.T., Volume 579, Page 83, O.P.R.C.C.T., Volume 579, Page 89, O.P.R.C.C.T., Volume 579, Page 104, O.P.R.C.C.T., Volume 579, Page 112, O.P.R.C.C.T., Volume 579, Page 97, O.P.R.C.C.T., Volume 579, Page 120, O.P.R.C.C.T., Volume 579, Page 128, O.P.R.C.C.T., Volume 619, Page 659, O.P.R.C.C.T., Volume 619, Page 661, O.P.R.C.C.T., and Volume 579, Page 136, O.P.R.C.C.T.), being the Southwest corner of the remainder of a called 101-1/4 acre tract of land described in an instrument to Zanty Lynn Champion and wife Doris Bragg Champion recorded in Volume 356, Page 19, Deed Records of Caldwell County, Texas (D.R.C.C.T.) and being the Northwest corner of a called 691.822 acre tract of land described in an instrument recorded to Spencewood, Inc. recorded in Volume 194, Page 893, O.P.R.C.C.T.;

THENCE, South 61° 53' 33" East, along with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 93.52 feet to a 5-inch cedar fence corner post found for an angle point;

THENCE, North 78° 52' 36" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 348.06 feet to a 4-inch cedar fence post found for an angle point;

THENCE, North 78° 30' 19" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 950.36 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." found in the center of an old tree stump with wire for the Northwest corner and **POINT OF BEGINNING** of the herein described tract;

THENCE, North 79° 42' 13" East, along with the North line of said 70.83 acre Tract II same being the South line of said 101-1/4 acre tract, and the South line of a called 78.962 acre tract of land described in an instrument to David L. Pittman recorded in Volume 35, Page 339, D.R.C.C.T., a distance of 3,290.86 feet to a 3/8-inch iron rod found on the West line of a called 118.357 acre tract and described in an instrument to Bridge to One, Inc. recorded in Document No. 2021-009484, O.P.R.C.C.T., for the Southeast corner of said 78.962 acre tract, marking the Northeast corner of the herein described tract;

THENCE, South 10° 12' 23" East, along with the West line of said 118.357 acre tract same being the East lines of said 70.83 acre Tracts I and II, a distance of 1,931.74 feet to a 3/8-inch iron rod found on the North line of a called 181.790 acre tract of land described as Tract II in an instrument to Spencewood, Inc., recorded in Volume 503, Page 764, O.P.R.C.C.T., and marking the Southeast corner of said 70.83 acre Tract I and the herein described tract;

THENCE, South 78° 21' 12" West, along with the South line of said 70.83 acre Tract I same being the North lines of said 181.790 acre tract and said 691.822 acre tract, a distance of 3,275.62 feet to a 10-inch Cedar Post found marking the Southwest corner of said 70.83 acre Tract I and the herein described tract;

THENCE, North 10° 40' 13" West, along with an East line of said 691.822 acre tract and the West lines of said 70.83 acre Tracts I and II, a distance of 2,008.96 feet to **POINT OF BEGINNING** and containing 148.5 acres of land.

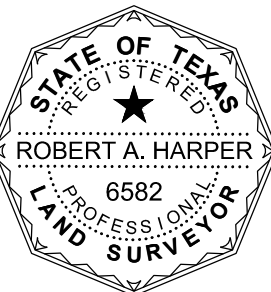
GENERAL NOTES:

- BEARING ORIENTATION IS BASED UPON THE TEXAS COORDINATE SYSTEM, SOUTH CENTRAL ZONE 4204, NORTH AMERICAN DATUM OF 1983 (NAD 83), 2011 ADJUSTMENT, EPOCH 2010.00, MEASUREMENTS ARE IN U.S. SURVEY FEET. DISTANCES AND COORDINATES SHOWN HEREON ARE IN SURFACE AND MAY BE CONVERTED TO GRID BY USING THE COMBINED ADJUSTMENT FACTOR OF 1.00013.
- THIS SURVEY WAS MADE IN RELIANCE UPON THAT CERTAIN COMMITMENT FOR TITLE INSURANCE ISSUED BY FIRST AMERICAN TITLE INSURANCE COMPANY UNDER G.F. NO. 1002-412842-RTT, DATED EFFECTIVE JULY 23, 2025 AND ISSUED ON AUGUST 13, 2025. TRACT 1 AND TRACT 2 LISTED IN SAID TITLE COMMITMENT ARE SHOWN ON THIS SURVEY.
- PROPERTY LIES IN ZONE "A" AND UNSHADED ZONE "X" AS DELINEATED ON THE FLOOD INSURANCE RATE MAP FOR CALDWELL COUNTY, TEXAS AND INCORPORATED AREAS, MAP NO. 48055C0120E, EFFECTIVE DATE JUNE 19, 2012. FLOODLINES SHOWN HEREON WERE OBTAINED FROM THE FEMA GIS DATASET.
- A METES AND BOUNDS DESCRIPTION OF EVEN DATE WAS PREPARED IN CONJUNCTION WITH THIS SURVEY.
- FIELD WORK WAS COMPLETED ON JUNE 20, 2025.

TO HILLWOOD ENTERPRISES, L.P., A TEXAS LIMITED PARTNERSHIP, AND FIRST AMERICAN TITLE INSURANCE COMPANY.

I, ROBERT A. HARPER, A REGISTERED PROFESSIONAL LAND SURVEYOR OF THE STATE OF TEXAS, DO HEREBY CERTIFY THAT THIS SURVEY SUBSTANTIALLY COMPLIES WITH THE CURRENT TEXAS SOCIETY OF PROFESSIONAL SURVEYORS MANUAL OF PRACTICE REQUIREMENTS FOR A CATEGORY 1A, CONDITION 3, LAND TITLE SURVEY. THE FIELDWORK WAS COMPLETED ON THE 20TH DAY OF JUNE, 2025 UNDER MY DIRECT SUPERVISION.

DATED THIS THE 18TH DAY OF SEPTEMBER 2025.



ROBERT A. HARPER, RPLS NO. 6582
SUMMIT GEOMATICS, INC.
TEL: (210) 971-4870
RHARPER@SUMMIT-GEOMATICS.COM



SUMMIT GEOMATICS, INC.
4603 N STAHL PARK SUITE 103
SAN ANTONIO, TEXAS 78217
Tel: (210) 971-4870 | summit-geomatics.com
TBPELS FIRM NO. 10194657

CATEGORY 1A, CONDITION 3
LAND TITLE SURVEY OF
148.5 ACRES OF LAND
SITUATED IN THE
JAMES M. BAKER SURVEY, A-46
CALDWELL COUNTY, TEXAS

SCALE:	JOB NO.:	DATE:	SHEET:
1"=200'	25.0125	09/18/2025	1 OF 1

DESCRIPTION OF A 73.34 ACRE TRACT OF LAND

SITUATED IN THE W.C. WILLIAMS SURVEY NO. 62, ABSTRACT NO. 300
MILES G. DIKES SURVEY NO. 9, ABSTRACT NO. 6
JAMES M. BAKER SURVEY, ABSTRACT NO. 46
CALDWELL COUNTY, TEXAS

BEING a 73.34 acre tract of land situated in the W.C. Williams Survey No. 62, Abstract No. 300, the Miles G. Dikes Survey No. 9, Abstract No. 6, and the James M. Baker Survey, Abstract No. 46, being all of the remainder of a called 6.014 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 579 of the Official Public Records of Caldwell County Texas (O.P.R.C.C.T.), all of the remainder of a called 8.014 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 586 of the O.P.R.C.C.T., all of the remainder of a called 8.708 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 593 of the O.P.R.C.C.T., a portion of the remainder of a called 57.315 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 543 of the O.P.R.C.C.T., all of the remainder of a called 9.988 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 601 of the O.P.R.C.C.T., all of the remainder of a called 9.484 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 551 of the O.P.R.C.C.T., all of the remainder of a called 9.391 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 558 of the O.P.R.C.C.T., all of the remainder of a called 9.329 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 565 of the O.P.R.C.C.T., all of the remainder of a called 9.304 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 572 of the O.P.R.C.C.T., all of the remainder of a called 9.198 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 536 of the O.P.R.C.C.T., all of the remainder of a called 36.934 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 528 of the O.P.R.C.C.T. and a portion of a called 691.822 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 194, Page 893 of the O.P.R.C.C.T., said 73.34 acre tract of land described by metes and bounds as follows:

BEGINNING at a TxDOT aluminum monument found on the East right-of-way line of State Highway 130 (a controlled access variable width right-of-way), being the Northwest corner of a called 11.497 acre tract of land described in an instrument to Lion Country Storage, LLC., recorded in Document No. 140834, O.P.R.C.C.T. and being the Southwest corner of the remainder of said 6.014 acre tract, marking the Southwest corner of the herein described tract and the beginning of a curve to the right;

THENCE, along and with the East right-of-way line of said SH 130 and the West lines of the remainder of said 6.014 acre tract, the remainder of said 8.014 acre tract, the remainder of said 8.708 acre tract, the remainder of said 57.315 acre tract, the remainder of said 9.988 acre tract, the remainder of said 9.484 acre tract, the remainder of said 9.391 acre tract, the remainder of said 9.329 acre tract, the remainder of said 9.304, the remainder of said 9.198 acre tract, the remainder of said 36.934 acre tract, and the remainder of said 691.822 acre tract, the following four (4) bearings and distances:

- 1) Along and with said curve to the right having an angle of 12° 30' 22", a radius of 3,000.00 feet, an arc distance of 654.82 feet and whose long chord bears North 19° 01' 12" East, 653.52 feet to a TxDOT Type II brass disc monument found for a corner of the herein described tract;
- 2) North 25° 16' 23" East, a distance of 1,259.70 feet to a TxDOT Type II brass disc monument found for the beginning of a curve to the left;

- 3) Along and with said curve to the left, having an angle of $14^{\circ} 05' 26''$, a radius of 5,491.00 feet, an arc distance of 1,350.38 feet and whose long chord bears North $18^{\circ} 13' 40''$ East, 1,346.98 feet to a TxDOT Type II brass disc monument for an angle corner of the remainder of said 36.934 acre tract of land;
- 4) North $11^{\circ} 10' 57''$ East, a distance of 1,108.81 feet to a calculated point lying on the centerline of Plum Creek, marking the North corner of the herein described tract;

THENCE, along and with the centerline of said Plum Creek, the following eight (8) bearings and distances:

- 1) South $68^{\circ} 14' 45''$ East, a distance of 106.56 feet to a calculated point for corner;
- 2) South $45^{\circ} 50' 12''$ East, a distance of 211.91 feet to a calculated point for corner;
- 3) South $37^{\circ} 11' 55''$ East, a distance of 100.98 feet to a calculated point for corner;
- 4) South $19^{\circ} 31' 20''$ East, a distance of 80.43 feet to a calculated point for corner;
- 5) South $43^{\circ} 38' 39''$ East, a distance of 134.69 feet to a calculated point for corner;
- 6) South $40^{\circ} 23' 15''$ East, a distance of 114.49 feet to a calculated point for corner;
- 7) South $8^{\circ} 56' 21''$ East, a distance of 84.16 feet to a calculated point for corner;
- 8) South $31^{\circ} 24' 31''$ East, a distance of 61.66 feet to a calculated point for the Northeast corner of the remainder of said 36.934 acre tract, marking the Northeast corner the herein described tract;

THENCE, South $11^{\circ} 09' 57''$ West, along and with the West line of the remainder of said 57.315 acre tract and the East lines of the remainder of said 36.934 acre tract, the remainder of said 9.198 acre tract, the remainder of said 9.304 acre tract, the remainder of said 9.329 acre tract, the remainder of said 9.391 acre tract, the remainder of said 9.484 acre tract and the remainder of said 9.988 acre tract, a distance of 2,591.70 feet to a 1/2-inch iron rod with cap stamped "HINKLE SURVEYING" found for an interior corner of the remainder of said 57.315 acre tract, same being the Southeast corner of said 9.988 acre tract, marking an angle corner of the herein described tract;

THENCE, South $11^{\circ} 27' 55''$ West, over and across the remainder of said 57.315 acre tract, a distance of 55.71 feet to a calculated point on the North line of a called 204.145 acre tract of land described in an instrument to La Familia Partnership, LTD., recorded in Volume 228, Page 493, O.P.R.C.C.T. and further described in Volume 416, Page 694, O.P.R.C.C.T., same being a South line of the remainder of said 57.315 acre tract, marking an angle corner of the herein described tract;

THENCE, South $78^{\circ} 34' 00''$ West, along and with a South line of the remainder of said 57.315 acre tract and the North line of said 204.145 acre tract, a distance of 300.64 feet to a 1/2-inch iron rod with cap stamped "HINKLE SURVEYING" found for the Northwest corner of said 204.145 acre tract and the Northeast corner of the remainder of said 8.708 acre tract, and being an angle corner of the remainder of said 57.315 acre tract, marking an angle corner of the herein described tract;

THENCE, along and with the West line of said 204.145 acre tract and the East lines of the remainder of said 8.708 acre tract, the remainder of said 8.014 acre tract and the remainder of said 6.014 acre tract, the following three (3) bearings and distances:

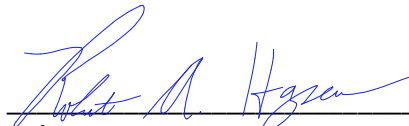
- 1) South $33^{\circ} 22' 33''$ West, a distance of 72.23 feet to a 5/8-inch iron rod with cap stamped "SUMMIT GEOMATICS, INC." set for an angle corner of the herein described tract;

- 2) South 21° 07' 47" West, a distance of 599.49 feet to a 4-inch cedar fence post found for an angle corner of the herein described tract;
- 3) South 20° 18' 27" West, a distance of 458.34 feet to a 5/8-inch iron rod with cap stamped "SUMMIT GEOMATICS, INC." set for the Northeast corner of said 11.497 acre tract and the Southeast corner of the remainder of said 6.014 acre tract, marking the Southeast corner of the herein described tract;

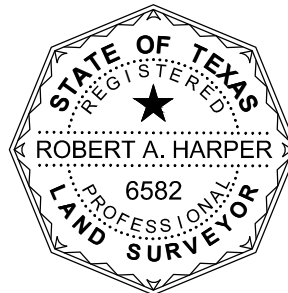
THENCE, North 71° 02' 38" West, along and with the Northeast line of said 11.497 acre tract and the Southwest line of the remainder of said 6.014 acre tract, a distance of 756.93 feet to the **POINT OF BEGINNING** and containing 73.34 acres of land.

Notes:

- 1) Bearing orientation is based upon the Texas Coordinate System, South Central Zone 4204, North American Datum of 1983 (NAD 83), 2011 Adjustment, Epoch 2010.00. Distances shown hereon are in Surface. To convert distances to Divide by the Surface Adjustment Factor of 1.00013.
- 2) This M&B description was prepared in conjunction with a survey of even date.

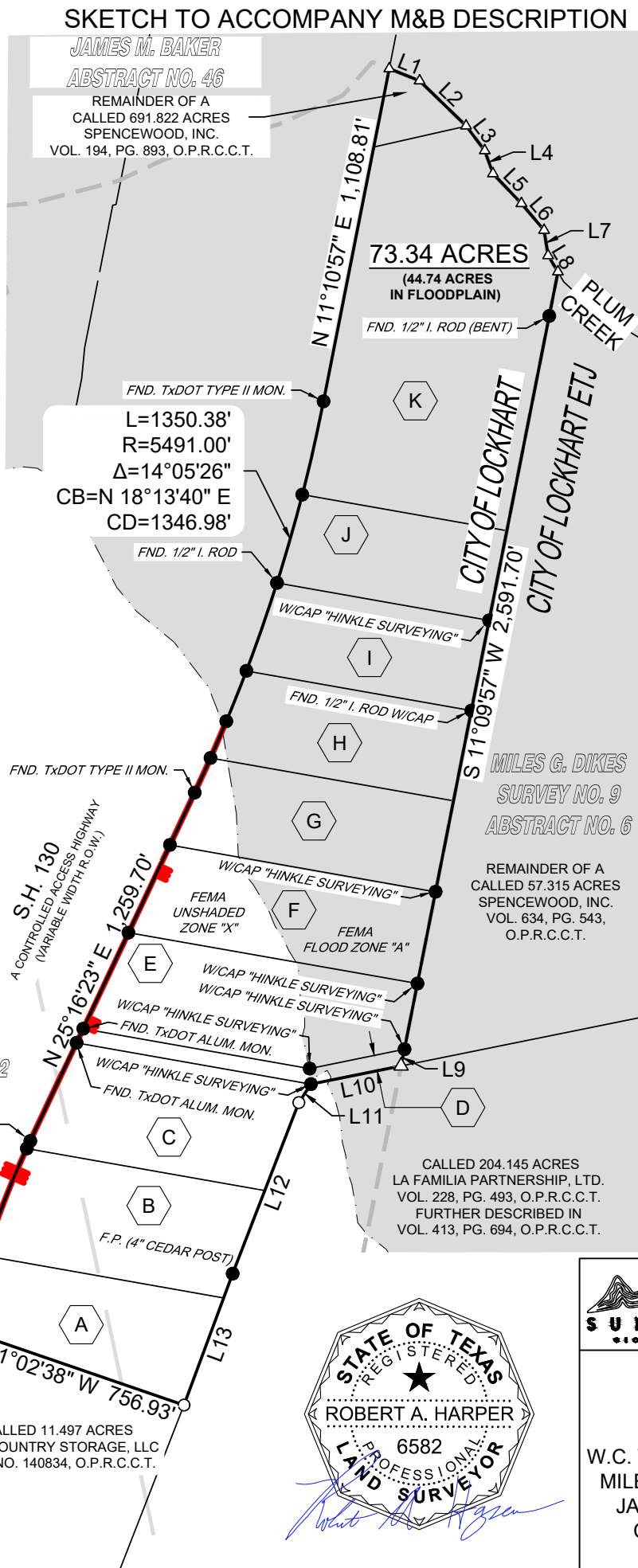


Robert A. Harper, RPLS No. 6582
Summit Geomatics, Inc.
4603 N Stahl Park Suite 103
San Antonio, Texas 78217
TBPELS Firm No. 10194657



SKETCH TO ACCOMPANY M&B DESCRIPTION

- A** REMAINDER OF A CALLED 6.014 ACRES SPENCEWOOD, INC. VOL. 634, PG. 579, O.P.R.C.C.T.
- B** REMAINDER OF A CALLED 8.014 ACRES SPENCEWOOD, INC. VOL. 634, PG. 586, O.P.R.C.C.T.
- C** REMAINDER OF A CALLED 8.708 ACRES SPENCEWOOD, INC. VOL. 634, PG. 593, O.P.R.C.C.T.
- D** REMAINDER OF A CALLED 57.315 ACRES SPENCEWOOD, INC. VOL. 634, PG. 543, O.P.R.C.C.T.
- E** REMAINDER OF A CALLED 9.988 ACRES SPENCEWOOD, INC. VOL. 634, PG. 601, O.P.R.C.C.T.
- F** REMAINDER OF A CALLED 9.484 ACRES SPENCEWOOD, INC. VOL. 634, PG. 551, O.P.R.C.C.T.
- G** REMAINDER OF A CALLED 9.391 ACRES SPENCEWOOD, INC. VOL. 634, PG. 558, O.P.R.C.C.T.
- H** REMAINDER OF A CALLED 9.329 ACRES SPENCEWOOD, INC. VOL. 634, PG. 565, O.P.R.C.C.T.
- I** REMAINDER OF A CALLED 9.304 ACRES SPENCEWOOD, INC. VOL. 634, PG. 572, O.P.R.C.C.T.
- J** REMAINDER OF A CALLED 9.198 ACRES SPENCEWOOD, INC. VOL. 634, PG. 536, O.P.R.C.C.T.
- K** REMAINDER OF A CALLED 36.934 ACRES SPENCEWOOD, INC. VOL. 634, PG. 528, O.P.R.C.C.T.



LEGEND

ALUM.	ALUMINUM
DOC.	DOCUMENT
FND.	FOUND
F.P.	FENCE POST
I.	IRON
MON.	MONUMENT
NO.	NUMBER
O.P.R.C.C.T.	OFFICIAL PUBLIC RECORDS OF CALDWELL COUNTY, TEXAS
PG.	PAGE
P.O.B.	POINT OF BEGINNING
R.O.W.	RIGHT-OF-WAY
VOL.	VOLUME
●	FOUND TXDOT ALUMINUM MON. (UNLESS OTHERWISE NOTED)
○	FOUND 1/2-INCH ROD W/CAP
○	STAMPED "HINKLE SURVEYING"
○	SET 5/8-INCH ROD W/CAP STAMPED "SUMMIT GEOMATICS, INC"
○	CALCULATED POINT
○	TXDOT R.O.W. - ACCESS DENIAL
○	ABSTRACT LINE
○	CITY OF LOCKHART ETJ LINE
○	FEMA FLOOD LINE

1" = 500'

0' 250' 500'

- GENERAL NOTES:**
- BEARING ORIENTATION IS BASED UPON THE TEXAS COORDINATE SYSTEM, SOUTH CENTRAL ZONE 4204, NORTH AMERICAN DATUM OF 1983 (NAD 83), 2011 ADJUSTMENT, EPOCH 2010.00. MEASUREMENTS ARE IN U.S. SURVEY FEET. DISTANCES AND COORDINATES SHOWN HEREON ARE IN SURFACE AND MAY BE CONVERTED TO GRID BY USING THE COMBINED ADJUSTMENT FACTOR OF 1.00013.
 - PROPERTY LIES IN ZONE "A" AND UNSHADED ZONE "X" AS DELINEATED ON THE FLOOD INSURANCE RATE MAP FOR CALDWELL COUNTY, TEXAS AND INCORPORATED AREAS, MAP NO. 48055C0120E, EFFECTIVE DATE JUNE 19, 2012. FLOODLINES SHOWN HEREON WERE OBTAINED FROM THE FEMA GIS DATASET.
 - A METES AND BOUNDS DESCRIPTION OF EVEN DATE WAS PREPARED IN CONJUNCTION WITH THIS SKETCH.

LINE TABLE		
NO.	BEARING	DISTANCE
L1	S 68°14'45" E	106.56'
L2	S 45°50'12" E	211.91'
L3	S 37°11'55" E	100.98'
L4	S 19°31'20" E	80.43'
L5	S 43°38'39" E	134.69'
L6	S 40°23'15" E	114.49'
L7	S 08°56'21" E	84.16'
L8	S 31°24'31" E	61.66'
L9	S 11°27'55" W	55.71'
L10	S 78°34'00" W	300.64'
L11	S 33°22'33" W	72.23'
L12	S 21°07'47" W	599.49'
L13	S 20°18'27" W	458.34'

W.C. WILLIAMS SURVEY NO. 62
ABSTRACT NO. 300

L=654.82'
R=3000.00'
Δ=12°30'22"
CB=N 19°01'12" E
CD=653.52'

P.O.B.
FND. TXDOT ALUM. MON.
FND. TXDOT ALUM. MON.
W/CAP "HINKLE SURVEYING"

W/CAP "HINKLE SURVEYING"

W/CAP "HINKLE SURVEYING"

W/CAP "HINKLE SURVEYING"

CALLLED 11.497 ACRES
LION COUNTRY STORAGE, LLC
DOC. NO. 140834, O.P.R.C.C.T.

CALLLED 204.145 ACRES
LA FAMILIA PARTNERSHIP, LTD.
VOL. 228, PG. 493, O.P.R.C.C.T.
FURTHER DESCRIBED IN
VOL. 413, PG. 694, O.P.R.C.C.T.

REMAINDER OF A CALLED 57.315 ACRES SPENCEWOOD, INC. VOL. 634, PG. 543, O.P.R.C.C.T.

REMAINDER OF A CALLED 9.304 ACRES SPENCEWOOD, INC. VOL. 634, PG. 572, O.P.R.C.C.T.

REMAINDER OF A CALLED 9.198 ACRES SPENCEWOOD, INC. VOL. 634, PG. 536, O.P.R.C.C.T.

REMAINDER OF A CALLED 9.329 ACRES SPENCEWOOD, INC. VOL. 634, PG. 565, O.P.R.C.C.T.

REMAINDER OF A CALLED 9.391 ACRES SPENCEWOOD, INC. VOL. 634, PG. 558, O.P.R.C.C.T.

REMAINDER OF A CALLED 9.484 ACRES SPENCEWOOD, INC. VOL. 634, PG. 551, O.P.R.C.C.T.

REMAINDER OF A CALLED 9.988 ACRES SPENCEWOOD, INC. VOL. 634, PG. 601, O.P.R.C.C.T.



SUMMIT GEOMATICS, INC.
4603 N STAHL PARK SUITE 103
SAN ANTONIO, TEXAS 78217
Tel: 210-971-4870 | summit-geomatics.com
TBPELS FIRM NO. 10194657

SKETCH OF
73.34 ACRES OF LAND
SITUATED IN THE
W.C. WILLIAMS SURVEY NO. 62, A-300
MILES G. DIKES SURVEY NO. 9, A-6
JAMES M. BAKER SURVEY, A-46
CALDWELL COUNTY, TEXAS

SCALE:	JOB NO.:	DATE:	SHEET:
1"=500'	24.0329	05/27/2026	4 OF 4

**REGULAR MEETING
LOCKHART CITY COUNCIL**

SEPTEMBER 16, 2025

6:30 P.M.

CLARK LIBRARY ANNEX-COUNCIL CHAMBERS, 217 SOUTH MAIN STREET, 3RD FLOOR, LOCKHART, TEXAS

Council present:

Councilmember John Castillo
Councilmember Juan Mendoza
Councilmember Jeffry Michelson

Mayor Lew White
Councilmember Brad Westmoreland
Councilmember John Lairsen
Mayor Pro-Tem Angie Gonzales-Sanchez

Staff present:

Joseph Resendez, City Manager
Julie Bowermon, City Secretary
David Fowler, Planning Director
Gary Williamson, Police Chief
Tatiana Salazar, Public Information Officer

Brad Bullock, City Attorney
Sean Kelley, Public Works Director
Keeli Michna, Finance Director
Holly Malish, Economic Development Director
Will Wachel, City Engineer/TRC

Citizens/Visitors Addressing the Council: Representatives of the Lockhart Independent School District; Gene Galbraith; James DeMerit and Alex Gonzales of Broadus & Associates; Joe Stenger of Stenger Air; representative of Duck Pin Bowling; and Citizens: Tyresse Purefay, and Robert Lee Lewis.

Work Session 6:30 p.m.

Mayor White opened the work session and advised the Council, staff and the audience that staff would provide information and explanations about the following items:

DISCUSSION ONLY

A. PRESENTATION OF A PROCLAMATION PROCLAIMING SEPTEMBER 22 - 26, 2025 AS NATIONAL GEAR UP WEEK IN LOCKHART.

Mayor White presented a Proclamation to Representatives of the Lockhart Independent School District.

B. PRESENTATION OF CERTIFICATE OF RECOGNITION PROCLAIMING APRIL 17TH AS GENE GALBRAITH DAY.

Mayor White presented the Certificate to Mr. Galbraith.

C. PRESENTATION AND DISCUSSION OF THE LOCKHART FREEDOM ACT THIRD QUARTERLY REPORT.

Chief Williamson stated that the Lockhart Police Department continues to implement sections of the Lockhart Freedom Act that are not in conflict with state and federal law. These include evidence handling protocols (Section 12.06), codification of officer discretion in low-level marijuana cases (Section 12.10), and public transparency through quarterly reporting (Section 12.12).

This third quarterly report provides updated data on LPD enforcement activity related to misdemeanor marijuana possession during the most recent reporting period. Included in this report are:

- Total number of marijuana-related arrests and citations issued,
- Estimated personnel hours devoted to enforcement of these cases,
- Demographic breakdowns (age, gender, race, and ethnicity) of individuals cited or arrested.

This report builds upon the City's efforts to promote accountability, transparency, and informed decision-making. There was discussion.

D. DEMONSTRATION AND/OR DISCUSSION OF LOCKHART COMMUNITY CRIME MAP.

Chief Williamson stated that the Police Department would like to introduce a new online tool—the Community Crime Map—designed to improve public awareness and transparency around local crime activity. This interactive map allows residents to view recent crime reports by location, date, and crime type. The tool pulls data directly from the city's police department and information is updated regularly to ensure accuracy, while sensitive details are automatically filtered out to protect privacy. The Community Crime Map was developed in response to citizen requests raised during recent Neighborhood Watch organizational meetings. Citizens may sign up at no cost for automated alerts about crime activity and provide anonymous tip submissions. By providing clear, timely information, this tool enhances communication between the police department and the community while empowering residents with actionable knowledge to improve personal and neighborhood safety. There was discussion.

E. DISCUSSION REGARDING PARTICIPATING WITH CALDWELL COUNTY IN COST SHARING OF AN ANIMAL SHELTER FEASIBILITY STUDY.

Chief Williamson stated that Broaddus & Associates submitted a proposal to Caldwell County to perform a feasibility study for the expansion of the current Animal Shelter facility or construction of a new one. The County has requested the City of Lockhart to split the fee for the study. The firm proposes an hourly, not-to-exceed fee of \$162,288.

The proposed study will:

- Explore options to either expand the current animal shelter facility or build a new one.
- Focus strictly on facility feasibility (not operational planning).
- Be completed in three phases over six months: data gathering (including staff interviews and steering committee workshops), development of feasibility options, and preparation of a final report with recommendations for approval.

The Animal Shelter Lease agreement with Caldwell County expires on September 26, 2029.

James DeMerit and Alex Gonzales provided details about the proposed feasibility study and Caldwell County's request for the city's participation in the study. There was discussion.

After discussion, the Council directed staff and the consultants to refer the proposed feasibility study and cost sharing consideration to the Animal Shelter Advisory Board for recommendations.

F. DISCUSS LEASE RENEWAL WITH STENGER AIR SERVICES, INC. FOR AN AIRPORT HANGAR AT THE LOCKHART MUNICIPAL AIRPORT FOR 5 ADDITIONAL YEARS.

Mr. Kelley stated that the original ground lease between Stenger Air and the City of Lockhart was approved on September 19, 1995. The ground lease for 6,250 sf for property at the airport had a term of 30 years, with a 5-year renewal option and is set to expire on September 19, 2025. Mr. Joe Stenger built the hangar on the leased land and has provided flight training services at the Lockhart Municipal Airport for nearly 30 years. The terms of the contract allow for a 5-year extension of the contract and the lessee has provided notification to the City that he would like to continue leasing the property. The lessee plans to continue providing flight training through his flight school. If the extension is approved, the lessee will continue to adhere to the terms of the 1995 lease agreement. These terms include: 1) Maintaining insurance, 2) Covering utilities costs, 3) Providing building maintenance, 4) Abiding by the rules and

regulations of the airport, and 5) Paying the annual ground lease rent, which is based on their current rate plus Consumer Price Index (CPI) adjustments written into the current lease.

Joe Stenger of Stenger Air Services provided information about airport use and flight instruction classes offered at the airport.

G. DISCUSSION REGARDING RATIFYING THE ADOPTION OF ORDINANCE 2025-19 ADOPTING THE CITY OF LOCKHART'S ANNUAL OPERATING BUDGET FOR FISCAL YEAR 2025-2026 AND APPROPRIATING RESOURCES, BEGINNING OCTOBER 1, 2025, ENDING SEPTEMBER 30, 2026, FOR THE CITY OF LOCKHART, CALDWELL COUNTY, TEXAS AND THE LOCKHART ECONOMIC DEVELOPMENT CORPORATION AND ADOPTING THE CITY'S INVESTMENT POLICY, FINANCIAL POLICY, AND FUND BALANCE - STABILIZATION AND EXCESS OF RESERVES POLICIES IN ACCORDANCE WITH HOUSE BILL 1522 AND INCLUDING EXHIBIT A, TAXPAYER IMPACT STATEMENT AS HEREBY INCORPORATED HEREIN IN THIS AGENDA AND IS POSTED AS PART OF THIS AGENDA.

Mr. Bullock stated that House Bill 1522, passed during the State's 89th Legislative Session, amended Section 551.043 of the Texas Government Code to require that meeting notices for a budget discussion or adoption include (1) a physical copy of the proposed budget unless the proposed budget is clearly accessible from the City's website homepage and (2) a taxpayer impact statement. The taxpayer impact statement shows, for the median-valued homestead property, a comparison of the property tax bill in dollars from the current fiscal year to an estimate of the property tax bill in dollars for the same property for the upcoming fiscal year if the city's proposed budget is adopted and if the budget funded by the no-new-revenue rate is adopted instead. The Fiscal Year 2025-2026 budget ordinance and taxpayer impact statement are included in the agenda packet and posted on the City's website in compliance with H.B. 1522.

H. DISCUSSION REGARDING ORDINANCE 2025-23 AMENDING ORDINANCE 2025-16 TO ADOPT THE EARLY VOTING DATES, HOURS, AND LOCATIONS, AND ELECTION DAY VOTING LOCATIONS, AS SET FORTH BY CALDWELL COUNTY FOR THE NOVEMBER 4, 2025 GENERAL ELECTION.

Ms. Bowermon stated that the Caldwell County Elections Administrator (County EA) is conducting Elections on November 4, 2025. The City of Lockhart will hold a general election for the positions of Councilmember District 1, Councilmember District 2, and two Councilmembers At-Large. Since 2010, in the interest of a public purpose, the City of Lockhart has contracted with the County EA to conduct City Elections to enable all propositions and public official positions to be on one ballot for voters within Caldwell County. During the August 2025 City Council meetings, the City Council ordered the November 4, 2025 General Election and authorized the contract for Election Services with Caldwell County. Since August, the County has formally designated early voting times/locations and election day polling locations and workers. Proposed Ordinance 2025-23 amends the City's Order of Election to acknowledge the designations. Election day polling locations for Lockhart residents remains the same as was designated in 2023 and 2024. Next steps in the election process include working with the County EA on proofing the ballot language; in early October the notice of election will be posted and published in the Post Register.

I. DISCUSSION REGARDING RESOLUTION 2025-32 NAMING THE CITY OF LOCKHART'S NOMINATIONS FOR DIRECTORS OF THE CALDWELL COUNTY APPRAISAL DISTRICT FOR THE 2026-2027 TERM.

Mayor White stated that Sally Daniels and Alfredo Munoz have agreed to continue to serve. He requested additional nominations from the Council. There were none.

J. DISCUSSION REGARDING MEMBER APPOINTMENT AND MEETING DATES FOR THE CITIZEN PLANNING COMMITTEE REGARDING THE CITY OF LOCKHART'S ACTIVITIES TO COMMEMORATE AND CELEBRATE THE 250TH ANNIVERSARY OF THE SIGNING OF THE DECLARATION OF INDEPENDENCE ON JULY 4, 2026.

Mayor White requested additional nominations. He stated that Diane Delgado requested to serve on the committee. He stated that their first meeting will be on Monday, September 22 at 6:30 p.m. in the Council Chambers. There was discussion.

K. DISCUSSION REGARDING RESOLUTION NO. 2025-28 APPROVING A PERFORMANCE AGREEMENT WITH BALCONES LOCKHART 2023, LP AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR THE INFRASTRUCTURE UPGRADE OF A NEW FACILITY IN LOCKHART, TX.

Ms. Malish stated that Balcones Real Estate is currently in the process of building a 62,000 square ft facility in the Lockhart Industrial Park #3, between FBS and Ziegenfelder. A new tenant, local to the area, is looking to combine their operations into one building, located at 2605 Dewitt St in Lockhart, TX. In order to assist the new tenant moving into the facility, providing a rate similar to their previous location, and retrofitting the building to accommodate the new tenant's growing production line, Balcones Real Estate applied for economic development incentives. The proposed incentives have support from the Lockhart EDC, for the retrofit is beneficial in the recruitment of the food/beverage industry should a new tenant move into the building and is assisting in the expansion of a local business that will create additional jobs.

L. DISCUSSION REGARDING RESOLUTION NO. 2025-29 APPROVING A PERFORMANCE AGREEMENT WITH HILL COUNTRY FOODWORKS LLC AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR BUILDING IMPROVEMENTS FOR A NEW FACILITY IN LOCKHART, TX.

Ms. Malsih stated that Hill Country Foodworks is a local company that is seeking incentives to assist in their production line expansion when they locate to a new facility in Lockhart, TX. The expansion will consist of buying a larger pouch packing machine and an upgraded canning machine. The expansion will also add 23 new jobs and create more opportunities to expand their business in the marketplace.

M. DISCUSSION REGARDING RESOLUTION NO. 2025-30 APPROVING A PERFORMANCE AGREEMENT WITH SPARE CHANGE RESTAURANT, LLC AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR BUILDING IMPROVEMENTS FOR A NEW BUSINESS IN LOCKHART, TX.

Ms. Malish stated that Spare Change Restaurant LLC is establishing an Arcade/Duck Pin Bowling concept in the Former Arts and Craft location in Lockhart, TX. The concept is unique to Lockhart and will cater to tweens/teens. It also assists the EDC in their goal of providing quality of life to the community and increasing tourism activities. Due to the historical aspect and age of the building and concept of the new business, additional electrical upgrades were needed. Spare Change applied for EDC incentives to assist in the electrical upgrades that would help not only the new business, but businesses in the surrounding area.

Representative of Duck Pin Bowling provided details about their business.

N. DISCUSSION REGARDING RESOLUTION NO. 2025-31 APPROVING THE EXECUTION OF A LETTER OF INTENT (LOI) AND FUNDS TO SECURE A VISITOR CENTER AND PROVIDING AN EFFECTIVE DATE.

Ms. Malish stated that per direction of the Lockhart City Council to acquire and expand a Visitors Center, the Lockhart Economic Development has potentially secured a location in Downtown Lockhart. A visitor's center will serve as a front door to the city and help encourage longer stays in the community. In order to secure the position and hold the location during a due diligence period, funds will need to be utilized.

RECESS: Mayor White announced that the Council would recess for a break at 7:45 p.m.

ITEM 1. CALL TO ORDER.

Mayor Lew White called the meeting to order at 8:00 p.m.

ITEM 2. INVOCATION, PLEDGE OF ALLEGIANCE.

Mayor White requested a moment of silence in honor of victims of gun violence. He gave the Invocation and led the Pledge of Allegiance to the United States and Texas flags.

ITEM 3. PUBLIC COMMENT.

Mayor White requested citizens to address the Council.

Tyresse Purefay, 705 San Saba Street, expressed concern about park safety in his neighborhood.

Robert Lee Lewis, 718 Chihuahua, stated that people are living in vacant houses in his neighborhood. He requested that the city consider boarding the windows on vacant homes.

Mayor White requested additional citizens to address the Council. There were none.

ITEM 4-A. CONSIDER A REQUEST TO POSTPONE A PUBLIC HEARING FOR ZC-25-04 BY SPENCEWOOD INC. ON BEHALF OF SPENCER GOURLEY FOR A ZONING CHANGE FROM AO AGRICULTURAL-OPEN SPACE DISTRICT AND FH FLOOD HAZARD DISTRICT TO RHD RESIDENTIAL HIGH DENSITY DISTRICT ON 50.07 ACRES IN W.C. WILLIAMS SURVEY NO. 62, ABSTRACT NO. 300 AND MILES G. DIKES SURVEY ABSTRACT NO. 6 AND LOCATED AT 2100-2500 NORTH COLORADO STREET (US 183).

Mayor White stated that the public hearing will be postponed to the November 18, 2025 Council meeting.

Councilmember Michelson made a motion to postpone the meeting to November 18, 2025. Councilmember Lairsen seconded. The motion passed by a vote of 7-0.

ITEM 4-B. HOLD A PUBLIC HEARING AND DISCUSSION AND/OR ACTION ON ORDINANCE 2025-22, AMENDING CHAPTER 64, "ZONING" OF THE LOCKHART CODE OF ORDINANCES AS FOLLOWS: AMEND CHAPTER 64 "ZONING", ARTICLE VII "ZONING DISTRICTS AND STANDARDS" SECTION 64-196, "ESTABLISHMENT OF ZONING DISTRICTS" SUBSECTIONS (E) "RESIDENTIAL MEDIUM DENSITY DISTRICT (RMD) (FORMERLY R-2)" AND (F) "RESIDENTIAL HIGH DENSITY DISTRICT (RHD) (FORMERLY R 3)" TO REMOVE MANUFACTURED HOMES AS A USE ALLOWED WITH

THE APPROVAL OF A SPECIFIC USE PERMIT; AND AMEND CHAPTER 64 “ZONING”, ARTICLE VII “ZONING DISTRICTS AND STANDARDS” SECTION 64-200 “SAME—MANUFACTURED HOMES AND MODULAR DWELLINGS” TO REMOVE PARTS OF SUBSECTION (A) REGARDING REQUIREMENTS FOR THE INSTALLATION OF MANUFACTURED HOMES ON INDIVIDUAL RESIDENTIAL LOTS NOT WITHIN MANUFACTURED HOME PARKS.

Mayor White opened the public hearing at 8:15 p.m.

Mr. Fowler stated that Manufactured Homes are currently allowed in the RMD and RHD zoning districts with the granting of a Specific Use Permit from the Planning and Zoning Commission. The Planning and Zoning Commission has frequently denied the SUP applications, citing the recent increase in construction of new site-built homes in residential areas that used to not see much new construction activity. The Commission has also expressed concerns regarding the durability and depreciation of manufactured homes in comparison to site-built homes. After a recent denial of a manufactured home on Cedar Street was successfully appealed to City Council, Councilman Castillo expressed interest in removing the option for allowing manufactured homes to apply for SUPs to allow the homes to be placed in residential districts. Staff reviewed the legality of the prospective text amendment and determined that it would be legal under Texas Law, as the City would still have the MH Manufactured Home zoning district which allows for the placement of manufactured homes in the city. SB 785, which recently passed the state legislature, also states that cities may no longer require SUP approval for manufactured homes in zoning districts in which other types of residential development are allowed by right. The bill does not, however, prohibit cities from not allowing manufactured homes in residential zoning districts, as long as there is a zoning district within the city that allows manufactured homes. Prior staff research has found that very few cities in Central Texas that have populations similar to Lockhart or larger allow manufactured homes in residential zoning districts. There was discussion.

Councilmember Castillo made a motion to approve Ordinance 2025-22, as presented. Councilmember Lairson seconded. The motion passed by a vote of 6-1, with Mayor Pro-Tem Sanchez opposing.

ITEM 5. CONSENT AGENDA.

Councilmember Michelson made a motion to approve consent agenda items 5A, 5B, and 5C. Mayor Pro-Tem Sanchez seconded. The motion passed by a vote of 7-0.

The following are the consent agenda items that were approved:

- 5A: Receive the Lockhart Freedom Act third quarterly report.
- 5B: Ratify the adoption of Ordinance 2025-19 adopting the City of Lockhart's Annual Operating Budget for Fiscal Year 2025-2026 and appropriating resources, beginning October 1, 2025, ending September 30, 2026, for the City of Lockhart, Caldwell County, Texas and the Lockhart Economic Development Corporation and adopting the City's Investment Policy, Financial Policy, and Fund Balance - Stabilization and Excess of Reserves Policies in accordance with House Bill 1522 and including Exhibit A, Taxpayer Impact Statement as hereby incorporated herein in this agenda and is posted as part of this agenda.
- 5C: Approve Ordinance 2025-23 amending Ordinance 2025-16 to adopt the early voting dates, hours, and locations, and election day voting locations, as set forth by Caldwell County for the November 4, 2025 General Election.

ITEM 6-A. DISCUSSION AND/OR ACTION REGARDING PARTICIPATING WITH CALDWELL COUNTY IN COST-SHARING OF AN ANIMAL SHELTER FEASIBILITY STUDY.

Mayor White directed staff to refer the issue to the Animal Shelter Advisory Board for recommendations.

ITEM 6-B. DISCUSSION AND/OR ACTION REGARDING A LEASE RENEWAL WITH STENGER AIR SERVICES, INC. FOR AN AIRPORT HANGAR AT THE LOCKHART MUNICIPAL AIRPORT FOR 5 ADDITIONAL YEARS.

Councilmember Michelson made a motion to approve the lease renewal with Stenger Air Services, Inc., as presented. Councilmember Lairson seconded. The motion passed by a vote of 7-0.

ITEM 6-C. DISCUSSION AND/OR ACTION TO CONSIDER RESOLUTION 2025-32 NAMING THE CITY OF LOCKHART'S NOMINATIONS FOR DIRECTORS OF THE CALDWELL COUNTY APPRAISAL DISTRICT FOR THE 2026-2027 TERM.

Mayor White made a motion to approve Resolution 2025-32 naming Sally Daniels and Alfredo Munoz as Lockhart's nominations. Mayor Pro-Tem Sanchez seconded. The motion passed by a vote of 7-0.

ITEM 6-D. DISCUSSION AND/OR ACTION REGARDING MEMBER APPOINTMENT AND MEETING DATES FOR THE CITIZEN PLANNING COMMITTEE REGARDING THE CITY OF LOCKHART'S ACTIVITIES TO COMMEMORATE AND CELEBRATE THE 250TH ANNIVERSARY OF THE SIGNING OF THE DECLARATION OF INDEPENDENCE ON JULY 4, 2026.

Mayor White made a motion to include Diane Delgado in the committee and to set the first meeting to be held on Monday, September 22, 2025 at 6:30 p.m. in the Council Chambers. Councilmember Lairsen seconded. The motion passed by a vote of 7-0.

ITEM 6-E. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-28 APPROVING A PERFORMANCE AGREEMENT WITH BALCONES LOCKHART 2023, LP AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR THE INFRASTRUCTURE UPGRADE OF A NEW FACILITY IN LOCKHART, TX.

Councilmember Westmoreland made a motion to approve Resolution 2025-28, as presented. Councilmember Michelson seconded. The motion passed by a vote of 7-0.

ITEM 6-F. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-29 APPROVING A PERFORMANCE AGREEMENT WITH HILL COUNTRY FOODWORKS LLC AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR BUILDING IMPROVEMENTS FOR A NEW FACILITY IN LOCKHART, TX.

Councilmember Lairsen made a motion to approve Resolution 2025-29, as presented. Councilmember Mendoza seconded. The motion passed by a vote of 7-0.

ITEM 6-G. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-30 APPROVING A PERFORMANCE AGREEMENT WITH SPARE CHANGE RESTAURANT, LLC AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR BUILDING IMPROVEMENTS FOR A NEW BUSINESS IN LOCKHART, TX.

Councilmember Lairsen made a motion to approve Resolution 2025-30, as presented. Councilmember Michelson seconded. The motion passed by a vote of 7-0.

ITEM 6-H. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-31 APPROVING THE EXECUTION OF A LETTER OF INTENT (LOI) AND FUNDS TO SECURE A VISITOR CENTER AND PROVIDING AN EFFECTIVE DATE.

Mayor White announced that the Council would discuss the item in Executive Session.

ITEM 7. CITY MANAGER'S REPORT, PRESENTATION AND POSSIBLE ACTION

- Lockhart Wastewater Plants receive National Gold awards.
- SH 142 resurfacing at Mockingbird Lane signal update.
- Assistant City Manager recruitment update.
- Airport “Fifty to Fifty Romeo Fly-In” – September 27th.
- Citywide bulk cleanup – Saturday, October 2th.
- National Night Out is scheduled for October 7th.
- Reminder: There will not be a City Council meeting on the first Tuesday of October due to the National Night Out event. The meeting has been moved to Thursday, October 9, 2025.

ITEM 8. COUNCIL AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST

Councilmember Westmoreland reminded everyone about Lockhart Homecoming and praying for rain.

Councilmember Mendoza stated that he attended a learning event with Denton & Navarro. He thanked all involved with the successful Diez y Seis event.

Mayor Pro-Tem Sanchez thanked all involved with the successful Diez y Seis event. She congratulated the Diez y Seis Court for successfully raising funds for the Hispanic Chamber of Commerce. She wished the Lockhart Lions the best of luck during their Homecoming football game. She wished Councilmember Mendoza a Happy Birthday on Saturday.

Councilmember Lairsen congratulated all involved with the successful Diez y Seis event.

Councilmember Castillo congratulated all involved with the successful Diez y Seis event and to the Court for raising funds. He congratulated the Lockhart Lions track team for their winning accomplishments. He thanked staff for making sure the Diez y Seis event was a success regardless of the downtown renovations.

Councilmember Michelson thanked the Hispanic Chamber for a successful Diez y Seis event. He wished Mayor Pro-Tem Sanchez a Happy Birthday.

Mayor White congratulated the Hispanic Chamber for a successful Hispanic Chamber event. He thanked the Smith Family for their building addition to the downtown area.

Mayor White announced that the Council would enter Executive Session at 9:00 p.m. to discuss items 9A and 9B as listed below.

ITEM 9. EXECUTIVE SESSION IN ACCORDANCE WITH THE PROVISIONS OF THE GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.072 - TO DELIBERATE THE PURCHASE, EXCHANGE, LEASE OR VALUE OF REAL PROPERTY IF DELIBERATION IN AN OPEN MEETING WOULD HAVE A DETRIMENTAL EFFECT ON THE POSITION OF THE GOVERNMENTAL BODY IN NEGOTIATIONS WITH A THIRD PERSON AND SECTION 551.071 – CONSULTATION WITH ATTORNEY TO DISCUSS LEGAL ISSUES RELATED THERETO.

- A. Discussion Resolution No. 2025-31 regarding acquisition of property for a visitor center, and legal questions related thereto.
- B. Discussion regarding legal acquisition of a utility easement from Spillmann Properties, Ltd. parallel to the Union Pacific railroad tracks west of Stueve Lane, and legal questions related thereto.

OPEN SESSION

Mayor White announced that the Council would enter Open Session at 9:30 p.m.

ITEM 10-A. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-31 REGARDING ACQUISITION OF PROPERTY FOR A VISITOR CENTER.

Mayor Pro-Tem Sanchez made a motion to approve Resolution 2025-31, as presented. Councilmember Castillo seconded. The motion passed by a vote of 7-0.

ITEM 10-B. DISCUSSION AND/OR ACTION REGARDING ACQUISITION OF A UTILITY EASEMENT FROM SPILLMANN PROPERTIES, LTD. PARALLEL TO THE UNION PACIFIC RAILROAD TRACKS WEST OF STUEVE LANE.

No action taken.

ITEM 11. ADJOURNMENT

Mayor Pro-Tem Sanchez made a motion to adjourn the meeting. Councilmember Mendoza seconded. The motion passed by a vote of 7-0. The meeting was adjourned at 9:32 p.m.

PASSED and APPROVED this September 15, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

Julie Bowermon
City Secretary

**SPECIAL MEETING
LOCKHART CITY COUNCIL**

SEPTEMBER 30, 2025

6:30 P.M.

CLARK LIBRARY ANNEX-COUNCIL CHAMBERS, 217 SOUTH MAIN STREET, 3RD FLOOR, LOCKHART, TEXAS

Council present:

Councilmember John Castillo
Councilmember Juan Mendoza
Councilmember Jeffry Michelson

Mayor Lew White
Councilmember Brad Westmoreland
Councilmember John Lairsen
Mayor Pro-Tem Angie Gonzales-Sanchez

Staff present:

Joseph Resendez, City Manager
Julie Bowermon, City Secretary
Keeli Michna, Finance Director

Sean Kelley, Public Works Director

Citizens/Visitors Addressing the Council: Representatives of the Office of Disaster and Recovery and of Burns & McDonnell.

ITEM 1. CALL TO ORDER,

Mayor Lew White called the meeting to order at 6:30 p.m.

Mayor White requested the following to address the Council:

Representative of the Office of Disaster and Recovery, spoke about the Disaster of Declaration declared by Mayor White in July 2025. She stated that businesses and organizations qualify for Economic Injury Disaster Loans with a deadline of April 2026. She also gave contact information for business owners to inquire and/or apply.

ITEM 2-A. PRESENTATION BY SOLID WASTE CONSULTANT BURNS MCDONNELL REGARDING DISCUSSION CONCERNING INFORMATION GATHERING FROM COUNCIL AND SUGGESTED SERVICES FROM PROSPECTIVE SOLID WASTE PROVIDERS.

Mr. Kelley provided background information about the current solid waste collection contract and the number of accounts that are provided solid waste services.

Representative of Burns & McDonnell provided information and there was discussion regarding the following:

- Procurement process
- Project schedule
- Key scope of work topics
 - Procurement approach
 - Comparison of residential collection
 - Non-single-family residential
 - Recycling program requirements, disposal and recycling location
 - Carts, collection vehicle requirements, and public education
- Key contract terms
 - Exclusive franchise, franchise fee, and rate adjustments

- RFP/contract enhancements

ITEM 3. ADJOURNMENT

Mayor Pro-Tem Sanchez made a motion to adjourn the meeting. Councilmember Mendoza seconded. The motion passed by a vote of 7-0. The meeting was adjourned at 8:23 p.m.

PASSED and APPROVED this September 15, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

Julie Bowermon
City Secretary

**REGULAR MEETING
LOCKHART CITY COUNCIL**

OCTOBER 9, 2025

6:30 P.M.

CLARK LIBRARY ANNEX-COUNCIL CHAMBERS, 217 SOUTH MAIN STREET, 3RD FLOOR, LOCKHART, TEXAS

Council present:

Councilmember John Castillo
Councilmember Juan Mendoza
Councilmember Jeffry Michelson

Mayor Lew White
Councilmember Brad Westmoreland
Councilmember John Lairsen
Mayor Pro-Tem Angie Gonzales-Sanchez

Staff present:

Joseph Resendez, City Manager
Julie Bowermon, City Secretary
David Fowler, Planning Director
Gary Williamson, Police Chief
Kevin Waller, Senior Planner
Holly Malish, Economic Development Director
Tatiana Salazar, Public Information Officer

Jennifer Richie, City Attorney
Sean Kelley, Public Works Director
Keeli Michna, Finance Director
Travis Hughes, Parks Director
Bob Leos, Electric Superintendent
Will Wachel, City Engineer/TRC

Citizens/Visitors Addressing the Council: Representatives of Hays-Caldwell Women's Center; Brandon Williams and Trevor Chandler of Flock Group (via Zoom); Citizens: Rebecca Allen, Taylor Burge, Michael Lewis, Amy Kamp, Sam Benavides, Bonnie Marshall, Martin Gammill-Beck, Pat Stroka, Steve Anderson, James Bertram, Jessica Ruthland, Bob Cole; and Lee Russ, Chair of the Caldwell County Homeless Coalition.

Work Session 6:30 p.m.

Mayor White opened the work session and advised the Council, staff and the audience that staff would provide information and explanations about the following items:

DISCUSSION ONLY

A. PRESENTATION OF A PROCLAMATION DECLARING OCTOBER 2025 AS NATIONAL DOMESTIC VIOLENCE AWARENESS MONTH.

Mayor White presented the Proclamation to Representatives of the Hays-Caldwell Women's Center.

B. PRESENTATION OF A PROCLAMATION DECLARING OCTOBER 2025 AS MANUFACTURING MONTH.

Mayor White presented the Proclamation.

C. PRESENTATION AND DISCUSSION OF A LAW ENFORCEMENT AGREEMENT WITH FLOCK GROUP, INC. FOR FIXED AUTOMATED LICENSE PLATE READER CAMERAS.

Chief Williamson stated that the Lockhart Police Department is requesting City Council approval of a Law Enforcement Agreement with Flock Group, Inc, otherwise known as Flock Safety, for the use of Automatic License Plate Reader (ALPR) technology. Flock Safety provides fixed ALPR cameras designed to enhance public safety by assisting law enforcement in the identification and investigation of criminal activity, including stolen vehicles, wanted persons, and other public safety alerts. The proposed system will consist of seven (7) strategically located cameras at key ingress

and egress points to the city. These cameras will capture vehicle license plates and related vehicle characteristics, transmitting real-time alerts to law enforcement for vehicles of interest. This technology will serve as an additional tool to help officers respond quickly and effectively to public safety concerns. The proposed agreement with Flock Group Inc. provides a 12-month initial subscription with subsequent automatic annual renewals to the Flock Safety platform at an annual cost of \$21,000, which includes system access, maintenance, and real-time alerting features, with professional service fees waived. The system includes advanced capabilities such as vehicle fingerprinting, NCIC/TCIC database integration, and a 30-day data retention period. To ensure proper use and compliance, the Lockhart Police Department has developed a draft departmental policy to establish procedures for the lawful operation of ALPR technology. The policy defines access levels, outlines auditing and training requirements, and safeguards against misuse or impermissible uses. It also affirms that all data collected is owned by the Lockhart Police Department and retained only for 30 days unless tied to an investigation. If the agreement with Flock Group Inc. is approved, this policy will be formally adopted and implemented. The implementation of ALPR technology is a proven force multiplier that provides real-time intelligence to law enforcement, enhancing both crime prevention and investigation capabilities. Several surrounding jurisdictions have successfully adopted Flock Safety systems, further demonstrating the effectiveness of this technology in modern policing. Supporting materials from Flock Safety also highlight benefits such as improved officer efficiency, faster case clearance, and enhanced community safety.

Brandon Williams and Trevor Chandler of Flock Group provided additional details about the Flock camera use, safety and listed several other cities that are utilizing the automated license plate reader cameras. There was discussion.

Rebecca Allen, 515 Wichita Street, expressed concerns about use of the plate reader system.

Taylor Burge, 406 S. Church Street, expressed concerns about use of the plate reader system.

Michael Lewis, 911 San Jacinto Street, expressed concern about the plate reader cameras and about the accountability and trustworthiness of Flock Group.

Amy Kamp, San Marcos, expressed concern about the plate reader cameras possibly being misused and providing incorrect owner information.

Sam Benavides, San Marcos, spoke against use of the cameras and expressed concern about sharing data with other law enforcement agencies.

Bonnie Marshall, Monte Vista Street, expressed concern about possible vulnerabilities of the Flock Group software/system and about possible future legal actions involving the cameras.

Martin Bammill-Beck, 100 Trailside, Lockhart, expressed concern about misuse of the system.

Pat Stroka, 1204 Sierra Vista Cove, recommended that the Council work on police retention rather than purchasing the cameras.

Steve Anderson, 1308 Aspen, stated that he does not believe that the Flock Group is trustworthy. He expressed concern about infringing on citizens' privacy rights.

Jessica Rutland, 1600 Shenandoah Trail, spoke against use of the cameras and stated that she does not believe that the system would be beneficial because of many lawsuits against the license reader cameras.

James Bertram, 1021 Bowie, spoke against the cameras. He expressed concern about the use of the cameras and encouraged the Council to defend the citizens' rights to privacy. He stated that he believes that the cameras are a huge liability to Lockhart.

Bob Cole, 1704 Paintbrush, spoke in favor of the license plate reader cameras. He stated that he believes that the cameras could assist with finding missing persons or locating fugitives.

Mayor White requested additional citizens to address the Council. There were none.

RECESS: Mayor White announced that the Council would recess for a break at 8:22 p.m.

ITEM 1. CALL TO ORDER,

Mayor Lew White called the meeting to order at 8:35 p.m.

ITEM 2. INVOCATION, PLEDGE OF ALLEGIANCE.

Mayor White gave the Invocation and led the Pledge of Allegiance to the United States and Texas flags.

ITEM 3. PUBLIC COMMENT.

Mayor White requested citizens to address the Council. There were none.

ITEM 4-A. APPROVE THE CITY COUNCIL MINUTES OF THE OCTOBER 15, 2024 AND NOVEMBER 7, 2024 MEETINGS.

Councilmember Michelson made a motion to approve the minutes. Councilmember Castillo seconded. The motion passed by a vote of 7-0.

ITEM 4-B. APPROVE THE TERMS OF A NEW LEASE AGREEMENT WITH TOSHIBA AMERICA BUSINESS SOLUTIONS, INC. FOR COPIER EQUIPMENT IN CITY FACILITIES AND AUTHORIZE THE CITY MANAGER TO EXECUTE THE LEASE AGREEMENT.

Ms. Michna stated that the City's current copier lease agreement with Toshiba America Business Solutions, Inc. has expired. The existing copiers, now eight to ten years old, require frequent maintenance and are increasingly incompatible with software and security updates. Staff has worked with Toshiba to develop a proposal that meets the current and future needs of City departments. The new 60-month lease agreement provides for the replacement of ten existing copiers and the addition of one new machine. The monthly lease payment of \$2,163.25 includes toner, replacement parts, and labor, and also upgrades equipment from black-and-white to color units. In addition, the new copiers will feature enhanced technology, including software upgrades that allow wireless and mobile printing, improving both accessibility and efficiency. Toshiba America Business Solutions, Inc. participates in the Texas Department of Information Resources purchasing program, which meets City procurement requirements. Approval of the proposed terms will ensure reliable copier equipment across City facilities, maintain compatibility with security and system updates, and provide modern technology to better support departmental operations.

Councilmember Castillo made a motion to approve a new lease with Toshiba America Business Solutions, Inc., as presented. Councilmember Westmoreland seconded. The motion passed by a vote of 7-0.

ITEM 5-A. DISCUSSION AND/OR ACTION REGARDING A LAW ENFORCEMENT AGREEMENT WITH FLOCK GROUP, INC. FOR FIXED AUTOMATED LICENSE PLATE READER CAMERAS.

Mayor White suggested that the Flock Group Representatives be requested to attend a meeting in person to continue discussion about the cameras, as recommended by staff. There was discussion.

Councilmember Castillo made a motion to deny the agreement with Flock Group, Inc. Councilmember Lairsen seconded. The motion passed by a vote of 6-1, with Mayor White opposing.

ITEM 5-B. DISCUSSION AND/OR ACTION REGARDING APPOINTMENT OF A CITY OF LOCKHART REPRESENTATIVE TO THE CALDWELL COUNTY HOMELESS COALITION BOARD OF DIRECTORS.

Mayor White stated that Councilmember Lairsen nominated Pastor Fisher.

Lee Russ, Chair of the Caldwell County Homeless Coalition, provided details about the Board's duties, goals and how they assist the homeless in the community. He stated that the majority of the individuals that they serve are mostly in Lockhart. There was discussion.

Councilmember Lairsen made a motion to appoint Reverend Fisher. Mayor Pro-Tem Sanchez seconded. The motion passed by a vote of 7-0.

ITEM 5-C. DISCUSSION AND/OR ACTION TO CONSIDER THE APPOINTMENT OF A STEERING COMMITTEE FOR THE DESIGN OF THE INDOOR RECREATION CENTER.

Mr. Hughes stated that this agenda item is to consider the appointment of a steering committee to provide input and guidance in the design of the Indoor Recreation Center. The steering committee is intended to ensure that a wide variety of proposed current and future uses are thoughtfully considered, reflecting the needs and priorities of a broad spectrum of potential users. The committee will be comprised of representatives from City boards, Caldwell County, Lockhart ISD, and community members, bringing forward perspectives from parks planning, education, regional partnerships, and the community at large. This balanced composition will help guide the design of a multipurpose facility that serves current residents and supports growth, evolving recreation trends, and long-term community needs.

Proposed Steering Committee Members:

- Karla Tate – Parks Board
- Melinda Kirst – Parks Board
- Jeremiah Chapman – Lockhart ISD
- BJ Westmoreland – Caldwell County Commissioner
- Chris St. Leger – Citizen
- Sara Partridge – Citizen
- Lynn Gabay – Citizen
- Tim Torres – Citizen

Councilmember Michelson made a motion to appoint the recommended individuals to the Steering Committee. Mayor Pro-Tem Sanchez seconded.

Councilmember Mendoza recommended adding nominations of an individual from both the Youth Soccer Association and the Lockhart Little League. Mayor White stated that individuals of those organizations are welcome to attend the meetings.

The motion passed by a vote of 7-0.

ITEM 5-D. DISCUSSION AND/OR ACTION REGARDING REQUEST BY CHARLIE TAMES OF GLORIA GROUP PARTNERS, LP, FOR A DETERMINATION OF ELIGIBILITY FOR A TAX ABATEMENT (TA-25-01) PURSUANT TO CHAPTER 28 "HISTORIC DISTRICTS AND LANDMARKS" DIVISION 2 "TAX ABATEMENT", OF THE LOCKHART CODE OF ORDINANCES, FOR VARIOUS EXTERIOR AND INTERIOR IMPROVEMENTS TO A BUILDING IN THE HISTORIC DISTRICT, LOCATED AT 119 WEST SAN ANTONIO ST.

Mr. Waller stated that Division 2 of the Historic Districts and Landmarks Ordinance provides for tax abatements to mitigate the cost of eligible improvements to structures that are within a historic district or that are a City-designated historic landmark. The owner of a commercial building within the Historic District, located at 119 West San Antonio St., has applied for a tax abatement for both exterior and interior improvements to the building, which have already been completed. With regard to the improvements, the first-floor windows along the West San Antonio Street façade have been replaced with those that are energy efficient. The existing stained, half-moon-shaped windows on the first floor of the North Church Street façade remain in place. Windows on the second and third stories have been refinished and repainted. New doors have been installed to replace those existing on the south, west, and north facades. In addition, an existing, side-by-side door and window have swapped locations on the east end of the north façade. Awnings have been installed on the south and west building facades that replace the original awnings that were removed at some point in the past. The new awnings are comprised of a steel frame with metal roofing, and utilize the same mounting points as those previous. A new fire escape has been constructed from the third story to the roof level on the north façade. The rooftop area has been remodeled to include new siding and paint on the now-enlarged rooftop structure to house the elevator landing, restrooms, and storage area, along with a new composite wood deck, new roofing material between the deck and rooftop structure, and a new steel guardrail along the rooftop edges. Skylights with new glass brick have been restored in the sidewalks along the North Church Street and West San Antonio Street frontages. With regard to color, all exterior doors, roof deck guardrails, and the fascia of the rooftop structure have been painted black. The rooftop structure walls consist of a box rib style and feature a weathered copper color. The roof soffit at the roof deck is composed of stained wood. Structural interior improvements include a new elevator that extends to the roof deck, and interior floor reinforcement where necessary. A Tax Abatement application must first be considered by the Historical Preservation Commission for a recommendation to the City Council, which will in turn make a determination of eligibility for the tax abatement. In addition, a Certificate for Alteration must be considered by the Commission along with the Tax Abatement application. Certificates for Alteration were approved by the Commission for the project on July 5, 2023, September 4, 2024, and February 5, 2025. The Tax Abatement application was recommended for approval at the Commission's September 3, 2025 meeting.

Councilmember Michelson made a motion to approve the tax abatement, as presented. Councilmember Lairsen seconded. The motion passed by a vote of 7-0.

ITEM 5-E. DISCUSSION AND/OR ACTION ON UPDATED AGREEMENT WITH LCRA AND MCCOY TREE SERVICE FOR TREE TRIMMING IN THE RIGHT-OF-WAY AND UTILITY EASEMENTS.

Mr Leos stated that it is recommended that the City continue the tree trimming program with McCoy Tree Surgery (McCoy) in an effort to reduce voltage flicker, outages, losses, and improve public safety and

satisfaction. Trees in close contact with power lines and tree limbs falling onto power lines are the most common causes of outages. Downed power lines caused by falling trees are a public safety hazard. Utilities that fail to maintain a tree trimming program frequently experience higher than normal expenses during severe storm conditions, which include overtime, purchase of additional inventory to replace damaged poles, wires and electric equipment. The City's electric utility staff are very satisfied with the work McCoy has completed throughout the city to date. If approved, staff will coordinate with McCoy to begin pruning in early January 2026. Trimming oak trees during the winter months (December–February) is an industry best practice to mitigate potential causes of Oak Wilt. Staff anticipates funding appropriated in this year's FY 2025-26 budget will continue tree trimming services through April 2025. Prior to trimming, door hangars (in English and Spanish) are left at the residences in the area and provide the name and number of the City's contractor. McCoy was first awarded a Customer Services Contract with the City for tree trimming services in FY 2019-20 during the March 3, 2020 Council meeting. The approved services contract was provided through the Lower Colorado River Authority's (LCRA) competitively procured tree trimming agreement with McCoy Tree Surgery. Lower Colorado River Authority (LCRA) advised they rebid the tree trimming agreement in Fall 2024 for a new term and selected McCoy for a renewed agreement. There was discussion.

Councilmember Lairsen made a motion to approve the agreement with LCRA and McCoy Tree Service, as presented. Mayor Pro-Tem Sanchez seconded. The motion passed by a vote of 7-0.

WORK SESSION ITEM E. PRESENTATION AND DISCUSSION REGARDING LIGHTED STOP SIGNS IN THE DOWNTOWN AREA.

Mr. Kelley stated that as part of the Downtown Revitalization Project, several new stop signs were recently installed to enhance pedestrian safety and calm traffic in historic downtown Lockhart. With these additions, there are now 36 stop signs in the downtown area. This agenda item provides an opportunity for City Council to give staff direction on whether to continue researching the potential use of lighted LED stop signs at select downtown intersections. Lighted stop signs are most commonly installed at high-risk intersections or in areas where traditional signage has proven insufficient.

Lighted stop signs are particularly effective in the following situations:

- **Limited visibility:** Curves, hills, or other obstructions that prevent clear sight lines.
- **Rural or poorly lit areas:** Where drivers may not anticipate intersections, especially at night.
- **High-risk intersections:** Locations with a history of collisions or high rates of stop sign violations.
- **High-traffic intersections:** Busy corridors where illuminated signage stands out amid visual clutter.
- **Adverse weather conditions:** Active illumination improves visibility in fog, rain, or low light.

Texas Department of Transportation (TxDOT) has noted that use of LED stop signs or beacons is generally based on crash history at a given location. Other measures, such as advanced warning signs or supplemental signage, are typically considered first. TxDOT would need to review individual locations to determine if LED stop signs are warranted in Lockhart's downtown.

Several factors for consideration regarding the potential use of lighted LED stop signs include the following:

- **Design Standards:** Current downtown signage was designed by the project engineer and architect to meet or exceed safety standards.
- **Aesthetic Impact:** Unsynchronized LED signs may detract from the historic downtown character.

- **Cost:** LED stop signs typically cost between \$700–\$1,200 per sign and were not budgeted in the Downtown Revitalization Project.
- **Alternative Safety Enhancements:** The downtown project already includes new intersection lighting, crosswalks, stop bars, and striping to improve visibility and safety while preserving the historic aesthetic.

There was discussion.

CONSENSUS: The consensus of the Council was to leave the stop signs as they are currently installed, without the lighted stop signs.

WORK SESSION ITEM F. PRESENTATION AND DISCUSSION REGARDING POTENTIAL DOWNTOWN BUSINESS SUPPORT PROGRAMS.

Ms. Malish stated that downtown businesses have expressed concern that the ongoing Downtown Revitalization Project — including temporary street closures and the general appearance of a construction zone — has deterred customers and visitors. Potential support strategies intended to help downtown businesses navigate these challenges until construction is complete. Options may include marketing and promotional initiatives, partnerships, technical assistance, and other business retention efforts. There was discussion.

CONSENSUS: After discussion, the consensus of the Council was to direct the City Attorney to look into a gift card idea and to continue with digital advertising and possibly a banner.

ITEM 5-F. DISCUSSION AND/OR ACTION AUTHORIZING RESOLUTION 2025-33: (1) DETERMINING THAT A PUBLIC NECESSITY EXISTS FOR THE ACQUISITION OF PERMANENT SANITARY SEWER AND TEMPORARY CONSTRUCTION EASEMENTS LOCATED ON REAL PROPERTY WHICH ARE REQUIRED FOR THE CONSTRUCTION OF THE LOCKHART ECONOMIC DEVELOPMENT ADMINISTRATION SEWER PROJECT AMERICA RESCUE PLAN ACT PROJECT #08-79-05656 TO CONSTRUCT SANITARY SEWER UTILITY INFRASTRUCTURE; (2) AUTHORIZING THE CITY MANAGER TO MAKE OFFERS FOR THE ACQUISITION OF EASEMENTS REQUIRED FOR SAID PROJECT AND TO EXPEND AN AGGREGATE AMOUNT NOT TO EXCEED \$50,000.00 TO ACQUIRE SAID EASEMENTS; (3) ESTABLISHING CERTAIN PROCEDURES FOR ACQUISITION; AND (4) AUTHORIZING THE CITY MANAGER TO EXECUTE ANY DOCUMENTS IN CONNECTION THEREWITH.

Mr. Kelley stated that the City of Lockhart was awarded a grant from the Economic Development Administration to construct wastewater utilities along the railroad tracks on the west side of Lockhart. The improvements are to improve wastewater service in the area along with the necessary decommissioning of a wastewater lift station. The project is necessary to continue the level of wastewater service in the region and accommodate future growth. The project is oriented along the Union Pacific Railroad and begins at Tank Street, ending at the Windridge Subdivision. The project is 100% designed and all the necessary easements have been obtained except the wastewater utility and construction easements across two parcels with one property owner. The acquisition of these permanent utility easements will permit the City access to maintain, operate, and the utility in the easement area. This resolution would authorize the City Manager to pay just compensation to the Owner for the acquisition of the easements. The resolution establishes and defines “just compensation” to be an amount not to exceed the “Total Appraised Compensation” plus incremental amounts above the Total Appraised Compensation, as necessitated by the circumstances of each tract, for the acquisition of the easements from the Owner. If compensation for the easements exceeds the City Manager's purchasing authority, then the acquisition of said easement will

be brought back to City Council for separate approval. If an agreement cannot be reached on the acquisition of an easement, a request to initiate condemnation proceedings will be presented to the City Council.

Councilmember Michelson made a motion to approve Resolution 2025-33, as presented. Councilmember Castillo seconded. The motion passed by a vote of 7-0.

ITEM 5-G. DISCUSSION AND/OR ACTION AUTHORIZING RESOLUTION 2025-34 FINDING THAT ONE SANITARY SEWER EASEMENT AND ONE TEMPORARY CONSTRUCTION EASEMENT LOCATED ON PROPERTY ADDRESSED AS 1600 SILENT VALLEY ROAD, LOCKHART, CALDWELL COUNTY, TEXAS ARE NECESSARY FOR THE CONSTRUCTION OF THE LOCKHART ECONOMIC DEVELOPMENT ADMINISTRATION SEWER PROJECT AMERICAN RESCUE PLAN ACT PROJECT #08-79-5656 TO CONSTRUCT SANITARY SEWER UTILITY INFRASTRUCTURE AND AUTHORIZING THE USE OF EMINENT DOMAIN TO CONDEMN THE EASEMENT INTERESTS PURSUANT TO GOVERNMENT CODE § 2206.053.

Mr. Kelley stated that the City has completed the design phase for the Lockhart Economic Development Sewer Project. The project's design requires permanent wastewater and temporary construction easements from one private property owner. Contract Land Staff (CLS) is the right of way services company assisting with this project. The appraisals for the easements have been conducted and offers have been made to the owner based on the appraisal report for the property. Staff and CLS continue to negotiate with the owner. However, they have not been able to reach an agreement with the property owner for the remaining easement interests. Therefore, the City believes it is prudent to authorize the use of eminent domain for the easements located on the following properties:

1600 Silent Valley Road, Lockhart, Texas, Caldwell County Tax Appraisal ID Nos. 14661 and 18689: The permanent sanitary sewer easement is legally described as being a fifteen (15) foot-wide, 30,758 square foot tract of land, and the temporary construction easement legally described as being a fifteen (15) foot-wide, 30,810 square foot tract of land, both situated in the City of Lockhart, Caldwell County, Texas, and being also a part of the Cornelius Crenshaw Survey, A-68 and being also a part of a tract of land designated as Exhibit B called 21.584 acres and part of a tract of land designated as Exhibit C Tract 1 called 35.97 acres and conveyed to Spillman Properties, Ltd. By deed recorded in Volume 586, Page 112 of the Official Public Records of Caldwell County, Texas. The survey plat and metes and bounds of the easements are attached as Exhibits A, B, and C.

Just compensation was determined by appraisal and the City, through CLS, made an initial offer on July 3, 2025, for the appraised amount. CLS was able to contact the property owner to discuss the offer. The property owner did not accept the initial offer. However, despite good faith negotiations, an agreement could not be reached. A final offer was made on August 19, 2025.

Councilmember Lairsen made a motion that the City of Lockhart approve Resolution 2025-34 and authorize the use of eminent domain to acquire a permanent sanitary sewer easement and a temporary construction easement located on the two properties, both being necessary for the construction of the Lockhart Economic Development Administration sewer project. The permanent sanitary sewer easement being legally described as being a fifteen (15) foot-wide, 30,758 square foot tract of land, and the temporary construction easement legally described as being a fifteen (15) foot-wide, 30,810 square foot tract of land both situated in the City of Lockhart, Caldwell County, Texas, and being also a part of the Cornelius Crenshaw Survey, A-68 and being also a part of a tract of land designated as Exhibit B called 21.584 acres and part of a tract of land designated as Exhibit C Tract 1 called 35.97 acres and conveyed

to Spillman Properties, Ltd. by deed recorded in Volume 586, Page 112 of the Official Public Records of Caldwell County, Texas. Councilmember Castillo seconded. The motion passed by a vote of 7-0.

ITEM 6. CITY MANAGER'S REPORT, PRESENTATION AND POSSIBLE ACTION

- Update on Caldwell County Road bond projects.
- Progress update on the installation of Gateway Monument signs.
- Recap of the 2025 National Night Out events.
- Splash pads will close for the season on October 26, 2025.

ITEM 7. COUNCIL AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST

Councilmember Mendoza congratulated the High School Cross Country team for their win.

Mayor Pro-Tem Sanchez thanked the hosts of the successful National Night Out events.

Councilmember Lairsen thanked Hays-Caldwell Women's Center for their dedication to the community. He thanked all involved with the successful National Night Out events.

Councilmember Castillo thanked all involved with the National Night Out events. He thanked staff for their work. He also thanked Mayor and Council for their dedication to the community.

Councilmember Michelson thanked all involved with the successful National Night Out events. He inquired about extending operation of the Splash Pad if the November weather remains hot.

Mayor White stated that Mr. Lewis sent a thank you letter. He will be attending a seminar in Houston.

EXECUTIVE SESSION

Mayor White announced that the Council would enter Executive Session at 9:45 p.m.

ITEM 8. EXECUTIVE SESSION IN ACCORDANCE WITH THE PROVISIONS OF THE GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.087 TO DELIBERATE OR FOR DISCUSSION REGARDING COMMERCIAL OR FINANCIAL INFORMATION THAT THE GOVERNMENTAL BODY HAS RECEIVED FROM A BUSINESS PROSPECT THAT THE GOVERNMENTAL BODY SEEKS TO HAVE LOCATE, STAY, OR EXPAND IN OR NEAR THE TERRITORY OF THE GOVERNMENTAL BODY AND WITH WHICH THE GOVERNMENTAL BODY IS CONDUCTING ECONOMIC DEVELOPMENT NEGOTIATIONS; OR TO DELIBERATE THE OFFER OF A FINANCIAL OR OTHER INCENTIVE TO A BUSINESS PROSPECT.

- A. Discussion regarding economic development negotiations with Projects CA-237 and CA-246.

OPEN SESSION

Mayor White announced that the Council would enter Open Session at 9:45 p.m.

ITEM 9-A. DISCUSSION AND/OR ACTION REGARDING ECONOMIC DEVELOPMENT NEGOTIATIONS WITH PROJECTS CA-237 AND CA-246.

No action taken.

ITEM 10. ADJOURNMENT

Mayor Pro-Tem Sanchez made a motion to adjourn the meeting. Councilmember Mendoza seconded.
The motion passed by a vote of 7-0. The meeting was adjourned at 9:46 p.m.

PASSED and APPROVED this September 15, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

Julie Bowermon
City Secretary

**SPECIAL MEETING
LOCKHART CITY COUNCIL**

OCTOBER 14, 2025

6:00 P.M.

CLARK LIBRARY ANNEX-COUNCIL CHAMBERS, 217 SOUTH MAIN STREET, 3RD FLOOR, LOCKHART, TEXAS

Council present:

Councilmember John Castillo
Councilmember Juan Mendoza
Councilmember Jeffry Michelson

Mayor Lew White
Councilmember Brad Westmoreland
Councilmember John Lairsen
Mayor Pro-Tem Angie Gonzales-Sanchez

Staff present:

Joseph Resendez, City Manager
Julie Bowermon, City Secretary
David Fowler, Planning Director

Citizens/Visitors Addressing the Council: Duke Kerrigan, Mark Meyer and representatives of Hillwood Communities

ITEM 1. CALL TO ORDER,

Mayor Lew White called the meeting to order at 6:00 p.m.

ITEM 2-A. DISCUSSION AND PRESENTATION REGARDING THE DEVELOPMENT OF HILLWOOD COMMUNITIES PROPOSED MASTER PLANNED COMMUNITY TO BE LOCATED EAST OF US 183 AND WEST OF DRY CREEK ROAD ON APPROXIMATELY 1,110 ACRES AND ASSOCIATED FACILITIES, INFRASTRUCTURE, AMENITIES AND ROADWAY IMPROVEMENTS.

Duke Kerrigan, Mark Meyer and representatives of Hillwood Communities provided information and there was discussion regarding the following:

- Propose to bring land in Caldwell County into the city's extraterritorial jurisdiction (ETJ) to allow for future annexation by the City of Lockhart.
- Property will be donated to the Lockhart Independent School District for the construction of a new school.
- Propose to use city water and wastewater.
- Development will involve both Caldwell County and City of Lockhart.
- Texas Commission on Environmental Quality (TCEQ) has approved the Consent to Proceed Agreement.
- Development Agreement conceptual plan.
- Illustrative concept plan.
- Community vision – agricultural community.
- Conceptual open space and amenity characters.
- Phase One Perspective
 - Experience
 - Entry barn with the farm
 - Sense of arrival
 - Pond park
 - Models facing pond park
 - Amenity area
- Phase two
 - Central farm

- Potential builder partners
- Housing diversity
 - Single family types 1 through 6
- Multi-family dwellings
- Retail
- Economic impact
- Land use diversity – multifamily, school and non-residential use
- Roles and responsibilities (City/Developer)
 - Summary of Proposed Developer, Municipal Utility District (MUD), City and County Roles for various Infrastructure Improvements (per 3rd Round Draft of the Development Agreement)
 - As of today, the overall Project is comprised of approximately 1,110 acres with roughly 73 located within the City, 870 acres within in the City's ETJ and 168 acres within Caldwell County.
 - The proposed Development Agreement would bring the current acreage located in the County into the ETJ and per the terms of the Development Agreement. Based on the terms of the Development Agreement, the acreage within the ETJ will be annexed into the City at future date.
 - Drainage/City. Drainage ponds located within City Property shall be maintained by MUD or HOA.
 - Roads/County. Designated as the Minor Arterial shown on the Concept Plan that is part of the current Caldwell County Master Thoroughfare plan.
 - Construction. Developer shall be designated as either Hillwood or MUD.
- Lift station – force main route
- Conceptual street network
- Conceptual street section
- Conceptual amenity park and trail plan
- Key next steps
 - 10/15/2025: Review City Comments to Hillwood's 3rd Round Development Agreement Submittal
 - 11/6/25: Council Meeting for Consideration and Approval of the Development Agreement

There was discussion.

ITEM 3. ADJOURNMENT

Mayor Pro-Tem Sanchez made a motion to adjourn the meeting. Councilmember Mendoza seconded. The motion passed by a vote of 7-0. The meeting was adjourned at 7:20 p.m.

PASSED and APPROVED this September 15, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

Julie Bowermon
City Secretary

**REGULAR MEETING
LOCKHART CITY COUNCIL**

OCTOBER 21, 2025

6:30 P.M.

CLARK LIBRARY ANNEX-COUNCIL CHAMBERS, 217 SOUTH MAIN STREET, 3RD FLOOR, LOCKHART, TEXAS

Council present:

Councilmember John Castillo
Councilmember Juan Mendoza
Councilmember Jeffry Michelson

Mayor Lew White
Councilmember Brad Westmoreland
Councilmember John Lairsen
Mayor Pro-Tem Angie Gonzales-Sanchez

Staff present:

Joseph Resendez, City Manager
Julie Bowermon, City Secretary
David Fowler, Planning Director
Holy Malish, Economic Development Director

Brad Bullock, City Attorney
Sean Kelley, Public Works Director
Keeli Michna, Finance Director
Daniel Williams, Police Captain

Citizens/Visitors Addressing the Council: Citizens: Paul Rockwood, Talor Burge, Sean Meyer, Ben Hodges, Mr. Llamas, Mario Gutierrez, Don O’Neal, Lydia Castillo, Linda Gamez, Elvira Rivera, resident, Delia Bergo, Anna Marie Castillo Ramos, Kimberly Lopez, Gina Juarez, Rosanna Torres; Will Wachel of TRC; Representative of Sensei; and Megan Carvajal of the Lockhart Chamber of Commerce.

Work Session 6:30 p.m.

Mayor White opened the work session and advised the Council, staff and the audience that staff would provide information and explanations about the following items:

DISCUSSION ONLY

A. PRESENTATION AND DISCUSSION REGARDING PEDESTRIAN AND TRAFFIC SAFETY ON RESIDENTIAL STREETS, INCLUDING EXISTING SIDEWALK INFRASTRUCTURE AND TRAFFIC-CALMING MEASURES.

Mr. Kelley stated that a resident of South Blanco Street contacted the City with concerns about speeding and streets without pedestrian walkways, noting that it creates potential safety risks for people walking with children and pets. The resident asked the City to study traffic speeds, look at options such as speed humps or other calming measures, and consider temporary steps such as signs or radar displays to slow drivers. This request reflects broader community interest in improving pedestrian safety and walkability on residential streets throughout Lockhart, especially in areas without sidewalks. There was discussion about the City’s existing pedestrian sidewalk network, current traffic-calming tools, procedures for evaluating and prioritizing requests, educating the public, and potential next steps for South Blanco Street and similar residential areas.

There was discussion with Captain Williams about traffic enforcement to assist with traffic calming measures.

Mayor White requested the following to address the Council:

Paul Rockwood, 603 S. Blanco, expressed concern about speeding vehicles in his neighborhood, which has prompted his family to choose different walking routes rather than using the sidewalks on Blanco

Street. He requested that the Council look into the next step to slow down traffic speed, such as emergency vehicle safe speed humps and police presence.

Taylor Burge, 406 S. Church, stated that Strong Towns Movement has conducted research about narrowing passage ways for cars to prompt drivers to slow down and be more cautious. She suggested that the Council consider installing bollards in some areas to see if it reduces vehicle speeds.

Mayor White requested additional citizens to address the Council. There were none.

There was discussion.

CONSENSUS: After discussion, the consensus of the Council was to direct police patrol continue speed enforcement and incorporate into the speed list, add visible traffic safety signs, and develop a dedicated webpage about traffic calming requests/comments. Staff will also develop a framework for future council considerations to assist with the volume of traffic requests in new neighborhoods.

B. DISCUSSION REGARDING AGREEMENTS WITH MOTOROLA SOLUTIONS, INC. TO EXTEND THE WARRANTIES FOR THE POLICE DEPARTMENT'S BODY-WORN AND IN CAR CAMERA SYSTEMS, AND AUTHORIZE THE CITY MANAGER TO EXECUTE THE AGREEMENTS.

Police Captain Williams stated that in 2022, the Lockhart Police Department purchased 29 Motorola body-worn cameras at a cost of \$85,260, funded through the Texas Governor's Grant Program for the purchase of body-worn cameras. The grant covered 75% of the cost, with a 25% City match. The purchase included a five-year warranty covering maintenance, repairs, and cloud-based support. In 2023, the Department acquired 25 Motorola in-car camera systems at a cost of \$247,500, funded by the City over five years at \$49,500 per year. The purchase also included a five-year warranty covering maintenance, repairs, and cloud-based support. Motorola Solutions, an authorized vendor under the Texas BuyBoard Cooperative Purchasing Cooperative, has provided proposals to extend both warranties for an additional three years beyond their original coverage terms, locking in current pricing and ensuring continued maintenance, software updates, and storage services under Motorola's Video-as-a-Service program.

- **Body-Worn Cameras:** The extended warranty totals \$72,036 (approximately \$24,012 per year) beginning January 15, 2028, immediately following expiration of the current warranty.
- **In-Car Cameras:** The extended warranty totals \$105,969 over three years, with annual costs of \$54,059 in 2028 and \$25,955 in 2029 and 2030. Coverage begins June 11, 2028.

Both agreements include maintenance, repairs, cloud storage support, and a body-camera refresh at year six (2028). These extensions will ensure reliability and operational readiness of both systems through 2031. If approved, future payments will be incorporated into the Police Department's annual operating budget beginning in FY 2027–28.

C. DISCUSSION REGARDING POSSIBLE REJECTION OF ALL BIDS RECEIVED FOR THE ANIMAL SHELTER IMPROVEMENTS PROJECT AND AUTHORIZE STAFF TO REBID THE PROJECT.

Mr. Wachel stated that eight (8) sealed bids were received on September 11, 2025, for the Animal Shelter Improvements Project, which includes construction of two (2) new 3,000-square-foot pre-engineered metal outdoor kennel sheds with metal canopy panel roofs and related sitework, including approximately 52 square yards of concrete sidewalk.

Additive alternates included:

- **Alternate No. 1:** Remodeling of the existing kennel building;
- **Alternate No. 2:** 1,200-square-foot expansion of the existing pre-engineered kennel building and covered sally port; and
- **Alternate No. 3:** Installation of 1,000 square feet of synthetic grass between the new sheds.

Bids ranged from \$913,661.00 to \$2,700,225.00. The apparent low bidder, 304 Construction, LLC, formally withdrew its bid shortly after bid opening due to an omission of a required project component that was not accounted for in its pricing. Following a detailed review by the City's consulting engineer (TRC Companies) and project architect (Connolly Architects & Consultants), it was determined that the remaining bids exceeded the available project funding. TRC has recommended that City Council consider rejecting all bids and authorizing staff to rebid the project to achieve a more competitive pricing outcome and alignment with available funds. The Animal Shelter Advisory Board reviewed the bid results and was in alignment with the recommendation to rebid the project, focusing on the additive alternates only, including the kennel building remodel and related facility enhancements. Funding for the Animal Shelter Improvements Project totals \$650,000, provided through the City's American Rescue Plan Act (ARPA) allocation.

D. DISCUSS RESOLUTION NO. 2025-35 AUTHORIZING AN ECONOMIC DEVELOPMENT INCENTIVE AGREEMENT WITH SENSEI AG HOLDINGS, INC.

Ms. Malish stated that Sensei AG Holdings, Inc. (Sensei Farms) is an agricultural innovation company that integrates technology with sustainable farming practices to produce fresh fruits and vegetables year-round. Founded in 2018, the company operates advanced greenhouse facilities in Lanai, Hawaii, and Ontario, Canada, supplying regional markets across North America. In September 2025, Sensei acquired a 25-acre site at 1205 Reed Drive in Lockhart, formerly owned by Evergen Equity LLC and previously occupied by Iron Ox. The site includes a 283,000-square-foot greenhouse and related infrastructure. The company plans to invest approximately \$40 million to retrofit and expand the facility for advanced controlled-environment agriculture operations. The site was most recently appraised at \$7.7 million. Under the proposed Economic Development Incentive Agreement, approved by the Lockhart Economic Development Corporation (LEDC), the company will be eligible for a property tax rebate not to exceed \$2 million over ten years, contingent upon performance benchmarks that include creating at least 15 full-time jobs with an annual payroll of \$2 million. The project will promote long-term investment, job creation, and expansion of the City's tax base consistent with Chapters 380, 501, and 505 of the Texas Local Government Code.

