

MURPHY CITY COUNCIL AGENDA
REGULAR CITY COUNCIL MEETING
APRIL 7, 2015 AT 6:00 P.M.
206 NORTH MURPHY ROAD
MURPHY, TEXAS 75094



Eric Barna
Mayor

Scott Bradley
Mayor Pro Tem

Owais Siddiqui
Deputy Mayor Pro Tem

Ben St. Clair
Councilmember

Betty Spraggins
Councilmember

Sarah Fincanon
Councilmember

Rob Thomas
Councilmember

James Fisher
City Manager

Susie Quinn
City Secretary

NOTICE is hereby given of a meeting of the City Council of the City of Murphy, Collin County, State of Texas, to be held on April 3, 2015 at Murphy City Hall for the purpose of considering the following items. The City Council of the City of Murphy, Texas, reserves the right to meet in closed session on any of the items listed below should the need arise and if applicable pursuant to authorization by Title 5, Chapter 551, of the Texas Government Code.

1. CALL TO ORDER

2. INVOCATION & PLEDGE OF ALLEGIANCE

3. ROLL CALL & CERTIFICATION OF A QUORUM

4. PUBLIC COMMENTS

5. PRESENTATIONS

- A. Proclamation Recognizing Child Abuse Prevention Month.
- B. Proclamation recognizing National Telecommunicator Week.
- C. Proclamation for National Service Day.

6. CONSENT AGENDA

All consent agenda items are considered to be routine by the City Council and will be enacted by one motion. There will be no separate discussion of these items unless a Councilmember so requests, in which event the item will be removed from the Consent Agenda and voted on separately.

- A. Consider and/or act upon the March 17, 2015 regular meeting minutes.
- B. Consider and/or act upon the March 19, 20, 21, 2015 retreat meeting minutes.

7. INDIVIDUAL CONSIDERATION

- A. Hold a public hearing and consider and/or act on the application of application of Murphy Four Venture, LP requesting approval of an amendment to the Concept Plan for PD (Planned Development) District No. 12-10-923 Murphy Marketplace to include a proposed layout for the property at the northeast corner of Maxwell Creek and FM 544.

- B. Consider and take action, if any to hire a CPS consultant to conduct a compensation study.
- C. Consider and take action, if any, on the proposed ILA for providing police dispatch services for the City of Parker.
- D. Consider and/or act upon conducting a citizen survey for the City of Murphy.
- E. Consider and/or act upon updating the Comprehensive Plan for the City of Murphy.
- F. Discussion on the 2015 Planning Session.
- G. Discussion on the FY 16 Budget Preparation Calendar
- H. Discussion on North Murphy Road.

8. CITY MANAGER/STAFF REPORTS

- A. Timbers Nature Preserve
- B. South Maxwell Creek Parallel Trunk Sewer Line
- C. Betsy Lane Road Widening Project
- D. Keep Texas Beautiful Event
- E. Farmers Market

9. EXECUTIVE SESSION

The City Council will hold a closed Executive Session pursuant to the provisions of Chapter 551, Subchapter D, Texas Government Code, in accordance with the authority contained in:

- A. §551.087 Deliberation regarding economic development negotiations (1) to discuss or deliberate 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; (2) to deliberate the offer of a financial or other incentive to a business prospect described by Subdivision (1).
- B. §551.072 To deliberate the purchase, exchange, lease, or value of real property.
- C. §551.071 Consultation with Attorney on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter in regard to Safe Routes to School and Open Records Act and procedures.

10. RECONVENTE INTO REGULAR SESSION

The City Council will reconvene into Regular Session, pursuant to the provisions of Chapter 551, Subchapter D, Texas Government Code, to take any action necessary regarding:

- A. §551.087 Deliberation regarding economic development negotiations (1) to discuss or deliberate 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; (2) to deliberate the offer of a financial or other incentive to a business prospect described by Subdivision (1).
- B. §551.072 To deliberate the purchase, exchange, lease, or value of real property.
- C. §551.071 Consultation with Attorney on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter in regard to Safe Routes to School and Open Records Act and procedures.
- D. Take Action on any Executive Session Items.

