

Marcus Vajdos, Mayor
Steve Bass
David Dominy



Allen Carpenter, Mayor Pro Tem
John Lisenby
Joy McCormack

Notice is Hereby Given of a Special Meeting of the City Council City of Spring Valley Village, Texas, 1025 Campbell Road, Spring Valley Village, Texas, in the Council Chambers, May 27, 2025, beginning at 5:00 PM. For the Purpose of Considering and Acting upon the Following Items of Business:

A quorum of the Mayor and Council Members will be physically present. Some Council Members may participate by videoconference in accordance with the provisions of Section 551.127 of the Texas Government Code.

The meeting agenda and agenda packet are posted online at www.springvalleytx.com. In accordance with Texas Government Code, Sec. 551.127, on a regular, non-emergency basis, Councilmember may attend and participate in a meeting remotely by video conference. Should such attendance transpire, a quorum of the Council will be physically present at the location noted above on this agenda.

The video link to this meeting is: <https://us02web.zoom.us/j/88304256649>

The public toll-free dial-in numbers to participate in the telephonic meeting are 1-346-248-7799 (Houston), 1-253-215-8782 (US), and 1-301-715-8592 (US); enter the Meeting ID: 883 0425 6649 and #.

The public will be permitted to offer public comments telephonically as provided by the agenda and as permitted by the presiding officer during the meeting.

A recording of the telephonic meeting will be made, and will be available to the public in accordance with the Open Meetings Act upon written request.

1. CALL THE ROLL AND ANNOUNCE A QUORUM IS PRESENT

2. NEW BUSINESS

2.1 PRESENTATION AND DISCUSSION CONCERNING: The compensation and classification survey conducted by Public Sector Personnel Consultants (PSPC).

2.2 DISCUSSION AND DIRECTION CONCERNING: Review of the current Capital Improvement Program, Priorization of Projects, and future projects.

3. ADJOURNMENT

Agenda items may not necessarily be considered in the order that they appear. With regard to

any item, Council may take various actions, including but not limited to rescheduling an item in its entirety or for particular action at a future date or time.

The City Council reserves the right to convene in executive session from time to time as deemed necessary during this meeting to discuss any of the matters listed in the agenda, as authorized by Texas Government Code Sections 551.071 (Consultation with Attorney), 551.072 (Deliberations about Real Property), 551.073 (Deliberations about Gifts & Donations), 551.074 (Personnel Matters), 551.076 (Deliberations Regarding Security Devices) or 551.087 (Deliberations Regarding Economic Development Negotiations).

I certify that a copy of the May 27, 2025, agenda of items to be considered by City Council was posted on or before the 23rd day of May, at 5:00 p.m. pursuant to the Open Meetings Act, Chapter 551 of the Texas Government Code.

Attest:



Jasmin Torres
City Secretary



In compliance with the Americans with Disabilities Act, this facility is wheelchair accessible and accessible parking spaces are available. To better serve attendees, requests for accommodations or interpretive services should be made 48 hours prior to this meeting. Please contact the City Secretary's office at 713-465-8308, Fax 713-461-7969, or [Email Jasmin Torres](#) for further information.



Spring Valley Village City Council Agenda Item Data Sheet

MEETING DATE:	May 27, 2025
SUBMITTING STAFF:	John McDonald, City Administrator
SUBJECT:	PRESENTATION AND DISCUSSION CONCERNING: The compensation and classification survey conducted by Public Sector Personnel Consultants (PSPC).