Representative of Sensei provided information about the business plan to locate in Lockhart.

RECESS: Mayor White announced that the Council would recess for a break at 7:40 p.m.

ITEM 1. CALL TO ORDER.

Mayor Lew White called the meeting to order at 7:55 p.m.

ITEM 2. INVOCATION, PLEDGE OF ALLEGIANCE.

Mayor White gave the Invocation and led the Pledge of Allegiance to the United States and Texas flags.

ITEM 3. PUBLIC COMMENT.

Mayor White requested citizens to address the Council.

Sean Meyer, 1087 Seawillow Road, expressed concern about funding assistance to the Sensei company. He recommended that the city utilize those funds towards community needs.

Ben Hodges, 501 Ash Street, stated that the downtown revitalization project has negatively impacted downtown businesses. He stated that the downtown businesses would appreciate help, if the city has any assistance to offer.

ITEM 4-A. HOLD A PUBLIC HEARING AND DISCUSSION REGARDING APPLICATION ZC 25-05 BY GIOVANNA LLAMAS, AND DISCUSSION AND/OR ACTION TO CONSIDER ORDINANCE 2025-24 FOR A ZONING CHANGE FROM RMD RESIDENTIAL MEDIUM DENSITY DISTRICT TO CMB COMMERCIAL MEDIUM BUSINESS DISTRICT ON ALL OF LOTS 30, 31, AND 32 AND PART OF LOTS 16, 17, 18, 27, 28, AND 29, BLOCK 2, NAVARRO ADDITION, CONSISTING OF 0.3620 ACRES AND LOCATED AT 312 LAREDO STREET.

Mayor White opened the public hearing at 8:05 p.m.

Mr. Fowler stated that this application is to rezone a 0.362 acres parcel located on the eastern frontage of North Colorado Street between Flores and Laredo Streets from RMD Residential Medium Density District to CMB Commercial Medium Business District. The applicant plans to potentially place a small restaurant with drive-in service on the site. The site exceeds the minimum lot size for the proposed RMD zoning district. The site previously had a house which was vacant at the time of application and has since been demolished. The site is within the Local Corridor Designation in the Lockhart Looking Forward comprehensive plan, and retail and restaurant are considered appropriate uses in the Plum Creek District in which the site is located. The site has adequate water and wastewater service, as well as roadway access. The Planning and Zoning Commission recommended approval.

Mayor White requested the applicant to address the Council.

Mr. Llamas, 350 Old Luling Road, stated that he does not currently have a specific plan for the use of the property. He requested that it be zoned commercial so that he can decide what type of business to establish.

Mayor White requested citizens in favor of the proposed zoning change to address the Council.

Mario Gutierrez, 1207 Aransas, spoke in favor of the zoning change. He stated that he and the applicant were born and raised in Lockhart. He spoke positively about the applicant and requested approval of the zoning change.

Don O'Neal, FM 672, spoke in favor of the zoning change. He stated that he believes that the applicant will build a suitable business for the neighborhood/community.

Mayor White requested citizens against the proposed zoning change to address the Council.

Lydia Castillo, 213 Laredo Street, stated that she is against the zoning change. She stated that she believes that the lot is too small for a business. She expressed concern about the lack of adequate parking, large truck supply deliveries, dumpster truck noise, and traffic safety. She requested denial of the proposed zoning change.

Linda Gamez, Austin, spoke against the proposed zoning change. She expressed concern about another business on the small lot in the neighborhood.

Elma Rivera, 415 Laredo Street, spoke against the proposed zoning change. She expressed concern about traffic congestion and public safety. She spoke against a business being built on the lot.

Resident stated that he does not believe that the lot is large enough to build a business. He expressed concern about traffic congestion.

Delia Bergo, Pasadena, Texas, expressed concern about traffic congestion, public safety and spoke against a business being built on the lot.

Anna Marie Castillo Ramos, Kyle, stated that she is speaking on behalf of her mother who resides on Laredo Street. She expressed concern about public safety, traffic congestion and about a business being built in the neighborhood.

Kimberly Lopez, 413 Flores, expressed concern about traffic congestion, public safety and about a business being built in the small residential neighborhood.

Gina Juarez, 413 Flores, spoke against the zoning change. She expressed concern about traffic congestion, public safety and large delivery trucks creating a traffic hazard.

Rosanna Torres, 509 Flores, spoke against the zoning change. She expressed concern about traffic congestion.

Mayor White requested additional citizens to address the Council. There were none. He closed the public hearing at 8:45 p.m.

There was discussion.

Councilmember Lairsen made a motion to approve Ordinance 2025-24, as presented. Councilmember Castillo seconded. The motion passed by a vote of 5-2, with Mayor White and Mayor Pro-Tem Sanchez opposing.

ITEM 4-B. HOLD A PUBLIC HEARING AND DISCUSSION AND OR/ACTION REGARDING ORDINANCE 2025-25 AMENDING CHAPTER 64 "ZONING" AND CHAPTER 18 "ENVIRONMENT" OF THE LOCKHART CODE OF ORDINANCES, AS FOLLOWS: AMEND CHAPTER 64 "ZONING", ARTICLE VII "ZONING DISTRICTS AND STANDARDS" SECTION 64-197, "REGULATIONS COMMON TO ALL OR SEVERAL DISTRICTS" TO ADD A NEW SUBSECTION (K) "RESIDENTIAL NOISE STANDARDS." AMEND CHAPTER 18 "ENVIRONMENT," ARTICLE II "NOISE" SECTION 18 26, "UNREASONABLE NOISE PROHIBITED" TO ADD A REFERENCE TO THE PERMITTED RESIDENTIAL AND NONRESIDENTIAL NOISE LEVELS LISTED IN CHAPTER 64.

Mayor White opened the public hearing at 8:55 p.m.

Mr. Fowler stated that the City's noise ordinance affecting nonresidential uses was most recently amended in November 2024. While the current noise ordinance covers noises heard in residential areas originating from commercial and industrial uses, it does not cover noise originating from residential properties. The

proposed amendment to Chapter 64, Zoning, is designed to eliminate this omission, by regulating allowable noise levels originating from residential uses. The proposed amendment would set the allowed noise levels perceived in residentially-zoned areas to match the allowed levels originating from nonresidential areas. The proposed amendment also includes a smaller amendment to Chapter 18, Environment which sets the noise levels delineated in Chapter 64 as the reference for noise enforcement in that chapter as well. The Planning and Zoning Commission recommended approval. There was discussion.

Councilmember Castillo made a motion to approve Ordinance 2025-25, as presented. Councilmember Michelson seconded. The motion passed by a vote of 5-2, with Mayor Pro-Tem Sanchez and Councilmember Lairsen opposing.

ITEM 5-A. DISCUSSION AND/OR ACTION AUTHORIZING AGREEMENTS WITH MOTOROLA SOLUTIONS, INC. TO EXTEND THE WARRANTIES FOR THE POLICE DEPARTMENT'S BODY-WORN AND IN-CAR CAMERA SYSTEMS, AND AUTHORIZE THE CITY MANAGER TO EXECUTE THE AGREEMENTS.

Councilmember Michelson made a motion to approve agreements with Motorola Solutions, Inc., as presented. Councilmember Westmoreland seconded. The motion passed by a vote of 7-0.

ITEM 5-B. DISCUSSION AND/OR ACTION TO ALL BIDS RECEIVED FOR THE ANIMAL SHELTER IMPROVEMENTS PROJECT AND AUTHORIZE STAFF TO REBID THE PROJECT.

Mayor Pro-Tem Sanchez made a motion to approve rejection of all bids received for the Animal Shelter Improvements project, as presented. Councilmember Castillo seconded. The motion passed by a vote of 7-0.

ITEM 5-C. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-35 AUTHORIZING AN ECONOMIC DEVELOPMENT INCENTIVE AGREEMENT WITH SENSEI AG HOLDINGS, INC.

Councilmember Lairsen made a motion to approve Resolution 2025-35, as presented. Councilmember Westmoreland seconded. The motion passed by a vote of 6-1, with Councilmember Castillo opposing.

ITEM 6. CITY MANAGER'S REPORT, PRESENTATION AND POSSIBLE ACTION

- Fall bulk pickup day 2025 is scheduled for October 25, 2025.
- Preparations are underway for the Texas Monthly BBQ Fest, which is taking place November 1-2, 2025.
- Operating days for the Splash Pads have been extended to November 2, 2025.
- Reminder: there will not be a City Council meeting on the first Tuesday of November. The meeting has been moved to Thursday, November 6, 2025.

ITEM 7. COUNCIL AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST

Councilmember Mendoza thanked Library staff for hosting the successful Comic Con event.

Mayor Pro-Tem Sanchez expressed condolences to families that have lost a loved one. She encouraged everyone to be safe during Halloween. She thanked Pastor Fritz Williams for his dedication to the community.

Councilmember Lairsen encouraged everyone to be safe during Halloween. He reminded everyone to vote.

Councilmember Castillo expressed condolences to families that have lost a loved one. He encouraged everyone to keep up with their health. He congratulated the Lockhart Lion Cross Country team for their athletic accomplishments.

Councilmember Michelson congratulated Coach Hippensteel for the Lockhart Lion Cross Country team athletic accomplishments. He reminded everyone about the Barbecue Festival next weekend. He encouraged everyone to be safe during Halloween.

Councilmember Westmoreland congratulated the Lockhart Roaring Lion Band for winning first in the Regional competition.

Mayor White expressed condolences to the family of Mary Leal for their loss. He congratulated St. John's Colony for their successful event. He thanked the downtown businesses for their patience during the downtown revitalization construction. He encouraged everyone to attend the Texas Monthly Barbecue Festival.

Mr. Bullock reminded Mayor that the public hearing about the noise levels was not officially closed. He also recommended that since the public hearing was not officially closed, a citizen be given the opportunity to address the Council about the topic.

ITEM 4-B. HOLD A PUBLIC HEARING AND DISCUSSION AND OR/ACTION REGARDING ORDINANCE 2025-25 AMENDING CHAPTER 64 "ZONING" AND CHAPTER 18 "ENVIRONMENT" OF THE LOCKHART CODE OF ORDINANCES, AS FOLLOWS: AMEND CHAPTER 64 "ZONING", ARTICLE VII "ZONING DISTRICTS AND STANDARDS" SECTION 64-197, "REGULATIONS COMMON TO ALL OR SEVERAL DISTRICTS" TO ADD A NEW SUBSECTION (K) "RESIDENTIAL NOISE STANDARDS." AMEND CHAPTER 18 "ENVIRONMENT," ARTICLE II "NOISE" SECTION 18 26, "UNREASONABLE NOISE PROHIBITED" TO ADD A REFERENCE TO THE PERMITTED RESIDENTIAL AND NONRESIDENTIAL NOISE LEVELS LISTED IN CHAPTER 64.

Mayor White requested citizens to address the Council against the noise levels.

Don O'Neal, 542 FM 672, spoke against the decibel levels that were adopted. He stated that by adopting the decibel levels as noted in the Ordinance, the Council banned everyone from mowing their lawns or even speaking out loud on their front porch. He stated that the levels that were adopted are very low. He recommended that the Council adjust the decibel levels as listed in the Ordinance.

Mayor White requested additional citizens to address the Council. There were none. He closed the public hearing at 9:25 p.m.

There were no additional action.

EXECUTIVE SESSION

Mayor White announced that the Council would enter Executive Session at 9:30 p.m. to discuss items 8A, 8B, 8C and 9A, as listed below.

ITEM 8. EXECUTIVE SESSION ACCORDANCE WITH THE PROVISIONS OF THE GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.087 TO DELIBERATE OR FOR DISCUSSION REGARDING COMMERCIAL OR FINANCIAL INFORMATION THAT THE GOVERNMENTAL BODY HAS RECEIVED FROM BUSINESS PROSPECT(S) THAT THE GOVERNMENTAL BODY SEEKS TO HAVE LOCATE, STAY, OR EXPAND IN OR NEAR THE TERRITORY OF THE GOVERNMENTAL BODY AND WITH WHICH THE GOVERNMENTAL BODY IS CONDUCTING ECONOMIC DEVELOPMENT NEGOTIATIONS; OR TO DELIBERATE THE OFFER OF A FINANCIAL OR OTHER INCENTIVE TO A BUSINESS PROSPECT, AND EXECUTIVE SESSION IN ACCORDANCE WITH THE PROVISIONS OF GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.071, PRIVATE CONSULTATION WITH ATTORNEY TO SEEK LEGAL ADVICE ABOUT MATTERS SUBJECT TO THE ATTORNEY CLIENT PRIVILEGE:

- A. Discussion regarding municipal and economic development corporation authority to make certain expenditures in support of economic development and revitalization efforts.
- B. Discussion regarding proposed amendments of the Seawillow Ranch Project Development Agreement and associated districts, facilities, infrastructure, amenities and roadway improvements.
- C. Discussion regarding economic development negotiations with Projects CA-242.

ITEM 9. EXECUTIVE SESSION IN ACCORDANCE WITH THE PROVISIONS OF THE GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.074 - TO DELIBERATE THE APPOINTMENT, EMPLOYMENT, EVALUATION, REASSIGNMENT, DUTIES, DISCIPLINE, OR DISMISSAL OF A PUBLIC OFFICER OR EMPLOYEE.

- A. Conduct annual City Attorney's evaluation.

ITEM 10. OPEN SESSION.

Mayor White announced that the Council would enter Open Session at 11:05 p.m.

ITEM 10-B. DISCUSSION AND/OR ACTION REGARDING PROPOSED AMENDMENTS OF THE SEAWILLOW RANCH PROJECT DEVELOPMENT AGREEMENT AND ASSOCIATED DISTRICTS, FACILITIES, INFRASTRUCTURE, AMENITIES AND ROADWAY IMPROVEMENTS.

No action taken.

ITEM 10-C. DISCUSSION AND/OR ACTION REGARDING ECONOMIC DEVELOPMENT NEGOTIATIONS WITH PROJECTS CA-242.

No action taken.

ITEM 10-D. DISCUSSION AND/OR ACTION REGARDING ANNUAL CITY ATTORNEY'S EVALUATION.

No action taken.

ITEM 10-A. DISCUSSION REGARDING MUNICIPAL AND ECONOMIC DEVELOPMENT CORPORATION AUTHORITY TO MAKE CERTAIN EXPENDITURES IN SUPPORT OF ECONOMIC DEVELOPMENT AND REVITALIZATION EFFORTS.

Mayor White requested the following to address the Council:

Taylor Burge, 406 South Church, expressed concern about the decreased business/income of the downtown businesses during the construction of the downtown revitalization project. She stated that the

businesses have exhausted their efforts to bring tourism back to the community. The downtown businesses request that the city/Council work with and include the businesses in future tourism recruitment efforts.

Don ONeal, 542 FM 672, expressed concern about downtown businesses closing because of the lack of visitors during the downtown revitalization construction. He suggested that the downtown businesses be included in the city's tourism recruitment efforts.

Megan Carvajal, Lockhart Chamber of Commerce, encouraged city staff and City Council to include the Lockhart Chamber with tourism recruitment efforts.

CONSENSUS: After discussion, the consensus of the Council was that the Economic Development Department will assist businesses through digital and print advertising for the downtown area, explore banner ideas to advertise "shop downtown", explore regional print and digital advertising, and explore the direction from an advertisement agency.

Mayor White invited input from the local businesses.

ITEM 11. ADJOURNMENT

Mayor Pro-Tem Sanchez made a motion to adjourn the meeting. Councilmember Mendoza seconded. The motion passed by a vote of 7-0. The meeting was adjourned at 11:26 p.m.

PASSED and APPROVED this September 15, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

Julie Bowermon
City Secretary

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Postpone a PUBLIC HEARING originally scheduled for this date for consideration of a ZONING MAP AMENDMENT amending the official zoning map, applying the Entry Corridor Overlay District (ECOD) as found in Chapter 64, "Zoning," Article VII, "Zoning Districts and Standards" Section 64-196, "Establishment of Zoning Districts," Subsection (q) "Entrance Corridor Overlay District (ECOD)" to properties along the US 183/North Colorado Street, SH 130/Cesar Chavez Parkway, FM 2001/Silent Valley Road, FM 20/State Park Road, and FM 20/Blackjack Road corridors.

ORIGINATING DEPARTMENT AND CONTACT: Development Services - David Fowler

ACTION REQUESTED: Ordinance

BACKGROUND/SUMMARY/DISCUSSION: A public hearing had been advertised for this date, including mailed, published, and sign notification, as well as posting on the city website, for the potential inclusion of properties in the Entrance Corridor Overlay District (ECOD), a recent addition to the zoning ordinance which is designed to create enhanced standards to soften the effects of new development along currently rural entrances into Lockhart. After receiving significant letters and in-person testimony in opposition to the proposed action, as well as hearing significant expressions of constituents being either unfamiliar with the provisions of the ECOD or unsure of its intended effects, the Planning and Zoning Commission decided to continue the public hearing at its November 18, 2026 meeting. This continuation would indicate that the City Council hearing should be postponed until December 1, 2026, to allow the City Council to receive the Commission's recommendation from the continued hearing on November 18.

PROJECT SCHEDULE (if applicable): The revised meeting and hearing schedule will include a workshop at the Planning and Zoning Commission's October 28th meeting, the continuation of the P&Z public hearing at their November 18th meeting, and the public hearing before City Council at its December 1, 2026 meeting.

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): None

PREVIOUS COUNCIL ACTION: The Lockhart City Council adopted Ordinance 2026-13, adding the Entrance Corridor Overlay District (ECOD) to Chapter 64, Zoning, on March 17,

City of Lockhart, Texas

Council Agenda Item Cover Sheet

2026.

COMMITTEE/BOARD/COMMISSION ACTION: The Planning and Zoning Commission opened the public hearing at its August 26, 2026 regular meeting. At the meeting significant opposition was expressed to the application of the corridor overlay in the specified areas. As many of the meeting's attendees were unfamiliar with the provisions of the ECOD and their likely effects, the Commission voted to continue the public hearing on the regular meeting scheduled for November 18, 2026. The Commission also voted to hold a workshop on October 28, 2026 in order to discuss the provisions of the ECOD and its intended effects on development in the proposed corridors in greater detail.

STAFF RECOMMENDATION/REQUESTED MOTION: Postpone the hearing regarding the application of the Entrance Corridor Overlay District to specific properties until December 1, 2026.

LIST OF SUPPORTING DOCUMENTS: O-2026-13, Notification Map new

ORDINANCE 2026-13

AN ORDINANCE OF THE CITY OF LOCKHART, TEXAS, AMENDING CHAPTER 64 "ZONING" OF THE CODE OF ORDINANCES, ARTICLE VII "ZONING DISTRICTS AND STANDARDS," SECTION 64-196 "ESTABLISHMENT OF ZONING DISTRICTS," BY REPLACING SUBSECTION (Q) "USES BY ZONING DISTRICT TABLE" WITH A NEW SUBSECTION (Q) TITLED "ENTRANCE CORRIDOR OVERLAY DISTRICT (ECOD)," CONSISTING OF NEW TEXTS; AND RENUMBERING THE FORMER SUBSECTION (Q) "USES BY ZONING DISTRICT TABLE" AS SUBSECTION (R) ; PROVIDING FOR SEVERABILITY; PROVIDING A REPEALER; PROVIDING FOR PENALTY; PROVIDING FOR PUBLICATION; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, Chapter 64 "Zoning", section 64-196 "Establishment of Zoning Districts", of the Lockhart Code of Ordinance establishes the uses that are allowed by right, allowed with the approval of a Specific Use Permit and not allowed within each zoning district; and

WHEREAS, the City desires to establish an Entrance Corridor Overlay District (ECOD) to apply additional development standards along designated entrance corridors into the City; and

WHEREAS, the Entrance Corridor Overlay District shall (ECOD) function as an overlay zoning district applied in addition to the underlying base zoning district; and

WHEREAS, the specific entrance corridors subject to the ECOD shall be designated by separate action of the City Council; and

WHEREAS, City staff has developed proposed zoning standards to be applied within the ECOD, including but not limited to land use regulations (permitted and prohibited uses), maximum building height limitations, building orientation requirements toward the corridor, enhanced setback standards, improved parking design and placement criteria, strengthened landscaping requirements, corridor design standards, signage regulations, sidewalk and pedestrian connectivity requirements, fencing and screening standards where necessary, and lighting standards; and

WHEREAS, the Lockhart Planning and Zoning Commission held a public hearing on February 25, 2026, to consider proposed amendments to the applicable sections of Chapter 64 "Zoning", and voted to recommend approval of the proposed amendments with the modification that Auto Repair Garage, Warehousing, and Self-Storage Facility uses be moved from uses requiring a Specific Use Permit to the list of prohibited uses within the proposed Entrance Corridor Overlay District under Subsection (q); and

WHEREAS, the City Council has determined that such amendments serve public purpose and desires to amend the Code of Ordinances accordingly.

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

- I. The foregoing recitals are approved and adopted herein for all purposes.
- II. Chapter 64 "Zoning", Section 64-196, are hereby amended as follows, with all existing provisions not shown remaining unchanged:

Sec. 64-196. Establishment of zoning Districts

(q) Entrance Corridor Overlay District (ECOD). The intent of this district is to ensure high-quality, consistent development along key city entrances and create a welcoming sense of arrival into Lockhart. Overlay Zoning is an additional layer of zoning regulations augmenting base zoning to protect and enhance the entirety and uniqueness of the City of Lockhart.

The Entrance Corridor Overlay District (ECOD) applies to commercial, industrial, and multifamily developments within designated entrance corridors shown on the City of Lockhart official zoning map. All new development, redevelopment, and major site modifications within the ECOD must comply with both the underlying zoning standards and the additional overlay requirements. In the event of a conflict between the standards of the underlying zoning district and the provisions of this overlay district, the more restrictive or applicable overlay standards shall apply.

Exemptions

Existing developed properties are not subject to ECOD requirements unless redevelopment, site modifications, building additions, or zoning changes to commercial, industrial and multifamily uses are made within the district.

- (1) Land use standards. In addition to the base land use standards in each district, the following restrictions apply:
- a. The following uses are prohibited in all zoning districts within the overlay district:
 1. Recreational Vehicle (RV) Parks.
 2. High-impact wireless communication towers.
 3. Sexually oriented businesses.
 4. Truck stops or travel plazas.
 5. Outdoor vehicle storage.
 6. Feed stores.
 7. Food processing plants.
 8. Manufactured home sales.
 9. Fabrication or limited manufacturing uses.
 10. Lumber and building material sales.
 11. Welding or machine shops.
 12. Heavy equipment or shipping container sales.

13. Wireless antennas.
14. Auto repair garages, including tire shops.
15. Warehousing.
16. Self-storage facilities.

b. The following uses require a specific use permit within the corridor:

1. Auto sales or auctions.
2. Gas stations or convenience stores.
3. Auto parts stores.

(2) Building Height.

- a. Building height within the Entrance Corridor Overlay District (ECOD) shall not exceed three (3) stories or 35 feet for multifamily buildings. All nonresidential buildings are limited to 35 feet in height within 100 feet of the corridor street.

(3) Building Setbacks.

- a. Front setback: 50 feet for all properties with frontage on corridor streets
- b. A minimum interior side yard setback of ten (10) feet shall be required.
- c. In mixed-use developments, building separation shall be provided in proportion to building height as follows:
 1. A minimum of ten (10) feet between buildings or structures when both are two (2) stories or less in height.
 2. A minimum of fifteen (15) feet between buildings or structures when one (1) of the buildings or structures exceeds two (2) stories in height; and
 3. A minimum of twenty (20) feet between buildings or structures when one (1) or more of the buildings or structures exceeds four (4) stories in height.

(4) Building Orientation.

- a. Buildings on the corridor must have front entrances facing the primary corridor street. No blank walls or backs of buildings may be visible from the corridor.
- b. Primary Entrance design shall be proportional to the building's overall height, scale, and form, and consistent with the architectural style of the structure.
- c. At least one primary building entrance shall open directly onto a connecting walkway that provides pedestrian frontage and safe, convenient access from public sidewalks, shared pathways, or internal pedestrian routes.

(5) Parking Standards.

- a. Location of Parking:

Parking areas shall be limited to one aisle-loaded double row of parking spaces located between corridor streets and the front of a building. All remaining parking spaces shall be located to the side or rear of the primary building, behind the front facade line, to minimize visual impact from the corridor.

b. Covered Parking:

All covered or structured parking shall be located behind the primary building or building entrance and shall not be visible from any designated highway corridor or public street within the ECOD.

(6) Landscaping.

a. Landscaping Buffer Requirement: A minimum fifteen feet (15-ft) landscaping buffer shall be provided along all corridor street frontages within the ECOD, located between the sidewalk and any other developed area. This area shall include native species trees at maximum 40-foot spacing, native grasses, shrubs, flowers, and other plant materials that contribute to a visually appealing streetscape. No parking areas, loading areas, or accessory structures shall be permitted within the required landscaping buffer, except for approved signage.

b. Landscaping Bonus Feature Requirements:

Landscaping within the Entrance Corridor Overlay District (ECOD) shall include landscaping that meets the requirements of 64-203 (6) l., m., and n.

c. Trees greater than eight (8) inches in caliper within the list of protected species, the in Chapter 60, Article II, shall be preserved. No trees meeting these requirements, other than dead, dangerous, or diseased trees, shall be removed from any lot except through submission to City Council as detailed in Section 60-27

(7) Design Standards.

a. Building Color and Appearance:

Building colors shall be selected to convey a solid and durable appearance. High-quality, muted shades of greens, blues, tans, and other earth-toned finishes shall be used to maintain visual harmony along the corridor. Bright colors shall be limited to accent elements only and shall not exceed twenty percent (20%) of the total exterior building façade area.

b. Garage Bays and Service Areas:

Garage bays, loading docks, or service entrances shall not be visible from any public roadway or designated corridor. Such features shall be located at the side or rear of buildings and screened with landscaping or architectural walls.

c. Four-Sided Architectural Design:

All buildings shall incorporate a four-sided architectural treatment with consistent design elements, materials, and colors on all facades. Each wall visible from the corridor streets shall include windows and other architectural relief elements to avoid blank facades.

d. Architectural Emphasis:

Building designs shall emphasize architectural articulation, including variation in wall planes, rooflines, and materials and patterns to enhance visual interest and reduce the appearance of mass.

e. Roof Design:

Rooflines shall incorporate a variety of architectural features appropriate to the scale of the structure, such as parapets, gables, dormers, cornices, overhangs, or variations in roof pitch. Larger buildings over 20,000 square feet must include five (5) or more distinct roofline elements to create visual interest and reduce perceived mass.

f. Other Architectural regulations:

1. Building façades facing entrance corridors shall provide visible and clearly defined customer entrances. Each required entrance shall incorporate a minimum of three (3) of the following architectural elements: canopies or porticos; overhangs; recesses or projections; arcades; raised cornice parapets over entrance doors; distinctive roof forms; arches; outdoor patios or plazas; display windows; or integral planters.
2. Roof materials shall not consist of any reflective surfaces.
3. All exterior building materials and finishes visible from a public street shall be of high quality, non-reflective, and compatible with the surrounding development and corridor character, as determined during site plan review.
4. Steel roll-down doors or curtains shall not be visible from the public street.
5. Metal or temporary awnings, are not permitted within the district.
6. Dumpsters shall not be visible from the public street, shall not be placed in the 50-foot front setback, and shall be fenced or screened so as not to be visible from any adjoining residential district.
7. Fabric and canvas awnings and all other building materials must be of durable quality and shall be compatible with materials used in adjoining buildings.

(8) Signage.

a. General Sign Standards for ECOD:

1. Monument signs shall be permitted within the ECOD.
2. Electrical or internally illuminated signs or illumination that are not static, roof signs, and portable signs are prohibited.
3. Wall-mounted signs shall be integrated into the architectural design of the building facade and shall not project above the roofline.
4. For all lots (1) freestanding on-premises monument sign shall be permitted per street frontage, provided that such sign does not exceed twelve (12) feet in height and forty-eight (48) square feet per sign face.
5. Where two freestanding signs are permitted on adjacent lots, a minimum separation of fifty (50) feet shall be maintained between signs.
6. Off-premises signs and billboards are prohibited.

7. Signs shall use a minimal number of colors. Bright or highly saturated colors shall be permitted only as accent elements and shall not exceed twenty percent (20%) of the total sign area.
8. Sign lighting shall be designed to provide adequate illumination for the corridor while minimizing light pollution, glare, and light spillover onto adjacent properties and the night sky.

(9) Sidewalks.

- a. Sidewalks shall be constructed along all public street frontages within the ECOD. The minimum sidewalk width shall be eight (8) feet, exclusive of the curb.
- b. Sidewalks shall be separated from the corridor roadways by a minimum 3-foot-wide strip planted with either turf grass or native grasses.
- c. Maintenance of sidewalks and ornamental elements shall be the responsibility of the property owner or developer, subject to City inspection and approval.
- d. Sidewalks and pedestrian walkways should incorporate curvilinear or meandering alignments where feasible to enhance visual interest, preserve existing trees, and improve the aesthetic quality of the corridor.

(10) Fences.

- a. Front yard fences shall be limited to decorative split rail wooden fences, or wrought iron-style fences
- b. Chain link and wood fences shall not be visible from corridor streets.
- c. Fences are not allowed in visibility triangle.

(11) Lighting Standards.

- a. All exterior lighting shall be designed as pedestrian-scale, downward-directed, and shielded to prevent glare, light spillover, or skyglow.
- b. Lighting fixtures shall complement the architectural style of adjacent development and maintain consistency throughout the corridor.
- c. All light poles, fixtures, and brackets shall be of decorative or ornamental design, using a black, bronze, or dark neutral finish consistent with corridor character.
- d. Lighting poles shall not exceed 16 feet in height within pedestrian areas and 20 feet in parking or roadway areas within ECOD.
- e. Landscape and accent lighting may be used to highlight trees, public art, or key features, provided fixtures are low-mounted and fully shielded.
- f. Pedestrian-scale lighting shall be spaced no more than three times the height of each pedestrian lighting pole sidewalks or pedestrian paths.

(r) Uses by Zoning District Table

IV. Severability: If any provision, section, clause, sentence, or phrase of this ordinance is for any reason held to be unconstitutional, void, invalid, or un-enforced, the validity of the remainder of this ordinance or its application shall not be affected, it being the intent of the City Council in adopting and of the Mayor in approving this ordinance that no portion, provision, or regulation contained herein shall become inoperative or fail by way of reasons of any unconstitutionality or invalidity of any other portion, provision or regulation.

V. Repealer: That all other ordinances, sections, or parts of ordinances heretofore adopted by the City of Lockhart in conflict with the provisions set out above in this ordinance are hereby repealed or amended as indicated.

VI. Penalty: Any person who violates any provision of this ordinance shall be guilty of a misdemeanor, and upon conviction shall be fined as provided in Section 1-8 of the City Code.

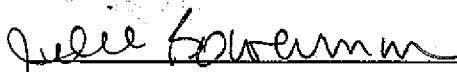
VII. Publication: That the City Secretary is directed to cause the caption of this ordinance to be published in a newspaper of general circulation according to law.

VIII. Effective Date. That this ordinance shall become effective and be in full force ten days from the date of its passage.

PASSED, APPROVED, AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, ON THIS, THE 17th DAY OF MARCH 2026.

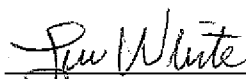


ATTEST:



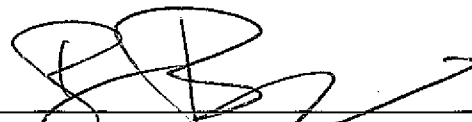
Julie Bowermon
City Secretary

CITY OF LOCKHART

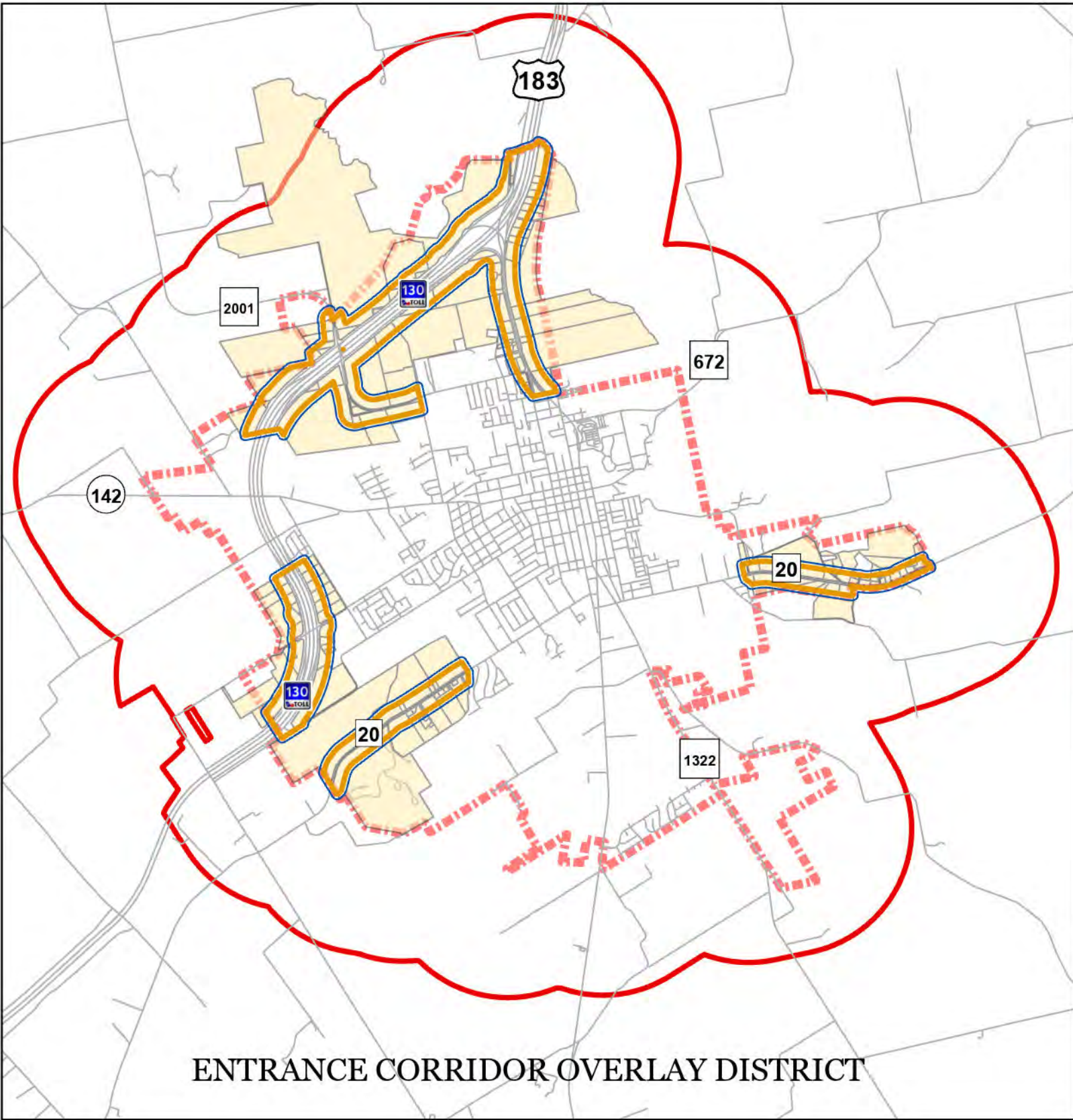


Lew White
Mayor

APPROVED AS TO FORM:

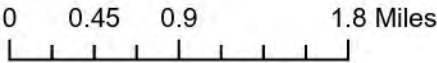


Brad Bullock
City Attorney



Legend

- | | |
|---|--|
|  Entrance Corridor Overlay District |  200 Feet Notification Buffer |
|  Entrance Corridor Overlay District Affected Parcels |  LOCKHART CITY LIMITS |
| |  LOCKHART ETJ |



City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Hold a public hearing on the reauthorization of applicable building permit fees and discuss and/or take action to consider approval of Ordinance 2026-36 adopting the Fiscal Year 2026-2027 Comprehensive Fee Schedule, including reauthorization of applicable building permit fees.

ORIGINATING DEPARTMENT AND CONTACT: Administration - Joseph Resendez

ACTION REQUESTED: Ordinance

BACKGROUND/SUMMARY/DISCUSSION: The proposed ordinance establishes the City of Lockhart's first comprehensive fee schedule, consolidating fees charged by various City departments into one centralized document. The comprehensive fee schedule is intended to provide consistency, transparency, and ease of reference for City staff and the public.

Historically, the City has adopted individual fees through separate ordinances and resolutions. The proposed comprehensive fee schedule brings these fees together into a single schedule and establishes a process for reviewing and adopting the schedule annually in conjunction with the City's budget.

Upon adoption, the comprehensive fee schedule will supersede and replace fees previously established by separate ordinances and resolutions, as identified in the ordinance.

Texas Local Government Code Section 214.908 requires the governing body of a municipality to hold a public hearing and vote to reauthorize building permit fees at least once every ten years. For purposes of the statute, a building permit fee is a fee charged by a municipality as a condition of constructing, renovating, or remodeling a structure. Accordingly, the public hearing and Council action on this item include the reauthorization of applicable building permit fees contained in the proposed Comprehensive Fee Schedule.

PROJECT SCHEDULE (if applicable):

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable):

PREVIOUS COUNCIL ACTION:

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff recommends approval of Ordinance 2026-36 adopting the Fiscal Year 2026-2027 Comprehensive Fee Schedule, including reauthorization of applicable building permit fees pursuant to Texas Local Government Code Section 214.908.

LIST OF SUPPORTING DOCUMENTS: Ordinance 2026-36

ORDINANCE 2026-36

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS ADOPTING THE FISCAL YEAR 2026-2027 COMPREHENSIVE FEE SCHEDULE, ESTABLISHING AND REVISING FEES AND CHARGES FOR SERVICES PROVIDED BY THE CITY; AND CONTAINING A SEVERABILITY CLAUSE AND AN EFFECTIVE DATE.

WHEREAS, the City of Lockhart has adopted numerous ordinances that provide for various fees and charges that are subject to change from time to time; and

WHEREAS, the Local Government Code provides that certain filing fees, permit fees, inspection fees, deposits, and conditions of service may from time to time be established or updated, and

WHEREAS, the City Council has determined that the cost of providing certain services, such as filing fees, inspection fees, and deposits should be required to pay for materials and special services, performed by City staff, are required, where it benefits the individual and not of general benefit, and

WHEREAS, the City Council may adjust fees for certain services from time to time and incorporate all adjusted and/or new fees for services provided into one comprehensive schedule, and

WHEREAS, the City Council has found it necessary to adjust fees for services, and to maintain a comprehensive document which incorporates most or all fees for services provided by the City into one schedule,

WHEREAS, the City has determined that the fees and charges specified herein are reasonable, necessary, fair, and designed to fund the various activities to which they pertain; and

WHEREAS, the City has determined that all fees or revised fees should be located in Comprehensive Fee Schedule of the Code of Ordinance and therefore have amended language in each applicable section to reflect this change as shown in Exhibit A attached; and

WHEREAS, the establishment of new fees or revised fees are hereby established in the Comprehensive Fee Schedule in Exhibit B; and

THEREFORE, BE IT RESOLVED, that the City Council of the CITY OF LOCKHART that:

Section 1. That the Comprehensive Fee Schedule is hereby adopted as presented in the attached Exhibit B with an effective date of October 1, 2026.

Section 2. Each City ordinance that originally provided a fee, charge, or fine that is mentioned on Exhibit A is hereby amended as shown on Exhibit A with deletions shown as ~~strikeouts~~ and additions shown as underlines, and all other sections not expressly amended shall remain in full force and effect.

Section 3. Except as amended in Section 1 above, the FY 2026-2027 Comprehensive Fee Schedule shall remain in full force and effect.

Section 4. All ordinances in conflict herewith are repealed to the extent of such conflict.

Section 5. In the case of a fee listed in another Ordinance but not included in this Comprehensive Fee Schedule, the previous listed fee amount shall apply. This ordinance shall then be amended to include the particular fee.

Section 6. This ordinance is severable and, in the event that any part of this ordinance is struck by a court of competent jurisdiction, the remainder, not so stricken shall remain in full force and effect.

PASSED, APPROVED, ADOPTED and EFFECTIVE this the 15th day of September 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

APPROVED AS TO FORM:

Julie Bowermon
City Secretary

Bradford E. Bullock
City Attorney

Chapter 2 Administration

Article V Finance

Sec. 2-280. Procedures for dishonored and/or returned checks.

- (a) Upon notification to the city by its depository bank that a check is being dishonored and/or returned for any reason, the issuer of the check will be notified by the city either in person or in writing that such check has not been paid by the bank. The issuer of the check will have ten calendar days from and including date of notification to remit to the city the amount of the returned check plus a return check fee in the amount ~~\$30.00 established in the Comprehensive Fee Schedule of the Code of Ordinance or in the amount established by any subsequent ordinance or resolution.~~ The remittance of the returned check amount and fee must be made by cash, money order, or certified check made payable to the City of Lockhart.
- (b) If full payment and fee have not been received by the city within the ten calendar days of notification, the city may file a complaint with the district attorney and request possible prosecution under applicable "hot check" laws.

Chapter 8 Amusements and Entertainment

Article IV Game Room Establishments

Sec. 8-208. Game room establishment permit fee.

The permit fee for a game room establishment shall be ~~\$200.00 annually~~ established in the Comprehensive Fee Schedule of the Code of Ordinance.

Chapter 8 Amusements and Entertainment

Article IV Game Room Establishments

Sec. 8-209. Game roomer operator licensing fee.

The license fee for a game room operator shall be ~~\$100.00 annually~~ established in the Comprehensive Fee Schedule of the Code of Ordinance.

Chapter 10 Animals and Beekeeping

Article I In General

Sec. 10-22. Microchipping.

- (a) *Purpose and scope.* The city council of the city finds that, in order to promote the public health, safety, and welfare of the citizens of the city, and to promote responsible pet ownership, facilitate the identification and return of lost pets, pet owners must microchip their dogs and cats.
- (b) *Definitions.* For the purposes of this section, the following definitions shall apply:
 - (1) *Residential property* means any real property, including, but not limited to, single-family homes, apartments, condominiums, and townhouses, that is zoned for residential use or where residential use has been authorized by the city.
 - (2) *Dog* means a mammal which is a member of the species *Canis familiaris*.
 - (3) *Cat* means a mammal which is a member of the species *Felis catus*.
 - (4) *Animal owner* means any person who owns, harbors, has custody or control of a dog or cat within the city limits of Lockhart, Texas. An animal shall be deemed to be harbored if it is fed or sheltered for three consecutive days or more.
 - (5) *Microchip* means a small electronic device implanted under the skin of an animal, containing a unique identification number that can be scanned to identify the animal and retrieve the owner's contact information.
- (c) *Microchipping requirement.*
 - (1) All animal owners within the City of Lockhart must have their dogs and cats microchipped.
 - (2) The microchip must be implanted by a licensed veterinarian, authorized animal care professional, or trained animal shelter staff. Microchips implanted by trained animal shelter staff will be assessed a ~~\$15.00~~ fee established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (3) The microchip must comply with ISO standards for international compatibility.
 - (4) Animal owners shall ensure that the microchip is registered with a nationally recognized pet recovery database, and that their contact information is kept up-to-date.
- (d) *Compliance and enforcement.*
 - (1) Animal owners shall have 180 days from the effective date of the ordinance codified in this section to comply with the microchipping requirement in subsection (c) of this section.
 - (2) The Lockhart Animal Control Department shall be the authority responsible for enforcing this section.
 - (3) Animal control officers may request proof of microchipping from any animal owner upon inspection or in the event that the animal is impounded.
 - (4) Failure to comply with the microchipping requirement in subsection (c) of this section may result in penalties as outlined in subsection (e) of this section.
- (e) *Penalties.*
 - (1) Violation of this section shall be considered a civil infraction.
 - (2) Upon determination of a violation of this section, the animal owner in violation shall be issued a citation.

- (3) Penalties for non-compliance shall not exceed \$200.00 for the first offense; \$300.00 for the second offense; and \$500.00 for each subsequent offense.
 - (4) In addition to monetary fines, the city may pursue other legal remedies as provided by law to ensure compliance with this section.
- (f) *Exceptions.*
- (1) Exemptions to the microchipping requirement may be granted by the Lockhart Animal Control Department for animals with a documented medical condition that contraindicates microchipping, subject to verification by a licensed veterinarian.
 - (2) A cat that is part of the trap, neuter, release (TNR) program and has had their ear notched/tipped, is exempt from this section.

Chapter 32 Library

Article II Eugene Clark Library

Division 1 Generally

Sec. 32-26. Fees and fines for services and for lost or damaged materials.

- (a) The Dr. Eugene Clark Library, through its librarian and/or designated representatives, may assess fines/fees for the following:
 - (1) Lost or damaged books or other materials of any nature.
 - (2) Overdue interlibrary loan materials of any nature.
 - (3) Overdue materials of any nature, including videocassettes, belonging to the library.
 - (4) Initial and replacement cards.
 - (5) Photocopies and faxes.
 - (6) Equipment rental.
 - (7) Any other additional items or services provided routinely, or requested by library patrons.
- (b) The fees for services, and fines for damaged or lost materials, shall be set and may be hereafter amended by the city council upon the recommendation of the library board or the librarian, or at its own initiative, unless mandated by the state library and archives commission, as may be necessary to recover the reasonable costs of providing such services and materials.
- (c) Fines for damaged or lost materials of any nature may be assessed as follows:
 - (1) The borrower shall pay the retail cost of the item plus a non-refundable service fee of \$5.00.
 - (2) In the case of lost materials, if the material is found and returned to the library in good condition, the borrower may be refunded the cost of the item.
 - (3) In the case of damaged materials, the library will retain ownership of the material and will circulate or withdraw the material at the discretion of the librarian. Materials are to be considered damaged regardless of the amount of damage done to the material.
- (d) Fees for services may be assessed as follows:
 - (1) Overdue books owned by the library—~~\$0.10 per day.~~ a fee per day, established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (2) Overdue interlibrary loan materials of any nature shall be the amount charged by the loaning library, and which has been assessed on the Dr. Eugene Clark Library.
 - (3) Overdue multi-media devices such as video cassettes, CDs, DVDs, etc., as posted.
 - (4) Initial and replacement cards—No fee for residents of Lockhart; nonresidents shall pay ~~\$25.00 per family or \$10.00 per individual card~~ a fee established in the Comprehensive Fee Schedule of the Code of Ordinance. Replacement cards ~~shall be \$0.50~~ will have a fee established in the Comprehensive Fee Schedule of the Code of Ordinance for both residents and nonresidents.
 - (5) Photocopies and faxes—~~Prices are as posted at the library.~~ established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (6) On-line database searches shall be assessed as determined by the librarian.

- (e) Library staff will immediately suspend borrowing privileges to patrons of overdue materials. Such privileges may be reinstated upon return of the materials, and any fines and fees paid as outlined in subsection (d). If materials have been lost, the requirements in subsection (c) apply before privileges may be reinstated.
- (f) Any costs for the loss, damage, or repair of films or other audiovisual materials while on loan to the Dr. Eugene Clark Library from another library may be passed on to the subsequent borrower or borrowing organization.

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-37. Application for drilling permit.

An application for a drilling permit or a redrilling permit for an oil or gas well within the city shall be filed in duplicate (with all exhibits attached securely thereto) in the office of the city manager for each well to be drilled. Such application shall be signed, and the accuracy of the contents thereof and exhibits thereto shall be sworn to before a notary public by the applicant or some representative of the applicant having legal authority to enter into contracts binding upon the applicant, and shall include (as exhibits constituting a part of the same, where appropriate) the following:

- (1) Name and address of the applicant, and if the applicant is a corporation, the name and address of the person upon whom process may be served for such corporation, and if the applicant is a partnership, the name and addresses of the general partners;
- (2) The name, address and telephone number of a person, other than the applicant, designated as local agent of the applicant to receive for the applicant all process, citation, notices and demands hereunder. This agent shall be also responsible for all drilling and operations and carrying out all of the conditions under the permit and shall be available, at all times during operations hereunder, to the city manager as the contact agent of the applicant. If appropriate, more than one telephone number should be furnished;
- (3) The metes and bounds description and survey plat of the drilling block proposed to be covered by the permit which shall be prepared by a surveyor licensed by the State of Texas, and shall be approved by the city manager in accordance with the requirements of section 38-77 hereof, and a statement to the effect that to the best of the knowledge and belief of the applicant, his application for permit to drill complies with all of the requirements of this chapter. The plat filed herein as exhibit "1" shall show the proposed surface location of the well, together with the distances from said well to the exterior of boundary lines of said drilling block. Such plat shall contain a certification of the surveyor that the well is not located within any of the prohibited distances set out in this chapter;
- (4) A statement of what property the applicant has the right, by reason of ownership or permission of the owner, to pass through and enter for drilling purposes and a further statement that the applicant agrees, in finally locating the well, not to pass through or enter any property where he does not have such right;
- (5) Applicant shall file, in addition to the required metes and bounds description and plats set forth in subsection (3) of this section, an additional plat as exhibit "2," drawn to scale, of the proposed tank battery location, the proposed pump jack location and the proposed route of any flow or gathering lines for new products in the event of production. Such proposed method shall be supplemented, in the event of the production of gas, as required by section 38-125 and in the event of production of oil and gas, as required by section 38-142 of this chapter;
- (6) Proposed total depth of the well;
- (7) Proposed casing and seaming program of the well;
- (8) True copies of all railroad commission forms, including the railroad commission drilling permit, if issued, shall be attached as exhibit "3";
- (9) Insurance certificate dated not more than ten days prior to filing the application shall be attached as exhibit "4." This certificate shall indicate that applicant has complied with at least the minimum insurance requirement specified in this chapter at subsection 38-8(a);
- (10) A copy of such bonds as required by this chapter in subsection 38-8(b) shall be attached as exhibit "5";

- (11) All applications for permits to drill shall be accompanied by an application fee of ~~\$3,000.00~~ established in the Comprehensive Fee Schedule of the Code of Ordinance in cash or by cashier's check made payable to the City of Lockhart. Such application fee shall be totally nonrefundable and shall be used to help defray the expense of processing all applications and administering this chapter. In the event the permit is refused by the city manager and/or the city council, then ~~\$2,500.00~~ of the amount established in the Comprehensive Fee Schedule of the Code of Ordinance of the application fee shall be refunded to the applicant;
- (12) Applicant shall file, in addition to the plats required above, a map or sketch which shall show the proposed route and roadways on which equipment and chemicals for use in the drilling operations will be brought to and from the drill site. Such plat shall be attached as exhibit "6";
- (13) Each application shall be accompanied by list of names, last known addresses of all record owners of interest in and to oil, gas and other minerals under the property included in the drilling block on which the proposed well is to be located, as well as all record surface owners, if their interests be different. Such list shall be attached as exhibit "7";
- (14) The permit application shall include a statement by the applicant authorizing the city to expend such funds as may be necessary within the terms and provisions of section 38-140 of this chapter; provided, however, that such operations shall be in accordance with standard well control practices and procedures;
- (15) All tank batteries or other storage batteries, located on property which is annexed into the City of Lockhart after construction of such tank sites, shall be fenced with a six-foot cyclone fence, with barb wire strung along the top thereof, on standards angled outward at an angle sufficient to deter entrance. Tanks and tank batteries shall be enclosed by substantial earthen firewalls arranged so that the capacity of the enclosure will be no less than 25 percent greater than the full capacity of the tank or tank battery.

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-38. Issuance when application complies with chapter.

An application meeting chapter requirements shall be granted by the city manager upon receipt of the application for a permit to drill and operate a well; the city manager shall date and set up a file for this application and examine same for compliance with this chapter. If the application is in compliance with all requirements of the chapter, the city manager shall publish a notice in the official newspaper of the city and shall give notice to all persons named in subsection 38-37(13) of this chapter of the intention to grant such application, unless someone files a written protest in opposition to the granting, within seven days from the date of publication of notice. If the application is in compliance with all provisions of this chapter, and no written protest in opposition to the granting of the permit based upon one or more of the grounds set forth in article II of this chapter is filed, then the city manager will, in accordance with this chapter, within ten days after the date of publication and notice, issue a permit. If a written protest in opposition to the application is filed within seven days from the date of publication of the notice and the city manager determines that the protest is not well-founded, he will, after three days' notice to the protestant, issue the permit, unless the protestant, within said three days, files notice of appeal to the city council. The granting of an application under this section should not extend more than 20 days without good cause. In the event the city manager has found cause to deny the permit, then the city manager shall, within ten days of the filing of said application, inform the applicant in writing of reasons for such denial, but shall retain the original copy of the application and filing fee. In the event of a written protest on grounds which are found to be sufficient by the city manager, followed by the denial of the permit, the city manager shall retain the original copy of the application, shall refund ~~\$2,500.00~~ an amount established in the Comprehensive Fee Schedule of the Code of Ordinance of the filing fee and shall inform the applicant in writing of his reason of such denial. In either case the applicant may then rectify the reason for denial of the permit and resubmit the same to the city manager or appeal to the city council through the procedures prescribed in section 38-39. In the event of an appeal by the protestant, the city council shall set a date for the hearing and publish a notice as provided in section 38-40, and inform the applicant of the date of such hearing.

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-42. Denial.

- (a) The city council shall have the power to refuse any application for a permit to drill and operate any well at any particular location within any drilling block, where by reason of such particular location or the character and value the permanent improvements already erected on, or approximately adjacent to, the particular location in question, and the use to which the land and surroundings are adapted for school, hospital, nursing home, park, public or civic purpose, or for the health or safety reasons, or any of them, the drilling or operations of such well in the particular location might be injurious or a disadvantage to the city or to its inhabitants as a whole, or to a substantial number of its inhabitants or visitors as a group; or the council may grant a permit, as it may deem necessary, on such reasonable conditions as to protect all persons who, and property which, may be affected by the drilling and production operations.
- (b) The city secretary shall inform the applicant and the city manager of the action of the city council within three days after the council has made a decision. If for any reason the permit applied for is not granted, or if the applicant refuses a permit because of any condition imposed therein, the application shall be retained by the city manager, but ~~\$2,500.00~~ an amount established in the Comprehensive Fee Schedule of the Code of Ordinance of the filing fee shall be refunded.

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-46. Extension.

Whenever an applicant holding a permit pursuant to the provisions of this chapter wishes to request an extension of time in which drilling operations are required to be commenced, which extension period is beyond the additional 90 days after the effective date of the permit, a request for such extension shall be filed with the city manager in writing and shall be accompanied by a nonrefundable fee, in the amount of ~~\$1,250.00~~, to be established in the Comprehensive Fee Schedule of the Code of Ordinance, for each well for which an extension is requested. Such request for an extension shall set forth facts showing good cause for the city manager to allow additional time for the commencement of the well. When good cause is shown to the satisfaction of the city manager, the city manager shall grant an extension not to exceed an additional 90 days beyond the time period of the original permit. If the extension is denied for good cause, then ~~\$1,000.00~~ the amount established in the Comprehensive Fee Schedule of the Code of Ordinance will be refunded to applicant. Should an applicant drill a dry hole pursuant to a valid and existing permit, the applicant may obtain a supplemental permit for the drilling of a new location within the same drilling block, by complying with all other applicable portions of this chapter and paying a supplemental permit fee in the amount of ~~\$100.00~~. to be established in the Comprehensive Fee Schedule of the Code of Ordinance

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-47. Existing wells in territory subsequently annexed by city.

- (a) *Wells.* Every existing well within any territory hereafter annexed shall, within six months after date of annexation, be the subject of an application for registration which shall include meeting the requirements of subsections 38-37(1) through (3), (5), (8) through (11), (13) and (14) of this chapter except that the application and registration fee shall be ~~\$500.00 and not \$3,000.00 established in the Comprehensive Fee Schedule of the Code of Ordinance~~ as set out in subsection 38-37(11). In addition, within such six-month period, every existing well shall meet all of the safety, insurance and bond provisions of this chapter, including, but not limited to, sections 38-8(a), 38-125 through 38-131, 38-133, 38-134, and 38-136 through 38-140, of this chapter.
- (b) *Tank batteries.* Any tank batteries located on property annexed by the city may be expanded by the permittee only if necessary to accommodate production from new wells drilled within the city limits.

Chapter 38 Oil and Gas Wells

Article II Permits

Sec. 38-49. Seismic surveys; geophysical work; permit.

No geophysical work employing underground explosives will be permitted anywhere, at any time, within the city limits. Other geophysical systems employing techniques which do not use explosives will be permitted upon proper application and the payment of ~~a \$50.00~~ an application fee established in the Comprehensive Fee Schedule of the Code of Ordinance application fee. A proper application will include the following:

- (1) Letter of application requesting a geophysical permit. The letter shall set out when it is intended to begin the work, the method to be used, and also the anticipated date of completion. A statement shall also be made relieving the city of any liabilities for damage which may result from that operation performed by the applicant;
- (2) The letter of application shall be accompanied by a copy of a valid subsisting public liability insurance policy in a minimum amount of \$1,000,000.00. The applicant shall be liable for any and all damages caused by it to either public or private property;
- (3) A plat outlining the areas proposed to be covered by the survey;
- (4) When the above is properly submitted, the city manager may issue a permit to the applicant to conduct such seismic or geophysical work, if in his opinion, this work will not create a public nuisance nor be contrary to the public safety;
- (5) If the applicant is acting as contractor for another party, then a letter of authorization to perform such work must accompany the application;
- (6) The seismic permit shall have a term of 15 days;
- (7) Upon refusal of a seismic survey permit by the city manager, the applicant shall be entitled to appeal the decision to the city council in accordance with sections 38-39 through 38-42 of this chapter.

Chapter 42 Transient Retail Business

Article II Permit

Sec. 42-37. Application; investigation; appeal.

- (a) Any person desiring to engage in a transient retail business, or a transient retail business activity, within the city shall first file a written, sworn application for a permit with the chief of police, which application shall show:
- (1) The name, permanent address, and current telephone number of the applicant and each agent who will be conducting business in connection with the transient retail business;
 - (2) The name, permanent address, and current telephone number of the person, including business entity, on whose account the business will be carried on, if any, and satisfactory written proof of the applicant's authority to represent the person;
 - (3) The name of the immediate last preceding three cities in which the applicant worked, if any;
 - (4) The kind of goods, wares, services or merchandise offered or to be offered for sale;
 - (5) Whether such applicant will demand, accept or receive payment or deposit of money in advance of final delivery;
 - (6) The period of time such applicant so wishes to solicit, sell or take orders in the city.
 - (7) Whether or not the applicant has been convicted of a felony in any state of the United States within one year of the date of the application, and if the applicant has been on probation or parole as a result of a felony within six months of the date of the application;
 - (8) Whether or not the applicant and/or the person on whose account the business will be carried on has previously held a license issued under the provisions of this article, and if such license was revoked;
 - (9) A description and license plate number of any vehicles to be operated in connection with the transient retail business to be conducted within the city;
 - (10) The state sales tax permit number of the applicant, or where the applicant represents a person, including business entity, on whose account the business will be carried on, then such number for the person represented by the applicant; and
 - (11) Where a person, other than the actual real property owner or lessee, wishes to conduct transient retail business activities on privately owned real property, the person must provide a notarized statement signed by the real property owner or lessee authorizing such use by the applicant. The statement must include the street address of the real property, the exact nature of the use authorized, the specific dates and times of such use, the name and address of the person authorized to use the real property, and the property owner/lessee's contact number.
- (b) The application must be presented to the chief of police, accompanied by an investigation fee of ~~\$25.00~~ established in the Comprehensive Fee Schedule of the Code of Ordinance. Upon receipt of the application and investigation fee, the chief of police shall cause an investigation to be made for the purpose of ascertaining the accuracy of the information on the application, and the ability to meet the requirement of chapter by the applicant and, where applicable, the person represented by the applicant, and the agents of the applicant. The investigation shall be completed within five days of receipt of the application by the chief of police. If the chief of police determines that the requirements of this chapter are not met, then he shall deny the permit and provide the applicant with the grounds for the denial, in writing.

- (c) A person denied a permit under this chapter shall have the right to appeal such denial to the city council. Upon holding a public hearing on the appeal, the city council shall, by majority vote, confirm the denial in whole or part, or order the chief of police to issue the permit.

Chapter 42 Transient Retail Businesses

Article II Permit

Sec. 42-38. Fees; exceptions.

- (a) The fee for a permit issued under the provisions of this chapter shall be as follows:
 - (1) For transient retail business activities to be conducted door to door: ~~\$150.00.~~ amount established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (2) For all other transient retail business activities: ~~\$300.00.~~ amount established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (b) A permit issued under the provisions of this chapter shall expire one year from its date of issuance, unless revoked prior to the expiration of one year.
- (c) Permit fees collected hereunder shall be compensation to the city for services required of it by this chapter and to partially defray the expenses of enforcing this chapter.
- (d) The permit fee shall not be required of the following:
 - (1) Local resident business representatives.
 - (2) Ordinary commercial travelers who sell or exhibit for sale goods, wares or merchandise to persons engaged in the business of buying, selling and dealing in the same within the city.
 - (3) Persons offering for sale edible agricultural products, meats, poultry or other articles of food grown or produced by such persons.
 - (4) Sales of goods, wares, services, and merchandise donated by the owners thereof, the proceeds of which are to be used and applied to some locally recognized and approved charitable, educational, religious or philanthropic purposes.

Chapter 50 Streets, Sidewalks and Other Public Places

Article V License for Private Use of Public Property

Sec. 50-141. Required; fees; exemptions; appeals.

- (a) Except as otherwise noted in this section, a license for private use of public property may only be approved in accordance with the following procedure:
- (1) The applicant requesting a license shall submit an application together with a survey and a field note description to the city manager or designee. A nonrefundable application fee in the amount of ~~\$50.00~~ established in the Comprehensive Fee Schedule of the Code of Ordinance must be submitted with the application. Payment of this application fee shall not relieve the applicant of the requirement to pay any other fees assessed under this Code, including, but without limitation the annual fees described in this section.
 - (2) The city manager or designee shall distribute the application and attached materials to city departments and franchise holders with an interest in the property in question for review and comment.
 - (3) If the city manager or designee finds that the proposed license does not interfere with the public use of the property, the appraised value of the area to be licensed and the annual license fee will be established by the city. An executed license agreement will be issued after the city's receipt of payment in an amount equal to the annual fee.
 - (4) Existing uses and/or encroachments as of the date of this article shall be required to be licensed, but no fees shall apply.
- (b) The initial annual fees for a license agreement shall be calculated in accordance with the following:
- (1) The minimum annual fee shall be \$125.00.
 - (2) For surface licensing the fee shall be ten percent of the appraised value of the area subject to the license.
 - (3) For underground licensing the fee shall be five percent of the appraised value of the area subject to the license.
 - (4) For aerial licensing the fee shall be 7.5 percent of the appraised value of the area subject to the license.
 - (5) The annual fee will be subject to change after each two-year period the license remains in effect, and shall be adjusted according to changes in appraised values at that time.
 - (6) No annual fee will be charged:
 - a. For any structure officially designated as historical or which is located on property with historic zoning;
 - b. For property dedicated to the city without charge only if the person or entity which originally dedicated the land in question continues to possess the adjacent property or an underlying interest; or
 - c. For any use which is considered minor and/or nonpermanent construction or materials.
 - (7) The city manager or designee may waive the annual fee for license agreements which in his sole discretion benefit the licensed property.
 - (8) Existing uses and/or encroachments as of the date of this article shall be exempt from the fee requirements, until such time as a change in ownership or control of the property occurs.

- (c) If the agreement provides for an activity or encroachment which, in the opinion of the city manager, is unusual or of significant public interest, the city manager may, in his or her sole discretion, forward the proposed license agreement to the city council for consideration. Activities or encroachments which are unusual or of significant public interest may include, but are not limited to pedestrian bridges or buildings over streets or alleys, or basements or tunnels under streets or alleys.
- (d) License agreements under this section shall contain:
 - (1) A termination clause enabling the city manager or designee to terminate the license following 90 days' written notice to the licensee and to the affected adjoining landowners, if applicable. The remaining balance of fees paid will be refunded to the current owner, or person with control of the property if that person paid the fee, at the time the refund is made.
 - (2) Provisions addressing insurance requirements and establishing liens on the applicant's property adjacent to or covered by the license agreement, if applicable.
 - (3) Such other provisions which, in the city manager's or designee's sole discretion, are necessary to protect the interests of the city.
 - (4) This section shall not apply to the following:
 - a. Temporary construction barricades.
 - b. Banners over streets.
 - c. Temporary street closings.
 - d. Minor or temporary encroachments which, in the sole discretion of the city manager or designee, are adequately covered by other regulations to protect the interests of the city, such as mailboxes.
- (e) The decision of the city manager or designee to deny a license may be appealed by the applicant to the city council. Before such an appeal may be filed:
 - (1) The city must first have completed an appraisal of the value of the property in question; and
 - (2) The applicant must first have submitted to the city manager or designee the amount of the first annual fee and a written statement describing the basis of the appeal.

Chapter 56 Traffic and Vehicles

Article IV General Rules of Vehicle Operation

Sec. 56-282. Permitting process and decal.

- (a) Before any golf cart may be operated on a city street pursuant to this division, it must be permitted and receive a decal from the Lockhart Police Department. The annual fee for permitting and the decal is ~~\$75.00~~, established in the Comprehensive Fee Schedule of the Code of Ordinance, which pays for the city's administrative costs for the permitting process and decal.
- (b) The permitting process is as follows:
 - (1) The applicant shall complete the city's permit application form, which shall include:
 - a. The name and address of the applicant and owner;
 - b. The location where the vehicle is regularly stored overnight;
 - c. The model, make, and golf cart identification number;
 - d. The current driver's license number of the owner;
 - e. A statement that all operators are required to be licensed pursuant to V.T.C.A., Transportation Code §§ 521.001(3) and 521.021, as amended, and that all equipment required by this division is installed and will be kept current during the permit period;
 - f. A statement that the permit holder shall indemnify and hold harmless the City of Lockhart, Texas for any and all civil liability associated with said permitting and waives any and all rights to sue or allow subrogation by any insurance company except as specifically mandated by law; and
 - g. Other information which the city reasonably may require.
- (c) The permit application shall be dated and signed by the applicant/owner and attached to it shall be a check or money order in the amount of ~~\$75.00~~, established in the Comprehensive Fee Schedule of the Code of Ordinance, current proof of financial responsibility as required by V.T.C.A., Transportation Code § 601.051 for operating the golf cart on city streets, and a clear copy of the applicant/owner's current driver's license. The permit application shall be presented to the appropriate representative of the Lockhart Police Department for review of the paperwork and the required equipment.
- (d) Upon issuance, the permit decal shall be attached to and displayed on the driver's side front panel of the golf cart so as to be clearly visible from the front of the golf cart.
- (e) The permit shall be effective for one year from the date of its issuance or until the permit is revoked or the golf cart is transferred to a new owner.
- (f) The permit is not transferable to another golf cart or to another owner.

Chapter 56 Traffic and Vehicles

Article IX Wreckers

Sec. 56-473. Towing fee study.

- (a) In this section, a "towing fee study" is a study to determine the fair market value of a non-consent tow originating in the city, considering financial information provided to the city by the towing company requesting the study.
- (b) A towing company may request that the city conduct a towing fee study by filing a written request with the city manager by certified mail, return receipt requested, or by hand delivery.
- (c) Within 90 days after the filing of an initial request, additional towing companies may join the request by filing written requests in accordance with subsection (b).
- (d) The city shall conduct a towing fee study if the initial requestor and the additional requestors, if any:
 - (1) Accounted for not less than 50 percent of the non-consent tows performed in the city during the preceding 12-month period, as determined by the city manager; and
 - (2) Deposit with the city manager a fee of ~~\$1,000.00~~ to be established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (e) If the towing fee study is not conducted the city shall refund the fee, less an administrative fee of \$250.00.
- (f) Each towing company requesting the towing fee study shall cooperate with the city to conduct the study. Each such towing company shall provide to the city information determined by the city manager to be reasonably necessary to determine the fair market value of towing services regulated under this chapter.
- (g) The city shall complete a towing fee study not later than the 120th day after receiving all information required under subsection (f).
- (h) The city manager shall present to the city council the results of the towing fee study. The city manager shall give to each towing company that owns or leases tow trucks registered with the city written notice of the time, date, and location of the city council meeting at which the study is to be considered. The notice must be sent by United States regular mail to the towing company's address listed in the latest registration application on file with the police chief.
- (i) Based on the results of the towing fee study, the city council may change the non-consent towing fees. The maximum fees must represent the fair market value of the services of a towing company performing non-consent tows originating in the city.
- (j) The city is not required to conduct more than one towing fee study within a two-year time period measured from the date the city council most recently considered a towing fee study.

Chapter 56 Traffic and Vehicles

Article V Stopping, Standing and Parking

Sec. 56-313. Residential parking program.

- (a) *Definitions.* As used in this section, the following terms shall have the meanings ascribed in this subsection, unless the context of their usage clearly indicates another meaning:

Block means both sides of a street between two intersecting streets.

Designated permit area means a contiguous area of a single-family residential or commercial use containing not less than ten commercial or single-family residential lots, upon which the city council imposes a requirement for a parking permit under this section. Where there are less than ten commercial or single-family residential lots on the entire length of the street, the entire length of the street may be considered for a designated permit area.

Resident means a person whose place of residence or property is located in the city as to render him or her eligible for procurement of a parking permit under this section. For multi-unit complexes larger than four-plexes, the city shall determine the number of eligible units per property for permit allocation to ensure equitable distribution among occupants.

Resident parking program coordinator means a person designated by the city to oversee the residential parking permit program.

Resident permit means a permit issued by the city pursuant to this section to a resident or property owner within a designated permit area for display on a vehicle owned or used by such resident or property owner which is parked or left standing within the designated permit area.

Residential parking program guidelines means operating policies and procedures established by the city. Such guidelines shall be adopted by city council resolution and made publicly available through the city's website and upon request.

Temporary construction permit means a permit issued under this section for authorized construction activities lasting no more than 45 days. Extensions may be granted upon written request to the city and demonstration of ongoing construction activity, for a maximum cumulative duration of 90 days.

- (b) *Designated permit areas.* No person shall park and leave standing any vehicle on a public roadway, whether attended or unattended, between the times listed and locations designated below without first having obtained a valid parking permit for the designated permit area from the city. Said designated permit area shall be designated as a tow-away zone. Appropriate signage shall be posted in accordance with V.T.C.A., Transportation Code § 84.052 before enforcement or towing actions occur.
- (1) Designated permit area A is located on both sides of the 1000 Block of Bowie Street, beginning at its intersection with South Median Street and ending at its intersection with Travis Street. A valid parking permit is required to park in area A between the hours of 8:00 a.m. and 5:00 p.m. on regularly scheduled class days for Lockhart Independent School District as shown on the official student academic calendar.
- (c) *Request for designated permit area.* The request for the designated permit area must originate from a property owner whose property abuts the requested designated permit area with the assistance of city staff. The requester must:
- (1) Be considered the requester of record and act as primary contact for the request.
 - (2) Be responsible for submission of a signed petition by 60 percent of all eligible properties within the designated permit area, including single-family houses, duplex and four-plex or smaller rental

properties. For mixed-use properties, vacant lots, or large multi-family buildings, the petition percentage shall be calculated based on occupied eligible residential units only.

- (3) Provide a description or a map showing the proposed blocks of the designated permit area.
- (4) Include the address of each residential lot within the proposed designated permit area.
- (5) List why the location needs to be designated as a residential parking permit area.
- (6) Identify any non-residential properties located within the proposed designated permit area, such as churches, schools, public facilities, or commercial establishments.
- (7) Provide a statement of the proposed parking restrictions desired by the applicants, including days of the week, times of the day, and the length of time for the parking restriction.
- (8) Submit a signed petition with the following statement affixed:

"We the undersigned are residents and/or property owners of the proposed designated permit area described in this application. We understand that: (i) if this area is designated, certain restrictions will be placed upon on-street parking within the area; (ii) residents and/or property owners of the area will be entitled to obtain a limited number of parking permits exempting their vehicles from such parking restrictions, but if a resident and/or property owner owns a vehicle without having a permit displayed, that vehicle will be subject to the parking restrictions; (iii) parking permits will be issued for a term of one calendar year and require replacement each year; (iv) the set of annual parking permits will be provided by the city to the residents and/or property owners at no cost; (v) there will be a fee for replacement of lost parking permits. This restriction will be valid for a minimum of one year."

- (d) *Review.* The public works director will review all applications submitted for a proposed designated parking permit area in accordance with applicable city ordinances.
 - (1) Temporary restrictions authorized by applicable city ordinances are permitted under existing applicable standards.
 - (2) Where no residential units exist on one side of a street, the area with residential units may be considered for designation as a designated permit area. Requests for single-side designated permit areas will be considered based on traffic conditions and flow analysis.
- (e) *Public hearing.* The city council shall conduct a public hearing on the application. Following the conclusion of the public hearing, the council may approve, reject, or modify the proposed designated permit area. The council will approve the designated permit area by adopting an ordinance which shall describe each street, or portion of each street, within the area and the specific restrictions applicable to the area.
- (f) *Request for designated permit area removal.* Once a designated permit area is established, a removal request may only be submitted no sooner than the first anniversary of the date the ordinance establishing the area was adopted. The request for the removal of the designated permit area must originate from a property owner whose residential property abuts the requested street segment. The requester must:
 - (1) Be considered the requester of record and act as primary contact for the request.
 - (2) Be responsible for submission of a signed petition form, provided by the city, by at least 60 percent of all eligible residential properties within the designated permit area, calculated using the same method required for establishment petitions.
- (g) *Commercial or service vehicle exemption.* The display of a permanent sign or marking which identifies a non-resident commercial or service vehicle actively engaged in commercial or service-related activities shall be deemed a parking permit and such vehicle shall be exempt from any parking restriction as established by this section for any designated permit area. This exemption shall apply only while actively engaged in service and not exceed four consecutive hours without renewal from the city.
- (h) *Application for permit.* Any individual wishing to receive a parking permit will be required to complete an application. This application will verify each individual lives in a designated parking area or is otherwise eligible for a parking permit under the requirements of this section.

- (i) *Permits.* Resident permits are valid for one calendar year. Up to four resident parking permits each year will be provided at no charge to the resident. Temporary construction permits are valid for the time periods designated for each such permit under this section.
 - (1) Replacement costs:
 - a. Lost resident parking permit: ~~\$25.00~~ established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - b. Temporary construction permit: no cost
 - (2) The total number of resident permits for each residence is limited to four permits per year.
 - (3) Temporary construction permits lasting no more than 45 days can be requested for vehicles of workers, subject to extension limits described in subsection (a).
 - (4) Resident permits must be hanging from the rear-view mirror of a motor vehicle or clearly displayed on top of the driver-side dashboard to be valid. For motorcycles, golf carts, or other non-standard vehicles without a mirror or dashboard, permits must be affixed in a city-approved visible location. Any altered or obstructed resident permit will invalidate the permit and be considered a parking violation regardless of proper assignment.
- (j) *Existing parking restrictions.* Nothing in this section shall change or alter existing no parking or tow-away zones designated under applicable ordinances for purposes of traffic management and control.
- (k) *Effect of permit.* Any permit issued under this section shall not guarantee or reserve to the holder a parking space. A parking permit is non-transferable. A parking permit shall not authorize the holder to cause to stand or park a vehicle at such places where parking is prohibited or during such times as when the stopping, standing, or parking of vehicles is set aside for specified types of vehicles, nor exempt the holder from observance of any traffic regulation other than the specified parking restrictions. A parking permit confers a privilege only, subject to revocation consistent with residential parking program guidelines at any time.
- (l) *Enforcement authority.* Officers and employees of the police department as designated by the city manager or his designee are authorized to enforce this section.
- (m) *Misdemeanor offense.* Any alteration, unauthorized copy, forgery, or misrepresentation of any application, form, petition, sticker, or permit constitutes a misdemeanor offense and is subject to the penalty provided in section 1-8 of the Lockhart City Code upon conviction.
- (n) *Parking without valid permit prohibited.* No person shall park and leave standing any vehicle, whether attended or unattended, in a designated parking area outside of the posted permitted parking times for the designated permit area without a valid parking permit for the designated permit area from the city. Revoked or expired permits are not considered valid. Any person who violates any provision of this section shall be guilty of a misdemeanor and, upon conviction, shall be fined not more than \$500.00. The City of Lockhart Police Department is hereby authorized to issue tickets for violation of this section.
- (o) *Visitor permits.* The city may issue short-term visitor parking permits to residents in designated permit areas to accommodate temporary guests. Such permits shall be valid for up to 72 hours, subject to reasonable annual limits per residence, as determined by the city council. Visitor permits shall be displayed in accordance with subsection (i)(4).
- (p) *Appeals process.* Any person whose permit application is denied or revoked, or whose property is affected by a designated permit area or removal decision, may file an appeal with the city manager within 15 business days of the decision. The city manager or designee shall conduct a review and issue a written determination within 30 days. The determination shall be final unless appealed to city council.

Chapter 57 Transportation Infrastructure Utility Fees

Article I In General

Sec. 57-1. Rates and charges of transportation infrastructure utility fees.

Except as otherwise prohibited by law, the city council shall fix and approve rates charged under the transportation infrastructure utility fee structure. Such fees shall be charged to each residential dwelling unit, excluding apartment units, and to each commercial business unit within the corporate city limits of the City of Lockhart receiving any type of utility service or garbage collection service provided by the City of Lockhart. The rate structure shall be ~~as follows:~~ established in the Comprehensive Fee Schedule of the Code of Ordinance. Any utility account under the Lockhart Independent School District will be charged at the residential rate.

Each Dwelling Unit	\$6.00 per month
Each Business Unit	\$6.00 per month

Chapter 58 Utilities

Article II Deposit Rates, Charges, Collection Procedures, Etc.

Sec. 58-43. Fees for transfer of utility service.

The fees for the transfer of any utility service or services are established in the Comprehensive Fee Schedule of the Code of Ordinance. ~~as follows per request by the customer, owner and/or landlord, as the case may be.~~ This may be either paid in advance or may be included as a charge on the customer's bill into whose name the utilities are being transferred. To be eligible for an optional, reduced fee, the applicable read-in/read-out form with all necessary signatures, readings and dates must be submitted prior to the actual transfer.

- ~~(1) Level one. \$5.00 for account transfer when the read and change system utilized.~~
- ~~(2) Level two. \$15.00 for account transfer when a customer services representative physically performs meter readings, but no pulling of meters or utility disconnections is involved.~~
- ~~(3) Level three. \$25.00 for account transfer when a complete meter disconnection/reconnection is involved.~~

Chapter 58 Utilities

Article II Deposits Rates, Charges, Collection Procedures, Etc.

Sec. 58-73. Residential rates.

All residential customers as defined in this division shall have monthly electric rates set as follows:

- (1) A fixed charge of ~~\$11.32 per month~~, to be established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (2) A system charge of ~~\$0.01896~~ for zero to 1,200 kilowatt hours, and ~~\$0.0325~~ a system charge for 1,201 and above kilowatt hours consumed per month as established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (3) A CIR charge of ~~\$0.00225~~ for all kilowatt hours consumed, as established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (4) A PPC charge per kilowatt hour as determined in section 58-72 for all kilowatt hours consumed.
- (5) A RMC of ~~\$0.00260~~ for all kilowatt hours consumed, as established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (6) The city provides residential electric utility customers an option to have a manual read electric meter. If the property owner wishes to place the advanced meter infrastructure (AMI) meters in a location where they do not properly communicate, the owner shall either work with the City of Lockhart Utility Department to correct the problem, or pay a manual read fee. If approved, the utility account holder agrees to:
 - a. Pay a one-time meter exchange fee of ~~\$100.00~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance. to replace an AMI meter with a manual read meter; and
 - b. Pay a monthly meter reading fee of ~~\$25.00~~, as established in the Comprehensive Fee Schedule of the Code of Ordinance. in addition to the existing electric utility charges.

Chapter 58 Utilities

Article II Deposit Rates, Charges, Collection Procedures, Etc.

Sec. 58-74. General service non-demand and demand rates.

- (a) All general service non-demand customers as defined in this division shall have monthly electric rates as follows:
- (1) A fixed charge of ~~\$23.42~~ per month- as established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (2) A system charge of ~~\$0.03582~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance per kilowatt hour for the first 6,000 kilowatt hours per month and a system charge as established in the Comprehensive Fee Schedule of the Code of Ordinance for 6,000 and above kilowatt hours consumed per month.
 - (3) A CIR charge of ~~\$0.00225~~ for all kilowatt hours consumed as established in the Comprehensive Fee Schedule of the Code of Ordinance. and a local cap charge of \$0.00250 for all kilowatt hours consumed above the 6,000 kilowatt hour cap.
 - (4) A PPC charge per kilowatt hour as determined in section 58-72 for all kilowatt hours consumed.
 - (5) A RMC of ~~\$0.00260~~ for all kilowatt hours consumed- as established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (b) All general service demand customers as defined in this division shall have monthly electric rates set as follows:
- (1) A fixed charge of ~~\$33.42~~ per month- as established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (2) A system charge of ~~\$0.03288~~ per kilowatt hour for the first 20,000 kilowatt hours per month- as established in the Comprehensive Fee Schedule of the Code of Ordinance and a system charge for 20,000 and above kilowatt hours consumed per month as established in the Comprehensive Fee Schedule of the Code of Ordinance.
 - (3) A CIR charge of ~~\$0.00225~~ for all kilowatt hours consumed as established in the Comprehensive Fee Schedule of the Code of Ordinance and a local cap charge of \$0.00250 for all kilowatt hours consumed above the cap.
 - (4) A PPC charge per kilowatt hour as determined in section 59-72 for all kilowatt hours consumed.
 - (5) A demand charge of ~~\$5.75~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance per kilowatt for 40 kilowatts or greater for those customers of this class with a maximum demand meter, per kilowatt for the maximum 15-minute measured kilowatt demand in the month. Should the power factor be lower than 0.85 lagging, the city may adjust the measured demand by multiplying by the ratio of 0.85 to the actual power factor for the month.
 - (6) Customers who consistently have maximum demand of 300 kilowatts or greater can sign up for a contract peak rate. The fixed monthly charge is ~~\$44.32~~ established in the Comprehensive Fee Schedule of the Code of Ordinance to reflect the additional cost of metering (see subsection (c)).
 - (7) Customers on the contract peak rate will incur a fixed monthly charge of ~~\$44.32~~ established in the Comprehensive Fee Schedule of the Code of Ordinance to reflect the additional cost of metering (see subsection (c)) a system charge of ~~\$0.02259~~ per kilowatt hour for the first 120,000 kilowatt hours as established in the Comprehensive Fee Schedule of the Code of Ordinance, a PPC charge per kilowatt as determined in section 59-72 for all kilowatt hours consumed and a CIR charge of ~~\$0.00225~~ for all

kilowatt hours consumed as established in the Comprehensive Fee Schedule of the Code of Ordinance and a local cap charge of ~~\$0.00250~~ for all kilowatt hours consumed above the 120,000 kilowatt hours cap as established in the Comprehensive Fee Schedule of the Code of Ordinance.

- (8) A RMC of ~~\$0.00260~~ for all kilowatt hours consumed- as established in the Comprehensive Fee Schedule of the Code of Ordinance.

- (c) Derivation of additional customer charge for commercial customers choosing coincident peak rate.

Cost of meter ~~\$1,100.00~~

Lockhart fixed charge rate (assuming 10-year amortization at
~~10% interest rate~~) ~~16.27%~~

Annual cost ~~\$179.00~~

Monthly cost (~~\$14.92 rounded to \$15.00~~) ~~15.00~~

Chapter 58 Utilities

Article II Deposit Rates, Charges, Collection Procedures, Etc.

Sec. 58-75. Street/security lights.

All street, or security lights as defined in subsection 58-71(5) and installed at the customer's request shall have monthly rates per light as follows:

- (1) For a 175-watt or 200-watt light the monthly charge shall be the fixed rate of ~~\$4.20~~, established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (2) For a 400-watt light the monthly charge shall be the fixed rate of ~~\$8.30~~, established in the Comprehensive Fee Schedule of the Code of Ordinance.

Chapter 58 Utilities

Article II Deposit Rates, Charges, Collection Procedures, Etc.

Sec. 58-76. Out-of-city customers.

All out-of-city customers as defined in this division, in addition to all of the other rates set forth in this division, shall be charged a fixed monthly surcharge of ~~\$2.00~~ per customer- as established in the Comprehensive Fee Schedule of the Code of Ordinance.

Chapter 58 Utilities

Article II Deposit Rates, Charges, Collection Procedures, Etc.

Sec. 58-108. Schedule of charges.

- (a) There is hereby levied on all persons, firms, corporations, organizations, political units and political subdivisions, and all other entities using the wastewater collection system of the city, a schedule of charges as ~~hereinafter provided~~ established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (b) Users connected to and served by the wastewater treatment system of the city shall be classified as residential and non-residential.
- (c) The ~~following~~ schedule of charges established in the Comprehensive Fee Schedule of the Code of Ordinance. for residential and non-residential customers will be implemented effective with the first sewer bill rendered from and after final passage of this section. The monthly fixed service charge and the consumption charge is to be for the payment of the expenses associated with the costs of operation and maintenance of the wastewater collection and treatment system and debt service for treatment plant operations.

Schedule "A"

Residential Fixed Charge:		
<i>Meter Size</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
5/8"	\$19.75	\$20.34
1"	\$19.75	\$20.34
1 1/2"	\$19.75	\$20.34
2"	\$19.75	\$20.34
3"	\$19.75	\$20.34
4"	\$19.75	\$20.34
Non-Residential Fixed Charge:		
<i>Meter Size</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
5/8"	\$24.35	\$25.08
1"	\$24.35	\$25.08
1 1/2"	\$24.35	\$25.08
2"	\$24.35	\$25.08
3"	\$24.35	\$25.08
4"	\$24.35	\$25.08
Variable Charge for Residential and Non-Residential:		
<i>Per Thousand Gallons</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
Tier 0(0—1,999)	\$—	\$—
Tier 1(2+)	\$5.94	\$6.12

- (1) The total monthly wastewater billing rate for residential city water and wastewater users shall be the sum of the user's capacity fee plus the discharge fee times the user's wastewater volume determined as follows:
 - a. The monthly volume of wastewater generated by a residential utility customer shall be assumed to equal the average monthly water consumption for that customer for the immediately preceding billings in January (consumption period: November 16—December 31), February (consumption period: December 16—January 31), and March (consumption period: January 16—February 28 or 29).
 - b. Upon request of the residential customer, the customer's previous year's water use for these three months may be considered collectively or individually for wastewater rate adjustments when outside water leaks or other outside water uses not contributing to wastewater treatment quantities have caused the high water consumption(s). Other factors, such as a plumber's invoice or plumbing parts receipts showing that water line or plumbing repairs were made at the customer's address during the high consumption periods also may be considered in adjusting the consumption rate.
 - c. For new residential accounts and those residential accounts for which an average monthly water consumption has not been previously calculated, the monthly volume of wastewater shall be assumed to be 3,000 gallons. Adjusted wastewater rates for the forthcoming year shall start with the second billing cycle in April and the first billing cycle in May of each year.
- (2) The monthly volume of wastewater generated by a residential and a non-residential user shall be assumed to be equivalent to the water consumption for the month.
- ~~(d)~~(3) The rates set forth in ~~subsection (c)~~ the Comprehensive Fee Schedule of the Code of Ordinance are applicable to each residential and non-residential customer per month or for any part of a month for which water is used at the same location.

Sec. 58-142. Water rates.

- (a) The charges for water services furnished by the city for all residential and non-residential customers shall be as follows:
- (1) A monthly fixed service charge per residential and non-residential customer per month according to the size of water meter installed. ~~Meters five eighths inch and larger will adjust over two year phase in period to their respective meter capacity ratios.~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance.

Schedule "A"

Fixed Charge:		
<i>Meter Size</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
5/8"	\$37.05	\$44.46
1"	\$92.62	\$111.14
1 1/2"	\$185.26	\$222.31
2"	\$296.40	\$355.68
3"	\$555.76	\$666.91
4"	\$926.27	\$1,111.52

- (2) A consumption charge per 1,000 gallons: as established in the Comprehensive Fee Schedule of the Code of Ordinance.

Residential:		
<i>Per Thousand Gallons</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
Tier 0 (0 — 1,999)	\$—	\$—
Tier 1 (2 — 5,999)	\$6.56	\$7.87
Tier 2 (6 — 9,999)	\$8.19	\$9.83
Tier 3 (10 — 19,999)	\$12.29	\$14.74
Tier 4 (20+)	\$18.43	\$22.11
Non Residential (all usage):		
<i>Per Thousand Gallons</i>	<i>Effective for utility 2nd Bill Cycle of November 2024</i>	<i>Effective for utility 2nd Bill Cycle of November 2025</i>
All Usage	\$6.77	\$8.12

- (b) The schedule of monthly rates or charges for water services furnished by the city for all other nonresidential customers will be as follows:
- (1) A fixed base charge of ~~\$32.83~~ according to the size of water meter installed as established in the Comprehensive Fee Schedule of the Code of Ordinance and a water development debt service fee of \$2.00 (~~\$34.83 total~~) are charged per nonresidential unit customer per month. Where the nonresidential unit customer pays the fixed base charge but does not pay for consumption due to receiving water through a master meter, the fixed base charge will be ~~\$25.83 per month~~ established in

- ~~the Comprehensive Fee Schedule of the Code of Ordinance, and a water development debt service fee of \$2.00 (\$27.83 total).~~
- (2) A charge per 1,000 gallons ~~including the water development lease rate of:~~ Established in the Comprehensive Fee Schedule of the Code of Ordinance.
- ~~\$4.80 between 2,001—6,000 gal.~~
- ~~\$5.30 between 6,001—8,000 gal.~~
- ~~\$5.45 between 8,001—10,000 gal.~~
- ~~\$6.05 greater than 10,000 gal.~~
- (c) *Surcharge for out-of-city customers.* All out-of-city customers, who are defined to be any customer who lives outside the city limits or corporate municipal boundaries as those now exist or are hereafter amended, in addition to all of the other rated set forth in this division, shall be charged a fixed monthly surcharge of ~~\$5.00 per customer-~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (d) *Water plant—Sales of water.*
- (1) *Conditions of sales.* Treated water may be sold at the Lockhart Water Treatment Plant to the general public for domestic drinking water for human or animal consumption only. A minimum of 24 hours' notice to the Lockhart Water Treatment Plant must be provided to arrange pickup. Pickup of such water shall comply with all Texas Commission on Environmental Quality regulations. The sales of water at the water plant for construction projects of any type or for the filling of swimming pools or any other recreational use are expressly prohibited.
- (2) *Rates of water sales at water treatment plant.* Rates shall be as follows:
- 2,000 gallons or less ~~\$25.00~~
~~—minimum~~ Established in the Comprehensive Fee Schedule of the Code of Ordinance.
- For each additional 1,000 gallons ~~\$8.00~~
~~each~~ Established in the Comprehensive Fee Schedule of the Code of Ordinance.
- (e) The city provides residential water utility customers an option to have a manual read water meter. If the property owner wishes to place the advanced meter infrastructure (AMI) meters in a location where they do not properly communicate, the owner shall either work with the City of Lockhart Utility Department to correct the problem, or pay a manual read fee. If approved, the utility account holder agrees to:
- (1) Pay a one-time meter exchange fee of ~~\$100.00~~ as established in the Comprehensive Fee Schedule of the Code of Ordinance to replace an AMI meter with a manual read meter, and
- (2) Pay a monthly meter reading fee of ~~\$25.00~~, in addition to the existing water utility charges as established in the Comprehensive Fee Schedule of the Code of Ordinance.