11. ADJOURNMENT

I certify that this is a true and correct copy of the Murphy City Council Meeting Agenda and that this notice was posted on the designated bulletin board at Murphy City Hall, 206 North Murphy Road, Murphy, Texas 75094; a place convenient and readily accessible to the public at all times, and said notice was posted on April 2, 2015 by 5:45 p.m. and will remain posted continuously for 72 hours prior to the scheduled meeting pursuant to Chapter 551 of the Texas Government Code.



Susie Quinn, TRMC
City Secretary

In compliance with the American with Disabilities Act, the City of Murphy will provide for reasonable accommodations for persons attending public meetings at City Hall. Requests for accommodations or interpretive services must be received at least 48 hours prior to the meeting. Please contact the City Secretary at 972.468.4011 or squinn@murphytx.org.

Notice of Possible Quorum: There may be a quorum of the Animal Shelter Advisory Committee, the Board of Adjustment, the Building and Fire Code Appeals Board, the Ethics Review Commission, the Murphy Community Development Corporation, the Murphy Municipal Development District Board, the Park and Recreation Board and/or the Planning and Zoning Commission members who may be present at the meeting, but they will not deliberate on any city or board business.

Proclamation

*from the
Office of the Mayor*

WHEREAS, the City of Murphy applauds the Exchange Club of Murphy, Texas for its dedicated work in the prevention of child abuse in our community; and,

WHEREAS, the City of Murphy commends the Exchange Club of Murphy, Texas for its tireless promotion of ongoing programs in our community, which are designed to help prevent child abuse; and,

WHEREAS, the City of Murphy stands firmly on the side of prevention of any type of abuse and believes no child should endure verbal, emotional or physical abuse for any reason; and,

WHEREAS, The National Exchange Club adopted The Prevention of Child Abuse as its National Project in 1979 in response to a request by its National President who, as a physician, noticed an increase in abuse cases in his medical practice; since then, April has been designated as Child Abuse Prevention Month, and the City of Murphy supports and encourages all of our residents and community leaders to wear blue each Monday in April in observance of Child Abuse Prevention Month.

NOW, THEREFORE, I, Eric Barna, Mayor of the City of Murphy, Texas, hereby proclaim the month of April to be **CHILD ABUSE PREVENTION MONTH** in the City of Murphy in recognition of our commitment to healthy, happy children and to help eradicate child abuse in our community and to support the efforts of the Exchange Club of Murphy, Texas and all others who observe this important cause in their mission to bring awareness of this tragic problem to the forefront and to help make our community a stronger and more loving city where children will be able to grow and thrive without fear or harm.



IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the seal of the City of Murphy on this 7th day of April in the year 2015.

Eric Barna
Mayor, City of Murphy

Proclamation

*from the
Office of the Mayor*

National Telecommunicator's Week

April 13 - 17, 2015

WHEREAS, emergencies can occur at any time that require police, fire or emergency medical services; and,

WHEREAS, when an emergency occurs the prompt response of police officers, firefighters and paramedics is critical to the protection of life and preservation of property; and,

WHEREAS, the safety of our police officers and firefighters is dependent upon the quality and accuracy of information obtained from citizens who telephone the Murphy police-fire communications center; and,

WHEREAS, Public Safety Dispatchers are the first and most critical contact our citizens have with emergency services; and,

WHEREAS, Public Safety Dispatchers are the single vital link for our police officers and firefighters by monitoring their activities by radio, providing them information and insuring their safety; and,

WHEREAS, Public Safety Dispatchers of the Murphy Police Department have contributed substantially to the apprehension of criminals, suppression of fires and treatment of patients; and,

WHEREAS, each dispatcher has exhibited compassion, understanding and professionalism during the performance of their job in the past year;

Therefore Be It Resolved that the City Council of Murphy declares the week of April 13th through 17th, 2015 to be **NATIONAL TELECOMMUNICATOR'S WEEK** in Murphy, in honor of the men and women whose diligence and professionalism keep our city and citizens safe.



IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the seal of the City of Murphy on this 7th day of April in the year 2015.