BACKGROUND:	In 2017, a Pay Classification System for all City positions was implemented. As part of this process, City Council established a policy during the FY 2018 Budget Workshop held on August 21, 2017, to review and update the system every 2–3 years to ensure that the City's salaries remain competitive with the market. The most recent salary survey was completed in FY 2022. In the current budget, funds were allocated to hire a consulting firm to conduct a pay classification update with the intention to implement the plan in FY 2026. The city engaged Public Sector Personnel Consultants to perform the Pay Classification Study. Unlike previous compensation studies, this analysis considers Time in Position (TIP) only as it relates to an employee's service with City of Spring Valley Village. Additionally, a new element in this study is the introduction of step placements for uniformed police officers, a method widely used in law enforcement agencies. Adjustments have been made to the Pay Classification Table as well. For employees who are correctly placed within their designated market range (13 of the 42 employees), we are recommending a 3% Cost of Living Adjustment (COLA). All numbers are based on an implementation date of October 1, 2025. The study results have been reviewed and discussed with department heads and Police Department's Command Staff. Matt Weatherly with Public Sector Personnel Consultants (PSPC) will attend the May 27th meeting via Zoom to present
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the data from the Compensation Study and be available for questions.

Attached, you will find the following:

- Public Sector Personnel Consultants' Executive Summary,
- A PowerPoint detailing their findings and recommendations for market ranges and market adjustments for employees that fall below the targeted market range for their position.

Staff understands that City Council requested the inclusion of the other villages in the survey. Both Public Sector Personnel Consultants (PSPC) and staff made efforts to engage these municipalities; however, these efforts were largely unsuccessful, apart from responses received from the Hedwig Village Police Department and Memorial Villages Police Department.

ATTACHMENTS:	Executive Summary Comp Study 2025-2026 (002), Updated Compensation Study Discussions May 27
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FUNDING:					
Amount Available	Account No.	Additional Appropriation Required	Project No.	Amount Budgeted	Account Description

RECOMMENDATION:	No action required. This is a discussion item. Staff is seeking Council direction.
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FY 2025/2026 COMPENSATION STUDY

Findings and Recommendations



(888) 522-7772 www.pspc.us

1. EXECUTIVE SUMMARY

It is with pleasure that we present this summary describing the findings from the City's 2025-2026 compensation study.

A. SUMMARY OF FINDINGS

1. The City has approximately 25 job descriptions in use for providing municipal services.
2. 89% of the City's civilian salary ranges survey -5% or more below market, and 11% of the salary ranges for civilian classifications survey within 5% of market averages (pages 2-3).
3. The City's Police salary ranges are more competitive at range top-out than at range entry; Police Officer and Police Sergeant survey approximately 20% below market at pay range entry and 10% below market at pay range top out (pages 2-3).
4. Updated salary range placements for civilians, and a grade and step plan for Police, have been modeled using the available market data and internal working relationships (pages 4-5).
5. Should the City adopt the pay ranges and grade placements as proposed, allowing for staff to be placed on their pay ranges and grades according to experience and time in position with the Village, the estimated annual cost is estimated to be \$208,000 plus benefits (page 4).

B. SUMMARY OF RECOMMENDATIONS

1. Adopt the proposed salary ranges and grades as modeled on pages 4 and 5.
2. Provide market salary adjustments for all employees using the modeled salary ranges for 2026.
3. Periodically adjust the salary tables by a modest COLA or similar to allow for inflation, and administer salary increases within the proposed salary ranges (civilian) and through step increases (Police) (pages 5-6).

2. EXTERNAL COMPARISONS

The following paragraphs and tables describe the market data collected for the development of the updated salary plan.

A. SURVEY COMPARATORS

We pursued salary plan and job description details from the following competitor employers for comparison:

<u>Participants</u>	<u>Declined Participation</u>
Bellaire	Bunker Hill
Hedwig Village PD	Fort Bend MUD
Humble	Harris County MUD
Jersey Village	Hedwig
Katy	Hunters Creek
Meadows Place	Piney Point
Missouri City	
Sugar Land	
Villages PD	
West University Place	

Data from the private sector was also included wherever job matches exist utilizing Economic Research Institute's Salary Assessor for the immediate / surrounding statistical area.

B. SURVEY METHODOLOGY – MIDPOINT SALARY GRADE COMPARISONS

Market salary structures and the prevailing rates are often represented by their Midpoints, which are the amounts employers pay for sustained competent job performance.