Chapter 62 Vehicles For Hire

Article IV Horse-Drawn Carriages

Sec. 62-132. Permit.

- (a) It shall be unlawful to operate a horse-drawn carriage without first being issued a city horse-drawn carriage permit. The city secretary shall issue a carriage permit only if the following requirements have been satisfied:
- (1) The proposed route of the service does not operate on any hike-and-bike trail, footpath or sidewalk within the city.
 - (2) The carriages and equipment proposed to be used in the service are in safe and presentable condition.
 - (3) The applicant has agreed to operate only on a schedule and route and over the designated traffic lanes approved by the chief of police and to park said carriages or vehicles only at locations approved by the chief of police.
 - (4) The carriage wheels shall have all steel or iron outer rims adequately sheathed in rubber or other synthetic material to prevent damages to the street pavement.
 - (5) Documentation of current rabies, VEWT, West Nile and Flu Rhino vaccinations for any horse used to pull a carriage shall be on file with the city secretary at all times.
 - (6) All horseshoes for a carriage horse shall be of a type approved by the chief of police and shall be comfortable/proper shoes for asphalt.
 - (7) The applicant has agreed to maintain all barns, stables, or other housing for horses and carriages in a safe and sanitary condition, and has agreed to permit the city to inspect such facilities at any time.
 - (8) The applicant has agreed to keep all carriage routes clear and free of horse void and excrement and to maintain all permitted stands in a clean and sanitary matter. Each horse shall wear a bag capable of holding horse feces or in the alternative, the carriage shall be equipped with a shovel and receptacle and the carriage driver shall promptly remove all feces from the ground.
 - (9) The applicant has agreed to post the fares for each ride or trip so that they are visible to the public. This section shall not apply to the exclusive, one-time rental of the carriage by a party by separate agreement, entered into more than 24 hours prior to such trip.
 - (10) Lanterns shall be affixed to either side of the carriage and must be illuminated at dusk.
 - (11) The applicant has agreed that in order to protect the health and well-being of each horse employed in this service, the applicant shall specifically covenant and agree that:
 - a. Each horse shall be examined and certified as to its good health annually by a permitted veterinarian. The applicant will provide the city with Coggins paperwork annually, showing a negative result.
 - b. No horse shall be worked longer than four continuous hours without feeding and rest.
 - c. Each horse shall be provided water at each carriage stand.
 - d. Horses shall not be whipped unless necessary for the safety of the horse or carriage passengers.
 - e. Horses shall not be overworked.
 - f. Each horse shall be provided with its own custom fit harness.
 - g. No horse with an open sore or wound, or which is lame or has any other ailment, shall be worked without specific written authorization from a veterinarian that such work will not endanger the health or well-being of the horse.

- h. Each horse shall be groomed daily.
 - i. No horse shall be allowed to pull more than seven people, including the driver.
 - j. No horse shall be worked during time when the combined temperature and humidity index exceeds a numerical value of 150.
- (12) The applicant has paid a nonrefundable permit fee of ~~\$50.00~~ established in the Comprehensive Fee Schedule of the Code of Ordinance per carriage to defray the expense of carrying out the provisions of this article.
- (13) The application shall include a sworn statement by the applicant that all information provided in the application is true and correct and shall further state that the applicant has conducted the annual background check required by this chapter for each driver authorized to operate a horse-drawn carriage on their behalf. The application shall also include a sworn statement that the applicant has not been convicted of an offense listed under section 62-65.
- (b) Upon finding that the applicant meets the qualifications stated herein, the city secretary shall issue the carriage permit. The permit expires at the end of the calendar year, unless the application is for a new permit and is filed after September 30, in which case it is valid through the end of the following calendar year.
- (c) A driver of a horse-drawn carriage must be at least 16 years of age and possess a valid driver's license for motor vehicles.

City Manager



Service/Fee Type	Amount	Per Unit
Texas Alcoholic Beverage Cofe License and Permit Fees	1/2 of state fee	Each
Open Records Requests	Cost Varies	Each
Horse-Drawn Carriage Permit	\$50.00	Each

State Law reference— License and permit fees authorized, V.T.C.A., Alcoholic Beverage Code §§ 11.38, 61.36.

Animal Services



Service/Fee Type	Amount	Per unit
Dog Adoption	\$55.00	Each
Cat Adoption	\$40.00	Each
City Registration	\$15.00	Each
Dangerous Dog Registration	\$50.00	Each
Microchip Fee	\$15.00	Each
Owner Surrender	\$30.00	Each
Initial Impoundment Fee	\$25.00	Each
Boarding Fee	\$5.00	Per day
Boarding Fee (quarantine animal)	\$10.00	Per day
Quarantine Reclaim Fee	\$205.00	Each
Euthanasia Fee	\$25.00	Each

Police



Service/Fee Type	Amount	Per Unit
Body Worn Camera Footage	\$1.00 per minute + \$10.00 per officer	
Golf Cart Permit	\$75.00	Each
Retail Permit Application Fee	\$25.00	Each
Transient Retail Investigation Fee	\$25.00	Each
Transient Retail Door to Door Permit	\$150.00	Each
Transient Retail Business Permit	\$300.00	Each
Towing Fee Study	\$1,000.00	Each
Resident Parking Permit Replacement	\$25.00	Each

Fire



Service/Fee Type	Amount	Per Unit
Hazardous Mitigation Response Fee	Cost Varies	

Library



Service/Fee Type	Amount	Per Unit
Black & White Copies	\$0.10	Per copy
Color Copies	\$1.00	Per copy
Fax	\$1.00 first page + \$.50 additional pages	Per page
Laminating	\$1.00	Per sheet
Replacement Library Cards	\$0.50	Each
Late Book Fees	\$0.10	Per day
DVD Late Fees	\$1.00	Per day
Interlibrary Loan	\$0.25	Per book
Mobile WiFi Hotspots	\$5.00	Per day
Non Resident Library Card	\$10.00	Per year
Non Resident Family Card	\$25.00	Per year
Building Rental Fee (up to 3 hrs)	\$100.00	Community events
Building Filming Fee (up to 3hrs)	\$200.00	Weddings, photo shoots, and informational programs
Building Filming Fee (up to 4hrs)	\$1,000.00	Filming of movies, commercials, and music
Fines for damaged or lost materials	\$ At Cost + \$5.00	

Parks and Recreation



Service/Fee Type	Amount	Per Unit
City Park (excluding fields and pool)	\$1,000.00	Per day
Main Pavilion Rental	\$20.00	Per hour
Central Pavilion Rental	\$18.00	Per hour
North Pavioion Rental	\$18.00	Per hour
South Pavilion Rental	\$15.00	Per hour
Pecos Pavilion Rental	\$15.00	Per hour
Maple Pavilion Rental	\$18.00	Per hour
Swimming Pool Rental	\$75.00	Per hour
Amphitheater Rental	\$100.00	Per day
Basketball Court Rental	\$65.00	Per day
Soccer Field Rental	\$75.00	Per day
Baseball/Softball Field Rental	\$75.00	Per day
Pool Admission	\$2.00	Per adult
Pool Admission	\$1.00	Per child

Planning & Development



Service/Fee Type	Amount	Per Unit
Zoning Change	\$250.00, plus \$150.00 per acre, maximum of \$10,000.00, plus additional \$1,000.00 for Planned Development District	
Specific Use Permit	\$250.00, plus \$150.00 per acre, maximum of \$2,500.00	
Zoning Variance/Special Exception	\$250.00, plus \$150.00 per acre, maximum of \$2,500.00	
PID/MUD/SUD/WCID consent agreement	\$10,000.00 minimum escrow plus professional fees	
Zoning Verification Letter	\$75.00	
Voluntary Annexation	\$1,500.00	
Preliminary Plat/Development Plat	\$1,500.00 plus \$100.00 per acre	
Final Plat/Major Replat/Resubdivision	\$1,000.00 plus \$100.00 per acre	
Amending/Minor Plat/Minor Replat	\$750.00 plus \$100.00 per acre	
Family Transfer Exception	\$250.00	
Subdivision Variance	\$750.00 plus \$100.00 per acre	
Engineering Plan Review Fee	\$1,000.00, plus \$250.00 per acre, \$20,000.00 maximum	
Plan Check Fee	50% of building permit fee amount	
Sign Permit	\$100.00, plus \$1.00 per square foot	
Traffic Impact Analysis	\$1,000.00 plus professional review fees	
Fence Permit	\$50.00 residential, \$75.00 commercial	
Certificate for Alteration/Historic Landmark	\$50.00	
Historic Preservation Tax Abatement	\$200.00	
Tree Removal Permit	\$100.00 residential, \$200.00 commercial	
Printouts of maps	\$5.00 per square foot	
Public Improvement Inspections	\$1,000.00 per acre	
Off-site Utility Extension Review	\$1.00 per foot of utility extension, each utility assessed separately, also applies to upsizing	

Building Inspections & Enforcement



RESIDENTIAL BUILDING FEES

Service/Fee Type	Amount	Per Unit
Residential Dwelling, New Construction	\$0.45	Per square foot
Residential Accessory Dwelling Unit (ADU)	\$0.45	Per square foot
Residential Duplex, New Construction	\$0.45	Per square foot
Residential Building Repair/Remodel	\$0.45	Per square foot
Residential Addition	\$125.00	Each
Residential Plumbing, New Construction	\$125.00	Each
Residential Plumbing Repair/Remodel	\$125.00	Each
Residential Electric New Construction	\$125.00	Each
Residential Electric Repair/Remodel	\$125.00	Each
Residential Electrical Meter Loop	\$125.00	Each
Residential Electric Tap Fee	\$200.00	Each
Residential Mechanical, New Construction	\$125.00	Each
Residential Mechanical Repair/Remodel	\$125.00	Each
Residential Carport, Garage	\$125.00	Each
Residential Shed/Storage Building	\$125.00	Each
Residential Deck/Patio with/without cover	\$125.00	Each
Residential Roof Permit	\$125.00	Each
Residential Driveway Permit	\$125.00	Each
Residential Swimming Pool	\$150.00	Each
Residential Demolition Permit	\$150.00	Each
Residential Building/Structure Moving Permit	\$125.00	Each
Residential Tree Removal	\$100.00	Each
Residential Permit Renewal	\$75.00	Each
Residential Inspection Fee	\$75.00 plus permit fee	Each
Residential Reinspection Fee	\$150.00	Each
Residential Plan Check Fee	50% of building permit fee	Each

Building Inspections & Enforcement

COMMERCIAL BUILDING FEES

Service/Fee Type	Amount	Per Unit
New Commercial and Multi-family Construction Plan Review (\$1.00 - \$10,000)	\$150.00	
New Commercial and Multi-family Construction Plan Review (\$10,001 - \$25,000)	\$70.69 for the first \$10,000 + \$5.46 for each additional \$1,000	
New Commercial and Multi-family Construction Plan Review (\$25,001 - \$50,000)	\$152.59 for the first \$25,000 + \$3.94 for each additional \$1,000	
New Commercial and Multi-family Construction Plan Review (\$50,001 - \$100,000)	\$251.09 for the first \$50,000 + \$2.73 for each additional \$1,000	
New Commercial and Multi-family Construction Plan Review (\$100,001 - \$500,000)	\$387.59 for the first \$100,000 + \$2.19 for each additional \$1,000	
New Commercial and Multi-family Construction Plan Review (\$500,001 - \$1,000,000)	\$1,263.59 for the first \$500,000 + \$1.85 for each additional \$1,000	
New Commercial and Multi-family Construction Plan Review (\$1,000,001 and up)	\$2,188.59 for the first \$1,000,000 + \$1.23 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$1.00 - \$10,000)	\$150.00	
New Commercial and Multi-family Construction Inspection (\$10,001 - \$25,000)	\$108.75 for the first \$10,000 + \$8.40 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$25,001 - \$50,000)	\$234.75 for the first \$25,000 + \$6.06 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$50,001 - \$100,000)	\$386.25 for the first \$50,000 + \$4.20 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$100,001 - \$500,000)	\$596.25 for the first \$100,000 + \$3.36 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$500,001 - \$1,000,000)	\$1,940.25 for the first \$500,000 + \$2.85 for each additional \$1,000	
New Commercial and Multi-family Construction Inspection (\$1,000,001 and up)	\$3,365.25 for the first \$1,000,000 + \$1.89 for each additional \$1,000	
Repair/Remodel/Addition Commercial & Multi-Family Construction Plan Review (\$1,000 and less)	No fee, unless inspection required in which case a \$15.00 fee for each inspection shall be charged	
Repair/Remodel/Addition Commercial & Multi-Family Construction Plan Review \$1,001 to \$50,000	\$15.00 for the first \$1,000 + \$5.00 for each additional \$1,000 of fraction thereof, to and including \$50,000	
Repair/Remodel/Addition Commercial & Multi-Family Construction Plan Review \$50,001 to \$100,000	\$260.60 for the first \$50,000 + \$4.00 for each additional \$1,000 or fraction thereof, to and including \$100,000	
Repair/Remodel/Addition Commercial & Multi-Family Construction Plan Review \$100,001 to \$500,000	\$460.00 for the first \$50,000 + \$3.00 for each additional \$1,000 or fraction thereof, to and including \$100,000	
Repair/Remodel/Addition Commercial & Multi-Family Construction Plan Review \$500,001 and up	\$1,660.00 for the first \$500,000 + \$2.00 for each additional \$1,000 or fraction thereof	
Commercial Plumbing, New Construction	\$150.00 + \$20.00 per unit hotel, multifamily and similar configurations	
Commercial Plumbing Repair/Remodel	\$150.00	
Commercial Electric, New Construction	\$150.00	
Commercial Electric Repair/Remodel	\$150.00	
Commercial Electric Meter Loop	\$150.00	
Commercial Electric Tap Fee	Variable, check with Electric Utility 512-398-6117	
Commercial Mechanical, New Construction	\$150 (+\$20/unit hotel, multifamily and similar configurations)	
Commercial Mechanical, Repair/Remodel	\$150.00	
Commercial Sign	\$100 .00 + \$1 per square foot	
Commercial Carport	\$150.00	
Commercial Storage Building/Shed	\$150.00	

Commercial Roof	based on project valuation	
Commercial Fence	\$150.00	
Commercial Swimming Pool	\$250.00	
Commercial Demolition	\$200.00	
Commercial Building/Structure Moving Permit	\$150.00	
Commercial Tree Removal	\$200.00	
Commercial Permit Renewal	\$100.00	
Commercial Reinspection	\$150.00	
Commercial Plan Check Fee	50% of building permit fee	
Food Permit (under 4 employees)	\$150.00	
Food Permit (4-8 employees)	\$225.00	
Food Permit (8+ employees)	\$400.00	
Contractor Registration	\$150.00	
Commercial Flag Pole	\$150.00	
Commercial Certificate of Occupancy	\$200.00	
Temporary Certificate of Occupancy (30 days)	\$350.00	
Food Truck Certificate of Operation	\$100.00	
Game Room Establishment Permit	\$200.00	Annually
Game Roomer Operator License Fee	\$100.00	Annually
Drilling Permit Application Fee	\$3,000.00 (\$2,500.00 refundable upon denial)	
Drilling Permit Extension Fee (90 days)	\$1,250.00 (\$1,000.00 refundable upon denial)	Per well
Supplemental Drilling Permit Fee	\$100.00	
Oil or Gas Well Inspection Fee	\$500.00	
Seismic Survey/Geophysical Work Permit	\$50.00	

*All commercial building fees listed shall be applied to all commercial and multi-family construction plan reviews and commercial/multi-family construction inspections that the City outsources to a third-party company. All fees calculated using the following tables will have a 5% added fee of the total cost for administrative services.

Penalties - Where work for which a permit is required by the City Code is started or proceeded prior to obtaining said permit, the fees herein specified shall be doubled, but the payment of such double fee shall not relieve any persons from fully complying with the requirements of this Code in the execution of the work nor from any other penalties prescribed herein.

The construction valuation is determined by the greater of the declared valuation of the project or the valuation calculated using the International Code Council Building Valuation Data table, first update of each calendar year.

Public Works



Service/Fee Type	Amount	Per Unit
Right-of-way Permits w/o Engineering	\$200.00	Each
Fee in-lieu of Sidewalk	\$10.00	Per square foot

*Fee in-lieu of sidewalk is for developments that qualify on a case-by-case basis with Public Works

CEMETERY



Service/Fee Type	Amount	Per Unit
Cemetery Plot Purchase - City Residents	\$800.00	
Cemetery Plot Purchase - County Residents	\$900.00	
Cemetery Plot Purchase - Non-Resident	\$1,500.00	
Interment Fee - City Resident	\$100.00	
Interment Fee - County Resident	\$250.00	
Interment Fee - Non-Resident	\$600.00	

Non-Departmental



Service/Fee Type	Amount	Per Unit
Credit Card Processing Fee	3.25%	Per transaction amount
Returned Check or ACH Fee	\$30.00	Each

Utility Billing



Service/Fee Type	Amount	Per Unit
New/Transfer Account Fee	\$25.00	
Residential Electric Deposit	\$100.00	
Commercial Electric Deposit	\$300 (min) or 1/6 of estimated annual billing	
Residential Water Deposit	\$50.00	
Commercial Water Deposit	\$75.00	
Meter Testing	\$ At Cost	
Reconnection Fee	\$50.00	
After Hours Reconnection Fee*	\$75.00	
Multiple Trip Fee**	\$25.00	Per trip
After Hours Multiple Trip Fee*	\$50.00	Per trip
Tampering With A Meter	\$300.00	
Bucket Truck Disconnect Fee	\$75.00	
Bucket Truck Reconnect Fee	\$75.00	
After Hours Bucket Truck Reconnect Fee*	\$100.00	
Drainage Utility System Fee - Non-Residential Dwelling Unit	\$5.25	Per month
Drainage Utility System Fee - Residential Dwelling Unit	\$2.50	Per month
Late/Penalty Fee	10% of account balance	

*After-hours services refer to any work conducted after 5:00 PM.

**The multiple trip fee applies only when the City must make more than one attempt to access a meter.



Electric Distribution

Service/Fee Type	Amount	Per Unit
Residential Electric Deposit	\$100.00	Each
Commercial Electric Deposit	\$300 (min) or 1/6 of estimated annual billing	Each
Street/Security Light (175-Watt or 200-Watt)	\$4.20	Monthly
Street/Security Light (400-Watt)	\$8.30	Monthly
Out-of-City Customer	\$2.00	Monthly
Meter Exchange Fee (to replace AMI meter with a manual read)	\$100.00	Each
Manual Meter Read Fee	\$25.00	Monthly

Residential Class Rates	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Customer Charge	\$16.00	\$17.50	\$19.00	\$20.50	\$22.00
Energy Charges					
Tier 1 (0-1,200 kWh)	\$0.02531	\$0.02556	\$0.02587	\$0.02626	\$0.02673
Tier 2 (1,200+ kWh)	\$0.04339	\$0.04382	\$0.04435	\$0.04502	\$0.04583
CIR Charge	\$0.00225	\$0.00225	\$0.00225	\$0.00225	\$0.00225
REG Charge	\$0.00050	\$0.00050	\$0.00050	\$0.00050	\$0.00050
RMC Charge	\$0.00260	\$0.00260	\$0.00260	\$0.00260	\$0.00260

General Service Non-demand Rates	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Customer Charge	\$33.00	\$35.50	\$38.50	\$42.00	\$45.50
Energy Charges					
Tier 1 (0-6,000 kWh)	\$0.04316	\$0.04381	\$0.04426	\$0.04460	\$0.04505
Tier 2 (6,000+ kWh)	\$0.00301	\$0.00306	\$0.00309	\$0.00311	\$0.00314
CIR Charge	\$0.00225	\$0.00225	\$0.00225	\$0.00225	\$0.00225
REG Charge	\$0.00050	\$0.00050	\$0.00050	\$0.00050	\$0.00050

General Service Demand Rates	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Customer Charge	\$50.50	\$66.00	\$86.00	\$107.50	\$132.50
Energy Charges					
Tier 1 (0-20,000 kWh)	\$0.03485	\$0.03485	\$0.03485	\$0.03485	\$0.03485
Tier 2 (20,000+ kWh)	\$0.00265	\$0.00265	\$0.00265	\$0.00265	\$0.00265
Demand Charge	\$7.75	\$8.00	\$8.25	\$8.50	\$8.75
CIR Charge	\$0.00225	\$0.00225	\$0.00225	\$0.00225	\$0.00225
REG Charge	\$0.00050	\$0.00050	\$0.00050	\$0.00050	\$0.00050
RMC Charge	\$0.00260	\$0.00260	\$0.00260	\$0.00260	\$0.00260

Contract Peak Rate A Class Rates	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Customer Charge	\$62.50	\$66.00	\$69.50	\$73.00	\$77.00
Energy Charges					
Tier 1 (0-120,000 kWh)	\$0.06209	\$0.06395	\$0.06587	\$0.06785	\$0.06975
Tier 2 (120,000+ kWh)	\$0.00338	\$0.00348	\$0.00358	\$0.00369	\$0.00379
Demand Charge	-	-	-	-	-
CIR Charge	\$0.00225	\$0.00225	\$0.00225	\$0.00225	\$0.00225
REG Charge	\$0.00050	\$0.00050	\$0.00050	\$0.00050	\$0.00050
RMC Charge	\$0.00260	\$0.00260	\$0.00260	\$0.00260	\$0.00260

Contract Peak Rate B Class Rates	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Customer Charge	\$62.50	\$66.00	\$69.50	\$73.00	\$77.00
Energy Charges					
Tier 1 (0-120,000 kWh)	\$0.03309	\$0.03981	\$0.04793	\$0.05780	\$0.06975
Tier 2 (120,000+ kWh)	\$0.00338	\$0.00348	\$0.00358	\$0.00369	\$0.00379
Demand Charge	-	-	-	-	-
CIR Charge	\$0.00225	\$0.00225	\$0.00225	\$0.00225	\$0.00225
REG Charge	\$0.00050	\$0.00050	\$0.00050	\$0.00050	\$0.00050
RMC Charge	\$0.00260	\$0.00260	\$0.00260	\$0.00260	\$0.00260

Transportation Infrastructure Fees (TIF)



Service/Fee Type	Amount	Per Unit
Residential Dwelling Unit TIF	\$8.00	Per month
Lockhart Independent School District TIF	\$8.00	Per month

Non-Residential Transportation Infrastructure Fees

Fee Tiers			
Tiers	Min Trips	Max Trips	Monthly Fee
1	0	5	\$ 30.00
2	5.01	10	\$ 45.00
3	10.01	20	\$ 65.00
4	20.01	30	\$ 80.00
5	30.01	50	\$ 100.00
6	50.01	70	\$ 150.00
7	70.01	100	\$ 200.00
8	100.01	150	\$ 300.00
9	150.01	250	\$ 400.00
10	250.01	350	\$ 500.00
Rate (\$/Trip) for every trip above Tier 10:			\$ 6.25

FY 2026-2027
Comprehensive Fee Schedule

Trip Factor Index				
Category #	Category	Trip Factor	Units	Subcategories
1	Building Materials	4.49	1,000 SF	Building Materials and Lumber Store, Hardware/Paint Store, Nursery
2	Convenience Market	34.57	1,000 SF	Convenience Market (no gas pumps), Convenience Market with Gas Pumps, Gasoline/Service Station
3	Medical Office	3.57	1,000 SF	Medical-Dental Office Building, Clinic, Veterinary Hospital/Veterinary Clinic
4	Restaurant	11.15	1,000 SF	Restaurant, Drinking Place
5	Fast Food	26.15	1,000 SF	Fast Food Restaurant w/out Drive-Thru Window, Fast Food Restaurant with Drive-Thru Window, Donut Place w/out Drive-Thru Window, Donut Place with Drive-Thru Window
6	Hospital/Nursing Home	0.74	1,000 SF	Hospital, Nursing Home
7	Indoor Recreation	3.53	1,000 SF	Bowling Alley, Movie Theater, Health Fitness Club
8	Lodging	0.47	Rooms	Hotel, Motel
9	Business Office	1.29	1,000 SF	General Office Building, Single Tenant Office Building, United States Post Office, Research and Development Center, Business Park
10	Bank	12.13	1,000 SF	Walk-In Bank, Drive-In Bank
11	Salon	1.93	1,000 SF	Hair Salon
12	General Retail	3.71	1,000 SF	Shopping Center, Apparel Store, Arts and Craft Store, DVD/Video Rental
13	Auto Part/Service/Wash	4.46	1,000 SF	Quick Lubrication Vehicle Shop, Self Service Car Wash, Automated Car Wash, Automobile Parts Sales, Automobile Parts and Service
14	Large School/Day Care	0.2	Students	All schools w/greater than 50 students
15	Daycare	12.46	1,000 SF	Daycare Center (less than 50 students)
16	Supermarket/Pharmacy	8.4	1,000 SF	Supermarket, Pharmacy/Drugstore
17	Prison	2.91	1,000 SF	Prison
18	Superstore	4.35	1,000 SF	Free-Standing Discount Superstore
19	Outdoor Recreation	0.3	Acres/Campsites	Campground/RV Park, Golf Course, Arena
20	Car Sales	2.62	1,000 SF	New Car Sales
21	Warehousing	0.32	1,000 SF	Warehousing
22	Industrial	0.73	1,000 SF	General Light Industrial, General Heavy Industrial, Manufacturing, Utilities
23	Religious/Non-Profits	0.49	1,000 SF	Religious Facilities, Non-Profits

Water Department



Service/Fee Type	Proposed Fee	Per Unit
Bulk Water Sales	\$50.00 for first 2,000 gallons plus \$15 for each additional 1,000 gallons	Per trip
Water Tap 3/4"	\$750.00 plus cost of Meter/MXU	Each
Water Tap 1"	\$1,000.00 plus cost of Meter/MXU	Each
Water Tap 1 1/2"	\$1,500.00 plus cost of Meter/MXU	Each
Water Tap 2"	\$2,000.00 plus cost of Meter/MXU	Each
Pretap 3/4"	At Cost plus \$100.00	Each
Pretap 1"	At Cost plus \$100.00	Each
Pretap 1 1/2"	At Cost plus \$150.00	Each
Pretap 2"	At Cost plus \$150.00	Each
Water Service Call (Ex: turn off water)	\$50.00	Per trip
Water Service Call Afterhours (Ex: turn off water)	\$75.00	Per trip
Residential Water Deposit	\$50.00	Each
Commercial Water Deposit	\$75.00	Each
Meter Testing	\$ At Cost	Each
Out-of-City Customer	\$5.00	Per month

Monthly Water Rates (Residential & Non-Residential)

Service/Fee Type	Amount	Per Unit
Fixed Charge		
Meter Size: 5/8"	\$44.46	
Meter Size: 1"	\$111.14	
Meter Size: 1-1/2"	\$222.31	
Meter Size: 2"	\$355.68	
Meter Size: 3"	\$666.91	
Meter Size: 4"	\$1,111.52	
Variable Charge		
Residential Consumption Charge per 1,000 gallons: Tier 0 (0-1,999)	\$0.00	
Residential Consumption Charge per 1,000 gallons: Tier 1 (2-5,999)	\$7.87	
Residential Consumption Charge per 1,000 gallons: Tier 2 (6-9,999)	\$9.83	
Residential Consumption Charge per 1,000 gallons: Tier 3 (10-19,999)	\$14.74	
Residential Consumption Charge per 1,000 gallons: Tier 4 (20+)	\$22.11	
Non-Residential (all usage per 1,000 gallons)	\$8.12	

Wastewater Department



Service/Fee Type	Amount	Per Unit
Wastewater Tap 4"	\$1,200.00	Each
Wastewater Tap 6"	\$1,600.00	Each
Larger than 8" or bore by contractor	\$50.00	Each
Wastewater Service Call (Ex: Unclog customer WW Line Exterior)	\$50.00	Per trip
Wastewater Service Call Afterhours (Ex: Unclog Customer WW Line Exterior)	\$75.00	Per trip

Monthly Wastewater Rates (Residential & Non-Residential)

Service/Fee Type	Amount	Per Unit
Residential Fixed Charge		
Residential Meter Size: 5/8"	\$20.34	
Residential Meter Size: 1"	\$20.34	
Residential Meter Size: 1-1/2"	\$20.34	
Residential Meter Size: 2"	\$20.34	
Residential Meter Size: 3"	\$20.34	
Residential Meter Size: 4"	\$20.34	
Non-Residential Fixed Charge		
Non-Residential Meter Size: 5/8"	\$25.08	
Non-Residential Meter Size: 1"	\$25.08	
Non-Residential Meter Size: 1-1/2"	\$25.08	
Non-Residential Meter Size: 3"	\$25.08	
Non-Residential Meter Size: 4"	\$25.08	
Variable Charge for Residential and Non-Residential		
Per Thousand Gallons Used - Tier 0: (0-1,999)	\$ -	
Per Thousand Gallons Used - Tier 1: (2,000+)	\$6.12	

Solid Waste



Service/Fee Type	Amount	Per Unit
Residential Garbage Collection Services		
Garbage Collection Base Rate (96-gallon) Recycling (96-gallon) Brush and Bulky pick up monthly 4 yards per household	\$23.56	Per month
Senior Resident Trash Collection Base Fee 65-gallon or 96-gallon Recycling (96-gallon) Brush and Bulky pick up monthly 4 yards per household	\$18.50	Per month
Additional Trash Cart Fee (96-gallon)	\$9.00	Per additional cart per month
Replacement Trash Cart Fee (96-gallon)	\$10.00	Per each replacement cart
Extra Brush/Bulk, City of Lockhart Code enforcement, or out of cycle pick up	\$8.00	Per yard
Additional Recycling Cart Fee	\$6.00	Per additional cart per month
Replacement Recycling Cart Fee	\$10.00	Per each replacement cart
Extra Brush/Bulk, City of Lockhart Code enforcement, or out of cycle pick up	\$8.00	Per yard
Commercial Trash Cart Collection Service		
One (1) Commercial Trash Cart collected one time per week	\$46.00	Per month
Additional Commercial Trash Carts collected one time per week	\$10.00	Per additional cart per month
Cart Replacement Fee	\$10.00	Per each replacement cart
Extra Brush/Bulk or City of Lockhart Code enforcement	\$15.00	Per cubic yard
Commercial Recycling Cart Collection Service		
One (1) Commercial Recycling Cart collected one time per week	\$18.50	Per month
Additional Commercial Recycling Carts collected one time per week	\$10.50	Per additional cart per month
Cart Replacement Fee	\$10.00	Per each replacement cart

Commercial Trash Collection Service Monthly Fees

Container Type	Collections per Week					
	1	2	3	4	5	6
Carts	\$46.00	Not offered	Not offered	Not offered	Not offered	Not offered
2 CY	\$102.00	\$175.00	\$211.00	\$282.00	\$352.00	\$388.00
3 CY	\$122.00	\$211.00	\$275.00	\$381.00	\$477.00	\$521.00
4 CY	\$149.00	\$248.00	\$343.00	\$457.00	\$571.00	\$629.00
6 CY	\$180.00	\$300.00	\$506.00	\$655.00	\$818.00	\$900.00
8 CY	\$227.00	\$403.00	\$572.00	\$740.00	\$924.00	\$1,100.00
10 CY	\$283.00	\$466.00	\$661.00	\$880.00	\$1,100.00	\$1,260.00
2 CY Compactor	\$89.26	\$178.53	\$254.38	\$339.16	\$425.93	\$535.54
4 CY Compactor	\$139.46	\$278.25	\$418.37	\$557.83	\$659.75	\$836.75
6 CY Compactor	\$189.67	\$379.33	\$568.98	\$758.65	\$948.31	\$1,137.99
Lockbar				\$20.00 Per Month, Per Unit		
Casters				\$20.00 Per Month, Per Unit		

Commercial Recycling Collection Service Monthly Fees

Container Type	Collections per Week					
	1	2	3	4	5	6
Carts	\$46.00	Not offered	Not offered	Not offered	Not offered	Not offered
2 CY	\$102.00	\$175.00	\$211.00	\$282.00	\$352.00	\$388.00
3 CY	\$122.00	\$211.00	\$275.00	\$381.00	\$477.00	\$521.00
4 CY	\$149.00	\$248.00	\$343.00	\$457.00	\$571.00	\$629.00
6 CY	\$180.00	\$300.00	\$506.00	\$655.00	\$818.00	\$900.00
8 CY	\$227.00	\$403.00	\$572.00	\$740.00	\$924.00	\$1,100.00
10 CY	\$283.00	\$466.00	\$661.00	\$880.00	\$1,100.00	\$1,260.00
2 CY Compactor	\$89.26	\$178.53	\$254.38	\$339.16	\$425.93	\$535.54
4 CY Compactor	\$139.46	\$278.25	\$418.37	\$557.83	\$659.75	\$836.75
6 CY Compactor	\$189.67	\$379.33	\$568.98	\$758.65	\$948.31	\$1,137.99
Lockbar				\$20.00 Per Month, Per Unit		
Casters				\$20.00 Per Month, Per Unit		

Service/Fee Type	Amount	Per Unit
Unscheduled Commercial Front Load Collection		
2 CY	\$42.00	Each occurrence
4 CY	\$60.00	Each occurrence
6 CY	\$71.00	Each occurrence
8 CY	\$89.00	Each occurrence
10 CY	\$108.00	Each occurrence
2 CY Compactor	\$47.00	Each occurrence
4 CY Compactor	\$73.00	Each occurrence
6 CY Compactor	\$99.00	Each occurrence
Unscheduled Commercial Front Load Recycling		
2 CY	\$42.00	Each occurrence
4 CY	\$60.00	Each occurrence
6 CY	\$71.00	Each occurrence
8 CY	\$89.00	Each occurrence
10 CY	\$108.00	Each occurrence
2 CY Compactor	\$47.00	Each occurrence
4 CY Compactor	\$73.00	Each occurrence
6 CY Compactor	\$99.00	Each occurrence

City of Lockhart Public Works Facility Drop - City of Lockhart Residents only

Service/Fee Type	Proposed Fee	Per Unit
White goods (refrigerators, freezers, air conditioners, with refrigerant washers, dryers, etc.) sofa as large chairs, furniture.	\$100.00	Per item - 5 items per visit
White goods (refrigerators, freezers, air conditioners, with No refrigerant washers, dryers, etc.) sofa as large chairs, furniture.	\$50.00	Per item - 5 items per visit
Motor oil and cooking oil	Free	5 gallons per visit
Electronic items	Free	5 items per visit
Tires 18 inch or less without rim	\$10.00	Per tire
Tires 18 inch or less with rim	\$20.00	Per tire
Tires 19 inches or more without rim	\$25.00	Per tire
Tires 19 inches or more with rim	\$40.00	Per tire

Airport



Service/Fee Type	Proposed Fee	Per Unit
Tee- Hangar Rate/Month	\$375.00	Per month
Corner Tee-Hangar	\$400.00	Per month
Clear Span Hangar	\$450.00	Per month
Ground Lease Rate per square foot	\$0.25 or as negotiated	Per square foot
Tie Down Fees per Month	\$50.00	Per month

Special Activity Permits



Service/Fee Type	Amount	Per Unit
Special Activity Permit Application Fee	\$25.00 Private property event \$50.00 Public event	Each
Use of City parking lots	\$100.00	Per day
Total closure or obstruction of public street or right-of-way, including parking lots and on-street parking	\$5.00 per parking spot or \$75.00 per one side of street	Per day
Partial closure or obstruction of public street or right-of-way, including parking lots and on-street parking	\$5.00 per parking spot	Per day
Traffic Control Plan Review (local street)	\$100.00	Each
Barricade Use	\$25.00 per barricade	Per day
Cone Use	\$10.00 per cone	Per day
Park Fee: 1/2 of the Park	\$500.00	Per day
Park Fee: Entire park	\$1,000.00	Per day
Banner Hanging Fee	\$100.00	Per banner

Film Production Fees



Service/Fee Type	Amount	Per Unit
Application Fee - Low Impact Production (2 days or less)	\$50.00	Each
Application Fee - High Impact Production (3+ days)	\$100.00	Each
Total or disruptive use (regular operating hours) of a public building, right-of-way, or public areas	\$500.00	Per day
Partial non-disruptive use of a public building, right-of-way, or public area	\$250.00	Per day
Total closure or obstruction of public street or right-of-way, including parking lots and on-street parking (for filming purposes)	\$5.00 per parking spot or \$75.00 per one side of street block	Per day
Partial closure or obstruction of public street or right-of-way, including parking lots and on-street parking (for filming purposes)	\$5.00 per parking spot	Per day
Use of City parking lots, parking areas, and City Streets (for the purpose of parking film trailers, buses, catering trucks, and other large vehicles)	\$75.00 per one side of street block \$100.00 for City parking lots Or agreed amount of filming by Economic Development Director designee in public places	Per day
Park Fee: 1/2 of the Park	\$500.00	Per day
Park Fee: Entire park	\$1,000.00	Per day

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Hold a public hearing and discussion and/or action on Ordinance 2026-40 designating a geographic area within the extraterritorial jurisdiction of the City consisting of approximately 1,959.22 acres generally located east of North Colorado Street/US Highway 183, west of and inclusive of Dry Creek Road, north of Flores Street/FM 672, and south of Rolling Ridge Road, as a tax increment reinvestment zone pursuant to Chapter 311 of the Texas Tax Code, to be known as Reinvestment Zone Number Two, City of Lockhart, Texas ("Zone"); describing the boundaries of the Zone; creating a board of directors for the Zone and appointing members of the board; establishing a tax increment fund for the Zone; containing findings related to the creation of the Zone; providing a date for the termination of the Zone; providing that the Zone take effect immediately upon passage of the ordinance; providing a severability clause; and providing an effective date.

ORIGINATING DEPARTMENT AND CONTACT: Administration - Joseph Resendez

ACTION REQUESTED: Ordinance

BACKGROUND/SUMMARY/DISCUSSION: On August 18, 2026, City Council approved Resolution 2026-32 setting a public hearing for September 15, 2026, regarding the proposed creation of a Tax Increment Reinvestment Zone (TIRZ) consisting of approximately 1,959.22 acres generally located east of North Colorado Street/US Highway 183, west of and inclusive of Dry Creek Road, north of Flores Street/FM 672, and south of Rolling Ridge Road. The subject area includes the Hillwood Development Agreement area, the CA-257 Economic Development Agreement area, and a future project area located to the south and east.

Resolution 2026-32 also directed the City to prepare a Preliminary Project and Finance Plan and authorized the required notice of the September 15 public hearing. The public hearing provides interested persons an opportunity to speak for or against creation of the proposed zone, its boundaries, the inclusion of property within the zone, and the concept of tax increment financing.

The proposed ordinance would formally create Reinvestment Zone Number Two, City of Lockhart, Texas, pursuant to Chapter 311 of the Texas Tax Code. The approximately 1,959.22-acre Zone is currently located within the City's extraterritorial jurisdiction and is primarily open, undeveloped, or underdeveloped. The Preliminary Project and Finance Plan identifies proposed uses consisting primarily of residential, multifamily, and commercial development and identifies public improvements including water, wastewater, storm drainage, paving, parks and trails, and related soft costs.

The ordinance establishes a Board of Directors for the Zone and a TIRZ No. 2 Fund. The City will contribute 50 percent of the City's ad valorem tax increment generated from new taxable value within the Zone. The Preliminary Project and Finance Plan also contemplates

City of Lockhart, Texas

Council Agenda Item Cover Sheet

participation by Caldwell County at 35 percent of the County's maintenance and operations tax increment, subject to a separate County Participation Agreement. The County's participation is at the discretion of the Caldwell County Commissioners Court.

The Zone will take effect upon adoption of the ordinance and terminate on December 31, 2074, unless terminated earlier in accordance with the ordinance. Following creation of the Zone, the TIRZ Board will consider a Final Project and Finance Plan for recommendation to City Council.

PROJECT SCHEDULE (if applicable): September 15, 2026 – Public hearing and consideration of ordinance creating TIRZ No. 2. Following creation of the zone, the TIRZ Board will prepare and adopt a final Project and Finance Plan for submission to City Council for approval.

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): The ordinance provides for 50 percent of the City's tax increment generated from increases in taxable real property value within the TIRZ to be deposited into the TIRZ No. 2 Fund for eligible project costs. The tax increment base is established using taxable real property values as of January 1, 2026.

PREVIOUS COUNCIL ACTION: August 18, 2026 – City Council approved Resolution 2026-32 setting the September 15, 2026 public hearing, authorizing issuance of the required notice, and directing preparation of a Preliminary Project and Finance Plan.

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff recommends approval of the ordinance creating Reinvestment Zone Number Two, City of Lockhart, Texas.

LIST OF SUPPORTING DOCUMENTS: Ordinance 2026-40 - TIRZ No. 2 Creation

**CITY OF LOCKHART, TEXAS
ORDINANCE NO. 2026-40**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, DESIGNATING A GEOGRAPHIC AREA WITHIN THE EXTRATERRITORIAL JURISDICTION OF THE CITY AS A TAX INCREMENT REINVESTMENT ZONE PURSUANT TO CHAPTER 311 OF THE TEXAS TAX CODE, TO BE KNOWN AS REINVESTMENT ZONE NUMBER TWO, CITY OF LOCKHART, TEXAS; DESCRIBING THE BOUNDARIES OF THE ZONE; CREATING A BOARD OF DIRECTORS FOR THE ZONE AND APPOINTING MEMBERS OF THE BOARD; ESTABLISHING A TAX INCREMENT FUND (TIRZ NO. 2 FUND) FOR THE ZONE; CONTAINING FINDINGS RELATED TO THE CREATION OF THE ZONE; PROVIDING A DATE FOR THE TERMINATION OF THE ZONE; PROVIDING THAT THE ZONE TAKE EFFECT IMMEDIATELY UPON PASSAGE OF THE ORDINANCE; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City of Lockhart, Texas (the "City"), pursuant to Chapter 311 of the Texas Tax Code, as amended (the "Act"), may designate a geographic area within the corporate limits and/or extraterritorial jurisdiction of the City as a tax increment reinvestment zone if the area satisfies the requirements of the Act; and

WHEREAS, the City Council of the City (the "City Council") desires for the City to consider the creation of the tax increment reinvestment zone in the extraterritorial jurisdiction of the City consisting of approximately 1,959.22 acres depicted on ***Exhibit A*** and identified within ***Exhibit B*** attached hereto (the "Property"); and

WHEREAS, pursuant to and as required by the Act, the City Council prepared a *Reinvestment Zone Number Two, City of Lockhart, Texas, Preliminary Project and Finance Plan* (the "Preliminary Project and Finance Plan") attached hereto as ***Exhibit B*** and incorporated herein for all purposes; and

WHEREAS, notice of the public hearing on the creation of the proposed zone was published in the Lockhart Post-Register, a newspaper of general circulation within the City, on August 26, 2026, which date is not later than the seventh (7th) day before the public hearing held on September 15, 2026; and

WHEREAS, at the public hearing on September 15, 2026, interested persons were allowed to speak for or against the creation of the zone, the boundaries of the zone, and the concept of tax increment financing, and owners of property in the proposed zone were given a reasonable

opportunity to protest the inclusion of their property in the zone; and

WHEREAS, evidence was received and presented at the public hearing in favor of the creation of the zone; and

WHEREAS, the City has taken all actions required to create the zone including, but not limited to, all actions required by the Act, the Texas Open Meetings Act, and all other laws applicable to the creation of the zone; and

WHEREAS, the City desires to appoint initial members to the board of directors of the zone; and

WHEREAS, terms used in this Ordinance that have their initial letters capitalized shall have the meanings given to them in this Ordinance; however, terms that are **CAPITALIZED IN BOLD** shall have the meanings given to them in the Preliminary Project and Finance Plan.

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

SECTION 1. FINDINGS.

(a) The recitals, findings, and determinations contained in the preamble to this Ordinance are incorporated into the body of this Ordinance as if fully set forth in this Section and are hereby found and declared to be true and correct legislative findings and are adopted as part of this Ordinance for all purposes.

(b) The City Council finds that the **PUBLIC IMPROVEMENTS** will significantly enhance the value of all the taxable real property in the zone and will be of general benefit to the City.

(c) The City Council finds that the proposed zone meets the requirements of Section 311.005(a)(2) of the Act in that:

- (i) there is a need for essential public infrastructure and economic development programs to attract new business and commercial activity to the proposed zone for the purposes of increasing the real property tax base for all taxing units within the zone, increasing sales and use taxes for the City and the State of Texas, and increasing job opportunities for residents of the City and the region; and
- (ii) the proposed zone, as shown on **Exhibit A**, meets the criteria for the creation of a reinvestment zone set forth in Section 311.005 of the Act in that the area is predominantly open or undeveloped and, because of obsolete platting, deterioration of structures or site improvements, or other factors, substantially impairs and arrests the sound growth of the municipality; and

(iii) these factors substantially impair and arrest the sound growth of the City.

(d) The City Council finds that the proposed zone is a geographic area 100% within the City's corporate limits or extraterritorial jurisdiction.

(e) The City Council finds that not more than thirty percent (30%) of the property in the proposed zone, excluding property that is publicly owned, is used for residential purposes, and the total appraised value of taxable real property in the proposed zone and in existing reinvestment zones does not exceed fifty percent (50%) of the total appraised value of taxable real property in the City and in the industrial districts created by the City.

(f) The City Council finds that the development or redevelopment of the property in the proposed zone will not occur solely through private investment in the reasonably foreseeable future.

(g) The City Council finds that the Preliminary Project and Finance Plan is feasible.

(h) The City Council finds that the implementation of the Project and Finance Plan (as defined below) will alleviate the conditions described in Section 1(c) above and will serve a public purpose.

SECTION 2. DESIGNATION AND NAME OF THE ZONE. Pursuant to the authority of, and in accordance with the requirements of the Act, the City Council hereby designates the Property as a tax increment reinvestment zone. The name assigned to the zone for identification is Reinvestment Zone Number Two, City of Lockhart, Texas (the "Zone"). The Zone is designated pursuant to Section 311.005(a)(2) of the Act.

SECTION 3. BOARD OF DIRECTORS.

3.1 The City Council hereby creates a board of directors for the Zone (the "Board") consisting of seven members. Seven members shall be appointed by the City Council to Places 1, 2, 3, 4, 5, 6 and 7. Place 8 shall be appointed by the Commissioners Court of Caldwell County, Texas (the "County"), if the County participates in the Zone. If the County does not participate in the Zone, the Commissioners Court shall be deemed to have waived its right to appoint such members and the Place goes away.

3.2 The City Council hereby appoints the following individuals to serve as the initial members of the Board for the terms indicated:

Place 1	Mayor	(term expires November 2026)
Place 2	District 1	(term expires November 2028)
Place 3	District 2	(term expires November 2028)
Place 4	District 3	(term expires November 2026)
Place 5	District 4	(term expires November 2026)
Place 6	At-Large	(term expires November 2028)
Place 7	At-Large	(term expires November 2028)

Place 8 shall be appointed by the County for a term that expires November 2028.

Place 9 shall be appointed by the County for a term that expires November 2028.

Upon expiration of the indicated terms or upon City Council action to reconstitute the initial Board by appointing replacement members, subsequent appointments to fill vacancies shall be for terms of two years. The member appointed to Place 1 shall serve as the chairman of the Board. The Board is authorized to elect a vice-chairman and other officers as determined by the Board.

3.3 The Board shall make recommendations to the City Council concerning the administration, management, and operation of the Zone. The Board shall prepare or cause to be prepared and adopted a project plan and a reinvestment zone financing plan for the Zone (the "Project and Finance Plan") as required by the Act, and shall submit the Project and Finance Plan to the City Council for approval. The Board may enter into agreements as the Board considers necessary or convenient to implement the Project and Finance Plan and reimburse **PROJECT COSTS** from the **TIRZ NO. 2 FUND** established pursuant to Section 7 of this Ordinance.

3.4 Directors shall not receive any salary or other compensation for their services as directors.

3.5 Pursuant to Section 311.010(h) of the Act and Article III, Section 52-a of the Texas Constitution, the City Council hereby authorizes the Board, as necessary or convenient to implement the Project and Finance Plan and achieve its purposes, to establish and provide for the administration of one or more programs for the public purposes of developing and diversifying the economy of the Zone, eliminating unemployment and underemployment in the Zone, and developing or expanding transportation, business, and commercial activity in the Zone, including programs to make grants of land and buildings and make grants from the **TIRZ NO. 2 FUND** for activities that benefit the Zone and stimulate business and commercial activity in the Zone. In addition, the City Council hereby authorizes the Board to exercise all of the powers of the City under Chapter 380, Texas Local Government Code, as amended.

SECTION 4. DURATION OF THE ZONE. The Zone shall take effect immediately upon the passage and approval of this Ordinance. The Zone shall terminate on December 31, 2074 (with final year's tax due by January 31, 2075), unless otherwise terminated in accordance with this section. The City shall have the right to terminate the Zone prior to the expiration of its stated term if all of the **PROJECT COSTS** have been paid in full. If upon expiration of the stated term of the Zone, **PROJECT COSTS** have not been paid, the City and the County shall have no obligation to pay the shortfall.

SECTION 5. TAX INCREMENT BASE. The **TAX INCREMENT BASE** for purposes of calculating the **CITY TIRZ INCREMENT**, and if the County participates in the Zone, the **COUNTY TIRZ INCREMENT** means the total appraised value of all real property in the Zone that is taxable by the City and the County, respectively, as of January 1, 2026.

SECTION 6. CAPTURED APPRAISED VALUE. The **CAPTURED APPRAISED VALUE** for purposes of calculating the annual **CITY TIRZ INCREMENT** and if the County participates in the Zone, the **COUNTY TIRZ INCREMENT**, means the total real property value taxable

(including increase tax values attributable to changes in use) by the City for a year and located in the Zone for that year less the **TAX INCREMENT BASE** of the unit.

SECTION 7. TAX INCREMENT FUND. There is hereby created and established a **TIRZ NO. 2 FUND** for the Zone. Within the **TIRZ NO. 2 FUND**, there may be maintained subaccounts as necessary and convenient to carry out the purposes of the Act. The **CITY TIRZ INCREMENT** and if the County participates in the Zone, the **COUNTY TIRZ INCREMENT**, shall be deposited into the **TIRZ NO. 2 FUND** as of the effective date of the Zone. The **TIRZ NO. 2 FUND** and all subaccounts shall be maintained at the depository bank of the City and shall be secured in the manner prescribed by law for funds of Texas cities. Prior to termination of the Zone, funds shall be disbursed from the **TIRZ NO. 2 FUND** only to pay **PROJECT COSTS**.

The **TIRZ NO. 2 FUND** shall consist of (i) the percentage of the tax increment, as defined by Section 311.012(a) of the Texas Tax Code, that each taxing unit which levies real property taxes in the Zone, other than the City, has elected to dedicate to the **TIRZ NO. 2 FUND** under an agreement with the City authorized by Section 311.013(f) of the Texas Tax Code, and (ii) fifty percent (50%) of the City's tax increment as defined by section 311.012(a) of the Texas Tax Code (**CITY TIRZ INCREMENT**), subject to any binding agreement executed at any time by the City that pledges a portion of such tax increment or an amount of other legally available funds whose calculation is based on receipt of any portion of such tax increment.

SECTION 8. SEVERABILITY. If any provision, section, subsection, sentence, clause or phrase of this Ordinance, or the application of same to any person or set of circumstances, is for any reason held to be invalid, the validity of the remaining provisions of this Ordinance or their application to other persons or sets of circumstances shall not be affected thereby, it being the intent of the City Council in adopting this Ordinance that no provision of this Ordinance shall become inoperative because of the invalidity of another provision; and, therefore, all provisions of this Ordinance are declared severable for that purpose.

SECTION 9. OPEN MEETINGS. It is hereby found, determined, and declared that sufficient written notice of the date, hour, place and subject of the meeting of the City Council at which this Ordinance was adopted was posted at a place convenient and readily accessible at all times to the general public at the City Hall of the City for the time required by law preceding its meeting, as required by the Texas Open Meetings Act, Chapter 551 of the Texas Government Code, as amended, and that this meeting has been open to the public as required by law at all times during which this Ordinance and the subject matter hereof has been discussed, considered and formally acted upon. The City Council further ratifies, approves and confirms such written notice and the contents and posting thereof.

SECTION 10. EFFECTIVE DATE. This Ordinance shall take effect immediately upon its passage as provided by law.

PASSED, APPROVED, AND ADOPTED ON THIS 15th DAY OF SEPTEMBER, 2026

Mayor

ATTEST:

City Secretary

Effective: _____

APPROVED AS TO FORM AND LEGALITY:

City Attorney

EXHIBIT A
PROPERTY DEPICTION

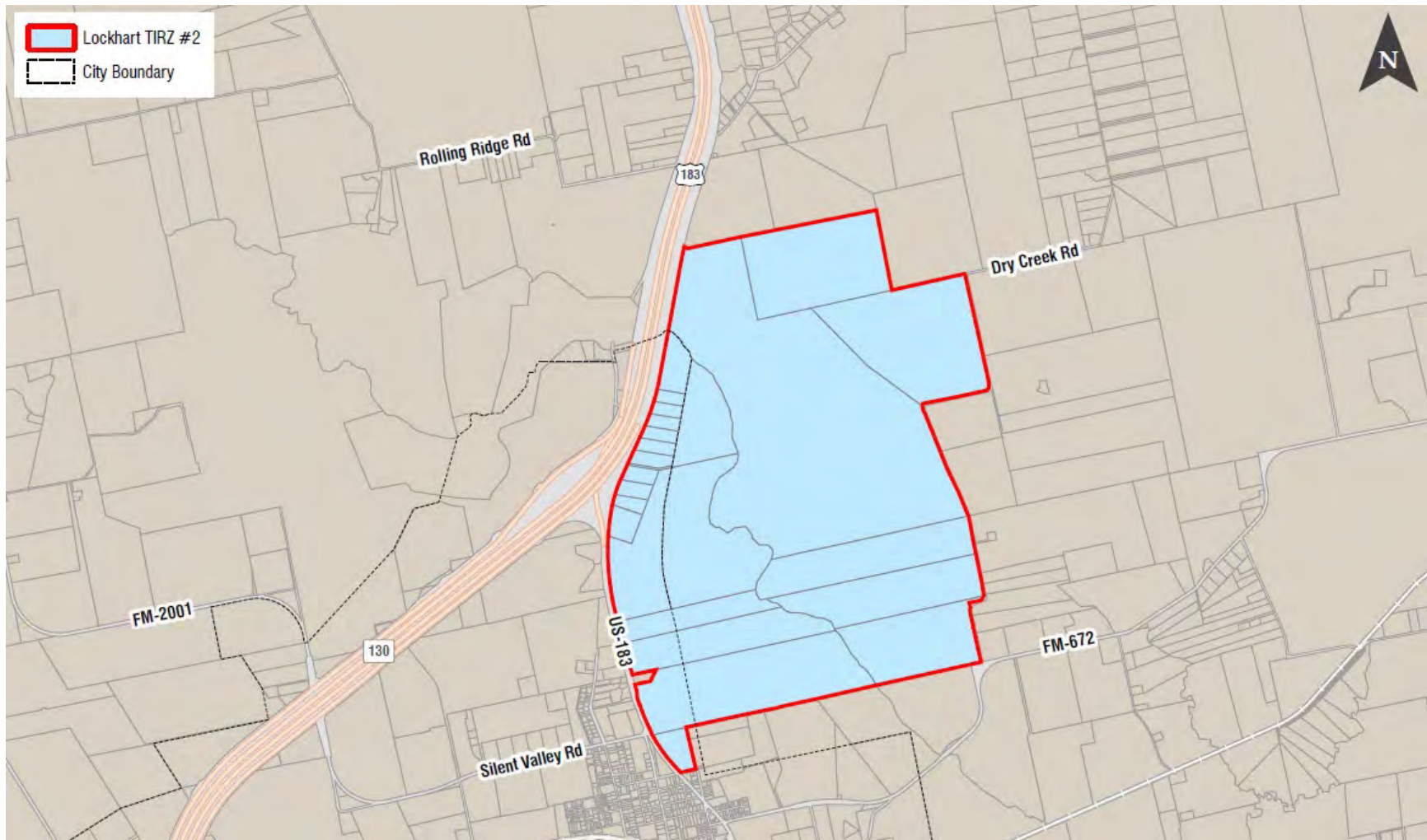


EXHIBIT B

PRELIMINARY PROJECT AND FINANCE PLAN

[REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK]

REINVESTMENT ZONE NUMBER TWO,
CITY OF LOCKHART, TEXAS
PRELIMINARY PROJECT AND FINANCE PLAN
SEPTEMBER 15, 2026

TABLE OF CONTENTS

Table of Contents	1
Section 1: Definitions	2
Section 2: Introduction	5
Section 3: Description and Maps	7
Section 4: Proposed Changes to Ordinances, Plans, Codes, Rules, and Regulations	7
Section 5: Relocation of Displaced Persons	7
Section 6: Estimated Non-Project Costs	8
Section 7: Proposed Public Improvements	8
Section 8: Estimated Project Costs	8
Section 9: Feasibility Study	9
Section 10: Estimated Bonded Indebtedness	9
Section 11: Appraised Value	10
Section 12: Method of Financing	10
Section 13: Duration of the Zone, Termination	11
List of Exhibits	12
Exhibit A-1 – Map of the Zone	13
Exhibit A-2 – Map of the District.....	14
Exhibit B – Non-Project Costs	15
Exhibit C – Project Costs.....	16
Exhibit D – Estimated Timeline of Incurred Project Costs	17
Exhibit E – Feasibility Study.....	18
Exhibit F – Proposed Uses of the Property	19
Exhibit G – Map of the Public Improvements	20
Exhibit H-1 – Parcel Identification of the Zone	25
Exhibit H-2 – Legal Description of the District	26

SECTION 1: DEFINITIONS

Capitalized terms used in this Preliminary Plan shall have the meanings given to them in **Section I** below unless otherwise defined in this Preliminary Plan or unless the context in which a term is used clearly requires a different meaning. Unless otherwise defined, a reference to a “Section,” or an “Exhibit,” shall be a reference to a Section of this Preliminary Plan or an Exhibit attached to and made a part of this Preliminary Plan for all purposes.

“**Act**” means Chapter 311, Texas Tax Code, Tax Increment Financing Act, as amended.

“**Additional Projects**” means those certain Public Improvements to be constructed within the Zone other than the District Projects, as shown on **Exhibit C**.

“**Administrative Costs**” means the actual, direct costs paid or incurred by or on behalf of the City to administer the Zone, including reasonable charges for the time spent by employees of the City in connection with the implementation of the Final Plan, planning, engineering, legal services, organizational costs, publicizing costs, costs of operating the Zone and project facilities paid by or on behalf of the City that are directly related to the administration of the Zone, as well as payments made at the discretion of the City Council that it finds necessary or convenient to the creation of the Zone or to the implementation of the Final Plan for the Zone.

“**Appraisal District**” means the Caldwell County Appraisal District.

“**Board**” means the Board of Directors for the Zone.

“**Captured Appraised Value**” means the total taxable value of the Zone as of January 1 of any year as calculated and confirmed annually by the Appraisal District, less the Tax Increment Base of the Zone.

“**City**” means the City of Lockhart, Texas.

“**City Council**” means the governing body of the City.

“**City TIRZ Increment**” means the portion of the City’s ad valorem tax increment equal to fifty percent (50%) of the ad valorem real property taxes collected and received by the City on the Captured Appraised Value in the Zone, as further described in **Section 12**.

“**County**” means Caldwell County, Texas.

“**County TIRZ Increment**” means the portion of the County’s ad valorem tax increment equal to thirty-five percent (35%) of the maintenance and operation portion of ad valorem real property

taxes collected and received by the County on the Captured Appraised Value in the Zone, pursuant to the County Participation Agreement, as further described in **Section 12**.

“County Participation Agreement” means that certain agreement to be entered into by the City and the County detailing the County’s participation in the Zone.

“Creation Ordinance” means an ordinance creating the Zone and approving this Preliminary Plan adopted by the City on September 15, 2026.

“Developer” means Hillwood Enterprises, L.P., or an affiliated entity.

“Development Agreement” means that certain Development Agreement to be entered between the City and the Developer.

“District” means the Lockhart Municipal Utility District of Caldwell County as depicted on **Exhibit A-2** and identified on **Exhibit H-2**.

“District Debt” means the debt incurred by the District to fund costs incurred by the District, including costs of the Public Improvements.

“District Projects” means those certain Public Improvements to be constructed within the District and interest accrued on District Debt as shown on **Exhibit C**.

“Feasibility Study” means the economic feasibility study as prepared at the time of this Preliminary Plan and updated when the Final Plan is approved, and focuses only on direct financial benefits, as further described in **Section 9** and shown on **Exhibit E**.

“Final Plan” means the future *Reinvestment Zone Number Two, City of Lockhart, Texas Final Project and Finance Plan*.

“Harken Master Plan Development Fund” means a TIRZ Subaccount within the TIRZ No. 2 Fund created in conformance with any current or future TIRZ Agreement related to the District for District Projects. Shall contain only revenue generated by the District.

“Preliminary Plan” means this *Reinvestment Zone Number Two, City of Lockhart, Texas Preliminary Project and Finance Plan*, approved by the Creation Ordinance.

“Project Costs” means the total costs for projects in the Zone, including the cost of the Public Improvements, interest on District Debt and Administrative Costs.

“Property” means 1,959.22 acres of land as depicted on **Exhibit A-1** and identified on **Exhibit H-1**.

“Public Improvements” means the proposed public improvements to be financed by the Zone, which includes paving, water, wastewater, storm drainage, parks and trails, and soft costs, as conceptually depicted on **Exhibit G** and detailed on **Exhibit C**.

“Remaining Fund” means a TIRZ Subaccount within the TIRZ No. 2 Fund created in conformance with any current or future TIRZ Agreement(s) related to Additional Projects in the Zone.

“Tax Increment Base” means the total appraised value of taxable real property in the Zone at the time of creation of the Zone.

“TIRZ Agreement” means any current or future reimbursement agreement by and among the City, the Board, and the Developer.

“TIRZ No. 2 Fund” means the tax increment fund created by the City and segregated from all other funds of the City.

“TIRZ Reimbursement Cap” means the total amount of [\$_____].

“TIRZ Subaccount” means any subaccount within the TIRZ No. 2 Fund created in conformance with any current or future TIRZ Agreement.

“Zone” means Reinvestment Zone Number Two, City of Lockhart, Texas, as depicted on **Exhibit A-1** and identified on **Exhibit H-1**.

SECTION 2: INTRODUCTION

2.1 Authority and Purpose

The City has the authority under the Act to designate a contiguous or noncontiguous geographic area within the corporate limits or extraterritorial jurisdiction of the City as a tax increment reinvestment zone to promote development or redevelopment of the area because the City Council determined that development or redevelopment would not occur solely through private investment in the reasonably foreseeable future, that the Zone is economically feasible, and that creation of the Zone is in the best interest of the City and the property in the Zone. The purpose of the Zone is to facilitate such development or redevelopment by financing the costs of public works, Public Improvements, programs, and other projects benefiting the Zone, plus other costs incidental to those expenditures, all of which costs are authorized by the Act.

2.2 Eligibility Requirements

An area is eligible under the Act to be designated as a tax increment reinvestment zone if the area:

- 1) substantially arrests or impairs the sound growth of the municipality designating the Zone, retards the provision of housing accommodations, or constitutes an economic or social liability and is a menace to the public health, safety, morals, or welfare in its present condition; or
- 2) is predominantly open or undeveloped and, because of obsolete platting, deterioration of structures or site improvements, or other factors, substantially impairs or arrests the sound growth of the City; or
- 3) is in a federally assisted new community located in the City or in an area immediately adjacent to a federally assisted new community; or
- 4) is in an area described in a petition requesting that the area be designated as a reinvestment zone, if the petition is submitted to the governing body of the City by the owners of property constituting at least fifty percent (50%) of the appraised value of the property in the area according to the most recent certified appraisal roll for the county in which the area is located.

The City cannot, however, designate a zone if more than thirty percent (30%) of the property in the proposed zone, excluding property that is publicly owned, is used for residential purposes, or if the total appraised value of taxable real property in the proposed zone and in existing reinvestment zones exceeds fifty percent (50%) of the total appraised value of taxable real property in the City and in industrial districts created by the City.

2.3 Proposed Zone

The Property within the proposed Zone is currently located within the extraterritorial jurisdiction of the City. The Property is primarily open, undeveloped, or underdeveloped, and substantially impairs and arrests the sound growth of the City. Due to its size, location, and physical characteristics development would not occur solely through private investment in the foreseeable future. The Property lacks Public Improvements and requires economic incentive to attract development for the purpose of providing long-term economic benefits including, but not limited to, an increased real property tax base for all taxing units in the Zone. If the Public Improvements are financed as contemplated by this Preliminary Plan, the City envisions that the Property will be developed to take full advantage of the opportunity to bring the City and County a quality development.

2.4 Preliminary Plan and Hearing

Before the City Council adopts the Creation Ordinance, the City Council must prepare a preliminary reinvestment zone financing plan in accordance with the Act and must hold a public hearing on the creation of the Zone and its benefits to the City and to the Property, at which public hearing interested persons shall be given the opportunity to speak for and against the creation of the Zone, the boundaries of the Zone and the concept of tax increment financing, and at which hearing the owners of the Property shall be given a reasonable opportunity to protest the inclusion of their Property in the Zone. The requirement of the Act for a preliminary reinvestment zone financing plan was satisfied by this Preliminary Plan, the purpose of which was to describe, in general terms, the Public Improvements that will be undertaken and financed by the Zone. A description of how such Public Improvements will be undertaken and financed shall be determined by the Final Plan, which requires approval by the Board and City Council.

2.5 Creation of the Zone

Upon the closing of the above referenced public hearing, the City Council shall consider the Creation Ordinance and the following findings:

- 1) that development or redevelopment of the Property would not occur solely through private investment in the reasonably foreseeable future, and
- 2) that the Zone is feasible, and
- 3) that improvements in the Zone will significantly enhance the value of all the taxable real property in the Zone and will be of general benefit to the City, and
- 4) that the Zone meets the eligibility requirements of the Act.

Among other provisions required by the Act, the Creation Ordinance shall appoint the Board.

2.6 Board Recommendations

After the creation of the Zone, the Board shall review the Final Plan pursuant to which the City shall contribute the City TIRZ Increment into the TIRZ No. 2 Fund, in accordance with the Final Plan, to pay a portion of the Project Costs benefiting the Zone, and recommend its approval to the City Council.

SECTION 3: DESCRIPTION AND MAPS

3.1 Existing Uses and Conditions

The Property is currently located in the City's extraterritorial jurisdiction and shall be zoned upon annexation in accordance with the City's zoning ordinance. The Property is primarily undeveloped or underdeveloped, and there is limited and inadequate public infrastructure to support development. Development requires extensive public infrastructure that: (1) the City could not provide, and (2) would not be provided solely through private investment in the foreseeable future.

3.2 Proposed Uses

The proposed uses of the Property are primarily residential, multifamily, and commercial as shown on **Exhibit F**.

3.3 Parcel Identification

The parcels identified on **Exhibit H-1** provide sufficient detail to identify with ordinary and reasonable certainty the territory included in the Zone.

SECTION 4: PROPOSED CHANGES TO ORDINANCES, PLANS, CODES, RULES, AND REGULATIONS

The Property is wholly located in the extraterritorial jurisdiction of the City and shall be subject to the Development Agreement. The City shall have exclusive jurisdiction over the subdivision and platting of the property within the City limits as well as the design, construction, installation, and inspection of public infrastructure.

SECTION 5: RELOCATION OF DISPLACED PERSONS

No persons shall be displaced and in need of relocation due to the creation of the Zone or due to the implementation of the Final Plan.

SECTION 6: ESTIMATED NON-PROJECT COSTS

Non-Project Costs are costs that will be spent to develop in the Zone but will not be financed by the Zone, and will be financed by other funds. The list of Non-Project Costs is shown on **Exhibit B**, and are estimated to be approximately \$520,672,000.

SECTION 7: PROPOSED PUBLIC IMPROVEMENTS

7.1 Categories of Public Improvements

All Public Improvements shall be designed and constructed in accordance with all applicable City standards and shall otherwise be inspected, approved, and accepted by the City. At the City's option, the Public Improvements may be expanded to include any other category of improvements authorized by the Act, including Texas Local Government Code Chapter 380.

7.2 Location of Public Improvements

The estimated locations of the proposed Public Improvements are depicted on **Exhibit G**. These locations may be revised, with the approval of the City, from time to time without amending the Final Plan.

SECTION 8: ESTIMATED PROJECT COSTS

8.1 Project Costs

The total Project Costs for projects in the Zone, which includes the cost of the Public Improvements and the Administrative Costs are estimated to be approximately \$904,041,970, as shown on **Exhibit C**.

8.2 Estimated Costs of Public Improvements

The estimated cost of Public Improvements within the Zone is approximately \$903,248,435, as shown on **Exhibit C**.

8.3 Estimated Administrative Costs

The Administrative Costs are estimated to be \$10,000 annually and escalating at two percent (2%) thereafter, and shall be paid each year from the TIRZ No. 2 Fund before the costs of Public Improvements are paid.

8.5 Estimated Timeline of Incurred Costs

The Administrative Costs will be incurred annually beginning at the time the Zone is created and through the duration of the Zone. It is estimated the costs of the Public Improvements will be incurred between calendar years 2027 and 2040, as shown on **Exhibit D**.

SECTION 9: FEASIBILITY STUDY

The Feasibility Study, as shown on **Exhibit E**, focuses on only direct financial benefits (i.e. ad valorem tax revenues from the development of Public Improvements in the Zone). Based on the Feasibility Study, during the term of the Zone, if the Zone develops in the manner and timing contemplated, then approximately \$231,057,451 will be deposited into the TIRZ No. 2 Fund to pay for the Project Costs over the life of the Zone. The remaining real property tax revenue over that period, estimated at \$417,699,433, shall be retained by the participating taxing entities as shown in **Exhibit E**.

The Feasibility Study shows the cumulative City TIRZ Increment is estimated to be \$239,233,328, which will be available to pay a portion of the Project Costs, until the term expires or is otherwise terminated. The remainder of the new City real property tax revenue generated within the Zone and retained by the City is estimated to be \$239,233,328 over the remaining term.

The Feasibility Study shows the cumulative County TIRZ Increment is estimated to be \$108,619,961, which will be available to pay a portion of the Project Costs, until the term expires or is otherwise terminated, pursuant to the County Participation Agreement. The remainder of the new County real property tax revenue generated within the Zone and retained by the County is estimated to be \$201,722,785 over the remaining term.

One hundred percent (100%) of all taxing revenues generated for other taxing entities by the new development within the Zone will be retained by the respective taxing entities, unless the taxing entity participates in the Zone. Based on the foregoing, the feasibility of the Zone has been demonstrated.

SECTION 10: ESTIMATED BONDED INDEBTEDNESS

No tax increment reinvestment zone bonds or public indebtedness by the City secured by the tax increments pursuant to the Act, is contemplated. However, TIRZ No. 2 revenues may pay for District Debt for projects in accordance with the Final Plan, but shall not be pledge to such indebtedness.

SECTION 11: APPRAISED VALUE

11.1 Tax Increment Base

The Property is currently located in the extraterritorial jurisdiction of the City; therefore the Tax Increment Base is \$0 which shall be confirmed by the Appraisal District.

11.2 Estimated Captured Appraised Value

Each year, the Appraisal District shall confirm the current Captured Appraised Value. It is estimated that upon expiration of the term of the Zone, the total Captured Appraised Value of taxable real property in the Zone will be approximately \$3,030,387,266, as shown on **Exhibit E**. The actual Captured Appraised Value, as certified by the Appraisal District, for each year, will be used to calculate the City TIRZ Increment and the County TIRZ Increment.

SECTION 12: METHOD OF FINANCING

12.1 TIRZ Fund Contributions

The Final Plan shall obligate the City to deposit the City TIRZ Increment into the TIRZ No. 2 Fund beginning in 2026. For example, in tax year 2025, the City's ad valorem tax rate was \$0.55410 per \$100 of taxable value, therefore the City would contribute \$0.27705 per \$100 of the Captured Appraised Value in the Zone levied and collected, to the TIRZ No. 2 Fund.

The County Participation Agreement shall obligate the County to deposit the County TIRZ Increment into the TIRZ No. 2 Fund beginning in 2026. For example, in tax year 2025, the County's ad valorem tax rate was \$0.35940 per \$100 of taxable value, therefore the County would contribute \$0.12579 per \$100 of the Captured Appraised Value in the Zone levied and collected, to the TIRZ No. 2 Fund

12.2 Funding Mechanisms

All payments of Project Costs shall be made solely from the TIRZ No. 2 Fund and from no other funds of the City or County, unless otherwise approved by their respective governing bodies, and the TIRZ No. 2 Fund shall only be used to pay the Project Costs in accordance with the Final Plan.

Commencing upon the execution of the Creation Ordinance, and continuing for the term of the Zone, the City shall cause to be deposited into the TIRZ No. 2 Fund (or as appropriate, the TIRZ Subaccount created therein by the City) the City TIRZ Increment and the County TIRZ Increment intended to pay Project Costs. Deposits into the TIRZ No. 2 Fund shall be used first to pay Administrative Costs.

The TIRZ revenue generated within the District and deposited into the Harken Master Plan Development Fund shall be prioritized as follows:

- 1) First, to reimburse the Developer to fund costs for District Projects, pursuant to the Development Agreement, the applicable TIRZ Agreement, and up to the TIRZ Reimbursement Cap; and
- 2) Second, to pay any other item identified in the Final Plan, and eligible under the Act

The TIRZ revenue generated within the Zone, save and except the District, and deposited into the Remaining Fund or additional TIRZ Subaccounts, as applicable, shall be prioritized as follows:

- 1) First, to fund costs for Additional Projects in accordance with one or more future TIRZ Agreement(s); and
- 2) Second, to pay any other item identified in the Final Plan, and eligible under the Act.

SECTION 13: DURATION OF THE ZONE, TERMINATION

13.1 Duration

The stated term of the Zone shall commence upon the execution of the Creation Ordinance and shall continue until December 31, 2074, with the last payment being due by January 31, 2075, unless otherwise terminated in accordance with the Creation Ordinance and **Section 13.2** below.

13.2 Termination

The Zone shall terminate on the earlier of (i) December 31, 2074 or (ii) at such time that the Project Costs have been paid in full. If upon expiration of the stated term of the Zone, the obligations of the Zone have not been fully funded by the TIRZ No. 2 Fund, the City shall have no obligation to pay the shortfall and the term shall not be extended. Nothing in this Section is intended to prevent the City from extending the term of the Zone in accordance with the Act.

LIST OF EXHIBITS

Unless otherwise stated, all references to "Exhibits" contained in this Preliminary Plan shall mean and refer to the following exhibits, all of which are attached to and made a part of this Preliminary Plan for all purposes.

Exhibit A-1	Map of the Zone
Exhibit A-2	Map of the District
Exhibit B	Non-Project Costs
Exhibit C	Project Costs
Exhibit D	Estimated Timeline of Incurred Project Costs
Exhibit E	Feasibility Study
Exhibit F	Proposed Uses of the Property
Exhibit G	Map of the Public Improvements
Exhibit H-1	Parcel Identification of the Zone
Exhibit H-2	Legal Description of the District

EXHIBIT A-1 – MAP OF THE ZONE

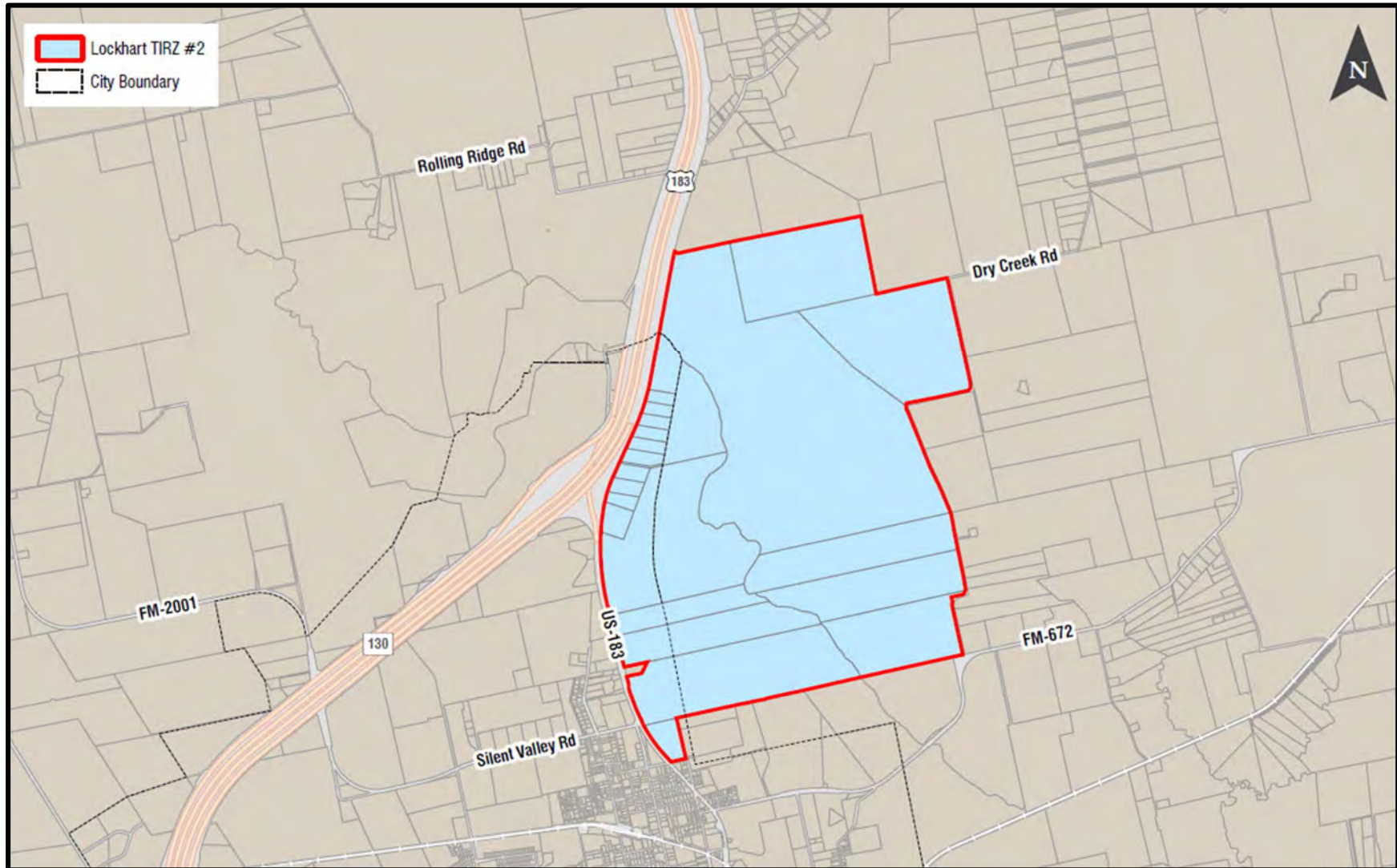


EXHIBIT A-2 – MAP OF THE DISTRICT

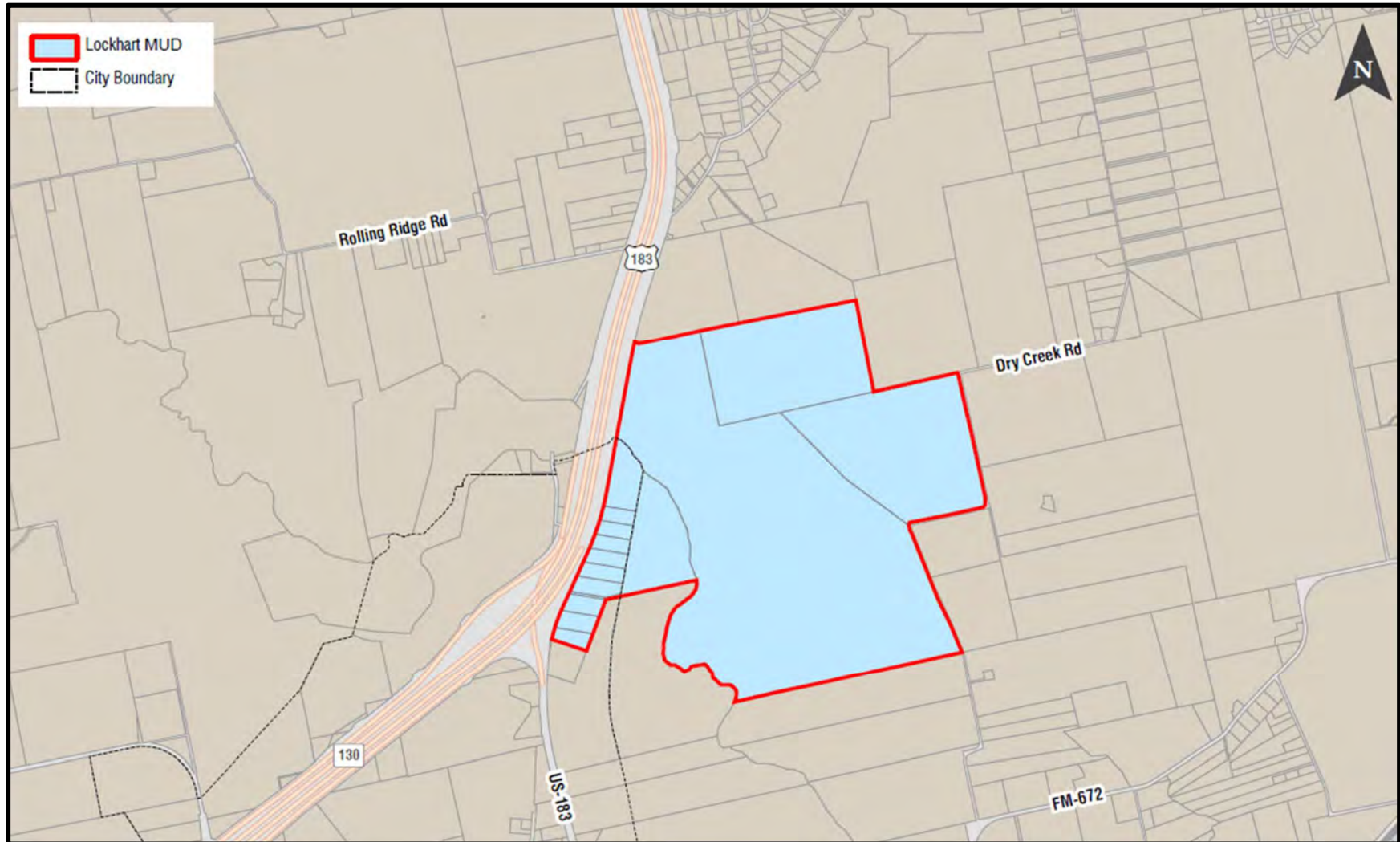


EXHIBIT B – NON-PROJECT COSTS

Reinvestment Zone Number Two, City of Lockhart, Texas Non-Project Costs		
Non-Project Costs^{[a],[b]}		
Total Added Development Value	\$	1,570,500,000
Total Public Improvement Costs	\$	919,659,521
Estimated Non-Project Costs	\$	520,672,000
Footnotes		
[a] Non-Project Costs are estimated to be approximately 80% of the Added Development Value less the total Public Improvement Costs.		
[b] Provided for illustrative purposes only, and subject to change.		

EXHIBIT C – PROJECT COSTS

Reinvestment Zone Number Two, City of Lockhart, Texas Project Costs		
Item	Cost	
District Projects^[a]		
Water	\$	12,747,166
Wastewater	\$	15,867,952
Storm Drainage	\$	38,008,010
Parks and Trails	\$	29,346,833
Paving	\$	77,732,770
Soft Costs	\$	70,163,255
Interest/Escalation ^[b]		TBD
Subtotal	\$	243,865,986
Additional Projects^[c]		
Water	\$	168,750,000
Wastewater	\$	168,750,000
Storm Drainage	\$	168,750,000
Paving	\$	168,750,000
Subtotal	\$	675,000,000
Administrative Costs	\$	793,535
Total Project Costs	\$	919,659,521

Footnotes:

[a] As provided by the Developer.

[b] Includes the estimated interest on public infrastructure debt not issued by the City. Shall not be pledged for the repayment of District Debt; provided, however, that revenues may be used for the payment of interest on District Debt and other obligations and to reimburse the Developer for the costs of District Projects paid by or at the direction of the Developer. Such costs may be updated and included in an amendment to the Final Plan upon issuance of District Debt, if applicable.

[c] Estimates shown for illustrative purposes only. It is anticipated that the Final Plan shall be amended in the future to identify additional Project Costs.

EXHIBIT D – ESTIMATED TIMELINE OF INCURRED PROJECT COSTS

Reinvestment Zone Number Two, City of Lockhart, Texas Timeline to Incur Project Costs		
Calendar Year ^[a]	Total Project Costs ^[b]	
	Annual	Cumulative
2025	\$ -	\$ -
2026	\$ -	\$ -
2027	\$ 27,381,680	\$ 27,381,680
2028	\$ 56,343,072	\$ 83,724,752
2029	\$ 64,768,204	\$ 148,492,956
2030	\$ 74,773,049	\$ 223,266,005
2031	\$ 82,671,610	\$ 305,937,615
2032	\$ 90,570,172	\$ 396,507,787
2033	\$ 120,058,135	\$ 516,565,921
2034	\$ 96,889,021	\$ 613,454,942
2035	\$ 108,473,578	\$ 721,928,520
2036	\$ 107,947,007	\$ 829,875,527
2037	\$ 34,753,671	\$ 864,629,197
2038	\$ 23,169,114	\$ 887,798,311
2039	\$ 17,903,406	\$ 905,701,717
2040	\$ 13,164,269	\$ 918,865,986
2041	\$ -	\$ 918,865,986
Total	\$ 918,865,986	
Footnotes		
[a] Timeline shown for illustrative purposes only, and is subject to change.		
[b] Does not include Administrative Costs, which shall be incurred annually for the duration of the Zone.		