Eric Barna
Mayor, City of Murphy

Proclamation

City of Murphy, Texas

“National Service Day”

WHEREAS, service to others is a hallmark of the American character, and central to how we meet our challenges; and

WHEREAS, the nation's mayors are increasingly turning to national service and volunteerism as a cost-effective strategy to meet city needs; and

WHEREAS, AmeriCorps and Senior Corps participants address the most pressing challenges facing our cities and counties, from educating students for the jobs of the 21st century and supporting veterans and military families to providing health services and helping communities recover from natural disasters; and

WHEREAS, national service expands economic opportunity by creating more sustainable, resilient communities and providing education, career skills, and leadership abilities for those who serve; and

WHEREAS, AmeriCorps and Senior Corps participants serve in more than 60,000 locations across the country, bolstering the civic, neighborhood, and faith-based organizations that are so vital to our economic and social well-being; and

WHEREAS, national service participants increase the impact of the organizations they serve with, both through their direct service and by recruiting and managing millions of additional volunteers; and

WHEREAS, national service represents a unique public-private partnership that invests in community solutions and leverages non-federal resources to strengthen community impact and increase the return on taxpayer dollars; and

WHEREAS, national service participants demonstrate commitment, dedication, and patriotism by making an intensive commitment to service, a commitment that remains with them in their future endeavors; and

WHEREAS, the Corporation for National and Community Service shares a priority with mayors nationwide to engage citizens, improve lives, and strengthen communities; and is joining with the National League of Cities, City of Service, and mayors across the country to recognize the impact of service on the Mayors Day of Recognition for National Service on April 7, 2015.

THEREFORE, BE IT PROCLAIMED that I, Eric Barna, Mayor of the City of Murphy, do hereby proclaim April 7, 2015, as National Service Recognition Day, and encourage residents to recognize the positive impact of national service in our city; to thank those who serve; and to find ways to give back to their communities.



Eric Barna, Mayor
City of Murphy

**COUNCIL MINUTES
REGULAR CITY COUNCIL MEETING
MARCH 17, 2015 AT 6:00 P.M.**

1. CALL TO ORDER

Mayor Barna called the meeting to order at 6:00 pm.

2. INVOCATION & PLEDGE OF ALLEGIANCE

Mayor Barna gave the invocation and led the Pledge of Allegiance to the United States flag.

3. ROLL CALL & CERTIFICATION OF A QUORUM

Susie Quinn, City Secretary, certified a quorum with the following Councilmembers present:

Mayor Eric Barna

Mayor Pro Tem Scott Bradley

Deputy Mayor Pro Tem Owais Siddiqui

Councilmember Ben St. Clair

Councilmember Betty Nichols Spraggins

Councilmember Sarah Fincanon

Councilmember Rob Thomas

4. PUBLIC COMMENTS

Jim Moebius, resident, announced the upcoming March 28, 2015 Murphy Chamber of Commerce Spring Fever event to be held at the Lowe's parking lot in Murphy. Vendors, food trucks, bounce house, live music, and Salsa competition are planned for this family friendly event from 10:00 am until 4:00 pm, rain and/or shine. Everyone is invited.

5. PRESENTATIONS

- A. Presentation of financial report and investment report as of February 28, 2015.

The February financial report was presented by Finance Director Truitt. The interest rate continues at .10%. Sales tax collections are about 10% ahead of the amount received at this time last year and currently on target with budget projections. Building permits continue to decline. The last phase of Maxwell Creek is set to begin shortly with the pouring of streets and homes should begin being built by late summer. The budget is at 41% for the fiscal year and the majority of revenues and expenditures are meeting that percentage. Mayor Barna recognized Director Truitt as one of eight very deserving honorees for the Collin County League of Women Voters Celebration of Collin County Women in Public Administration.

6. CONSENT AGENDA

All consent agenda items are considered to be routine by the City Council and will be enacted by one motion. There will be no separate discussion of these items unless a Councilmember so requests, in which event the item will be removed from the Consent Agenda and voted on separately.

- A. Consider and/or act upon the February 3, 2015 regular meeting minutes.
- B. Consider and/or act upon the March 3, 2015 regular meeting minutes.

COUNCIL ACTION (6.A.and 6.B.):

APPROVED

Mayor Pro Tem Bradley moved to approve the consent agenda as presented. Deputy Mayor Siddiqui seconded the motion. For: Unanimous. The motion carried by a vote of 7 to 0.