The Midpoint is the most objective, occupation-specific and consistent component of salary structures among employers, as the varying widths of salary ranges are too great to utilize Minimum or Maximum. Midpoint is not affected by actual salary averages which may reflect longevity, pay-for-performance, and a myriad of subjective salary plan administration characteristics of the comparator employers.

We compared the City's mathematical midpoints to the same calculated midpoints found in the market. Additional analysis was performed at range entry and top for Police jobs.

C. PREVAILING RATES COMPARISONS – SALARY GRADE STRUCTURES

The City's current civilian salary ranges are below market for 89% of the survey sample:

Market Relationship	Data Count	% of Sample	Average Variance
-5% or More Behind	16	89%	-13.51%
Within +/- 5%	2	11%	-3.10%
+5% or More Ahead	-	-	-

Prevailing Rates Comparisons

Spring Valley Job Class	Current Midpoint	Market Midpoint	Variance	
			\$	%
Court Administrator	\$61,991	\$86,688	-\$24,697	-28.49%
Telecommunications Supervisor	\$61,991	\$79,023	-\$17,032	-21.55%
System Operator	\$44,927	\$56,896	-\$11,970	-21.04%
Heavy Equipment Operator	\$44,927	\$55,100	-\$10,173	-18.46%
Maintenance Worker	\$35,816	\$43,434	-\$7,618	-17.54%
Crew Leader	\$50,318	\$60,883	-\$10,566	-17.35%
Police Chief	\$141,408	\$167,765	-\$26,357	-15.71%
Public Works Director	\$130,935	\$151,067	-\$20,132	-13.33%
System Operator II	\$56,356	\$62,467	-\$6,112	-9.78%
City Treasurer	\$130,935	\$144,714	-\$13,779	-9.52%
Public Works Superintendent	\$89,111	\$98,230	-\$9,119	-9.28%
Telecommunications Operator	\$50,318	\$54,745	-\$4,428	-8.09%
Assistant to Chief of Police	\$50,318	\$54,530	-\$4,212	-7.72%
Assistant City Treasurer	\$96,241	\$102,794	-\$6,553	-6.38%
Administrative Services Coordinator	\$50,318	\$53,688	-\$3,370	-6.28%
City Administrator	\$190,903	\$202,862	-\$11,960	-5.90%
City Secretary	\$96,241	\$100,337	-\$4,097	-4.08%
Assistant to the City Administrator	\$75,010	\$76,638	-\$1,629	-2.13%

Rank	Market Variance	
	Entry	Top
Assistant Police Chief	-22.28%	7.80%
Police Captain	-19.94%	-0.89%
Police Lieutenant	-20.51%	12.68%
Police Sergeant	-17.41%	-9.77%
Police Officer	-20.90%	-11.44%

Percentages represent pay range variance at midpoint, not actual salaries

Applying survey results includes accounting for size differences among competitor cities
(leveling data adjusted compared to Directors, for example, at Sugar Land)

3. PROPOSED SALARY GRADE PLACEMENTS AND IMPLEMENTATION

The following describes the proposed salary ranges for civilian jobs and proposed grade and step plan for Police jobs.

A. PROPOSED SALARY RANGE TABLE - CIVILIAN

The proposed salary range table for civilian jobs offers 40% range/pay growth from entry to top and a consistent 10% between each range. Jobs can be moved individually to different pay ranges if market moves or job duties are increased.

Range	Minimum	Midpoint	Maximum
1	\$41,600	\$49,920	\$58,240
2	\$45,760	\$54,912	\$64,064
3	\$50,336	\$60,403	\$70,470
4	\$55,370	\$66,444	\$77,517
5	\$60,907	\$73,088	\$85,269
6	\$66,997	\$80,397	\$93,796
7	\$73,697	\$88,436	\$103,176
8	\$81,067	\$97,280	\$113,493
9	\$89,173	\$107,008	\$124,843
10	\$98,091	\$117,709	\$137,327
11	\$107,900	\$129,480	\$151,060
12	\$118,690	\$142,428	\$166,166
13	\$130,559	\$156,670	\$182,782
14	\$143,614	\$172,337	\$201,060
15	\$157,976	\$189,571	\$221,166
16	\$173,774	\$208,528	\$243,283
17	\$191,151	\$229,381	\$267,611
18	\$210,266	\$252,319	\$294,372

B. PROPOSED GRADE AND STEP TABLE - POLICE

The proposed grade and step table offers 3% step increases and can be adjusted annually for COLA.

Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Police Officer	\$74,994	\$77,244	\$79,561	\$81,948	\$84,406	\$86,938	\$89,547	\$92,233	\$95,000
Police Sergeant	\$90,782	\$93,506	\$96,311	\$99,200	\$102,176	\$105,241	\$108,399	\$111,650	\$115,000
Police Sergeant Detective	\$90,782	\$93,506	\$96,311	\$99,200	\$102,176	\$105,241	\$108,399	\$111,650	\$115,000
Police Lieutenant	\$101,044	\$104,076	\$107,198	\$110,414	\$113,726	\$117,138	\$120,652	\$124,272	\$128,000
Police Captain	\$118,411	\$121,964	\$125,623	\$129,391	\$133,273	\$137,271	\$141,389	\$145,631	\$150,000
Assistant Police Chief	\$130,253	\$134,160	\$138,185	\$142,330	\$146,600	\$150,998	\$155,528	\$160,194	\$165,000

C. ASSIGNMENT OF JOB CLASSES TO SALARY GRADES - CIVILIAN

Job classes were placed within 10% of the market prevailing rates for comparable job classes as was practical, with consideration given for job complexity, minimum qualifications, and supervision exercised.

We utilized our professional judgment to prevent illogical relationships that could result from survey data directly linked into salary ranges, as there is no automatic logical job content relationship among survey data collected from various employers. Non-benchmark job classes were linked to benchmark job classes by professional judgment.

Job Class	Draft Proposed			
	Range	MIN	MID	MAX
Maintenance Worker	1	\$41,600	\$49,920	\$58,240
Heavy Equipment Operator	2	\$45,760	\$54,912	\$64,064
System Operator	2	\$45,760	\$54,912	\$64,064
Administrative Services Coordinator	2	\$45,760	\$54,912	\$64,064
Assistant to Chief of Police	2	\$45,760	\$54,912	\$64,064
Court Clerk	3	\$50,336	\$60,403	\$70,470
Crew Leader	3	\$50,336	\$60,403	\$70,470
Telecommunications Operator	3	\$50,336	\$60,403	\$70,470
System Operator II	3	\$50,336	\$60,403	\$70,470
Court Administrator	6	\$66,997	\$80,397	\$93,796
Telecommunications Supervisor	6	\$66,997	\$80,397	\$93,796
Assistant to the City Administrator	7	\$73,697	\$88,436	\$103,176
Development Services Manager	8	\$81,067	\$97,280	\$113,493
Public Works Superintendent	8	\$81,067	\$97,280	\$113,493
Human Resources Manager	9	\$89,173	\$107,008	\$124,843
City Secretary	9	\$89,173	\$107,008	\$124,843
Finance Director	12	\$118,690	\$142,428	\$166,166
Public Works Director	12	\$118,690	\$142,428	\$166,166
Police Chief	14	\$143,614	\$172,337	\$201,060

D. INITIAL IMPLEMENTATION AND ANNUAL UPDATES

We recommend the City's salary plan be established with approval of the proposed salary range placements and Police pay table, and subsequent plan updates made on the basis of the external prevailing rates during survey years and COLA adjustments for tables and salaries in non-survey years.

Proposed Implementation – “At Market Average”

- Adopt the proposed pay tables and placements at market average.
- Provide salary adjustments within the proposed salary ranges grades on 10/1/25, resulting in an estimated cost of \$208,000 for a full calendar year.