EXHIBIT E – FEASIBILITY STUDY

[to be updated]

EXHIBIT F – PROPOSED USES OF THE PROPERTY

HARKEN BY HILLWOOD

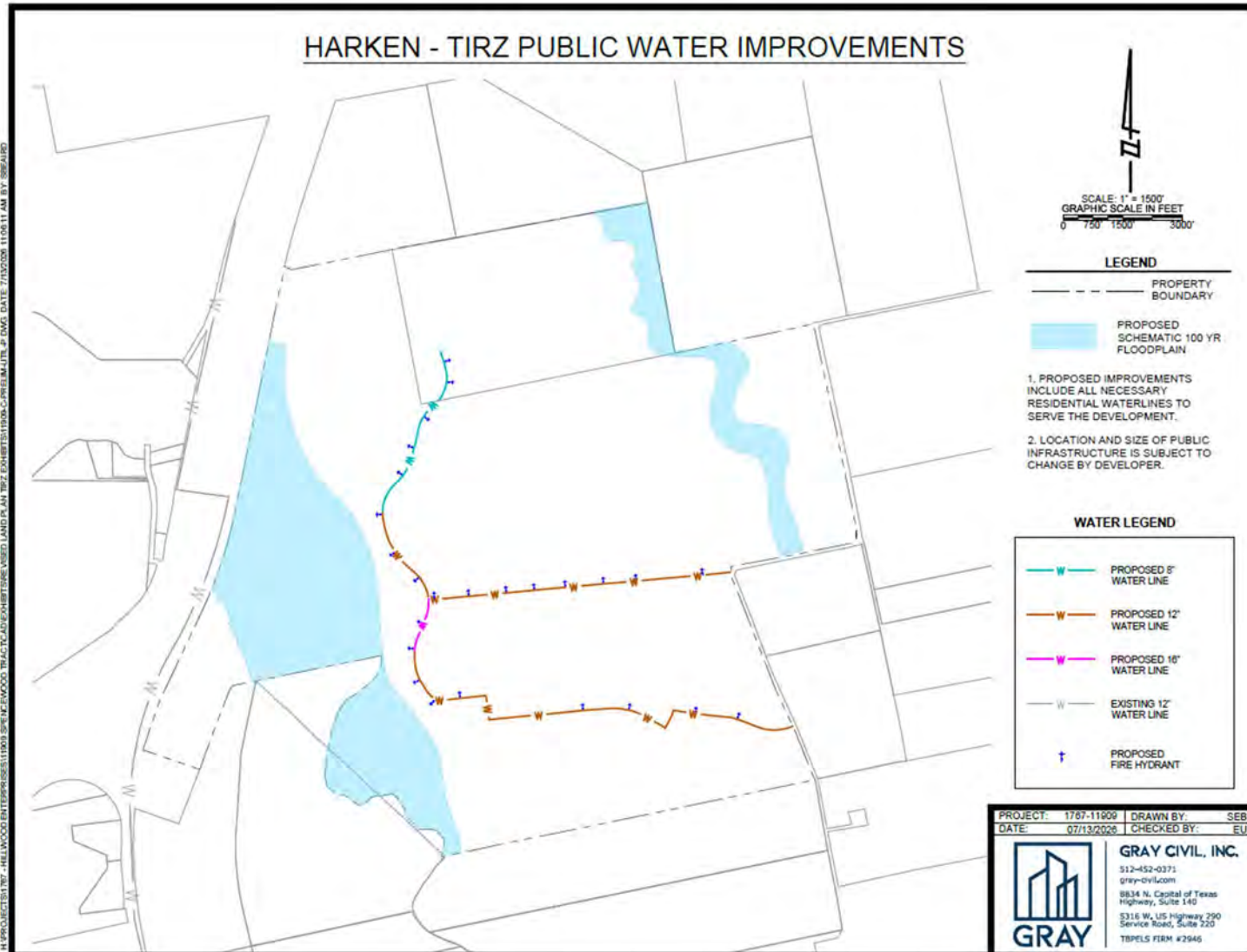
Overall Master Plan

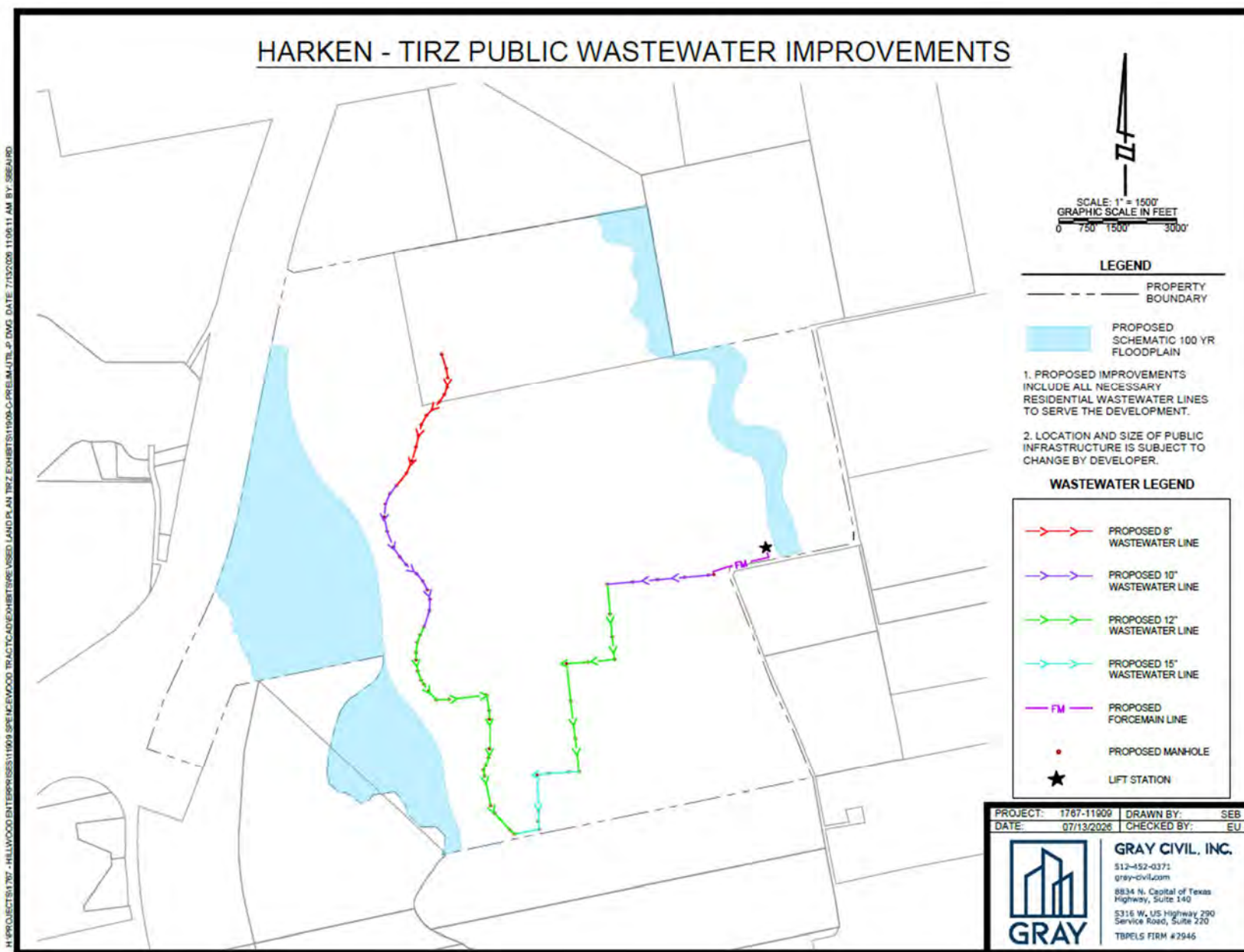
Total Acres	1,105
Residential Acres	609
Residential Phases	5
Projected Lot Count @ Build Out	2,600 - 2,700
Lot Sizes (Front Foot)	40' – 80'
Parks, Trails & Open Spaces (Acres)	444
School Site (Acres)	13
Commercial & Mix Use (Acres)	38

*Based on current concept plan assumptions (June 2026)



EXHIBIT G – MAP OF THE PUBLIC IMPROVEMENTS

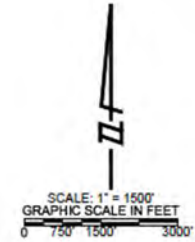




H:\PROJECTS\1707 - HELLWOOD ENTERPRISES\11909 SPRINGWOOD TRACT\CAD\EXHIBTS\RE-USED LAND\PLAN TIRZ EXHIBTS\11909-C-PRJ\MLD\900\LP.DWG, DATE: 7/13/2026 11:29:14 AM BY: SEB AND

HARKEN - TIRZ PUBLIC STORM DRAIN IMPROVEMENTS

STORM LEGEND	
	18" RCP
	24" RCP
	30" RCP
	36" RCP
	42" RCP
	48" RCP
	54" RCP
	5x5" RCB
	6x6" RCB
	7x7" RCB
	8x8" RCB
	4x4" JUNCTION BOX
	5x5" JUNCTION BOX
	6x6" JUNCTION BOX
	7x7" JUNCTION BOX
	8x8" JUNCTION BOX
	9x9" JUNCTION BOX
	10x10" JUNCTION BOX
	11x11" JUNCTION BOX



- LEGEND**
- PROPERTY BOUNDARY
 - PROPOSED SCHEMATIC 100 YR FLOODPLAIN
1. PROPOSED IMPROVEMENTS INCLUDE ALL NECESSARY RESIDENTIAL STORM DRAIN SYSTEMS TO SERVE THE DEVELOPMENT.
 2. LOCATION AND SIZE OF PUBLIC INFRASTRUCTURE IS SUBJECT TO CHANGE BY DEVELOPER.

PROJECT: 1707-11909	DRAWN BY: SEB
DATE: 07/13/2026	CHECKED BY: EU

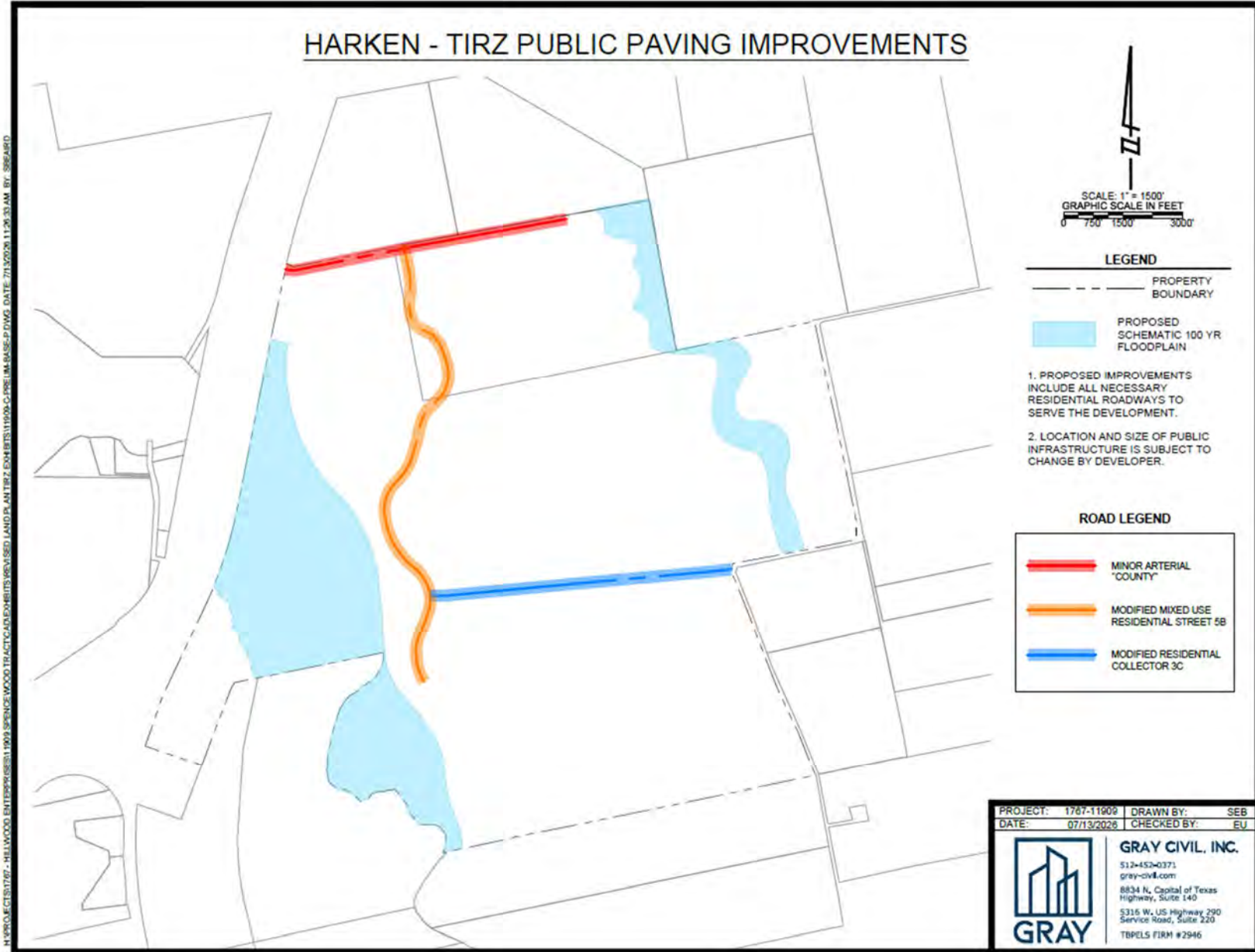
GRAY CIVIL, INC.

512-452-0371
gray-civil.com

8834 N. Capital of Texas Highway, Suite 140

5316 W. US Highway 290
Service Road, Suite 220

TBFLS FIRM #2946



HARKEN - TIRZ PUBLIC PARKS & TRAILS IMPROVEMENTS



LEGEND

- - - - - Project Boundary
- Open Space
- Plum Creek Trail System
- Neighborhood Trail
- Neighborhood Park

Note:

Location and size of public infrastructure is subject to change by Developer

N.T.S

The information shown is based on the best information available and is subject to change without notice.

EXHIBIT H-1 – PARCEL IDENTIFICATION OF THE ZONE

Property ID
13513
13516
13517
13872
13873
13883
14519
18458
18597
39085
39557
40377
40378
74277
74278
74279
74280
74281
74282
74283
74284
74285
78980
78983

EXHIBIT H-2 – LEGAL DESCRIPTION OF THE DISTRICT



March 6, 2025
962.7 Acres
Page 1 of 6

DESCRIPTION OF A 962.7 ACRE TRACT OF LAND
SITUATED IN THE JAMES M. BAKER SURVEY, ABSTRACT NO. 46
MILES G. DIKES SURVEY NO. 9, ABSTRACT NO. 6
W.C. WILLIAMS SURVEY NO. 62, ABSTRACT NO. 300
CALDWELL COUNTY, TEXAS

BEING a 962.7 acre tract of land situated in the James M. Baker Survey, Abstract No. 46, the Miles G. Dikes Survey No. 9, Abstract No. 6 and the W.C. Williams Survey No. 62, Abstract No. 300 of Caldwell County, Texas, being all of a called 691.822 acre tract of land described in an instrument to Spencewood, Inc. described in Volume 194, Page 893, Official Public Records of Caldwell County, Texas (O.P.R.C.C.T.), save and except a portion of a called 80.895 acre tract described in an instrument recorded in Volume 538, Page 333, O.P.R.C.C.T., and save and except a portion of a called 129.248 acre tract described in an instrument recorded in Volume 552, Page 399, O.P.R.C.C.T.; being all of a called 181.790 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 503, Page 764, O.P.R.C.C.T.; being all of a called 57.315 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 543, O.P.R.C.C.T., save and except a called 0.339 acre tract recorded in Volume 579, Page 97, O.P.R.C.C.T.; being all of a called 36.934 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 528, O.P.R.C.C.T., save and except a called 18.957 acre tract recorded in Volume 579, Page 55, O.P.R.C.C.T.; being all of a called 9.198 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 536, O.P.R.C.C.T., save and except a called 4.458 acre tract described in Volume 579, Page 65, O.P.R.C.C.T.; being all of a called 9.304 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 572, O.P.R.C.C.T., save and except a called 4.309 acre tract described in Volume 579, Page 73, O.P.R.C.C.T.; being all of a called 9.329 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 565, O.P.R.C.C.T., save and except a called 3.973 acre tract recorded in Volume 579, Page 81, O.P.R.C.C.T.; being all of a called 9.391 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 558, O.P.R.C.C.T., save and except a called 3.523 acre tract recorded in Volume 579, Page 89, O.P.R.C.C.T.; being all of a called 9.484 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 551, O.P.R.C.C.T., save and except a called 3.021 acre tract described in an instrument recorded in Volume 579, Page 104, O.P.R.C.C.T.; being all of a called 9.988 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 601 O.P.R.C.C.T., save and except a called 2.681 acre tract recorded in Volume 579, Page 112, O.P.R.C.C.T.; being all of a called 8.708 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 593, O.P.R.C.C.T., save and except a called 2.056 acre tract of land recorded in Volume 579, Page 120, O.P.R.C.C.T.; being all of a called 8.014 acre tract of land described in Spencewood, Inc. recorded in Volume 634, Page 586, O.P.R.C.C.T., save and except a called 1.220 acre tract recorded in Volume 619, Page 659, O.P.R.C.C.T.; being all of a called 6.014 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 579, O.P.R.C.C.T., save and except a called 0.449 acre tract described in Volume 579, Page 136, O.P.R.C.C.T.; said 962.7 acre tract of land described by metes and bounds as follows:

Summit Geomatics, Inc.

TBPELS Firm No. 10194657

Job No. 24.0329

BEGINNING at a 1/2-inch iron rod found on the East right-of-way line of State Highway 130 a controlled access variable width right-of-way (right-of-way being dedicated in the following documents: Volume 579, Page 39, O.P.R.C.C.T., Volume 579, Page 47, O.P.R.C.C.T., Volume 579, Page 27, O.P.R.C.C.T., Volume 579, Page 55, O.P.R.C.C.T., Volume 579, Page 65, O.P.R.C.C.T., Volume 579, Page 73, O.P.R.C.C.T., Volume 579, Page 81, O.P.R.C.C.T., Volume 579, Page 89, O.P.R.C.C.T., Volume 579, Page 104, O.P.R.C.C.T., Volume 579, Pg. 112, O.P.R.C.C.T., Volume 579, Page 97, O.P.R.C.C.T., Volume 579, Page 120, O.P.R.C.C.T., Volume 579, Page 128, O.P.R.C.C.T., Volume 619, Page 659, O.P.R.C.C.T., Volume 619, Page 661, O.P.R.C.C.T., and Volume 579, Page 136, O.P.R.C.C.T.), being the Southwest corner of the remainder of a called 101.25 acre tract of land described in an instrument to Zanty Lynn Champion and wife Doris Bragg Champion recorded in Volume 356, Page 19, Deed Records of Caldwell County, Texas (D.R.C.C.T.) and being the Northwest corner of the remainder of said 691.822 acre tract of land;

THENCE, South 61° 53' 33" East, along and with the North line of said 691.822 acre tract and the South line of said 101.25 acre tract, a distance of 93.52 feet to a 5-inch cedar fence corner post found for an angle point;

THENCE, North 78° 52' 36" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101.25 acre tract, a distance of 348.06 feet to a 4-inch cedar fence post found for an angle point;

THENCE, North 78° 30' 19" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101.25 acre tract, a distance of 950.36 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set in the center of an old tree stump with wire;

THENCE, South 10° 40' 13" East, along and with an East line of said 691.822 acre tract and the West line of a called 70.83 acre tract (Tract II) and a called 70.83 acre tract (Tract I) described in an instrument to Delbert Decker recorded in Volume 435, Page 472, O.P.R.C.C.T., a distance of 2,008.96 feet to a 10-inch cedar fence post found for the Southwest corner of said 70.83 acre tract (Tract I) and being an interior corner of said 691.822 acre tract and the herein described tract;

THENCE, North 78° 21' 12" East, along and with the South line of said 70.83 acre tract (Tract I) and the North line of said 691.822 acre tract, and the North line of said 181.790 acre tract, a distance of 3,275.62 feet to a 3/8-inch iron rod found for the Southeast corner of said Tract I and being the Southwest corner of a called 118.357 acre tract of land described in an instrument to Bridge to One, Inc. recorded in Document No. 2021-009484, O.P.R.C.C.T. and being an angle point on the North line of said 181.790 acre tract;

THENCE, North 78° 03' 03" East, along and with the South line of said 118.357 acre tract and the North line of said 181.790 acre tract, a distance of 1,777.47 feet to a 7-inch cedar fence post found on the occupied West right-of-way line of Dry Creek Road (variable width right-of-way – no deed of record found) and being the occupied Northeast corner of said 181.790 acre tract, and an angle point on the South line of said 118.357 acre tract;



THENCE, along and with the East and South lines of said 181.790 acre tract same being the occupied West and North right-of-way lines of said Dry Creek Road, the following eight (8) bearings and distances:

- 1) South 36° 03' 44" East, a distance of 20.64 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 2) South 11° 35' 37" East, a distance of 593.70 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 3) South 12° 13' 42" East, a distance of 721.17 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 4) South 11° 31' 51" East, a distance of 1,285.35 feet to an 8-inch cedar fence corner post found for corner;
- 5) South 00° 48' 15" East, a distance of 159.84 feet to a 6-inch cedar fence corner post found for corner;
- 6) South 39° 04' 45" West, a distance of 71.90 feet to an 8-inch cedar fence corner post found for corner;
- 7) South 78° 27' 46" West, a distance of 772.29 feet to a 6-inch cedar fence corner post found for corner;
- 8) South 79° 38' 55" West, a distance of 784.15 feet to a 7-inch cedar fence corner post found for the most Easterly Northeast corner of said 691.822 acre tract;

THENCE, along and with the East lines of said 691.822 acre tract same being the occupied West right-of-way line of said Dry Creek Road, the following seven (7) bearings and distances:

- 1) South 10° 03' 46" West, a distance of 75.84 feet to a 37-inch live oak tree;
- 2) South 13° 04' 38" East, a distance of 86.31 feet to a 7-inch cedar fence corner post;
- 3) South 26° 28' 01" East, a distance of 83.48 feet to an 8-inch cedar fence corner post;
- 4) South 21° 18' 42" East, a distance of 512.98 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 5) South 21° 10' 59" East, a distance of 911.78 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 6) South 25° 11' 46" East, a distance of 622.32 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 7) South 21° 52' 46" East, a distance of 608.22 feet to a 3-inch metal fence post found for the occupied Southeast corner of said 691.822 acre tract and the occupied Northeast corner of a called 100 acre tract of land described as Second Tract in an instrument to Barbara Lou Segler et al recorded in Volume 364, Page 54 of the D.R.C.C.T.;

THENCE, along and with the common line of said 100 acre tract and said 691.822 acre tract, the following four (4) bearings and distances:

- 1) South 78° 19' 35" West, a distance of 1,848.63 feet to a 7-inch cedar fence post found for an angle point;
- 2) South 78° 18' 17" West, a distance of 1,280.10 feet to a 4-inch metal fence post found for an angle point;
- 3) South 78° 45' 38" West, a distance of 806.01 feet to a t-post found for an angle point;

- 4) South 77° 54' 58" West, a distance of 885.98 feet to a calculated point in the approximate centerline of Plum Creek and being the East line of a called 204.145 acre tract of land described in an instrument to La Familia Partnership, LTD., recorded in Volume 228, Page 493, O.P.R.C.C.T. and being further described in Volume 416, Page 694, D.R.C.C.T., and being the common Westerly corner of said 100 acre tract and said 691.822 acre tract and marking the most Southerly Southwest corner of the herein described tract;

THENCE, along and with the approximate centerline of Plum Creek, same being the East line of said 204.145 acre tract and the West line of said 691.822 acre tract, the following forty-one (41) bearings and distances:

- 1) North 23° 24' 09" East, a distance of 57.35 feet to a calculated point for corner;
- 2) North 11° 15' 07" East, a distance of 99.02 feet to a calculated point for corner;
- 3) North 03° 03' 49" West, a distance of 83.76 feet to a calculated point for corner;
- 4) North 40° 07' 18" West, a distance of 54.71 feet to a calculated point for corner;
- 5) North 43° 48' 44" West, a distance of 86.61 feet to a calculated point for corner;
- 6) North 76° 38' 06" West, a distance of 59.52 feet to a calculated point for corner;
- 7) North 89° 34' 23" West, a distance of 159.53 feet to a calculated point for corner;
- 8) North 45° 43' 00" West, a distance of 237.39 feet to a calculated point for corner;
- 9) North 04° 50' 50" West, a distance of 88.11 feet to a calculated point for corner;
- 10) North 38° 24' 49" West, a distance of 112.95 feet to a calculated point for corner;
- 11) North 31° 03' 49" West, a distance of 66.09 feet to a calculated point for corner;
- 12) North 48° 41' 53" West, a distance of 69.74 feet to a calculated point for corner;
- 13) South 81° 32' 05" West, a distance of 138.88 feet to a calculated point for corner;
- 14) South 84° 47' 07" West, a distance of 45.19 feet to a calculated point for corner;
- 15) South 80° 12' 18" West, a distance of 76.04 feet to a calculated point for corner;
- 16) South 75° 16' 21" West, a distance of 22.49 feet to a calculated point for corner;
- 17) South 33° 29' 16" West, a distance of 72.95 feet to a calculated point for corner;
- 18) South 66° 38' 23" West, a distance of 113.82 feet to a calculated point for corner;
- 19) North 52° 12' 37" West, a distance of 29.22 feet to a calculated point for corner;
- 20) North 51° 00' 35" West, a distance of 100.62 feet to a calculated point for corner;
- 21) North 58° 43' 21" West, a distance of 115.68 feet to a calculated point for corner;
- 22) South 89° 41' 28" West, a distance of 84.87 feet to a calculated point for corner;
- 23) North 49° 34' 03" West, a distance of 161.32 feet to a calculated point for corner;
- 24) North 10° 20' 55" West, a distance of 146.23 feet to a calculated point for corner;
- 25) North 06° 40' 43" East, a distance of 113.07 feet to a calculated point for corner;
- 26) North 02° 26' 01" West, a distance of 62.69 feet to a calculated point for corner;
- 27) North 06° 30' 09" East, a distance of 51.12 feet to a calculated point for corner;
- 28) North 12° 55' 26" East, a distance of 70.10 feet to a calculated point for corner;
- 29) North 15° 21' 21" East, a distance of 97.97 feet to a calculated point for corner;
- 30) North 10° 31' 47" East, a distance of 155.22 feet to a calculated point for corner;
- 31) North 24° 32' 11" East, a distance of 33.50 feet to a calculated point for corner;
- 32) North 11° 05' 46" East, a distance of 56.86 feet to a calculated point for corner;
- 33) North 19° 37' 09" East, a distance of 179.53 feet to a calculated point for corner;
- 34) North 33° 57' 25" East, a distance of 116.26 feet to a calculated point for corner;
- 35) North 42° 05' 09" East, a distance of 86.94 feet to a calculated point for corner;
- 36) North 59° 43' 10" East, a distance of 77.48 feet to a calculated point for corner;
- 37) North 52° 59' 09" East, a distance of 217.90 feet to a calculated point for corner;



- 38) North 54° 38' 09" East, a distance of 79.74 feet to a calculated point for corner;
- 39) North 34° 30' 50" East, a distance of 166.27 feet to a calculated point for corner;
- 40) North 11° 33' 43" East, a distance of 112.67 feet to a calculated point for corner;
- 41) North 04° 11' 35" West, a distance of 78.81 feet to a calculated point for the Northeast corner of said 204.145 acre tract and being the Southeast corner of said 57.315 acre tract;

THENCE, South 78° 34' 00" West, along and with the occupied South line of said 57.315 acre tract and being the occupied North line of said 204.145 acre tract, a distance of 1,917.48 feet to a 1/2-inch iron rod with cap stamped "Hinkle Surveying" set at the base of an old fence post being an angle point on the South line of said 57.315 acre tract and being the occupied Northwest corner of said 204.145 acre tract and the occupied Northeast corner of said 8.708 acre tract;

THENCE, generally along an old fence line as called for in an instrument recorded in Volume 413, Page 694, D.R.C.C.T., same being the occupied West line of said 204.145 acre tract, and the occupied East lines of said 8.078 acre tract, said 8.014 acre tract and said 6.014 acre tracts, the following three (3) bearings and distances:

- 1) South 33° 22' 33" West, a distance of 72.23 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point (as called for in Volume 413, Page 694, D.R.C.C.T.);
- 2) South 21° 07' 47" West, a distance of 599.49 feet to a 4-inch cedar fence post found for an angle point;
- 3) South 20° 18' 27" West, a distance of 458.34 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for the Northeast corner of a called 11.497 acre tract of land described in an instrument to Lion Country Storage, LLC and being the Southeast corner of said 6.014 acre tract and marking a Southeast corner of the herein described tract;

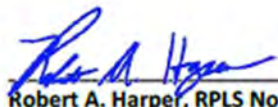
THENCE, North 71° 02' 38" West, along and with the North line of said 11.497 acre tract and the South line of said 6.014 acre tract, a distance of 756.93 feet to a TxDOT aluminum monument found on the East right-of-way line of said SH 130 being the Northwest corner of said 11.497 acre tract and marking the most Westerly Southwest corner of the herein described tract and the beginning of a curve to the right;

THENCE, along and with the East right-of-way line of said SH 130, the following five (5), bearings and distances:

- 1) Along said curve to the right through an angle of 12° 30' 22", having a radius of 3,000.00 feet, an arc length of 654.82 feet and whose long chord bears North 19° 01' 12" East, a distance of 653.52 feet to a TxDOT Type II brass disc monument marking the end of said curve;
- 2) North 25° 16' 23" East, a distance of 1,259.70 feet to a TxDOT Type II brass disc monument found for the beginning of a curve to the left;
- 3) Along said curve to the left through an angle of 14° 05' 26", having a radius of 5,491.00 feet, an arc length of 1,350.38 feet and whose long chord bears North 18° 13' 40" East, a distance of 1,346.98 feet to a calculated point for corner;
- 4) North 11° 10' 57" East, a distance of 2,661.05 feet to a TxDOT Type II brass disc monument marking the beginning of a curve to the right;
- 5) Along said curve to the right through an angle of 02° 17' 59", having a radius of 12,000.00 feet, an arc length of 481.63 feet and whose long chord bears North 12° 19' 56" East, a distance of 481.60 feet to the **POINT OF BEGINNING** and containing 962.7 acres of land.

Notes:

- 1) Bearing orientation is based upon the Texas Coordinate System, South Central Zone 4204, North American Datum of 1983 (NAD 83), 2011 Adjustment, Epoch 2010.00. Distances shown hereon are in Surface. To convert distances to Divide by the Surface Adjustment Factor of 1.00013.
- 2) This M&B description was prepared in conjunction with a survey of even date.



Robert A. Harper, RPLS No. 6582
Summit Geomatics, Inc.
4603 N Stahl Park Suite 103
San Antonio, Texas 78217
TBPELS Firm No. 10194657





DESCRIPTION OF A 148.5 ACRE TRACT OF LAND
SITUATED IN THE JAMES M. BAKER SURVEY, ABSTRACT NO. 46
CALDWELL COUNTY, TEXAS

BEING a 148.5 acre tract of land situated in the James M. Baker Survey, Abstract No. 46 of Caldwell County, Texas, being all of a called 70.83 acre tract of land described as Tract I and all of a called 70.83 acre tract of land described as Tract II recorded in Volume 435, Page 471, of the Official Public Records of Caldwell County, Texas (O.P.R.C.C.T.); said 148.5 acre tract of land described by metes and bounds as follows:

COMMENCING at a 1/2-inch iron rod found on the East right-of-way line of State Highway 130 a controlled access variable width right-of-way (right-of-way being dedicated in the following documents: Volume 553, Page 255, O.P.R.C.C.T., Volume 579, Page 39, O.P.R.C.C.T., Volume 579, Page 47, O.P.R.C.C.T., Volume 579, Page 27, O.P.R.C.C.T., Volume 579, Page 55, O.P.R.C.C.T., Volume 579, Page 65, O.P.R.C.C.T., Volume 579, Page 73, O.P.R.C.C.T., Volume 579, Page 81, O.P.R.C.C.T., Volume 579, Page 89, O.P.R.C.C.T., Volume 579, Page 104, O.P.R.C.C.T., Volume 579, Pg. 112, O.P.R.C.C.T., Volume 579, Page 97, O.P.R.C.C.T., Volume 579, Page 120, O.P.R.C.C.T., Volume 579, Page 128, O.P.R.C.C.T., Volume 619, Page 659, O.P.R.C.C.T., Volume 619, Page 661, O.P.R.C.C.T., and Volume 579, Page 136, O.P.R.C.C.T.), being the Southwest corner of the remainder of a called 101-1/4 acre tract of land described in an instrument to Zanty Lynn Champion and wife Doris Bragg Champion recorded in Volume 356, Page 19, Deed Records of Caldwell County, Texas (D.R.C.C.T.) and being the Northwest corner of a called 691.822 acre tract of land described in an instrument recorded to Spencewood, Inc. recorded in Volume 194, Page 893, O.P.R.C.C.T.;

THENCE, South 61° 53' 33" East, along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 93.52 feet to a 5-inch cedar fence corner post found for an angle point;

THENCE, North 78° 52' 36" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 348.06 feet to a 4-inch cedar fence post found for an angle point;

THENCE, North 78° 30' 19" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 950.36 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." found in the center of an old tree stump with wire for the Northwest corner and **POINT OF BEGINNING** of the herein described tract;

THENCE, North 79° 42' 13" East, along and with the North line of said 70.83 acre Tract II same being the South line of said 101-1/4 acre tract, and the South line of a called 78.962 acre tract of land described in an instrument to David L. Pittman recorded in Volume 35, Page 339, D.R.C.C.T., a distance of 3,290.86 feet to a 3/8-inch iron rod found on the West line of a called 118.357 acre tract of land described in an instrument to Bridge to One, Inc. recorded in Document No. 2021-009484, O.P.R.C.C.T., for the Southeast corner of said 78.962 acre tract, marking the Northeast corner of the herein described tract;

THENCE, South 10° 12' 23" East, along and with the West line of said 118.357 acre tract same being the East lines of said 70.83 acre Tracts I and II, a distance of 1,931.74 feet to a 3/8-inch iron rod found on the North line of a called 181.790 acre tract of land described as Tract II in an instrument to Spencewood Inc., recorded in Volume 503, Page 764, O.P.R.C.C.T., and marking the Southeast corner of said 70.83 acre Tract I and the herein described tract;



THENCE, South 78° 21' 12" West, along and with the South line of said 70.83 acre Tract I same being the North lines of said 181.790 acre tract and said 691.822 acre tract, a distance of 3,275.62 feet to a 10-inch Cedar Post found marking the Southwest corner of said 70.83 acre Tract I and the herein described tract;

THENCE, North 10° 40' 13" West, along and with an East line of said 691.822 acre tract and the West lines of said 70.83 acre Tracts I and II, a distance of 2,008.96 feet to **POINT OF BEGINNING** and containing 148.5 acres of land.

Notes:

- 1) Bearing orientation is based upon the Texas Coordinate System, South Central Zone 4204, North American Datum of 1983 (NAD 83), 2011 Adjustment, Epoch 2010.00. Distances shown hereon are in Surface. To convert distances to Divide by the Surface Adjustment Factor of 1.00013.
- 2) This M&B description was prepared in conjunction with a survey of even date.


Robert A. Harper, RPLS No. 6582
Summit Geomatics, Inc.
4603 N Stahl Park Suite 103
San Antonio, Texas 78217
TBPELS Firm No. 10194657



City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Approve Ordinance 2026-37 amending Ordinance 2026-33 to adopt the early voting dates, hours, and locations, and election day voting locations, as set forth by Caldwell County for the November 3, 2026 General Election.

ORIGINATING DEPARTMENT AND CONTACT: Administration - Julie Bowermon

ACTION REQUESTED: Ordinance

BACKGROUND/SUMMARY/DISCUSSION: The Caldwell County Elections Administrator (County EA) is conducting Elections on November 3, 2026. The City of Lockhart will hold a general election for the positions of Mayor, Councilmember District 3, and Councilmember District 4. Since 2010, in the interest of a public purpose, the City of Lockhart has contracted with the County EA to conduct City Elections to enable all propositions and public official positions to be on one ballot for voters within Caldwell County.

During the August/September 2026 City Council meetings, the City Council ordered the November 3, 2026 General Election and authorized the contract for Election Services with Caldwell County. Since then, the County has formally designated early voting times/locations and election day polling locations and workers. Proposed Ordinance 2026-37 amends the City's Order of Election to acknowledge the designations, these locations were also shared with Council during the previous Council meeting on September 1, 2026.

Next steps in the election process include working with the County EA on proofing the ballot language; in early October the notice of election will be posted and published in the Post Register.

PROJECT SCHEDULE (if applicable):

FISCAL NOTE (if applicable):

PREVIOUS COUNCIL ACTION: August 4, 2026: Council ordered a General Election to be held November 3, 2026.

Sept. 1, 2026: Council authorized the contract for Election Services with the Caldwell County Elections Administrator.

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION:

LIST OF SUPPORTING DOCUMENTS: Proposed Ordinance 2026-37 Lockhart Amended

City of Lockhart, Texas

Council Agenda Item Cover Sheet

Election Ordinance Nov 2026

ORDINANCE NO. 2026-37

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, AMENDING ORDINANCE NO. 2026-33 TO ADOPT THE EARLY VOTING DATES, HOURS, AND LOCATIONS, AND ELECTION DAY VOTING LOCATIONS, AS SET FORTH BY CALDWELL COUNTY; PROVIDING FOR NOTICE OF ELECTION; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, On August 4, 2026, the City Council adopted Ordinance No. 2026-33 ordering a general election to be held on November 3, 2026 for the election of one Mayor, one Councilmember District 3, and one Councilmember District 4; and

WHEREAS, Ordinance No. 2026-33 established early voting dates, hours, and locations, a copy of which is attached hereto as Exhibit “A” and incorporated herein; and

WHEREAS, Caldwell County, as the County conducting the joint election pursuant to Chapter 271, Texas Election Code, has since formally designated early voting dates, hours, and locations, as well as Election Day voting locations, a copy of which is attached hereto as Exhibit “B” and incorporated herein; and

WHEREAS, the City Council finds it necessary to amend Ordinance No. 2026-33 to conform the City’s order of election with the County’s official designations.

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

Section 1. Amendment.

Ordinance No. 2026-33 is hereby amended to adopt and incorporate the early voting dates, hours, and locations, and Election Day voting locations, as set forth by Caldwell County, as follows:

(a) Main Early Voting Polling Location:

Lockhart ISD Adams Gym, 419 Bois D’Arc Street, Lockhart, Texas 78644

(b) Branch Early Voting Locations:

- Three Rivers Community Church, 103 Main St., Martindale, TX 78655
- Luling Civic Center, 333 E. Austin St., Luling, TX 78648

(c) Main Early Voting Location Dates and Hours:

- October 19 – 23, 2026 (8 am – 6 pm),
- Saturday, October 24, 2026 (7 am – 7 pm); Sunday, October 25, 2026 (9 am – 3 pm),
- October 26 – 30, 2026 (7 am – 7 pm)

(d) Election Day Voting Locations:

1. First Lockhart Baptist Church Connection Center, 200 S. Blanco St., Lockhart, TX 78644 (Pct. 100/101)
2. Grace Lutheran Fellowship Hall, 108 N. Medina, Lockhart, TX 78644 (Pct. 103/108)
3. VFW Post 8927, 7007 S. US Hwy 183, Lockhart, TX 78644 (Pct. 102/104)
4. Lockhart Evening Lions Club, 220 Bufkin Lane, Lockhart, TX 78644 (Pct. 111)
5. Luling Civil Center, 333 E. Austin St., Luling, Texas (Pct. 201, 202, 206)
6. McNeil Baptist Church, 14304 FM 1322, Luling, TX 78648 (Pct. 203)
7. McMahan Community Center, 6022 FM 713, McMahan, TX 78616 (Pct. 204/205)
8. Three Rivers Community Church, 103 Main St., Martindale, TX 78655 (Pct. 300/301)
9. Maxwell Social Club, 180 Fourth St., Maxwell, TX 78656 (Pct. 302)
10. Uhland City Hall – Community Center, 15 N. Old Spanish Trail, Uhland, TX 78640 (Pct. 303/306)
11. Fentress Community Church, 13423 State Park Rd., Fentress, TX 78622 (Pct. 305)
12. St. Marks Methodist Church, 602 E. Live Oak St., Lockhart, TX 78644 (Pct. 401)
13. Lytton Springs Baptist Church, 8511 FM 1854, Dale, TX 78616 (Pct. 404)
14. Lockhart ISD Adams Gym, 419 Bois D’Arc St., Lockhart, TX 78644 (Pct. 402)
15. Dale Community Center, 47 Civic Dr., Dale, TX 78616 (Pct. 400/405)

(e) Locations and hours may be changed by the County Elections Administrator.

Section 2. Notice of Election.

The City Secretary shall cause notice of the election, stating in substance the contents of this Ordinance, to be published and posted as required by the Texas Election Code and the City Charter.

Section 3. Severability.

If any provision of this Ordinance is held invalid, such invalidity shall not affect the remaining provisions.

Section 4. Repealer.

All provisions of Ordinance No. 2026-33 in conflict with this Ordinance are hereby amended or repealed.

Section 5. Effective Date.

This Ordinance is effective immediately upon passage and approval.

PASSED AND APPROVED this 15th day of September, 2026.

Lew White, Mayor

ATTEST:

City Secretary

APPROVED AS TO FORM:

Bradford E. Bullock, City Attorney

EXHIBIT A

ORDINANCE 2026-33

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, ORDERING A GENERAL ELECTION ON NOVEMBER 3, 2026 FOR THE PURPOSE OF ELECTING ONE MAYOR; ONE COUNCILMEMBER DISTRICT 3; AND ONE COUNCILMEMBER DISTRICT 4; PROVIDING FOR JOINT ELECTION WITH CALDWELL COUNTY; ESTABLISHING EARLY VOTING LOCATIONS AND HOURS; AND ORDERING NOTICE OF ELECTION TO BE GIVEN AS PRESCRIBED BY LAW; AND MAKING PROVISIONS FOR THE CONDUCT OF THE ELECTION.

WHEREAS, state and city law provide that on November 3, 2026 there shall be a general election for the purpose of electing one (1) Mayor; one (1) Councilmember District 3; and one (1) Councilmember District 4.

WHEREAS, the City Council also has the authority pursuant to Chapter 271, Texas Election Code, to enter into a joint election agreement with Caldwell County, which is a political subdivision that is also holding an election on the same date.

NOW, THEREFORE, BE IT ORDERED BY THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, THAT:

Section 1. Order of General Election:

ORDER OF GENERAL ELECTION FOR MUNICIPALITIES ORDEN DE ELECCIÓN GENERAL PARA MUNICIPIOS

An election is hereby ordered to be held on November 3, 2026 for the purpose of voting on:

(Por la presente se ordena celebrar una elección el 3 de noviembre, 2026 con el propósito de votar sobre.)

List Offices/Propositions/Measures on the ballot (*Enúmere los puestos/proposiciones/medidas oficiales en la boleta*)

Mayor (<i>Alcalde</i>)
Councilmember District 3 (<i>Concejal del Distrito 3</i>)
Councilmember District 4 (<i>Concejal del Distrito 4</i>)

Early voting by personal appearance will be conducted as follows:
(La votación adelantada en persona se llevará a cabo como previsto:)

The Main Early Voting Location (*sitio principal de votación adelantada*)

Lockhart ISD Adams Gym
419 Bois D'Arc Street
Lockhart, Texas 78644

Early voting by personal appearance will be conducted:

- October 19 – 23, 2026 (8 am – 5 pm),
- Saturday, October 24, 2026 (7 am – 7 pm); Sunday, October 25, 2026 (9 am – 3 pm),
- October 26 – 30, 2026 (7 am – 7 pm)

Locations and hours may be changed by the County Elections Administrator.

The Council appoints Devante Coe, Caldwell County Elections Administrator, as the Early Voting Clerk. Applications for ballot by mail shall be mailed to:

(Las solicitudes para boletas que se votarán adelantada por correo deberán enviarse a:)

Early Voting Clerk

Devante Coe, Caldwell County Elections Administrator

1403 Blackjack Street, Suite A

Lockhart, Texas 78644

(512) 668-4347

Email Address: caldwellec@co.caldwell.tx.us

Website: www.co.caldwell.tx.us

Applications for Ballots by Mail (ABBM)s must be received no later than the close of business

on: *(Las solicitudes para boletas que se votarán adelantada por correo deberán recibirse no más tardar de las horas de negocio el:)*

October 23, 2026 *(23 de octubre, 2026)*

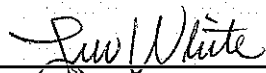
Federal Post Card Applications (FPCAs) must be received no later than the close of business on:

(La Tarjeta Federal Postal de Solicitud deberán recibirse no más tardar de las horas de negocio el:)

October 23, 2026 *(23 de octubre, 2026)*

Order of General Election Issued this 4th day of August, 2026.

(Emitida este día 4 de agosto, 2026)



Signature of Mayor (Firma del Alcalde)

Section 2. Election Duties. The Mayor and the City Secretary, in consultation with the City Attorney, are hereby authorized and directed to take any and all actions necessary to comply with the provisions of the Texas Election Code and any other state or federal law in carrying out and conducting the Election, whether or not expressly authorized herein. In the absence of the City Secretary, the City Manager and/or Assistant City Manager are hereby appointed to fulfill election duties in place of City Secretary as needed in accordance with Texas Elections Code Sec 31.123.

Section 3. Notice of Election. Notice of the Election, stating in substance the contents of this Ordinance, shall be published in the English and Spanish languages at least once in a

newspaper published within CITY's territory at least 10 days and no more than 30 days, prior to the election, and as otherwise may be required by the Texas Election Code and Texas Local Government Code. Notice of the Elections shall also be posted on the bulletin board used by the Council to post notices of the Council's meetings no later than the 21st day before the Elections, or if the 21st day before the Elections falls on a weekend or holiday, on the first business day thereafter.

Section 4. Authorization to Execute. The Mayor of the CITY is authorized to execute and the City Secretary of the CITY is authorized to attest this Ordinance on behalf of the City Council; and the Mayor of the City Council is authorized to do all other things legal and necessary in connection with the holding and consummation of the Elections.

Section 5. Severability. If any provision, section, clause, sentence, or phrase of this ordinance is for any reason held to be unconstitutional, void, invalid, or un-enforced, the validity of the remainder of this ordinance or its application shall not be affected, it being the intent of the City Council in adopting and of the Mayor in approving this ordinance that no portion, provision, or regulation contained herein shall become inoperative or fail by way of reasons of any unconstitutionality or invalidity of any other portion, provision or regulation.

Section 6. Repealer. That all other ordinances, sections, or parts of ordinances heretofore adopted by the City of Lockhart in conflict with the provisions set out above in this ordinance are hereby repealed or amended as indicated.

Section 7. Publication. That the City Secretary is directed to cause the caption of this ordinance to be published in a newspaper of general circulation according to law.

Section 8. Effective Date. This Ordinance is effective immediately upon its passage and approval.

PASSED AND APPROVED on August 4, 2026.

CITY OF LOCKHART



Lew White, Mayor

ATTEST:

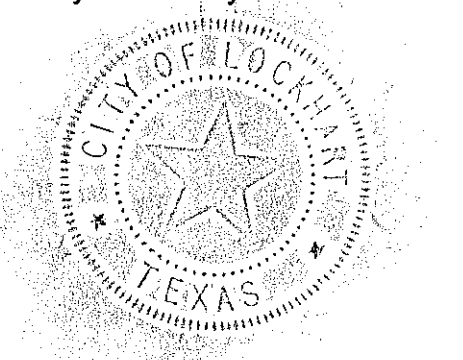


Julie Bowermon
City Secretary

APPROVED AS TO FORM:



Bradford E. Bullock, City Attorney



November 3, 2026 - Early Voting Schedule

3 de Noviembre de 2026 - Calendario de Votación Anticipada



MAIN EARLY VOTING LOCATION

Ubicación Principal de Votación Anticipada

Main Early Voting Polling Location & Address <i>Dirección y ubicación principal del centro de votación anticipada</i>	Map Link <i>Enlace al mapa)</i>
Lockhart ISD - Adam's Gym 419 Bois D'Arc St, Lockhart, TX	

Main Location Hours & Dates <i>Horarios y Fechas de la Ubicación Principal</i>			
Monday, October 19 <i>Lunes, Octubre 19</i>	8:00 AM to 6:00 PM	Sunday, October 25 <i>Domingo, Octubre 25</i>	9:00 AM to 3:00 PM
Tuesday, October 20 <i>Martes, Octubre 20</i>	8:00 AM to 6:00 PM	Monday, October 26 <i>Lunes, Octubre 26</i>	7:00 AM to 7:00 PM
Wednesday, October 21 <i>Miércoles, Octubre 21</i>	8:00 AM to 6:00 PM	Tuesday, October 27 <i>Martes, Octubre 27</i>	7:00 AM to 7:00 PM
Thursday, October 22 <i>Jueves, Octubre 22</i>	8:00 AM to 6:00 PM	Wednesday, October 28 <i>Miércoles, Octubre 28</i>	7:00 AM to 7:00 PM
Friday, October 23 <i>Viernes, Octubre 23</i>	8:00 AM to 6:00 PM	Thursday, October 29 <i>Jueves, Octubre 29</i>	7:00 AM to 7:00 PM
Saturday, October 24 <i>Sábado, Octubre 24</i>	7:00 AM to 7:00 PM	Friday, October 30 <i>Viernes, Octubre 30</i>	7:00 AM to 7:00 PM

Special forms of Early Voting will be conducted at this location.
Se llevarán a cabo formas especiales de votación anticipada en esta ubicación



BRANCH EARLY VOTING LOCATIONS

Ubicación De Votación Anticipada de la Sucursal

Branch Early Voting Polling Locations & Address <i>Direcciones y ubicaciones de los centros de votación anticipada</i>	Map Link <i>Enlace al mapa)</i>
Luling Civic Center 333 E. Austin St, Luling, TX	
Three Rivers Community Chuch 103 Main St, Martindale, TX	

Branch Locations Hours & Dates <i>Ubicaciones, Horarios y Fechas de las Sucursales</i>			
Monday, October 19 <i>Lunes, Octubre 19</i>	9:00 AM to 6:00 PM	Sunday, October 25 <i>Domingo, Octubre 25</i>	9:00 AM to 3:00 PM
Tuesday, October 20 <i>Martes, Octubre 20</i>	9:00 AM to 6:00 PM	Monday, October 26 <i>Lunes, Octubre 26</i>	9:00 AM to 6:00 PM
Wednesday, October 21 <i>Miércoles, Octubre 21</i>	9:00 AM to 6:00 PM	Tuesday, October 27 <i>Martes, Octubre 27</i>	9:00 AM to 6:00 PM
Thursday, October 22 <i>Jueves, Octubre 22</i>	9:00 AM to 6:00 PM	Wednesday, October 28 <i>Miércoles, Octubre 28</i>	9:00 AM to 6:00 PM
Friday, October 23 <i>Viernes, Octubre 23</i>	9:00 AM to 6:00 PM	Thursday, October 29 <i>Jueves, Octubre 29</i>	7:00 AM to 6:00 PM
Saturday, October 24 <i>Sábado, Octubre 24</i>	9:00 AM to 6:00 PM	Friday, October 30 <i>Viernes, Octubre 30</i>	7:00 AM to 6:00 PM

IMPORTANT DATES
FECHAS IMPORTANTES



FIRST OF EARLY VOTING
LA VOTACIÓN ANTICIPADA COMIENZA
MONDAY, OCTOBER 19, 2026
LUNES, OCTUBRE 19 DE 2026



LAST DAY OF EARLY VOTING
ÚLTIMO DÍA DE VOTACIÓN ANTICIPADA
FRIDAY, OCTOBER 30, 2026
VIERNES, OCTUBRE 30 DE 2026



ELECTION DAY
DÍA DE ELECCIÓN
TUESDAY, NOVEMBER 3, 2026
MARTES, 3 DE NOVIEMBRE DE 2026

Caldwell County Elections

Phone: (512) 668-4347 | Email: CaldwellEC@co.caldwell.tx.us | Website: www.co.caldwell.tx.us | Address: 1403 Blackjack St, Lockhart, TX

November 3, 2026 - Election Day Locations

3 de Noviembre de 2026: Lugares de Votación del día de las elecciones



Election Day Locations will be open 7:00 A.M. to 7:00 P.M.

Los centros de votación del día de las elecciones estarán abiertos de 7:00 a. m. a 7:00 p. m.

Election Day Locations - Tuesday, November 3, 2026		
Lugares de Votación para el día de las Elecciones: Martes, 3 de noviembre de 2026		
Election Precinct(s) <i>Precinto(s) Electoral</i>	Polling Location & Address <i>Lugar de votación y dirección</i>	Map Link <i>Enlace al mapa)</i>
100, 101	First Lockhart Baptist Church - Connection Center 200 S Blanco St, Lockhart, TX	
102, 104	VFW Post 8927 7007 S. Hwy 183, Lockhart, TX	
103, 108	Grace Lutheran– Fellowship Hall 108 N Medina St, Lockhart, TX	
111	Lockhart Evening Lions Club 220 Bufkin Ln, Lockhart, TX	
201, 202, 206	Luling Civic Center 333 E. Austin St, Luling, TX	
203	McNeil Baptist Church 14304 FM 1322, Luling, TX	
204, 205	McMahan Community Center 6022 FM 713, McMahan, TX	
300, 301	Three Rivers Community Church 103 Main St, Martindale, TX	
302	Maxwell Social Club 180 Fourth St, Maxwell, TX	
303, 306	Uhland City Hall - Community Center 15 N. Old Spanish Trl, Uhland, TX	
305	Fentress Community Church 13423 State Park Rd, Fentress, TX	
400, 405	Dale Community Center 47 Civic Dr, Dale, TX	
401	St. Mark’s Methodist Church 602 E. Live Oak St, Lockhart, TX	
402	Lockhart ISD Adam’s Gym 419 Bois D’Arc St, Lockhart, TX	
404	Lytton Springs Baptist Church 8511 FM 1854, Dale, TX	

****Please Note:** Caldwell County voters must cast their ballots at their **designated election precinct on Election Day**, as Caldwell County conducts precinct-based voting. ******

****Tenga en Cuenta:** Los votantes del condado de Caldwell deben emitir su voto en su **precinto electoral asignado el día de las elecciones**, ya que el condado de Caldwell utiliza el sistema de votación por precintos. ******



FIRST OF EARLY VOTING
LA VOTACIÓN ANTICIPADA COMIENZA
MONDAY, OCTOBER 19, 2026
LUNES, OCTUBRE 19 DE 2026



LAST DAY OF EARLY VOTING
ÚLTIMO DÍA DE VOTACIÓN ANTICIPADA
FRIDAY, OCTOBER 30, 2026
VIERNES, OCTUBRE 30 DE 2026



ELECTION DAY
DÍA DE ELECCIÓN
TUESDAY, NOVEMBER 3, 2026
MARTES, 3 DE NOVIEMBRE DE 2026

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Approve awarding the Lockhart Economic Development Administration (EDA) Sewer Project, EDA Grant No. 08-79-05656, to D&M Underground Corp. in the amount of \$2,363,396.00 and authorizing the City Manager to execute associated contractual documents.

ORIGINATING DEPARTMENT AND CONTACT: Public Works - Sean Kelley

ACTION REQUESTED: Approval of Bid

BACKGROUND/SUMMARY/DISCUSSION:

The City of Lockhart was awarded a grant (No. 08-79-05656) by the U.S. Department of Commerce Economic Development Administration (EDA) to improve the wastewater capacity, reliability and support the developing industrial park area on the west side of Lockhart.

The grant project includes replacing approximately 1,200 linear feet of existing 12-inch wastewater main extending from the Windridge Lift Station, installing approximately 3,500 linear feet of new 18-inch wastewater main to Stueve Lane, 2,500 linear feet of new 24-inch wastewater main from Stueve Lane to Tank Street, and replacing approximately 800 linear feet of existing 12-inch wastewater main with a new 24-inch main extending south along North Commerce Street. The project also includes decommissioning the Windridge Lift Station and all surface restorations along the project route.

The City advertised the project for competitive sealed bids in accordance with applicable federal, state, and local procurement requirements. Ten sealed bids were received by the August 6, 2026 with base bids ranging from \$2,344,674.95 to \$6,271,006.00.

Westar Construction, Inc. of Georgetown, Texas submitted the lowest bid in the amount of \$2,344,674.95. However, because the project is federally funded, the selected contractor must maintain an active registration in the federal System for Award Management, commonly referred to as SAM registration on SAM.gov. Following review, it was determined that Westar Construction, Inc. did not have an active SAM.gov registration and is ineligible to receive the contract award.

D&M Underground Corp. of Corpus Christi, Texas submitted the second-lowest bid in the amount of \$2,363,396.00. The City's engineer reviewed the bid documents and conducted reference checks for similar projects completed by the contractor. Based on this evaluation, it was determined that D&M Underground Corp. has successfully completed comparable work and recommends awarding the contract to the company.

PROJECT SCHEDULE (if applicable):

City of Lockhart, Texas

Council Agenda Item Cover Sheet

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): The grant award was in the amount of \$2,100,000, with the City's share of \$420,000 (20%). The match and additional funds required for the project will be funded by LEDC and Wastewater Impact Fee contribution.

PREVIOUS COUNCIL ACTION:

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff respectfully recommends award of the Lockhart EDA Sewer Project to D&M Underground Corp. in the amount of \$2,363,396.00.

LIST OF SUPPORTING DOCUMENTS: Bid Award Recommendation - Lockhart EDA Sewer, EDA Wastewater Grant Exhibit



Member of **WSP**

505 East Huntland Drive
Suite 250
Austin, Texas 78752

t 512.454.8716
T.B.P.E. #F-8632

August 27, 2026

Mr. Joseph Resendez, City Manager
City of Lockhart
308 W. San Antonio Street
Lockhart, Texas 78644

**RE: Lockhart EDA Sewer Project
EDA Grant No. 08-79-05656
Bid Award Recommendation**

Dear Mr. Resendez:

Ten (10) sealed bids were received on August 6, 2026, for the above-referenced project. The totals of the base bid ranged from \$2,344,674.95 from Westar Construction, Inc. of Georgetown, Texas to \$6,271,006.00 from Liberty Civil Construction of Leander, Texas. A detailed bid tabulation is attached for your reference.

Principle items of construction include the replacement of approximately 1,200 LF of existing 12" sewer line with proposed 12" sewer from the Windridge Lift Station, installation of approximately 3,500 LF of 18" sewer line to Stueve Lane, installation of approximately 2,500 LF of 24" sewer line from Stueve Lane to Tank Street, replacement of approximately 800 LF of existing 12" sewer line with proposed 24" sewer line heading South along North Commerce Street, and all appurtenances necessary to complete the project.

Westar Construction, Inc. did submit the lowest bid, however, after investigation it was determined that Westar Construction, Inc. does not have an active account under the System for Award Management (SAM.gov) and is ineligible to be awarded this contract based on the RFP conditions for bidding as publicly published in this solicitation. Therefore, it is recommended that the project be awarded to the second lowest bidder, D&M Underground Corp. of Corpus Christi, Texas in the amount of \$2,363,396.00. This bidder was in complete compliance with the published RFP conditions as posted, TRC conducted reference checks on similar project supplied by the Contractor and found that D&M Underground Corp. had successfully completed the work to the satisfaction of the Owners.

If you have any questions or comments, please do not hesitate to contact this office.

Sincerely,

A handwritten signature in blue ink, appearing to read "DR" followed by a stylized flourish.

David Rabago, PE, CFM
Civil Group Manager – Central Texas

Attachment: Bid Tabulation

				*Westar Construction, Inc. 4500 Williams Dr. Suite 212-PMB 411 Georgetown, Texas 78633		D&M Underground Corp 1917 Flour Bluff Dr. Corpus Christi, Texas 78418		Ram Rod Utilities, LLC 26119 I-45 N Suite 215 Spring, Texas 77380	
Item	Description	Qty.	Unit	Unit Price	Total	Unit Price	Total	Unit Price	Total
BASE BID									
P.1	12" Gravity Main by Bore	106	LF	\$690.00	\$73,140.00	\$443.00	\$46,958.00	\$415.00	\$43,990.00
P.2	18" Gravity Main by Bore	180	LF	\$960.00	\$172,800.00	\$785.00	\$141,300.00	\$510.00	\$91,800.00
P.3	24" Gravity Main by Bore	316	LF	\$1,350.00	\$426,600.00	\$1,344.00	\$424,704.00	\$630.00	\$199,080.00
P.4	12" RCP Temporary Plug	3	EA	\$650.00	\$1,950.00	\$750.00	\$2,250.00	\$2,000.00	\$6,000.00
P.5	18" RCP Temporary Plug	1	EA	\$625.00	\$625.00	\$900.00	\$900.00	\$3,401.00	\$3,401.00
P.6	Existing Asphalt Mill	1,680	SY	\$5.25	\$8,820.00	\$35.00	\$58,800.00	\$215.00	\$361,200.00
P.7	4" Sewer Service Connections	10	EA	\$1,760.00	\$17,600.00	\$1,455.00	\$14,550.00	\$3,200.00	\$32,000.00
P.8	Existing 12" Sewer Line Demolition	1,938	LF	\$37.00	\$71,706.00	\$9.00	\$17,442.00	\$12.00	\$23,256.00
P.9	Remove and Replace 4' Diameter 6' Depth Manholes	9	EA	\$1,100.00	\$9,900.00	\$6,895.00	\$62,055.00	\$12,500.00	\$112,500.00
P.10	4' Diameter 6' Depth Manholes	26	EA	\$6,600.00	\$171,600.00	\$7,060.00	\$183,560.00	\$12,500.00	\$325,000.00
P.11	4' Diameter 6' Depth Manholes Extra Depth	188	VF	\$400.00	\$75,200.00	\$495.00	\$93,060.00	\$200.00	\$37,600.00
P.12	Existing and Proposed Sewer Connections	3	EA	\$1,600.00	\$4,800.00	\$3,500.00	\$10,500.00	\$2,000.00	\$6,000.00
P.13	12" PVC Sewer Main (6'-10')	249	LF	\$65.30	\$16,259.70	\$75.00	\$18,675.00	\$125.00	\$31,125.00
P.14	12" PVC Sewer Main (10'-14')	787	LF	\$68.50	\$53,909.50	\$80.00	\$62,960.00	\$140.00	\$110,180.00
P.15	12" PVC Sewer Main (20'+)	12	LF	\$77.50	\$930.00	\$145.00	\$1,740.00	\$250.00	\$3,000.00
P.16	18" PVC Sewer Main (10'-14')	488	LF	\$77.00	\$37,576.00	\$115.00	\$56,120.00	\$140.00	\$68,320.00
P.17	18" PVC Sewer Main (14'-20')	1,038	LF	\$80.50	\$83,559.00	\$103.00	\$106,914.00	\$160.00	\$166,080.00
P.18	18" PVC Sewer Main (20'+)	1,803	LF	\$90.00	\$162,270.00	\$115.00	\$207,345.00	\$180.00	\$324,540.00
P.19	24" PVC Sewer Main (0'-6')	100	LF	\$109.00	\$10,900.00	\$131.00	\$13,100.00	\$200.00	\$20,000.00
P.20	24" PVC Sewer Main (6'-10')	1,065	LF	\$111.00	\$118,215.00	\$133.00	\$141,645.00	\$190.00	\$202,350.00
P.21	24" PVC Sewer Main (10'-14')	1,515	LF	\$123.50	\$187,102.50	\$140.00	\$212,100.00	\$210.00	\$318,150.00
P.22	24" PVC Sewer Main (14'-20')	354	LF	\$125.00	\$44,250.00	\$140.00	\$49,560.00	\$250.00	\$88,500.00
P.23	OSHA	7,411	LF	\$5.50	\$40,760.50	\$7.00	\$51,877.00	\$1.00	\$7,411.00
P.24	Traffic Control Plan	1	LS	\$25,000.00	\$25,000.00	\$35,000.00	\$35,000.00	\$2,000.00	\$2,000.00
P.25	SWP3	1	LS	\$15,000.00	\$15,000.00	\$9,000.00	\$9,000.00	\$4,000.00	\$4,000.00
P.26	Silt Fence	7,181	LF	\$4.75	\$34,109.75	\$4.00	\$28,724.00	\$2.00	\$14,362.00
P.27	Curb Inlet Protection	3	EA	\$22.00	\$66.00	\$375.00	\$1,125.00	\$600.00	\$1,800.00
P.28	Tree Removal and Disposal	1	LS	\$45,000.00	\$45,000.00	\$9,750.00	\$9,750.00	\$5,000.00	\$5,000.00
P.29	Tree Protection	1	LS	\$12,000.00	\$12,000.00	\$4,600.00	\$4,600.00	\$3,000.00	\$3,000.00
P.30	Sewer Video	8,013	LF	\$2.00	\$16,026.00	\$14.00	\$112,182.00	\$3.00	\$24,039.00
P.31	Windridge Lift Station Abandonment	1	LS	\$52,000.00	\$52,000.00	\$42,500.00	\$42,500.00	\$8,000.00	\$8,000.00
P.32	Mobilization/Demobilization	1	LS	\$115,000.00	\$115,000.00	\$62,500.00	\$62,500.00	\$13,000.00	\$13,000.00
P.33	Payment & Performance Bonds	1	LS	\$60,000.00	\$60,000.00	\$24,000.00	\$24,000.00	\$10,000.00	\$10,000.00
P.34	UPRR Work Crossing Flagging	1	LS	\$90,000.00	\$90,000.00	\$9,500.00	\$9,500.00	\$8,000.00	\$8,000.00
P.35	UPRR Permit	1	LS	\$90,000.00	\$90,000.00	\$46,400.00	\$46,400.00	\$10,000.00	\$10,000.00
TOTAL BASE BID					\$2,344,674.95		\$2,363,396.00		\$2,684,684.00

*Bidder did not meet the EDA requirements by providing eligible active SAM account.

				Adventures Outback dba AO Services 25565 Ronald Reagan Blvd. Georgetown, Texas 78633		Gro Mex Construction Company Inc. 2801 Prairie Creek Granite Shoals, Texas 78654		Patin Construction, LLC 3800 W. 2nd Street Taylor, Texas 76574	
Item	Description	Qty.	Unit	Unit Price	Total	Unit Price	Total	Unit Price	Total
BASE BID									
P.1	12" Gravity Main by Bore	106	LF	\$800.00	\$84,800.00	\$400.00	\$42,400.00	\$1,100.00	\$116,600.00
P.2	18" Gravity Main by Bore	180	LF	\$1,100.00	\$198,000.00	\$550.00	\$99,000.00	\$1,200.00	\$216,000.00
P.3	24" Gravity Main by Bore	316	LF	\$1,700.00	\$537,200.00	\$750.00	\$237,000.00	\$1,600.00	\$505,600.00
P.4	12" RCP Temporary Plug	3	EA	\$1,770.00	\$5,310.00	\$2,000.00	\$6,000.00	\$1,500.00	\$4,500.00
P.5	18" RCP Temporary Plug	1	EA	\$1,878.00	\$1,878.00	\$2,500.00	\$2,500.00	\$1,800.00	\$1,800.00
P.6	Existing Asphalt Mill	1,680	SY	\$121.00	\$203,280.00	\$90.00	\$151,200.00	\$150.00	\$252,000.00
P.7	4" Sewer Service Connections	10	EA	\$6,500.00	\$65,000.00	\$2,000.00	\$20,000.00	\$5,000.00	\$50,000.00
P.8	Existing 12" Sewer Line Demolition	1,938	LF	\$50.00	\$96,900.00	\$6.00	\$11,628.00	\$40.00	\$77,520.00
P.9	Remove and Replace 4' Diameter 6' Depth Manholes	9	EA	\$6,500.00	\$58,500.00	\$600.00	\$5,400.00	\$17,000.00	\$153,000.00
P.10	4' Diameter 6' Depth Manholes	26	EA	\$5,000.00	\$130,000.00	\$11,800.00	\$306,800.00	\$7,500.00	\$195,000.00
P.11	4' Diameter 6' Depth Manholes Extra Depth	188	VF	\$350.00	\$65,800.00	\$320.00	\$60,160.00	\$500.00	\$94,000.00
P.12	Existing and Proposed Sewer Connections	3	EA	\$1,500.00	\$4,500.00	\$3,500.00	\$10,500.00	\$5,000.00	\$15,000.00
P.13	12" PVC Sewer Main (6'-10')	249	LF	\$75.00	\$18,675.00	\$55.00	\$13,695.00	\$70.00	\$17,430.00
P.14	12" PVC Sewer Main (10'-14')	787	LF	\$80.00	\$62,960.00	\$65.00	\$51,155.00	\$80.00	\$62,960.00
P.15	12" PVC Sewer Main (20'+)	12	LF	\$85.00	\$1,020.00	\$130.00	\$1,560.00	\$150.00	\$1,800.00
P.16	18" PVC Sewer Main (10'-14')	488	LF	\$90.00	\$43,920.00	\$75.00	\$36,600.00	\$90.00	\$43,920.00
P.17	18" PVC Sewer Main (14'-20')	1,038	LF	\$100.00	\$103,800.00	\$110.00	\$114,180.00	\$100.00	\$103,800.00
P.18	18" PVC Sewer Main (20'+)	1,803	LF	\$110.00	\$198,330.00	\$130.00	\$234,390.00	\$150.00	\$270,450.00
P.19	24" PVC Sewer Main (0'-6')	100	LF	\$120.00	\$12,000.00	\$100.00	\$10,000.00	\$110.00	\$11,000.00
P.20	24" PVC Sewer Main (6'-10')	1,065	LF	\$122.00	\$129,930.00	\$110.00	\$117,150.00	\$120.00	\$127,800.00
P.21	24" PVC Sewer Main (10'-14')	1,515	LF	\$140.00	\$212,100.00	\$130.00	\$196,950.00	\$150.00	\$227,250.00
P.22	24" PVC Sewer Main (14'-20')	354	LF	\$167.00	\$59,118.00	\$160.00	\$56,640.00	\$200.00	\$70,800.00
P.23	OSHA	7,411	LF	\$7.00	\$51,877.00	\$3.00	\$22,233.00	\$10.00	\$74,110.00
P.24	Traffic Control Plan	1	LS	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00	\$15,000.00	\$15,000.00
P.25	SWP3	1	LS	\$3,500.00	\$3,500.00	\$40,000.00	\$40,000.00	\$5,000.00	\$5,000.00
P.26	Silt Fence	7,181	LF	\$4.00	\$28,724.00	\$3.50	\$25,133.50	\$4.00	\$28,724.00
P.27	Curb Inlet Protection	3	EA	\$500.00	\$1,500.00	\$300.00	\$900.00	\$150.00	\$450.00
P.28	Tree Removal and Disposal	1	LS	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$40,000.00	\$40,000.00
P.29	Tree Protection	1	LS	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$5,000.00	\$5,000.00
P.30	Sewer Video	8,013	LF	\$3.00	\$24,039.00	\$3.00	\$24,039.00	\$3.00	\$24,039.00
P.31	Windridge Lift Station Abandonment	1	LS	\$61,820.00	\$61,820.00	\$40,000.00	\$40,000.00	\$20,000.00	\$20,000.00
P.32	Mobilization/Demobilization	1	LS	\$90,000.00	\$90,000.00	\$240,000.00	\$240,000.00	\$50,000.00	\$50,000.00
P.33	Payment & Performance Bonds	1	LS	\$45,000.00	\$45,000.00	\$80,000.00	\$80,000.00	\$75,000.00	\$75,000.00
P.34	UPRR Work Crossing Flagging	1	LS	\$45,000.00	\$45,000.00	\$360,000.00	\$360,000.00	\$140,000.00	\$140,000.00
P.35	UPRR Permit	1	LS	\$95,000.00	\$95,000.00	\$198,000.00	\$198,000.00	\$125,000.00	\$125,000.00
TOTAL BASE BID					\$2,799,481.00		\$2,875,213.50		\$3,220,553.00

*Bidder did not meet the EDA requirements by providing eligible active SAM account.

Black Rock Construction 2400 HWY 287 N Suite 100 Mansfield, Texas 76063	Arguijo Corporation 3316 Bee Caves Rd. Ste C West Lake Hills, Texas 78746	Guerra Underground, LLC 9810 FM 969 Austin, Texas 78724
---	---	---

Item	Description	Qty.	Unit	Unit Price	Total	Unit Price	Total	Unit Price	Total
BASE BID									
P.1	12" Gravity Main by Bore	106	LF	\$540.00	\$57,240.00	\$725.64	\$76,917.84	\$894.96	\$94,865.76
P.2	18" Gravity Main by Bore	180	LF	\$860.00	\$154,800.00	\$1,138.67	\$204,960.60	\$1,340.71	\$241,327.80
P.3	24" Gravity Main by Bore	316	LF	\$1,100.00	\$347,600.00	\$1,695.84	\$535,885.44	\$1,941.86	\$613,627.76
P.4	12" RCP Temporary Plug	3	EA	\$860.00	\$2,580.00	\$315.07	\$945.21	\$488.40	\$1,465.20
P.5	18" RCP Temporary Plug	1	EA	\$1,300.00	\$1,300.00	\$710.36	\$710.36	\$488.40	\$488.40
P.6	Existing Asphalt Mill	1,680	SY	\$112.00	\$188,160.00	\$87.32	\$146,697.60	\$98.37	\$165,261.60
P.7	4" Sewer Service Connections	10	EA	\$4,000.00	\$40,000.00	\$7,646.35	\$76,463.50	\$3,626.28	\$36,262.80
P.8	Existing 12" Sewer Line Demolition	1,938	LF	\$20.00	\$38,760.00	\$47.73	\$92,500.74	\$56.40	\$109,303.20
P.9	Remove and Replace 4' Diameter 6' Depth Manholes	9	EA	\$1,900.00	\$17,100.00	\$833.12	\$7,498.08	\$2,323.60	\$20,912.40
P.10	4' Diameter 6' Depth Manholes	26	EA	\$12,000.00	\$312,000.00	\$8,552.99	\$222,377.74	\$9,447.11	\$245,624.86
P.11	4' Diameter 6' Depth Manholes Extra Depth	188	VF	\$690.00	\$129,720.00	\$398.07	\$74,837.16	\$834.30	\$156,848.40
P.12	Existing and Proposed Sewer Connections	3	EA	\$52,000.00	\$156,000.00	\$7,811.09	\$23,433.27	\$706.05	\$2,118.15
P.13	12" PVC Sewer Main (6'-10')	249	LF	\$100.00	\$24,900.00	\$73.57	\$18,318.93	\$106.73	\$26,575.77
P.14	12" PVC Sewer Main (10'-14')	787	LF	\$110.00	\$86,570.00	\$73.34	\$57,718.58	\$117.22	\$92,252.14
P.15	12" PVC Sewer Main (20'+)	12	LF	\$120.00	\$1,440.00	\$179.99	\$2,159.88	\$200.58	\$2,406.96
P.16	18" PVC Sewer Main (10'-14')	488	LF	\$120.00	\$58,560.00	\$104.49	\$50,991.12	\$138.85	\$67,758.80
P.17	18" PVC Sewer Main (14'-20')	1,038	LF	\$130.00	\$134,940.00	\$162.60	\$168,778.80	\$163.32	\$169,526.16
P.18	18" PVC Sewer Main (20'+)	1,803	LF	\$150.00	\$270,450.00	\$206.61	\$372,517.83	\$167.16	\$301,389.48
P.19	24" PVC Sewer Main (0'-6')	100	LF	\$170.00	\$17,000.00	\$141.53	\$14,153.00	\$169.99	\$16,999.00
P.20	24" PVC Sewer Main (6'-10')	1,065	LF	\$180.00	\$191,700.00	\$179.70	\$191,380.50	\$171.30	\$182,434.50
P.21	24" PVC Sewer Main (10'-14')	1,515	LF	\$190.00	\$287,850.00	\$241.26	\$365,508.90	\$184.96	\$280,214.40
P.22	24" PVC Sewer Main (14'-20')	354	LF	\$330.00	\$116,820.00	\$216.68	\$76,704.72	\$221.58	\$78,439.32
P.23	OSHA	7,411	LF	\$1.00	\$7,411.00	\$5.37	\$39,797.07	\$8.45	\$62,622.95
P.24	Traffic Control Plan	1	LS	\$34,000.00	\$34,000.00	\$21,774.00	\$21,774.00	\$52,800.00	\$52,800.00
P.25	SWP3	1	LS	\$8,550.00	\$8,550.00	\$3,534.00	\$3,534.00	\$3,960.00	\$3,960.00
P.26	Silt Fence	7,181	LF	\$5.00	\$35,905.00	\$5.92	\$42,511.52	\$6.60	\$47,394.60
P.27	Curb Inlet Protection	3	EA	\$260.00	\$780.00	\$142.50	\$427.50	\$277.20	\$831.60
P.28	Tree Removal and Disposal	1	LS	\$20,300.00	\$20,300.00	\$80,397.41	\$80,397.41	\$26,400.00	\$26,400.00
P.29	Tree Protection	1	LS	\$3,500.00	\$3,500.00	\$906.76	\$906.76	\$19,800.00	\$19,800.00
P.30	Sewer Video	8,013	LF	\$3.00	\$24,039.00	\$2.45	\$19,631.85	\$2.84	\$22,756.92
P.31	Windridge Lift Station Abandonment	1	LS	\$47,500.00	\$47,500.00	\$144,134.54	\$144,134.54	\$31,249.68	\$31,249.68
P.32	Mobilization/Demobilization	1	LS	\$280,500.00	\$280,500.00	\$100,000.00	\$100,000.00	\$264,000.00	\$264,000.00
P.33	Payment & Performance Bonds	1	LS	\$35,000.00	\$35,000.00	\$69,440.20	\$69,440.20	\$89,100.00	\$89,100.00
P.34	UPRR Work Crossing Flagging	1	LS	\$170,000.00	\$170,000.00	\$33,026.71	\$33,026.71	\$6,336.00	\$6,336.00
P.35	UPRR Permit	1	LS	\$42,000.00	\$42,000.00	\$44,437.83	\$44,437.83	\$792,000.00	\$792,000.00
TOTAL BASE BID					\$3,344,975.00		\$3,381,479.19		\$4,325,354.61

*Bidder did not meet the EDA requirements by providing eligible active SAM account.

				Liberty Civil Construction 2937 Hero Way Leander, Texas 78641	
Item	Description	Qty.	Unit	Unit Price	Total
BASE BID					
P.1	12" Gravity Main by Bore	106	LF	\$2,000.00	\$212,000.00
P.2	18" Gravity Main by Bore	180	LF	\$2,500.00	\$450,000.00
P.3	24" Gravity Main by Bore	316	LF	\$3,500.00	\$1,106,000.00
P.4	12" RCP Temporary Plug	3	EA	\$1,000.00	\$3,000.00
P.5	18" RCP Temporary Plug	1	EA	\$1,000.00	\$1,000.00
P.6	Existing Asphalt Mill	1,680	SY	\$100.00	\$168,000.00
P.7	4" Sewer Service Connections	10	EA	\$10,000.00	\$100,000.00
P.8	Existing 12" Sewer Line Demolition	1,938	LF	\$100.00	\$193,800.00
P.9	Remove and Replace 4' Diameter 6' Depth Manholes	9	EA	\$25,000.00	\$225,000.00
P.10	4' Diameter 6' Depth Manholes	26	EA	\$15,000.00	\$390,000.00
P.11	4' Diameter 6' Depth Manholes Extra Depth	188	VF	\$1,000.00	\$188,000.00
P.12	Existing and Proposed Sewer Connections	3	EA	\$10,000.00	\$30,000.00
P.13	12" PVC Sewer Main (6'-10')	249	LF	\$120.00	\$29,880.00
P.14	12" PVC Sewer Main (10'-14')	787	LF	\$140.00	\$110,180.00
P.15	12" PVC Sewer Main (20'+)	12	LF	\$160.00	\$1,920.00
P.16	18" PVC Sewer Main (10'-14')	488	LF	\$180.00	\$87,840.00
P.17	18" PVC Sewer Main (14'-20')	1,038	LF	\$200.00	\$207,600.00
P.18	18" PVC Sewer Main (20'+)	1,803	LF	\$210.00	\$378,630.00
P.19	24" PVC Sewer Main (0'-6')	100	LF	\$200.00	\$20,000.00
P.20	24" PVC Sewer Main (6'-10')	1,065	LF	\$220.00	\$234,300.00
P.21	24" PVC Sewer Main (10'-14')	1,515	LF	\$240.00	\$363,600.00
P.22	24" PVC Sewer Main (14'-20')	354	LF	\$260.00	\$92,040.00
P.23	OSHA	7,411	LF	\$5.00	\$37,055.00
P.24	Traffic Control Plan	1	LS	\$96,000.00	\$96,000.00
P.25	SWP3	1	LS	\$15,000.00	\$15,000.00
P.26	Silt Fence	7,181	LF	\$6.00	\$43,086.00
P.27	Curb Inlet Protection	3	EA	\$170.00	\$510.00
P.28	Tree Removal and Disposal	1	LS	\$55,000.00	\$55,000.00
P.29	Tree Protection	1	LS	\$1,500.00	\$1,500.00
P.30	Sewer Video	8,013	LF	\$5.00	\$40,065.00
P.31	Windridge Lift Station Abandonment	1	LS	\$125,000.00	\$125,000.00
P.32	Mobilization/Demobilization	1	LS	\$165,000.00	\$165,000.00
P.33	Payment & Performance Bonds	1	LS	\$70,000.00	\$70,000.00
P.34	UPRR Work Crossing Flagging	1	LS	\$500,000.00	\$500,000.00
P.35	UPRR Permit	1	LS	\$530,000.00	\$530,000.00
TOTAL BASE BID					\$6,271,006.00

*Bidder did not meet the EDA requirements by providing eligible active SAM account.

CONTRACTOR REFERENCE QUESTIONS

PROJECT NAME & NUMBER: Lockhart EDA Sewer

CONTRACTOR: D&M Underground Corp.

CONTACT INFO: Erick Estrada, Owner, (361) 960-0707

REFERENCE (NAME & COMPANY/CITY): Lizz Barrera, Project Manager, Mostaghasi Enterprises.

REFERENCE CONTACT INFO: (361) 793-3393

DATE OF INTERVIEW: 8/31/2026

REFERENCE PROJECT AREA OF WORK:

☒ UTILITIES (WATER, SEWER, STORM, ETC.)

☐ PLANT WORK (WWTP or WTP EXPANSION)

☐ ROADWAY (STREET RECONSTRUCTION, PAVING, ETC)

☐ GENERAL CONSTRUCTION

☐ OTHER: _____

REFERENCE PROJECT DESCRIPTION (LOCATION, SCOPE, YEAR OF COMPLETION, ANY UNIQUE DESIGN/CONSTRUCTION CHALLENGES, ETC.):

Kaspian Subdivision Unit 1 includes the installation of 8-inch sewer lines at depths ranging from 8 to 16 feet, 12-inch sewer lines at depths of 18 to 20 feet, and 15-inch sewer lines at depths of approximately 25 feet. The project also includes the installation of sanitary sewer manholes ranging from 6 to 25 feet in depth. The project is still under construction and has been ongoing for

approximately six months. It is currently in its final stages, with no complaints or schedule delays reported. The project is anticipated to be completed before the end of 2026.

1. Is the project that the contractor did for the reference similar in nature to the bid project (type of construction, depth of utilities, etc.). **Yes**

2. General:

a. How much of the work was self performed versus sub contracted out?

All self performed.

b. Did the contractor do the utilities or sub contract them out?

All self-performed.

c. Did the contractor do the roadway work or sub contract it out?

N/A.

3. Would you hire this contractor again? **Yes, they have been hired to do the rest of the phases of the subdivision's project.**

4. Project Time:

b. Was the construction started and completed on time?

Yes

c. Did the contractor reach substantial completion on time, but took an extended period of time to reach final completion?

No

d. Were there any significant delays or work stoppages? If yes, was it due to external issues outside the contractors control?

No

e. Did the contractor request project time extensions unrelated to rain days or additional work requested by the Owner?

No

f. Other? **N/A**

5. Project Budget:

- a. Were there excessive change orders unrelated to engineering design errors or additional work requests from the Owner? No
 - b. Were there any issues with payment quantities on monthly pay requests that did not match actual field conditions?
No
 - c. Did the contractor pay his sub-contractors timely?
Yes
 - d. Were there any liens placed on the project from vendors or sub-contractors?
N/A
 - e. Other? N/A
6. Safety:
- a. Were there any safety issues for the contractor's employees or safety issues with the public? No
7. General Problems/Issues:
- a. Did the contractor work well with the City/Engineer staffs?
Yes
 - b. Were there any significant issues with the contractor's employees dealing with the public?
No
 - c. Were there many complaints from the residents regarding the contractor?
No.
 - d. Did the contractor cleanup his work site sufficiently?
Yes
 - e. Was there excessive personnel turnover for the contractor's field workers?
No
 - f. Were there any communication issues with the contractor's employees (ie. unable to speak English)? No

CONTRACTOR REFERENCE QUESTIONS

PROJECT NAME & NUMBER: Lockhart EDA Sewer

CONTRACTOR: D&M Underground Corp.

CONTACT INFO: Erick Estrada, Owner, (361) 960-0707

REFERENCE (NAME & COMPANY/CITY): Martin Medrano, P.E., with International Consulting Engineers, for the City of Kingsville.

REFERENCE CONTACT INFO: (361) 826-5805

DATE OF INTERVIEW: 8/31/2026

REFERENCE PROJECT AREA OF WORK:

☒ UTILITIES (WATER, SEWER, STORM, ETC.)

☐ PLANT WORK (WWTP or WTP EXPANSION)

☐ ROADWAY (STREET RECONSTRUCTION, PAVING, ETC)

☐ GENERAL CONSTRUCTION

☐ OTHER: _____

REFERENCE PROJECT DESCRIPTION (LOCATION, SCOPE, YEAR OF COMPLETION, ANY UNIQUE DESIGN/CONSTRUCTION CHALLENGES, ETC.):

GLO SS project 4A Johnston Alley Line, re-route Sanitary Sewer Improvements was a GLO project, no challenges were presented during the project and it included the installation of 8-inch sewer lines at depths ranging from 3 to 6 feet. The project also included the installation of sanitary sewer manholes ranging from 3 to 6 feet in depth. The project was completed in summer 2025

within the anticipated construction period. The contractor has also been hired to perform additional projects for City of Kingsville within the past year.

1. Is the project that the contractor did for the reference similar in nature to the bid project (type of construction, depth of utilities, etc.). **Yes**

2. General:

a. How much of the work was self performed versus sub contracted out?

All self performed.

b. Did the contractor do the utilities or sub contract them out?

All self-performed.

c. Did the contractor do the roadway work or sub contract it out?

Asphalt was subcontracted out.

3. Would you hire this contractor again? **Yes. The contractor was responsible and reliable throughout the project. There were no issues with the sanitary sewer testing, and they completed the required work without the City or Engineer having to provide reminders or follow up.**

4. Project Time:

b. Was the construction started and completed on time?

Yes

c. Did the contractor reach substantial completion on time, but took an extended period of time to reach final completion?

No

d. Were there any significant delays or work stoppages? If yes, was it due to external issues outside the contractors control?

No

e. Did the contractor request project time extensions unrelated to rain days or additional work requested by the Owner?

No

f. Other? **N/A**

5. Project Budget:

- a. Were there excessive change orders unrelated to engineering design errors or additional work requests from the Owner? No
 - b. Were there any issues with payment quantities on monthly pay requests that did not match actual field conditions?
No
 - c. Did the contractor pay his sub-contractors timely?
Yes
 - d. Were there any liens placed on the project from vendors or sub-contractors?
N/A
 - e. Other? N/A
6. Safety:
- a. Were there any safety issues for the contractor's employees or safety issues with the public? No
7. General Problems/Issues:
- a. Did the contractor work well with the City/Engineer staffs?
Yes
 - b. Were there any significant issues with the contractor's employees dealing with the public?
No
 - c. Were there many complaints from the residents regarding the contractor?
No.
 - d. Did the contractor cleanup his work site sufficiently?
Yes
 - e. Was there excessive personnel turnover for the contractor's field workers?
No
 - f. Were there any communication issues with the contractor's employees (ie. unable to speak English)? No

CONTRACTOR REFERENCE QUESTIONS

PROJECT NAME & NUMBER: Lockhart EDA Sewer

CONTRACTOR: D&M Underground Corp.

CONTACT INFO: Erick Estrada, Owner, (361) 960-0707

REFERENCE (NAME & COMPANY/CITY): Mona Serna, Project Manager, LSK Development.

REFERENCE CONTACT INFO: (361) 793-3393

DATE OF INTERVIEW: 8/31/2026

REFERENCE PROJECT AREA OF WORK:

☒ UTILITIES (WATER, SEWER, STORM, ETC.)

☐ PLANT WORK (WWTP or WTP EXPANSION)

☐ ROADWAY (STREET RECONSTRUCTION, PAVING, ETC)

☐ GENERAL CONSTRUCTION

☐ OTHER: _____

REFERENCE PROJECT DESCRIPTION (LOCATION, SCOPE, YEAR OF COMPLETION, ANY UNIQUE DESIGN/CONSTRUCTION CHALLENGES, ETC.):

Azali Estates Unit 1 includes the installation of 8-inch sewer lines at depths ranging from 6 to 10 feet, 12-inch sewer lines at depths of 10 to 16 feet, and 15-inch sewer lines at depths ranging from 16 to 18 feet, 18 and 24 – inch sewer lines at depths ranging from 18 to 25 feet. The project also includes the installation of sanitary sewer manholes ranging from 4 to 25 feet in depth. The project

began in 2025 and was completed in 2026 within the anticipated six-month construction period. The contractor has also been hired to perform additional projects for Mona Serna within the past year.

1. Is the project that the contractor did for the reference similar in nature to the bid project (type of construction, depth of utilities, etc.). **Yes**

2. General:

a. How much of the work was self performed versus sub contracted out?

All self performed.

b. Did the contractor do the utilities or sub contract them out?

All self-performed.

c. Did the contractor do the roadway work or sub contract it out?

N/A.

3. Would you hire this contractor again? **Yes, they have been hired to do the rest of the phases of the development's project.**

4. Project Time:

b. Was the construction started and completed on time?

Yes

c. Did the contractor reach substantial completion on time, but took an extended period of time to reach final completion?

No

d. Were there any significant delays or work stoppages? If yes, was it due to external issues outside the contractors control?

No

e. Did the contractor request project time extensions unrelated to rain days or additional work requested by the Owner?

No

f. Other? **N/A**

5. Project Budget:

- a. Were there excessive change orders unrelated to engineering design errors or additional work requests from the Owner? No
 - b. Were there any issues with payment quantities on monthly pay requests that did not match actual field conditions?
No
 - c. Did the contractor pay his sub-contractors timely?
Yes
 - d. Were there any liens placed on the project from vendors or sub-contractors?
N/A
 - e. Other? N/A
6. Safety:
- a. Were there any safety issues for the contractor's employees or safety issues with the public? No
7. General Problems/Issues:
- a. Did the contractor work well with the City/Engineer staffs?
Yes
 - b. Were there any significant issues with the contractor's employees dealing with the public?
No
 - c. Were there many complaints from the residents regarding the contractor?
No.
 - d. Did the contractor cleanup his work site sufficiently?
Yes
 - e. Was there excessive personnel turnover for the contractor's field workers?
No
 - f. Were there any communication issues with the contractor's employees (ie. unable to speak English)? No

CONTRACTOR REFERENCE QUESTIONS

PROJECT NAME & NUMBER: Lockhart EDA Sewer

CONTRACTOR: D&M Underground Corp.

CONTACT INFO: Erick Estrada, Owner, (361) 960-0707

REFERENCE (NAME & COMPANY/CITY): Scott Mack ,Nueces County Water District Manager.

REFERENCE CONTACT INFO: (361) 749-5201

DATE OF INTERVIEW: 8/28/2026

REFERENCE PROJECT AREA OF WORK:

☒ UTILITIES (WATER, SEWER, STORM, ETC.)

☐ PLANT WORK (WWTP or WTP EXPANSION)

☐ ROADWAY (STREET RECONSTRUCTION, PAVING, ETC)

☐ GENERAL CONSTRUCTION

☐ OTHER: _____

REFERENCE PROJECT DESCRIPTION (LOCATION, SCOPE, YEAR OF COMPLETION, ANY UNIQUE DESIGN/CONSTRUCTION CHALLENGES, ETC.):

Offsite Utilities New South WWTP #10444, the contractor installed approximately 1800' of 8" sewer force main and associated valving. Make 4 tie- ins from existing force main. Sub-contracted 1 auger bore 125 bore to install 12" force main in 24" casing. Project was completed in November 2025. Project cost was \$443,347.00.

1. Is the project that the contractor did for the reference similar in nature to the bid project (type of construction, depth of utilities, etc.). **Yes**

2. General:

a. How much of the work was self performed versus sub contracted out?

All self performed except the bore.

b. Did the contractor do the utilities or sub contract them out?

Bore was subbed.

c. Did the contractor do the roadway work or sub contract it out?

N/A

3. Would you hire this contractor again? **Yes**

4. Project Time:

b. Was the construction started and completed on time?

Yes

c. Did the contractor reach substantial completion on time, but took an extended period of time to reach final completion?

No

d. Were there any significant delays or work stoppages? If yes, was it due to external issues outside the contractors control?

No

e. Did the contractor request project time extensions unrelated to rain days or additional work requested by the Owner?

No

f. Other? **N/A**

5. Project Budget:

a. Were there excessive change orders unrelated to engineering design errors or additional work requests from the Owner? **No**

- b. Were there any issues with payment quantities on monthly pay requests that did not match actual field conditions?