7. INDIVIDUAL CONSIDERATION

- A. Consider and/or act upon approval of a resolution authorizing the City Manager to enter into an agreement/contract with Wells Fargo Bank, N.A. to act as the City of Murphy's bank depository for three years with two one year extensions.

City Manager Fisher explained that Wells Fargo has been the City of Murphy's bank for ten years. Finance Director Truitt stated that the Public Funds Act requires cities to seek depository bids every five years. Two proposals were received but after comparing the rates, interest earnings and other considerations, Well Fargo is the recommended

COUNCIL ACTION (7.A.):

APPROVED

Mayor Pro Tem Bradley moved to approve Resolution No. 15-R-813 authorizing the City Manager to enter into an agreement with Wells Fargo Bank to act as the City of Murphy's bank depository for three years with two one year extensions. Councilmember Fincanon seconded the motion. For: Unanimous. The motion carried by a vote of 7 to 0.

- B. Discussion of FY 2015 Budget.

City Manager Fisher explained some items that will need to be absorbed or amended as several of these items were not anticipated when the original budget was created. The City Secretary's budget is over because of using a temporary person to assist with open records, research and other areas. Community Services has some additional expenses with Windy Hill Farms costs for re-platting and the engineer's work. City Council budget with regards to TAPS which began in September will need amending. Animal Control and Animal Shelter was approved at \$815,000 for construction with an additional approval of \$50,000 for design and architect costs going back about two years. In 2014, another \$46,000 for video surveillance equipment was approved, so about \$16,000 will need to be amended. Unexpected electrical costs, signage and the bronze plaque are the larger items making that total. Some of these overages may be absorbed.

The fund balance was explained in comparison with the audited totals. All the departments watch the totals carefully. One amendment that will need to be approved is in the Utility Fund which is the principal and interest for the certificates of obligation which was issued this fiscal year. Capital projects were approved with a shortage of about \$135,000 which will need to be addressed. The ratings history from 2001 until 2014, the rates have continued to improve. A double "A" bond rating for a city of about 20,000 people is very good. A lot of these changes are due to Council decisions as well as the stability of staff.

Council asked several questions which staff recognized and answered throughout the presentation.

- C. Consider and/or take action, if any, on City of Murphy side walk repair program.

Public Services Director Parker discussed the direction given to him at the last Council meeting to review the rating system and to pull out the sidewalks from each subdivision that have a rating of 9 or more. The estimated costs for the worst sidewalks that are throughout all of the city and not just one subdivision are approximately \$45,000. His recommendation is to seek three proposals from three contractors to see what the cost estimates might be. Council commended Public

Services Director Parker and asked him to ask the contractors about localization of repairs versus doing more repairs in just one subdivision. It was also requested to ask about the costs that a resident might partner with the city's contractor to repair the leads into the front sidewalks. Savings should be passed on to the residents if the contractor is already in the area in front of their homes and the home owners should understand their fiscal responsibility for the portion of the sidewalks that are the resident's responsibility.

COUNCIL ACTION (10.A., 10.B., 10.C., and 10.D.)

NO ACTION

- D. Discussion regarding the 2015 Council Planning Session.

The Planning Session begins Thursday evening at 6:00 pm at the Southfork Ranch for dinner and time to get better acquainted. On Friday, the meeting will begin at 3:00 pm and on Saturday at 9:00 am until about 2:00 pm. Several Councilmembers have provided comments regarding the Council's vision, objectives, priorities, and strategic goals, everyone was encouraged to send in their comments or wait and discuss them at the various sessions.

8. CITY MANAGER/STAFF REPORTS

- A. North Murphy Road Construction Update

Comments about the short timeline of receiving notifications regarding street closures from TxDOT were discussed.

- B. Timbers Nature Preserve

This project is on target and on task and should meet the August completion time line.

- C. South Maxwell Creek Parallel Trunk Sewer Line

That project should begin in April.

The Betsy Lane road widening project will be going out for bids soon with Council approval in May.