FY 2027 and Subsequent Years

- Civilian – salary increases within adopted ranges; ranges can be modestly adjusted for COLA.
- Police - adjustments to salaries within adopted grades (step increases), plus COLA.
- Individual salary grade placement adjustments per market survey (every 2-4 years)

D. REGULAR PLAN UPDATE STEPS

1. Secure re-affirmation of the City's market competitiveness policy or philosophy.
2. Obtain latest pay data from approved comparator employers (suggest every 2-4 years).
3. Compute the prevailing rate for each of the benchmark job classes.
4. Re-assign job classes to the salary grades whose Midpoints most closely match prevailing rates.
5. Utilize professional judgment in job class re-assignment to prevent internal inequities and relationships not supported by relative job complexity.
6. Provide information to City Council for budgeting purposes.
7. Provide individual salary increases on the adopted date of the new plan.

FY 2026 Compensation Survey and Pay Planning

FINDINGS AND RECOMMENDATIONS



Compensation Studies

Purpose

- ◆ Surveys are conducted to determine an employer's competitive position in the market.
- ◆ Data is often utilized to assist with budgeting, and to ensure pay offerings allow an employer to attract and retain talent.

Application

- ◆ Data can be used to develop pay plans that are consistent, sustainable, defensible
- ◆ Can assist with the creation or reinforcement of compensation strategy or policy

Compensation Survey Scope

Scope

- ◆ PSPC performed a compensation survey of the City's classifications.
- ◆ Data collected includes pay range data, and a quick look at health insurance allowances for employees and family / dependents.
- ◆ Updated salary range placements for civilians, and a grade/step plan for Police, have been modeled, aligned at "market average".

Comparators and Data Sources

Participants

Bellaire
Hedwig Village PD
Humble
Jersey Village
Katy
Meadows Place
Missouri City
Sugar Land
Villages PD
West University Place

Declined Participation

Bunker Hill
Fort Bend MUD
Harris County MUD
Hedwig
Hunters Creek
Piney Point

- ◆ Data also reported on private sector using Economic Research Institute's Salary Assessor for the immediate area

Survey Illustrations

Spring Valley Job Title	Survey Job Class	Comparator	Current Midpoint	Market Midpoint	Variance	
					\$	%
Maintenance Worker			\$35,816	\$43,434	-\$7,618	-17.54%
	Laborer	Bellaire		\$44,168		
		Bunker Hill		-		
		Hedwig		-		
	Street Maintenance Labor	Humble		\$41,852		
		Hunters Creek		-		
		Jersey Village		-		
	Maintenance Worker	Katy		\$46,576		
	Street Technician I	Missouri City		\$47,989		
		Piney Point		-		
	Maintenance	Sugar Land		\$46,696		
	Maintenance Worker I	West University Place		\$46,717		
		Individual Public Average:		<u>\$45,666</u>		
	Maintenance Laborer	ERI - Regional Private		\$41,201		
		Published Private Average:		<u>\$41,201</u>		
		Combined Average:		<u>\$43,434</u>		

Survey Illustrations

Spring Valley Job Title	Survey Job Class	Comparator	Minimum	Midpoint	Maximum
Police Officer			\$56,011	\$70,015	\$84,018
	Police Officer	Bellaire	\$75,672	\$88,915	\$102,157
		Bunker Hill			
	Police Officer	Hedwig	\$73,627	\$79,486	\$85,344
	Police Officer	Humble	\$70,617	\$82,864	\$95,111
		Hunters Creek			
	Police Officer	Jersey Village	\$72,419	\$84,097	\$95,774
	Police Officer	Katy	\$65,502	\$81,877	\$98,252
	Police Officer	Meadows Place	\$65,000	\$79,610	\$94,220
	Police Officer	Missouri City	\$55,580	\$67,057	\$78,533
		Piney Point			
	Police Officer	Sugar Land	\$75,605	\$88,856	\$102,107
	Police Officer	West University Place	\$74,335	\$87,118	\$99,900
	Police Officer	Villages PD	\$79,789	\$88,566	\$97,344
Averages			\$70,815	\$82,844	\$94,874
Variance			-20.90%	-15.49%	-11.44%

Findings

- ◆ Low Pay Ranges: Below Market for 84% of Jobs.
- ◆ Police Officer, Sergeant low; entry for all Police ranks low.
- ◆ Competitive Health Benefits.