No

- c. Did the contractor pay his sub-contractors timely?

Yes

- d. Were there any liens placed on the project from vendors or sub-contractors?

N/A

- e. Other? N/A

6. Safety:

- a. Were there any safety issues for the contractor's employees or safety issues with the public? No

7. General Problems/Issues:

- a. Did the contractor work well with the City/Engineer staffs?

Yes

- b. Were there any significant issues with the contractor's employees dealing with the public?

No

- c. Were there many complaints from the residents regarding the contractor?

Yes, not the contractor's fault.

- d. Did the contractor cleanup his work site sufficiently?

Yes

- e. Was there excessive personnel turnover for the contractor's field workers?

No

- f. Were there any communication issues with the contractor's employees (ie. unable to speak English)? No

CITY OF LOCKHART, TEXAS REVISED EXHIBIT 1 SITE PLAN PROPOSED SEWER LINE EXTENSION

LEGEND

PROPOSED 12" GRAVITY LINE

PROPOSED 18" GRAVITY LINE

PROPOSED 24" GRAVITY LINE

EXISTING 12" SEWER LINE

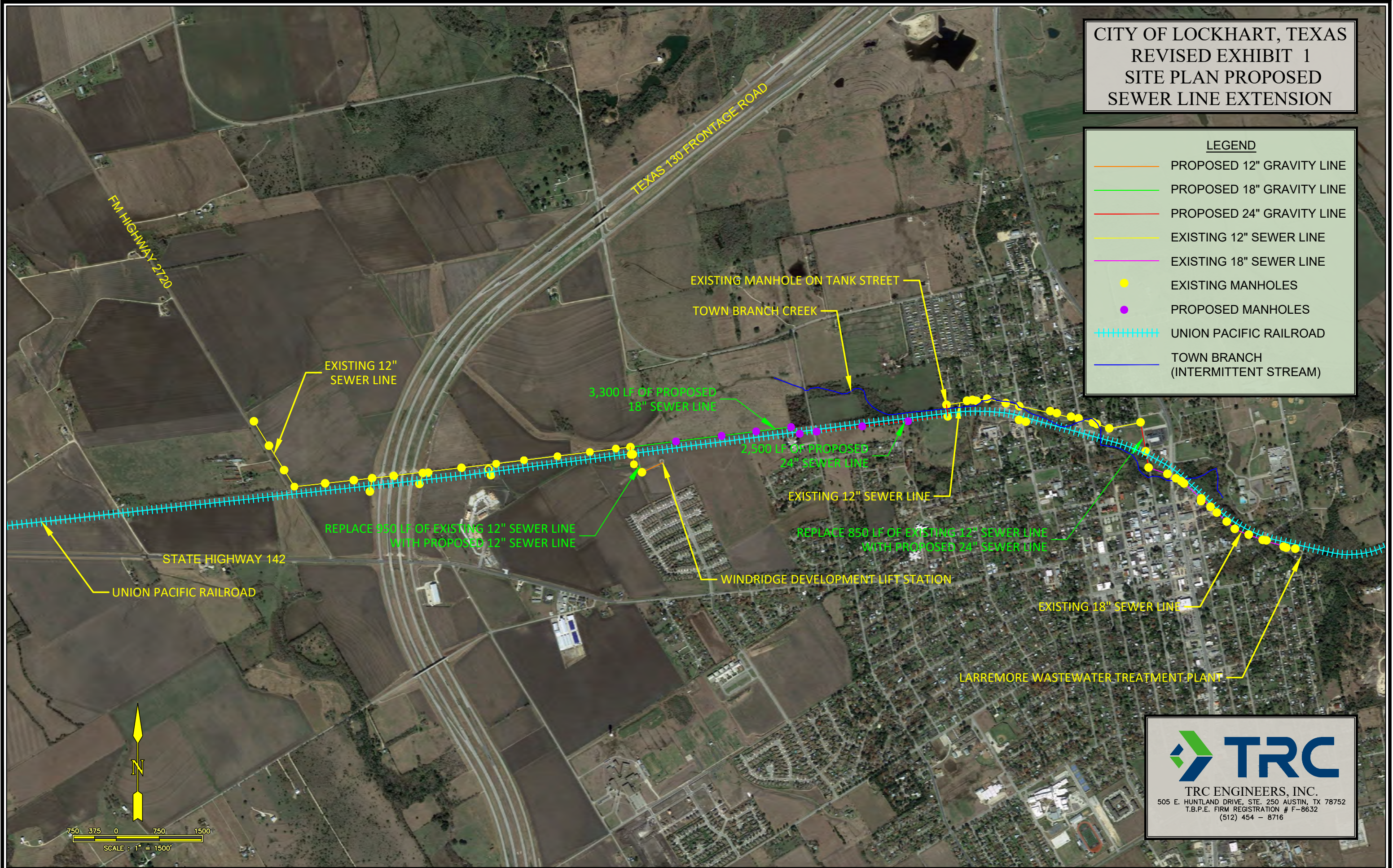
EXISTING 18" SEWER LINE

EXISTING MANHOLES

PROPOSED MANHOLES

UNION PACIFIC RAILROAD

TOWN BRANCH
(INTERMITTENT STREAM)



TRC ENGINEERS, INC.

505 E. HUNT LAND DRIVE, STE. 250 AUSTIN, TX 78752

T.B.P.E. FIRM REGISTRATION # F-8632

(512) 454 - 8716

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Approve awarding the General Land Office (GLO) Bois D' Arc St. to N. Blanco St. Waterline Replacement Project, to D&M Underground Corp. in the amount of \$1,299,037.00 and authorizing the Mayor to execute associated contractual documents.

ORIGINATING DEPARTMENT AND CONTACT: Public Works - Sean Kelley

ACTION REQUESTED: Approval of Bid

BACKGROUND/SUMMARY/DISCUSSION:

The Bois D' Arc Street to North Blanco Street Waterline Replacement Project is a fully funded grant with funding provided through the Texas General Land Office. The project will replace aging water infrastructure and improve the reliability and capacity of the City's water distribution system within the project area.

The project consists of installing approximately 3,600 linear feet of new 8-inch PVC water mains along Bois D' Arc Street from Elm Street to Blanco Street and North Blanco Street from Bois D' Arc Street to Olive Street. Construction will include a crossing beneath the Union Pacific Railroad and the N. Blanco Bridge using boring methods. The project includes valves, fire hydrants, service connections, pavement and surface restoration, and has been coordinated with TxDOT for the planned replacement of the North Blanco Street bridge anticipated to begin in 2027.

The City advertised the project for competitive sealed bids in accordance with applicable federal, state, and local procurement requirements. A total of nine bids were received, with base bids ranging from \$1,299,037.00 to \$2,164,491.00. The project engineer reviewed the submitted bids, contractor qualifications, required bid documents, and compliance with applicable grant requirements. Based on this evaluation, the project engineer recommends awarding the Bois D' Arc Street to North Blanco Street Waterline Replacement Project to D&M Underground Corp. in the amount of \$1,299,037.00.

PROJECT SCHEDULE (if applicable):

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

City of Lockhart, Texas

Council Agenda Item Cover Sheet

FISCAL NOTE (if applicable):

PREVIOUS COUNCIL ACTION:

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff respectfully recommends awarding the Bois D' Arc Street and N. Blanco Street Waterline Replacement Project to D&M Underground Corp.

LIST OF SUPPORTING DOCUMENTS: City_of_Lockhart_Bid_Award_Recommendation, Lockhart GLO Water Line Replacement Bid Tab, GLO Water Main Project Exhibit



September 2, 2026
Kleinfelder Project No.: 26000357.001A

Sean Kelley
City of Lockhart
308 West San Antonio Street
Lockhart, TX 78644

SUBJECT: Recommendation of Award – Bois D' Arc Street to North Blanco Street Waterline Replacement Project

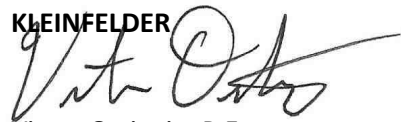
Dear Mr. Kelley:

On August 20, 2026, the City of Lockhart received and publicly opened nine bids for the Bois D'Arc Street to North Blanco Street Waterline Replacement Project, CDBG-MIT GLO Contract No. 24-065-120-962. A summary of the bids received is provided in the attached Bid Tabulation.

Kleinfelder reviewed the submitted bid forms for mathematical accuracy, acknowledgment of Addenda Nos. 1 and 2, and inclusion of the required bid bond. All nine bidders acknowledged both addenda and submitted bid bonds. D&M Underground submitted the apparent low bid in the amount of \$1,299,037.00.

Based on our review, Kleinfelder recommends that the City of Lockhart award the construction contract to D&M Underground in the amount of \$1,299,037.00. This recommendation is contingent upon the City's final determination of bid responsiveness and bidder responsibility, confirmation of compliance with applicable funding and procurement requirements, receipt and approval of required performance and payment bonds and insurance, and execution of the Contract Documents.

Sincerely,

KLEINFELDER


Victor Ostiguin, P.E.
Senior Professional

BID TABULATION - Base Bid Sheet

CITY OF LOCKHART

PROJECT NAME: BOIS D' ARC ST. TO N BLANCO ST. WATERLINE REPLACEMENT PROJECT		PROJECT MANAGER: SEAN KELLEY
PRE-BID CONFERENCE DATE & TIME: N/A	BID DATE & TIME: Thursday, August 20th at 10:00 A.M.	PROJECT CONSULTANT: VICTOR OSTIGUIN, P.E., KLEINFELDER.
BID OPENING LOCATION: 308 W. San Antonio St., Lockhart, TX 78644		

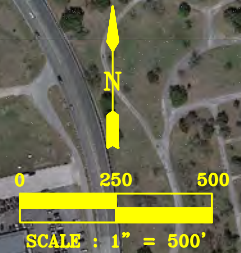
	BIDDER / FIRM NAME	BASE BID	Addendum #1 & #2	Bid Bond	NOTES
1	D&M Underground	\$1,299,037.00	Yes	Yes	
2	Westar Construction	\$1,577,744.00	Yes	Yes	
3	Whitewater Construction	\$1,718,425.00	Yes	Yes	
4	Qro Mex	\$1,727,311.00	Yes	Yes	
5	Arguijo Corporation	\$1,759,614.84	Yes	Yes	
6	Mercer Construction	\$1,778,193.00	Yes	Yes	
7	WJC Constructor Services, LLC	\$1,950,000.00	Yes	Yes	
8	Guerra Underground	\$1,977,574.69	Yes	Yes	
9	E-Z Bel Construction, LLC	\$2,164,491.00	Yes	Yes	

CITY OF LOCKHART, TX CDBG-MIT GLO WATERLINE EXHIBIT

END N BLANCO ST WATERLINE REPLACEMENT
APPRX 3300 LF
LAT: N29.892387
LONG: W97.676243

BEGIN BOIS D'ARC WATERLINE REPLACEMENT
LAT: N29.886215
LONG: W97.678956

END BOIS D'ARC WATERLINE REPLACEMENT
BEGIN CONNECTION TO N BLANCO ST
WATERLINE REPLACEMENT
LAT: N29.886877
LONG: W97.675055



City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Approve Resolution 2026-34 granting Hillwood Communities conditional consent to form the Lockhart Municipal Utility District (MUD) of Caldwell County and the inclusion into said district of 1,111.14 acres of land, 1037.8 acres of which are in the City's ETJ and 73.34 acres within the City Limits and setting an expiration date.

ORIGINATING DEPARTMENT AND CONTACT: Development Services - David Fowler

ACTION REQUESTED: Resolution

BACKGROUND/SUMMARY/DISCUSSION: State law requires that a city consent to the inclusion of land in its ETJ in a municipal utility district ("MUD"). At a workshop on January 27, 2025, Hillwood Communities discussed the development of 889.3 acres of land ("Property"), 720.681 acres of which is in City's ETJ ("Property"). Hillwood Communities is continuing in its due diligence period for the purchase of the Property and has asked the City to extend the conditional consent to creation of the Lockhart Municipal Utility District of Caldwell County and the inclusion of the Property into said district. There is also an additional property included in the resolution that is currently owned by a third party, covering 148.77 acres. This consent was granted with the passage of Resolution 2025-08 on February 18, 2025. The consent agreement was renewed on August 5, 2025, November 18, 2025, February 3, 2026, May 5, 2026 and July 21, 2026. This MUD consent agreement folds all the areas included in the previous MUD consent agreements while adding the 148.5-acre Melde tract which had not previously been under applicant ownership and also adds the 73.34 in-clty tract located east of the intersection of US 183 and SH 130 to consolidate the planned area of the Hillwood Development Agreement under a single MUD consent agreement with a new expirationn date of December 31, 2026.

PROJECT SCHEDULE (if applicable): N/A

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): None

PREVIOUS COUNCIL ACTION: City Council approved Resolution 2025-08, granting conditional consent to the creation of the MUD on the subject property on February 18, 2025, and renewed with Resolution 2025-24 on August 5, 2025, Resolution 2026-03 on February 3, 2026 and Resolution 2026-28 on July 21, 2026. Additionally Resolution 2026-32 expanded the

City of Lockhart, Texas

Council Agenda Item Cover Sheet

Lockhart ETJ to include the portions of the Hillwood properties not previously located in the Lockhart ETJ.

COMMITTEE/BOARD/COMMISSION ACTION: None

STAFF RECOMMENDATION/REQUESTED MOTION: Approval of Resolution 2026-34, granting extension to negotiate and enter into development agreement for the creation of the Lockhart Municipal Utility District for an area of 1,111.14 acres, expiring December 31, 2026.

LIST OF SUPPORTING DOCUMENTS: Resolution 2026-34 Hillwood MUD Consent extension and expansion (1), Exhibit . A - Lockhart MUD City Consent Resolution No. 2025-08 City of Lockhart, Exhibit B - 148.5Acres-MeldeTract_MB1, Exhibit C - 73.34 Acres_Spencewood In-City property

CITY OF LOCKHART, TEXAS

RESOLUTION NO. 2026-34

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, GRANTING EXTENSION TO NEGOTIATE AND ENTER INTO A DEVELOPMENT AGREEMENT AND PROVIDING THAT THE CITY’S CONDITIONAL CONSENT TO THE CREATION OF THE LOCKHART MUNICIPAL UTILITY DISTRICT OF CALDWELL COUNTY WILL EXPIRE ON DECEMBER 31, 2026, ADDING AN ADDITIONAL 73.34 ACRES OF IN-CITY PROPERTY TO THE PROPOSED MUNICIPAL UTILITY DISTRICT OF CALDWELL COUNTY, AND EXTENDING THE CITY’S CONDITIONAL SUPPORT TO THE ADDITIONAL 73.34 ACRES OF IN-CITY PROPERTY.

WHEREAS, pursuant to Resolution No. 2025-08, the City of Lockhart, Texas (the “City”), a home-rule municipality created under the laws of the State of Texas, provided its conditional consent to the creation of the Lockhart Municipal Utility District of Caldwell County (the “District”) encompassing 889.3 acres (“Land”), as reflected in Exhibit A, attached hereto and incorporated by reference; and

WHEREAS, Hillwood Enterprises, L.P., a Texas limited partnership, has entered into an earnest money contract to purchase an additional 148.5 acres (the “Melde Tract”) and an additional 73.34 acres (the “In-City Land,” together with the Melde Tract, the “Additional Land”). The Melde Tract is more particularly described in Exhibit B, and the In-City Land is more particularly described in Exhibit C, both attached hereto and incorporated by reference;

WHEREAS, the City’s conditional consent was conditioned on the City and the owners of the Land negotiating and entering into a development agreement (the “Development Agreement”) concerning the Land, pursuant to Section 212.172 of the Texas Local Government Code, to the extent any portion of the Land is located within the City’s extraterritorial jurisdiction as reflected in Exhibit A; and

WHEREAS, Resolution No. 2025-08 provided for the expiration of the City’s conditional consent upon the passage of one-hundred eighty (180) days after February 18, 2025, or August 17, 2025; and

WHEREAS, pursuant to Resolution No. 2025-24, the City granted an extension of an additional 90 days after August 17, 2025, or November 15, 2025, for the City and the owners of any portion of the Land and the Melde Tract within the City’s extraterritorial jurisdiction, to negotiate and enter into a Development Agreement; and

WHEREAS, pursuant to Resolution Nos. 2025-40, 2026-03, and 2026-18, the City granted additional 90-day extensions through August 12, 2026, for the City and the owners of any portion of the Land and the Melde Tract within the City’s extraterritorial jurisdiction, to negotiate and enter into a Development Agreement; and

WHEREAS, the City wishes to extend its consent to cover any portion of the Land and the Additional Land, including any portions within either the corporate limits or extraterritorial jurisdiction of the City; and

WHEREAS, the City further wishes to grant an extension regarding such consent, until December 31, 2026, for the City and the owners of any portion of the Land and the Additional Land that is within the City's corporate limits or extraterritorial jurisdiction, to negotiate and enter into a Development Agreement.

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

Section 1. All of the above premises are hereby found to be true and correct legislative findings of the City Council of the City of Lockhart (the "City Council"), and they are hereby approved and incorporated into the body of this Resolution as if copied in their entirety.

Section 2. The City Council hereby extends its conditional support and consent for the creation of a district operating pursuant to Article XVI, Section 59 and Article III, Section 52, Texas Constitution and Chapter 54, Texas Water Code, as amended, to the extent any portion of the Land and the Additional Land is located within the City's corporate limits or extraterritorial jurisdiction, as shown more fully in Exhibit A, Exhibit B, and Exhibit C, attached hereto and incorporated herein by reference, and to the extent that the City and the owners of the Land and the Additional Land within the corporate limits or extraterritorial jurisdiction of the City are able to negotiate and enter into a Development Agreement. The City Council's conditional consent applies to the Land and the Additional Land and expires on December 31, 2026.

Section 3. The City Manager of the City is hereby authorized to execute any documents necessary to effectuate this Resolution.

Section 4. The City Council further states that it has not relinquished any rights, duties or powers relating to the inclusion of the District within its corporate limits or extraterritorial jurisdiction.

Section 5. The City Council further states that this Resolution is provided subject to and in reliance upon the terms of a Development Agreement, which may be entered into between (A) the City and the landowners of the Land, to the extent any portion of the Land is within the City's corporate limits or extraterritorial jurisdiction; and (B) the City and the landowners of the Additional Land, to the extent any portion of the Additional Land is within the corporate limits or extraterritorial jurisdiction of the City, and to the extent such Additional Land is to be annexed into the District. The District shall execute a joinder and become a party to the Development Agreement. The City does not consent to the organization of the District, election, or issuance of bonds from any revenue available to the District until the Development Agreement is executed.

Section 6. The City Council hereby finds and determines that sufficient written notice of the date, hour, place and subject of this meeting of the City Council was posted as a place convenient to the public at the City Hall of the City for the time required by law preceding this

meeting, as required by the Texas Open Meetings Act, contained in Chapter 551 of the Texas Government Code, as amended, and that this meeting was open to the public and the subject matter of this Resolution and its contents have been discussed, considered and formally acted upon by the City Council. Further, the City Council ratifies, approves and confirms such written notice and the contents and posting thereof, and the foregoing fully complied with all applicable law.

Section 7. If any part of this Resolution, of whatever size, is ever declared invalid or unenforceable for any reason, the remainder of this Resolution shall remain in full force and effect.

Section 8. This Resolution shall be effective from and after its passage by the City Council.

PASSED AND APPROVED by the City Council of the City of Lockhart, Texas, the 15th day of September, 2026.

Lew White, Mayor

ATTEST:

Julie Bowermon, Interim City Secretary

APPROVED AS TO FORM:

Brad Bullock, City Attorney

EXHIBIT A
(Certified Resolution No. 2025-08)

EXHIBIT B
(Melde Tract – 148.5 Acres)

EXHIBIT C
(In-City Land – 73.34 Acres)

CERTIFICATION

STATE OF TEXAS §

COUNTY OF CALDWELL §

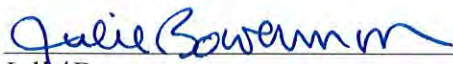
I, Julie Bowermon, City Secretary of the City of Lockhart, Texas do hereby certify that I am the custodian of the records of the City of Lockhart, Texas, and that the attached is a true and exact copy of Resolution 2025-08, in its entirety, as adopted February 18, 2025, with the caption as follows:

CITY OF LOCKHART, TEXAS

RESOLUTION NO. 2025-08

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, GRANTING CONDITIONAL CONSENT TO THE CREATION OF THE LOCKHART MUNICIPAL UTILITY DISTRICT OF CALDWELL COUNTY AND THE INCLUSION OF 889.3 ACRES OF LAND INTO SAID DISTRICT; MAKING FINDINGS RELATED THERETO; AND PROVIDING FOR AN EFFECTIVE DATE.

WITNESS MY HAND AND OFFICIAL SEAL of the City of Lockhart, Texas this the 20th day of February, 2025.



Julie Bowermon
City Secretary

(SEAL)



CITY OF LOCKHART, TEXAS

RESOLUTION NO. 2025-08

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, GRANTING CONDITIONAL CONSENT TO THE CREATION OF THE LOCKHART MUNICIPAL UTILITY DISTRICT OF CALDWELL COUNTY AND THE INCLUSION OF 889.3 ACRES OF LAND INTO SAID DISTRICT; MAKING FINDINGS RELATED THERETO; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Lockhart, Texas (the “City”), a home-rule municipality created under the laws of the State of Texas, received a request for consent from Spencewood, Inc., (“Owner”) to the creation of the Lockhart Municipal Utility District of Caldwell County (the “District”) encompassing 889.3 acres (“Land”) as more particularly described in Exhibit A, attached hereto and incorporated by reference, approximately 720.681 acres of the Land being situated within the City’s extraterritorial jurisdiction and the remainder situated within unincorporated Caldwell County; and

WHEREAS, the Land is not situated within the corporate limits or extraterritorial jurisdiction of any other municipality; and

WHEREAS, Section 54.016 of the Texas Water Code provides that land within a city or its extraterritorial jurisdiction may not be included within a municipal utility district without such city’s consent; and

WHEREAS, this Resolution is authorized by Section 54.016 of the Texas Water Code, Chapters 49 and 54 of the Texas Water Code, Section 42.042 of the Texas Local Government Code, and all applicable law; and

WHEREAS, the District will be created and organized pursuant to Article XVI, Section 59 and Article III, Section 52, of the Texas Constitution, and Chapters 49 and 54 of the Texas Water Code, as amended; and

WHEREAS, the City wishes to evidence its conditional support and consent for the creation of the District to the extent any portion of the District is located within the City’s extraterritorial jurisdiction, as evidenced by Exhibit A, subject to the terms of a Development Agreement to be negotiated between the City and the landowners (the “Development Agreement”) and the terms of this Resolution, subject to the expiration thereof upon the passage of one-hundred eighty (180) days,

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

Section 1. All of the above premises are hereby found to be true and correct legislative findings of the City Council of the City of Lockhart (the “City Council”), and they are hereby approved and incorporated into the body of this Resolution as if copied in their entirety.

Section 2. The City Council hereby grants its conditional support and consent for the creation of a district operating pursuant to Article XVI, Section 59 and Article III, Section 52, Texas Constitution and Chapter 54, Texas Water Code, as amended, to the extent any portion of the District is located within its extraterritorial jurisdiction as shown more fully in Exhibit A and to the extent that the City and Owner and District are able to negotiate and enter into a Development Agreement, and the City Manager of the City is hereby authorized to execute any documents necessary to effectuate this Resolution. The City Council's conditional consent expires one hundred and eighty (180) days from the date of this Resolution.

Section 3. The City Council further states that it has not relinquished any rights, duties or powers relating to the inclusion of the District within its extraterritorial jurisdiction.

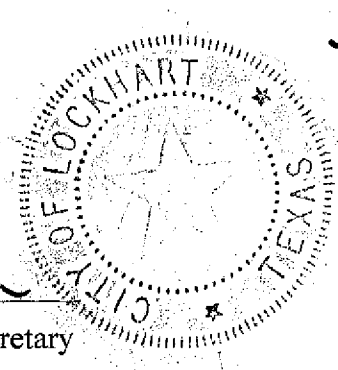
Section 4. The City Council further states that this Resolution is provided subject to and in reliance upon the terms of a Development Agreement, which may be entered into between the City and the landowners within the District. The District shall execute a joinder and become a party to the Development Agreement. The City does not consent to the organization of the District, election, or issuance of bonds from any revenue available to the District until the Development Agreement is executed.

Section 5. The City Council hereby finds and determines that sufficient written notice of the date, hour, place and subject of this meeting of the City Council was posted as a place convenient to the public at the City Hall of the City for the time required by law preceding this meeting, as required by the Texas Open Meetings Act, contained in Chapter 551 of the Texas Government Code, as amended, and that this meeting was open to the public and the subject matter of this Resolution and its contents have been discussed, considered and formally acted upon by the City Council. Further, the City Council ratifies, approves and confirms such written notice and the contents and posting thereof, and the foregoing fully complied with all applicable law.

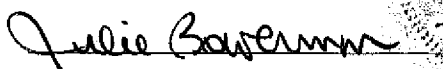
Section 6. If any part of this Resolution, of whatever size, is ever declared invalid or unenforceable for any reason, the remainder of this Resolution shall remain in full force and effect.

Section 7. This Resolution shall be effective from and after its passage by the City Council.

PASSED AND APPROVED by the City Council of the City of Lockhart, Texas the 18th day of February, 2025.



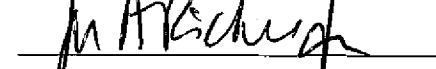
ATTEST:


Julie Bowermon, City Secretary

Resolution 2025-08


Lew White, Mayor

APPROVED AS TO FORM:


Bradford E. Bullock, City Attorney

Page 2 of 3

EXHIBIT A
(Legal Description of Property to be included in the District)



Exhibit A

February 6, 2025
Spencewood - 889.3 Acres
Page 1 of 5

DESCRIPTION OF AN 889.3 ACRE TRACT OF LAND
SITUATED IN THE JAMES M. BAKER SURVEY, ABSTRACT NO. 46
MILES G. DIKES SURVEY NO. 9, ABSTRACT NO. 6
CALDWELL COUNTY, TEXAS

BEING an 889.3 acre tract of land situated in the James M. Baker Survey, Abstract No. 46, and the Miles G. Dikes Survey No. 9, Abstract No. 6 of Caldwell County, Texas, being a portion of a called 691.822 acre tract of land described in an instrument to Spencewood, Inc. described in Volume 194, Page 893, Official Public Records of Caldwell County, Texas (O.P.R.C.C.T.), save and except a called 80.895 acre tract described in an instrument recorded in Volume 538, Page 333, O.P.R.C.C.T., and save and except a called 129.248 acre tract described in an instrument recorded in Volume 552, Page 399, O.P.R.C.C.T.; being all of a called 181.790 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 503, Page 764, O.P.R.C.C.T.; being a portion of a called 57.315 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 543, O.P.R.C.C.T., save and except a called 0.339 acre tract recorded in Volume 579, Page 97, O.P.R.C.C.T.; said 889.3 acre tract of land described by metes and bounds as follows:

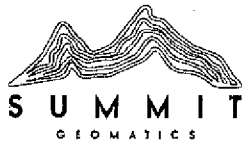
BEGINNING at a 1/2-inch iron rod found on the East right-of-way line of State Highway 130 a controlled access variable width right-of-way (right-of-way being dedicated in the following documents: Volume 579, Page 39, O.P.R.C.C.T., Volume 579, Page 47, O.P.R.C.C.T., Volume 579, Page 27, O.P.R.C.C.T., Volume 579, Page 55, O.P.R.C.C.T., Volume 579, Page 65, O.P.R.C.C.T., Volume 579, Page 73, O.P.R.C.C.T., Volume 579, Page 81, O.P.R.C.C.T., Volume 579, Page 89, O.P.R.C.C.T., Volume 579, Page 104, O.P.R.C.C.T., Volume 579, Pg. 112, O.P.R.C.C.T., Volume 579, Page 97, O.P.R.C.C.T., Volume 579, Page 120, O.P.R.C.C.T., Volume 579, Page 128, O.P.R.C.C.T., Volume 619, Page 659, O.P.R.C.C.T., Volume 619, Page 661, O.P.R.C.C.T., and Volume 579, Page 136, O.P.R.C.C.T.), being the Southwest corner of the remainder of a called 101.25 acre tract of land described in an instrument to Zanty Lynn Champion and wife Doris Bragg Champion recorded in Volume 356, Page 19, Deed Records of Caldwell County, Texas (D.R.C.C.T.) and being the Northwest corner of the remainder of said 691.822 acre tract of land;

THENCE, South 61° 53' 33" East, along and with the North line of said 691.822 acre tract and the South line of said 101.25 acre tract, a distance of 93.52 feet to a 5-inch cedar fence corner post found for an angle point;

THENCE, North 78° 52' 36" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101.25 acre tract, a distance of 348.06 feet to a 4-inch cedar fence post found for an angle point;

THENCE, North 78° 30' 19" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101.25 acre tract, a distance of 950.36 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set in the center of an old tree stump with wire;

THENCE, South 10° 40' 13" East, along and with an East line of said 691.822 acre tract and the West line of a called 70.83 acre tract (Tract II) and a called 70.83 acre tract (Tract I) described in an instrument to Delbert Decker recorded in Volume 435, Page 472, O.P.R.C.C.T., a distance of 2,008.96 feet to a 10-inch cedar fence post found for the Southwest corner of said 70.83 acre tract (Tract I) and being an interior corner of said 691.822 acre tract and the herein described tract;



THENCE, North 78° 21' 12" East, along and with the South line of said 70.83 acre tract (Tract I) and the North line of said 691.822 acre tract, and the North line of said 181.790 acre tract, a distance of 3,275.62 feet to a 3/8-inch iron rod found for the Southeast corner of said Tract I and being the Southwest corner of a called 118.357 acre tract of land described in an instrument to Bridge to One, Inc. recorded in Document No. 2021-009484, O.P.R.C.C.T. and being an angle point on the North line of said 181.790 acre tract;

THENCE, North 78° 03' 03" East, along and with the South line of said 118.357 acre tract and the North line of said 181.790 acre tract, a distance of 1,777.47 feet to a 7-inch cedar fence post found on the occupied West right-of-way line of Dry Creek Road (variable width right-of-way – no deed of record found) and being the occupied Northeast corner of said 181.790 acre tract, and an angle point on the South line of said 118.357 acre tract;

THENCE, along and with the East and South lines of said 181.790 acre tract same being the occupied West and North right-of-way lines of said Dry Creek Road, the following eight (8) bearings and distances:

- 1) South 36° 03' 44" East, a distance of 20.64 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 2) South 11° 35' 37" East, a distance of 593.70 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 3) South 12° 13' 42" East, a distance of 721.17 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 4) South 11° 31' 51" East, a distance of 1,285.35 feet to an 8-inch cedar fence corner post found for corner;
- 5) South 00° 48' 15" East, a distance of 159.84 feet to a 6-inch cedar fence corner post found for corner;
- 6) South 39° 04' 45" West, a distance of 71.90 feet to an 8-inch cedar fence corner post found for corner;
- 7) South 78° 27' 46" West, a distance of 772.29 feet to a 6-inch cedar fence corner post found for corner;
- 8) South 79° 38' 55" West, a distance of 784.15 feet to a 7-inch cedar fence corner post found for the most Easterly Northeast corner of said 691.822 acre tract;

THENCE, along and with the East lines of said 691.822 acre tract same being the occupied West right-of-way line of said Dry Creek Road, the following seven (7) bearings and distances:

- 1) South 10° 03' 46" West, a distance of 75.84 feet to a 37-inch live oak tree;
- 2) South 13° 04' 38" East, a distance of 86.31 feet to a 7-inch cedar fence corner post;
- 3) South 26° 28' 01" East, a distance of 83.48 feet to an 8-inch cedar fence corner post;
- 4) South 21° 18' 42" East, a distance of 512.98 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 5) South 21° 10' 59" East, a distance of 911.78 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;
- 6) South 25° 11' 46" East, a distance of 622.32 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." set for an angle point;



- 7) South $21^{\circ} 52' 46''$ East, a distance of 608.22 feet to a 3-inch metal fence post found for the occupied Southeast corner of said 691.822 acre tract and the occupied Northeast corner of a called 100 acre tract of land described as Second Tract in an instrument to Barbara Lou Segler et al recorded in Volume 364, Page 54 of the D.R.C.C.T.;

THENCE, along and with the common line of said 100 acre tract and said 691.822 acre tract, the following four (4) bearings and distances:

- 1) South $78^{\circ} 19' 35''$ West, a distance of 1,848.63 feet to a 7-inch cedar fence post found for an angle point;
- 2) South $78^{\circ} 18' 17''$ West, a distance of 1,280.10 feet to a 4-inch metal fence post found for an angle point;
- 3) South $78^{\circ} 45' 38''$ West, a distance of 806.01 feet to a t-post found for an angle point;
- 4) South $77^{\circ} 54' 58''$ West, a distance of 885.98 feet to a calculated point in the approximate centerline of Plum Creek and being the East line of a called 204.145 acre tract of land described in an instrument to La Familia Partnership, LTD., recorded in Volume 228, Page 493, O.P.R.C.C.T., and being further described in Volume 416, Page 694, D.R.C.C.T., and being the common Westerly corner of said 100 acre tract and said 691.822 acre tract and marking the most Southerly Southwest corner of the herein described tract;

THENCE, along and with the approximate centerline of Plum Creek, same being the East line of said 204.145 acre tract and the West line of said 691.822 acre tract, the following forty-one (41) bearings and distances:

- 1) North $23^{\circ} 24' 09''$ East, a distance of 57.35 feet to a calculated point for corner;
- 2) North $11^{\circ} 15' 07''$ East, a distance of 99.02 feet to a calculated point for corner;
- 3) North $03^{\circ} 03' 49''$ West, a distance of 83.76 feet to a calculated point for corner;
- 4) North $40^{\circ} 07' 18''$ West, a distance of 54.71 feet to a calculated point for corner;
- 5) North $43^{\circ} 48' 44''$ West, a distance of 86.61 feet to a calculated point for corner;
- 6) North $76^{\circ} 38' 06''$ West, a distance of 59.52 feet to a calculated point for corner;
- 7) North $89^{\circ} 34' 23''$ West, a distance of 159.53 feet to a calculated point for corner;
- 8) North $45^{\circ} 43' 00''$ West, a distance of 237.39 feet to a calculated point for corner;
- 9) North $04^{\circ} 50' 50''$ West, a distance of 88.11 feet to a calculated point for corner;
- 10) North $38^{\circ} 24' 49''$ West, a distance of 112.95 feet to a calculated point for corner;
- 11) North $31^{\circ} 03' 49''$ West, a distance of 66.09 feet to a calculated point for corner;
- 12) North $48^{\circ} 41' 53''$ West, a distance of 69.74 feet to a calculated point for corner;
- 13) South $81^{\circ} 32' 05''$ West, a distance of 138.88 feet to a calculated point for corner;
- 14) South $84^{\circ} 47' 07''$ West, a distance of 45.19 feet to a calculated point for corner;
- 15) South $80^{\circ} 12' 18''$ West, a distance of 76.04 feet to a calculated point for corner;
- 16) South $75^{\circ} 16' 21''$ West, a distance of 22.49 feet to a calculated point for corner;
- 17) South $33^{\circ} 29' 16''$ West, a distance of 72.95 feet to a calculated point for corner;
- 18) South $66^{\circ} 38' 23''$ West, a distance of 113.82 feet to a calculated point for corner;
- 19) North $52^{\circ} 12' 37''$ West, a distance of 29.22 feet to a calculated point for corner;
- 20) North $51^{\circ} 00' 35''$ West, a distance of 100.62 feet to a calculated point for corner;
- 21) North $58^{\circ} 43' 21''$ West, a distance of 115.68 feet to a calculated point for corner;
- 22) South $89^{\circ} 41' 28''$ West, a distance of 84.87 feet to a calculated point for corner;
- 23) North $49^{\circ} 34' 03''$ West, a distance of 161.32 feet to a calculated point for corner;
- 24) North $10^{\circ} 20' 55''$ West, a distance of 146.23 feet to a calculated point for corner;
- 25) North $06^{\circ} 40' 43''$ East, a distance of 113.07 feet to a calculated point for corner;



- 26) North 02° 26' 01" West, a distance of 62.69 feet to a calculated point for corner;
- 27) North 06° 30' 09" East, a distance of 51.12 feet to a calculated point for corner;
- 28) North 12° 55' 26" East, a distance of 70.10 feet to a calculated point for corner;
- 29) North 15° 21' 21" East, a distance of 97.97 feet to a calculated point for corner;
- 30) North 10° 31' 47" East, a distance of 155.22 feet to a calculated point for corner;
- 31) North 24° 32' 11" East, a distance of 33.50 feet to a calculated point for corner;
- 32) North 11° 05' 46" East, a distance of 56.86 feet to a calculated point for corner;
- 33) North 19° 37' 09" East, a distance of 179.53 feet to a calculated point for corner;
- 34) North 33° 57' 25" East, a distance of 116.26 feet to a calculated point for corner;
- 35) North 42° 05' 09" East, a distance of 86.94 feet to a calculated point for corner;
- 36) North 59° 43' 10" East, a distance of 77.48 feet to a calculated point for corner;
- 37) North 52° 59' 09" East, a distance of 217.90 feet to a calculated point for corner;
- 38) North 54° 38' 09" East, a distance of 79.74 feet to a calculated point for corner;
- 39) North 34° 30' 50" East, a distance of 166.27 feet to a calculated point for corner;
- 40) North 11° 33' 43" East, a distance of 112.67 feet to a calculated point for corner;
- 41) North 04° 11' 35" West, a distance of 78.81 feet to a calculated point for the Northeast corner of said 204.145 acre tract and being the Southeast corner of said 57.315 acre tract;

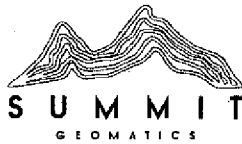
THENCE, South 78° 34' 00" West, along and with the occupied South line of said 57.315 acre tract and being the occupied North line of said 204.145 acre tract, a distance of 1,616.84 feet to a calculated point for corner;

THENCE, North 11° 27' 55" East, over and across said 57.315 acre tract, a distance of 55.71 feet to a 1/2-inch iron rod with cap stamped "Hinkle Surveying" found for the monumented Southeast corner of a called 9.988 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 601, O.P.R.C.C.T.;

THENCE, North 11° 09' 57" East, along and with the West line of said 57.315 acre tract same being the East line of said 9.998 acre tract, the East line of a called 9.484 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 551, O.P.R.C.C.T., the East line of a called 9.391 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 558, O.P.R.C.C.T., the East line of a called 9.329 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 565, O.P.R.C.C.T., the East line of a called 9.304 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 572, O.P.R.C.C.T., the East line of a called 9.198 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 536, O.P.R.C.C.T., and the East line of a called 36.934 acre tract described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 528, O.P.R.C.C.T., at a distance of 2,444.22 feet passing a 1/2-inch iron rod (bent) and continuing for a total distance of 2,591.70 feet to a calculated point in the approximate centerline of Plum Creek and being the Northeast corner of said 36.934 acre tract;

THENCE, along and with the North line of said 36.934 acre tract, the following eight (8) bearings and distances:

- 1) North 31° 24' 31" West, a distance of 61.66 feet to a calculated point for corner;
- 2) North 08° 56' 21" West, a distance of 84.16 feet to a calculated point for corner;
- 3) North 40° 23' 15" West, a distance of 114.49 feet to a calculated point for corner;
- 4) North 43° 38' 39" West, a distance of 134.69 feet to a calculated point for corner;
- 5) North 19° 31' 20" West, a distance of 80.43 feet to a calculated point for corner;
- 6) North 37° 11' 55" West, a distance of 100.98 feet to a calculated point for corner;



- 7) North 45° 50' 12" West, a distance of 211.91 feet to a calculated point for corner;
- 8) North 68° 14' 45" West, a distance of 106.56 feet to a 60D nail found on the East right-of-way line of said S.H. 130;

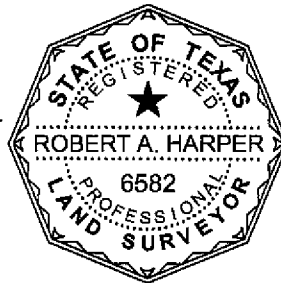
THENCE, North 11° 10' 57" East, along and with the East right-of-way line of said S.H. 130, a distance of 1,552.24 feet to a TxDOT Type II brass disc monument marking the beginning of a curve to the right;

THENCE, continuing along and with the East right-of-way line of said S.H. 130 and along said curve to the right through an angle of 02° 17' 59", having a radius of 12,000.00 feet, an arc length of 481.63 feet and whose long chord bears North 12° 19' 56" East, a distance of 481.60 feet to the **POINT OF BEGINNING** and containing 889.3 acres of land.

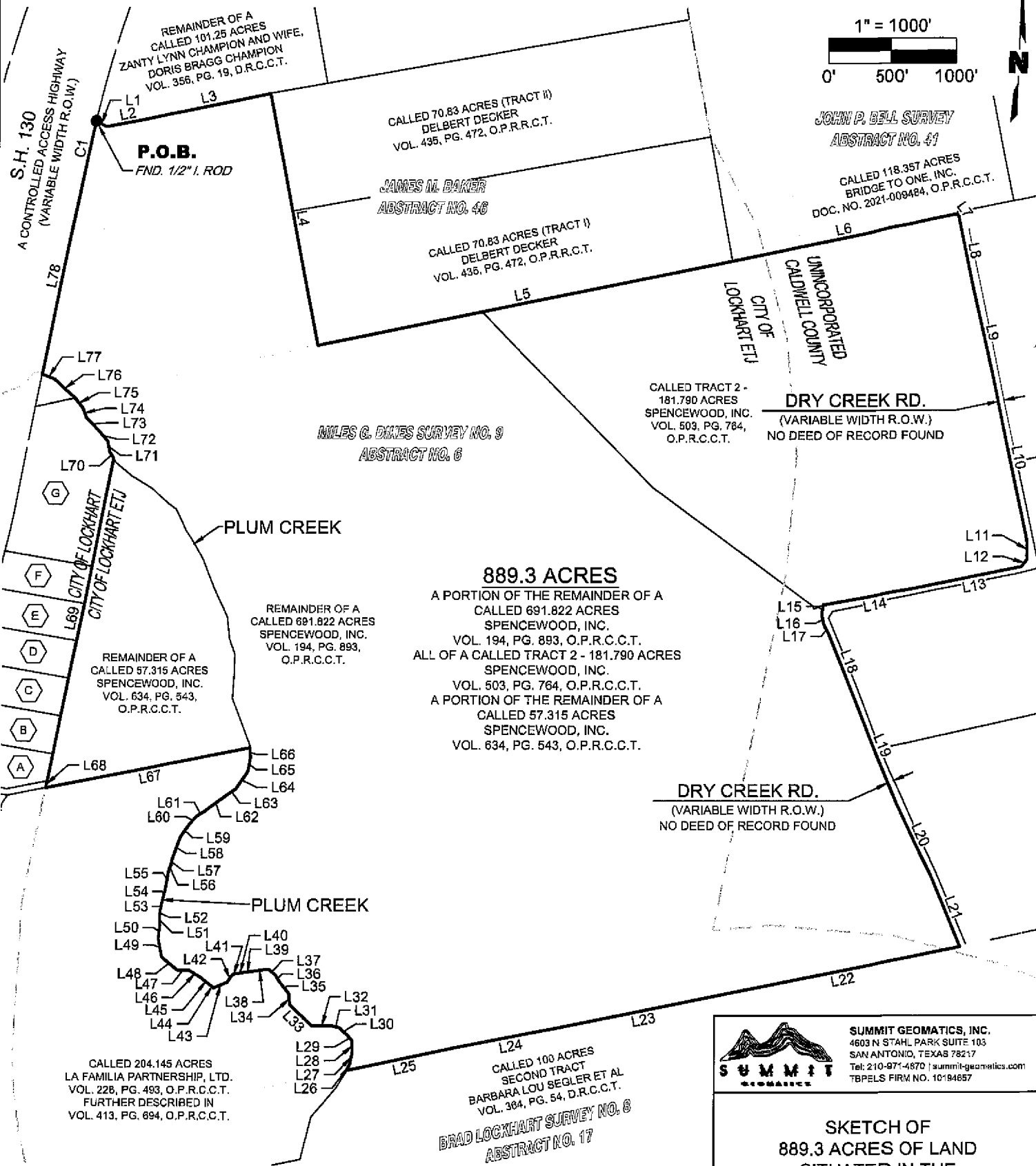
Notes:

- 1) Bearing orientation is based upon the Texas Coordinate System, South Central Zone 4204, North American Datum of 1983 (NAD 83), 2011 Adjustment, Epoch 2010.00. Distances shown hereon are in Surface. To convert distances to Divide by the Surface Adjustment Factor of 1.00013.
- 2) This M&B description was prepared in conjunction with a survey sketch of even date.

Robert A. Harper, RPLS No. 6582
Summit Geomatics, Inc.
4603 N Stahl Park Suite 103
San Antonio, Texas 78217
TBPELS Firm No. 10194657



SKETCH TO ACCOMPANY M&B DESCRIPTION



1" = 1000'

0' 500' 1000'



SUMMIT GEOMATICS, INC.
4603 N STAHL PARK SUITE 103
SAN ANTONIO, TEXAS 78217
Tel: 210-971-4870 | summit-geomatics.com
TBPELS FIRM NO. 10194657

**SKETCH OF
889.3 ACRES OF LAND
SITUATED IN THE
JAMES M. BAKER SURVEY, A-46
MILES G. DIKES SURVEY NO. 9, A-6
CALDWELL COUNTY, TEXAS**

SCALE:	JOB NO.:	DATE:	SHEET:
1"=1,000'	24,0329	02/08/2025	1 OF 2

SKETCH TO ACCOMPANY M&B DESCRIPTION

LINE TABLE

NO.	BEARING	DISTANCE
L1	S 61°53'33" E	93.52'
L2	N 78°52'36" E	348.06'
L3	N 78°30'19" E	950.36'
L4	S 10°40'13" E	2,008.96'
L5	N 78°21'12" E	3,275.62'
L6	N 78°03'03" E	1,777.47'
L7	S 36°03'44" E	20.64'
L8	S 11°35'37" E	593.70'
L9	S 12°13'42" E	721.17'
L10	S 11°31'51" E	1,285.35'
L11	S 00°48'15" E	159.84'
L12	S 39°04'45" W	71.90'
L13	S 78°27'46" W	772.29'
L14	S 79°38'55" W	784.15'
L15	S 10°03'46" W	75.84'
L16	S 13°04'38" E	86.31'
L17	S 26°28'01" E	83.48'
L18	S 21°18'42" E	512.98'
L19	S 21°10'59" E	911.78'
L20	S 25°11'46" E	622.32'
L21	S 21°52'46" E	608.22'
L22	S 78°19'35" W	1,848.63'
L23	S 78°18'17" W	1,280.10'
L24	S 78°45'38" W	806.01'
L25	S 77°54'58" W	885.98'
L26	N 23°24'09" E	57.35'
L27	N 11°15'07" E	99.02'
L28	N 03°03'49" W	83.76'
L29	N 40°07'18" W	54.71'
L30	N 43°48'44" W	86.61'
L31	N 76°38'08" W	59.52'
L32	N 89°34'23" W	159.53'
L33	N 45°43'00" W	237.39'
L34	N 04°50'50" W	88.11'
L35	N 38°24'49" W	112.95'
L36	N 31°03'49" W	66.09'
L37	N 48°41'53" W	69.74'
L38	S 81°32'05" W	138.88'
L39	S 84°47'07" W	45.19'

LINE TABLE

NO.	BEARING	DISTANCE
L40	S 80°12'18" W	76.04'
L41	S 75°16'21" W	22.49'
L42	S 33°29'16" W	72.95'
L43	S 66°38'23" W	113.82'
L44	N 52°12'37" W	29.22'
L45	N 51°00'35" W	100.62'
L46	N 58°43'21" W	115.68'
L47	S 89°41'28" W	84.87'
L48	N 49°34'03" W	161.32'
L49	N 10°20'55" W	146.23'
L50	N 06°40'43" E	113.07'
L51	N 02°26'01" W	62.69'
L52	N 06°30'09" E	51.12'
L53	N 12°55'26" E	70.10'
L54	N 15°21'21" E	97.97'
L55	N 10°31'47" E	155.22'
L56	N 24°32'11" E	33.50'
L57	N 11°05'46" E	56.86'
L58	N 19°37'09" E	179.53'
L59	N 33°57'25" E	116.26'
L60	N 42°05'09" E	86.94'
L61	N 59°43'10" E	77.48'
L62	N 52°59'09" E	217.90'
L63	N 54°38'09" E	79.74'
L64	N 34°30'50" E	166.27'
L65	N 11°33'43" E	112.67'
L66	N 04°11'35" W	78.81'
L67	S 78°34'00" W	1,616.84'
L68	N 11°27'55" E	55.71'
L69	N 11°09'57" E	2,591.70'
L70	N 31°24'31" W	61.66'
L71	N 08°56'21" W	84.16'
L72	N 40°23'15" W	114.49'
L73	N 43°38'39" W	134.69'
L74	N 19°31'20" W	80.43'
L75	N 37°11'55" W	100.98'
L76	N 45°50'12" W	211.91'
L77	N 68°14'45" W	106.56'
L78	N 11°10'57" E	1,552.24'

LEGEND

DOC. DOCUMENT
FND. FOUND
I. IRON
NO. NUMBER
O.P.R.C.C.T. OFFICIAL PUBLIC RECORDS
OF CALDWELL COUNTY, TEXAS
PG. PAGE
P.O.B. POINT OF BEGINNING
VOL. VOLUME

A

REMAINDER OF A
CALLED 9.988 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 601, O.P.R.C.C.T.

B

REMAINDER OF A
CALLED 9.484 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 551, O.P.R.C.C.T.

C

REMAINDER OF A
CALLED 9.381 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 558, O.P.R.C.C.T.

D

REMAINDER OF A
CALLED 9.329 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 565, O.P.R.C.C.T.

E

REMAINDER OF A
CALLED 9.304 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 572, O.P.R.C.C.T.

F

REMAINDER OF A
CALLED 9.198 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 538, O.P.R.C.C.T.

G

REMAINDER OF A
CALLED 36.934 ACRES
SPENCEWOOD, INC.
VOL. 634, PG. 528, O.P.R.C.C.T.

CURVE TABLE

NO.	ARC LENGTH	RADIUS	DELTA	CHORD BEARING	CHORD DISTANCE
C1	481.63'	12,000.00'	2°17'59"	N 12°19'56" E	481.60'



SUMMIT GEOMATICS, INC.
4603 N STAHL PARK SUITE 103
SAN ANTONIO, TEXAS 78217
Tel: 210-971-4870 | summit-geomatics.com
TBPELS FIRM NO. 10194657

**SKETCH OF
889.3 ACRES OF LAND
SITUATED IN THE
JAMES M. BAKER SURVEY, A-46
MILES G. DIKES SURVEY NO. 9, A-6
CALDWELL COUNTY, TEXAS**

SCALE: 1"=1,000'	JOB NO.: 24.0329	DATE: 02/06/2025	SHEET: 2 OF 2
---------------------	---------------------	---------------------	------------------

DESCRIPTION OF A 148.5 ACRE TRACT OF LAND
SITUATED IN THE JAMES M. BAKER SURVEY, ABSTRACT NO. 46
CALDWELL COUNTY, TEXAS

BEING a 148.5 acre tract of land situated in the James M. Baker Survey, Abstract No. 46 of Caldwell County, Texas, being all of a called 70.83 acre tract of land described as Tract I and all of a called 70.83 acre tract of land described as Tract II recorded in Volume 435, Page 471, of the Official Public Records of Caldwell County, Texas (O.P.R.C.C.T.); said 148.5 acre tract of land described by metes and bounds as follows:

COMMENCING at a 1/2-inch iron rod found on the East right-of-way line of State Highway 130 a controlled access variable width right-of-way (right-of-way being dedicated in the following documents: Volume 553, Page 255, O.P.R.C.C.T., Volume 579, Page 39, O.P.R.C.C.T., Volume 579, Page 47, O.P.R.C.C.T., Volume 579, Page 27, O.P.R.C.C.T., Volume 579, Page 55, O.P.R.C.C.T., Volume 579, Page 65, O.P.R.C.C.T., Volume 579, Page 73, O.P.R.C.C.T., Volume 579, Page 81, O.P.R.C.C.T., Volume 579, Page 89, O.P.R.C.C.T., Volume 579, Page 104, O.P.R.C.C.T., Volume 579, Pg. 112, O.P.R.C.C.T., Volume 579, Page 97, O.P.R.C.C.T., Volume 579, Page 120, O.P.R.C.C.T., Volume 579, Page 128, O.P.R.C.C.T., Volume 619, Page 659, O.P.R.C.C.T., Volume 619, Page 661, O.P.R.C.C.T., and Volume 579, Page 136, O.P.R.C.C.T.), being the Southwest corner of the remainder of a called 101-1/4 acre tract of land described in an instrument to Zanty Lynn Champion and wife Doris Bragg Champion recorded in Volume 356, Page 19, Deed Records of Caldwell County, Texas (D.R.C.C.T.) and being the Northwest corner of a called 691.822 acre tract of land described in an instrument recorded to Spencewood, Inc. recorded in Volume 194, Page 893, O.P.R.C.C.T.;

THENCE, South 61° 53' 33" East, along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 93.52 feet to a 5-inch cedar fence corner post found for an angle point;

THENCE, North 78° 52' 36" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 348.06 feet to a 4-inch cedar fence post found for an angle point;

THENCE, North 78° 30' 19" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 950.36 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." found in the center of an old tree stump with wire for the Northwest corner and **POINT OF BEGINNING** of the herein described tract;

THENCE, North 79° 42' 13" East, along and with the North line of said 70.83 acre Tract II same being the South line of said 101-1/4 acre tract, and the South line of a called 78.962 acre tract of land described in an instrument to David L. Pittman recorded in Volume 35, Page 339, D.R.C.C.T., a distance of 3,290.86 feet to a 3/8-inch iron rod found on the West line of a called 118.357 acre tract of land described in an instrument to Bridge to One, Inc. recorded in Document No. 2021-009484, O.P.R.C.C.T., for the Southeast corner of said 78.962 acre tract, marking the Northeast corner of the herein described tract;

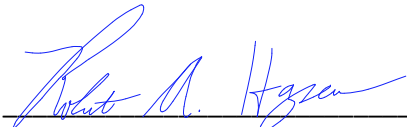
THENCE, South 10° 12' 23" East, along and with the West line of said 118.357 acre tract same being the East lines of said 70.83 acre Tracts I and II, a distance of 1,931.74 feet to a 3/8-inch iron rod found on the North line of a called 181.790 acre tract of land described as Tract II in an instrument to Spencewood Inc., recorded in Volume 503, Page 764, O.P.R.C.C.T., and marking the Southeast corner of said 70.83 acre Tract I and the herein described tract;

THENCE, South 78° 21' 12" West, along and with the South line of said 70.83 acre Tract I same being the North lines of said 181.790 acre tract and said 691.822 acre tract, a distance of 3,275.62 feet to a 10-inch Cedar Post found marking the Southwest corner of said 70.83 acre Tract I and the herein described tract;

THENCE, North 10° 40' 13" West, along and with an East line of said 691.822 acre tract and the West lines of said 70.83 acre Tracts I and II, a distance of 2,008.96 feet to **POINT OF BEGINNING** and containing 148.5 acres of land.

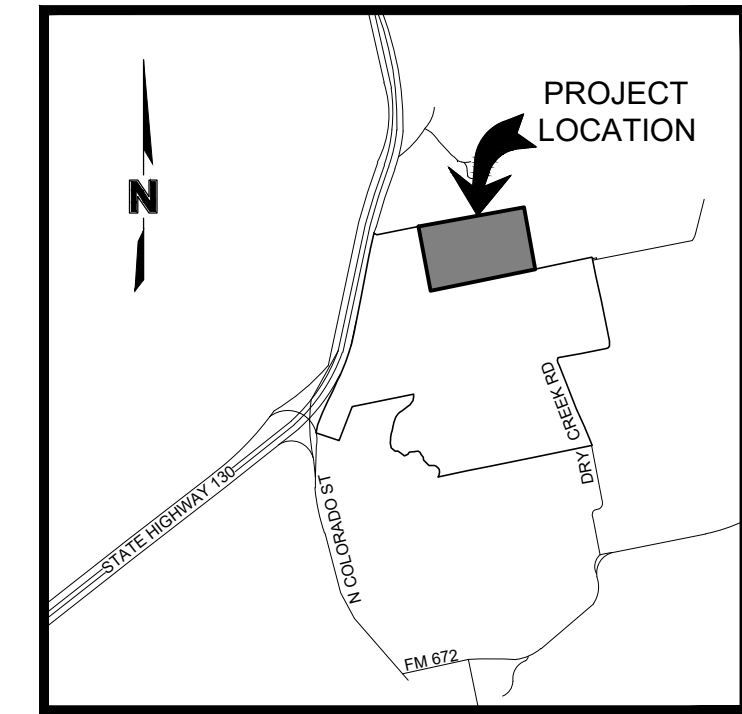
Notes:

- 1) Bearing orientation is based upon the Texas Coordinate System, South Central Zone 4204, North American Datum of 1983 (NAD 83), 2011 Adjustment, Epoch 2010.00. Distances shown hereon are in Surface. To convert distances to Divide by the Surface Adjustment Factor of 1.00013.
- 2) This M&B description was prepared in conjunction with a survey of even date.

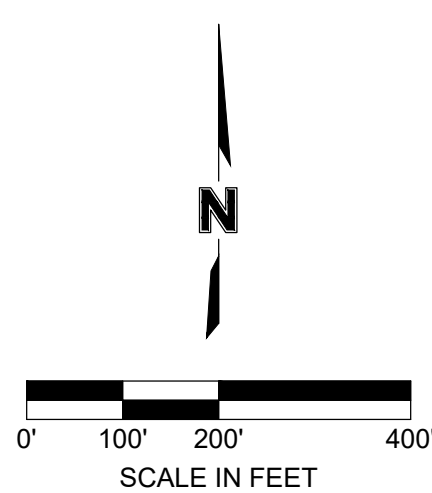


Robert A. Harper, RPLS No. 6582
Summit Geomatics, Inc.
4603 N Stahl Park Suite 103
San Antonio, Texas 78217
TBPELS Firm No. 10194657





LOCATION MAP
NOT TO SCALE



LEGEND	
B.D.G.	BUILDING
D.E.	DRAINAGE EASEMENT
D.R.C.C.T.	DEED RECORDS OF CALDWELL COUNTY, TEXAS
E.M.	ELECTRIC METER
F.H.	FIRE HYDRANT
F.O.M.	FIBER OPTIC MARKER
F.N.D.	FOUND
F.P.	FENCE POST
I.	IRON
MON.	MONUMENT
N.D.	NUMBER
O.P.R.C.C.T.	OFFICIAL PUBLIC RECORDS OF CALDWELL COUNTY, TEXAS
REG.	REGISTERED
PG.	PAGE
P.H.	PIPELINE MARKER
P.O.B.	POINT OF BEGINNING
P.O.C.	POINT OF COMMENCEMENT
P.P.	POWER POLE
R.O.W.	RIGHT-OF-WAY
VOL.	VOLUME
W.M.	WATER METER
W.V.	WATER VALVE
DOT	FOUND 12-INCH ROD
○	(UNLESS OTHERWISE NOTED)
○	POWER POLE
○	SET 5/8-INCH ROD W/ CAP STAMPED
○	"SUMMIT GEOMATICS, INC."
---	OVERHEAD UTILITY LINE
---	EDGE OF ASPHALT
---	ABSTRACT LINE
---	CITY OF LOCKHART ETJ LINE
---	FEMA FLOOD LINE

TITLE COMMITMENT NOTES:

- 10a. Easement granted by August Schuenemann to Texas Power & Light Company, recorded in Volume 121, Page 595, Deed Records, Caldwell County, Texas. (**Shown Hereon**)
- 10b. Easement granted by Adolf Seeliger and wife, Martha Seeliger, to Sinclair Refining Company, recorded in Volume 217, Page 118, Deed Records, Caldwell County, Texas. (**Shown Hereon**)
- 10c. Easement granted by Hilmer A. Seeliger to Humble Pipe Line Company, recorded in Volume 291, Page 578, Deed Records, Caldwell County, Texas. (**Shown Hereon**)
- 10d. Intentionally deleted.
- 10e. Easement granted by Jewell Seeliger, Alvina Bragg, and Lena Jackson to The Veterans' Land Board of the State of Texas, recorded in Volume 303, Page 567, Deed Records, Caldwell County, Texas. (**Shown Hereon**)
- 10f. Intentionally deleted.
- 10g. Intentionally deleted.
- 10h. Intentionally deleted.

- 10i. Terms, Conditions, and Stipulations contained in the Easement and Right of Way Agreement, recorded in Volume 220, Page 838, Official Public Records, Caldwell County, Texas. (**This is a Blanket Easement and R.O.W. - No description provided - over a called 70.83 acre tract described as Tract II in Volume 435, Page 471, Deed Records, Caldwell County, Texas, and called to be within the easement conveyed to Sinclair Refining Company Vol. 217, Pg. 118**)
- 10j. -10q. Intentionally deleted.

Consequences, if any, as to the following matters:

- Water well;
- Power poles, guy wires and associated overhead utility lines located outside of an easement;
- Creek;
- Barbed wire fence not following property lines.

DESCRIPTION OF A 148.5 ACRE TRACT OF LAND
SITUATED IN THE JAMES M. BAKER SURVEY, ABSTRACT NO. 46
CALDWELL COUNTY, TEXAS

BEING a 148.5 acre tract of land situated in the James M. Baker Survey, Abstract No. 46 of Caldwell County, Texas, being all of a called 70.83 acre tract of land described as Tract I and all of a called 70.83 acre tract of land described as Tract II recorded in Volume 435, Page 471, of the Official Public Records of Caldwell County, Texas (O.P.R.C.C.T.); said 148.5 acre tract of land described by metes and bounds as follows:

COMMENCING at a 1/2-inch iron rod found on the East right-of-way line of State Highway 130 a controlled access variable width right-of-way (right-of-way being dedicated in the following documents: Volume 553, Page 255, O.P.R.C.C.T., Volume 579, Page 39, O.P.R.C.C.T., Volume 579, Page 47, O.P.R.C.C.T., Volume 579, Page 27, O.P.R.C.C.T., Volume 579, Page 55, O.P.R.C.C.T., Volume 579, Page 65, O.P.R.C.C.T., Volume 579, Page 73, O.P.R.C.C.T., Volume 579, Page 83, O.P.R.C.C.T., Volume 579, Page 89, O.P.R.C.C.T., Volume 579, Page 104, O.P.R.C.C.T., Volume 579, Page 112, O.P.R.C.C.T., Volume 579, Page 97, O.P.R.C.C.T., Volume 579, Page 120, O.P.R.C.C.T., Volume 579, Page 128, O.P.R.C.C.T., Volume 619, Page 659, O.P.R.C.C.T., Volume 619, Page 661, O.P.R.C.C.T., and Volume 579, Page 136, O.P.R.C.C.T.), being the Southwest corner of the remainder of a called 101-1/4 acre tract of land described in an instrument to Zanty Lynn Champion and wife Doris Bragg Champion recorded in Volume 356, Page 19, Deed Records of Caldwell County, Texas (D.R.C.C.T.) and being the Northwest corner of a called 691.822 acre tract of land described in an instrument recorded to Spencewood, Inc. recorded in Volume 194, Page 893, O.P.R.C.C.T.;

THENCE, South 61° 53' 33" East, along with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 93.52 feet to a 5-inch cedar fence corner post found for an angle point;

THENCE, North 78° 52' 36" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 348.06 feet to a 4-inch cedar fence post found for an angle point;

THENCE, North 78° 30' 19" East, continuing along and with the North line of said 691.822 acre tract and the South line of said 101-1/4 acre tract, a distance of 950.36 feet to a 5/8-inch iron rod with cap stamped "Summit Geomatics, Inc." found in the center of an old tree stump with wire for the Northwest corner and **POINT OF BEGINNING** of the herein described tract;

THENCE, North 79° 42' 13" East, along with the North line of said 70.83 acre Tract II same being the South line of said 101-1/4 acre tract, and the South line of a called 78.962 acre tract of land described in an instrument to David L. Pittman recorded in Volume 35, Page 339, D.R.C.C.T., a distance of 3,290.86 feet to a 3/8-inch iron rod found on the West line of a called 118.357 acre tract and described in an instrument to Bridge to One, Inc. recorded in Document No. 2021-009484, O.P.R.C.C.T., for the Southeast corner of said 78.962 acre tract, marking the Northeast corner of the herein described tract;

THENCE, South 10° 12' 23" East, along with the West line of said 118.357 acre tract same being the East lines of said 70.83 acre Tracts I and II, a distance of 1,931.74 feet to a 3/8-inch iron rod found on the North line of a called 181.790 acre tract of land described as Tract II in an instrument to Spencewood, Inc., recorded in Volume 503, Page 764, O.P.R.C.C.T., and marking the Southeast corner of said 70.83 acre Tract I and the herein described tract;

THENCE, South 78° 21' 12" West, along with the South line of said 70.83 acre Tract I same being the North lines of said 181.790 acre tract and said 691.822 acre tract, a distance of 3,275.62 feet to a 10-inch Cedar Post found marking the Southwest corner of said 70.83 acre Tract I and the herein described tract;

THENCE, North 10° 40' 13" West, along with an East line of said 691.822 acre tract and the West lines of said 70.83 acre Tracts I and II, a distance of 2,008.96 feet to **POINT OF BEGINNING** and containing 148.5 acres of land.

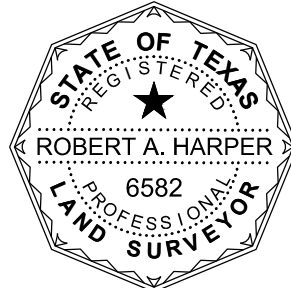
GENERAL NOTES:

- BEARING ORIENTATION IS BASED UPON THE TEXAS COORDINATE SYSTEM, SOUTH CENTRAL ZONE 4204, NORTH AMERICAN DATUM OF 1983 (NAD 83), 2011 ADJUSTMENT, EPOCH 2010.00, MEASUREMENTS ARE IN U.S. SURVEY FEET. DISTANCES AND COORDINATES SHOWN HEREON ARE IN SURFACE AND MAY BE CONVERTED TO GRID BY USING THE COMBINED ADJUSTMENT FACTOR OF 1.00013.
- THIS SURVEY WAS MADE IN RELIANCE UPON THAT CERTAIN COMMITMENT FOR TITLE INSURANCE ISSUED BY FIRST AMERICAN TITLE INSURANCE COMPANY UNDER G.F. NO. 1002-412842-RTT, DATED EFFECTIVE JULY 23, 2025 AND ISSUED ON AUGUST 13, 2025. TRACT 1 AND TRACT 2 LISTED IN SAID TITLE COMMITMENT ARE SHOWN ON THIS SURVEY.
- PROPERTY LIES IN ZONE "A" AND UNSHADED ZONE "X" AS DELINEATED ON THE FLOOD INSURANCE RATE MAP FOR CALDWELL COUNTY, TEXAS AND INCORPORATED AREAS, MAP NO. 48055C0120E, EFFECTIVE DATE JUNE 19, 2012. FLOODLINES SHOWN HEREON WERE OBTAINED FROM THE FEMA GIS DATASET.
- A METES AND BOUNDS DESCRIPTION OF EVEN DATE WAS PREPARED IN CONJUNCTION WITH THIS SURVEY.
- FIELD WORK WAS COMPLETED ON JUNE 20, 2025.

TO HILLWOOD ENTERPRISES, L.P., A TEXAS LIMITED PARTNERSHIP, AND FIRST AMERICAN TITLE INSURANCE COMPANY.

I, ROBERT A. HARPER, A REGISTERED PROFESSIONAL LAND SURVEYOR OF THE STATE OF TEXAS, DO HEREBY CERTIFY THAT THIS SURVEY SUBSTANTIALLY COMPLIES WITH THE CURRENT TEXAS SOCIETY OF PROFESSIONAL SURVEYORS MANUAL OF PRACTICE REQUIREMENTS FOR A CATEGORY 1A, CONDITION 3, LAND TITLE SURVEY. THE FIELDWORK WAS COMPLETED ON THE 20TH DAY OF JUNE, 2025 UNDER MY DIRECT SUPERVISION.

DATED THIS THE 18TH DAY OF SEPTEMBER 2025.



ROBERT A. HARPER
6582
SUMMIT GEOMATICS, INC.
TEL: (210) 971-4870
RHARPER@SUMMIT-GEOMATICS.COM



SUMMIT GEOMATICS, INC.
4603 N STAHL PARK SUITE 103
SAN ANTONIO, TEXAS 78217
Tel: (210) 971-4870 | summit-geomatics.com
TBPELS FIRM NO. 10194657

**CATEGORY 1A, CONDITION 3
LAND TITLE SURVEY OF
148.5 ACRES OF LAND
SITUATED IN THE
JAMES M. BAKER SURVEY, A-46
CALDWELL COUNTY, TEXAS**

SCALE:	JOB NO.:	DATE:	SHEET:
1"=200'	25.0125	09/18/2025	1 OF 1

DESCRIPTION OF A 73.34 ACRE TRACT OF LAND

SITUATED IN THE W.C. WILLIAMS SURVEY NO. 62, ABSTRACT NO. 300
MILES G. DIKES SURVEY NO. 9, ABSTRACT NO. 6
JAMES M. BAKER SURVEY, ABSTRACT NO. 46
CALDWELL COUNTY, TEXAS

BEING a 73.34 acre tract of land situated in the W.C. Williams Survey No. 62, Abstract No. 300, the Miles G. Dikes Survey No. 9, Abstract No. 6, and the James M. Baker Survey, Abstract No. 46, being all of the remainder of a called 6.014 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 579 of the Official Public Records of Caldwell County Texas (O.P.R.C.C.T.), all of the remainder of a called 8.014 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 586 of the O.P.R.C.C.T., all of the remainder of a called 8.708 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 593 of the O.P.R.C.C.T., a portion of the remainder of a called 57.315 acre tract of land described in an instrument to Spencewood, Inc. recorded in Volume 634, Page 543 of the O.P.R.C.C.T., all of the remainder of a called 9.988 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 601 of the O.P.R.C.C.T., all of the remainder of a called 9.484 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 551 of the O.P.R.C.C.T., all of the remainder of a called 9.391 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 558 of the O.P.R.C.C.T., all of the remainder of a called 9.329 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 565 of the O.P.R.C.C.T., all of the remainder of a called 9.304 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 572 of the O.P.R.C.C.T., all of the remainder of a called 9.198 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 536 of the O.P.R.C.C.T., all of the remainder of a called 36.934 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 634, Page 528 of the O.P.R.C.C.T. and a portion of a called 691.822 acre tract of land described in an instrument to Spencewood, Inc., recorded in Volume 194, Page 893 of the O.P.R.C.C.T., said 73.34 acre tract of land described by metes and bounds as follows:

BEGINNING at a TxDOT aluminum monument found on the East right-of-way line of State Highway 130 (a controlled access variable width right-of-way), being the Northwest corner of a called 11.497 acre tract of land described in an instrument to Lion Country Storage, LLC., recorded in Document No. 140834, O.P.R.C.C.T. and being the Southwest corner of the remainder of said 6.014 acre tract, marking the Southwest corner of the herein described tract and the beginning of a curve to the right;

THENCE, along and with the East right-of-way line of said SH 130 and the West lines of the remainder of said 6.014 acre tract, the remainder of said 8.014 acre tract, the remainder of said 8.708 acre tract, the remainder of said 57.315 acre tract, the remainder of said 9.988 acre tract, the remainder of said 9.484 acre tract, the remainder of said 9.391 acre tract, the remainder of said 9.329 acre tract, the remainder of said 9.304, the remainder of said 9.198 acre tract, the remainder of said 36.934 acre tract, and the remainder of said 691.822 acre tract, the following four (4) bearings and distances:

- 1) Along and with said curve to the right having an angle of 12° 30' 22", a radius of 3,000.00 feet, an arc distance of 654.82 feet and whose long chord bears North 19° 01' 12" East, 653.52 feet to a TxDOT Type II brass disc monument found for a corner of the herein described tract;
- 2) North 25° 16' 23" East, a distance of 1,259.70 feet to a TxDOT Type II brass disc monument found for the beginning of a curve to the left;

- 3) Along and with said curve to the left, having an angle of $14^{\circ} 05' 26''$, a radius of 5,491.00 feet, an arc distance of 1,350.38 feet and whose long chord bears North $18^{\circ} 13' 40''$ East, 1,346.98 feet to a TxDOT Type II brass disc monument for an angle corner of the remainder of said 36.934 acre tract of land;
- 4) North $11^{\circ} 10' 57''$ East, a distance of 1,108.81 feet to a calculated point lying on the centerline of Plum Creek, marking the North corner of the herein described tract;

THENCE, along and with the centerline of said Plum Creek, the following eight (8) bearings and distances:

- 1) South $68^{\circ} 14' 45''$ East, a distance of 106.56 feet to a calculated point for corner;
- 2) South $45^{\circ} 50' 12''$ East, a distance of 211.91 feet to a calculated point for corner;
- 3) South $37^{\circ} 11' 55''$ East, a distance of 100.98 feet to a calculated point for corner;
- 4) South $19^{\circ} 31' 20''$ East, a distance of 80.43 feet to a calculated point for corner;
- 5) South $43^{\circ} 38' 39''$ East, a distance of 134.69 feet to a calculated point for corner;
- 6) South $40^{\circ} 23' 15''$ East, a distance of 114.49 feet to a calculated point for corner;
- 7) South $8^{\circ} 56' 21''$ East, a distance of 84.16 feet to a calculated point for corner;
- 8) South $31^{\circ} 24' 31''$ East, a distance of 61.66 feet to a calculated point for the Northeast corner of the remainder of said 36.934 acre tract, marking the Northeast corner the herein described tract;

THENCE, South $11^{\circ} 09' 57''$ West, along and with the West line of the remainder of said 57.315 acre tract and the East lines of the remainder of said 36.934 acre tract, the remainder of said 9.198 acre tract, the remainder of said 9.304 acre tract, the remainder of said 9.329 acre tract, the remainder of said 9.391 acre tract, the remainder of said 9.484 acre tract and the remainder of said 9.988 acre tract, a distance of 2,591.70 feet to a 1/2-inch iron rod with cap stamped "HINKLE SURVEYING" found for an interior corner of the remainder of said 57.315 acre tract, same being the Southeast corner of said 9.988 acre tract, marking an angle corner of the herein described tract;

THENCE, South $11^{\circ} 27' 55''$ West, over and across the remainder of said 57.315 acre tract, a distance of 55.71 feet to a calculated point on the North line of a called 204.145 acre tract of land described in an instrument to La Familia Partnership, LTD., recorded in Volume 228, Page 493, O.P.R.C.C.T. and further described in Volume 416, Page 694, O.P.R.C.C.T., same being a South line of the remainder of said 57.315 acre tract, marking an angle corner of the herein described tract;

THENCE, South $78^{\circ} 34' 00''$ West, along and with a South line of the remainder of said 57.315 acre tract and the North line of said 204.145 acre tract, a distance of 300.64 feet to a 1/2-inch iron rod with cap stamped "HINKLE SURVEYING" found for the Northwest corner of said 204.145 acre tract and the Northeast corner of the remainder of said 8.708 acre tract, and being an angle corner of the remainder of said 57.315 acre tract, marking an angle corner of the herein described tract;

THENCE, along and with the West line of said 204.145 acre tract and the East lines of the remainder of said 8.708 acre tract, the remainder of said 8.014 acre tract and the remainder of said 6.014 acre tract, the following three (3) bearings and distances:

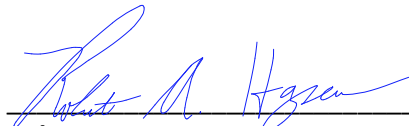
- 1) South $33^{\circ} 22' 33''$ West, a distance of 72.23 feet to a 5/8-inch iron rod with cap stamped "SUMMIT GEOMATICS, INC." set for an angle corner of the herein described tract;

- 2) South 21° 07' 47" West, a distance of 599.49 feet to a 4-inch cedar fence post found for an angle corner of the herein described tract;
- 3) South 20° 18' 27" West, a distance of 458.34 feet to a 5/8-inch iron rod with cap stamped "SUMMIT GEOMATICS, INC." set for the Northeast corner of said 11.497 acre tract and the Southeast corner of the remainder of said 6.014 acre tract, marking the Southeast corner of the herein described tract;

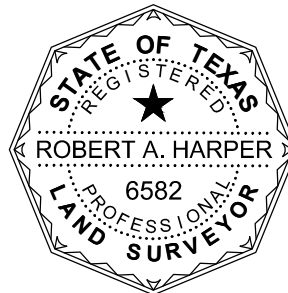
THENCE, North 71° 02' 38" West, along and with the Northeast line of said 11.497 acre tract and the Southwest line of the remainder of said 6.014 acre tract, a distance of 756.93 feet to the **POINT OF BEGINNING** and containing 73.34 acres of land.

Notes:

- 1) Bearing orientation is based upon the Texas Coordinate System, South Central Zone 4204, North American Datum of 1983 (NAD 83), 2011 Adjustment, Epoch 2010.00. Distances shown hereon are in Surface. To convert distances to Divide by the Surface Adjustment Factor of 1.00013.
- 2) This M&B description was prepared in conjunction with a survey of even date.

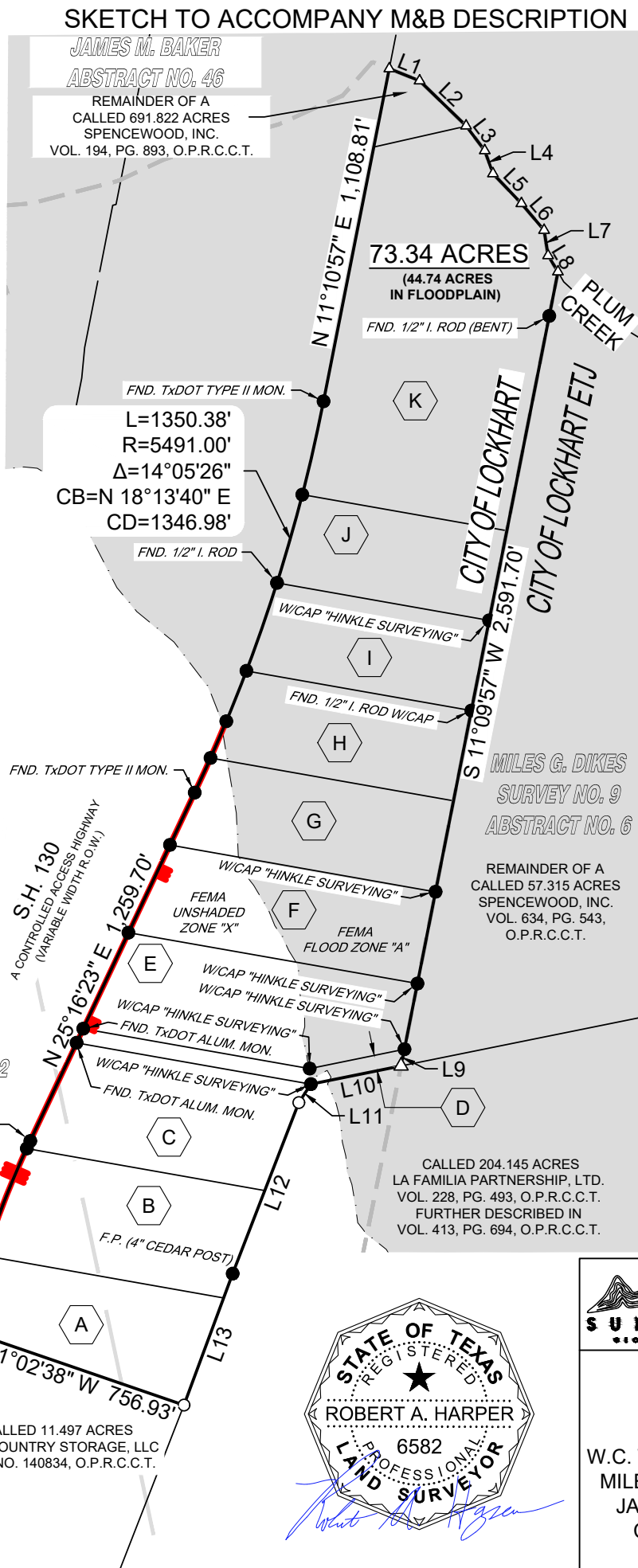


Robert A. Harper, RPLS No. 6582
Summit Geomatics, Inc.
4603 N Stahl Park Suite 103
San Antonio, Texas 78217
TBPELS Firm No. 10194657



SKETCH TO ACCOMPANY M&B DESCRIPTION

- A** REMAINDER OF A CALLED 6.014 ACRES SPENCEWOOD, INC. VOL. 634, PG. 579, O.P.R.C.C.T.
- B** REMAINDER OF A CALLED 8.014 ACRES SPENCEWOOD, INC. VOL. 634, PG. 586, O.P.R.C.C.T.
- C** REMAINDER OF A CALLED 8.708 ACRES SPENCEWOOD, INC. VOL. 634, PG. 593, O.P.R.C.C.T.
- D** REMAINDER OF A CALLED 57.315 ACRES SPENCEWOOD, INC. VOL. 634, PG. 543, O.P.R.C.C.T.
- E** REMAINDER OF A CALLED 9.988 ACRES SPENCEWOOD, INC. VOL. 634, PG. 601, O.P.R.C.C.T.
- F** REMAINDER OF A CALLED 9.484 ACRES SPENCEWOOD, INC. VOL. 634, PG. 551, O.P.R.C.C.T.
- G** REMAINDER OF A CALLED 9.391 ACRES SPENCEWOOD, INC. VOL. 634, PG. 558, O.P.R.C.C.T.
- H** REMAINDER OF A CALLED 9.329 ACRES SPENCEWOOD, INC. VOL. 634, PG. 565, O.P.R.C.C.T.
- I** REMAINDER OF A CALLED 9.304 ACRES SPENCEWOOD, INC. VOL. 634, PG. 572, O.P.R.C.C.T.
- J** REMAINDER OF A CALLED 9.198 ACRES SPENCEWOOD, INC. VOL. 634, PG. 536, O.P.R.C.C.T.
- K** REMAINDER OF A CALLED 36.934 ACRES SPENCEWOOD, INC. VOL. 634, PG. 528, O.P.R.C.C.T.



LEGEND

ALUM.	ALUMINUM
DOC.	DOCUMENT
FND.	FOUND
F.P.	FENCE POST
I.	IRON
MON.	MONUMENT
NO.	NUMBER
O.P.R.C.C.T.	OFFICIAL PUBLIC RECORDS OF CALDWELL COUNTY, TEXAS
PG.	PAGE
P.O.B.	POINT OF BEGINNING
R.O.W.	RIGHT-OF-WAY
VOL.	VOLUME
●	FOUND TxDOT ALUMINUM MON. (UNLESS OTHERWISE NOTED)
○	FOUND 1/2-INCH ROD W/CAP
○	STAMPED "HINKLE SURVEYING"
○	SET 5/8-INCH ROD W/CAP STAMPED "SUMMIT GEOMATICS, INC"
○	CALCULATED POINT
○	TxDOT R.O.W. - ACCESS DENIAL
○	ABSTRACT LINE
○	CITY OF LOCKHART ETJ LINE
○	FEMA FLOOD LINE

1" = 500'

0' 250' 500'

- GENERAL NOTES:**
1. BEARING ORIENTATION IS BASED UPON THE TEXAS COORDINATE SYSTEM, SOUTH CENTRAL ZONE 4204, NORTH AMERICAN DATUM OF 1983 (NAD 83), 2011 ADJUSTMENT, EPOCH 2010.00. MEASUREMENTS ARE IN U.S. SURVEY FEET. DISTANCES AND COORDINATES SHOWN HEREON ARE IN SURFACE AND MAY BE CONVERTED TO GRID BY USING THE COMBINED ADJUSTMENT FACTOR OF 1.00013.
 2. PROPERTY LIES IN ZONE "A" AND UNSHADED ZONE "X" AS DELINEATED ON THE FLOOD INSURANCE RATE MAP FOR CALDWELL COUNTY, TEXAS AND INCORPORATED AREAS, MAP NO. 48055C0120E, EFFECTIVE DATE JUNE 19, 2012. FLOODLINES SHOWN HEREON WERE OBTAINED FROM THE FEMA GIS DATASET.
 3. A METES AND BOUNDS DESCRIPTION OF EVEN DATE WAS PREPARED IN CONJUNCTION WITH THIS SKETCH.

LINE TABLE		
NO.	BEARING	DISTANCE
L1	S 68°14'45" E	106.56'
L2	S 45°50'12" E	211.91'
L3	S 37°11'55" E	100.98'
L4	S 19°31'20" E	80.43'
L5	S 43°38'39" E	134.69'
L6	S 40°23'15" E	114.49'
L7	S 08°56'21" E	84.16'
L8	S 31°24'31" E	61.66'
L9	S 11°27'55" W	55.71'
L10	S 78°34'00" W	300.64'
L11	S 33°22'33" W	72.23'
L12	S 21°07'47" W	599.49'
L13	S 20°18'27" W	458.34'

W.C. WILLIAMS SURVEY NO. 62 ABSTRACT NO. 300

L=654.82'
R=3000.00'
Δ=12°30'22"
CB=N 19°01'12" E
CD=653.52'

P.O.B.
FND. TxDOT ALUM. MON.
FND. TxDOT ALUM. MON.
W/CAP "HINKLE SURVEYING"

N 71°02'38" W 756.93'

CALLLED 11.497 ACRES LION COUNTRY STORAGE, LLC DOC. NO. 140834, O.P.R.C.C.T.

W/CAP "HINKLE SURVEYING"



SUMMIT GEOMATICS, INC.
4603 N STAHL PARK SUITE 103
SAN ANTONIO, TEXAS 78217
Tel: 210-971-4870 | summit-geomatics.com
TBPELS FIRM NO. 10194657

SKETCH OF 73.34 ACRES OF LAND SITUATED IN THE W.C. WILLIAMS SURVEY NO. 62, A-300 MILES G. DIKES SURVEY NO. 9, A-6 JAMES M. BAKER SURVEY, A-46 CALDWELL COUNTY, TEXAS

SCALE:	JOB NO.:	DATE:	SHEET:
1"=500'	24.0329	05/27/2026	4 OF 4

Page 448 of 580

**REGULAR MEETING
LOCKHART CITY COUNCIL**

SEPTEMBER 16, 2025

6:30 P.M.

CLARK LIBRARY ANNEX-COUNCIL CHAMBERS, 217 SOUTH MAIN STREET, 3RD FLOOR, LOCKHART, TEXAS

Council present:

Councilmember John Castillo
Councilmember Juan Mendoza
Councilmember Jeffry Michelson

Mayor Lew White
Councilmember Brad Westmoreland
Councilmember John Lairsen
Mayor Pro-Tem Angie Gonzales-Sanchez

Staff present:

Joseph Resendez, City Manager
Julie Bowermon, City Secretary
David Fowler, Planning Director
Gary Williamson, Police Chief
Tatiana Salazar, Public Information Officer

Brad Bullock, City Attorney
Sean Kelley, Public Works Director
Keeli Michna, Finance Director
Holly Malish, Economic Development Director
Will Wachel, City Engineer/TRC

Citizens/Visitors Addressing the Council: Representatives of the Lockhart Independent School District; Gene Galbraith; James DeMerit and Alex Gonzales of Broadus & Associates; Joe Stenger of Stenger Air; representative of Duck Pin Bowling; and Citizens: Tyresse Purefay, and Robert Lee Lewis.

Work Session 6:30 p.m.

Mayor White opened the work session and advised the Council, staff and the audience that staff would provide information and explanations about the following items:

DISCUSSION ONLY

A. PRESENTATION OF A PROCLAMATION PROCLAIMING SEPTEMBER 22 - 26, 2025 AS NATIONAL GEAR UP WEEK IN LOCKHART.

Mayor White presented a Proclamation to Representatives of the Lockhart Independent School District.

B. PRESENTATION OF CERTIFICATE OF RECOGNITION PROCLAIMING APRIL 17TH AS GENE GALBRAITH DAY.

Mayor White presented the Certificate to Mr. Galbraith.

C. PRESENTATION AND DISCUSSION OF THE LOCKHART FREEDOM ACT THIRD QUARTERLY REPORT.

Chief Williamson stated that the Lockhart Police Department continues to implement sections of the Lockhart Freedom Act that are not in conflict with state and federal law. These include evidence handling protocols (Section 12.06), codification of officer discretion in low-level marijuana cases (Section 12.10), and public transparency through quarterly reporting (Section 12.12).

This third quarterly report provides updated data on LPD enforcement activity related to misdemeanor marijuana possession during the most recent reporting period. Included in this report are:

- Total number of marijuana-related arrests and citations issued,
- Estimated personnel hours devoted to enforcement of these cases,
- Demographic breakdowns (age, gender, race, and ethnicity) of individuals cited or arrested.

This report builds upon the City's efforts to promote accountability, transparency, and informed decision-making. There was discussion.

D. DEMONSTRATION AND/OR DISCUSSION OF LOCKHART COMMUNITY CRIME MAP.

Chief Williamson stated that the Police Department would like to introduce a new online tool—the Community Crime Map—designed to improve public awareness and transparency around local crime activity. This interactive map allows residents to view recent crime reports by location, date, and crime type. The tool pulls data directly from the city's police department and information is updated regularly to ensure accuracy, while sensitive details are automatically filtered out to protect privacy. The Community Crime Map was developed in response to citizen requests raised during recent Neighborhood Watch organizational meetings. Citizens may sign up at no cost for automated alerts about crime activity and provide anonymous tip submissions. By providing clear, timely information, this tool enhances communication between the police department and the community while empowering residents with actionable knowledge to improve personal and neighborhood safety. There was discussion.

E. DISCUSSION REGARDING PARTICIPATING WITH CALDWELL COUNTY IN COST SHARING OF AN ANIMAL SHELTER FEASIBILITY STUDY.

Chief Williamson stated that Broaddus & Associates submitted a proposal to Caldwell County to perform a feasibility study for the expansion of the current Animal Shelter facility or construction of a new one. The County has requested the City of Lockhart to split the fee for the study. The firm proposes an hourly, not-to-exceed fee of \$162,288.