9. EXECUTIVE SESSION

The City Council convened into close Executive Session at 6:50 pm pursuant to the provisions of Chapter 551, Subchapter D, Texas Government Code, in accordance with the authority contained in:

- A. §551.087 Deliberation regarding economic development negotiations (1) to discuss or deliberate 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; (2) to deliberate the offer of a financial or other incentive to a business prospect described by Subdivision (1).
- B. §551.072 To deliberate the purchase, exchange, lease, or value of real property.
- C. §551.071 Consultation with Attorney on a matter in which the duty of the attorney to the

governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter in regard to Safe Routes to School.

10. RECONVENTE INTO REGULAR SESSION

The City Council reconvened into open session at 7:24 pm with the Mayor’s announcement that no action was taken in Executive Session, pursuant to the provisions of Chapter 551, Subchapter D, Texas Government Code, in accordance with the authority contained in:

- A. §551.087 Deliberation regarding economic development negotiations (1) to discuss or deliberate 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; (2) to deliberate the offer of a financial or other incentive to a business prospect described by Subdivision (1).
- B. §551.072 To deliberate the purchase, exchange, lease, or value of real property.
- C. §551.071 Consultation with Attorney on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter in regard to Safe Routes to School.
- D. Take Action on any Executive Session Items.

COUNCIL ACTION (10.A., 10.B., 10.C., and 10.D.)

NO ACTION

11. ADJOURNMENT

With no further business, the meeting was adjourned at 7:24 pm.

APPROVED BY:

Eric Barna, Mayor

ATTEST:

Susie Quinn, City Secretary

COUNCIL MINUTES
SPECIAL CITY COUNCIL WORK SESSION MEETINGS
MARCH 19, 2015 AT 3700 HOGGE ROAD – PARKER, TEXAS
MARCH 20, & MARCH 21, 2015 AT 205 NORTH MURPHY ROAD – MURPHY, TEXAS

1. CALL TO ORDER

Mayor Barna called the meeting to order at 6:00 pm on March 19, 2015 at the Southfork Ranch in Parker, Texas. Councilmember Betty Nichols gave the invocation before the dinner on Thursday evening.

Mayor Barna reconvened the work session at 3:08 pm on March 20, 2015 at the Murphy Activity Center in Murphy, Texas.

Mayor Barna reconvened the work session at 9:13 am on March 21, 2015 at the Murphy Activity Center in Murphy, Texas.

2. ROLL CALL & CERTIFICATION OF A QUORUM

Susie Quinn, City Secretary, certified a quorum with the following Councilmembers present for all three days:

Mayor Eric Barna
Mayor Pro Tem Scott Bradley
Deputy Mayor Pro Tem Owais Siddiqui
Councilmember Ben St. Clair
Councilmember Betty Nichols Spraggins
Councilmember Sarah Fincanon
Councilmember Rob Thomas

3. STRATEGIC PLANNING SESSION

A. Discussions regarding Council vision, objectives, priorities, and strategic goals.

Thursday evening was spent getting to know Council and staff better. An ice-breaker exercise of “IF” questions was introduced. Councilmember Thomas discussed the Conversations for the Extraordinary.

Friday the meeting reconvened at 3:08 pm and everyone was challenged to contribute their thoughts regarding the city’s current vision statement, the mission plan, the city’s motto, values and principles. Two groups made up of staff and Council members were created to discuss the various topics. The groups came back together following the brainstorming and created the following ideas:

Murphy values a safe, vibrant, family-oriented distinctive city that fosters a strong sense of community.

In order to accomplish and sustain our Purpose, Murphy will follow these guiding principles:

- *We will seek innovative solutions for local issues;*
- *We will have engaging community activities and programs for all ages;*
- *We will have attractive and inviting parks and trails;*

- *We will encourage civic and community involvement;*
- *We will have a bold sense of economic vitality;*
- *We will maintain professional and highly trained staff with a servant leadership focus;*
- *We will respectfully enforce all laws and regulations;*
- *We will have well maintained infrastructure;*
- *We will uphold quality building standards*
- *We will have strong relationships with neighboring communities;*
- *We will be compassionate, caring citizens, neighbors and city staff.*

On Saturday morning, an overview of the prior day's accomplishments was completed. The city's motto "Life lived at your pace" was discussed. The group further fine-tuned the above statements before being divided up again to have a "Conversation for Opportunity". Items to be discussed included:

- *Thinking about our City of Murphy?*
- *What is missing?*
- *What would you like to see in the future?*

Council reviewed notes from prior work sessions in 2007 and 2009.