Recommendations

- ◆ New salary ranges for civilians modeled to market average.
- ◆ Grade and Step table modeled for Police.
- ◆ Placement of staff on ranges and grades according to service years.
- ◆ Estimated annual cost \$208,000 plus benefits if adopted on 10/1/25.

Civilian

Job Class	Draft Proposed			
	Range	MIN	MID	MAX
Maintenance Worker	1	\$41,600	\$49,920	\$58,240
Heavy Equipment Operator	2	\$45,760	\$54,912	\$64,064
System Operator	2	\$45,760	\$54,912	\$64,064
Administrative Services Coordinator	2	\$45,760	\$54,912	\$64,064
Assistant to Chief of Police	2	\$45,760	\$54,912	\$64,064
Court Clerk	3	\$50,336	\$60,403	\$70,470
Crew Leader	3	\$50,336	\$60,403	\$70,470
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Police

Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
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Police Sergeant	\$90,782	\$93,506	\$96,311	\$99,200	\$102,176	\$105,241	\$108,399	\$111,650	\$115,000
Police Sergeant Detective	\$90,782	\$93,506	\$96,311	\$99,200	\$102,176	\$105,241	\$108,399	\$111,650	\$115,000
Police Lieutenant	\$101,044	\$104,076	\$107,198	\$110,414	\$113,726	\$117,138	\$120,652	\$124,272	\$128,000
Police Captain	\$118,411	\$121,964	\$125,623	\$129,391	\$133,273	\$137,271	\$141,389	\$145,631	\$150,000
Assistant Police Chief	\$130,253	\$134,160	\$138,185	\$142,330	\$146,600	\$150,998	\$155,528	\$160,194	\$165,000

Questions and Discussion



Spring Valley Village City Council Agenda Item Data Sheet

MEETING DATE:	May 27, 2025
SUBMITTING STAFF:	John McDonald, City Administrator
SUBJECT:	DISCUSSION AND DIRECTION CONCERNING: Review of the current Capital Improvement Program, Priorization of Projects, and future projects.

BACKGROUND: On May 28, 2024, the City Council reviewed the projects and funding mechanisms of the City's 5- Year Capital Improvement Program, as well as projects and funding. The Five Year CIP was approved as part of the adoption of the FY 2025 budget.

Projects in Progress

- **Brighton Place Pavement & Utility Improvement Project**

This project is approximately 80% complete, and is expected to be completed prior to the end of the current fiscal year.

- **Cedarspur & Burkhart Project**

Final work is being completed, and project closeout is anticipated in June 2025. Staff is coordinating final inspections and documentation.

- **ARPA Project – Water Plant Electrical Improvements**

The electrical improvements at the water plant, funded through the American Rescue Plan Act (ARPA), are underway. The project is proceeding as planned and is expected to be completed in early 2026.

Current Scheduled Projects

- **Tamy Lane Pedestrian Bridge**

A design proposal for the Tamy Lane Pedestrian

Bridge Improvement Project is included on tonight's regular council meeting agenda. This proposal outlines upgrades to improve pedestrian access and safety, and aesthetics.

- **Public Works Building Renovation**

City staff is in discussions with an architecture firm to begin evaluating design options and conducting a cost analysis for the replacement of the existing Public Works facility. We hope to bring forward an agreement for design services this summer.

- **Home Depot Lift Station**

IDS Engineering is currently designing the lift station improvements near Home Depot. The project is progressing through the design phase and is anticipated to go out to bid later this fiscal year.