The proposed study will:

- Explore options to either expand the current animal shelter facility or build a new one.
- Focus strictly on facility feasibility (not operational planning).
- Be completed in three phases over six months: data gathering (including staff interviews and steering committee workshops), development of feasibility options, and preparation of a final report with recommendations for approval.

The Animal Shelter Lease agreement with Caldwell County expires on September 26, 2029.

James DeMerit and Alex Gonzales provided details about the proposed feasibility study and Caldwell County's request for the city's participation in the study. There was discussion.

After discussion, the Council directed staff and the consultants to refer the proposed feasibility study and cost sharing consideration to the Animal Shelter Advisory Board for recommendations.

F. DISCUSS LEASE RENEWAL WITH STENGER AIR SERVICES, INC. FOR AN AIRPORT HANGAR AT THE LOCKHART MUNICIPAL AIRPORT FOR 5 ADDITIONAL YEARS.

Mr. Kelley stated that the original ground lease between Stenger Air and the City of Lockhart was approved on September 19, 1995. The ground lease for 6,250 sf for property at the airport had a term of 30 years, with a 5-year renewal option and is set to expire on September 19, 2025. Mr. Joe Stenger built the hangar on the leased land and has provided flight training services at the Lockhart Municipal Airport for nearly 30 years. The terms of the contract allow for a 5-year extension of the contract and the lessee has provided notification to the City that he would like to continue leasing the property. The lessee plans to continue providing flight training through his flight school. If the extension is approved, the lessee will continue to adhere to the terms of the 1995 lease agreement. These terms include: 1) Maintaining insurance, 2) Covering utilities costs, 3) Providing building maintenance, 4) Abiding by the rules and

regulations of the airport, and 5) Paying the annual ground lease rent, which is based on their current rate plus Consumer Price Index (CPI) adjustments written into the current lease.

Joe Stenger of Stenger Air Services provided information about airport use and flight instruction classes offered at the airport.

G. DISCUSSION REGARDING RATIFYING THE ADOPTION OF ORDINANCE 2025-19 ADOPTING THE CITY OF LOCKHART'S ANNUAL OPERATING BUDGET FOR FISCAL YEAR 2025-2026 AND APPROPRIATING RESOURCES, BEGINNING OCTOBER 1, 2025, ENDING SEPTEMBER 30, 2026, FOR THE CITY OF LOCKHART, CALDWELL COUNTY, TEXAS AND THE LOCKHART ECONOMIC DEVELOPMENT CORPORATION AND ADOPTING THE CITY'S INVESTMENT POLICY, FINANCIAL POLICY, AND FUND BALANCE - STABILIZATION AND EXCESS OF RESERVES POLICIES IN ACCORDANCE WITH HOUSE BILL 1522 AND INCLUDING EXHIBIT A, TAXPAYER IMPACT STATEMENT AS HEREBY INCORPORATED HEREIN IN THIS AGENDA AND IS POSTED AS PART OF THIS AGENDA.

Mr. Bullock stated that House Bill 1522, passed during the State's 89th Legislative Session, amended Section 551.043 of the Texas Government Code to require that meeting notices for a budget discussion or adoption include (1) a physical copy of the proposed budget unless the proposed budget is clearly accessible from the City's website homepage and (2) a taxpayer impact statement. The taxpayer impact statement shows, for the median-valued homestead property, a comparison of the property tax bill in dollars from the current fiscal year to an estimate of the property tax bill in dollars for the same property for the upcoming fiscal year if the city's proposed budget is adopted and if the budget funded by the no-new-revenue rate is adopted instead. The Fiscal Year 2025-2026 budget ordinance and taxpayer impact statement are included in the agenda packet and posted on the City's website in compliance with H.B. 1522.

H. DISCUSSION REGARDING ORDINANCE 2025-23 AMENDING ORDINANCE 2025-16 TO ADOPT THE EARLY VOTING DATES, HOURS, AND LOCATIONS, AND ELECTION DAY VOTING LOCATIONS, AS SET FORTH BY CALDWELL COUNTY FOR THE NOVEMBER 4, 2025 GENERAL ELECTION.

Ms. Bowermon stated that the Caldwell County Elections Administrator (County EA) is conducting Elections on November 4, 2025. The City of Lockhart will hold a general election for the positions of Councilmember District 1, Councilmember District 2, and two Councilmembers At-Large. Since 2010, in the interest of a public purpose, the City of Lockhart has contracted with the County EA to conduct City Elections to enable all propositions and public official positions to be on one ballot for voters within Caldwell County. During the August 2025 City Council meetings, the City Council ordered the November 4, 2025 General Election and authorized the contract for Election Services with Caldwell County. Since August, the County has formally designated early voting times/locations and election day polling locations and workers. Proposed Ordinance 2025-23 amends the City's Order of Election to acknowledge the designations. Election day polling locations for Lockhart residents remains the same as was designated in 2023 and 2024. Next steps in the election process include working with the County EA on proofing the ballot language; in early October the notice of election will be posted and published in the Post Register.

I. DISCUSSION REGARDING RESOLUTION 2025-32 NAMING THE CITY OF LOCKHART'S NOMINATIONS FOR DIRECTORS OF THE CALDWELL COUNTY APPRAISAL DISTRICT FOR THE 2026-2027 TERM.

Mayor White stated that Sally Daniels and Alfredo Munoz have agreed to continue to serve. He requested additional nominations from the Council. There were none.

J. DISCUSSION REGARDING MEMBER APPOINTMENT AND MEETING DATES FOR THE CITIZEN PLANNING COMMITTEE REGARDING THE CITY OF LOCKHART'S ACTIVITIES TO COMMEMORATE AND CELEBRATE THE 250TH ANNIVERSARY OF THE SIGNING OF THE DECLARATION OF INDEPENDENCE ON JULY 4, 2026.

Mayor White requested additional nominations. He stated that Diane Delgado requested to serve on the committee. He stated that their first meeting will be on Monday, September 22 at 6:30 p.m. in the Council Chambers. There was discussion.

K. DISCUSSION REGARDING RESOLUTION NO. 2025-28 APPROVING A PERFORMANCE AGREEMENT WITH BALCONES LOCKHART 2023, LP AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR THE INFRASTRUCTURE UPGRADE OF A NEW FACILITY IN LOCKHART, TX.

Ms. Malish stated that Balcones Real Estate is currently in the process of building a 62,000 square ft facility in the Lockhart Industrial Park #3, between FBS and Ziegenfelder. A new tenant, local to the area, is looking to combine their operations into one building, located at 2605 Dewitt St in Lockhart, TX. In order to assist the new tenant moving into the facility, providing a rate similar to their previous location, and retrofitting the building to accommodate the new tenant's growing production line, Balcones Real Estate applied for economic development incentives. The proposed incentives have support from the Lockhart EDC, for the retrofit is beneficial in the recruitment of the food/beverage industry should a new tenant move into the building and is assisting in the expansion of a local business that will create additional jobs.

L. DISCUSSION REGARDING RESOLUTION NO. 2025-29 APPROVING A PERFORMANCE AGREEMENT WITH HILL COUNTRY FOODWORKS LLC AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR BUILDING IMPROVEMENTS FOR A NEW FACILITY IN LOCKHART, TX.

Ms. Malsih stated that Hill Country Foodworks is a local company that is seeking incentives to assist in their production line expansion when they locate to a new facility in Lockhart, TX. The expansion will consist of buying a larger pouch packing machine and an upgraded canning machine. The expansion will also add 23 new jobs and create more opportunities to expand their business in the marketplace.

M. DISCUSSION REGARDING RESOLUTION NO. 2025-30 APPROVING A PERFORMANCE AGREEMENT WITH SPARE CHANGE RESTAURANT, LLC AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR BUILDING IMPROVEMENTS FOR A NEW BUSINESS IN LOCKHART, TX.

Ms. Malish stated that Spare Change Restaurant LLC is establishing an Arcade/Duck Pin Bowling concept in the Former Arts and Craft location in Lockhart, TX. The concept is unique to Lockhart and will cater to tweens/teens. It also assists the EDC in their goal of providing quality of life to the community and increasing tourism activities. Due to the historical aspect and age of the building and concept of the new business, additional electrical upgrades were needed. Spare Change applied for EDC incentives to assist in the electrical upgrades that would help not only the new business, but businesses in the surrounding area.

Representative of Duck Pin Bowling provided details about their business.

N. DISCUSSION REGARDING RESOLUTION NO. 2025-31 APPROVING THE EXECUTION OF A LETTER OF INTENT (LOI) AND FUNDS TO SECURE A VISITOR CENTER AND PROVIDING AN EFFECTIVE DATE.

Ms. Malish stated that per direction of the Lockhart City Council to acquire and expand a Visitors Center, the Lockhart Economic Development has potentially secured a location in Downtown Lockhart. A visitor's center will serve as a front door to the city and help encourage longer stays in the community. In order to secure the position and hold the location during a due diligence period, funds will need to be utilized.

RECESS: Mayor White announced that the Council would recess for a break at 7:45 p.m.

ITEM 1. CALL TO ORDER.

Mayor Lew White called the meeting to order at 8:00 p.m.

ITEM 2. INVOCATION, PLEDGE OF ALLEGIANCE.

Mayor White requested a moment of silence in honor of victims of gun violence. He gave the Invocation and led the Pledge of Allegiance to the United States and Texas flags.

ITEM 3. PUBLIC COMMENT.

Mayor White requested citizens to address the Council.

Tyresse Purefay, 705 San Saba Street, expressed concern about park safety in his neighborhood.

Robert Lee Lewis, 718 Chihuahua, stated that people are living in vacant houses in his neighborhood. He requested that the city consider boarding the windows on vacant homes.

Mayor White requested additional citizens to address the Council. There were none.

ITEM 4-A. CONSIDER A REQUEST TO POSTPONE A PUBLIC HEARING FOR ZC-25-04 BY SPENCEWOOD INC. ON BEHALF OF SPENCER GOURLEY FOR A ZONING CHANGE FROM AO AGRICULTURAL-OPEN SPACE DISTRICT AND FH FLOOD HAZARD DISTRICT TO RHD RESIDENTIAL HIGH DENSITY DISTRICT ON 50.07 ACRES IN W.C. WILLIAMS SURVEY NO. 62, ABSTRACT NO. 300 AND MILES G. DIKES SURVEY ABSTRACT NO. 6 AND LOCATED AT 2100-2500 NORTH COLORADO STREET (US 183).

Mayor White stated that the public hearing will be postponed to the November 18, 2025 Council meeting.

Councilmember Michelson made a motion to postpone the meeting to November 18, 2025. Councilmember Lairsen seconded. The motion passed by a vote of 7-0.

ITEM 4-B. HOLD A PUBLIC HEARING AND DISCUSSION AND/OR ACTION ON ORDINANCE 2025-22, AMENDING CHAPTER 64, "ZONING" OF THE LOCKHART CODE OF ORDINANCES AS FOLLOWS: AMEND CHAPTER 64 "ZONING", ARTICLE VII "ZONING DISTRICTS AND STANDARDS" SECTION 64-196, "ESTABLISHMENT OF ZONING DISTRICTS" SUBSECTIONS (E) "RESIDENTIAL MEDIUM DENSITY DISTRICT (RMD) (FORMERLY R-2)" AND (F) "RESIDENTIAL HIGH DENSITY DISTRICT (RHD) (FORMERLY R 3)" TO REMOVE MANUFACTURED HOMES AS A USE ALLOWED WITH

THE APPROVAL OF A SPECIFIC USE PERMIT; AND AMEND CHAPTER 64 “ZONING”, ARTICLE VII “ZONING DISTRICTS AND STANDARDS” SECTION 64-200 “SAME—MANUFACTURED HOMES AND MODULAR DWELLINGS” TO REMOVE PARTS OF SUBSECTION (A) REGARDING REQUIREMENTS FOR THE INSTALLATION OF MANUFACTURED HOMES ON INDIVIDUAL RESIDENTIAL LOTS NOT WITHIN MANUFACTURED HOME PARKS.

Mayor White opened the public hearing at 8:15 p.m.

Mr. Fowler stated that Manufactured Homes are currently allowed in the RMD and RHD zoning districts with the granting of a Specific Use Permit from the Planning and Zoning Commission. The Planning and Zoning Commission has frequently denied the SUP applications, citing the recent increase in construction of new site-built homes in residential areas that used to not see much new construction activity. The Commission has also expressed concerns regarding the durability and depreciation of manufactured homes in comparison to site-built homes. After a recent denial of a manufactured home on Cedar Street was successfully appealed to City Council, Councilman Castillo expressed interest in removing the option for allowing manufactured homes to apply for SUPs to allow the homes to be placed in residential districts. Staff reviewed the legality of the prospective text amendment and determined that it would be legal under Texas Law, as the City would still have the MH Manufactured Home zoning district which allows for the placement of manufactured homes in the city. SB 785, which recently passed the state legislature, also states that cities may no longer require SUP approval for manufactured homes in zoning districts in which other types of residential development are allowed by right. The bill does not, however, prohibit cities from not allowing manufactured homes in residential zoning districts, as long as there is a zoning district within the city that allows manufactured homes. Prior staff research has found that very few cities in Central Texas that have populations similar to Lockhart or larger allow manufactured homes in residential zoning districts. There was discussion.

Councilmember Castillo made a motion to approve Ordinance 2025-22, as presented. Councilmember Lairson seconded. The motion passed by a vote of 6-1, with Mayor Pro-Tem Sanchez opposing.

ITEM 5. CONSENT AGENDA.

Councilmember Michelson made a motion to approve consent agenda items 5A, 5B, and 5C. Mayor Pro-Tem Sanchez seconded. The motion passed by a vote of 7-0.

The following are the consent agenda items that were approved:

- 5A: Receive the Lockhart Freedom Act third quarterly report.
- 5B: Ratify the adoption of Ordinance 2025-19 adopting the City of Lockhart's Annual Operating Budget for Fiscal Year 2025-2026 and appropriating resources, beginning October 1, 2025, ending September 30, 2026, for the City of Lockhart, Caldwell County, Texas and the Lockhart Economic Development Corporation and adopting the City's Investment Policy, Financial Policy, and Fund Balance - Stabilization and Excess of Reserves Policies in accordance with House Bill 1522 and including Exhibit A, Taxpayer Impact Statement as hereby incorporated herein in this agenda and is posted as part of this agenda.
- 5C: Approve Ordinance 2025-23 amending Ordinance 2025-16 to adopt the early voting dates, hours, and locations, and election day voting locations, as set forth by Caldwell County for the November 4, 2025 General Election.

ITEM 6-A. DISCUSSION AND/OR ACTION REGARDING PARTICIPATING WITH CALDWELL COUNTY IN COST-SHARING OF AN ANIMAL SHELTER FEASIBILITY STUDY.

Mayor White directed staff to refer the issue to the Animal Shelter Advisory Board for recommendations.

ITEM 6-B. DISCUSSION AND/OR ACTION REGARDING A LEASE RENEWAL WITH STENGER AIR SERVICES, INC. FOR AN AIRPORT HANGAR AT THE LOCKHART MUNICIPAL AIRPORT FOR 5 ADDITIONAL YEARS.

Councilmember Michelson made a motion to approve the lease renewal with Stenger Air Services, Inc., as presented. Councilmember Lairson seconded. The motion passed by a vote of 7-0.

ITEM 6-C. DISCUSSION AND/OR ACTION TO CONSIDER RESOLUTION 2025-32 NAMING THE CITY OF LOCKHART'S NOMINATIONS FOR DIRECTORS OF THE CALDWELL COUNTY APPRAISAL DISTRICT FOR THE 2026-2027 TERM.

Mayor White made a motion to approve Resolution 2025-32 naming Sally Daniels and Alfredo Munoz as Lockhart's nominations. Mayor Pro-Tem Sanchez seconded. The motion passed by a vote of 7-0.

ITEM 6-D. DISCUSSION AND/OR ACTION REGARDING MEMBER APPOINTMENT AND MEETING DATES FOR THE CITIZEN PLANNING COMMITTEE REGARDING THE CITY OF LOCKHART'S ACTIVITIES TO COMMEMORATE AND CELEBRATE THE 250TH ANNIVERSARY OF THE SIGNING OF THE DECLARATION OF INDEPENDENCE ON JULY 4, 2026.

Mayor White made a motion to include Diane Delgado in the committee and to set the first meeting to be held on Monday, September 22, 2025 at 6:30 p.m. in the Council Chambers. Councilmember Lairsen seconded. The motion passed by a vote of 7-0.

ITEM 6-E. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-28 APPROVING A PERFORMANCE AGREEMENT WITH BALCONES LOCKHART 2023, LP AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR THE INFRASTRUCTURE UPGRADE OF A NEW FACILITY IN LOCKHART, TX.

Councilmember Westmoreland made a motion to approve Resolution 2025-28, as presented. Councilmember Michelson seconded. The motion passed by a vote of 7-0.

ITEM 6-F. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-29 APPROVING A PERFORMANCE AGREEMENT WITH HILL COUNTRY FOODWORKS LLC AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR BUILDING IMPROVEMENTS FOR A NEW FACILITY IN LOCKHART, TX.

Councilmember Lairsen made a motion to approve Resolution 2025-29, as presented. Councilmember Mendoza seconded. The motion passed by a vote of 7-0.

ITEM 6-G. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-30 APPROVING A PERFORMANCE AGREEMENT WITH SPARE CHANGE RESTAURANT, LLC AND AUTHORIZING ECONOMIC DEVELOPMENT INCENTIVES FOR BUILDING IMPROVEMENTS FOR A NEW BUSINESS IN LOCKHART, TX.

Councilmember Lairsen made a motion to approve Resolution 2025-30, as presented. Councilmember Michelson seconded. The motion passed by a vote of 7-0.

ITEM 6-H. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-31 APPROVING THE EXECUTION OF A LETTER OF INTENT (LOI) AND FUNDS TO SECURE A VISITOR CENTER AND PROVIDING AN EFFECTIVE DATE.

Mayor White announced that the Council would discuss the item in Executive Session.

ITEM 7. CITY MANAGER'S REPORT, PRESENTATION AND POSSIBLE ACTION

- Lockhart Wastewater Plants receive National Gold awards.
- SH 142 resurfacing at Mockingbird Lane signal update.
- Assistant City Manager recruitment update.
- Airport “Fifty to Fifty Romeo Fly-In” – September 27th.
- Citywide bulk cleanup – Saturday, October 2th.
- National Night Out is scheduled for October 7th.
- Reminder: There will not be a City Council meeting on the first Tuesday of October due to the National Night Out event. The meeting has been moved to Thursday, October 9, 2025.

ITEM 8. COUNCIL AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST

Councilmember Westmoreland reminded everyone about Lockhart Homecoming and praying for rain.

Councilmember Mendoza stated that he attended a learning event with Denton & Navarro. He thanked all involved with the successful Diez y Seis event.

Mayor Pro-Tem Sanchez thanked all involved with the successful Diez y Seis event. She congratulated the Diez y Seis Court for successfully raising funds for the Hispanic Chamber of Commerce. She wished the Lockhart Lions the best of luck during their Homecoming football game. She wished Councilmember Mendoza a Happy Birthday on Saturday.

Councilmember Lairsen congratulated all involved with the successful Diez y Seis event.

Councilmember Castillo congratulated all involved with the successful Diez y Seis event and to the Court for raising funds. He congratulated the Lockhart Lions track team for their winning accomplishments. He thanked staff for making sure the Diez y Seis event was a success regardless of the downtown renovations.

Councilmember Michelson thanked the Hispanic Chamber for a successful Diez y Seis event. He wished Mayor Pro-Tem Sanchez a Happy Birthday.

Mayor White congratulated the Hispanic Chamber for a successful Hispanic Chamber event. He thanked the Smith Family for their building addition to the downtown area.

Mayor White announced that the Council would enter Executive Session at 9:00 p.m. to discuss items 9A and 9B as listed below.

ITEM 9. EXECUTIVE SESSION IN ACCORDANCE WITH THE PROVISIONS OF THE GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.072 - TO DELIBERATE THE PURCHASE, EXCHANGE, LEASE OR VALUE OF REAL PROPERTY IF DELIBERATION IN AN OPEN MEETING WOULD HAVE A DETRIMENTAL EFFECT ON THE POSITION OF THE GOVERNMENTAL BODY IN NEGOTIATIONS WITH A THIRD PERSON AND SECTION 551.071 – CONSULTATION WITH ATTORNEY TO DISCUSS LEGAL ISSUES RELATED THERETO.

- A. Discussion Resolution No. 2025-31 regarding acquisition of property for a visitor center, and legal questions related thereto.
- B. Discussion regarding legal acquisition of a utility easement from Spillmann Properties, Ltd. parallel to the Union Pacific railroad tracks west of Stueve Lane, and legal questions related thereto.

OPEN SESSION

Mayor White announced that the Council would enter Open Session at 9:30 p.m.

ITEM 10-A. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-31 REGARDING ACQUISITION OF PROPERTY FOR A VISITOR CENTER.

Mayor Pro-Tem Sanchez made a motion to approve Resolution 2025-31, as presented. Councilmember Castillo seconded. The motion passed by a vote of 7-0.

ITEM 10-B. DISCUSSION AND/OR ACTION REGARDING ACQUISITION OF A UTILITY EASEMENT FROM SPILLMANN PROPERTIES, LTD. PARALLEL TO THE UNION PACIFIC RAILROAD TRACKS WEST OF STUEVE LANE.

No action taken.

ITEM 11. ADJOURNMENT

Mayor Pro-Tem Sanchez made a motion to adjourn the meeting. Councilmember Mendoza seconded. The motion passed by a vote of 7-0. The meeting was adjourned at 9:32 p.m.

PASSED and APPROVED this September 15, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

Julie Bowermon
City Secretary

**SPECIAL MEETING
LOCKHART CITY COUNCIL**

SEPTEMBER 30, 2025

6:30 P.M.

CLARK LIBRARY ANNEX-COUNCIL CHAMBERS, 217 SOUTH MAIN STREET, 3RD FLOOR, LOCKHART, TEXAS

Council present:

Councilmember John Castillo
Councilmember Juan Mendoza
Councilmember Jeffry Michelson

Mayor Lew White
Councilmember Brad Westmoreland
Councilmember John Lairsen
Mayor Pro-Tem Angie Gonzales-Sanchez

Staff present:

Joseph Resendez, City Manager
Julie Bowermon, City Secretary
Keeli Michna, Finance Director

Sean Kelley, Public Works Director

Citizens/Visitors Addressing the Council: Representatives of the Office of Disaster and Recovery and of Burns & McDonnell.

ITEM 1. CALL TO ORDER,

Mayor Lew White called the meeting to order at 6:30 p.m.

Mayor White requested the following to address the Council:

Representative of the Office of Disaster and Recovery, spoke about the Disaster of Declaration declared by Mayor White in July 2025. She stated that businesses and organizations qualify for Economic Injury Disaster Loans with a deadline of April 2026. She also gave contact information for business owners to inquire and/or apply.

ITEM 2-A. PRESENTATION BY SOLID WASTE CONSULTANT BURNS MCDONNELL REGARDING DISCUSSION CONCERNING INFORMATION GATHERING FROM COUNCIL AND SUGGESTED SERVICES FROM PROSPECTIVE SOLID WASTE PROVIDERS.

Mr. Kelley provided background information about the current solid waste collection contract and the number of accounts that are provided solid waste services.

Representative of Burns & McDonnell provided information and there was discussion regarding the following:

- Procurement process
- Project schedule
- Key scope of work topics
 - Procurement approach
 - Comparison of residential collection
 - Non-single-family residential
 - Recycling program requirements, disposal and recycling location
 - Carts, collection vehicle requirements, and public education
- Key contract terms
 - Exclusive franchise, franchise fee, and rate adjustments

- RFP/contract enhancements

ITEM 3. ADJOURNMENT

Mayor Pro-Tem Sanchez made a motion to adjourn the meeting. Councilmember Mendoza seconded. The motion passed by a vote of 7-0. The meeting was adjourned at 8:23 p.m.

PASSED and APPROVED this September 15, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

Julie Bowermon
City Secretary

**REGULAR MEETING
LOCKHART CITY COUNCIL**

OCTOBER 9, 2025

6:30 P.M.

CLARK LIBRARY ANNEX-COUNCIL CHAMBERS, 217 SOUTH MAIN STREET, 3RD FLOOR, LOCKHART, TEXAS

Council present:

Councilmember John Castillo
Councilmember Juan Mendoza
Councilmember Jeffry Michelson

Mayor Lew White
Councilmember Brad Westmoreland
Councilmember John Lairsen
Mayor Pro-Tem Angie Gonzales-Sanchez

Staff present:

Joseph Resendez, City Manager
Julie Bowermon, City Secretary
David Fowler, Planning Director
Gary Williamson, Police Chief
Kevin Waller, Senior Planner
Holly Malish, Economic Development Director
Tatiana Salazar, Public Information Officer

Jennifer Richie, City Attorney
Sean Kelley, Public Works Director
Keeli Michna, Finance Director
Travis Hughes, Parks Director
Bob Leos, Electric Superintendent
Will Wachel, City Engineer/TRC

Citizens/Visitors Addressing the Council: Representatives of Hays-Caldwell Women's Center; Brandon Williams and Trevor Chandler of Flock Group (via Zoom); Citizens: Rebecca Allen, Taylor Burge, Michael Lewis, Amy Kamp, Sam Benavides, Bonnie Marshall, Martin Gammill-Beck, Pat Stroka, Steve Anderson, James Bertram, Jessica Ruthland, Bob Cole; and Lee Russ, Chair of the Caldwell County Homeless Coalition.

Work Session 6:30 p.m.

Mayor White opened the work session and advised the Council, staff and the audience that staff would provide information and explanations about the following items:

DISCUSSION ONLY

A. PRESENTATION OF A PROCLAMATION DECLARING OCTOBER 2025 AS NATIONAL DOMESTIC VIOLENCE AWARENESS MONTH.

Mayor White presented the Proclamation to Representatives of the Hays-Caldwell Women's Center.

B. PRESENTATION OF A PROCLAMATION DECLARING OCTOBER 2025 AS MANUFACTURING MONTH.

Mayor White presented the Proclamation.

C. PRESENTATION AND DISCUSSION OF A LAW ENFORCEMENT AGREEMENT WITH FLOCK GROUP, INC. FOR FIXED AUTOMATED LICENSE PLATE READER CAMERAS.

Chief Williamson stated that the Lockhart Police Department is requesting City Council approval of a Law Enforcement Agreement with Flock Group, Inc, otherwise known as Flock Safety, for the use of Automatic License Plate Reader (ALPR) technology. Flock Safety provides fixed ALPR cameras designed to enhance public safety by assisting law enforcement in the identification and investigation of criminal activity, including stolen vehicles, wanted persons, and other public safety alerts. The proposed system will consist of seven (7) strategically located cameras at key ingress

and egress points to the city. These cameras will capture vehicle license plates and related vehicle characteristics, transmitting real-time alerts to law enforcement for vehicles of interest. This technology will serve as an additional tool to help officers respond quickly and effectively to public safety concerns. The proposed agreement with Flock Group Inc. provides a 12-month initial subscription with subsequent automatic annual renewals to the Flock Safety platform at an annual cost of \$21,000, which includes system access, maintenance, and real-time alerting features, with professional service fees waived. The system includes advanced capabilities such as vehicle fingerprinting, NCIC/TCIC database integration, and a 30-day data retention period. To ensure proper use and compliance, the Lockhart Police Department has developed a draft departmental policy to establish procedures for the lawful operation of ALPR technology. The policy defines access levels, outlines auditing and training requirements, and safeguards against misuse or impermissible uses. It also affirms that all data collected is owned by the Lockhart Police Department and retained only for 30 days unless tied to an investigation. If the agreement with Flock Group Inc. is approved, this policy will be formally adopted and implemented. The implementation of ALPR technology is a proven force multiplier that provides real-time intelligence to law enforcement, enhancing both crime prevention and investigation capabilities. Several surrounding jurisdictions have successfully adopted Flock Safety systems, further demonstrating the effectiveness of this technology in modern policing. Supporting materials from Flock Safety also highlight benefits such as improved officer efficiency, faster case clearance, and enhanced community safety.

Brandon Williams and Trevor Chandler of Flock Group provided additional details about the Flock camera use, safety and listed several other cities that are utilizing the automated license plate reader cameras. There was discussion.

Rebecca Allen, 515 Wichita Street, expressed concerns about use of the plate reader system.

Taylor Burge, 406 S. Church Street, expressed concerns about use of the plate reader system.

Michael Lewis, 911 San Jacinto Street, expressed concern about the plate reader cameras and about the accountability and trustworthiness of Flock Group.

Amy Kamp, San Marcos, expressed concern about the plate reader cameras possibly being misused and providing incorrect owner information.

Sam Benavides, San Marcos, spoke against use of the cameras and expressed concern about sharing data with other law enforcement agencies.

Bonnie Marshall, Monte Vista Street, expressed concern about possible vulnerabilities of the Flock Group software/system and about possible future legal actions involving the cameras.

Martin Bammill-Beck, 100 Trailside, Lockhart, expressed concern about misuse of the system.

Pat Stroka, 1204 Sierra Vista Cove, recommended that the Council work on police retention rather than purchasing the cameras.

Steve Anderson, 1308 Aspen, stated that he does not believe that the Flock Group is trustworthy. He expressed concern about infringing on citizens' privacy rights.

Jessica Rutland, 1600 Shenandoah Trail, spoke against use of the cameras and stated that she does not believe that the system would be beneficial because of many lawsuits against the license reader cameras.

James Bertram, 1021 Bowie, spoke against the cameras. He expressed concern about the use of the cameras and encouraged the Council to defend the citizens' rights to privacy. He stated that he believes that the cameras are a huge liability to Lockhart.

Bob Cole, 1704 Paintbrush, spoke in favor of the license plate reader cameras. He stated that he believes that the cameras could assist with finding missing persons or locating fugitives.

Mayor White requested additional citizens to address the Council. There were none.

RECESS: Mayor White announced that the Council would recess for a break at 8:22 p.m.

ITEM 1. CALL TO ORDER,

Mayor Lew White called the meeting to order at 8:35 p.m.

ITEM 2. INVOCATION, PLEDGE OF ALLEGIANCE.

Mayor White gave the Invocation and led the Pledge of Allegiance to the United States and Texas flags.

ITEM 3. PUBLIC COMMENT.

Mayor White requested citizens to address the Council. There were none.

ITEM 4-A. APPROVE THE CITY COUNCIL MINUTES OF THE OCTOBER 15, 2024 AND NOVEMBER 7, 2024 MEETINGS.

Councilmember Michelson made a motion to approve the minutes. Councilmember Castillo seconded. The motion passed by a vote of 7-0.

ITEM 4-B. APPROVE THE TERMS OF A NEW LEASE AGREEMENT WITH TOSHIBA AMERICA BUSINESS SOLUTIONS, INC. FOR COPIER EQUIPMENT IN CITY FACILITIES AND AUTHORIZE THE CITY MANAGER TO EXECUTE THE LEASE AGREEMENT.

Ms. Michna stated that the City's current copier lease agreement with Toshiba America Business Solutions, Inc. has expired. The existing copiers, now eight to ten years old, require frequent maintenance and are increasingly incompatible with software and security updates. Staff has worked with Toshiba to develop a proposal that meets the current and future needs of City departments. The new 60-month lease agreement provides for the replacement of ten existing copiers and the addition of one new machine. The monthly lease payment of \$2,163.25 includes toner, replacement parts, and labor, and also upgrades equipment from black-and-white to color units. In addition, the new copiers will feature enhanced technology, including software upgrades that allow wireless and mobile printing, improving both accessibility and efficiency. Toshiba America Business Solutions, Inc. participates in the Texas Department of Information Resources purchasing program, which meets City procurement requirements. Approval of the proposed terms will ensure reliable copier equipment across City facilities, maintain compatibility with security and system updates, and provide modern technology to better support departmental operations.

Councilmember Castillo made a motion to approve a new lease with Toshiba America Business Solutions, Inc., as presented. Councilmember Westmoreland seconded. The motion passed by a vote of 7-0.

ITEM 5-A. DISCUSSION AND/OR ACTION REGARDING A LAW ENFORCEMENT AGREEMENT WITH FLOCK GROUP, INC. FOR FIXED AUTOMATED LICENSE PLATE READER CAMERAS.

Mayor White suggested that the Flock Group Representatives be requested to attend a meeting in person to continue discussion about the cameras, as recommended by staff. There was discussion.

Councilmember Castillo made a motion to deny the agreement with Flock Group, Inc. Councilmember Lairsen seconded. The motion passed by a vote of 6-1, with Mayor White opposing.

ITEM 5-B. DISCUSSION AND/OR ACTION REGARDING APPOINTMENT OF A CITY OF LOCKHART REPRESENTATIVE TO THE CALDWELL COUNTY HOMELESS COALITION BOARD OF DIRECTORS.

Mayor White stated that Councilmember Lairsen nominated Pastor Fisher.

Lee Russ, Chair of the Caldwell County Homeless Coalition, provided details about the Board's duties, goals and how they assist the homeless in the community. He stated that the majority of the individuals that they serve are mostly in Lockhart. There was discussion.

Councilmember Lairsen made a motion to appoint Reverend Fisher. Mayor Pro-Tem Sanchez seconded. The motion passed by a vote of 7-0.

ITEM 5-C. DISCUSSION AND/OR ACTION TO CONSIDER THE APPOINTMENT OF A STEERING COMMITTEE FOR THE DESIGN OF THE INDOOR RECREATION CENTER.

Mr. Hughes stated that this agenda item is to consider the appointment of a steering committee to provide input and guidance in the design of the Indoor Recreation Center. The steering committee is intended to ensure that a wide variety of proposed current and future uses are thoughtfully considered, reflecting the needs and priorities of a broad spectrum of potential users. The committee will be comprised of representatives from City boards, Caldwell County, Lockhart ISD, and community members, bringing forward perspectives from parks planning, education, regional partnerships, and the community at large. This balanced composition will help guide the design of a multipurpose facility that serves current residents and supports growth, evolving recreation trends, and long-term community needs.

Proposed Steering Committee Members:

- Karla Tate – Parks Board
- Melinda Kirst – Parks Board
- Jeremiah Chapman – Lockhart ISD
- BJ Westmoreland – Caldwell County Commissioner
- Chris St. Leger – Citizen
- Sara Partridge – Citizen
- Lynn Gabay – Citizen
- Tim Torres – Citizen

Councilmember Michelson made a motion to appoint the recommended individuals to the Steering Committee. Mayor Pro-Tem Sanchez seconded.

Councilmember Mendoza recommended adding nominations of an individual from both the Youth Soccer Association and the Lockhart Little League. Mayor White stated that individuals of those organizations are welcome to attend the meetings.

The motion passed by a vote of 7-0.

ITEM 5-D. DISCUSSION AND/OR ACTION REGARDING REQUEST BY CHARLIE TAMES OF GLORIA GROUP PARTNERS, LP, FOR A DETERMINATION OF ELIGIBILITY FOR A TAX ABATEMENT (TA-25-01) PURSUANT TO CHAPTER 28 "HISTORIC DISTRICTS AND LANDMARKS" DIVISION 2 "TAX ABATEMENT", OF THE LOCKHART CODE OF ORDINANCES, FOR VARIOUS EXTERIOR AND INTERIOR IMPROVEMENTS TO A BUILDING IN THE HISTORIC DISTRICT, LOCATED AT 119 WEST SAN ANTONIO ST.

Mr. Waller stated that Division 2 of the Historic Districts and Landmarks Ordinance provides for tax abatements to mitigate the cost of eligible improvements to structures that are within a historic district or that are a City-designated historic landmark. The owner of a commercial building within the Historic District, located at 119 West San Antonio St., has applied for a tax abatement for both exterior and interior improvements to the building, which have already been completed. With regard to the improvements, the first-floor windows along the West San Antonio Street façade have been replaced with those that are energy efficient. The existing stained, half-moon-shaped windows on the first floor of the North Church Street façade remain in place. Windows on the second and third stories have been refinished and repainted. New doors have been installed to replace those existing on the south, west, and north facades. In addition, an existing, side-by-side door and window have swapped locations on the east end of the north façade. Awnings have been installed on the south and west building facades that replace the original awnings that were removed at some point in the past. The new awnings are comprised of a steel frame with metal roofing, and utilize the same mounting points as those previous. A new fire escape has been constructed from the third story to the roof level on the north façade. The rooftop area has been remodeled to include new siding and paint on the now-enlarged rooftop structure to house the elevator landing, restrooms, and storage area, along with a new composite wood deck, new roofing material between the deck and rooftop structure, and a new steel guardrail along the rooftop edges. Skylights with new glass brick have been restored in the sidewalks along the North Church Street and West San Antonio Street frontages. With regard to color, all exterior doors, roof deck guardrails, and the fascia of the rooftop structure have been painted black. The rooftop structure walls consist of a box rib style and feature a weathered copper color. The roof soffit at the roof deck is composed of stained wood. Structural interior improvements include a new elevator that extends to the roof deck, and interior floor reinforcement where necessary. A Tax Abatement application must first be considered by the Historical Preservation Commission for a recommendation to the City Council, which will in turn make a determination of eligibility for the tax abatement. In addition, a Certificate for Alteration must be considered by the Commission along with the Tax Abatement application. Certificates for Alteration were approved by the Commission for the project on July 5, 2023, September 4, 2024, and February 5, 2025. The Tax Abatement application was recommended for approval at the Commission's September 3, 2025 meeting.

Councilmember Michelson made a motion to approve the tax abatement, as presented. Councilmember Lairsen seconded. The motion passed by a vote of 7-0.

ITEM 5-E. DISCUSSION AND/OR ACTION ON UPDATED AGREEMENT WITH LCRA AND MCCOY TREE SERVICE FOR TREE TRIMMING IN THE RIGHT-OF-WAY AND UTILITY EASEMENTS.

Mr Leos stated that it is recommended that the City continue the tree trimming program with McCoy Tree Surgery (McCoy) in an effort to reduce voltage flicker, outages, losses, and improve public safety and

satisfaction. Trees in close contact with power lines and tree limbs falling onto power lines are the most common causes of outages. Downed power lines caused by falling trees are a public safety hazard. Utilities that fail to maintain a tree trimming program frequently experience higher than normal expenses during severe storm conditions, which include overtime, purchase of additional inventory to replace damaged poles, wires and electric equipment. The City's electric utility staff are very satisfied with the work McCoy has completed throughout the city to date. If approved, staff will coordinate with McCoy to begin pruning in early January 2026. Trimming oak trees during the winter months (December–February) is an industry best practice to mitigate potential causes of Oak Wilt. Staff anticipates funding appropriated in this year's FY 2025-26 budget will continue tree trimming services through April 2025. Prior to trimming, door hangars (in English and Spanish) are left at the residences in the area and provide the name and number of the City's contractor. McCoy was first awarded a Customer Services Contract with the City for tree trimming services in FY 2019-20 during the March 3, 2020 Council meeting. The approved services contract was provided through the Lower Colorado River Authority's (LCRA) competitively procured tree trimming agreement with McCoy Tree Surgery. Lower Colorado River Authority (LCRA) advised they rebid the tree trimming agreement in Fall 2024 for a new term and selected McCoy for a renewed agreement. There was discussion.

Councilmember Lairsen made a motion to approve the agreement with LCRA and McCoy Tree Service, as presented. Mayor Pro-Tem Sanchez seconded. The motion passed by a vote of 7-0.

WORK SESSION ITEM E. PRESENTATION AND DISCUSSION REGARDING LIGHTED STOP SIGNS IN THE DOWNTOWN AREA.

Mr. Kelley stated that as part of the Downtown Revitalization Project, several new stop signs were recently installed to enhance pedestrian safety and calm traffic in historic downtown Lockhart. With these additions, there are now 36 stop signs in the downtown area. This agenda item provides an opportunity for City Council to give staff direction on whether to continue researching the potential use of lighted LED stop signs at select downtown intersections. Lighted stop signs are most commonly installed at high-risk intersections or in areas where traditional signage has proven insufficient.

Lighted stop signs are particularly effective in the following situations:

- **Limited visibility:** Curves, hills, or other obstructions that prevent clear sight lines.
- **Rural or poorly lit areas:** Where drivers may not anticipate intersections, especially at night.
- **High-risk intersections:** Locations with a history of collisions or high rates of stop sign violations.
- **High-traffic intersections:** Busy corridors where illuminated signage stands out amid visual clutter.
- **Adverse weather conditions:** Active illumination improves visibility in fog, rain, or low light.

Texas Department of Transportation (TxDOT) has noted that use of LED stop signs or beacons is generally based on crash history at a given location. Other measures, such as advanced warning signs or supplemental signage, are typically considered first. TxDOT would need to review individual locations to determine if LED stop signs are warranted in Lockhart's downtown.

Several factors for consideration regarding the potential use of lighted LED stop signs include the following:

- **Design Standards:** Current downtown signage was designed by the project engineer and architect to meet or exceed safety standards.
- **Aesthetic Impact:** Unsynchronized LED signs may detract from the historic downtown character.

- **Cost:** LED stop signs typically cost between \$700–\$1,200 per sign and were not budgeted in the Downtown Revitalization Project.
- **Alternative Safety Enhancements:** The downtown project already includes new intersection lighting, crosswalks, stop bars, and striping to improve visibility and safety while preserving the historic aesthetic.

There was discussion.

CONSENSUS: The consensus of the Council was to leave the stop signs as they are currently installed, without the lighted stop signs.

WORK SESSION ITEM F. PRESENTATION AND DISCUSSION REGARDING POTENTIAL DOWNTOWN BUSINESS SUPPORT PROGRAMS.

Ms. Malish stated that downtown businesses have expressed concern that the ongoing Downtown Revitalization Project — including temporary street closures and the general appearance of a construction zone — has deterred customers and visitors. Potential support strategies intended to help downtown businesses navigate these challenges until construction is complete. Options may include marketing and promotional initiatives, partnerships, technical assistance, and other business retention efforts. There was discussion.

CONSENSUS: After discussion, the consensus of the Council was to direct the City Attorney to look into a gift card idea and to continue with digital advertising and possibly a banner.

ITEM 5-F. DISCUSSION AND/OR ACTION AUTHORIZING RESOLUTION 2025-33: (1) DETERMINING THAT A PUBLIC NECESSITY EXISTS FOR THE ACQUISITION OF PERMANENT SANITARY SEWER AND TEMPORARY CONSTRUCTION EASEMENTS LOCATED ON REAL PROPERTY WHICH ARE REQUIRED FOR THE CONSTRUCTION OF THE LOCKHART ECONOMIC DEVELOPMENT ADMINISTRATION SEWER PROJECT AMERICA RESCUE PLAN ACT PROJECT #08-79-05656 TO CONSTRUCT SANITARY SEWER UTILITY INFRASTRUCTURE; (2) AUTHORIZING THE CITY MANAGER TO MAKE OFFERS FOR THE ACQUISITION OF EASEMENTS REQUIRED FOR SAID PROJECT AND TO EXPEND AN AGGREGATE AMOUNT NOT TO EXCEED \$50,000.00 TO ACQUIRE SAID EASEMENTS; (3) ESTABLISHING CERTAIN PROCEDURES FOR ACQUISITION; AND (4) AUTHORIZING THE CITY MANAGER TO EXECUTE ANY DOCUMENTS IN CONNECTION THEREWITH.

Mr. Kelley stated that the City of Lockhart was awarded a grant from the Economic Development Administration to construct wastewater utilities along the railroad tracks on the west side of Lockhart. The improvements are to improve wastewater service in the area along with the necessary decommissioning of a wastewater lift station. The project is necessary to continue the level of wastewater service in the region and accommodate future growth. The project is oriented along the Union Pacific Railroad and begins at Tank Street, ending at the Windridge Subdivision. The project is 100% designed and all the necessary easements have been obtained except the wastewater utility and construction easements across two parcels with one property owner. The acquisition of these permanent utility easements will permit the City access to maintain, operate, and the utility in the easement area. This resolution would authorize the City Manager to pay just compensation to the Owner for the acquisition of the easements. The resolution establishes and defines “just compensation” to be an amount not to exceed the “Total Appraised Compensation” plus incremental amounts above the Total Appraised Compensation, as necessitated by the circumstances of each tract, for the acquisition of the easements from the Owner. If compensation for the easements exceeds the City Manager's purchasing authority, then the acquisition of said easement will

be brought back to City Council for separate approval. If an agreement cannot be reached on the acquisition of an easement, a request to initiate condemnation proceedings will be presented to the City Council.

Councilmember Michelson made a motion to approve Resolution 2025-33, as presented. Councilmember Castillo seconded. The motion passed by a vote of 7-0.

ITEM 5-G. DISCUSSION AND/OR ACTION AUTHORIZING RESOLUTION 2025-34 FINDING THAT ONE SANITARY SEWER EASEMENT AND ONE TEMPORARY CONSTRUCTION EASEMENT LOCATED ON PROPERTY ADDRESSED AS 1600 SILENT VALLEY ROAD, LOCKHART, CALDWELL COUNTY, TEXAS ARE NECESSARY FOR THE CONSTRUCTION OF THE LOCKHART ECONOMIC DEVELOPMENT ADMINISTRATION SEWER PROJECT AMERICAN RESCUE PLAN ACT PROJECT #08-79-5656 TO CONSTRUCT SANITARY SEWER UTILITY INFRASTRUCTURE AND AUTHORIZING THE USE OF EMINENT DOMAIN TO CONDEMN THE EASEMENT INTERESTS PURSUANT TO GOVERNMENT CODE § 2206.053.

Mr. Kelley stated that the City has completed the design phase for the Lockhart Economic Development Sewer Project. The project's design requires permanent wastewater and temporary construction easements from one private property owner. Contract Land Staff (CLS) is the right of way services company assisting with this project. The appraisals for the easements have been conducted and offers have been made to the owner based on the appraisal report for the property. Staff and CLS continue to negotiate with the owner. However, they have not been able to reach an agreement with the property owner for the remaining easement interests. Therefore, the City believes it is prudent to authorize the use of eminent domain for the easements located on the following properties:

1600 Silent Valley Road, Lockhart, Texas, Caldwell County Tax Appraisal ID Nos. 14661 and 18689: The permanent sanitary sewer easement is legally described as being a fifteen (15) foot-wide, 30,758 square foot tract of land, and the temporary construction easement legally described as being a fifteen (15) foot-wide, 30,810 square foot tract of land, both situated in the City of Lockhart, Caldwell County, Texas, and being also a part of the Cornelius Crenshaw Survey, A-68 and being also a part of a tract of land designated as Exhibit B called 21.584 acres and part of a tract of land designated as Exhibit C Tract 1 called 35.97 acres and conveyed to Spillman Properties, Ltd. By deed recorded in Volume 586, Page 112 of the Official Public Records of Caldwell County, Texas. The survey plat and metes and bounds of the easements are attached as Exhibits A, B, and C.

Just compensation was determined by appraisal and the City, through CLS, made an initial offer on July 3, 2025, for the appraised amount. CLS was able to contact the property owner to discuss the offer. The property owner did not accept the initial offer. However, despite good faith negotiations, an agreement could not be reached. A final offer was made on August 19, 2025.

Councilmember Lairsen made a motion that the City of Lockhart approve Resolution 2025-34 and authorize the use of eminent domain to acquire a permanent sanitary sewer easement and a temporary construction easement located on the two properties, both being necessary for the construction of the Lockhart Economic Development Administration sewer project. The permanent sanitary sewer easement being legally described as being a fifteen (15) foot-wide, 30,758 square foot tract of land, and the temporary construction easement legally described as being a fifteen (15) foot-wide, 30,810 square foot tract of land both situated in the City of Lockhart, Caldwell County, Texas, and being also a part of the Cornelius Crenshaw Survey, A-68 and being also a part of a tract of land designated as Exhibit B called 21.584 acres and part of a tract of land designated as Exhibit C Tract 1 called 35.97 acres and conveyed

to Spillman Properties, Ltd. by deed recorded in Volume 586, Page 112 of the Official Public Records of Caldwell County, Texas. Councilmember Castillo seconded. The motion passed by a vote of 7-0.

ITEM 6. CITY MANAGER'S REPORT, PRESENTATION AND POSSIBLE ACTION

- Update on Caldwell County Road bond projects.
- Progress update on the installation of Gateway Monument signs.
- Recap of the 2025 National Night Out events.
- Splash pads will close for the season on October 26, 2025.

ITEM 7. COUNCIL AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST

Councilmember Mendoza congratulated the High School Cross Country team for their win.

Mayor Pro-Tem Sanchez thanked the hosts of the successful National Night Out events.

Councilmember Lairsen thanked Hays-Caldwell Women's Center for their dedication to the community. He thanked all involved with the successful National Night Out events.

Councilmember Castillo thanked all involved with the National Night Out events. He thanked staff for their work. He also thanked Mayor and Council for their dedication to the community.

Councilmember Michelson thanked all involved with the successful National Night Out events. He inquired about extending operation of the Splash Pad if the November weather remains hot.

Mayor White stated that Mr. Lewis sent a thank you letter. He will be attending a seminar in Houston.

EXECUTIVE SESSION

Mayor White announced that the Council would enter Executive Session at 9:45 p.m.

ITEM 8. EXECUTIVE SESSION IN ACCORDANCE WITH THE PROVISIONS OF THE GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.087 TO DELIBERATE OR FOR DISCUSSION REGARDING COMMERCIAL OR FINANCIAL INFORMATION THAT THE GOVERNMENTAL BODY HAS RECEIVED FROM A BUSINESS PROSPECT THAT THE GOVERNMENTAL BODY SEEKS TO HAVE LOCATE, STAY, OR EXPAND IN OR NEAR THE TERRITORY OF THE GOVERNMENTAL BODY AND WITH WHICH THE GOVERNMENTAL BODY IS CONDUCTING ECONOMIC DEVELOPMENT NEGOTIATIONS; OR TO DELIBERATE THE OFFER OF A FINANCIAL OR OTHER INCENTIVE TO A BUSINESS PROSPECT.

A. Discussion regarding economic development negotiations with Projects CA-237 and CA-246.

OPEN SESSION

Mayor White announced that the Council would enter Open Session at 9:45 p.m.

ITEM 9-A. DISCUSSION AND/OR ACTION REGARDING ECONOMIC DEVELOPMENT NEGOTIATIONS WITH PROJECTS CA-237 AND CA-246.

No action taken.

ITEM 10. ADJOURNMENT

Mayor Pro-Tem Sanchez made a motion to adjourn the meeting. Councilmember Mendoza seconded.
The motion passed by a vote of 7-0. The meeting was adjourned at 9:46 p.m.

PASSED and APPROVED this September 15, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

Julie Bowermon
City Secretary

**SPECIAL MEETING
LOCKHART CITY COUNCIL**

OCTOBER 14, 2025

6:00 P.M.

CLARK LIBRARY ANNEX-COUNCIL CHAMBERS, 217 SOUTH MAIN STREET, 3RD FLOOR, LOCKHART, TEXAS

Council present:

Councilmember John Castillo
Councilmember Juan Mendoza
Councilmember Jeffry Michelson

Mayor Lew White
Councilmember Brad Westmoreland
Councilmember John Lairsen
Mayor Pro-Tem Angie Gonzales-Sanchez

Staff present:

Joseph Resendez, City Manager
Julie Bowermon, City Secretary
David Fowler, Planning Director

Citizens/Visitors Addressing the Council: Duke Kerrigan, Mark Meyer and representatives of Hillwood Communities

ITEM 1. CALL TO ORDER,

Mayor Lew White called the meeting to order at 6:00 p.m.

ITEM 2-A. DISCUSSION AND PRESENTATION REGARDING THE DEVELOPMENT OF HILLWOOD COMMUNITIES PROPOSED MASTER PLANNED COMMUNITY TO BE LOCATED EAST OF US 183 AND WEST OF DRY CREEK ROAD ON APPROXIMATELY 1,110 ACRES AND ASSOCIATED FACILITIES, INFRASTRUCTURE, AMENITIES AND ROADWAY IMPROVEMENTS.

Duke Kerrigan, Mark Meyer and representatives of Hillwood Communities provided information and there was discussion regarding the following:

- Propose to bring land in Caldwell County into the city's extraterritorial jurisdiction (ETJ) to allow for future annexation by the City of Lockhart.
- Property will be donated to the Lockhart Independent School District for the construction of a new school.
- Propose to use city water and wastewater.
- Development will involve both Caldwell County and City of Lockhart.
- Texas Commission on Environmental Quality (TCEQ) has approved the Consent to Proceed Agreement.
- Development Agreement conceptual plan.
- Illustrative concept plan.
- Community vision – agricultural community.
- Conceptual open space and amenity characters.
- Phase One Perspective
 - Experience
 - Entry barn with the farm
 - Sense of arrival
 - Pond park
 - Models facing pond park
 - Amenity area
- Phase two
 - Central farm

- Potential builder partners
- Housing diversity
 - Single family types 1 through 6
- Multi-family dwellings
- Retail
- Economic impact
- Land use diversity – multifamily, school and non-residential use
- Roles and responsibilities (City/Developer)
 - Summary of Proposed Developer, Municipal Utility District (MUD), City and County Roles for various Infrastructure Improvements (per 3rd Round Draft of the Development Agreement)
 - As of today, the overall Project is comprised of approximately 1,110 acres with roughly 73 located within the City, 870 acres within in the City's ETJ and 168 acres within Caldwell County.
 - The proposed Development Agreement would bring the current acreage located in the County into the ETJ and per the terms of the Development Agreement. Based on the terms of the Development Agreement, the acreage within the ETJ will be annexed into the City at future date.
 - Drainage/City. Drainage ponds located within City Property shall be maintained by MUD or HOA.
 - Roads/County. Designated as the Minor Arterial shown on the Concept Plan that is part of the current Caldwell County Master Thoroughfare plan.
 - Construction. Developer shall be designated as either Hillwood or MUD.
- Lift station – force main route
- Conceptual street network
- Conceptual street section
- Conceptual amenity park and trail plan
- Key next steps
 - 10/15/2025: Review City Comments to Hillwood's 3rd Round Development Agreement Submittal
 - 11/6/25: Council Meeting for Consideration and Approval of the Development Agreement

There was discussion.

ITEM 3. ADJOURNMENT

Mayor Pro-Tem Sanchez made a motion to adjourn the meeting. Councilmember Mendoza seconded. The motion passed by a vote of 7-0. The meeting was adjourned at 7:20 p.m.

PASSED and APPROVED this September 15, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

Julie Bowermon
City Secretary

**REGULAR MEETING
LOCKHART CITY COUNCIL**

OCTOBER 21, 2025

6:30 P.M.

CLARK LIBRARY ANNEX-COUNCIL CHAMBERS, 217 SOUTH MAIN STREET, 3RD FLOOR, LOCKHART, TEXAS

Council present:

Councilmember John Castillo
Councilmember Juan Mendoza
Councilmember Jeffry Michelson

Mayor Lew White
Councilmember Brad Westmoreland
Councilmember John Lairsen
Mayor Pro-Tem Angie Gonzales-Sanchez

Staff present:

Joseph Resendez, City Manager
Julie Bowermon, City Secretary
David Fowler, Planning Director
Holy Malish, Economic Development Director

Brad Bullock, City Attorney
Sean Kelley, Public Works Director
Keeli Michna, Finance Director
Daniel Williams, Police Captain

Citizens/Visitors Addressing the Council: Citizens: Paul Rockwood, Talor Burge, Sean Meyer, Ben Hodges, Mr. Llamas, Mario Gutierrez, Don O’Neal, Lydia Castillo, Linda Gamez, Elvira Rivera, resident, Delia Bergo, Anna Marie Castillo Ramos, Kimberly Lopez, Gina Juarez, Rosanna Torres; Will Wachel of TRC; Representative of Sensei; and Megan Carvajal of the Lockhart Chamber of Commerce.

Work Session 6:30 p.m.

Mayor White opened the work session and advised the Council, staff and the audience that staff would provide information and explanations about the following items:

DISCUSSION ONLY

A. PRESENTATION AND DISCUSSION REGARDING PEDESTRIAN AND TRAFFIC SAFETY ON RESIDENTIAL STREETS, INCLUDING EXISTING SIDEWALK INFRASTRUCTURE AND TRAFFIC-CALMING MEASURES.

Mr. Kelley stated that a resident of South Blanco Street contacted the City with concerns about speeding and streets without pedestrian walkways, noting that it creates potential safety risks for people walking with children and pets. The resident asked the City to study traffic speeds, look at options such as speed humps or other calming measures, and consider temporary steps such as signs or radar displays to slow drivers. This request reflects broader community interest in improving pedestrian safety and walkability on residential streets throughout Lockhart, especially in areas without sidewalks. There was discussion about the City’s existing pedestrian sidewalk network, current traffic-calming tools, procedures for evaluating and prioritizing requests, educating the public, and potential next steps for South Blanco Street and similar residential areas.

There was discussion with Captain Williams about traffic enforcement to assist with traffic calming measures.

Mayor White requested the following to address the Council:

Paul Rockwood, 603 S. Blanco, expressed concern about speeding vehicles in his neighborhood, which has prompted his family to choose different walking routes rather than using the sidewalks on Blanco

Street. He requested that the Council look into the next step to slow down traffic speed, such as emergency vehicle safe speed humps and police presence.

Taylor Burge, 406 S. Church, stated that Strong Towns Movement has conducted research about narrowing passage ways for cars to prompt drivers to slow down and be more cautious. She suggested that the Council consider installing bollards in some areas to see if it reduces vehicle speeds.

Mayor White requested additional citizens to address the Council. There were none.

There was discussion.

CONSENSUS: After discussion, the consensus of the Council was to direct police patrol continue speed enforcement and incorporate into the speed list, add visible traffic safety signs, and develop a dedicated webpage about traffic calming requests/comments. Staff will also develop a framework for future council considerations to assist with the volume of traffic requests in new neighborhoods.

B. DISCUSSION REGARDING AGREEMENTS WITH MOTOROLA SOLUTIONS, INC. TO EXTEND THE WARRANTIES FOR THE POLICE DEPARTMENT'S BODY-WORN AND IN CAR CAMERA SYSTEMS, AND AUTHORIZE THE CITY MANAGER TO EXECUTE THE AGREEMENTS.

Police Captain Williams stated that in 2022, the Lockhart Police Department purchased 29 Motorola body-worn cameras at a cost of \$85,260, funded through the Texas Governor's Grant Program for the purchase of body-worn cameras. The grant covered 75% of the cost, with a 25% City match. The purchase included a five-year warranty covering maintenance, repairs, and cloud-based support. In 2023, the Department acquired 25 Motorola in-car camera systems at a cost of \$247,500, funded by the City over five years at \$49,500 per year. The purchase also included a five-year warranty covering maintenance, repairs, and cloud-based support. Motorola Solutions, an authorized vendor under the Texas BuyBoard Cooperative Purchasing Cooperative, has provided proposals to extend both warranties for an additional three years beyond their original coverage terms, locking in current pricing and ensuring continued maintenance, software updates, and storage services under Motorola's Video-as-a-Service program.

- **Body-Worn Cameras:** The extended warranty totals \$72,036 (approximately \$24,012 per year) beginning January 15, 2028, immediately following expiration of the current warranty.
- **In-Car Cameras:** The extended warranty totals \$105,969 over three years, with annual costs of \$54,059 in 2028 and \$25,955 in 2029 and 2030. Coverage begins June 11, 2028.

Both agreements include maintenance, repairs, cloud storage support, and a body-camera refresh at year six (2028). These extensions will ensure reliability and operational readiness of both systems through 2031. If approved, future payments will be incorporated into the Police Department's annual operating budget beginning in FY 2027–28.

C. DISCUSSION REGARDING POSSIBLE REJECTION OF ALL BIDS RECEIVED FOR THE ANIMAL SHELTER IMPROVEMENTS PROJECT AND AUTHORIZE STAFF TO REBID THE PROJECT.

Mr. Wachel stated that eight (8) sealed bids were received on September 11, 2025, for the Animal Shelter Improvements Project, which includes construction of two (2) new 3,000-square-foot pre-engineered metal outdoor kennel sheds with metal canopy panel roofs and related sitework, including approximately 52 square yards of concrete sidewalk.

Additive alternates included:

- **Alternate No. 1:** Remodeling of the existing kennel building;
- **Alternate No. 2:** 1,200-square-foot expansion of the existing pre-engineered kennel building and covered sally port; and
- **Alternate No. 3:** Installation of 1,000 square feet of synthetic grass between the new sheds.

Bids ranged from \$913,661.00 to \$2,700,225.00. The apparent low bidder, 304 Construction, LLC, formally withdrew its bid shortly after bid opening due to an omission of a required project component that was not accounted for in its pricing. Following a detailed review by the City's consulting engineer (TRC Companies) and project architect (Connolly Architects & Consultants), it was determined that the remaining bids exceeded the available project funding. TRC has recommended that City Council consider rejecting all bids and authorizing staff to rebid the project to achieve a more competitive pricing outcome and alignment with available funds. The Animal Shelter Advisory Board reviewed the bid results and was in alignment with the recommendation to rebid the project, focusing on the additive alternates only, including the kennel building remodel and related facility enhancements. Funding for the Animal Shelter Improvements Project totals \$650,000, provided through the City's American Rescue Plan Act (ARPA) allocation.

D. DISCUSS RESOLUTION NO. 2025-35 AUTHORIZING AN ECONOMIC DEVELOPMENT INCENTIVE AGREEMENT WITH SENSEI AG HOLDINGS, INC.

Ms. Malish stated that Sensei AG Holdings, Inc. (Sensei Farms) is an agricultural innovation company that integrates technology with sustainable farming practices to produce fresh fruits and vegetables year-round. Founded in 2018, the company operates advanced greenhouse facilities in Lanai, Hawaii, and Ontario, Canada, supplying regional markets across North America. In September 2025, Sensei acquired a 25-acre site at 1205 Reed Drive in Lockhart, formerly owned by Evergen Equity LLC and previously occupied by Iron Ox. The site includes a 283,000-square-foot greenhouse and related infrastructure. The company plans to invest approximately \$40 million to retrofit and expand the facility for advanced controlled-environment agriculture operations. The site was most recently appraised at \$7.7 million. Under the proposed Economic Development Incentive Agreement, approved by the Lockhart Economic Development Corporation (LEDC), the company will be eligible for a property tax rebate not to exceed \$2 million over ten years, contingent upon performance benchmarks that include creating at least 15 full-time jobs with an annual payroll of \$2 million. The project will promote long-term investment, job creation, and expansion of the City's tax base consistent with Chapters 380, 501, and 505 of the Texas Local Government Code.

Representative of Sensei provided information about the business plan to locate in Lockhart.

RECESS: Mayor White announced that the Council would recess for a break at 7:40 p.m.

ITEM 1. CALL TO ORDER.

Mayor Lew White called the meeting to order at 7:55 p.m.

ITEM 2. INVOCATION, PLEDGE OF ALLEGIANCE.

Mayor White gave the Invocation and led the Pledge of Allegiance to the United States and Texas flags.

ITEM 3. PUBLIC COMMENT.

Mayor White requested citizens to address the Council.

Sean Meyer, 1087 Seawillow Road, expressed concern about funding assistance to the Sensei company. He recommended that the city utilize those funds towards community needs.

Ben Hodges, 501 Ash Street, stated that the downtown revitalization project has negatively impacted downtown businesses. He stated that the downtown businesses would appreciate help, if the city has any assistance to offer.

ITEM 4-A. HOLD A PUBLIC HEARING AND DISCUSSION REGARDING APPLICATION ZC 25-05 BY GIOVANNA LLAMAS, AND DISCUSSION AND/OR ACTION TO CONSIDER ORDINANCE 2025-24 FOR A ZONING CHANGE FROM RMD RESIDENTIAL MEDIUM DENSITY DISTRICT TO CMB COMMERCIAL MEDIUM BUSINESS DISTRICT ON ALL OF LOTS 30, 31, AND 32 AND PART OF LOTS 16, 17, 18, 27, 28, AND 29, BLOCK 2, NAVARRO ADDITION, CONSISTING OF 0.3620 ACRES AND LOCATED AT 312 LAREDO STREET.

Mayor White opened the public hearing at 8:05 p.m.

Mr. Fowler stated that this application is to rezone a 0.362 acres parcel located on the eastern frontage of North Colorado Street between Flores and Laredo Streets from RMD Residential Medium Density District to CMB Commercial Medium Business District. The applicant plans to potentially place a small restaurant with drive-in service on the site. The site exceeds the minimum lot size for the proposed RMD zoning district. The site previously had a house which was vacant at the time of application and has since been demolished. The site is within the Local Corridor Designation in the Lockhart Looking Forward comprehensive plan, and retail and restaurant are considered appropriate uses in the Plum Creek District in which the site is located. The site has adequate water and wastewater service, as well as roadway access. The Planning and Zoning Commission recommended approval.

Mayor White requested the applicant to address the Council.

Mr. Llamas, 350 Old Luling Road, stated that he does not currently have a specific plan for the use of the property. He requested that it be zoned commercial so that he can decide what type of business to establish.

Mayor White requested citizens in favor of the proposed zoning change to address the Council.

Mario Gutierrez, 1207 Aransas, spoke in favor of the zoning change. He stated that he and the applicant were born and raised in Lockhart. He spoke positively about the applicant and requested approval of the zoning change.

Don O'Neal, FM 672, spoke in favor of the zoning change. He stated that he believes that the applicant will build a suitable business for the neighborhood/community.

Mayor White requested citizens against the proposed zoning change to address the Council.

Lydia Castillo, 213 Laredo Street, stated that she is against the zoning change. She stated that she believes that the lot is too small for a business. She expressed concern about the lack of adequate parking, large truck supply deliveries, dumpster truck noise, and traffic safety. She requested denial of the proposed zoning change.

Linda Gamez, Austin, spoke against the proposed zoning change. She expressed concern about another business on the small lot in the neighborhood.

Elma Rivera, 415 Laredo Street, spoke against the proposed zoning change. She expressed concern about traffic congestion and public safety. She spoke against a business being built on the lot.

Resident stated that he does not believe that the lot is large enough to build a business. He expressed concern about traffic congestion.

Delia Bergo, Pasadena, Texas, expressed concern about traffic congestion, public safety and spoke against a business being built on the lot.

Anna Marie Castillo Ramos, Kyle, stated that she is speaking on behalf of her mother who resides on Laredo Street. She expressed concern about public safety, traffic congestion and about a business being built in the neighborhood.

Kimberly Lopez, 413 Flores, expressed concern about traffic congestion, public safety and about a business being built in the small residential neighborhood.

Gina Juarez, 413 Flores, spoke against the zoning change. She expressed concern about traffic congestion, public safety and large delivery trucks creating a traffic hazard.

Rosanna Torres, 509 Flores, spoke against the zoning change. She expressed concern about traffic congestion.

Mayor White requested additional citizens to address the Council. There were none. He closed the public hearing at 8:45 p.m.

There was discussion.

Councilmember Lairsen made a motion to approve Ordinance 2025-24, as presented. Councilmember Castillo seconded. The motion passed by a vote of 5-2, with Mayor White and Mayor Pro-Tem Sanchez opposing.

ITEM 4-B. HOLD A PUBLIC HEARING AND DISCUSSION AND OR/ACTION REGARDING ORDINANCE 2025-25 AMENDING CHAPTER 64 "ZONING" AND CHAPTER 18 "ENVIRONMENT" OF THE LOCKHART CODE OF ORDINANCES, AS FOLLOWS: AMEND CHAPTER 64 "ZONING", ARTICLE VII "ZONING DISTRICTS AND STANDARDS" SECTION 64-197, "REGULATIONS COMMON TO ALL OR SEVERAL DISTRICTS" TO ADD A NEW SUBSECTION (K) "RESIDENTIAL NOISE STANDARDS." AMEND CHAPTER 18 "ENVIRONMENT," ARTICLE II "NOISE" SECTION 18 26, "UNREASONABLE NOISE PROHIBITED" TO ADD A REFERENCE TO THE PERMITTED RESIDENTIAL AND NONRESIDENTIAL NOISE LEVELS LISTED IN CHAPTER 64.

Mayor White opened the public hearing at 8:55 p.m.

Mr. Fowler stated that the City's noise ordinance affecting nonresidential uses was most recently amended in November 2024. While the current noise ordinance covers noises heard in residential areas originating from commercial and industrial uses, it does not cover noise originating from residential properties. The

proposed amendment to Chapter 64, Zoning, is designed to eliminate this omission, by regulating allowable noise levels originating from residential uses. The proposed amendment would set the allowed noise levels perceived in residentially-zoned areas to match the allowed levels originating from nonresidential areas. The proposed amendment also includes a smaller amendment to Chapter 18, Environment which sets the noise levels delineated in Chapter 64 as the reference for noise enforcement in that chapter as well. The Planning and Zoning Commission recommended approval. There was discussion.

Councilmember Castillo made a motion to approve Ordinance 2025-25, as presented. Councilmember Michelson seconded. The motion passed by a vote of 5-2, with Mayor Pro-Tem Sanchez and Councilmember Lairsen opposing.

ITEM 5-A. DISCUSSION AND/OR ACTION AUTHORIZING AGREEMENTS WITH MOTOROLA SOLUTIONS, INC. TO EXTEND THE WARRANTIES FOR THE POLICE DEPARTMENT'S BODY-WORN AND IN-CAR CAMERA SYSTEMS, AND AUTHORIZE THE CITY MANAGER TO EXECUTE THE AGREEMENTS.

Councilmember Michelson made a motion to approve agreements with Motorola Solutions, Inc., as presented. Councilmember Westmoreland seconded. The motion passed by a vote of 7-0.

ITEM 5-B. DISCUSSION AND/OR ACTION TO ALL BIDS RECEIVED FOR THE ANIMAL SHELTER IMPROVEMENTS PROJECT AND AUTHORIZE STAFF TO REBID THE PROJECT.

Mayor Pro-Tem Sanchez made a motion to approve rejection of all bids received for the Animal Shelter Improvements project, as presented. Councilmember Castillo seconded. The motion passed by a vote of 7-0.

ITEM 5-C. DISCUSSION AND/OR ACTION REGARDING RESOLUTION NO. 2025-35 AUTHORIZING AN ECONOMIC DEVELOPMENT INCENTIVE AGREEMENT WITH SENSEI AG HOLDINGS, INC.

Councilmember Lairsen made a motion to approve Resolution 2025-35, as presented. Councilmember Westmoreland seconded. The motion passed by a vote of 6-1, with Councilmember Castillo opposing.

ITEM 6. CITY MANAGER'S REPORT, PRESENTATION AND POSSIBLE ACTION

- Fall bulk pickup day 2025 is scheduled for October 25, 2025.
- Preparations are underway for the Texas Monthly BBQ Fest, which is taking place November 1-2, 2025.
- Operating days for the Splash Pads have been extended to November 2, 2025.
- Reminder: there will not be a City Council meeting on the first Tuesday of November. The meeting has been moved to Thursday, November 6, 2025.

ITEM 7. COUNCIL AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST

Councilmember Mendoza thanked Library staff for hosting the successful Comic Con event.

Mayor Pro-Tem Sanchez expressed condolences to families that have lost a loved one. She encouraged everyone to be safe during Halloween. She thanked Pastor Fritz Williams for his dedication to the community.

Councilmember Lairsen encouraged everyone to be safe during Halloween. He reminded everyone to vote.

Councilmember Castillo expressed condolences to families that have lost a loved one. He encouraged everyone to keep up with their health. He congratulated the Lockhart Lion Cross Country team for their athletic accomplishments.

Councilmember Michelson congratulated Coach Hippensteel for the Lockhart Lion Cross Country team athletic accomplishments. He reminded everyone about the Barbecue Festival next weekend. He encouraged everyone to be safe during Halloween.

Councilmember Westmoreland congratulated the Lockhart Roaring Lion Band for winning first in the Regional competition.

Mayor White expressed condolences to the family of Mary Leal for their loss. He congratulated St. John's Colony for their successful event. He thanked the downtown businesses for their patience during the downtown revitalization construction. He encouraged everyone to attend the Texas Monthly Barbecue Festival.

Mr. Bullock reminded Mayor that the public hearing about the noise levels was not officially closed. He also recommended that since the public hearing was not officially closed, a citizen be given the opportunity to address the Council about the topic.

ITEM 4-B. HOLD A PUBLIC HEARING AND DISCUSSION AND OR/ACTION REGARDING ORDINANCE 2025-25 AMENDING CHAPTER 64 "ZONING" AND CHAPTER 18 "ENVIRONMENT" OF THE LOCKHART CODE OF ORDINANCES, AS FOLLOWS: AMEND CHAPTER 64 "ZONING", ARTICLE VII "ZONING DISTRICTS AND STANDARDS" SECTION 64-197, "REGULATIONS COMMON TO ALL OR SEVERAL DISTRICTS" TO ADD A NEW SUBSECTION (K) "RESIDENTIAL NOISE STANDARDS." AMEND CHAPTER 18 "ENVIRONMENT," ARTICLE II "NOISE" SECTION 18 26, "UNREASONABLE NOISE PROHIBITED" TO ADD A REFERENCE TO THE PERMITTED RESIDENTIAL AND NONRESIDENTIAL NOISE LEVELS LISTED IN CHAPTER 64.

Mayor White requested citizens to address the Council against the noise levels.

Don O'Neal, 542 FM 672, spoke against the decibel levels that were adopted. He stated that by adopting the decibel levels as noted in the Ordinance, the Council banned everyone from mowing their lawns or even speaking out loud on their front porch. He stated that the levels that were adopted are very low. He recommended that the Council adjust the decibel levels as listed in the Ordinance.

Mayor White requested additional citizens to address the Council. There were none. He closed the public hearing at 9:25 p.m.

There were no additional action.

EXECUTIVE SESSION

Mayor White announced that the Council would enter Executive Session at 9:30 p.m. to discuss items 8A, 8B, 8C and 9A, as listed below.

ITEM 8. EXECUTIVE SESSION ACCORDANCE WITH THE PROVISIONS OF THE GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.087 TO DELIBERATE OR FOR DISCUSSION REGARDING COMMERCIAL OR FINANCIAL INFORMATION THAT THE GOVERNMENTAL BODY HAS RECEIVED FROM BUSINESS PROSPECT(S) THAT THE GOVERNMENTAL BODY SEEKS TO HAVE LOCATE, STAY, OR EXPAND IN OR NEAR THE TERRITORY OF THE GOVERNMENTAL BODY AND WITH WHICH THE GOVERNMENTAL BODY IS CONDUCTING ECONOMIC DEVELOPMENT NEGOTIATIONS; OR TO DELIBERATE THE OFFER OF A FINANCIAL OR OTHER INCENTIVE TO A BUSINESS PROSPECT, AND EXECUTIVE SESSION IN ACCORDANCE WITH THE PROVISIONS OF GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.071, PRIVATE CONSULTATION WITH ATTORNEY TO SEEK LEGAL ADVICE ABOUT MATTERS SUBJECT TO THE ATTORNEY CLIENT PRIVILEGE:

- A. Discussion regarding municipal and economic development corporation authority to make certain expenditures in support of economic development and revitalization efforts.
- B. Discussion regarding proposed amendments of the Seawillow Ranch Project Development Agreement and associated districts, facilities, infrastructure, amenities and roadway improvements.
- C. Discussion regarding economic development negotiations with Projects CA-242.

ITEM 9. EXECUTIVE SESSION IN ACCORDANCE WITH THE PROVISIONS OF THE GOVERNMENT CODE, TITLE 5, SUBCHAPTER D, SECTION 551.074 - TO DELIBERATE THE APPOINTMENT, EMPLOYMENT, EVALUATION, REASSIGNMENT, DUTIES, DISCIPLINE, OR DISMISSAL OF A PUBLIC OFFICER OR EMPLOYEE.

- A. Conduct annual City Attorney's evaluation.

ITEM 10. OPEN SESSION.

Mayor White announced that the Council would enter Open Session at 11:05 p.m.

ITEM 10-B. DISCUSSION AND/OR ACTION REGARDING PROPOSED AMENDMENTS OF THE SEAWILLOW RANCH PROJECT DEVELOPMENT AGREEMENT AND ASSOCIATED DISTRICTS, FACILITIES, INFRASTRUCTURE, AMENITIES AND ROADWAY IMPROVEMENTS.

No action taken.

ITEM 10-C. DISCUSSION AND/OR ACTION REGARDING ECONOMIC DEVELOPMENT NEGOTIATIONS WITH PROJECTS CA-242.

No action taken.

ITEM 10-D. DISCUSSION AND/OR ACTION REGARDING ANNUAL CITY ATTORNEY'S EVALUATION.

No action taken.

ITEM 10-A. DISCUSSION REGARDING MUNICIPAL AND ECONOMIC DEVELOPMENT CORPORATION AUTHORITY TO MAKE CERTAIN EXPENDITURES IN SUPPORT OF ECONOMIC DEVELOPMENT AND REVITALIZATION EFFORTS.

Mayor White requested the following to address the Council:

Taylor Burge, 406 South Church, expressed concern about the decreased business/income of the downtown businesses during the construction of the downtown revitalization project. She stated that the

businesses have exhausted their efforts to bring tourism back to the community. The downtown businesses request that the city/Council work with and include the businesses in future tourism recruitment efforts.

Don ONeal, 542 FM 672, expressed concern about downtown businesses closing because of the lack of visitors during the downtown revitalization construction. He suggested that the downtown businesses be included in the city's tourism recruitment efforts.

Megan Carvajal, Lockhart Chamber of Commerce, encouraged city staff and City Council to include the Lockhart Chamber with tourism recruitment efforts.

CONSENSUS: After discussion, the consensus of the Council was that the Economic Development Department will assist businesses through digital and print advertising for the downtown area, explore banner ideas to advertise "shop downtown", explore regional print and digital advertising, and explore the direction from an advertisement agency.

Mayor White invited input from the local businesses.

ITEM 11. ADJOURNMENT

Mayor Pro-Tem Sanchez made a motion to adjourn the meeting. Councilmember Mendoza seconded. The motion passed by a vote of 7-0. The meeting was adjourned at 11:26 p.m.

PASSED and APPROVED this September 15, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

Julie Bowermon
City Secretary

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discussion and/or action regarding the Amendment to the Electric Line Easement and Right-of-Way with LCRA Transmission Services Corporation affecting City-owned property located at 700 Carver Street and 1505 E. Market Street, and authorize the City Manager to execute the amendment and all other necessary documents. *(tabled from the August 18, 2026 Council meeting)*

ORIGINATING DEPARTMENT AND CONTACT: Public Works - Sean Kelley

ACTION REQUESTED: Other

BACKGROUND/SUMMARY/DISCUSSION:

Presentation: Presentation by LCRA regarding upcoming improvements to the existing T100 Lockhart-to-Mendoza transmission line.

Council Agenda Item Consideration postponed from August 18, 2026: LCRA Transmission Services Corporation (LCRA TSC) is making improvements to the T100 Lockhart-to-Mendoza electric transmission line. As part of the project, LCRA TSC has requested an amendment to an existing electric transmission line easement affecting City-owned properties located at 700 Carver Street and 1505 E. Market Street.

The original electric line easement dates back to August 1, 1925. The proposed amendment would allow LCRA to replace the existing transmission infrastructure and clarify its authority to place permanent poles, towers, or other supporting structures within the existing easement area. The amendment would also allow LCRA to permit joint use or occupancy of the easement by another person or legal entity. All other provisions of the original easement would remain in effect.

An appraisal prepared by LCRA's appraiser concluded that the market value of the amended easement rights is \$7,395.00, with no damages to the remainder of the property. LCRA TSC has offered the City \$9,983.25, which includes an additional 35 percent above the appraised value, as total compensation for the amended easement rights.

PROJECT SCHEDULE (if applicable):

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

City of Lockhart, Texas

Council Agenda Item Cover Sheet

Account Name:

FISCAL NOTE (if applicable):

PREVIOUS COUNCIL ACTION:

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff respectfully recommends approval of the amendment to the electric line easement and right-of-way with LCRA Transmission Services Corporation, accept compensation in the amount of \$9,983.25, and authorize the City Manager to execute the necessary documents.

LIST OF SUPPORTING DOCUMENTS: LCRA Initial Offer Letter, Electrical Easement Amendment, and Appraisal Summary



LCRA TRANSMISSION SERVICES CORPORATION

INITIAL OFFER LETTER

July 1, 2026

Via Certified Mail, Return Receipt Requested and First-Class Mail

The City of Lockhart, Texas
PO Box 239
Lockhart, Texas 78644, USA

Re: LCRA Transmission Services Corporation's T100 Lockhart to Mendoza
Project, Caldwell County, Texas; Parcel ID 055_34074

Dear Landowner,

LCRA Transmission Services Corporation (LCRA TSC), a Texas nonprofit corporation, is committed to the safe and efficient operation of our electric transmission infrastructure. As part of this work, LCRA TSC will perform an overhaul on the T100 Lockhart to Mendoza transmission line and has determined it needs to amend certain easement rights over property in which you have an interest in Caldwell County, Texas. This time-sensitive letter is to extend an offer to compensate you for those easement rights.

At this time, LCRA TSC offers to purchase the amended easement rights for \$9,983.25, which includes a payment of 35 percent over the appraisal value. **This is a total offer that includes all compensation due to you. The offer is based on an appraisal of the property that includes damages to the remainder, if any, and was prepared by a certified appraiser certified to practice as a certified general appraiser under Chapter 1103, Occupations Code. Based on the appraisal, the total value of the rights is \$7,395.00.** The amount offered does not represent LCRA TSC's opinion of the value of the amended easement rights, but is an attempt to expedite the easement acquisition process for this project.

To take advantage of this offered amount, you must accept this offer within 33 days from the date of this letter. We will consider this offer accepted when the enclosed conveyance document(s) has/have been fully executed by each person/entity who owns an interest in the property, properly notarized by all individuals/entities, and returned to me along with the completed W-9 form(s). If I have not received the fully

executed documents by such deadline, the offer will be considered to have been rejected. A return envelope is included in this packet for your convenience.

This offer is contingent upon you obtaining a consent and joinder or a subordination document for any outstanding liens, judgments or other encumbrances as required by LCRA TSC. This offer is contingent upon all interest owners in the property, including spouses joining in a pro forma capacity, executing the enclosed documents and agreeing in writing on how the consideration should be allocated among the interest owners.

You have a right to discuss this offer or any agreement reached regarding LCRA TSC's acquisition with others or to keep the offer or any agreement confidential, unless the offer or agreement is subject to Chapter 552, Texas Government Code. In accordance with Section 21.0113(b)(1)(A) of the Texas Property Code, LCRA TSC is providing a copy of the Texas Landowner's Bill of Rights. This document includes information about landowner rights and options as provided by the law but should not be considered legal advice from LCRA TSC.

If you have any questions about the project or the enclosed documents, please do not hesitate to contact me at (830) 857-6365 or via email at steven.carroll@trccompanies.com. You may also contact Susan Eschenburg, a representative and employee of LCRA TSC, at (512) 636-2000 or via email at Susan.Eschenburg@LCRA.org. Thank you for your ongoing cooperation and for your prompt consideration of this offer.

Sincerely,

Steven Carroll
Senior Right-of-Way Agent
TRC Companies

Enc: Amendment Document; W-9 Form; Texas Landowner's Bill of Rights; Appraisal;
Self-addressed Envelope; Prior Appraisals (if any).

1. GRANTEE shall have the right to place any number of poles, towers, or other ground-based support structures permanently on the EASEMENT PROPERTY. Such structures may be made of concrete, steel, or any other materials.
2. GRANTEE shall have the right to license, permit, or otherwise agree to the joint use or occupancy of the EASEMENT PROPERTY by any other person or legal entity for the purposes set out herein.

All terms of the PRIOR EASEMENT are hereby ratified and shall remain in full force and effect, as amended hereby, and nothing herein shall be construed as depriving GRANTEE of any rights obtained in the PRIOR EASEMENT except as specifically set out herein.

GRANTOR warrants and shall forever defend the Amendment to Electric Easement and Right-of-Way to GRANTEE against anyone lawfully claiming or to claim the EASEMENT PROPERTY or any part thereof.

(Signatures on the following pages)

Tract No. 055_34074
4900-5810-5243, v. 1

GRANTOR:

The City of Lockhart, Texas

By: _____
Name: _____
Title: _____

ACKNOWLEDGMENT

STATE OF _____ §
COUNTY OF _____ §

This instrument was acknowledged before me on this _____ day of _____, 20__, by
_____ the _____
of the City of Lockhart, Texas, on behalf of the city.

Notary Public, State of _____

GRANTEE:
LCRA Transmission Services Corporation
a Texas non-profit corporation

By: _____
Mark Sumrall
Authorized Agent

ACKNOWLEDGMENT

STATE OF TEXAS §
 §
COUNTY OF TRAVIS §

This instrument was acknowledged before me on this ____ day of _____, 20____, by Mark Sumrall, Authorized Agent of LCRA Transmission Services Corporation, a Texas non-profit corporation, on behalf of said corporation.

Notary Public, State of Texas

After recording, return to:
LCRA Transmission Services Corporation
c/o Lower Colorado River Authority
P. O. Box 220
Austin, Texas 78767-0220
Attn: Susan Eschenburg

CBRE VALUATION & ADVISORY SERVICES

APPRAISAL REPORT

CITY OF LOCKHART_055_34074

1505 E MARKET STREET

LOCKHART, TEXAS 78644

CBRE GROUP, INC. FILE NO. CB26US000241-34

LOWER COLORADO RIVER AUTHORITY (LCRA)

CBRE

VALUATION & ADVISORY SERVICES



2800 Post Oak Boulevard, Suite 500
Houston, Texas 77056
T (713) 577-1600
www.cbre.com

April 22, 2026

Mr. Josh Williams
Senior Category Buyer
Lower Colorado River Authority (LCRA)
3505 Montopolis Dr
Austin, Texas 78744

RE: Project: LCRA T100 Lockhart-Mendoza Project
Client Parcel: City of Lockhart_055_34074
1505 E Market Street
Lockhart, Caldwell County, Texas
CBRE, Inc. File No. CB26US000241-34

Dear Mr. Williams:

At your request and authorization, CBRE, Inc. has prepared an appraisal of the market value of the referenced property. Our analysis is presented in the following Appraisal Report.

The Subject is a 36.74 acre, or 1,600,394 square foot tract of improved land located at 1505 E Market Street in Lockhart within Caldwell County, Texas. The legal description of the Subject is as follows: 36.74-acre tract of land situated in the Byrd Lockhart Survey, Abstract No. 17, Caldwell County, Texas.

The Lower Colorado River Authority (LCRA) intends to amend the rights within the existing permanent electric transmission line easement that traverses through the Subject. The purpose of the amendment is to replace the existing structure within the existing easement. As mentioned, the Subject is an improved tract of land along with supporting accessory and site improvements. The main improvements are not considered to be impacted by the amendment to the easement area. As stated in the Extraordinary Assumptions, after construction is complete any site improvements impacted by the replacement of the existing structure within the existing easement area will be restored after construction by the Client. Therefore, the site will be valued as a vacant tract of land and no improvements will be valued herein.

Based on the analysis contained in the following report, the appraiser's opinion of total compensation is concluded as follows:

CONCLUDED MARKET VALUE		
Whole Property	\$2,667,577	
Part to be Acquired		\$7,395
Remainder Before Consideration of Damages	\$2,660,182	
Remainder After Consideration of Damages	\$2,660,182	
Net Damages or Enhancements		\$0
Total Compensation		\$7,395

The report, in its entirety, including all assumptions and limiting conditions, is an integral part of, and inseparable from, this letter. The following appraisal sets forth the most pertinent data gathered, the techniques employed, and the reasoning leading to the opinion of value. The analyses, opinions and conclusions were developed based on, and this report has been prepared in conformance with, the guidelines and recommendations set forth in the Uniform Standards of Professional Appraisal Practice (USPAP), and the requirements of the Code of Professional Ethics and Standards of Professional Appraisal Practice of the Appraisal Institute.

The appraisal problem, as applied to the subject, is to determine the property's market value. "Market Value is the price which the property would bring when it is offered for sale by one who desires, but is not obligated to sell, and is bought by one who is under no necessity of buying it, taking into consideration all of the uses to which it is reasonably adaptable and for which it either is or in all reasonable probability will become available within the reasonable future." City of Austin v. Cannizzo, 267 S.W.2d 808 (Tex. 1954)

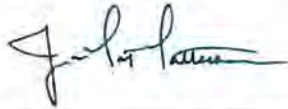
The intended use and user of our report are specifically identified in our report as agreed upon in my contract for services and/or reliance language retained in the appraiser's workfile. As a condition to being granted the status of an intended user, any intended user who has not entered into a written agreement with CBRE in connection with its use of our report agrees to be bound by the terms and conditions of the agreement between CBRE and the client who ordered the report. No other use or user of the report is permitted by any other party for any other purpose. Dissemination of this report by any party to any non-intended users does not extend reliance to any such party, and CBRE will not be responsible for any unauthorized use of or reliance upon the report, its conclusions, or contents (or any portion thereof).

The report is not the appraisal but is the reporting of the appraisal to the named client or named intended user. Anyone else who attempts to rely on an appraisal report that is not a named user may be misled by the report. If you are not the client, you have no way of knowing if a later appraisal was done that replaces this report. Any changes will result in a different report date. Accordingly, this document may no longer contain the appraisers' opinions. Any subsequent reports, with a later report date, voids this document even to the client or intended user.

It has been a pleasure to assist you in this assignment. If you have any questions concerning the analysis, or if CBRE can be of further service, please contact us.

Respectfully submitted,

CBRE - VALUATION & ADVISORY SERVICES



Jim Patterson, R/W-AC
Executive Vice President
1336482-CG



Ryan A. King
Senior Vice President
1381454-CG

Subject Aerial with Existing Easement Area Overlay

The aerial image below outlines the Whole Property in yellow and the existing electric transmission line easement area in blue. The image and outlines below are presented merely to assist the reader in visualizing the properties and is not a legal representation or considered to represent a survey of the Subject or existing easement area.



Executive Summary

INTRODUCTION		
Date of the Report	April 22, 2026	
Effective Date	January 23, 2026	
Client	Lower Colorado River Authority (LCRA)	
Client Project Name	LCRA T100 Lockhart-Mendoza Project	
Parcel/Client Reference	City of Lockhart_055_34074	
Subject Location	1505 E Market Street Lockhart, Caldwell County, TX	
Owner	City of Lockhart	
Legal Description	36.74-acre tract of land situated in the Byrd Lockhart Survey, Abstract No. 17, Caldwell County, Texas	
Property Rights Appraised	Fee Simple Estate subject to existing encumbrances	
Rights Being Acquired	Easement	
Current Use of Subject	City Facilities (Sports Complex, Park Land, Fire Training Field, Old City Dump)	
Highest and Best Use		
As Vacant	Mixture of Uses	
As Improved	Not Applicable	
of Acquisition	As part of the Whole Property	
Estimated Exposure Time	6 - 12 Months	
LAND AREAS		
Whole Property		
Fee Land Area	34.80 AC	1,515,878 SF
Existing Electric Transmission Line Easement	1.94 AC	84,516 SF
Total Whole Property	36.74 AC	1,600,394 SF
Part Acquired		
Existing Electric Transmission Line Easement Amendment	1.94 AC	84,516 SF
Total Acquired in Easement	1.94 AC	84,516 SF
Remainder Property		
Fee Land Area Remaining	34.80 AC	1,515,878 SF
Existing Electric Transmission Line Easement Amendment	1.94 AC	84,516 SF
Remainder Total Size	36.74 AC	1,600,394 SF
CONCLUDED MARKET VALUE		
Whole Property	\$2,667,577	
Part to be Acquired		\$7,395
Remainder Before Consideration of Damages	\$2,660,182	
Remainder After Consideration of Damages	\$2,660,182	
Net Damages or Enhancements		\$0
Total Compensation		\$7,395

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discussion and/or action to consider Resolution 2026-35 adopting the 2026 Compensation Study prepared by Evergreen Solutions, LLC and authorizing implementation of the recommendations contained therein.

ORIGINATING DEPARTMENT AND CONTACT: Administration - Joseph Resendez

ACTION REQUESTED: Resolution

BACKGROUND/SUMMARY/DISCUSSION: In April 2026, the City engaged Evergreen Solutions, LLC to conduct a compensation study and market refresh of the City's existing pay plans. The study evaluated the City's General Employee, Police, and Fire compensation structures, employee salary placement and progression, internal equity, and the City's competitive position relative to comparable public-sector employers. The City previously engaged Evergreen in 2020 for a comprehensive Classification and Compensation Study. The 2026 engagement was more limited in scope and focused on refreshing compensation and market data and developing recommendations for the City's existing compensation plans.

Preliminary study information was presented to City Council during FYE 2027 Budget Workshop III on July 22, 2026. Evergreen presented its completed analysis and recommendations to Council on September 1, 2026. The study found that the City's salary ranges were approximately 21.3 percent below the peer market average at the minimum, 19.1 percent below at the midpoint, and 17.8 percent below at the maximum. The analysis also found that market competitiveness varied significantly by classification and employee group, supporting targeted adjustments rather than a uniform Citywide increase.

For General Employees, Evergreen recommends maintaining the City's existing open-range compensation structure while adjusting selected classifications to appropriate pay grades based on market position and internal equity. For implementation, Evergreen recommends a Hybrid Parity methodology that provides full credit for years in an employee's current classification and 25 percent credit for other years of City service. General Employee adjustments are generally limited to a minimum of 3 percent and maximum of 12 percent, except when an additional adjustment is necessary to bring an employee to the minimum of the newly assigned pay range.

The proposed resolution would formally adopt the 2026 Compensation Study and authorize implementation of its recommendations consistent with funding included in the FYE 2027 Budget. Updated Police and Fire Civil Service pay plans resulting from the study will be considered separately by City Council through ordinance.

PROJECT SCHEDULE (if applicable):

City of Lockhart, Texas

Council Agenda Item Cover Sheet

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): Funding for implementation is included in the adopted FYE 2027 Budget.

PREVIOUS COUNCIL ACTION: July 22, 2026 – City Council received a preliminary update on the compensation study during FYE 2027 Budget Workshop III.

September 1, 2026 – Evergreen Solutions presented the 2026 Compensation Study and market refresh findings and recommendations to City Council.

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff recommends approval of Resolution 2026-35 adopting the 2026 Compensation Study prepared by Evergreen Solutions, LLC and authorizing implementation of the recommendations contained therein.

LIST OF SUPPORTING DOCUMENTS: Res 2026-35 Compensation Plan, Evergreen Compensation Study - 2026

RESOLUTION NO. 2026-35

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS ADOPTING THE STUDY PREPARED BY EVERGREEN SOLUTIONS, LLC AS THE 2026 COMPENSATION STUDY FOR THE CITY OF LOCKHART, TEXAS FINAL REPORT; AND AUTHORIZING EXPENDITURES UNDER THE 2026-2027 BUDGET TO BE MADE PURSUANT TO SUCH STUDY

WHEREAS, the City Council of the City of Lockhart desires to help ensure that employees of the City are afforded adequate benefits, compensation, and working conditions so that such employees are motivated to remain employed by the City and the City maintains a competitive position in the labor market; and

WHEREAS, Section 4.01 of the Lockhart Home Rule Charter provides that it shall be the duty of the City Manager to appoint, fix compensation, and when necessary for the welfare of the city, remove any employee of the city, except as otherwise provided by the Charter; and

WHEREAS, during the FY 2025-2026 budget process the City Council identified a need for an employee compensation study and market refresh to determine competitive pay and benefits for its employees; and

WHEREAS, the Lockhart City Council authorized a one-time expenditure for a compensation study in the Fiscal Year 2025-2026 Budget, and Evergreen Solutions, LLC of Tallahassee, Florida was retained to conduct that study; and

WHEREAS, the study has been completed and the Lockhart City Council desires to accept it as the “2026 Compensation Study for the City of Lockhart, Texas Final Report;”

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS that:

1. The study prepared by Evergreen Solutions, LLC is adopted as the as the “2026 Compensation Study for the City of Lockhart, Texas Final Report,” (“the Study”).
2. In fulfilling his duties under the Charter, the City Manager may implement recommendations within the Study and make compensation adjustments as reflected in the FY 26-27 Budget, which shall take effect on the pay period beginning on October 1, 2026.
3. Each job position of the City of Lockhart shall be assigned to a classified grade level within the compensation plan. The compensation plan shall specify an entry and maximum level, or step with an hourly wage or salary, within each pay grade for each classification. The City Council as part of its annual budget process will consider the allocation of funds for pay plan adjustments to the compensation pay plan.

4. Compensation and salary adjustments for civil service employees shall be governed by Chapter 143 of the Texas Local Government Code, to the extent those requirements are different from the City's compensation and pay increase policy.
5. The Study may be amended, as circumstances require, through changes recommended by the Human Resources/Civil Service Director and authorized by the City Manager.

APPROVED AND ADOPTED on this, the 15th day of September 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

APPROVED AS TO FORM:

Julie Bowermon, City Secretary

Brad Bullock, City Attorney



Evergreen Solutions, LLC

COMPENSATION STUDY FINAL REPORT FOR THE CITY OF LOCKHART, TX

September 4, 2026



TABLE OF CONTENTS

	PAGE
01 INTRODUCTION	1-1
1.1 Study Methodology	1-1
1.2 Report Organization	1-3
02 ASSESSMENT OF CURRENT CONDITIONS	2-1
2.1 Analysis of Pay Plans	2-1
2.2 Grade Placement Analysis	2-4
2.3 Quartile Analysis	2-7
2.4 Compression Analysis	2-10
2.5 Summary	2-13
03 MARKET SURVEY RESULTS	3-1
3.1 Salary Data and Analysis	3-2
3.2 Summary	3-8
04 RECOMMENDATIONS	4-1
4.1 Compensation Recommendations	4-1
4.2 Compensation and Classification Administration	4-9
4.3 Summary	4-19

01 INTRODUCTION



01 INTRODUCTION

The City of Lockhart, Texas (“the City”), in alignment with its commitment to attracting and retaining a high-quality workforce, identified the need to review and update its compensation system for employees. The goal of this initiative was to ensure that the City’s compensation practices remain responsive to organizational needs, promote equitable pay, and support a competitive position within the broader labor market.

In the first half of 2026, the City engaged Evergreen Solutions, LLC (“Evergreen”) to conduct a comprehensive compensation study. The engagement was designed to evaluate the City’s existing compensation structures and employee salary relationships, assess internal and external equity, and develop recommendations to strengthen the City’s competitive position and support the effective administration of compensation over time.

Internal equity refers to the fairness and consistency of compensation relationships among employees within an organization. As part of this study, Evergreen reviewed employee salary placement, salary progression, tenure relationships, compression, and other internal compensation factors to assess how effectively employees are positioned within the City’s existing pay structures. This analysis provides an important perspective on whether compensation practices appropriately recognize differences in employee experience and progression while maintaining reasonable salary relationships across the organization.

External equity, in contrast, considers how the City’s compensation compares with that offered by relevant peer organizations in the external labor market. This component of the study evaluated the City’s pay levels relative to comparable public-sector employers and considered whether existing compensation structures support the City’s ability to recruit and retain qualified employees.

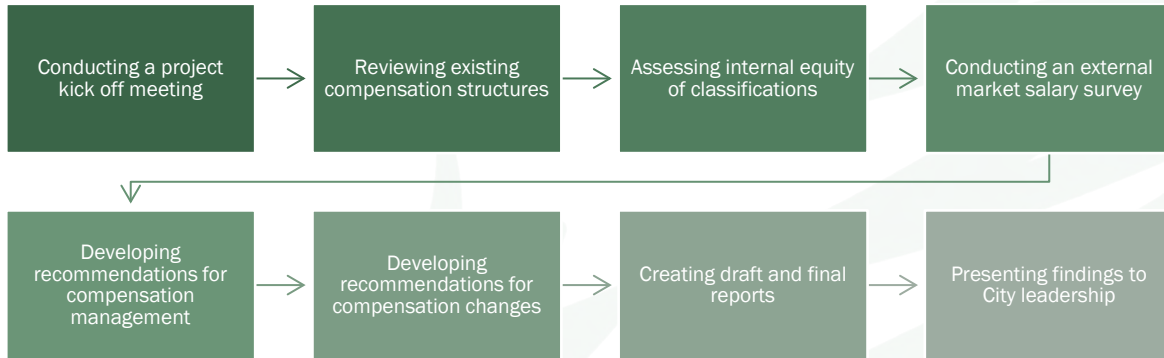
The findings and recommendations presented in this report are intended to provide the City with a comprehensive framework for strengthening the competitiveness, equity, and long-term sustainability of its compensation program. In addition to evaluating current conditions, the study provides guidance regarding appropriate compensation structures, employee salary placement, and ongoing compensation administration to help the City respond effectively to changing workforce and labor market conditions.

STUDY METHODOLOGY

Evergreen utilized a combination of quantitative and qualitative analyses to develop evidence-based recommendations intended to promote both internal equity and external competitiveness within the City’s compensation practices. It is important to recognize that all data collected and analyzed as part of this study represents a snapshot in time. Labor market conditions and compensation practices among peer organizations will continue to evolve following completion of the study.

As a result, Evergreen recommends that the City regularly monitor compensation movement among relevant peer organizations and conduct targeted market reviews as needed to maintain awareness of changing external pay practices. A comprehensive compensation study is recommended approximately every three to five years to reassess the City’s overall market position, evaluate internal compensation relationships, and identify any adjustments necessary to maintain an equitable and competitive compensation program.

Key components of the study included:



Kickoff Meeting

A project kickoff meeting was held to discuss the City's compensation history, establish the goals and objectives of the study, confirm the project work plan, and initiate the data collection process. Relevant materials necessary to support the compensation analysis were gathered, including current pay plans, employee compensation data, organizational information, and other supporting documentation.

Assessment of Current Conditions

An analysis was conducted to evaluate the City's existing compensation structures and employee salary data at the time the study commenced. The City's General, Police, and Fire pay plans were reviewed to assess their overall design and structure. Employee salary placement, progression through the applicable pay structures, years of service, and other relevant internal compensation relationships were also examined. This phase of the study provided a baseline understanding of the City's existing compensation practices and identified areas requiring further consideration as recommendations were developed.

Salary Survey

A customized external market analysis was completed to evaluate the City's competitive position relative to comparable public-sector employers. Benchmark positions were identified and matched, where possible, to comparable positions within the selected peer organizations. Salary range information was collected and analyzed to determine how the City's existing compensation levels compared with the external market. The results of this analysis provided insight into the City's overall market position as well as differences in competitiveness among individual benchmark positions.

Recommendations

Based on the assessment of current conditions, external market analysis, and review of internal compensation relationships, Evergreen developed a series of recommendations for the City's consideration. These recommendations addressed the design of the City's compensation structures, appropriate pay grade assignments, employee salary implementation, and practices for the ongoing administration and maintenance of the compensation program. The recommendations were designed to address the compensation needs identified through the study while providing the City with a sustainable framework for maintaining internal equity and external competitiveness over time.

REPORT ORGANIZATION

The following chapters present detailed findings, analysis, and recommendations resulting from the study.

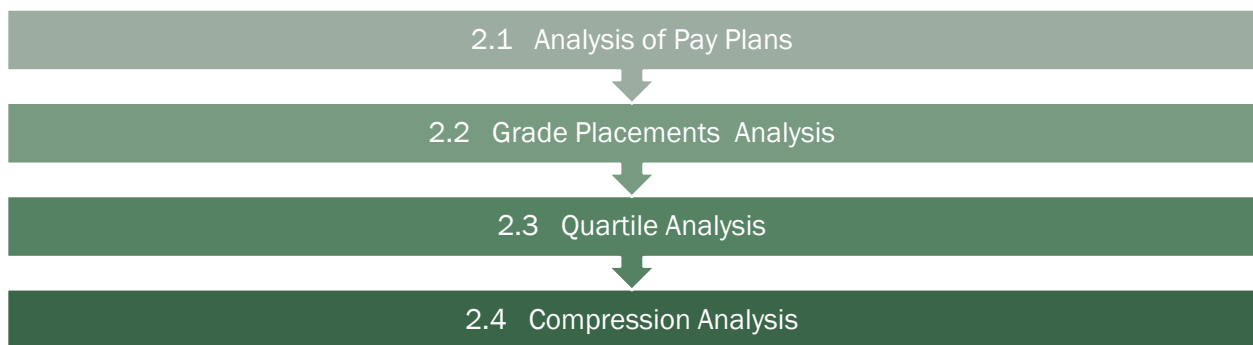




02 ASSESSMENT OF CURRENT CONDITIONS

The Assessment of Current Conditions presents a comprehensive review of the City's current compensation and classification framework for non-bargaining staff. The figures and demographic breakdowns reflect conditions at the time the data was collected during June 2026 and should be viewed as a snapshot in time. Although this information establishes a baseline for Evergreen's analysis, it does not, by itself, dictate any particular recommendation. Through this examination, Evergreen gained insight into the existing pay structure and related practices.

This report is broken down into the following four sections:



2.1 ANALYSIS OF PAY PLANS

The purpose of analyzing the pay plans used within the City is to provide an overview of the compensation philosophy as it existed when the study began. The City currently maintains three separate pay plans: a General Employee Pay Plan, a Fire Pay Plan, and a Police Pay Plan. The public safety pay plans are structured by classification, with each classification assigned its own salary range, while the General Employee Pay Plan is structured by numerical pay grades. For the purpose of this report, the three pay plans are presented together in the analysis to provide a holistic view of the salary ranges available to City employees.

Exhibits 2A through **2C** display the City's three pay plans summarized for ease of comparison. The exhibits provide each classification or pay grade included within the respective plan; the minimum, midpoint, and maximum of each salary range; the range spread, which measures the distance between the minimum and maximum of the range; and the number of employees assigned to each pay grade or classification.

The General Employee Pay Plan includes 22 pay grades, including one ungraded contractual position, with two pay grades containing no incumbents. Pay Grade 102 contains the largest number of employees, with 16 incumbents. The Fire Pay Plan consists of four classifications with between one and six employees assigned to each classification, while the Police Pay Plan consists of five classifications with between one and 11 employees assigned to each classification. The General Employee Pay Plan utilizes consistent 50 percent range spreads across all graded positions, whereas the Fire and Police pay plans utilize varying range spreads. These differences demonstrate that the City does not utilize a single range design across its three employee groups.

Exhibit 2A / General Employees Pay Plan Summary

Pay Plan	Grade	Minimum	Midpoint	Maximum	Range Spread	Employees
G	101	\$ 30,389	\$ 38,002	\$ 45,594	50%	12
G	102	\$ 32,219	\$ 40,248	\$ 48,298	50%	16
G	103	\$ 34,133	\$ 42,682	\$ 51,230	50%	15
G	104	\$ 36,005	\$ 45,007	\$ 53,991	50%	11
G	105	\$ 38,355	\$ 47,965	\$ 57,533	50%	6
G	106	\$ 40,664	\$ 50,814	\$ 61,006	50%	5
G	107	\$ 43,098	\$ 53,893	\$ 64,646	50%	7
G	108	\$ 45,698	\$ 57,117	\$ 68,536	50%	9
G	109	\$ 48,422	\$ 60,549	\$ 72,654	50%	2
G	110	\$ 51,334	\$ 64,189	\$ 77,002	50%	4
G	111	\$ 54,414	\$ 68,040	\$ 81,622	50%	0
G	112	\$ 57,678	\$ 72,114	\$ 86,507	50%	4
G	113	\$ 61,152	\$ 76,419	\$ 91,728	50%	2
G	114	\$ 64,834	\$ 81,016	\$ 97,240	50%	1
G	116	\$ 72,821	\$ 91,062	\$ 109,221	50%	4
G	117	\$ 77,210	\$ 96,491	\$ 115,814	50%	3
G	118	\$ 81,842	\$ 102,281	\$ 122,763	50%	0
G	119	\$ 86,778	\$ 108,410	\$ 130,104	50%	3
G	120	\$ 91,936	\$ 114,920	\$ 137,925	50%	3
G	121	\$ 97,452	\$ 121,815	\$ 146,200	50%	1
G	CONTRACT	-	-	-	-	1

Exhibit 2B / Fire Employees Pay Plan Summary

Pay Plan	Classification	Minimum	Midpoint	Maximum	Range Spread	Employees
A	Firefighter	\$ 55,037	\$ 59,474	\$ 63,912	16%	5
A	Engineer	\$ 61,156	\$ 64,546	\$ 67,935	11%	6
A	Captain	\$ 67,935	\$ 71,367	\$ 74,798	10%	3
A	Assistant Fire Chief	\$ 81,973	\$ 86,726	\$ 91,478	12%	1

Exhibit 2C / Police Employees Pay Plan Summary

Pay Plan	Classification	Minimum	Midpoint	Maximum	Range Spread	Employees
B	Cadet	\$ 50,731	\$ 50,731	\$ 50,731	0%	2
B	Officer	\$ 66,518	\$ 73,653	\$ 80,787	21%	11
B	Sergeant	\$ 82,326	\$ 87,433	\$ 92,539	12%	4
B	Lieutenant	\$ 93,808	\$ 97,126	\$ 100,443	7%	2
B	Captain	\$ 100,797	\$ 103,792	\$ 106,787	6%	1

In addition to the salary ranges summarized in **Exhibits 2A – 2C**, the City utilizes tenure-based step plans to determine salary progression for Fire and Police employees. These structures are presented separately because they establish how employees progress within the broader salary structures over time. **Exhibit 2D** displays the Firefighter/EMT step plan, **Exhibit 2E** displays the step plan applicable to the other Fire positions, including Fire Engineer, Fire Captain, and Assistant Chief, and **Exhibit 2F** displays the Police step plan.

As shown in **Exhibit 2D**, the Firefighter/EMT step plan provides salary progression at 0, 1, 3, 5, and 7 or more years of tenure. The percentage increase between successive salary points is not uniform, ranging from approximately 2.3 percent to 4.8 percent. The first increase occurs after one year, while the remaining progression points occur at two-year intervals. The largest increase occurs between the one- and three-year rates, at approximately 4.8 percent, while the smallest occurs between the five- and seven-year rates, at approximately 2.3 percent. As a result, both the timing and value of salary progression vary across the Firefighter/EMT step plan.

Exhibit 2D | Firefighter/EMT Step Plan

Position	Tenure				
	0 years	1 year	3 years	5 years	7+ years
Firefighter/EMT	\$ 55,037.32	\$ 57,049.20	\$ 59,777.64	\$ 62,478.52	\$ 63,911.64

Exhibit 2E displays the step structure for the remaining Fire positions. Unlike the Firefighter/EMT plan, this structure establishes salary points at 0, 3, 6, 9, and 12 or more years of tenure. The percentage value of progression is not consistent between steps or classifications. For example, the Fire Engineer increases shown in the plan range from approximately 2.0 percent to 4.4 percent. The Assistant Chief progression is comparatively consistent through the first nine years, with individual increases of approximately 1.7 percent, before increasing by approximately 6.2 percent between the nine- and 12-year salary points. Consequently, although the tenure intervals are regularly spaced at three years, the financial value associated with advancement between those points is not standardized.

Exhibit 2E | Remaining Fire Positions Step Plan

Position	Tenure				
	0 years	3 years	6 years	9 years	12+ years
Fire Engineer	\$ 61,155.64	\$ 62,478.52	\$ 65,234.52	\$ 66,584.96	\$ 67,935.40
Captain	\$ 67,935.40	\$ 70,663.84	\$ 72,041.84	\$ 73,337.16	\$ 74,797.84
Assistant Chief	\$ 81,972.80	\$ 83,366.40	\$ 84,739.20	\$ 86,153.60	\$ 91,478.40

Exhibit 2F displays the Police step plan. Similar to the Fire plans, the Police structure uses tenure to establish progression opportunities; however, the number and timing of the salary points vary by classification. For the Sergeant classification, the available rates occur at two-year intervals between two and 10 years of tenure, with increases ranging from approximately 2.1 percent to 3.4 percent. The increases following the four-year salary point are relatively similar, at approximately 3.2 percent to 3.4 percent, but the progression is not based on a uniform percentage increase. Other Police classifications have fewer salary progression points, further demonstrating variation in how tenure-based progression is applied across the plan.

Exhibit 2F | Police Step Plan

Position	Tenure							
	0 years	1 year	2 years	4 years	6 years	8 years	10 years	12+ years
Police Cadet	\$ 50,731.20							
Police Officer	\$ 66,518.40	\$ 68,244.80	\$ 69,992.00	\$ 71,760.00	\$ 73,923.20	\$ 76,128.00	\$ 78,436.80	\$ 80,787.20
Sergeant			\$ 82,326.40	\$ 84,032.00	\$ 86,819.20	\$ 89,627.20	\$ 92,539.20	
Lieutenant				\$ 93,808.00	\$ 97,032.00	\$ 100,443.20		
Captain				\$ 100,796.80	\$ 106,787.20			

Taken together, the three public safety step plans do not reflect a single standardized approach to salary progression. The Firefighter/EMT plan generally progresses at two-year intervals after the first year, the other Fire positions progress at three-year intervals, and the Police plan utilizes progression schedules that vary by classification. Additionally, the percentage increases associated with individual steps are not consistent either within or across the plans. These differences result in employees receiving varying rates of salary progression based on classification, tenure point, and the specific step structure applicable to their position. The step plans therefore represent an additional component of the City's compensation structure that should be considered alongside the differences in range spreads and overall pay plan design shown in **Exhibits 2A** through **2C**.

Comparing the City's current pay plans and step structures to common compensation practices, several observations can be made:

- **Different Pay Plan Structures** – The General Employee Pay Plan uses consistent 50 percent range spreads, while Fire and Police utilize narrower, classification-specific ranges that vary in size.
- **Limited Public Safety Range Movement** – Fire and Police employees have considerably less movement between minimum and maximum than General employees, with range spreads varying from 0 percent to 16 percent.
- **Inconsistent Step Progression** – Fire and Police step plans vary in both the timing and percentage of increases, with observed step increases ranging from approximately 1.7 percent to 6.2 percent.
- **Lack of Standardization** – Overall, the City does not utilize a consistent approach to salary range design or progression across its three pay plans.

The following section shifts the analysis from the structure of the City's pay plans to the placement of employee salaries within their respective salary ranges.

2.2 GRADE PLACEMENT ANALYSIS

The Grade Placement Analysis examines how employee salaries are distributed throughout the pay grades. This can help identify salary progression issues, which are usually accompanied by employee salaries that are clustered in segments of the pay grades. A clustering of employee salaries in the lower part of ranges can indicate a lack of salary progression for employees or a high level of employee turnover. A clustering of employee salaries in the high end of pay ranges can be a sign of high employee tenure or a sign that the pay ranges are behind market, forcing the organization to offer salaries near the maximum of the range to new hires. With regard to minimum and maximum salaries, employees at the grade minimum are typically newer to the organization or to the classification, while employees at the grade maximum are typically highly experienced and highly proficient in their classification. The Grade Placement Analysis examines how salaries compare to pay range minimums, midpoints, and maximums.

Exhibits 2G through **2I** display the number and percentage of employees compensated at or below their pay grade minimum and at or above their pay grade maximum. As shown in **Exhibit 2G**, 4.6 percent of employees in the General Pay Plan are at or below minimum and 3.7 percent are at or above maximum. The classifications for Fire and Police presented in **Exhibits 2H** and **2I**, respectively, show somewhat greater concentrations at the boundaries of their respective ranges, with 20.0 percent and 16.7 percent at or below minimum, respectively, and 13.3 percent and 22.2 percent at or above maximum.

It should be noted that the Cadet position in the Police Pay Plan and Contract position in the General Pay Plan were excluded from this analysis. The contract position did not have an established pay range,

while the Police Cadet pay plan utilized a flat rate and therefore did not have a salary range against which employee placement could be evaluated. They will not be included in any future analyses that require the pay range to be utilized.

Exhibit 2G | General Employees at/below Minimum or at/above Maximum

Grade	Employees	# at or below Min	% at or below Min	# at or above Max	% at or above Max
101	12	0	0.0%	0	0.0%
102	16	0	0.0%	0	0.0%
103	15	4	26.7%	0	0.0%
104	11	0	0.0%	0	0.0%
105	6	0	0.0%	0	0.0%
106	5	1	20.0%	0	0.0%
107	7	0	0.0%	0	0.0%
108	9	0	0.0%	1	11.1%
109	2	0	0.0%	0	0.0%
110	4	0	0.0%	0	0.0%
111	0	0	0.0%	0	0.0%
112	4	0	0.0%	1	25.0%
113	2	0	0.0%	0	0.0%
114	1	0	0.0%	1	100.0%
116	4	0	0.0%	0	0.0%
117	3	0	0.0%	0	0.0%
118	0	0	0.0%	0	0.0%
119	3	0	0.0%	0	0.0%
120	3	0	0.0%	1	33.3%
121	1	0	0.0%	0	0.0%
-	108	5	4.6%	4	3.7%

Exhibit 2H | Fire Employees at/below Minimum or at/above Maximum

Classification	Employees	# at or below Min	% at or below Min	# at or above Max	% at or above Max
Firefighter	5	2	40.0%	0	0.0%
Engineer	6	1	16.7%	0	0.0%
Captain	3	0	0.0%	1	33.3%
Assistant Fire Chief	1	0	0.0%	1	100.0%
-	15	3	20.0%	2	13.3%

Exhibit 2I | Police Employees at/below Minimum or at/above Maximum

Classification	Employees	# at or below Min	% at or below Min	# at or above Max	% at or above Max
Officer	11	1	9.1%	1	9.1%
Sergeant	4	1	25.0%	1	25.0%
Lieutenant	2	1	50.0%	1	50.0%
Captain	1	0	0.0%	1	100.0%
-	18	3	16.7%	4	22.2%

In addition to assessing the number of employees at or below minimum and at or above maximum, an analysis was conducted to determine the number of employees below and above pay grade midpoint. The percentages refer to the percentage of employees in each pay grade that are above and below midpoint.

Exhibits 2J through 2L provide an additional view of employee placement by examining salaries relative to the midpoint of each pay range. Across all the pay plans, employees are generally more concentrated below midpoint, although the degree varies. As shown in **Exhibit 2J**, 65.7 percent of employees on the General Pay Plan are below midpoint, compared to 32.4 percent above midpoint. Similarly, 66.7 percent of Fire employees in **Exhibit 2K** are below midpoint, while **Exhibit 2L** reflects a more balanced distribution, with 55.6 percent of Police employees below midpoint and 44.4 percent above.

Exhibit 2J | General Employees Above and Below Midpoint

Grade	Employees	# < Mid	% < Mid	# > Mid	% > Mid
101	12	12	100.0%	0	0.0%
102	16	13	81.3%	3	18.8%
103	15	12	80.0%	3	20.0%
104	11	6	54.5%	5	45.5%
105	6	4	66.7%	1	16.7%
106	5	3	60.0%	2	40.0%
107	7	7	100.0%	0	0.0%
108	9	4	44.4%	5	55.6%
109	2	0	0.0%	1	50.0%
110	4	2	50.0%	2	50.0%
111	0	0	0.0%	0	0.0%
112	4	3	75.0%	1	25.0%
113	2	0	0.0%	2	100.0%
114	1	0	0.0%	1	100.0%
116	4	2	50.0%	2	50.0%
117	3	1	33.3%	2	66.7%
118	0	0	0.0%	0	0.0%
119	3	0	0.0%	3	100.0%
120	3	1	33.3%	2	66.7%
121	1	1	100.0%	0	0.0%
-	108	71	65.7%	35	32.4%

Exhibit 2K | Fire Employees Above and Below Midpoint

Classification	Employees	# < Mid	% < Mid	# > Mid	% > Mid
Firefighter	5	5	100.0%	0	0.0%
Engineer	6	5	83.3%	1	16.7%
Captain	3	0	0.0%	3	100.0%
Assistant Fire Chief	1	0	0.0%	1	100.0%
-	15	10	66.7%	5	33.3%

Exhibit 2L | Police Employees Above and Below Midpoint

Classification	Employees	# < Mid	% < Mid	# > Mid	% > Mid
Officer	11	6	54.5%	5	45.5%
Sergeant	4	3	75.0%	1	25.0%
Lieutenant	2	1	50.0%	1	50.0%
Captain	1	0	0.0%	1	100.0%
-	18	10	55.6%	8	44.4%

2.3 QUARTILE ANALYSIS

The last part of the Grade Placement Analysis is a detailed look at how salaries are distributed through pay grades, through a quartile analysis. Here, each pay grade is divided into four segments of equal width, called quartiles. The first quartile represents the first 25 percent of the pay range; the second quartile represents the part of the range above the first quartile up to the mathematical midpoint; the third quartile represents the part of the range from the midpoint to 75 percent of the pay range; and the fourth quartile represents the part of the range above the third quartile up to the pay range maximum. Employees are assigned to a quartile within their pay range based on their current salary.

The quartile analysis is used to determine the location of employee salary clusters. Quartile analysis helps identify whether clusters exist in specific quartiles of pay grades. Additionally, the amount of time the employee has spent at the organization is also analyzed, in order to observe any relationship between organizational tenure and salary progression. This information, while not definitive alone, can shed light on any root issues within the current compensation and classification plan when combined with market data and employee feedback.

Exhibits 2M through 2O provide a more detailed view of employee salary placement by dividing each pay range into four equal quartiles and comparing placement with average employee tenure. As shown in **Exhibit 2M**, employees are concentrated in the lower half of the ranges, with 35.2 percent in the first quartile and 30.6 percent in the second quartile. Average tenure generally increases through the first three quartiles, from 3.4 years in the first quartile to 15.9 years in the third quartile.

A similar concentration in the first quartile is evident in **Exhibits 2N and 2O**, accounting for 60.0 percent and 38.9 percent of employees, respectively. In **Exhibit 2O**, average tenure generally increases across the quartiles, from 3.4 years in the first quartile to 6.3 years in the fourth quartile, providing some indication of salary progression with tenure.

Exhibit 2P provides a graphical representation of the quartile distribution shown in **Exhibits 2M through 2O**. Each pay grade is divided into four colored segments representing the percentage of employees within that pay grade who fall into each quartile of the salary range. For example, Pay Grade 102 contains employees distributed across all four quartiles and is therefore represented by all four colors in the exhibit. Conversely, several pay grades and classifications with few incumbents are represented by a single color. In pay grades or classifications with only one incumbent, the chart displays a single color representing the quartile in which that employee is compensated and should not be interpreted as indicating a broader distribution.

Exhibit 2M / General Quartile Analysis with Organizational Service Years

Grade	Total Employees	Average Tenure	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
			# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure
101	12	3.3	7	2.7	5	4.1	0	-	0	-
102	16	7.8	10	3.2	3	14.8	2	8.4	1	32.0
103	15	5.3	11	1.0	1	3.7	2	17.9	1	28.0
104	11	14.8	2	6.7	4	13.5	4	22.8	1	4.1
105	6	11.2	1	1.8	3	11.9	2	14.9	0	-
106	5	13.8	2	4.4	1	0.7	1	20.5	1	39.3
107	7	4.3	0	-	7	4.3	0	-	0	-
108	9	8.7	1	4.5	3	1.8	3	12.1	2	16.3
109	2	4.3	0	-	0	-	1	1.5	1	7.1
110	4	15.2	0	-	2	6.8	0	-	2	23.6
111	0	-	0	-	0	-	0	-	0	-
112	4	14.0	1	17.7	2	18.9	0	-	1	0.2
113	2	4.7	0	-	0	-	2	4.7	0	-
114	1	4.2	0	-	0	-	0	-	1	4.2
116	4	12.6	2	6.5	0	-	2	18.6	0	-
117	3	3.7	0	-	1	3.0	1	3.8	1	4.2
118	0	-	0	-	0	-	0	-	0	-
119	3	23.1	0	-	0	-	2	33.6	1	2.0
120	3	6.2	1	6.8	0	-	0	-	2	6.0
121	1	0.5	0	-	1	0.5	0	-	0	-
-	108	8.7	38	3.4	33	7.6	22	15.9	15	14.2
-	100.0%	-	35.2%	-	30.6%	-	20.4%	-	13.9%	-

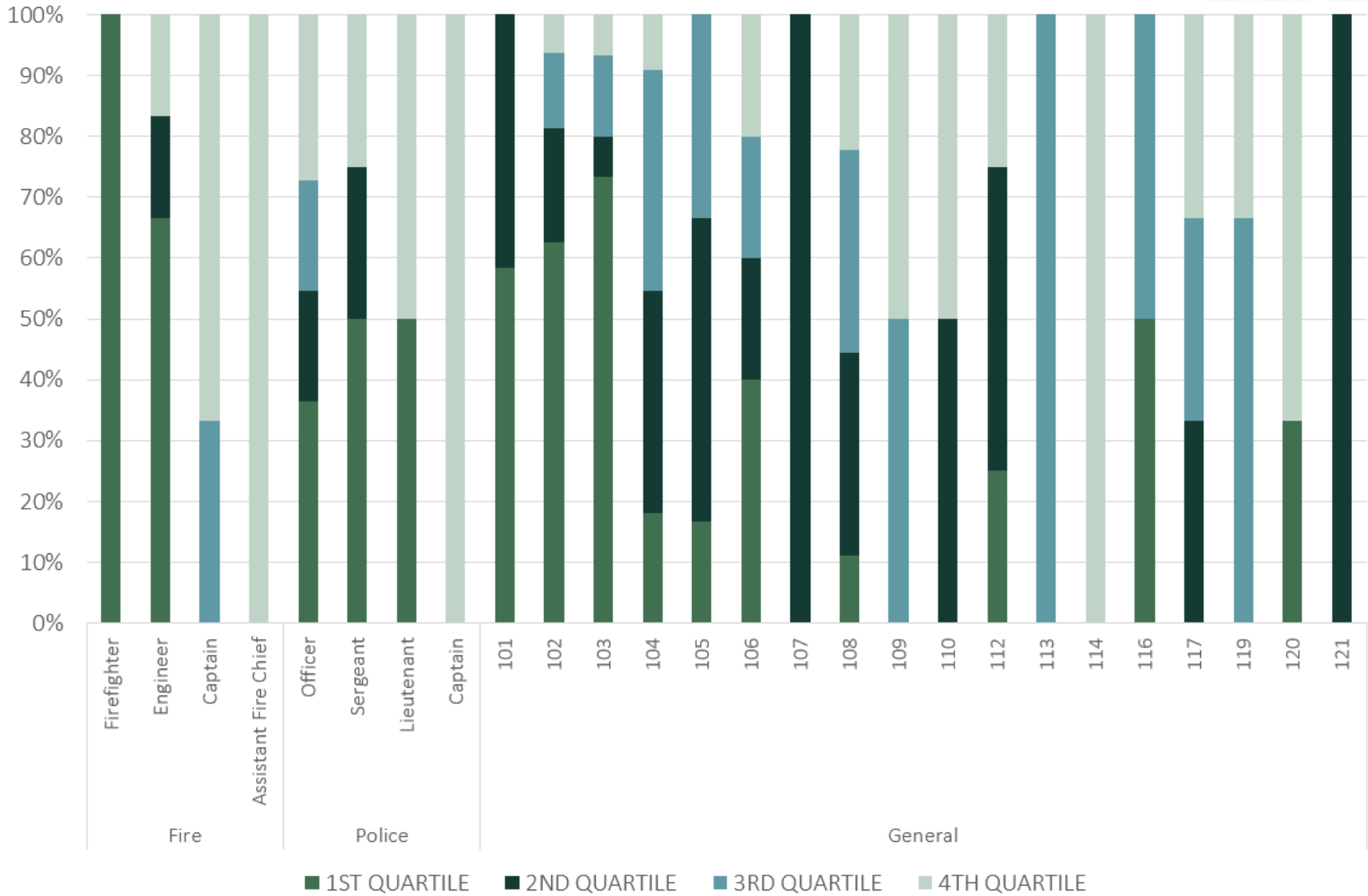
Exhibit 2N / Fire Quartile Analysis with Organizational Service Years

Classification	Total Employees	Average Tenure	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
			# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure
Firefighter	5	1.4	5	1.4	0	-	0	-	0	-
Engineer	6	6.1	4	5.5	1	4.7	0	-	1	9.6
Captain	3	11.8	0	-	0	-	1	6.2	2	14.5
Assistant Fire Chief	1	19.3	0	-	0	-	0	-	1	19.3
-	15	6.5	9	3.2	1	4.7	1	6.2	4	14.5
-	100.0%	-	60.0%	-	6.7%	-	6.7%	-	26.7%	-

Exhibit 2O / Police Quartile Analysis with Organizational Service Years

Classification	Total Employees	Average Tenure	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
			# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure	# Employees	Avg Tenure
Officer	11	3.1	4	2.3	2	5.5	2	4.4	3	1.5
Sergeant	4	5.3	2	4.2	1	4.0	0	-	1	9.0
Lieutenant	2	5.6	1	6.1	0	-	0	-	1	5.1
Captain	1	19.0	0	-	0	-	0	-	1	19.0
-	18	4.7	7	3.4	3	5.0	2	4.4	6	6.3
-	100.0%	-	38.9%	-	16.7%	-	11.1%	-	33.3%	-

Exhibit 2P / Quartile Analysis with Organizational Service Years



Looking at the exhibits above, employees are generally concentrated toward the lower portions of the ranges. The Fire pay plan is heavily concentrated at the extremes. **Exhibit 2N** has 60.0 percent of employees in Quartile 1 and 26.7 percent in Quartile 4, with very few employees in the middle two quartiles. That distribution may indicate limited gradual progression through the ranges, although the small population of only 15 employees means individual employees have a substantial effect on the percentages. The Police pay plan also has an unusual distribution. **Exhibit 2O** shows 38.9 percent of employees in Quartile 1 and 33.3 percent in Quartile 4, meaning nearly three-quarters of employees are located in either the lowest or highest quartile. There are comparatively few employees in the middle of the ranges.

Some grade-level tenure patterns warrant a closer look. For example, the Public Information Officer in Grade 112 has only 0.2 years of organizational tenure while positioned in Quartile 4. Similarly, the Economic Development Director in Grade 119 has 2.0 years of organizational tenure and is positioned in Quartile 4, while the two employees in Quartile 3 average 33.6 years of tenure. These placements may have reasonable explanations, such as prior relevant experience, promotions, advanced salary placement at hire, or other compensation practices. Nevertheless, they represent examples where salary placement does not appear to correspond with organizational tenure in the manner generally observed across the pay structure and may warrant further review.

2.4 COMPRESSION ANALYSIS

Pay compression can be defined as a lack of meaningful variation in salaries between employees with significantly different levels of experience or responsibility. Compression can present challenges to internal equity and employee morale. Two common forms of pay compression occur when the salaries of supervisors and their subordinates are too closely aligned or when newly hired employees are compensated similarly to highly tenured employees performing the same work.

According to the Society for Human Resource Management (SHRM), several organizational practices and circumstances may contribute to pay compression, including the following:

- Reorganizations that alter reporting or peer relationships without corresponding job or salary evaluations.
-
- Inconsistent application of salary increases, market adjustments, and promotional practices across departments or divisions.
-
- Hiring practices that result in new employees receiving salaries comparable to or greater than existing employees performing similar work.

Due to limitations in the employee data provided for this study, supervisory reporting relationships were not available. Consequently, supervisor-to-subordinate salary compression could not be evaluated as part of this analysis.

Projected salary is calculated based on an assumed progression period that reflects the structure of the applicable pay plan. For employees in the General pay plan, projected salary is calculated using a 30-year progression assumption. Under this methodology, an employee with 15 class years would be projected to be at the grade midpoint, while an employee with 30 or more class years would be projected to be at the grade maximum. For employees in the Fire and Police pay plans, a 12-year progression assumption is used to better reflect the shorter step-based progression schedules of those plans. Under this methodology, an employee with six class years would be projected to be at the

grade midpoint, while an employee with 12 or more class years would be projected to be at the grade maximum.

An important distinction exists between this compression analysis and the preceding quartile analysis. The compression analysis utilizes class years, while the quartile analysis utilizes organizational tenure. Class years measure the amount of time an employee has spent in their current classification, whereas organizational tenure measures the total amount of time the employee has worked for the City. For example, an employee who has worked for the City for 15 years but was promoted into their current classification one year ago would have 15 years of organizational tenure but only one class year.

Exhibits 2Q through 2S compare employees' actual salaries to their projected salaries based on class time and the progression assumption applicable to each pay plan. As shown in **Exhibit 2Q**, 50.9 percent of employees in the General pay plan are compensated more than 10 percent above their projected salary, while only 1.8 percent are more than five percent below projected salary. An additional 16.7 percent are between five and 10 percent above projected salary, indicating a substantial concentration of employees above their class-time-based projected salary.

The Fire pay plan, shown in **Exhibit 2R**, demonstrates considerably less variation under the 12-year progression assumption. All 15 Fire employees, or 100.0 percent, are compensated within five percent of their projected salaries. This close alignment indicates that employee salary placement within the Fire pay plan generally corresponds with the progression expected based on class time.

As shown in **Exhibit 2S**, Police employees exhibit somewhat greater variation. Of the 18 employees analyzed, 61.1 percent are compensated within five percent of their projected salaries. An additional 16.7 percent are between five and 10 percent above projected salary, and 16.7 percent are more than 10 percent above projected salary. One employee, representing 5.6 percent of the Police employees analyzed, is compensated more than 10 percent below their projected salary.

Overall, the analysis reveals different salary placement patterns across the three pay plans. Employees in the General pay plan are considerably more likely to be compensated above their class-time-based projected salaries, while Fire employees are closely aligned with projected salary placement under the 12-year progression assumption. Police employees are also generally aligned with projected salary placement, although greater variation exists than within the Fire pay plan. These differences may reflect the distinct progression structures of the respective pay plans, as well as advanced hiring placement, promotions, prior salary adjustments, or other compensation practices. The data alone are not sufficient to determine the underlying cause of individual salary placements.

Exhibit 2Q | General Employee Actual vs. Projected Salary

Grades	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
101	0	0	3	7	2
102	1	0	7	3	5
103	0	0	10	2	3
104	0	0	4	0	7
105	0	0	1	1	4
106	0	0	2	2	1
107	0	0	1	0	6
108	0	0	1	0	8
109	0	0	0	0	2
110	0	0	1	0	3
111	0	0	0	0	0
112	0	1	1	0	2
113	0	0	0	0	2
114	0	0	0	0	1
116	0	0	1	2	1
117	0	0	0	0	3
118	0	0	0	0	0
119	0	0	0	1	2
120	0	0	1	0	2
121	0	0	0	0	1
108	1	1	33	18	55
100.0%	0.9%	0.9%	30.6%	16.7%	50.9%

Exhibit 2R | Fire Employee Actual vs. Projected Salary

Classifications	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
Firefighter	0	0	5	0	0
Engineer	0	0	6	0	0
Captain	0	0	3	0	0
Assistant Fire Chief	0	0	1	0	0
15	0	0	15	0	0
100.0%	0.0%	0.0%	100.0%	0.0%	0.0%

**Fire Employee Salary Projections are based on a 12-year assumption*

Exhibit 2S | Police Employee Actual vs. Projected Salary

Classifications	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
Officer	1	0	6	1	3
Sergeant	0	0	3	1	0
Lieutenant	0	0	1	1	0
Captain	0	0	1	0	0
18	1	0	11	3	3
100.0%	5.6%	0.0%	61.1%	16.7%	16.7%

**Police Employee Salary Projections are based on a 12-year assumption*

2.5 CONCLUSION

There were several observations made with respect to the City's compensation system in place at the beginning of the study.

- **Employee salaries are generally concentrated in the lower half of their respective pay ranges.** Across the three pay plans analyzed, between 55.6 percent and 66.7 percent of employees are compensated below their pay range midpoint.
- **Relatively few employees are positioned at or outside the minimum and maximum of their pay ranges.** The General Pay Plan has 4.6 percent of employees at or below minimum and 3.7 percent at or above maximum, although the Fire and Police pay plans show somewhat greater concentrations at the range boundaries.
- **Quartile placement further demonstrates a concentration toward the lower portions of the salary ranges.** The first two quartiles contain 65.8 percent of employees in the General Pay Plan and 66.7 percent of employees in the Fire pay plan, while Police employees are more dispersed throughout their ranges.
- **Organizational tenure generally increases as employees progress through the salary ranges, although the relationship is not entirely consistent.** The General Pay Plan demonstrates a particularly clear increase in average tenure through the first three quartiles, indicating a general relationship between organizational tenure and salary progression. Certain grade-level exceptions were identified, however, suggesting that factors other than organizational tenure also influence individual salary placement.
- **Salary placement relative to class time varies across the three pay plans.** Using progression assumptions reflective of each pay plan, the General Pay Plan shows the greatest concentration above projected salary, with 50.9 percent of employees compensated more than 10 percent above their class-time-based projected salary. Fire employees demonstrate close alignment between class time and salary placement, with all employees compensated within five percent of their projected salary under the 12-year progression assumption. Police employees are also generally aligned with projected salaries, with 61.1 percent falling within five percent, although greater variation exists than within the Fire pay plan. These differences may reflect the distinct progression structures of the pay plans as well as hiring, promotional, or other compensation practices.

This analysis acts as a starting point for the development of recommendations in subsequent chapters of this report. When considered alongside the market analysis and other study findings, the Assessment of Current Conditions provides a foundation for identifying opportunities to strengthen the City's compensation structure, support internal equity, and maintain competitiveness within the labor market.



03 MARKET SURVEY RESULTS

The purpose of the market survey is to benchmark the City of Lockhart's compensation practices against those of its peer organizations in order to assess the City's overall competitiveness in the labor market. To conduct this analysis, Evergreen compared the pay ranges for selected benchmark positions within the City to those of comparable positions at peer organizations.

Individual employee salaries were not analyzed as part of this study, as compensation levels can vary significantly due to factors such as years of service, qualifications, and job performance. Therefore, to ensure consistency and comparability, Evergreen evaluated average pay ranges for each classification rather than individual earnings.

The findings presented in this chapter reflect market conditions at the time the study was conducted. As market dynamics can shift quickly, it is recommended that the City perform regular compensation surveys to maintain an up-to-date understanding of its competitive standing.

While market rates are a critical element of compensation analysis, they are not the sole determinant for assigning classifications to salary ranges. The proposed placement of classifications in salary ranges, which is discussed in Chapter 4, incorporates additional considerations beyond market rates.

Evergreen's market study involved a survey of eleven targeted peer organizations and included data collection for 63 benchmark positions. Peers were selected based on several factors, including geographic proximity, resource levels, position comparability, and organizational size. These organizations were also chosen due to their role as competitors for talent within the Central Texas labor market. **Exhibit 3A** presents the participating peer organizations, along with the C2ER index used to adjust reported market data to Lockhart's local economic conditions and the weight assigned to each peer in the analysis.

Exhibit 3A | Market Peers with C2ER Index

Market Peer	C2ER Index	Peer Weight
City of Lockhart, TX	92.4	—
City of Bastrop, TX	93.1	100%
City of Buda, TX	95.1	80%
City of Cedar Park, TX	98.3	20%
City of Elgin, TX	93.1	100%
City of Georgetown, TX	98.3	20%
City of Hutto, TX	98.3	20%
City of Kyle, TX	95.1	20%
City of New Braunfels, TX	99.2	20%
City of San Marcos, TX	95.1	20%
City of Taylor, TX	98.3	40%
Hays County, TX	95.1	20%

The C2ER index measures the relative cost of goods and services in each market. Lockhart's index of 92.4 is the lowest among the organizations surveyed, indicating that Lockhart is a lower-cost labor market than each of its peers. All peer salary data presented in this chapter has therefore been adjusted by the ratio of Lockhart's index to the peer's index, so that reported pay is compared on an

equivalent purchasing-power basis. Peer weights reflect the degree to which each organization competes with Lockhart for talent, with more directly comparable organizations carrying greater influence in the weighted market averages.

SALARY DATA & ANALYSIS

The public sector market salary data presented in Exhibit 3B reflects the overall average percent differentials at the minimum, midpoint, and maximum of the City's salary ranges compared to those of peer organizations. These percent differentials represent the average difference, expressed as a percentage, between the City's pay range values and the corresponding values from the public sector market. All results are C2ER adjusted.

These differentials are calculated by comparing each benchmark position's range point (minimum, midpoint, and maximum) to the corresponding point in the market data and then averaging the resulting differences across all benchmarks included in the study. This methodology provides a reliable and consolidated measure of how the City's compensation structure aligns with market norms. A negative differential indicates that the City's range falls below the market; a positive differential indicates that it falls above the market.

Analyzing percent differentials at these three key range points provides a comprehensive view of the City's compensation competitiveness across the full spectrum of the pay range. This is important because it allows the City to assess not only entry-level competitiveness (minimum), but also how well it retains employees through the middle (midpoint) and upper (maximum) ends of its salary structure.

Results are reported at three market positions. The market average reflects the weighted average of all reported peer data. The 50th percentile represents the market median, and the 40th percentile represents a more conservative market target. Reporting all three positions allows the City to evaluate its standing against a range of possible compensation strategies.

In addition to percent differentials, Exhibit 3B also includes the average range spread for all benchmark positions. Range spread refers to the percentage difference between the minimum and maximum of a pay range. It is calculated by subtracting the minimum salary from the maximum, dividing the result by the minimum, and expressing it as a percentage. For example, a range with a minimum of \$40,000 and a maximum of \$60,000 has a range spread of 50.0 percent.

Understanding range spread is important because it reflects the salary growth potential within a position over time. A wider range spread allows for greater pay progression and flexibility to reward experience, performance, and years of service, as well as to make market-based adjustments without requiring a promotion or reclassification.

Exhibit 3B | Public Sector Salary Survey Results

Market Position	Minimum % Difference	Midpoint % Difference	Maximum % Difference	Survey Average Range Spread
Average	-21.3%	-19.1%	-17.8%	42.1%
50th Percentile	-15.2%	-13.4%	-11.5%	41.4%
40th Percentile	-13.2%	-12.2%	-10.2%	41.8%

Note: All results are C2ER adjusted. Negative values indicate that the City's salary ranges fall below the surveyed market. Differentials exclude benchmarks with fewer than five peer responses.

The market analysis shows that the City's salary ranges fall below the public sector market at every point in the range, and at every market position measured. On a C2ER-adjusted basis, the City is 21.3 percent below market at the minimum, 19.1 percent below at the midpoint, and 17.8 percent below at the maximum when compared to the market average. Measured against the market median, the City is 15.2 percent below at the minimum, 13.4 percent below at the midpoint, and 11.5 percent below at the maximum. Even at the 40th percentile, a conservative market target, the City remains 13.2 percent below at the minimum, 12.2 percent below at the midpoint, and 10.2 percent below at the maximum.

Because Lockhart carries the lowest cost index in the peer group, the C2ER adjustment reduces peer pay when it is restated in Lockhart terms. The gaps reported above are therefore already net of cost-of-goods differences between Lockhart and its neighboring employers, and reflect a structural difference in pay levels rather than a difference in local purchasing power.

The gap is widest at the minimum of the range and narrows as it moves toward the maximum. This pattern indicates that the City's greatest competitive exposure is at the point of hire, where candidates compare starting offers most directly. Entry rates that trail the market by roughly one-fifth make it difficult to attract qualified applicants and increase the likelihood that new employees are recruited away early in their tenure.

Range Spread

The City's benchmark classifications carry an average range spread of 44.3 percent, compared to a surveyed market average of approximately 42.1 percent. The City's ranges are therefore slightly wider than those of its peers, providing comparable or marginally greater room for pay progression within a classification. Range structure is not a driver of the City's market gap; the gap is a function of where the ranges are set, not how wide they are.

Market Differentials by Pay Plan

Citywide averages describe the City's overall position but can mask meaningful variation between employee groups. Exhibits 3C through 3E present the C2ER-adjusted market differential for each of the City's three pay plans, the General, Fire, and Police plans described in Chapter 2, at the minimum, midpoint, and maximum of the range. Exhibit 3C compares the City to the market average, Exhibit 3D to the market median, and Exhibit 3E to the 40th percentile. Columns extending below the zero line indicate that the City's ranges fall below the market; columns extending above the line indicate ranges above the market.

The General plan covers 54 of the 63 benchmark classifications. The Fire plan covers the four Firefighter through Assistant Fire Chief classifications, and the Police plan covers the five Cadet through Captain classifications. Consistent with the pay plan structure reviewed in Chapter 2, the Fire Chief and Police Chief are assigned to the General plan at pay grade 120 and are reported there.

As in Exhibit 3B, benchmarks supported by fewer than five peer responses are excluded. Forty of the 54 General plan benchmarks and four of the five Police plan benchmarks meet that threshold. No Fire benchmark does; the Fire plan is therefore marked with an asterisk throughout, and its results rest on three to four peer responses per classification. The Fire results were validated through secondary data confirming the market gap, and recommendations for Fire classifications were made based on these directional findings instead of matching positions to the market in a 1:1 manner.

Exhibit 3C | Market Differential by Pay Plan, Market Average

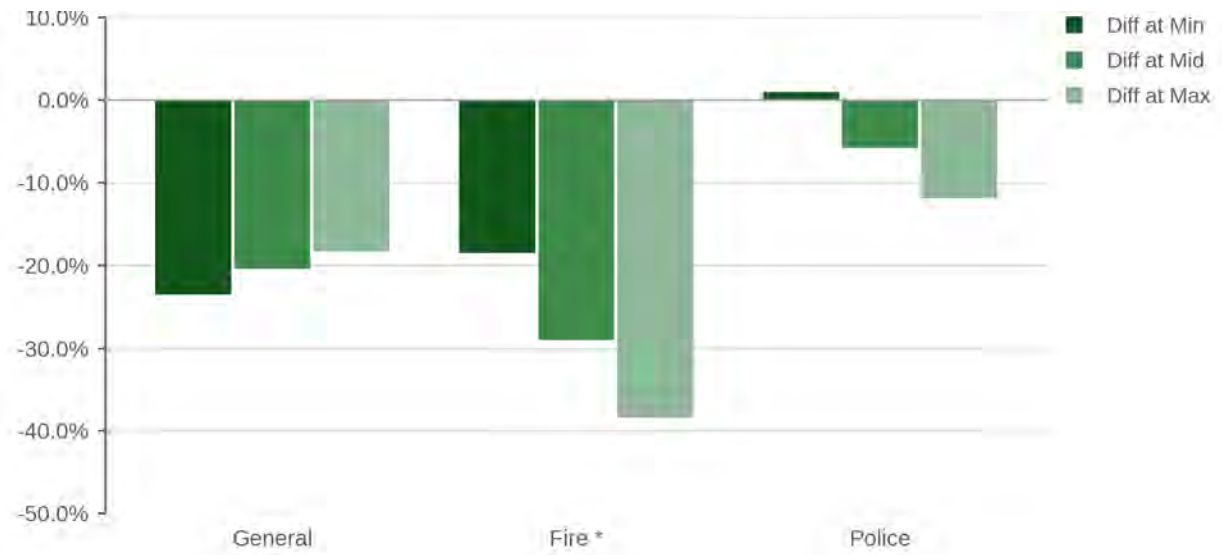


Exhibit 3D | Market Differential by Pay Plan, Market Median

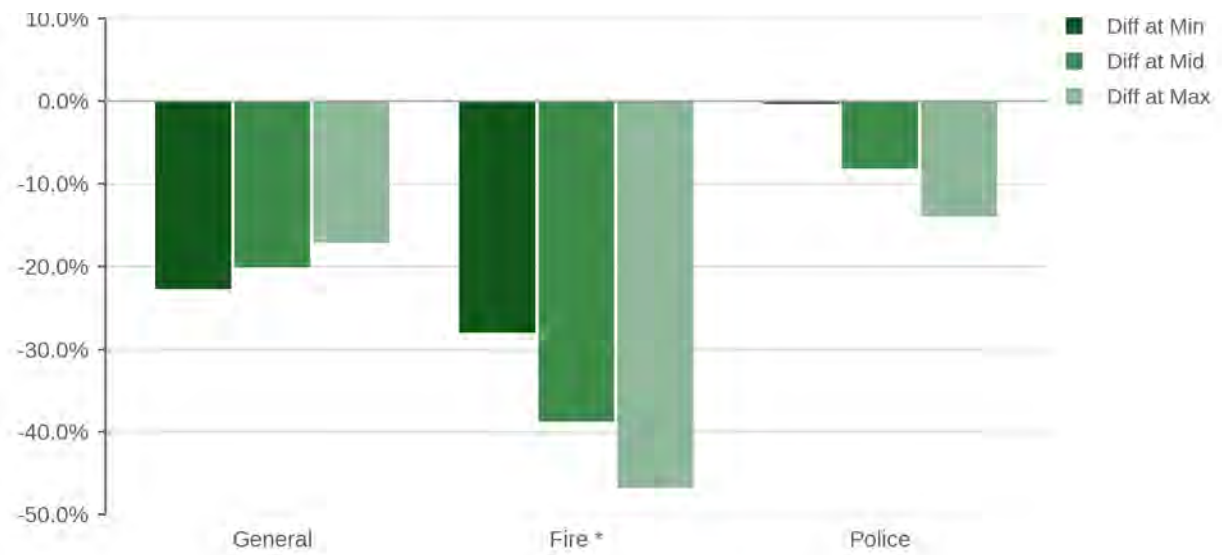
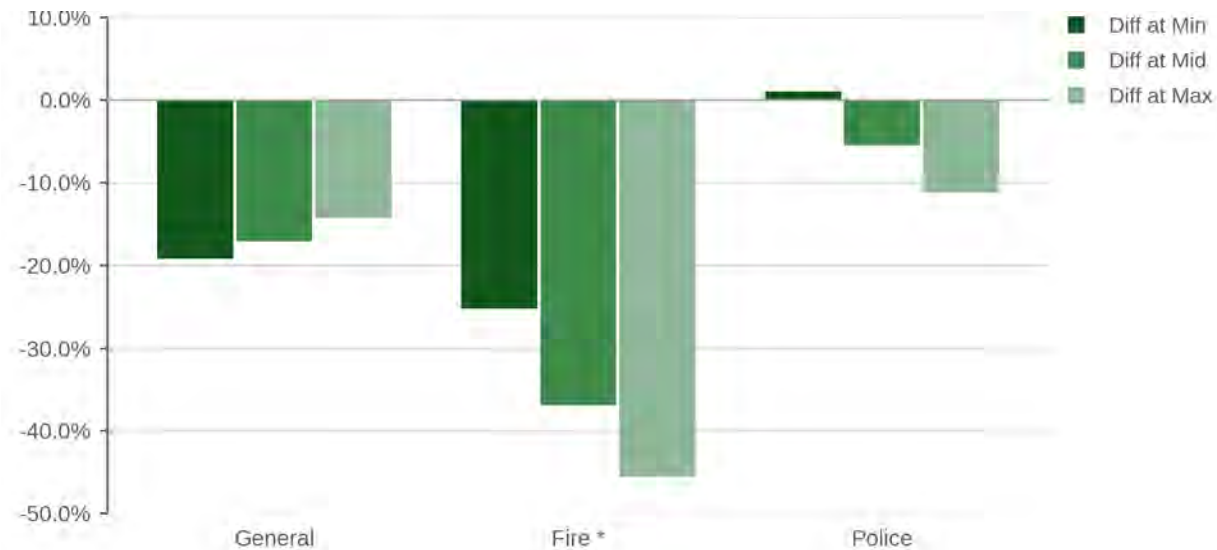


Exhibit 3E | Market Differential by Pay Plan, 40th Percentile



Note: All results are C2ER adjusted and exclude benchmarks with fewer than five peer responses. * No Fire plan benchmark met the five-response threshold; Fire results are reported on all four Fire benchmarks and should be treated as directional.

The General plan tracks the citywide result closely, falling 23.6 percent below the market average at the minimum, 20.5 percent below at the midpoint, and 18.4 percent below at the maximum. Against the 40th percentile the General plan gap narrows to 19.3 percent at the minimum, 17.1 percent at the midpoint, and 14.3 percent at the maximum. Because the General plan carries 40 of the 44 screened benchmarks, it effectively sets the citywide position.

The three plans differ not only in the size of the gap but in its shape across the range. The General plan is furthest below market at the minimum and closes by roughly five percentage points as it moves toward the maximum, indicating that entry rates are the weakest point in that structure.

The Police plan shows the opposite pattern and is the one plan positioned above market at any point. Police ranges sit 0.9 percent above the market average at the minimum and 1.0 percent above the 40th percentile at the minimum, then fall progressively behind through the range to 11.9 percent below the market average at the maximum. Police entry rates are competitive; the top of the Police range is not, which points to a retention exposure rather than a recruitment one.

The Fire plan is the furthest below market of the three and widens sharply across the range, from 18.5 percent below the market average at the minimum to 38.4 percent below at the maximum. Measured against the market median the Fire gap reaches 46.8 percent at the maximum. This pattern is consistent with the narrow, classification-specific range spreads identified in the Fire plan in Chapter 2, and it limits the City's ability to retain experienced Fire personnel.

The Fire results carry an important qualification. None of the four Fire benchmarks drew five peer responses, and the median differentials are materially wider than the average differentials at every range point. That divergence is characteristic of thin samples rather than a stable market signal. The Fire figures are presented because the direction and approximate scale of the gap are consistent across all three market positions, but they should not be treated as precise measurements or used on their own to size an adjustment.

Market Differentials by Department Group

Exhibits 3F through 3H present the same comparison organized by department. Several of the City's departments carry too few benchmark classifications to support a reliable standalone comparison, so related departments have been combined into six groups. Administration and Finance combines the Administration, Finance, Economic Development, Downtown and Tourism, and Municipal Court departments. Development Services combines the Planning and Inspections departments. Public Works and Utilities combines the Public Works, Electric, Water, Wastewater, Streets, Hand Collections, Garage and Maintenance, and Utility Billing departments. Parks, Library, and Animal Services combines those three departments. Police includes the Police department and the Communications department, which houses the City's Telecommunicators. Fire is reported on its own.

Exhibit 3F | Market Differential by Department, Market Average

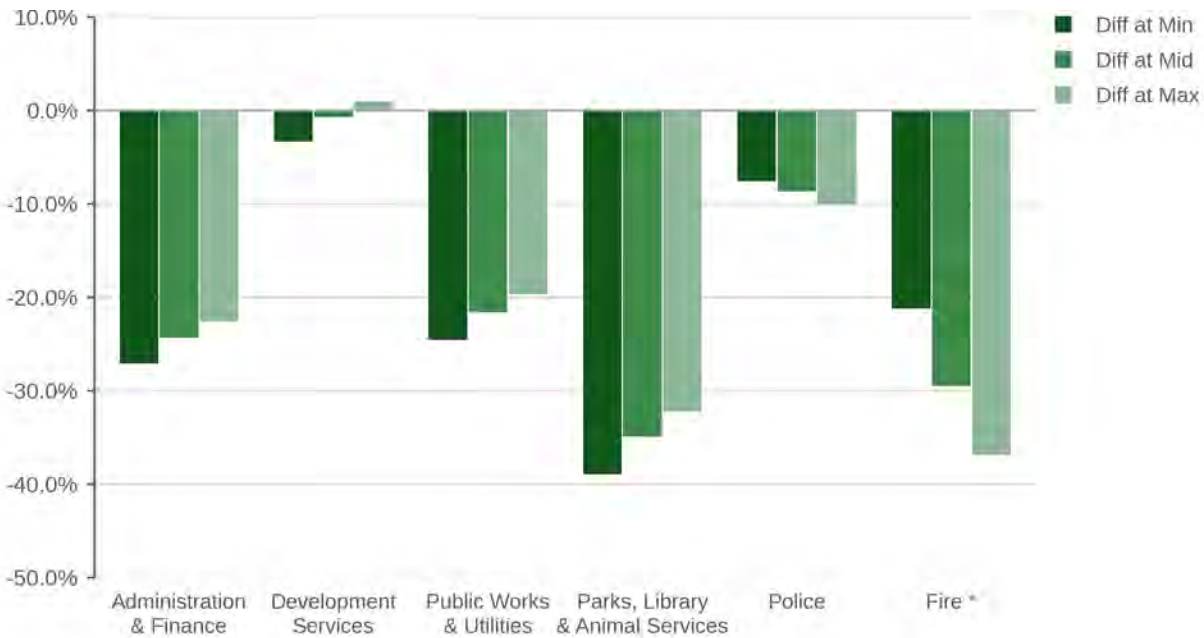


Exhibit 3G | Market Differential by Department, Market Median

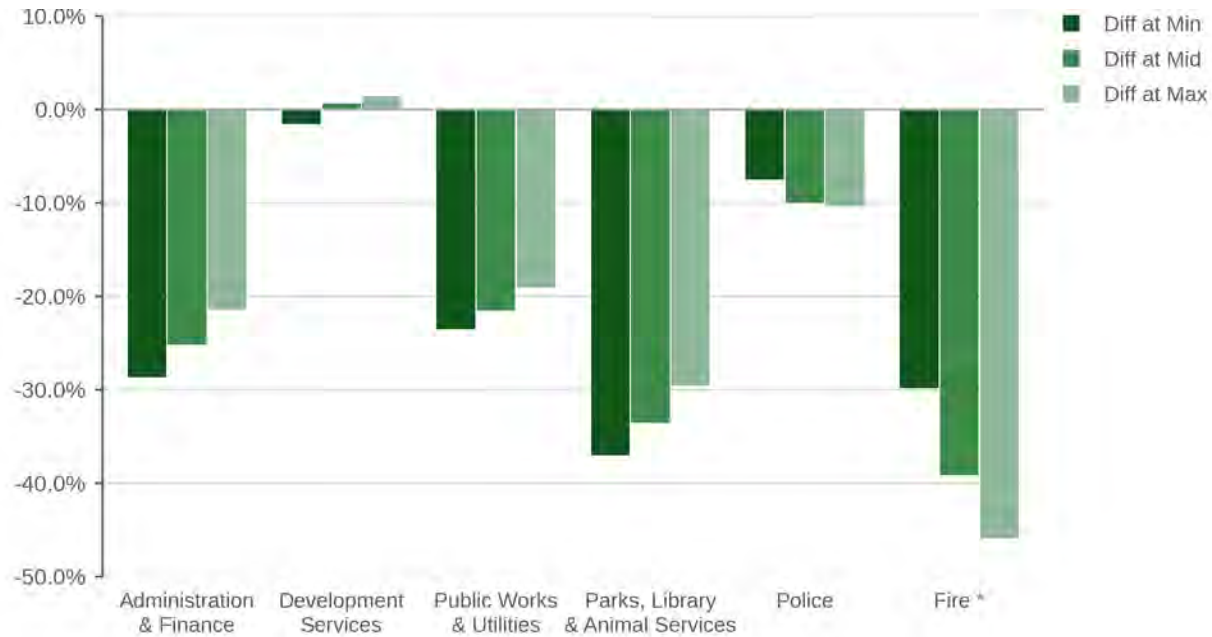
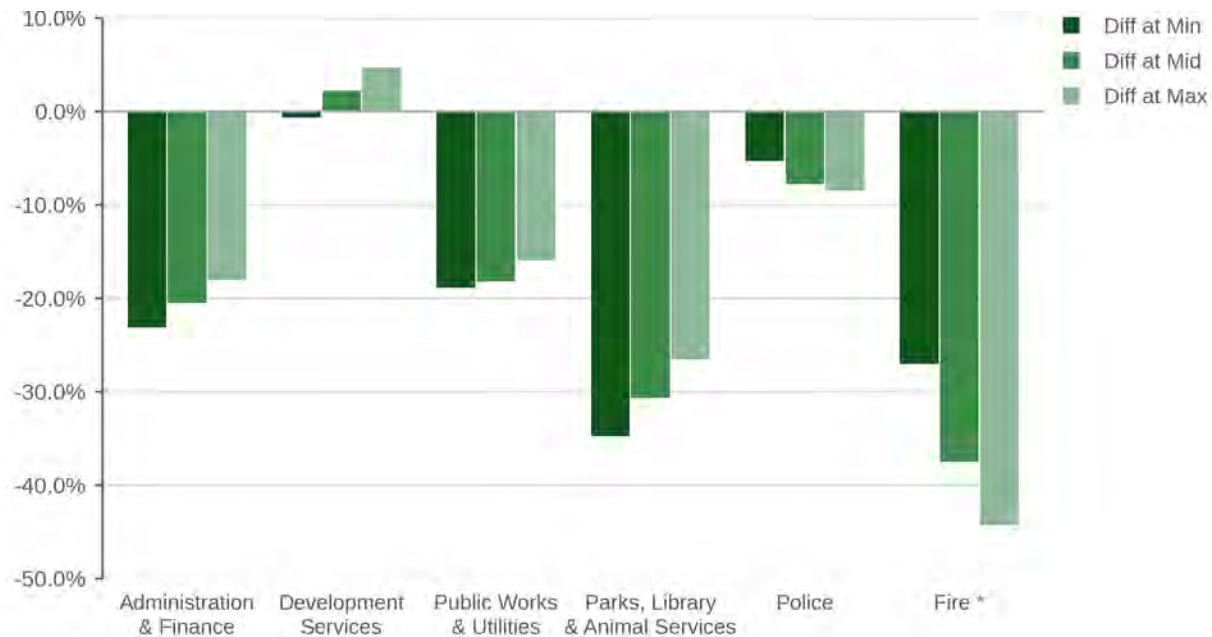


Exhibit 3H | Market Differential by Department, 40th Percentile



Note: All results are C2ER adjusted and exclude benchmarks with fewer than five peer responses. * No Fire benchmark met the five-response threshold; Fire results are reported on all five Fire benchmarks and should be treated as directional.

The variation between department groups is substantial, spanning roughly 34 percentage points at the midpoint of the range. Parks, Library, and Animal Services classifications are the furthest below market, at 39.0 percent below the market average at the minimum and 32.2 percent below at the maximum. Even measured against the 40th percentile, the group remains 34.8 percent below at the minimum and 26.6 percent below at the maximum.

Administration and Finance follows at 27.1 percent below the market average at the minimum and 22.6 percent below at the maximum, and Public Works and Utilities, the largest group with 17 benchmarks, is close behind at 24.6 percent and 19.7 percent, respectively. Together these two groups account for 21 of the City's 30 screened non-public-safety benchmarks, which means the majority of the City's general workforce sits roughly 20 to 27 percent below market across the range.

Development Services is the one group positioned at or above market. Its classifications are 3.3 percent below the market average at the minimum but 1.0 percent above at the maximum, and against the 40th percentile the group is 2.2 percent above at the midpoint and 4.7 percent above at the maximum. Police classifications are the next closest, at 7.6 percent below the market average at the minimum and 10.2 percent below at the maximum.

Fire and Police are the only groups whose gaps widen from the minimum to the maximum. The Fire gap widens sharply, from 21.3 percent below the market average at the minimum to 36.9 percent below at the maximum, and the Police gap widens more modestly, from 7.6 percent to 10.2 percent. Development Services also moves in that direction in relative terms, improving from below market to above market across the range. The remaining three groups narrow across the range by roughly four to seven percentage points, which reflects the City's generally wider range spreads relative to the market.

This distribution has practical significance for the recommendations in Chapter 4. A uniform across-the-board adjustment would leave the Parks, Library, and Animal Services, Administration and Finance, Public Works and Utilities, and Fire classifications materially below market while moving the Development Services classifications further above the market at the top of the range. The results support a structure that addresses the deepest gaps first rather than applying a single percentage increase citywide.

Survey Participation

Of the 63 benchmark classifications included in the study, all received at least one peer match, and 44 received five or more matches, averaging 7.6 responses each. Classifications supported by fewer than five matches are excluded from every market differential reported in this chapter, as a small number of responses can produce results that are not representative of the broader market. The single exception is the Fire plan, where no benchmark met the threshold, and the results are reported with an asterisk so that the group is not omitted from the analysis entirely. Complete benchmark-level results, including the classifications excluded here, are provided under separate cover in the market survey results file.

SUMMARY

The findings presented in this chapter play a critical role in shaping the recommendations developed by Evergreen Solutions. By clearly establishing the City's compensation position relative to the market, the analysis provides the factual basis for the salary structure and classification placement recommendations discussed in Chapter 4.

The market analysis shows that the City of Lockhart's salary ranges fall below the surveyed public sector market at every point in the range. On a C2ER-adjusted basis, the City trails the market average by 21.3 percent at the minimum, 19.1 percent at the midpoint, and 17.8 percent at the maximum. Measured against the more conservative 40th percentile, the City remains 13.2 percent below at the minimum, 12.2 percent below at the midpoint, and 10.2 percent below at the maximum.

Because these results are reported net of the C2ER adjustment, the City's position cannot be attributed to differences in the local cost of goods and services. The gap is consistent across the peer group, appears at all three range points, and is not a product of range structure, as the City's average range spread of 44.3 percent slightly exceeds the market average of 42.1 percent.

The gap is also uneven across the organization. Development Services classifications are at or above market, and Police classifications sit within roughly 10 percent of the market average, while Parks, Library, and Animal Services, Administration and Finance, and Fire classifications trail the market average by roughly 24 to 35 percent at the midpoint. The shape of the gap differs as well: the General plan and most departments are furthest below market at the minimum and close toward the maximum, while the Police and Fire plans fall progressively further behind as they move up the range.

These results indicate that the City faces meaningful competitive exposure in recruiting and retaining employees, particularly against the higher-paying organizations along the I-35 corridor. The recommendations that follow address both the magnitude and the distribution of the City's salary ranges in light of these findings.



04 RECOMMENDATIONS

Following the review of the City's internal compensation data and external market position, Evergreen developed a series of recommendations intended to strengthen the City's compensation program and ensure that its pay practices remain competitive, equitable, and sustainable over time. These recommendations reflect the findings identified throughout the preceding analyses and are designed to address both the City's current compensation needs and the future administration of its pay structures.

The recommendations presented in this chapter are organized around two primary considerations. First, the chapter identifies specific adjustments designed to ensure that the City's pay structures and employee compensation remain appropriately aligned with the market. Second, the chapter provides recommendations for the ongoing administration and maintenance of the compensation program so that the City can preserve its competitive position and respond effectively to future changes in labor market conditions.

The recommendations that follow are intended to build upon the strengths of the City's existing compensation system while addressing targeted areas where refinement is warranted. Together, these actions provide the City with a framework for maintaining competitive pay practices, supporting recruitment and retention, and administering compensation consistently and sustainably over time.

4.1 COMPENSATION RECOMMENDATIONS

A well-maintained compensation structure is critical to the effective administration of employee pay. The compensation structure serves as the framework through which the City establishes salary ranges, differentiates between employee groups, and manages employee progression over time. Without an appropriate and consistently maintained structure, compensation practices can gradually become misaligned, creating challenges related to market competitiveness, internal equity, and salary administration.

The City's existing compensation structures were reviewed in detail in **Chapter 2**, the Assessment of Current Conditions. That analysis examined the design of the City's various pay plans, employee placement within the ranges, salary progression, and compression. Based on those findings, Evergreen evaluated whether structural changes were necessary before considering any market-based adjustments.

Finding

The City currently maintains three distinct compensation plans designed to address the compensation needs of different employee groups. General employees are compensated through an open-range pay plan, while sworn Police and Fire employees are compensated through separate step-based pay plans. Evergreen's review found that the three structures vary in their design and effectiveness, with the General and Police pay plans generally providing sound frameworks for salary administration, while the Fire pay plan presents greater opportunities for structural improvement.

The City's General pay plan is well designed and maintained. The plan utilizes open salary ranges with range spreads of approximately 50 percent and midpoint progressions of approximately 6 percent between successive grades. These characteristics provide a consistent and logical framework for

differentiating levels of work while allowing sufficient room for employees to progress within their assigned ranges. Evergreen identified only minor inconsistencies attributable primarily to rounding and determined that the overall structure remains appropriate for the City's needs.

Similarly, the Police pay plan provides an organized step-based framework for sworn law enforcement positions. Police Officers may progress through as many as eight steps, while the Cadet, Sergeant, Lieutenant, and Captain classifications utilize varying numbers of steps appropriate to their respective structures. Overall, the Police plan provides an orderly framework for salary progression and does not require significant structural redesign. Adjustments to the plan are primarily intended to maintain appropriate market competitiveness rather than address fundamental deficiencies in its design.

The Fire pay plan, however, presents more significant structural concerns. The existing plan utilizes five steps for the Firefighter, Engineer, Captain, and Assistant Chief ranks. This relatively limited progression results in narrow salary ranges and restricts the City's ability to differentiate compensation based on experience and progression within each rank. The structure also creates a significant degree of overlap between the Firefighter and Engineer ranks, limiting the compensation distinction associated with advancement between these positions. More broadly, the existing structure provides limited salary progression both within and between ranks and does not provide the same degree of flexibility or differentiation available through the City's other compensation structures.

Evergreen determined that the General and Police pay plans should largely be preserved, with targeted adjustments to maintain consistency and market competitiveness. Conversely, the Fire pay plan would benefit from a more comprehensive redesign to establish a structure that better supports employee progression, differentiation between ranks, and the City's competitive position in the labor market.

RECOMMENDATION 1: Adopt the proposed compensation structures for General, Police, and Fire employees, including targeted refinements to the General and Police plans and a redesigned Fire pay plan.

Evergreen recommends that the City adopt the proposed compensation structures developed as part of this study. The recommended approach intentionally preserves the fundamental design of the City's General and Police pay plans while making targeted adjustments where appropriate and provides a more substantial redesign of the Fire pay plan to address the structural concerns identified during the analysis. These redesigned plans can be viewed in **Exhibit 5A**.

For General employees, Evergreen recommends maintaining the City's existing open-range compensation structure with only minor modifications. The proposed plan retains the approximately 50 percent range spreads and approximately 6 percent midpoint progressions that characterize the current structure. Minor adjustments have been made to further standardize range spreads, correct small inconsistencies resulting from rounding, and modestly extend the upper portion of the structure. Midpoint progression is also increased slightly among the highest grades to provide appropriate differentiation as responsibility increases. Collectively, these changes represent refinements rather than a redesign of the General pay plan and preserve a structure that is already well organized and appropriately designed.

For Police employees, Evergreen similarly recommends retaining the fundamental design of the existing step plan. The current structure provides an appropriate framework for salary progression among sworn Police classifications and does not require significant structural modification. The proposed changes therefore focus primarily on adjusting the plan to reflect the market findings and maintain the City's competitive position while preserving the existing progression framework.

The most substantial changes are recommended for the Fire pay plan. Evergreen recommends replacing the existing five-step structure with an updated step plan that provides additional progression for the Firefighter rank while establishing more deliberate progression among the higher Fire ranks. The proposed structure is intended to create clearer compensation relationships between ranks, provide a more appropriate progression path within classifications, and address the market competitiveness concerns identified through the study. The recommended Fire structure therefore represents a substantially new pay plan rather than a simple market adjustment to the existing scale.

Taken together, the proposed structures recognize that wholesale changes are not necessary across all City compensation plans. The General and Police structures provide sound foundations that can be maintained with targeted refinements, while the Fire plan requires more significant modification. This approach allows the City to preserve the strengths of its existing compensation program while directing structural changes toward the areas where they are most warranted.

Exhibit 5A / Proposed General Pay Plan

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
101	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00	50.0%	-
102	\$ 33,072.00	\$ 41,340.00	\$ 49,608.00	50.0%	6.0%
103	\$ 35,056.32	\$ 43,820.40	\$ 52,584.48	50.0%	6.0%
104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55	50.0%	6.0%
105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92	50.0%	6.0%
106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96	50.0%	6.0%
107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69	50.0%	6.0%
108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90	50.0%	6.0%
109	\$ 49,728.06	\$ 62,160.07	\$ 74,592.09	50.0%	6.0%
110	\$ 52,711.74	\$ 65,889.68	\$ 79,067.62	50.0%	6.0%
111	\$ 55,874.45	\$ 69,843.06	\$ 83,811.67	50.0%	6.0%
112	\$ 59,226.92	\$ 74,033.64	\$ 88,840.37	50.0%	6.0%
113	\$ 62,780.53	\$ 78,475.66	\$ 94,170.79	50.0%	6.0%
114	\$ 66,547.36	\$ 83,184.20	\$ 99,821.04	50.0%	6.0%
115	\$ 70,540.20	\$ 88,175.25	\$ 105,810.31	50.0%	6.0%
116	\$ 74,772.62	\$ 93,465.77	\$ 112,158.92	50.0%	6.0%
117	\$ 79,258.97	\$ 99,073.72	\$ 118,888.46	50.0%	6.0%
118	\$ 84,014.51	\$ 105,018.14	\$ 126,021.77	50.0%	6.0%
119	\$ 89,055.38	\$ 111,319.23	\$ 133,583.07	50.0%	6.0%
120	\$ 97,960.92	\$ 122,451.15	\$ 146,941.38	50.0%	10.0%
121	\$ 107,757.01	\$ 134,696.26	\$ 161,635.52	50.0%	10.0%
122	\$ 118,532.71	\$ 148,165.89	\$ 177,799.07	50.0%	10.0%
UNG	-	-	-	-	-

Exhibit 5A / Proposed Police Pay Plan

Grade	Year 0	Year 1	Year 2	Year 4	Year 6	Year 8	Year 10	Year 12+
Police Cadet	\$51,847.29	-	-	-	-	-	-	-
Police Officer	\$67,981.80	\$69,746.19	\$71,531.82	\$ 73,338.72	\$ 75,549.51	\$ 77,802.82	\$80,162.41	\$82,564.52
Sergeant	-	-	\$84,137.58	\$ 85,880.70	\$ 88,729.22	\$ 91,599.00	\$94,575.06	-
Lieutenant	-	-	-	\$ 95,871.78	\$ 99,166.70	\$102,652.95	-	-
Police Captain	-	-	-	\$103,014.33	\$109,136.52	-	-	-

Exhibit 5A / Proposed Fire Pay Plan

Grade	Year 0	Year 1	Year 3	Year 5	Year 7	Year 9	Year 12+
Firefighter/EMT	\$59,825.57	\$61,620.33	\$63,468.94	\$ 65,373.01	\$ 67,334.20	\$ 69,354.23	\$71,434.86
Fire Engineer	-	-	\$72,149.20	\$ 74,313.68	\$ 76,543.09	\$ 78,839.38	\$81,204.56
Fire Captain	-	-	-	\$ 85,264.79	\$ 88,675.38	\$ 92,222.40	-
Assistant Fire Chief	-	-	-	\$ 98,489.94	\$104,399.34	-	-

Finding

The market analysis identified a significant gap between the City's existing compensation structure and the compensation offered by its peer organizations. Overall, the City's pay ranges were approximately 21 percent below the market average at the minimum and approximately 18 percent below the market average at the maximum. These findings indicate that, on an aggregate basis, the City's existing salary ranges are positioned substantially below the external labor market.

While these overall results provide an important measure of the City's competitive position, the market findings were not uniform across all classifications. Certain classifications were found to lag the market by considerably greater amounts, while others were comparatively better positioned relative to their respective market benchmarks. Consequently, applying only a uniform adjustment to the City's compensation structures would not fully address the variation in market position among individual classifications.

To account for these differences, Evergreen reviewed the appropriate placement of classifications using both the external market results and internal equity considerations. This analysis considered the market position of each classification while also evaluating the relationships among positions based on differences in responsibility, organizational level, and the nature of the work performed. This combined approach is intended to ensure that recommended grade assignments address external competitiveness without creating or exacerbating internal equity concerns.

RECOMMENDATION 2: Reassign selected classifications to appropriate pay grades based on market position and internal equity.

Evergreen recommends that the City adopt the proposed grade assignments developed through the combined market and internal equity analysis. Rather than moving every classification uniformly within the compensation structure, the recommended assignments recognize that individual classifications have different relationships to the external market and should therefore be positioned accordingly.

Public safety classifications will continue to be assigned within their respective Police and Fire compensation structures based on rank and title. As discussed in Recommendation 1, the proposed Police and Fire pay plans establish the salary progression associated with each public safety

classification. Therefore, separate grade assignments are not necessary for these positions beyond their placement within the applicable public safety structure.

For the remainder of the City's classifications, Evergreen developed recommended grade assignments within the proposed General pay plan. These assignments are presented in **Exhibit 5B – Proposed Grade Assignments**. The exhibit provides the City with a classification-by-classification reference identifying the recommended grade for each position included within the General compensation structure.

The recommended grade assignments were developed by considering multiple factors rather than relying exclusively on the market result for any individual benchmark. Market competitiveness represents an important component of the analysis; however, appropriate grade placement must also preserve logical internal relationships among classifications. As a result, classifications with significant market gaps may warrant greater movement, while classifications that are comparatively better positioned may require less movement. Internal relationships between supervisory and subordinate positions, related classifications, and positions with comparable levels of responsibility were also considered when establishing the proposed assignments.

These targeted classification adjustments should be distinguished from the broader pay plan changes described in Recommendation 1. Recommendation 1 establishes the compensation structures within which employees will be paid, while Recommendation 2 establishes the appropriate placement of individual classifications within those structures. Together, these recommendations address both the City's overall structural position and the differing market and internal equity needs of individual classifications.

This targeted approach allows the City to direct compensation adjustments toward the classifications where movement is most warranted while establishing more equitable relationships across the organization. When implemented in conjunction with the proposed compensation structures, the recommended grade assignments will place the City's classifications in a more competitive and internally equitable position going forward.

Exhibit 5B / Proposed Grade Assignments

Department	Recommended Title	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Administration	Assistant City Manager	122	\$ 118,532.71	\$ 148,165.89	\$ 177,799.07
Fire	Fire Chief	121	\$ 107,757.01	\$ 134,696.26	\$ 161,635.52
Police	Police Chief	121	\$ 107,757.01	\$ 134,696.26	\$ 161,635.52
Administration	City Secretary/Human Resource Director	120	\$ 97,960.92	\$ 122,451.15	\$ 146,941.38
Economic Development	Economic Development Director	120	\$ 97,960.92	\$ 122,451.15	\$ 146,941.38
Finance	Finance Director	120	\$ 97,960.92	\$ 122,451.15	\$ 146,941.38
Public Works	Public Works Director	120	\$ 97,960.92	\$ 122,451.15	\$ 146,941.38
Electric	Electric Superintendent	119	\$ 89,055.38	\$ 111,319.23	\$ 133,583.07
Inspections	Building Official	118	\$ 84,014.51	\$ 105,018.14	\$ 126,021.77
Planning	Planning Director	118	\$ 84,014.51	\$ 105,018.14	\$ 126,021.77
Downtown and Tourism	Downtown and Tourism Director	117	\$ 79,258.97	\$ 99,073.72	\$ 118,888.46
Electric	Line Forman-Electric	117	\$ 79,258.97	\$ 99,073.72	\$ 118,888.46
Parks	Parks and Recreation Director	117	\$ 79,258.97	\$ 99,073.72	\$ 118,888.46
Electric	Class A Lineman	116	\$ 74,772.62	\$ 93,465.77	\$ 112,158.92
Library	Director of Library Services	114	\$ 66,547.36	\$ 83,184.20	\$ 99,821.04
Administration	Public Information Officer	114	\$ 66,547.36	\$ 83,184.20	\$ 99,821.04
Utility Billing	Customer Service/Utility Supervisor	113	\$ 62,780.53	\$ 78,475.66	\$ 94,170.79
Municipal Court	Municipal Court Manager	113	\$ 62,780.53	\$ 78,475.66	\$ 94,170.79
Planning	Senior Planner	113	\$ 62,780.53	\$ 78,475.66	\$ 94,170.79
Planning	Planner	112	\$ 59,226.92	\$ 74,033.64	\$ 88,840.37
Water	Water/Wastewater Supervisor	112	\$ 59,226.92	\$ 74,033.64	\$ 88,840.37
Finance	Staff Accountant	111	\$ 55,874.45	\$ 69,843.06	\$ 83,811.67
Water	Assistant Water/Wastewater Supervisor	110	\$ 52,711.74	\$ 65,889.68	\$ 79,067.62
Streets	Sanitation/Street Supervisor	110	\$ 52,711.74	\$ 65,889.68	\$ 79,067.62
Animal Services	Animal Services Supervisor	109	\$ 49,728.06	\$ 62,160.07	\$ 74,592.09
Communications	Lead Telecommunicator	109	\$ 49,728.06	\$ 62,160.07	\$ 74,592.09
Electric	Lineman I	109	\$ 49,728.06	\$ 62,160.07	\$ 74,592.09
Economic Development	Marketing Specialist / Office Manager	109	\$ 49,728.06	\$ 62,160.07	\$ 74,592.09
Police	Administrative Coordinator - Police	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Inspections	Code Enforcement Officer	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Police	Evidence Technician	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Garage & Maintenance	Lead Mechanic	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Electric	Lineman II Apprentice	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Planning	Planning/GIS Technician	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Communications	Telecommunicator	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Police	Victim Services Coordinator	108	\$ 46,913.26	\$ 58,641.58	\$ 70,369.90
Fire	Administrative Assistant II	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Utility Billing	Customer Service Coordinator	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Planning	Development Services Assistant	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Public Works	Mechanic	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Utility Billing	Meter Reader Lead	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Parks	Parks/Cemetary Crew Leader	107	\$ 44,257.80	\$ 55,322.25	\$ 66,386.69
Finance	Accounts Payable Clerk	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Inspections	Building Permit Technician	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Utility Billing	Customer Service Specialist	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Streets	Heavy Equipment Operator	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Water	Heavy Equipment Operator	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Streets	Heavy Equipment Operator - Drainage	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Police	Records Clerk - Police	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Hand Collections	Sanitation Route Manager	106	\$ 41,752.64	\$ 52,190.80	\$ 62,628.96
Electric	Administrative Assistant	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Public Works	Administrative Assistant	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Utility Billing	Cashier/Customer Service Representative	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Library	City Training Coordinator	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Garage & Maintenance	Maintenance Worker II	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Utility Billing	Meter Reader	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Wastewater	Water/Wastewater System Operator	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Water	Water/Wastewater System Operator	105	\$ 39,389.28	\$ 49,236.60	\$ 59,083.92
Animal Services	Animal Control Officer	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Animal Services	Animal Shelter Attendant / ACO	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Municipal Court	Juvenile Case/Deputy Court Manager	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Library	Library Assistant	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Parks	Parks Worker II	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Finance	Personnel Specialist	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Hand Collections	Sanitation Worker I	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Streets	Street Worker	104	\$ 37,159.70	\$ 46,449.62	\$ 55,739.55
Animal Services	Animal Shelter Assistant	103	\$ 35,056.32	\$ 43,820.40	\$ 52,584.48
Animal Services	Animal Shelter Attendant	103	\$ 35,056.32	\$ 43,820.40	\$ 52,584.48
Parks	Parks Worker I	103	\$ 35,056.32	\$ 43,820.40	\$ 52,584.48
Library	Circulation Coordinator	102	\$ 33,072.00	\$ 41,340.00	\$ 49,608.00
Administration	Receptionist/Secretary	102	\$ 33,072.00	\$ 41,340.00	\$ 49,608.00
Recycling	Recycling Technician	102	\$ 33,072.00	\$ 41,340.00	\$ 49,608.00
Library	Library Clerk	101	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00
Library	Youth Services Clerk	101	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00
Police	Police Captain	Police Captain	\$ 103,014.33	\$ 106,075.42	\$ 109,136.52
Police	Police Lieutenant	Lieutenant	\$ 95,871.78	\$ 99,262.36	\$ 102,652.95
Police	Police Sergeant	Sergeant	\$ 84,137.58	\$ 89,356.32	\$ 94,575.06
Police	Police Officer	Police Officer	\$ 67,981.80	\$ 75,273.16	\$ 82,564.52
Police	Police Cadet	Police Cadet	\$ 51,847.29	\$ 51,847.29	\$ 51,847.29
Fire	Assistant Fire Chief	Assistant Fire Chief	\$ 98,489.94	\$ 101,444.64	\$ 104,399.34
Fire	Fire Captain	Fire Captain	\$ 85,264.79	\$ 88,743.60	\$ 92,222.40
Fire	Fire Engineer	Fire Engineer	\$ 72,149.20	\$ 76,676.88	\$ 81,204.56
Fire	Firefighter	Firefighter/EMT	\$ 59,825.57	\$ 65,630.21	\$ 71,434.86

Finding

The internal analysis indicates that the City has generally done an appropriate job of progressing employee salaries over time, with employee placement within the compensation structure demonstrating a reasonable relationship to tenure. However, the analysis also identified notable individual outliers, indicating that salary placement is not consistently aligned for all employees based on their time in their current classification or overall service with the City.