During last year's CIP Meeting, the road study provided data to prioritize and map out the continued road and utility projects for FY 26-30. The attached spreadsheet shows those priorities and estimated costs for the specific projects. The decision on how to move forward will be based on the funding of these projects, specifically using current fund balances and issuing debt to complete the 5-year CIP projects. The total to complete all projects listed for streets in the General Fund is \$15,866,902, and to complete the project for the Utilities Fund is \$3,489,257. For a total of \$19,356,257.

Approximate Fund Balance as of 04/30/2025 for reference.
(*Raw balances not accounting for current expenses or reserves for operations by policy*)

General Fund - \$12,589,956

Utilities Fund - \$1,683,634

CIP Fund - \$4,653,595

The current bond proceeds will be exhausted by the fiscal year-end and, the current fund balance in the General Fund is sufficient to cover 2026 projects, but the Utility Fund balance will not fully fund the FY 26 projects.

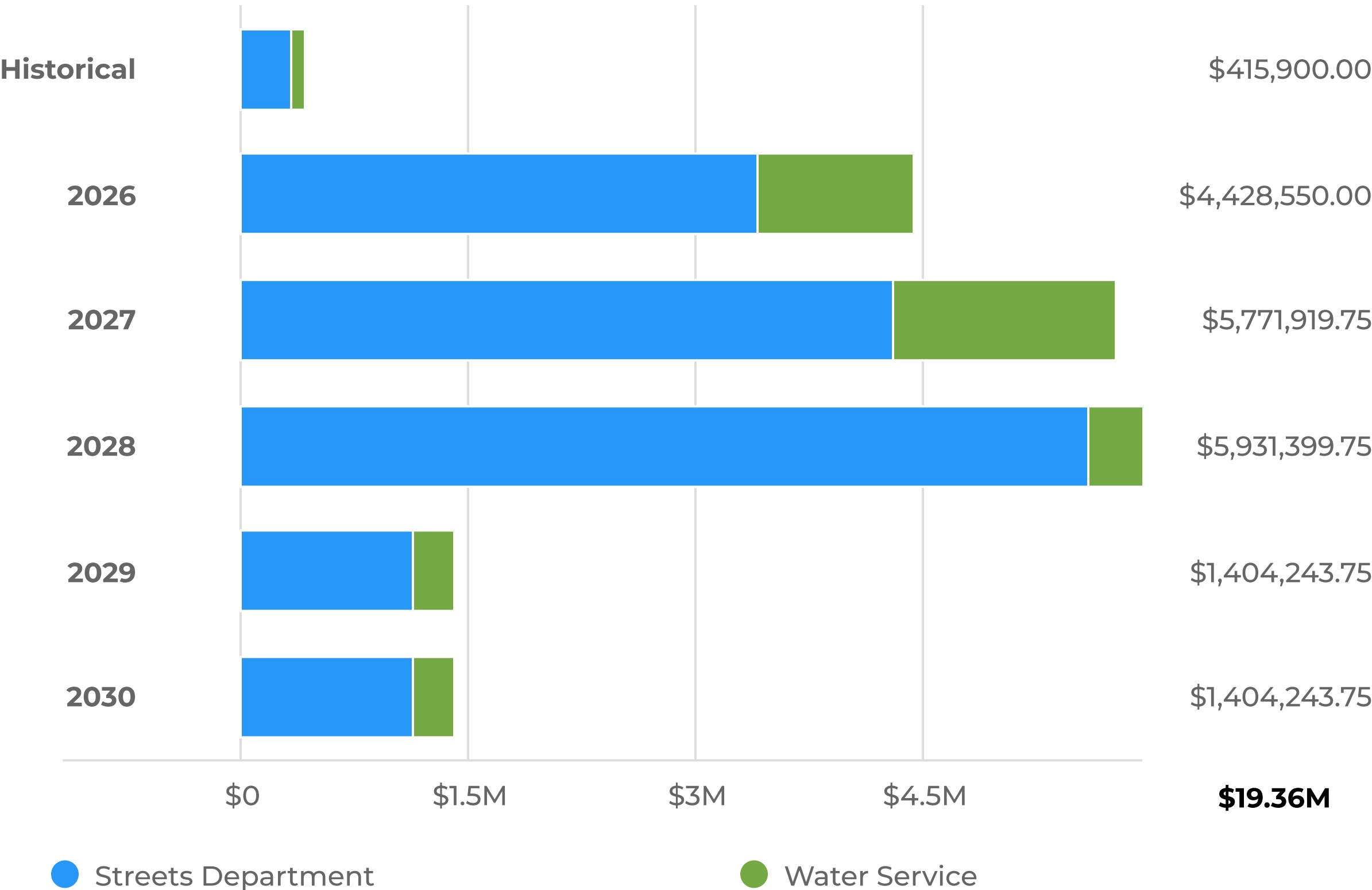
ATTACHMENTS:	chart (1), CIP Project Report
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FUNDING: Cash, C.O.'s To Be Sold

Amount Available	Account No.	Additional Appropriation Required	Project No.	Amount Budgeted	Account Description
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RECOMMENDATION: No action is required at this time. Staff is seeking input and direction on projects and funding options..

Capital Costs By Department (per year)



Department	Project Number	Request Title	Project Total	Historical	FY2026	FY2027	FY2028	FY2029	FY2030	Future	Total
Streets Department	7516	WILD OAK CIR, (E OF FRIES)ECHO VALLEY & CAVELL ST STREET Copy	\$2,513,670.00		\$221,920.00	\$1,145,875.00	\$1,145,875.00				\$2,513,670.00
	7505	CEDARBRAKE (E&W OF BINGLE) JOSHUA LN STREET	\$2,468,950.00				\$222,160.00	\$1,123,395.00	\$1,123,395.00		\$2,468,950.00
	7507	MICKY WAY, ELIZABETH,R,L,L,T STREET	\$5,990,212.00		\$607,100.00	\$2,691,556.00	\$2,691,556.00				\$5,990,212.00
	7512	CAM CT, RAYLIN DR, TAL CT STREET	\$1,981,000.00			\$451,200.00	\$1,529,800.00				\$1,981,000.00
	7510	MERLIN CT. / SPRING OAK CIR. STREET	\$1,033,590.00	\$134,040.00	\$899,550.00						\$1,033,590.00
	7501	CROES (E&W OF FRIES) STREET	\$1,879,480.00	\$198,480.00	\$1,681,000.00						\$1,879,480.00
Total Streets Department			\$15,866,902.00	\$332,520.00	\$3,409,570.00	\$4,288,631.00	\$5,589,391.00	\$1,123,395.00	\$1,123,395.00	\$0.00	\$15,866,902.00
Water Service	7516	*WILD OAK CIR, (E OF FRIES)ECHO VALLEY & CAVELL ST W&S	\$628,417.50		\$55,480.00	\$286,468.75	\$286,468.75				\$628,417.50
	8000	WATERLINE REPLACEMENT PROJECT	\$1,360,320.00		\$163,500.00	\$1,196,820.00					\$1,360,320.00
	7505	*CEDARBRAKE (E&W OF BINGLE) & JOSHUA LANE W&S	\$617,237.50				\$55,540.00	\$280,848.75	\$280,848.75		\$617,237.50
	7510	MERLIN CT / SPRING OAK CIR. W&S	\$333,760.00	\$33,760.00	\$300,000.00						\$333,760.00
	7501	CROES (E&W of FRIES) W&S	\$549,620.00	\$49,620.00	\$500,000.00						\$549,620.00
Total Water Service			\$3,489,355.00	\$83,380.00	\$1,018,980.00	\$1,483,288.75	\$342,008.75	\$280,848.75	\$280,848.75	\$0.00	\$3,489,355.00
Total Departments			\$19,356,257.00	\$415,900.00	\$4,428,550.00	\$5,771,919.75	\$5,931,399.75	\$1,404,243.75	\$1,404,243.75	\$0.00	\$19,356,257.00