These internal considerations become particularly important when viewed in conjunction with the market findings. As discussed in the preceding chapters, the City's compensation structures were found to lag the market significantly, resulting in the need for substantial adjustments to certain salary ranges and classification assignments. While these adjustments are necessary to improve the City's competitive position, significant structural changes can also create or exacerbate salary compression if employee placement within the newly established ranges is not considered as part of implementation.

Compression is a particular concern when salary ranges are increased substantially but incumbent salaries are not repositioned appropriately within those ranges. Simply moving employees to the new minimum, or providing increases without considering tenure and existing salary relationships, can result in experienced employees being clustered near newly hired employees at the lower end of the range. Over time, this can diminish the compensation value associated with experience and organizational service and undermine internal equity.

Therefore, Evergreen determined that implementation should consider not only the movement of the City's pay structures and classifications, but also the appropriate placement of individual employees within those structures. Because the General, Police, and Fire plans utilize different compensation designs and are undergoing different degrees of change, separate implementation methodologies are appropriate for each employee group.

RECOMMENDATION 3: Implement employee salary adjustments using a Hybrid Parity methodology for General employees and plan-specific placement methodologies for Police and Fire employees.

General Employees – Hybrid Parity

For employees assigned to the General pay plan, Evergreen recommends implementing a Hybrid Parity methodology. This approach positions employees within their newly recommended salary ranges based primarily on time spent in their current classification while also recognizing additional service with the City.

Under the recommended methodology, employees receive full credit for each year spent in their current classification. Additional years of City service outside of the employee's current classification are credited at 25 percent. This approach recognizes that time performing the current job should have the greatest influence on salary placement while also providing meaningful recognition for employees who have accumulated institutional knowledge and experience elsewhere within the City.

For example, an employee with nine total years of City service who has spent five years in the current classification would receive full credit for those five years, plus 25 percent credit for the remaining four years of City service. The additional four years would therefore provide one year of credit, resulting in six total credited years for purposes of salary placement.

The Hybrid Parity methodology is beneficial for employees who have recently been promoted vs. a methodology that only credits for time in position. An employee with nine years of total City service but only one year in the current classification would receive one year of full class-time credit plus two additional years of credit for the eight years spent elsewhere within the City. The employee would therefore receive three total credited years. Under a 30-year progression assumption, this would place the employee approximately 10 percent through the new salary range rather than closer to the range minimum. In this way, the methodology recognizes advancement into a new classification without disregarding the value of the employee's prior service to the City.

To provide reasonable parameters around implementation costs and individual salary movement, Evergreen recommends that General employees receive a minimum salary increase of 3.0 percent and a maximum increase of 12.0 percent under this methodology. The exception to the 12.0 percent maximum would be an employee whose current salary remains below the minimum of the newly assigned pay range after receiving the maximum adjustment. In such cases, the employee should be increased to at least the new pay range minimum.

The estimated salary-only cost of implementing the Hybrid Parity methodology for General employees is **\$359,612.38**, affecting **108 employees**. This amount represents recurring base salary costs and does not include associated employer costs such as payroll taxes, retirement contributions, benefits, or other fringe expenses.

Police Employees – Same-Step Placement

For employees assigned to the Police pay plan, Evergreen recommends maintaining each employee at the same step currently occupied within the existing structure and applying the adjustment associated with the proposed Police pay scale.

As discussed in Recommendation 1, the Police structure is fundamentally sound and requires only a market adjustment rather than substantial redesign. The proposed Police pay plan reflects a **2.2 percent adjustment**. Accordingly, employees would remain at their existing steps and receive a corresponding 2.2 percent salary adjustment. This methodology preserves existing progression relationships among Police employees while moving the entire structure forward to improve market competitiveness.

Fire Employees – Placement Based on Fire Department Service

A different methodology is recommended for Fire employees due to the more substantial redesign of the Fire pay plan. Because the proposed structure changes both the values and progression of the existing steps, simply maintaining employees at their current step would not appropriately transition employees into the redesigned plan.

Evergreen therefore recommends placing Fire employees within the proposed step structure based on their years of service with the Fire Department. Under this methodology, an employee's placement corresponds with the applicable step associated with the employee's Fire Department service. For example, an employee with five years of Fire Department service would be placed at the step associated with Year 5 and would remain at that step until reaching the service threshold associated with the next step.

The proposed Fire structure includes a substantial market adjustment, beginning with an approximately **8.7 percent increase to starting Firefighter pay**, as well as varying adjustments throughout the remainder of the structure. Because the Fire plan has been redesigned rather than uniformly adjusted, individual salary increases will vary depending on rank, current salary, and

placement within the new structure. Fire employee adjustments generally begin at approximately 8 percent, with certain Firefighter adjustments approaching 19 percent under the proposed implementation.

Police & Fire Costs

Combined, implementation of the recommended Police and Fire salary adjustments is estimated to cost **\$166,847.19** in recurring base salaries and affect **35 employees**. Police employees would receive a standard adjustment of 2.2 percent as they move with their pay scales, while Fire employees would receive larger and varying adjustments based on placement within the redesigned Fire structure. As with the General employee implementation cost, this estimate represents salary costs only and does not include associated employer fringe costs.

Taken together, these implementation methodologies recognize the distinct characteristics of each of the City's compensation plans. Hybrid Parity provides General employees with salary placement that recognizes both classification experience and broader City service while helping mitigate compression resulting from significant market adjustments. Same-step placement preserves the established progression relationships within the Police plan, while service-based placement provides an equitable mechanism for transitioning Fire employees into the substantially redesigned Fire structure.

Evergreen recommends implementing these adjustments concurrently when sufficient financial resources are available. Doing so will allow the City to address its significant external market gap while simultaneously strengthening internal salary relationships and reducing the potential for compression to develop as employees transition into the proposed compensation structures.

4.2 COMPENSATION AND CLASSIFICATION ADMINISTRATION

A compensation system is not static. Even when an organization's pay structures are appropriately designed and competitive following implementation, labor market conditions, employee expectations, inflationary pressures, and recruitment challenges continue to evolve. As a result, any compensation system requires periodic maintenance in order to remain effective over time.

The recommendations contained in this chapter were developed based on the City's internal compensation conditions and external market position at the time this study was conducted. As demonstrated through the market analysis, the City's existing compensation structures were found to lag the market significantly. The recommendations developed through this study are intended to improve that competitive position and establish compensation structures that more appropriately reflect current market conditions. However, implementation of these recommendations alone will not ensure continued market alignment indefinitely.

Peer organizations may modify salary ranges, adjust starting salaries, introduce targeted market premiums, or make other compensation changes that alter the competitive landscape. Likewise, individual occupations can experience market movement at a substantially faster rate than the organization as a whole. Without regular monitoring, even a well-designed compensation system can gradually lose alignment with the market.

Over time, declining market competitiveness can contribute to recruitment difficulties, increased turnover, pay compression, or the need for larger corrective adjustments at a later date. Maintaining the compensation system through smaller, more frequent reviews allows the City to identify emerging issues before they become widespread and provides greater flexibility in responding to changing labor market conditions.

For these reasons, ongoing compensation administration should include both targeted market reviews for individual classifications experiencing specific challenges and periodic comprehensive reviews of the City's overall compensation position.

Recommendation 5: Conduct targeted salary surveys as needed for classifications experiencing recruitment, retention, or market competitiveness concerns.

Following implementation of the recommendations contained in this study, individual classifications may experience market movement more rapidly than the broader compensation system. Certain occupations may become increasingly difficult to recruit due to labor shortages, changes in required credentials, competition from private-sector employers, or compensation adjustments made by neighboring jurisdictions and other competing employers.

When a particular classification begins experiencing persistent vacancies, extended recruitment timelines, declining applicant pools, repeated offer rejections, or elevated turnover, these conditions may indicate that compensation should be reviewed. Rather than waiting until the next comprehensive compensation study, the City should conduct a targeted salary survey to determine whether the classification remains appropriately positioned relative to relevant market competitors.

A targeted review should focus on organizations that directly compete with the City for employees in the classification being evaluated. Depending on the occupation, this may include the same peer organizations utilized in this study or a more specialized group of employers. For highly technical, public safety, electric utility, or other specialized positions, the appropriate labor market may differ from the market used for more general municipal classifications.

The purpose of these reviews should not be to automatically increase compensation whenever recruitment or retention challenges occur. Compensation is only one factor that may contribute to staffing difficulties. However, targeted salary surveys provide the City with objective information necessary to determine whether pay is contributing to the issue. If the analysis demonstrates that a classification has fallen materially behind the market, the City should consider reassignment to an appropriate pay grade or another targeted compensation adjustment, while also considering the internal equity implications of any proposed change.

This approach allows the City to respond selectively to changing market conditions without making unnecessary Citywide adjustments. It also helps preserve the integrity of the broader compensation structure by directing resources toward classifications where a demonstrated market need exists.

Regular targeted monitoring is particularly important because market movement does not occur uniformly across occupations. Even after the City implements the recommendations contained in this study, individual classifications may move out of alignment with the market at different rates. Addressing these issues as they emerge can help preserve the City's competitive position, maintain appropriate internal relationships, and reduce the likelihood that larger and more costly corrective actions will be necessary in the future.

RECOMMENDATION 6: Conduct a comprehensive compensation study approximately every three to five years.

Targeted salary surveys are valuable for addressing individual classifications, but they are not a substitute for periodically evaluating the compensation system as a whole. Evergreen recommends that the City conduct a comprehensive compensation study approximately every three to five years to reassess its overall market position and confirm that its compensation structures continue to support organizational objectives.

Over a period of several years, relatively small changes in the labor market can accumulate into meaningful differences. Peer organizations may adjust their pay structures at different rates, certain occupational groups may experience accelerated wage growth, and employee expectations regarding compensation may evolve. Even when annual structural adjustments are made, those adjustments may not perfectly reflect changes occurring within the specific labor markets in which the City competes.

A comprehensive review provides the City with an opportunity to evaluate these changes collectively rather than responding only to individual issues. Such a study should examine the City's pay structures, actual employee salaries, market competitiveness, salary progression, compression, internal equity, and other relevant compensation practices. Reviewing these elements together provides a more complete understanding of whether the compensation system continues to function effectively and whether additional adjustments are warranted.

Periodic comprehensive reviews are also important because compensation decisions made over several years can gradually affect internal relationships. Hiring adjustments, market corrections, promotional increases, and other salary actions may each be reasonable individually but can collectively create unintended disparities over time. A comprehensive analysis provides an opportunity to identify these developing patterns and make corrections before they become more significant.

Conducting a full compensation study every three to five years does not necessarily mean that substantial changes will be required each time. In fact, regular review may allow the City to make smaller and more manageable adjustments because emerging issues can be identified before they develop into significant deficiencies. The purpose of the review is to determine whether the City remains appropriately positioned relative to the market, evaluate whether internal salary relationships remain equitable, and identify adjustments where they are supported by the data.

The findings of the current study demonstrate the importance of active compensation administration. The market analysis identified a significant gap between the City's existing compensation structures and the external market, necessitating meaningful changes to improve the City's competitive position. Following implementation of the recommendations contained in this study, continued monitoring will be important to help prevent similar market gaps from developing over time. Regular targeted reviews, coupled with periodic comprehensive studies, will allow the City to identify emerging market and internal equity concerns earlier and respond before substantial corrective action becomes necessary.

Together, these two maintenance strategies provide a balanced approach to long-term compensation administration. Targeted surveys allow the City to respond when specific classifications experience market pressures, while comprehensive studies provide the broader perspective necessary to ensure that the overall compensation system remains competitive, internally aligned, and sustainable over time.

Finding

As part of the City's previous compensation study, Evergreen provided recommendations regarding salary administration practices for common compensation events, including hiring, promotions, career progression, transfers, demotions, reclassifications, temporary assignments, and other salary actions. Establishing clear and consistently applied policies for these events is an important component of maintaining an equitable and sustainable compensation system over time.

During the current study, Evergreen did not receive a comprehensive set of written salary administration policies documenting how each of these compensation actions is currently administered. Accordingly, the current analysis was not intended to serve as a formal audit of the City's

compliance with the salary administration practices recommended during the previous study. However, based on the employee compensation data reviewed, the City appears to have administered employee salaries in a generally reasonable manner. Employee placement typically demonstrates an appropriate relationship with tenure and experience, suggesting that the City has made reasonable efforts to recognize employee progression over time.

At the same time, the internal analysis identified several notable anomalies in individual employee salary placement and progression. Without comprehensive written documentation of the City's current salary administration policies, it is difficult to determine whether these instances resulted from specific exceptions, historical compensation decisions, changes in responsibility, market considerations, or inconsistencies in the application of salary administration practices. These instances nevertheless reinforce the importance of maintaining clearly documented policies and applying them consistently across the organization.

The need for consistent salary administration will become particularly important as the City implements the compensation changes recommended through this study. This is especially relevant for the redesigned Fire pay plan, where the City will need to consistently administer employee placement, future step progression, promotions between ranks, and other salary actions within the new structure. Without clearly established administrative practices, inconsistencies can develop over time and diminish the internal equity that the proposed compensation changes are intended to strengthen.

For these reasons, the salary administration practices previously recommended by Evergreen are reiterated in the recommendations that follow. Their inclusion should not be interpreted as a finding that the City has failed to implement or follow these practices. Rather, because comprehensive written documentation of the City's current salary administration policies was not provided for review during this study, restating these practices provides the City with a clear framework for future compensation administration and reinforces the importance of maintaining consistent, documented procedures across all of its compensation structures.

RECOMMENDATION 7: Review and revise, as appropriate, the City's policies governing hiring, promotions, demotions, and other salary administration movements.

Evergreen recommends that the City review its salary administration practices and adopt or revise written policies, as appropriate, governing common employee compensation actions. As noted in the preceding finding, comprehensive written documentation of the City's current salary administration policies was not provided for review during this study. Accordingly, the recommendations below are not intended to suggest that the City is currently administering these actions inconsistently or that the practices described represent the City's existing policies. Rather, they provide a recommended framework for formalizing and consistently administering compensation decisions going forward.

The following practices are recommended for consideration as part of this review:

- **New Hires:** For employees assigned to the General pay plan, the City should maintain sufficient flexibility to recognize differences in the qualifications and experience of new employees while also protecting internal equity. A common approach is to permit departments to hire within the first 10 percent of the applicable salary range without requiring additional executive approval. Starting salaries beyond the first 10 percent of the range should require additional review and approval by the City Manager or designee. Regardless of the starting salary, placement should reflect the candidate's relevant qualifications and experience and should be reviewed in relation to similarly situated existing employees. This approach provides departments with reasonable flexibility for routine hiring decisions while creating additional oversight when a

proposed starting salary could have a greater effect on internal salary relationships or compression.

For Police and Fire employees, the City should generally place new employees at the entry step established within the applicable step plan. However, the City may wish to provide additional flexibility when recruiting experienced Police or Fire personnel from another organization. Many public-sector organizations recognize some or all of an experienced lateral hire's prior relevant service by placing the individual at a step corresponding with that experience rather than requiring the employee to begin at the entry step. Providing this flexibility may strengthen the City's ability to recruit experienced public safety personnel when labor market conditions are particularly competitive.

Evergreen recommends that such lateral-entry placement be reviewed on a case-by-case basis rather than an automatic entitlement based solely on prior service. Any Police or Fire lateral hire proposed for placement above the entry step should be reviewed and approved by the respective Police Chief or Fire Chief. The City should also consider internal equity and the placement of existing employees before approving the higher starting step. This provides the City with a potentially valuable recruitment tool while maintaining appropriate oversight of exceptions to standard entry placement.

- Promotions – General Employees:** For employees assigned to the General pay plan, Evergreen recommends adopting a promotional increase based on the number of grades advanced. Under this approach, an employee would receive a salary increase of 2 percent for each grade of promotional movement, subject to a minimum promotional increase of 5 percent. In all cases, the employee should be placed at no less than the minimum of the newly assigned pay grade. This methodology provides a consistent mechanism for recognizing the magnitude of a promotion and complements the salary progression philosophy incorporated into the Hybrid Parity implementation methodology recommended through this study. Although the methodologies are not identical, both recognize that greater movement within the compensation structure should generally correspond with greater salary movement.

In practice, many routine promotions involving movement of one or two grades would result in the 5 percent minimum promotional increase. Promotions involving movement of three or more grades could result in progressively larger increases. For example, a three-grade promotion would generally result in a 6 percent increase, while a five-grade promotion would generally result in a 10 percent increase. This approach provides additional recognition when an employee advances into a position representing a materially higher level of responsibility, complexity, and organizational contribution.

- Demotions and Movement to Lower Grades – General Employees:** Evergreen recommends establishing a demotion methodology for General employees that generally mirrors the promotional policy in the opposite direction. If the recommended promotional methodology is adopted, an employee moving to a lower grade would generally receive a salary reduction of 2 percent for each grade of downward movement, subject to a minimum reduction of 5 percent. Establishing a corresponding methodology for upward and downward movement creates greater consistency and predictability in the administration of employee salaries.

If an employee's resulting salary remains above the maximum of the new pay range following application of the demotional adjustment, the employee may be maintained at that salary on a red-circled basis rather than automatically reduced to the new range maximum. A red-circled employee would generally remain at the existing salary and would not receive additional base

salary increases until the applicable pay range advances sufficiently for the employee's salary to fall within the established range. Exceptions may be appropriate when a demotion results from organizational restructuring, accommodation, or another circumstance outside of the employee's control.

- **Police and Fire Salary Progression and Rank Movements:** Police and Fire salary movements should be administered consistently with the design and progression methodology of their respective step plans rather than through the grade-based promotional and demotional methodologies recommended for General employees. Employees should generally be placed at the step that appropriately recognizes their tenure with the applicable department, consistent with the service-based progression established by the plan. Accordingly, a promotion from one public safety rank to another should not automatically result in the 2 percent-per-grade or 5 percent minimum promotional increase applicable to General employees. Instead, placement should be determined according to the employee's applicable service and the step structure established for the new rank.

The same principle should apply when administering other movements within the Police and Fire structures. The objective should be to preserve consistent recognition of service while maintaining the intended relationships among ranks and steps. This will be particularly important for the redesigned Fire pay plan, where consistent application of the service-based placement methodology will help preserve the progression relationships established through this study. The City should document these procedures clearly so that employees experiencing similar movements are treated consistently over time.

- **Lateral Transfers – General Employees:** Employees transferring to another classification within the same General pay grade should generally retain their existing salary. A lateral transfer does not, by itself, represent an increase or decrease in the level of work as measured by the City's compensation structure and therefore should not automatically result in a salary adjustment. Maintaining the employee's existing salary supports internal mobility while preserving the integrity of the City's grade structure.
- **Policy Exceptions and Internal Equity Review:** The City should establish a centralized process for reviewing and approving exceptions to its standard salary administration policies. Exceptions may occasionally be warranted based on unusual qualifications, documented market conditions, recruitment or retention concerns, internal equity considerations, organizational needs, or other circumstances that cannot be adequately addressed through the standard policy. Evergreen recommends that exceptions require review and approval by Human Resources and/or the City Manager, with the rationale for the exception appropriately documented.

Centralized review is particularly important when greater flexibility is provided for hiring, promotional, demotional, or other salary actions. Individual compensation decisions can appear reasonable when considered independently but may create unintended inequities or compression when compared with similarly situated employees. An internal equity review should therefore be incorporated into significant salary decisions and policy exceptions to help preserve consistent relationships across the organization.

The City should formalize these practices through clear written salary administration procedures applicable to each of its compensation structures. While certain principles—such as internal equity review, consistent treatment, and appropriate approval authority—should apply Citywide, the specific mechanisms used to administer salary movements should reflect the design of each pay plan. In

particular, the open-range General plan should be administered through policies appropriate to a grade-based structure, while the Police and Fire plans should be administered according to their established step and service progression methodologies.

Based on the employee compensation data reviewed during this study, the City appears to have administered employee salaries in a generally reasonable manner, although several notable anomalies were identified. Because comprehensive written documentation of the City's current salary administration practices was not provided, Evergreen cannot determine whether those instances resulted from formal policy exceptions, historical decisions, or inconsistent application of compensation practices. Formalizing these policies in writing and consistently applying them to future employee actions will provide greater transparency, predictability, and accountability in the administration of the City's compensation program.

Ultimately, the effectiveness of the compensation structures recommended through this study will depend not only on their initial design and implementation but also on how consistently they are administered thereafter. Clear written policies governing hiring, promotions, demotions, lateral transfers, exceptions, and public safety progression will help the City preserve internal equity, limit the development of unintended compression, and maintain the integrity of its compensation system over time.

Finding

The compensation recommendations developed through this study are intended to improve the City's external market position, strengthen internal equity, and establish compensation structures that can be administered effectively over time. However, implementation of the proposed structures and employee salary adjustments represents only the first step in maintaining an effective compensation system. Continued market competitiveness and internal equity will depend on the City's ability to regularly evaluate both its pay structures and the placement and progression of employees within those structures.

A compensation system can remain effective over time only if both the structure and the employees within it continue to move appropriately. Market conditions change from year to year, and different occupations often move at different rates. At the same time, employees must continue progressing through their respective salary ranges or step structures in order to preserve meaningful differentiation based on experience and service and to limit the development of salary compression.

This consideration is particularly important for the City given the significant market gaps identified through the current study. The proposed compensation changes are intended to improve the City's position relative to the market; however, without ongoing maintenance, similar gaps can develop again over time. For these reasons, Evergreen recommends that the City's annual compensation administration consider three distinct forms of adjustment: structural adjustments, classification-based adjustments, and individual employee adjustments.

RECOMMENDATION 8: Evaluate compensation annually through structural, classification-based, and individual employee adjustments.

Evergreen strongly recommends that the City evaluate its compensation program annually using a three-part approach. These three forms of adjustment serve different purposes and should be considered independently rather than treated as interchangeable components of compensation administration.

- **Structural Adjustments:** Structural adjustments are changes made to the salary ranges or pay scales themselves. Their purpose is to ensure that the City's overall compensation structures continue to move with the external labor market and do not gradually lose competitiveness over time. Given the significant market gaps identified through this study, consistent monitoring of future market movement will be particularly important to preserving the competitive improvements achieved through implementation of the recommended pay plans.

The City has indicated a preference for basing future structural adjustments on the actual compensation movement of its market peers rather than relying primarily on broad economic indicators such as inflation or changes in the Consumer Price Index. Evergreen considers this to be an appropriate and market-responsive approach. General economic indicators measure changes across a much broader economy and do not necessarily reflect the rate at which competing municipal employers are adjusting their salary structures. Monitoring the actions of organizations with which the City directly competes for employees provides a more relevant indication of how quickly the City's labor market is moving.

Evergreen therefore recommends that the City conduct a limited review of selected peer organizations each year as part of its annual budget and compensation planning process. This review does not need to replicate the comprehensive market study conducted as part of this engagement. The City does not need to survey every benchmark classification, collect individual salary data, or conduct a complete classification-by-classification market analysis each year. Instead, the annual review should focus specifically on the general structural movement being implemented or proposed by a representative group of the City's market peers.

This information may be obtained directly from peer organizations or, when available, through adopted and proposed budgets, compensation plans, governing body materials, or other publicly available information. The objective should be to determine the general percentage by which comparable organizations are moving their salary structures for the upcoming year. Reviewing several relevant peers will provide the City with a reasonable indication of prevailing market movement without requiring the time and resources associated with a comprehensive compensation study. The City can then use the results of this limited peer review to inform the appropriate movement of its own compensation structures. For example, if the City's peers are generally moving their pay scales by a similar percentage in a given year, that movement provides a useful market-based reference point for determining the adjustment necessary for Lockhart to maintain its relative competitive position. The City should consider the collective results rather than automatically matching the action of any single peer organization.

This methodology provides an important distinction between maintaining the market position established through this study and periodically remeasuring that position. A comprehensive compensation study is necessary periodically to determine how individual classifications and the overall compensation program compare with the external market. Between those studies, however, monitoring the structural movement of selected peers provides the City with a practical and efficient mechanism for helping its pay scales move at approximately the same rate as the market.

Evergreen recommends that this limited peer review become a routine component of the City's annual compensation and budget planning process. Consistently monitoring how comparable employers are moving their pay structures and making corresponding adjustments when appropriate will help the City preserve the market improvements achieved through this study.

and reduce the likelihood that another significant market gap develops between comprehensive compensation reviews.

- **Classification-Based Adjustments:** Structural movement alone will not necessarily maintain market competitiveness for every classification. Different occupations can experience significantly different levels of wage pressure, and particular jobs may move much more quickly than the market overall. This is especially relevant given the findings of the current market analysis, which demonstrated that although the City was significantly below market overall, the magnitude of that market gap varied among individual classifications. For this reason, the City should also evaluate whether targeted classification-level adjustments are necessary each year.

These reviews can be initiated through several mechanisms. Human Resources may monitor indicators such as turnover, vacancy rates, time-to-fill, repeated unsuccessful recruitments, offer rejection rates, or other workforce measures that suggest a classification is becoming difficult to recruit or retain. Department leadership may also identify specialized or mission-critical classifications where compensation concerns are emerging.

When a classification is identified for review, the City should conduct a focused market analysis to determine whether compensation is contributing to the issue. A finding of recruitment or retention difficulty should not automatically result in a pay adjustment, as compensation may not always be the underlying cause. However, the ability to conduct a targeted review and adjust an individual classification or job group when supported by market evidence is an essential component of maintaining an effective compensation system.

This approach allows the City to respond to market movement where it occurs without making unnecessary changes across the entire organization. It also reduces the risk that a small number of fast-moving classifications will become substantially under-market between comprehensive compensation studies.

- **Individual Employee Adjustments:** - In addition to maintaining the salary structures and reviewing individual classifications, the City should provide employees with regular opportunities for salary progression within their assigned compensation structures. Individual salary movement is critical to ensuring that employees progress over time and that meaningful compensation differences are maintained between newer and more experienced employees.

For General employees assigned to the open-range pay plan, Evergreen recommends that annual individual salary movement generally exceed the annual structural pay range adjustment by approximately 1.0 to 2.0 percentage points, with a long-term target of approximately 1.5 percentage points above structural movement each year. This additional movement is necessary to allow employees to make meaningful progress through their assigned salary ranges rather than simply moving at the same rate as the structure.

For example, if the City determines through its annual peer review that the General pay structure should increase by 2.0 percent, individual General employee salaries should generally increase by at least 3.0 percent during that year. A 2.0 percent salary adjustment would simply move the employee at approximately the same rate as the pay range, leaving the employee in essentially the same relative position within the structure. An adjustment above the structural movement allows the employee to progress further into the range and helps maintain appropriate differentiation based on experience and continued service.

Evergreen recommends targeting approximately 1.5 percentage points of annual employee progression above structural movement over time. However, the City's financial circumstances may not permit this level of progression every year. In years when available resources allow for only 1.0 percentage point of movement above the structural adjustment, the City should strive, when financially feasible, to provide approximately 2.0 percentage points of additional progression in a subsequent year. The objective is not necessarily to achieve precisely 1.5 percentage points every year, but rather to maintain an average progression rate over time that allows employees to continue advancing meaningfully through their salary ranges.

This distinction between structural movement and employee progression is important to the long-term health of an open-range compensation system. Structural adjustments maintain the competitiveness of the pay ranges themselves, while individual adjustments move employees through those ranges. If the City consistently moves the structure without providing additional employee progression, experienced employees may remain concentrated toward the lower portion of their ranges, increasing the potential for compression as new employees enter the organization at progressively higher starting salaries.

Police and Fire employees should be treated differently because their compensation is administered through step-based structures. Rather than applying the 1.0 to 2.0 percentage-point progression guideline described above, Police and Fire employees should progress through their respective step plans in accordance with the established service and progression requirements. The value associated with movement from one step to the next provides the mechanism for recognizing continued service and progression within those plans.

When administered alongside the hiring, promotion, demotion, transfer, and public safety progression policies recommended elsewhere in this chapter, these annual progression practices will provide the City with a more comprehensive framework for maintaining appropriate employee placement over time. Consistent structural movement, coupled with meaningful employee progression, will help limit the future development of salary compression and preserve appropriate relationships among employees as the City's compensation structures continue to evolve.

Taken together, these three forms of annual compensation review provide a comprehensive framework for maintaining the City's compensation system. Structural adjustments preserve the competitiveness of the overall pay plans; classification-based adjustments allow the City to respond to occupations experiencing unique market pressures; and individual adjustments ensure that employees have an appropriate opportunity to progress within those structures.

The significant market gaps identified through this study demonstrate the importance of maintaining compensation as an ongoing administrative priority rather than relying solely on periodic comprehensive studies to identify needed corrections. Following implementation of the proposed compensation structures and employee salary adjustments, Evergreen recommends that the City formalize this three-part approach as an ongoing compensation philosophy and evaluate each component annually as part of its normal budget and workforce planning process.

Consistent annual review will help the City preserve the improvements achieved through this study, respond more effectively to changing labor market conditions, maintain appropriate employee progression, and reduce the likelihood that substantial market or internal equity deficiencies will accumulate before the City's next comprehensive compensation study.

4.3 SUMMARY

The City should be commended for undertaking this compensation review and evaluating its compensation practices in relation to both the external labor market and internal organizational needs. Maintaining an effective compensation system requires periodic evaluation, particularly as labor market conditions, recruitment pressures, and employee compensation expectations change over time. This study provides the City with an opportunity to address its current market position while establishing compensation structures and administrative practices that can be effectively maintained in future years.

The analyses conducted throughout this report identified a significant gap between the City's existing compensation structures and the external market. Overall, the City was found to be approximately 21 percent below the average peer market at the minimum and approximately 18 percent below the market at the maximum. Individual classification results varied, with certain positions demonstrating substantially greater market gaps and others being comparatively better positioned. These findings indicate that meaningful compensation adjustments are necessary to improve the City's ability to compete effectively for qualified employees.

At the same time, the study did not identify a need to completely redesign every component of the City's compensation system. The General pay plan is fundamentally well designed, with consistent range spreads and midpoint progression, and requires only limited structural refinement in addition to the market and classification adjustments recommended through this study. Similarly, the Police step plan provides an organized framework for salary progression and can largely be maintained with an appropriate market adjustment. The Fire pay plan, however, requires more substantial modification. The proposed Fire structure provides an updated progression model intended to better recognize service, improve relationships among ranks, and establish a more competitive compensation framework.

In addition to changes to the underlying pay structures, Evergreen recommends targeted grade assignments based on the market position and internal equity of individual classifications. This approach recognizes that the City's market gaps are not uniform and that a single Citywide adjustment would not adequately address the differing competitive positions of individual jobs. The proposed grade assignments therefore provide a classification-specific approach designed to improve external competitiveness while preserving appropriate internal relationships.

Employee implementation is also a critical component of the recommendations. Significant changes to salary ranges can create or exacerbate compression if incumbent employees are not appropriately positioned within the new structures. For General employees, Evergreen recommends a Hybrid Parity methodology that recognizes both time in the current classification and additional City service. Police employees should remain on their corresponding steps and receive the adjustment associated with the proposed Police structure, while Fire employees should be placed within the redesigned Fire plan based on applicable Fire Department service. These methodologies are intended to improve employee placement while recognizing the distinct design and progression philosophy of each compensation plan.

The recommendations also emphasize the importance of formal and consistent salary administration following implementation. Clear written practices governing new hires, promotions, demotions, lateral transfers, policy exceptions, and Police and Fire step progression will help preserve the integrity of the recommended structures. Although the City appears to have administered employee compensation in a generally reasonable manner, the internal analysis identified several notable anomalies, and comprehensive written documentation of the City's current salary administration practices was not

provided during this study. Formalizing these practices and applying them consistently will strengthen internal equity and reduce the likelihood that unintended salary relationships develop over time.

Finally, the City should recognize that implementation of the proposed compensation structures does not represent the conclusion of the compensation process. Maintaining the improvements achieved through this study will require ongoing attention. Evergreen recommends that the City annually review the structural movement of selected peer organizations and use that information to inform adjustments to its own pay structures. For General employees, individual salary progression should generally exceed structural movement by approximately 1.0 to 2.0 percentage points annually, with a long-term target of approximately 1.5 percentage points, so that employees continue to progress meaningfully through their ranges. Police and Fire employees should progress in accordance with their respective step structures.

Targeted market reviews should also be conducted when individual classifications demonstrate recruitment, retention, or competitiveness concerns, and a comprehensive compensation study should be completed approximately every three to five years. Together, these practices will allow the City to monitor market movement between comprehensive studies, address emerging classification-specific concerns, and reduce the likelihood that substantial market gaps develop again over time.

Overall, the recommendations contained in this report provide the City with a comprehensive framework for improving its current market position while strengthening the long-term administration of its compensation program. The proposed approach combines targeted structural changes, classification-specific market and internal equity adjustments, appropriate employee salary placement, and clearly defined administrative practices. By implementing these recommendations and maintaining an ongoing commitment to compensation review, the City will be better positioned to support recruitment and retention, preserve appropriate internal salary relationships, limit future compression, and maintain a compensation system capable of responding to changing workforce and labor market conditions.

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discussion and/or action regarding Ordinance 2026-39 repealing uncodified Ordinance 2025-21 in its entirety and adopting this ordinance regarding the City personnel policy manual; removing performance or merit pay for police and fire personnel and adopting a step pay plan for Police and Fire Departments under civil service.

ORIGINATING DEPARTMENT AND CONTACT: Administration - Julie Bowermon

ACTION REQUESTED: Ordinance

BACKGROUND/SUMMARY/DISCUSSION: During the FY 25-26 budget process, City Council identified a need for an employee compensation study and market refresh to determine competitive pay and benefits for City employees. The City retained Evergreen Solutions, LLC to conduct the study. As a result of the study, Evergreen Solutions, LLC recommended adjustments to police and fire classified personnel step pay plans. In compliance with Civil Service, classified police and fire positions are paid per a step pay plan, which is set by ordinance. The proposed ordinance reflects increasing the step plans as included in the budget and recommended by Evergreen Solutions, LLC.

Agencies in central Texas continue to experience unremitting vacancies in public safety positions. Consequently, the Evergreen Solutions recommended adjustments are being proposed to enhance Lockhart's ability to recruit and retain qualified police officers and fire fighters. The City will continue to offer the \$10,000 hiring incentive to police officers as well as the lateral entry pay program. Also being considered during this meeting, as a separate agenda item, is a one-time police officer retention stipend as a form of longevity pay for current certified police officers focused on retaining trained and experienced police officers during periods of significant staffing shortages.

PROJECT SCHEDULE (if applicable): N/A

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): The step pay plan adjustments are included in the approved FY 26-27 budget.

PREVIOUS COUNCIL ACTION: N/A

City of Lockhart, Texas

Council Agenda Item

Cover Sheet

COMMITTEE/BOARD/COMMISSION ACTION: N/A

STAFF RECOMMENDATION/REQUESTED MOTION: Staff recommends approval.

LIST OF SUPPORTING DOCUMENTS: Proposed Ordinance 2026-39 , Ordinance 2025-21

ORDINANCE NO. 2026-39

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS; REPEALING UN-CODIFIED ORDINANCE 2025-21 IN ITS ENTIRETY AND ADOPTING THIS ORDINANCE REGARDING THE CITY PERSONNEL POLICY MANUAL; REMOVING PERFORMANCE OR MERIT PAY FOR POLICE AND FIRE PERSONNEL AND ADOPTING A STEP PAY PLAN FOR POLICE AND FIRE DEPARTMENTS UNDER CIVIL SERVICE; PROVIDING FOR SEVERABILITY; PROVIDING A REPEALER; PROVIDING FOR PUBLICATION; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the City of Lockhart adopted a personnel policy manual on April 8, 1986; and

WHEREAS, certain sections address pay issues; and

WHEREAS, due to the implementation of Chapter 143 of the Texas Local Government Code for the Police Officers and Fire Fighters, “merit” pay for classified police officers and fire fighters was abolished; and

WHEREAS, during the FY 25-26 budget process the City Council identified a need for an employee compensation study and market refresh to determine competitive pay and benefits for its employees and the City retained Evergreen Solutions, LLC to conduct that study. As a result of the study, Evergreen Solutions, LLC recommended adjustments to police and fire classified personnel step pay plans; and

WHEREAS, the City believes that public safety will best be served by adjusting step pay plans for police and fire classified personnel in accordance with the recommendations from Evergreen Solutions, LLC; and

WHEREAS, due to challenges in hiring and retaining qualified fire fighters and police officers, the step pay plans for fire and police classified personnel should be adjusted to attract and retain qualified fire fighters and police officers, as set forth in Exhibit A.

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

- I. The matters and facts set forth in the preamble are hereby found to be true.
- II. The following Step Pay Plans for the Police Department and Fire Department (Exhibit “A”) are expressly incorporated by reference and adopted for classified members of the Lockhart Fire Department and Lockhart Police Department.
- III. Severability: If any provision, section, clause, sentence, or phrase of this ordinance is for any reason held to be unconstitutional, void, invalid, or un-enforced, the validity of the remainder of this ordinance or its application shall not be affected, it being

the intent of the City Council in adopting and of the Mayor in approving this ordinance that no portion, provision, or regulation contained herein shall become inoperative or fail by way of reasons of any unconstitutionality or invalidity of any other portion, provision, or regulation.

IV. Repealer: That all other ordinances, section, or parts of ordinances heretofore adopted by the City of Lockhart in conflict with the provisions set out above in this ordinance are hereby repealed or amended as indicated.

V. Publication: That the City Secretary is directed to cause the caption of this ordinance to be published in a newspaper of general circulation according to law.

VI. It is hereby officially found and determined that the meeting at which this ordinance was passed was open to the public as required by law.

VII. Effective Date: That this ordinance shall become effective on October 1, 2026 beginning with work shifts starting after 12:00 A.M. on October 1, 2026.

PASSED, APPROVED, AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, ON THIS THE 15th DAY OF SEPTEMBER, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

APPROVED AS TO FORM:

Julie Bowermon, City Secretary

Brad Bullock, City Attorney

EXHIBIT “A”

**Police Department
Civil Service Personnel
Rate Per Hour
Effective October 1, 2026**

	Tenure ¹							
Grade	Year 0	Year 1	Year 2	Year 4	Year 6	Year 8	Year 10	Year 12+
Police Cadet	\$24.93	-	-	-	-	-	-	-
Police Officer	\$32.68	\$33.53	\$34.39	\$35.26	\$36.32	\$37.41	\$38.54	\$39.69
Sergeant	-	-	\$40.45	\$41.29	\$42.66	\$44.04	\$45.47	-
Lieutenant	-	-	-	\$46.09	\$47.68	\$49.35	-	-
Police Captain	-	-	-	\$49.53	\$52.47	-	-	-

¹ “Tenure” is tenure from the hire date. Therefore, step progression is based on years with the Department, not time in rank.

**Fire Department
Civil Service Personnel
Rate Per Hour
Effective October 1, 2026**

	Tenure ¹						
Grade	Year 0	Year 1	Year 3	Year 5	Year 7	Year 9	Year 12+
Firefighter/EMT	\$21.71	\$22.36	\$23.03	\$23.72	\$24.43	\$25.16	\$25.92
Fire Engineer	-		\$26.18	\$26.96	\$27.77	\$28.61	\$29.46
Fire Captain	-	-	-	\$30.94	\$32.18	\$33.46	-
Assistant Fire Chief ²	-	-	-	\$47.35	\$50.19	-	-

¹ “Tenure” is tenure from the hire date. Therefore, step progression is based on years with the Department, not time in rank.

² The Assistant Fire Chief will be exempt from overtime and will be paid on a salary basis

ORDINANCE NO. 2025-21

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS; REPEALING UN-CODIFIED ORDINANCE 2024-25 IN ITS ENTIRETY AND ADOPTING THIS ORDINANCE REGARDING THE CITY PERSONNEL POLICY MANUAL; REMOVING PERFORMANCE OR MERIT PAY FOR POLICE AND FIRE PERSONNEL AND ADOPTING A STEP PAY PLAN FOR POLICE AND FIRE DEPARTMENTS UNDER CIVIL SERVICE; PROVIDING FOR SEVERABILITY; PROVIDING A REPEALER; PROVIDING FOR PUBLICATION; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the City of Lockhart adopted a personnel policy manual on April 8, 1986; and

WHEREAS, certain sections address pay issues; and

WHEREAS, due to the implementation of Chapter 143 of the Texas Local Government Code for the Police Officers and Fire Fighters, “merit” pay for classified police officers and fire fighters was abolished; and

WHEREAS, due to a four and half (4 ½) percent pay increase for all full-time and part-time regular City of Lockhart employees approved by City Council effective October 1, 2025, the City believes that public safety will best be served by adjusting step pay plans for police and fire classified personnel; and

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

- I. The matters and facts set forth in the preamble are hereby found to be true.
- II. The following Step Pay Plans for the Fire Department (Exhibit “A”) and Police Department (Exhibit “B”) are expressly incorporated by reference and adopted for classified members of the Lockhart Fire Department and Lockhart Police Department.
- III. Severability: If any provision, section, clause, sentence, or phrase of this ordinance is for any reason held to be unconstitutional, void, invalid, or un-enforced, the validity of the remainder of this ordinance or its application shall not be affected, it being the intent of the City Council in adopting and of the Mayor in approving this ordinance that no portion, provision, or regulation contained herein shall become inoperative or fail by way of reasons of any unconstitutionality or invalidity of any other portion, provision, or regulation.
- IV. Repealer: That all other ordinances, section, or parts of ordinances heretofore adopted by the City of Lockhart in conflict with the provisions set out above in this ordinance are hereby repealed or amended as indicated.

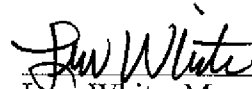
V. Publication: That the City Secretary is directed to cause the caption of this ordinance to be published in a newspaper of general circulation according to law.

VI. It is hereby officially found and determined that the meeting at which this ordinance was passed was open to the public as required by law.

VII. Effective Date: That this ordinance shall become effective on October 1, 2025 beginning with work shifts starting after 12:00 A.M. on October 1, 2025.

PASSED, APPROVED, AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, ON THIS THE 2nd DAY OF SEPTEMBER, 2025.

CITY OF LOCKHART

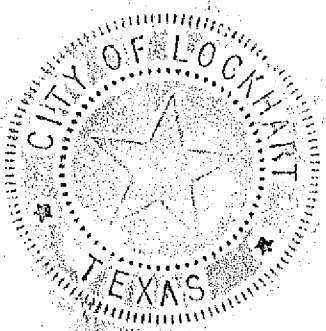

Lew White, Mayor

ATTEST:

APPROVED AS TO FORM:


Julie Bowermon, City Secretary


Brad Bullock, City Attorney



Fire Department Step Pay Plan Civil Service Personnel Rate Per Hour <i>*Effective October 1, 2025</i>						
Tenure¹						
Firefighter/EMT Per Hour	0	1	3	5	7+	
	\$19.97	\$20.70	\$21.69	\$22.67	\$23.19	
Tenure						
Fire Engineer Per Hour	0	3	6	9	12+	
	\$22.19	\$22.67	\$23.67	\$24.16	\$24.65	
Tenure						
Captain Per Hour	0	3	6	9	12+	
	\$24.65	\$25.64	\$26.14	\$26.61	\$27.14	
Tenure²						
Assistant Chief Per Hour	0	3	6	9	12+	
	\$39.41	\$40.08	\$40.74	\$41.42	\$43.98	

EXHIBIT “A”

¹ “Tenure” is tenure from the hire date. Therefore, step progression is based on years with the Department, not time in rank.

² The Assistant Fire Chief will be exempt from overtime and will be paid on a salary basis.

Police Department Civil Service Personnel Rate Per Hour <i>Effective October 1, 2025</i>								
Tenure¹								
Police Cadet Per Hour	0							
	\$24.39							
Tenure								
Police Officer Per Hour	0	1	2	4	6	8	10	12+
	\$31.98	\$32.81	\$33.65	\$34.50	\$35.54	\$36.60	\$37.71	\$38.84
Tenure								
Sergeant Per Hour	2	4	6	8	10+			
	\$39.58	\$40.40	\$41.74	\$43.09	\$44.49			
Tenure								
Lieutenant Per Hour	4	6	8+					
	\$45.10	\$46.65	\$48.29					
Tenure								
Captain Per Hour	4	6+						
	\$48.46	\$51.34						

EXHIBIT “B”

¹ “Tenure” is tenure from the hire date. Therefore, step progression is based on years with the Department, not time in rank.

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discussion and/or action to consider approval of Ordinance 2026-38 establishing a retention stipend for police officers.

ORIGINATING DEPARTMENT AND CONTACT: Police - Gary Williamson

ACTION REQUESTED: Ordinance

BACKGROUND/SUMMARY/DISCUSSION: Police officer vacancies can create operational and financial pressures through overtime, minimum-staffing requirements, recruiting and hiring activity, academy and training costs, field-training commitments, loss of institutional knowledge, and increased workload on remaining personnel.

Ordinance 2026-38 establishes a temporary, staffing-based retention stipend as an additional tool to retain trained and experienced police officers during a period of significant staffing shortages. The stipend amount is tied to the percentage of authorized police officer positions that are filled, with the highest amount available when staffing is below 60 percent. The stipend amount is structured to decrease at higher staffing levels and no stipend is payable when staffing is 90 percent or greater.

The maximum stipend is \$8,500 per eligible officer when staffing is below 60 percent of authorized strength. The applicable staffing level and individual eligibility are determined as of September 1, 2026. Eligible officers must have completed at least 12 months of qualifying service as a City of Lockhart Police Officer. The Chief of Police is not eligible.

The stipend is a temporary supplemental payment based on longevity with the City of Lockhart Police Department and does not become part of an officer's base salary. Approval of this stipend does not create a contractual or vested right to any future retention stipend or any particular stipend amount and does not obligate the City to consider or authorize a retention stipend in any future fiscal year.

The City Manager will annually review the effectiveness and continued appropriateness of retention stipends as a recruitment and retention strategy, with input from the Police Chief, Human Resources, and Finance. The review will consider staffing conditions, retention outcomes, fiscal impact, available vacancy savings, and other available recruitment and retention strategies. Based on that review, the City Manager may determine that no further action is warranted or may recommend consideration of a future retention stipend or other recruitment and retention strategies. Any future retention stipend would require separate City Council review and approval and is not required or presumed as a result of the annual administrative review.

For the stipend authorized by this ordinance, the September 1, 2026 staffing level will

City of Lockhart, Texas

Council Agenda Item Cover Sheet

determine the applicable stipend tier. Any payment will be limited to legally available appropriated vacancy savings.

PROJECT SCHEDULE (if applicable):

AMOUNT & SOURCE OF FUNDING:

Funds Required:

Account Number:

Funds Available:

Account Name:

FISCAL NOTE (if applicable): Funded solely from salary and related personnel funds already budgeted for vacant authorized police officer positions. No new money will be budgeted or requested for the stipend authorized by this ordinance. Payment of the stipend will be limited to available appropriated vacancy savings and will remain subject to applicable City budgetary and financial controls. The ordinance does not authorize expenditures in excess of available appropriations.

PREVIOUS COUNCIL ACTION: On October 18, 2022, Council approved a one-time retention stipend for all actively working certified police officers in the amount of \$2,500.

COMMITTEE/BOARD/COMMISSION ACTION:

STAFF RECOMMENDATION/REQUESTED MOTION: Staff recommends approval of the Retention Stipend for police officers.

LIST OF SUPPORTING DOCUMENTS: Ordinance 2026-38 Retention Stipend, Ordinance 2026-38 Exhibit A for Retention Stipend

ORDINANCE NO. 2026-38

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOCKHART, TEXAS, ESTABLISHING A POLICE OFFICER RETENTION STIPEND AS A FORM OF LONGEVITY PAY PERMISSIBLE UNDER TEXAS LOCAL GOVERNMENT CODE §143.041(C)(1); ESTABLISHING SEPTEMBER 1, 2026, AS THE STAFFING MEASUREMENT DATE; ESTABLISHING ELIGIBILITY REQUIREMENTS, STAFFING THRESHOLDS, STIPEND AMOUNTS, FUNDING LIMITATIONS, AND ADMINISTRATIVE PROCEDURES; PROVIDING ELIGIBILITY FOR REAPPOINTED LOCKHART POLICE OFFICERS AND CREDIT FOR PRIOR SERVICE AS A LOCKHART POLICE OFFICER TOWARD THE TWELVE-MONTH PRIOR-SERVICE REQUIREMENT; PROVIDING FOR ONE LUMP-SUM PAYMENT; PROVIDING FOR ADMINISTRATIVE REVIEW AND SEPARATE CITY COUNCIL REVIEW AND APPROVAL OF ANY FUTURE RETENTION STIPEND; AND PROVIDING FOR SEVERABILITY, REPEALER, SAVINGS, OPEN MEETINGS, AND AN EFFECTIVE DATE.

WHEREAS, the City Council finds that police officer vacancies create operational and financial pressures, including overtime, recruiting and hiring costs, academy and training costs, field-training commitments, loss of institutional knowledge, and increased workload on remaining personnel; and

WHEREAS, the City Council believes that by offering a retention stipend as a form of longevity pay to current certified City of Lockhart Police Officers, the City will benefit by retaining certified police officers currently employed by the City of Lockhart; and

WHEREAS, the City Council finds that a temporary, staffing-based retention stipend may assist the City in retaining trained and experienced police officers during periods of significant staffing shortages while the Police Department rebuilds staffing; and

WHEREAS, the City Council intends that the retention stipend be temporary supplemental pay based on longevity with the Department rather than a permanent increase to base compensation, and that authorization of this stipend does not create an obligation or expectation that a retention stipend will be authorized in any future fiscal year; and

WHEREAS, the City Council finds it appropriate to establish September 1, 2026, as the Staffing Measurement Date for determining officer eligibility, including the twelve-month prior-service requirement for a reappointed officer, and the applicable stipend tier; and

WHEREAS, the City Council finds that adoption of this Ordinance is in the best interests of the City, its Police Department, and the public health, safety, and welfare.

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

- I. The Police Officer Retention Stipend attached hereto as Exhibit “A” is authorized by the City Council, and the City Manager is hereby authorized and directed to administer and authorize payment of the stipend in accordance with Exhibit “A”.
- II. **REPEALER.** That all other ordinances, sections, or parts of ordinances heretofore adopted by the City of Lockhart in conflict with the provisions set out above in this ordinance are hereby repealed or amended as indicated.
- III. **SEVERABILITY.** If any provision, section, clause, sentence, or phrase of this ordinance is for any reason held to be unconstitutional, void, invalid, or un-enforced, the validity of the remainder of this ordinance or its application shall not be affected, it being the intent of the City Council in adopting and of the Mayor in approving this ordinance that no portion, provision, or regulation contained herein shall become inoperative or fail by way of reasons of any unconstitutionality or invalidity of any other portion, provision, or regulation.
- IV. **SAVINGS.** All rights and remedies of the City are expressly saved as to any and all violations of any ordinance or policy affected by this Ordinance that accrued before the effective date of this Ordinance, and such accrued rights and remedies shall not be affected by this Ordinance.
- V. **OPEN MEETINGS.** It is hereby officially found and determined that the meeting at which this ordinance was passed was open to the public as required by law.
- VI. **EFFECTIVE DATE.** This Ordinance shall become effective upon passage and approval in accordance with the City Charter and applicable law; provided, however, that eligibility for the Police Officer Retention Stipend authorized herein shall be determined as of the September 1, 2026 Staffing Measurement Date.

PASSED AND APPROVED on this 15th day of September, 2026.

CITY OF LOCKHART

Lew White, Mayor

ATTEST:

APPROVED AS TO FORM:

City Secretary

City Attorney

EXHIBIT “A”

POLICE OFFICER RETENTION STIPEND

1. Summary

This ordinance establishes a temporary, staffing-based retention stipend intended to retain trained and experienced police officers during a period of significant staffing shortages. The stipend is a temporary staffing-response measure and not a permanent increase to base pay. Approval of this stipend does not create an obligation or expectation that a retention stipend will be authorized in any future fiscal year. Any future retention stipend would require separate City Council review and approval.

2. Definitions

Authorized Strength: the total number of authorized police officer positions approved by the City (not including the Chief of Police).

Filled Position: an authorized police officer position occupied, as of the Staffing Measurement Date, by an officer who has completed the City of Lockhart Police Department Field Training Program. A cadet, academy recruit, or probationary officer still in the FTO program **will not be counted** as a Filled Position for purposes of determining the staffing percentage.

Eligible Officer: a police officer who, as of the Staffing Measurement Date, has completed 12 months of continuous service as a City of Lockhart Police Officer during that period.

For an officer who has been reappointed, prior service as a Lockhart Police Officer will be credited toward the required twelve (12) months of previous continuous service.

Staffing Measurement Date: September 1, 2026.

Continuous Employment: uninterrupted employment with the Lockhart Police Department. Approved leave, including military leave, Family and Medical Leave Act leave, workers' compensation leave, administrative leave, or other City-approved leave, does not interrupt continuous employment.

3. Business and Operational Rationale

A targeted retention stipend provides an additional incentive for experienced officers to remain employed while the department rebuilds staffing.

The maximum \$8,500 stipend is reserved for the most severe staffing condition - below 60 percent of authorized civil service police officer staffing. The stipend amount is structured to decrease at higher staffing levels.

4. Staffing Measurement Date and Calculation

The Staffing Measurement Date for the stipend authorized by this ordinance is September 1, 2026. The staffing percentage measured on that date will determine the applicable retention stipend tier.

The staffing percentage will be calculated by dividing the number of Filled Positions by the total Authorized Strength and multiplying the result by 100.

EXHIBIT “A”

5. Proposed Stipend Schedule

Staffing Percentage on September 1, 2026	Stipend per Eligible Officer
Less than 60.00%	\$8,500
60.00%-69.99%	\$6,500
70.00%-79.99%	\$4,500
80.00%-89.99%	\$2,500
90.00% or greater	No stipend payable

6. Eligibility

An Eligible Officer as defined above is a police officer who, as of September 1, 2026 (the Staffing Measurement Date), has completed 12 months of continuous service as a City of Lockhart Police Officer during that period. For a reappointed officer, prior service as a Lockhart Police Officer will be credited toward the required twelve (12) months of previous continuous service. The Chief of Police is not eligible. Approved leave does not interrupt Continuous Employment for purposes of the twelve-month eligibility requirement.

7. Eligibility Determination and Reconsideration

Human Resources will make the official determination of individual officer eligibility based on City employment records, applicable civil service requirements, and the terms of this ordinance. The Police Department will provide any personnel or assignment information reasonably necessary for that determination.

An officer who believes an eligibility determination is factually incorrect may request administrative reconsideration in the manner and within the time established by the City Manager or designee. The City Manager or designee will resolve unusual or disputed eligibility circumstances after consultation with Human Resources and, when appropriate, the City Attorney.

8. Proposed Payment Schedule

The stipend authorized by this ordinance is proposed to be paid in one lump-sum payment, with the payment date established administratively by the City. An officer who is eligible as of the September 1, 2026 Staffing Measurement Date will receive the applicable stipend in one payment on the payment date established by the City, subject to the funding limitations contained herein.

9. Eligibility Based on Prior Service

Eligibility for the retention stipend is based on service already completed.

No additional service period is required after the Staffing Measurement Date or after receipt of a stipend payment. Eligibility is based solely on the duration of service as of the September 1, 2026 Staffing Measurement Date.

Approved leave will be treated in accordance with the definition of Continuous Employment for the purpose of this ordinance.

EXHIBIT “A”

10. Promotion or Change in Eligibility

Eligibility for the stipend authorized by this ordinance is determined as of the September 1, 2026 Staffing Measurement Date based on the officer's qualifying service and eligibility status on that date. The Chief of Police is not eligible for the retention stipend. An officer serving as Chief of Police on the September 1, 2026 Staffing Measurement Date is not eligible.

11. Funding and Proportional Reduction

The retention stipend is proposed to be funded solely from salary and related personnel funds already budgeted for vacant authorized civil service police officer positions. No new money will be budgeted or requested for the stipend authorized by this ordinance.

Payment of the stipend will be limited to available appropriated vacancy savings and will remain subject to applicable City budgetary and financial controls. This ordinance does not authorize expenditures in excess of available appropriations.

If available appropriated vacancy savings are insufficient to pay the full stipend amounts otherwise payable to all eligible officers, the stipend amounts will be proportionately reduced on an equal percentage basis so that total payments do not exceed the funding legally available for the stipend. No officer has a contractual or vested right to a particular stipend amount.

12. Treatment of the Stipend

The retention stipend is a temporary supplemental payment and will not become part of an officer's permanent base salary. Human Resources, Payroll, Finance, and legal counsel will determine the treatment of the stipend for overtime, retirement contributions, taxes, benefits, and other compensation-related purposes in accordance with applicable law and plan requirements.

13. No Vested Right and City Council Authority

This ordinance does not create a contractual or vested right to any future retention stipend or any particular stipend amount. Authorization of the stipend provided by this ordinance does not obligate the City to consider or authorize a retention stipend in any future fiscal year.

Subject to applicable law and civil service requirements, the City Council reserves the right to amend or modify the stipend authorized by this ordinance.

14. Administrative Review and Future Consideration

The City Manager will annually review the effectiveness and continued appropriateness of retention stipends as a recruitment and retention strategy, with input from the Police Chief, Human Resources, and Finance. The review will consider staffing conditions, retention outcomes, fiscal impact, available vacancy savings, and other available recruitment and retention strategies.

Based on that review, the City Manager may determine that no further action is warranted or may recommend consideration of a future retention stipend or other recruitment and retention strategies. Any future retention stipend would require separate City Council review and approval and is not required or presumed as a result of the annual administrative review.

15. Administrative Responsibilities

EXHIBIT “A”

- Human Resources will verify officer eligibility, including the required twelve (12) months of qualifying previous service, as of the September 1, 2026 Staffing Measurement Date. For a reappointed Lockhart police officer, Human Resources will verify the officer's prior Lockhart Police Department service, prior civil service status, and reappointment, and will credit the officer's prior Lockhart Police Department service toward the twelve (12)-month previous-service requirement.
- The Police Department will certify the September 1, 2026 staffing information used to calculate the staffing percentage and identify Filled Positions consistent with this ordinance.
- Finance will verify available budgeted officer vacancy savings before payment authorization and calculate any required proportional reduction when funding is insufficient.
- Payroll will process approved payments and applicable deductions.
- The City Manager or designee is authorized to establish administrative procedures consistent with this ordinance, including payment dates and procedures for eligibility reconsideration.

16. 2026 Staffing Measurement and Look-Back Period

For the stipend authorized by this ordinance, the September 1, 2026 staffing level will determine the applicable stipend tier. Officer eligibility will likewise be determined using the September 1, 2026 Staffing Measurement Date and the applicable look-back period established by this ordinance.

City of Lockhart, Texas

Council Agenda Item Cover Sheet

COUNCIL MEETING DATE: September 15, 2026

AGENDA ITEM CAPTION: Discussion and/or action to consider awarding RFP 2026-10, Lockhart Visitor Center Phase 1 Improvements and Phase 2 Enabling Work, to Countywide Builders in the amount of \$124,456 and authorize the City Manager to execute all necessary documents.

ORIGINATING DEPARTMENT AND CONTACT: Downtown & Tourism - Tiffany Padilla

ACTION REQUESTED: Approval of Bid

BACKGROUND/SUMMARY/DISCUSSION: RFP 2026-10 was issued for Phase 1 improvements and limited Phase 2 enabling work at the future Lockhart Visitor Center, located at 109 E. San Antonio Street. The project involves approximately 2,810 square feet of leased first-floor space within the historic downtown square.

The scope of work includes demolition of nonstructural interior walls and associated trim, routing and minor rerouting of electrical conduit, limited construction of new interior walls and trim, installation of a floating floor system to protect the building's historic original flooring, interior painting, and other preparatory work identified in the construction documents. Work must be substantially complete by October 31, 2026.

Three sealed proposals were received by the September 8, 2026 submission deadline. Following review of the proposals in accordance with the RFP's best-value evaluation criteria, staff recommends awarding the project to Countywide Builders. Countywide submitted a base bid of \$103,756 plus \$20,700 in requested alternates, for a total contract amount of \$124,456. The alternates include removal of the existing sign and wood for \$2,900, painting all walls SW 7009 Pearly White for \$15,600, and painting the brick band to match for \$2,200.

Countywide's proposal expressly included the protective floor system identified in the bid documents and separately identified pricing for all requested alternates. Noble Alliance submitted a lower base bid but subsequently confirmed that its base bid did not include the underlayment for the raised subfloor assembly required for the floating floor system and included only the required touch-up painting, rather than painting all walls SW 7009 Pearly White. AAA TimeSaver's proposal states that flooring and paint are to be provided by the Owner, although the bid documents do not identify those materials as owner-furnished.

Countywide also demonstrated relevant experience with historic building renovation and City of Lockhart projects, including the restoration and expansion of the Dr. Eugene Clark Library. Its proposal identifies experience with adaptive reuse, preservation of historic structures, and coordination with City stakeholders on historic downtown projects. Countywide has also previously worked through the City's Historic Preservation Commission review process, providing familiarity with the requirements and considerations associated with work on historic

City of Lockhart, Texas

Council Agenda Item Cover Sheet

properties in Lockhart.

Based on the RFP evaluation criteria, demonstrated historic preservation experience, familiarity with Lockhart's historic review process, and Countywide's more complete alignment with the specified scope of work, staff recommends Countywide Builders as the best-value proposal.

PROJECT SCHEDULE (if applicable):

FISCAL NOTE (if applicable): Funding for the project is 800-5202-910

PREVIOUS COUNCIL ACTION: N/A

COMMITTEE/BOARD/COMMISSION ACTION: N/A

STAFF RECOMMENDATION/REQUESTED MOTION: Staff recommends awarding RFP 2026-10 to Countywide Builders in the amount of \$124,456, consisting of the \$103,756 base bid plus \$20,700 in alternates, and authorizing the City Manager to execute all necessary documents.

LIST OF SUPPORTING DOCUMENTS: RFP 2026-10 - Bid Tab, 2026-10 Countywide

CITY OF LOCKHART

PROJECT BID TABULATION

Project Name:	Lockhart Visitor Center Phase 1 Improvements and Phase 2 Enabling Work	Project No.:	RFP 2026-10
Bid Opening:	September 8, 2026	Prepared By:	Downtown & Tourism
Location:	Large Conference Room, 308 W. San Antonio St.	Time:	9:00 am

No.	Bidder / Company	Base Bid	Alternates	Total Bid	Bid Bond	Addenda	Notes
1	Noble Alliance Construction, LLC	\$85,500	\$3,500	\$89,000	Y		Base bid included required touch-up painting only, not painting all walls SW 7009 Pearly White. Noble subsequently confirmed its base bid did not include the underlayment for raised subfloor assembly required for the floating floor system. Alt. 1 – Façade Sign Removal: \$3,500. Exterior paint alternate not bid.
2	Countywide Builders	\$103,756	\$20,700	\$124,456	Y		Base bid expressly includes protective floor system. Alt. 1/2 – Removal of Sign and Wood: \$2,900; Alt. 3 – Paint All Walls SW 7009 Pearly White: \$15,600; Alt. 4 – Paint Brick Band to Match: \$2,200.
3	AAA TimeSaver Services	See Note	See Note	\$119,204	Y		Submitted itemized pricing totaling \$119,204 but does not clearly segregate pricing into the RFP/bid-set base bid and requested alternates. Proposal states “Flooring Provided by Owner” and “Paint Provided by Owner,” although the RFP and bid documents do not identify these materials as owner-furnished.
4							

[See Next Page]

Award Recommendation / Comments: Recommend award to Countywide Builders based on its \$103,756 base bid plus Alternates No. 1/2 for \$2,900, Alternate No. 3 for \$15,600, and Alternate No. 4 for \$2,200, for a total contract amount of \$124,456. Countywide's proposal expressly included the protective floor system identified in the bid documents and separately identified pricing for all requested alternates. Noble Alliance submitted a lower base bid but subsequently confirmed that its base bid did not include the underlayment for the raised subfloor assembly required for the floating floor system and included only the required touch-up painting, not Alternate No. 3 to paint all walls SW 7009 Pearly White. AAA TimeSaver's proposal states that flooring and paint are to be provided by the Owner, although the bid documents do not identify those materials as owner-furnished. Based on the RFP evaluation criteria and Countywide's more complete alignment with the specified scope of work, staff recommends Countywide Builders as the best-value proposal.

Prepared by: **Downtown & Tourism Director and HDR**

Date: **09/09/2026**

Reviewed by: **City Manager**

Date: **09/09/2026**

COUNTYWIDE BUILDERS

RESIDENTIAL

COMMERCIAL

DEVELOPMENT

Countywide GP LLC, Countywide LP DBA, Countywide Builders

Physical Address:

215 Bufkin Ln.,
Lockhart, Texas 78644

Mailing Address:

P.O. Box 1117
Lockhart, Texas 78644
512.398.5516-Office
512.398.5569-Fax

Year Founded: 1971

Building Contractor, Reg. Builder No. 20709

City of Lockhart License. No. 0030 Class A

Countywide Builders EIN # 20-1217491 General Partnership

Countywide Builders website: www.countywidebuilders.com.

Partners:

Jim Smith & Amelia Smith (2435 Blackjack St. Lockhart, TX 78644)

Winn Smith (3901 Turkey Creek Dr. Austin, TX 78730)

Main Contact: Winn Smith | ws@countywidere.com | 512.787.0383

Years in Business – 55 Years

Employees - 4

Founded in 1971 by Winnon and Grace Smith, Countywide Builders has operated as the premier construction and development firm in Lockhart and the Greater Caldwell County area for more than five decades. The company began by building the streets utilities for modest, affordable homes under the Farmers Home Program in Lockhart. Subdivisions and streets such as Lakeview, Pendergrass, Center and San Jacinto were Countywide's original contributions. Jim Smith, second generation, grew Countywide into the custom home market and developed numerous multi-family complexes for seniors and the general market. Today, third-generation builder Winn Smith leads the firm's commercial division, which carries an extensive portfolio spanning medical, financial, retail, mixed-use, office, industrial, manufacturing, and historic renovation projects.

WWW.COUNTYWIDEBUILDERS.COM
215 BUFKIN LN.
P.O. Box 1117
LOCKHART, TX 78644
O: (512)-398-5516 F: (512)-398-4160
JIM SMITH: JIM@COUNTYWIDERE.COM
WINN SMITH: WS@COUNTYWIDERE.COM

COUNTYWIDE BUILDERS

RESIDENTIAL

COMMERCIAL

DEVELOPMENT

Countywide has long-standing relationships with the Lockhart Economic Development Corporation, the City of Lockhart, and Caldwell County. The firm has been recognized as Caldwell County's Best Builder by the Lockhart Post Register for 12 consecutive years and won the Lockhart Chamber of Commerce Business of the Year award in 2008 alongside sister company Countywide Realty.

Countywide's client list includes City of Lockhart, Fashion Glass and Mirror, Pure Castings, Visionary Fiber Technologies, Mill Scale Metalworks, Veritacor Manufacturing, Pegasus Schools, Seton Ascension, and more. As well as over 250 multi-family residential units and more than 250 single family homes.

Project Manager/Projector Coordinator: Winn Smith & Jim Smith

Bidding, scheduling, estimating, and on-site supervision for all projects start to finish.

Superintendent: Pedro Romero

Oversees general labors and enforces safety issues. Site supervision

Clerical/Office Duties: Loray Chamberlain

Office Management and Accounting, Payroll, Permits, Proposals, Contracts, Job Control and Costing, Purchasing, General Ledger, Bank reconciliation, Trial Balances, Quarterly reports, EFPT payments, End of Year reports and filings, Insurance GL, UM Builders Risk Auto, and Subcontractor's info. Overflow Project Coordinator Submittals and close out documents.

References:

- Patrick Rose, President, Corridor Title - 120 E. Market St. Lockhart, TX 78644

Patrick.Rose@corridortitle.com | 512.484.8050

- Matt Johnson, Founder, Mill Scale Metal Works - 800 N Commerce. St. Lockhart, TX 78644

matt@millscale.co | 254.855.9559

- Chris Dailey, Founder, Dailey Electric 2201 Maple Street Lockhart, TX 78644 (Dailey Electric Project)

cdailey@daileyelectric.com | 979.574.1662

- Vance Rodgers, Former City Manager (Library Restoration Project)

vance-rodgers@austin.rr.com | 512.620.2870

- Chief Randy Jenkins, Fire Chief City of Lockhart (Fire Department #2 project)

rjenkins@lockhart-tx.org | 512.376.1885

Past Municipal Projects

WWW.COUNTYWIDEBUILDERS.COM
215 BUFKIN LN.
P.O. Box 1117
LOCKHART, TX 78644
O: (512)-398-5516 F: (512)-398-4160
JIM SMITH: JIM@COUNTYWIDERE.COM
WINN SMITH: WS@COUNTYWIDERE.COM

COUNTYWIDE BUILDERS

RESIDENTIAL

COMMERCIAL

DEVELOPMENT

Relevant Past Experience (Municipal)

City of Lockhart-Municipal

City Elec. Dept-211 Bufkin Ln.

Addition Metal Building

PO Box 239, Lockhart, Texas 78644

Owner: City of Lockhart

Architect: Thom Earnest

Contract: \$93,780

Start Date:03/29/2022 End Date:09/26/2022

City of Lockhart- Municipal

Renovation Build out Fire Station #2

PO Box 239, Lockhart, Texas 78644

Owner: City of Lockhart

Architect: Steinbomer & Assoc.

Contract: \$895,000

Start Date:06/05/2019 End Date:11/15/2019

Luling Economic Development Corp – Municipal

US HWY 183 & US HWY 90, Luling, Texas 78648

Construction of Site Area and 400 sq. Information Center

Owner: City of Luling

Architect: McHaney Architects

Contract: \$ 206,900.00

Start: 11/06/2016 Completion Date: 02/19/2017

Caldwell County Appraisal District- Municipal

211 Bufkin Ln., Lockhart, Texas 78644

Construction of a 7681sq ft. Office Facility

Owner: Caldwell County

Architect: Steinbomer' Associates and Architects.

Contract: \$ 1,270,686.82

Start: 10/28/2015 Completion Date: 04/15/2016

WWW.COUNTYWIDEBUILDERS.COM
215 BUFKIN LN.
P.O. Box 1117
LOCKHART, TX 78644
O: (512)-398-5516 F: (512)-398-4160
JIM SMITH: JIM@COUNTYWIDERE.COM
WINN SMITH: WS@COUNTYWIDERE.COM

COUNTYWIDE BUILDERS

RESIDENTIAL

COMMERCIAL

DEVELOPMENT

City of Lockhart Library Restoration & Expansion - Municipal

211 S. Main, Lockhart, Texas 78644

Contractor: CMR, Jim Smith

Owner: City of Lockhart

Architect: Norman Alston Architects

Contract: \$1,400,000.00

Start Date: 12/5/2012 Completion Date: October 2014

Eugene Clark Library & Masonic Lodge Renovation - LOCKHART, TX

The Eugene Clark Library & Masonic Lodge project represents one of Lockhart's most meaningful civic preservation and adaptive reuse efforts. As Texas' oldest continually operating public library still housed in its original 1899 building, the Eugene Clark Library has long served as a treasured landmark near the historic courthouse square. As the library's needs grew, the City of Lockhart remained committed to expanding services while preserving the original structure and its legacy within the community.

The solution was a thoughtful multi-phase expansion into the adjacent three-story historic Masonic Lodge Building, creating a unified civic campus that honored the past while accommodating future needs. Phase One included restoration of the original Clark Library and expansion of library functions into the ground floor of the neighboring lodge, requiring careful coordination of modern systems, accessibility upgrades, and preservation of historic architectural elements.

Phase Two continued the transformation by expanding library services into the second floor of the Masonic Building and constructing new City Council chambers on the third floor, further strengthening the building's civic role in downtown Lockhart. From a builder's perspective, the project demonstrates the value of phased construction, adaptive reuse, and skilled craftsmanship in extending the life of historic community assets while meeting modern needs.

Relevant Issues

- Adaptive reuse and expansion of historic downtown Lockhart buildings
- Preservation of the original 1899 Eugene Clark Library, Texas' oldest continually operating public library
- Multi-phase delivery allowing continued operations during construction
- Integration of new civic uses, including City Council chambers, within historic structures
- Modernization of legacy buildings with accessibility, life safety, and updated systems
- Direct experience adjacent to the Lockhart courthouse square with local stakeholder coordination
- Proven ability to balance historic preservation, civic function, and downtown revitalization

WWW.COUNTYWIDEBUILDERS.COM
215 BUFKIN LN.
P.O. Box 1117
LOCKHART, TX 78644
O: (512)-398-5516 F: (512)-398-4160
JIM SMITH: JIM@COUNTYWIDERE.COM
WINN SMITH: WS@COUNTYWIDERE.COM

Lockhart Visitors Center Budget Proposal
Addendum #1, #2 recognized

SERVICE	PRICE	UNIT	FREQ	ADDITIONAL INFO
Demolition of nonstructural interior walls and associated trim	\$ 8,600.00	1	1	Demolition/Haul Off/Floor Covering/Trim Removal for Floor
Routing and minor rerouting of electrical conduit	\$ 3,500.00	1	1	Floor Box selection limited by 2 1/4" height restriction. Will connect to closest circuit on adjacent wall
Limited construction of new interior walls and trim	\$ 18,420.00	1	1	Includes framing, New Sheetrock, Wall patches from Demo, Tape, Float, Texture, Wood Trim
Installation of a floating floor system to protect the building's historic original flooring	\$ 35,406.00	1	1	Includes Sleepers, Vapor Barrier, Sheathing, New Floor Labor and Material (\$9 persqft.) and re-install trim and modify door
Interior painting	\$ 9,800.00	1	1	Paint New Walls, Re-Installed Baseboards, New Trim, Wall Patches, Door
General Conditions	\$ 28,030.00	1	1	Construction Clean, Final Clean, Portopotty, Insurances, Supervision, Management, Equipment, P/O
Total	\$ 103,756.00			
Alternate #1 Removal Of Sign and Alternate #2 Removal of Wood	\$ 2,900.00			Includes Equipment/Scaffolding. Must be done together.
Alternate #3 Paint All Walls SW 7009 Pearly White	\$ 15,600.00			*Additional Painting required in addition to the scope painting of (\$9,800)
Alternate #4 Paint Brick Band to Match	\$ 2,200.00			Includes Equipment/Scaffolding. Pricing may change once wood is removed and condition is revealed.

Time:

Contractor can meet construction deadline of Oct. 31st if we are able to start no later than Sept. 15th as well as flooring is selected by City of Lockhart and is available

Bid Bond**CONTRACTOR:**

(Name, legal status and address)

Countywide Builders GP, Countywide LP DBA Countywide E
 215 Bufkin Ln., Lockhart, TX 78644
 (512) 398-5516

SURETY:

(Name, legal status and principal place of business)

Jet Insurance Company
 3102 Oak Lawn Ave, Suite 550 Dallas, TX 75219
 8004381162

OWNER:

(Name, legal status and address)

City of Lockhart

308 West San Antonio Street

Lockhart TX 78644

BOND AMOUNT:Not to Exceed: **Five Thousand One Hundred Eighty-seven** (\$5,187.80) Dollars**PROJECT:**

(Name, location or address, and Project number, if any)

Lockhart Visitor Center Phase 1 and Phase 2 Enabling Work RFP#2026-10

109 East San Antonio Street, Lockhart, TX 78644

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 8th day of September 2026

Countywide Builders GP, Countywide LP DBA Countywide Builders

(Principal)

(Seal)

(Title)

Jet Insurance Company

(Surety)

David Gonsalves

Attorney In Fact

(Title)

(Witness)

(Witness)

Nick Brady



By arrangement with the American Institute of Architects, the National Association of Surety Bond Producers (NASBP) (www.nasbp.org) makes this form document available to its members, affiliates, and associates in Microsoft Word format for use in the regular course of surety business. NASBP vouches that the original text of this document conforms exactly to the text in AIA Document A310-2010, Bid Bond. Subsequent modifications may be made to the original text of this document by users, so careful review of its wording and consultation with an attorney are encouraged before its completion, execution or acceptance.



PO Box 471023
Charlotte, NC 28226
Phone: (800) 438-1162
Fax: (704) 364-3214

This form must be returned to The Bond Exchange within five (5) Business days after the release of the project bid results. We must notify the Surety.

Without these results, Final Payment and Performance bonds will not be approved.

Contractor's Name: Countywide Builders GP, Countywide LP DBA Countywi
Project Name: Lockhart Visitor Center Phase 1 and Phase 2 Enabling W
Bid Bond Number: BB798344
Bid Bond Estimate: 100000.00
Date of Bid: 2026-09-08

WERE YOU LOW BIDDER: ☐ YES ☐ NO

PLEASE COMPLETE THE FOLLOWING:

<u>BIDDER</u>	<u>AMOUNT</u>
Low Bid: _____	\$ _____
2 nd Bid: _____	\$ _____
3 rd Bid: _____	\$ _____

JET INSURANCE COMPANY

POWER OF ATTORNEY

NOW ALL BY THESE PRESENTS: That **JET INSURANCE COMPANY**, a corporation organized and existing under the laws of the State of Texas, having its principal office in Dallas, Texas does hereby constitute and appoint

Name
David Gonsalves

Limit of Liability per Bond
\$5,187.80

its true and lawful Attorney(s)-in-fact to execute, seal and deliver for and on its behalf as surety, any and all bonds, undertakings, contracts of indemnity, recognizances and other writings obligatory in the nature thereof, which are or may be allowed, required or permitted by law, statute, rule, regulation, contract or otherwise.

The execution of such instrument(s) in pursuance of these presents, shall be as binding upon **JET INSURANCE COMPANY** as fully and amply, to all intents and purposes, as if the same had been duly executed and acknowledged by its regularly elected officers at the principal office.

The Power of Attorney is executed and may be certified so, and may be revoked, pursuant to and by authority of the following resolutions adopted by the Board of Directors of **JET INSURANCE COMPANY** by unanimous written consent dated November 24, 2025, of which the following is a true excerpt:

"RESOLVED that the President, or any Vice President, acting with any Secretary or Assistant Secretary, shall have power and authority to appoint Attorney(s)-in-fact, and to authorize them to execute on behalf of the Company, attach the Seal of the Company thereto and deliver, bonds, undertakings, contracts of indemnity, recognizances and other writings obligatory in the nature thereof; to prescribe their respective duties and the respective limits of their authority; and to revoke, at any time, any such Attorney-in-fact and revoke the authority given."

IN WITNESS WHEREOF, **JET INSURANCE COMPANY** has caused this instrument to be signed and its corporate seal to be affixed by its authorized officer, this 12th day of December, 2025.



JET INSURANCE COMPANY

Richard Popp

John Richard Popp, President & Secretary

**State of North Carolina
County of Mecklenberg**

On this 12th day of December, 2025 before me, a Notary Public, personally appeared John Richard Popp, who being by me duly sworn, said that he is the herein described and authorized President and Secretary of Jet Insurance Company; that the seal affixed to said instrument is the Corporate Seal of said Company; that the Corporate Seal and signature was duly affixed by order of the Board of Directors of said Company.

IN WITNESS WHEREOF, I have hereunto set my hand the day and year above written.



Sara C. Holt

Notary Public

**SARA C. HOLT
Notary Public, North Carolina
Mecklenburg County
My Commission Expires
September 11, 2027**

I, John Richard Popp, President and Secretary of **JET INSURANCE COMPANY**, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney executed by **JET INSURANCE COMPANY**, which is still in full force and effect.

IN WITNESS WHEREOF, I have thereunto set my hand and attached the seal of said Company this 8th day of September, 2026.



Richard Popp

John Richard Popp, President & Secretary

ACORD™

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

9/04/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).

PRODUCER The Nitsche Group 143 East Austin Giddings, TX 78942-3299 979 542-3666	CONTACT NAME: Crystal Fritsche PHONE (A/C, No, Ext): 979 542-6301 FAX (A/C, No): E-MAIL ADDRESS: CrystalF@TheNitscheGroup.com														
INSURED Countywide LP DBA Countywide Builders 215 Bufkin Lane Lockhart, TX 78644	<table border="1"> <thead> <tr> <th>INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A : Employers Mutual Casualty Co</td> <td>21415</td> </tr> <tr> <td>INSURER B : Texas Mutual Insurance Company</td> <td>22945</td> </tr> <tr> <td>INSURER C :</td> <td></td> </tr> <tr> <td>INSURER D :</td> <td></td> </tr> <tr> <td>INSURER E :</td> <td></td> </tr> <tr> <td>INSURER F :</td> <td></td> </tr> </tbody> </table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A : Employers Mutual Casualty Co	21415	INSURER B : Texas Mutual Insurance Company	22945	INSURER C :		INSURER D :		INSURER E :		INSURER F :	
INSURER(S) AFFORDING COVERAGE	NAIC #														
INSURER A : Employers Mutual Casualty Co	21415														
INSURER B : Texas Mutual Insurance Company	22945														
INSURER C :															
INSURER D :															
INSURER E :															
INSURER F :															

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☒ PROJECT ☒ LOC OTHER:		BBD338027	02/03/2026	02/03/2027	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$500,000 MED EXP (Any one person) \$10,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMP/OP AGG \$
A	AUTOMOBILE LIABILITY ☒ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☒ HIRED AUTOS ONLY ☒ NON-OWNED AUTOS ONLY		6E7781027	02/03/2026	02/03/2027	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	☒ UMBRELLA LIAB ☒ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE ☐ DED ☒ RETENTION \$10000		6J7781027	02/03/2026	02/03/2027	EACH OCCURRENCE \$3,000,000 AGGREGATE \$3,000,000 \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? ☒ Y/N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	0001283045	02/13/2026	02/03/2027	☒ PER STATUTE ☐ OTHER E.L. EACH ACCIDENT \$1,000,000 E.L. DISEASE - EA EMPLOYEE \$1,000,000 E.L. DISEASE - POLICY LIMIT \$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

As per policy provision, City of Lockhart is listed as additional insured in regard to the auto and general liability policies as provided by additional insured endorsement when required by written contract. A waiver of subrogation endorsement is provided to City of Lockhart in regard to the auto, general liability and workers compensation policies when required by written contract.

CERTIFICATE HOLDER

CANCELLATION

City of Lockhart
 308 W. Main Street
 Lockhart, TX 78644

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

R.J. Nitsche

A NON-MANDATORY Pre-Bid Meeting/Walk-through	Tuesday, August 25, 2026, 10AM
Deadline for All questions- must be submitted via email	Monday, August 31, 2026, 5PM
Deadline for Proposal Submissions	Tuesday, September 8, 2026, 9AM
Bid opening Time and Location	Immediately after deadline Large Conference room 308 W San Antonio St Lockhart, TX 78644
Evaluation of Proposals	Tuesday, September 8, 2026
City Council Approval	Tuesday, September 15, 2026
Tentative Start Date	Friday, September 18, 2026

8. Proposers shall fill out the following required documents, as noted in the bid proposal. If the following forms are not included, the bid proposal may be considered non-responsive.

**DISCLOSURE OF CERTAIN RELATIONSHIPS WITH LOCAL GOVERNMENT OFFICERS;
PROVIDING PUBLIC ACCESS TO CERTAIN INFORMATION**

Check List:

- ☒ Conflict of Interest Questionnaire
- ☒ Non-Exclusion Affidavit for General Contractors

Chapter 176 is an ethics law that requires certain local government officials to disclose employment and business relationships with vendors who conduct business with local government entities. The law defines a "vendor" as any person who enters or seeks to enter a contract with the city. The term also includes an agent of a vendor.

Local government officers subject to this law are a city council member, director, superintendent, administrator, president, city manager, or any other person who is designated as the executive officer of the local government entity. A municipal officer's family member would include the officer's spouse, father, mother, son, daughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, or step-child.

The law applies to any written contract for the sale or purchase of real property, goods, or services. A contract for services would include one for skilled or unskilled labor, or for professional services.

A vendor is required to file a conflict of interest questionnaire if the vendor has a business relationship with the city and has:

1. An employment or other business relationship with an officer or an officer's family member that results in that person receiving taxable income that it more than \$2,500 in the preceding twelve months; or

2. Has given an officer or an officer's family member one or more gifts totaling more than \$250 in the preceding twelve months.

A vendor is required to file a questionnaire not later than the seventh business day after the later of the following:

1. The date the vendor begins discussions or negotiations to enter into a contract with the city or submits an application or response to a bid proposal; or
2. The date the vendor becomes aware of a relationship or gives a gift to an officer or officer's family member.

CONFLICT OF INTEREST QUESTIONNAIRE

CONFLICT OF INTEREST QUESTIONNAIRE For vendor or other person doing business with local governmental entity		FORM CIQ
This questionnaire reflects changes made to the law by H.B. 1491, 80th Lag., Regular Session. This questionnaire is being filed in accordance with Chapter 176, Local Government Code by a person who has a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the person meets requirements under Section 176.006(a). By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the person becomes aware of facts that require the statement to be filed. See Section 176.006, Local Government Code. A person commits an offense if the person knowingly violates Section 176.006, Local Government Code. An offense under this section is a Class C misdemeanor.	<u>OFFICEUSEONLY</u> Date Received	
Name of person who has a business relationship with local governmental entity.		
Check this box if you are filing an update to a previously filed questionnaire. _____ (The law requires that you file an updated completed questionnaire with the appropriate filing authority not later than the 7th business day after the date the originally filed questionnaire becomes incomplete or inaccurate.)		

1. Name of local government officer with whom filer has employment or business relationship.

Name of Officer

This section (item 3 including subparts A, B, C & D) must be completed for each officer with whom the filer has an employment or other business relationship as defined by Section 176.001(1-a), Local Government Code. Attach additional pages to this Form CIQ as necessary.

A. Is the local government officer named in this section receiving or likely to receive taxable income, other than investment income, from the filer of the questionnaire?

____ Yes ____ NO

B. Is the filer of the questionnaire receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer named in this section AND the taxable income is not received from the local governmental entity?

____ Yes ____ NO

C. Is the filer of this questionnaire employed by a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership of 10 percent or more?

____ Yes ____ NO

D. Describe each employment or business relationship with the local government officer named in this section.

Signature of person doing business with the governmental entity

Date

Adopted 06/29/2007

Non-Exclusion Affidavit for General Contractors

Federal, state, and local government agencies, not-profits, and other organizations that use federal money to fund all or part of any program or project are required to follow specific requirements regarding the use of such federal funds. One of these requirements is that no contract, subcontract, grant, financial assistance, or other forms of assistance provided using federal funds may be awarded to individuals or entities that have been suspended, debarred, or otherwise excluded from participation in federally funded programs.

The U.S. federal government maintains a Web site known as the "System for Award Management" (SAM) at www.sam.gov. One of the purposes of the SAM Web site is to provide a comprehensive list of all individuals, firms, and other entities that have been suspended, debarred, or otherwise excluded from participation in federally funded contracts, subcontracts, grants, etc. SAM provides a simple means of helping government, non-profit agencies, and other organizations ensure that they do not award federally-funded grants, contracts, subcontracts, or other financial or non-financial benefits to any individual, firm, or other entity that has been excluded by any agency from participation in such federally funded activities.

I, JAMES W. SMITH III (Contractor Representative), hereby certify that neither I nor COUNTYWIDE BUILDERS (Name of the company or organization I represent) nor any subcontractors that I or said company may employ to work on any federally funded activity have been suspended, debarred, or otherwise excluded by any federal agency from participation in any federally funded activity. I further acknowledge my understanding that, before entering into a contract with me or with the company or organization I represent, City of Lockhart staff will perform a search on www.sam.gov to verify whether I, the organization I represent, or any subcontractors I may employ to work on any federally funded activity, have been excluded from participation in any federally funded activity.

[Signature]
Signature of Contractor Representative

9/4/2026
Date

Sworn to and subscribed before me this 4 day of September, 2026

[Signature]

Notary Public in and for Caldwell County, TEXAS (State Name)