Following the two group discussions, Deputy Mayor Pro Tem Siddiqui wrote-up the following items, Mayor Barna also discussed their groups ideas which were all comingled and discussed by the group as "Conversation for Opportunity":

- *Electrical infrastructure*
 - *Timber's*
 - *Bury power lines*
- *Aesthetics*
 - *Median irrigation / maintenance*
 - *Unique street lighting*
- *Community Outreach*
 - *More engagement with Chamber of Commerce and Exchange Club*
 - *State of the City of Murphy*
 - *Citizen of the Year*
 - *Government Days in the schools*
 - *Y.E.A. (Youth Entrepreneurship Academy)*
- *Parks / Recreation*
 - *Multipurpose fields*
 - *Lacrosse / Cricket / Soccer*
 - *Lighting the fields*
 - *Natatorium*
 - *Recreation Center*

- *Parades*
- *Trail Connectivity*
- *Community Gathering Place*
 - *Library / E Library*
 - *Public House*
- *Traffic*
 - *Signal lights – TxDOT/ Weishers Coordinator*

- *Other*
 - *Community Foundation*
 - *Sister City*
 - *Naming Rights*
 - *Central Park Amphitheater Utilization*
 - *Housing Rehabilitation*

- *Comprehensive Plan Update*

- *Safety*
 - *Disaster Plan / Coordination*

- *Legislative Issues*
 - *Murphy's Interests better represented*

Following that group discussion, the following points were determined to be the ones to have more follow-up discussion:

- *Community Development*
 - *Beautify medians*
 - *Community Foundation*
 - *Comprehensive Plan Update*
 - *Land inventory review*
 - *Lighting of medians*
 - *Community Identity*
 - *Signage*

- *Parks, Recreation, Open Spaces*
 - *Maintenance*
 - *Fund*
 - *Strategies*
 - *Murphy Activity Center*
 - *Purpose / repurpose (all city buildings)*
 - *Fields*
 - *Trail Connectivity*
 - *Dog Park*
 - *Utilization of Central Park*

In addition, the group also discussed the need for a Community Improvement Committee to review the following to determine if a bond Issue might be necessary in the near future:

- *Community Improvement Committee*
 - *Infrastructure of roads and sidewalks*
 - *Public Safety*
 - *Street Lights*
 - *Parks / Trails*

Following that discussion, a short to do list was created to be completed:

- *Develop a calendar with 12 months of Community Events*
- *Historical Society – repurpose an area for storage and more display*
- *Community Survey*
- *Where is our priority?*
- *Naming a Charter Review Committee in 2016 or late 2015*

4. ADJOURNMENT

On Thursday evening the group left around 9:00 pm, on Friday evening at 7:02 pm and on Saturday, the meeting adjourned at 1:43 pm.

APPROVED BY:

Eric Barna, Mayor

ATTEST:

Susie Quinn, City Secretary

City Council
April 7, 2015

Issue

Hold a public hearing and consider and/or act on the application of application of Murphy Four Venture, LP requesting approval of an amendment to the Concept Plan for PD (Planned Development) District No. 12-10-923 Murphy Marketplace to include a proposed layout for the property at the northeast corner of Maxwell Creek and FM 544.

Summary

The applicant is requesting to amend the Concept Plan for Planned Development (PD) District Ordinance No. 12-10-923, Murphy Marketplace, by including a proposed layout for the property at the northeast corner of Maxwell Creek and FM 544 (Race Trac).

Considerations

- No changes to the Planned Development District conditions are being requested.
- This property is within Murphy Marketplace however was not included in the Concept Plan Exhibit as amended and approved in 2012.
- This proposed layout shows a retail strip center building directly east of Race Trac, as well as two additional building sites to the north of Race Trac.
- The property owner has indicated he has users identified for the building fronting FM 544 however, this consideration item is specific to the concept plan as presented.

Board Discussion/Action

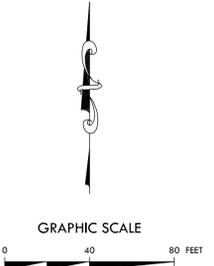
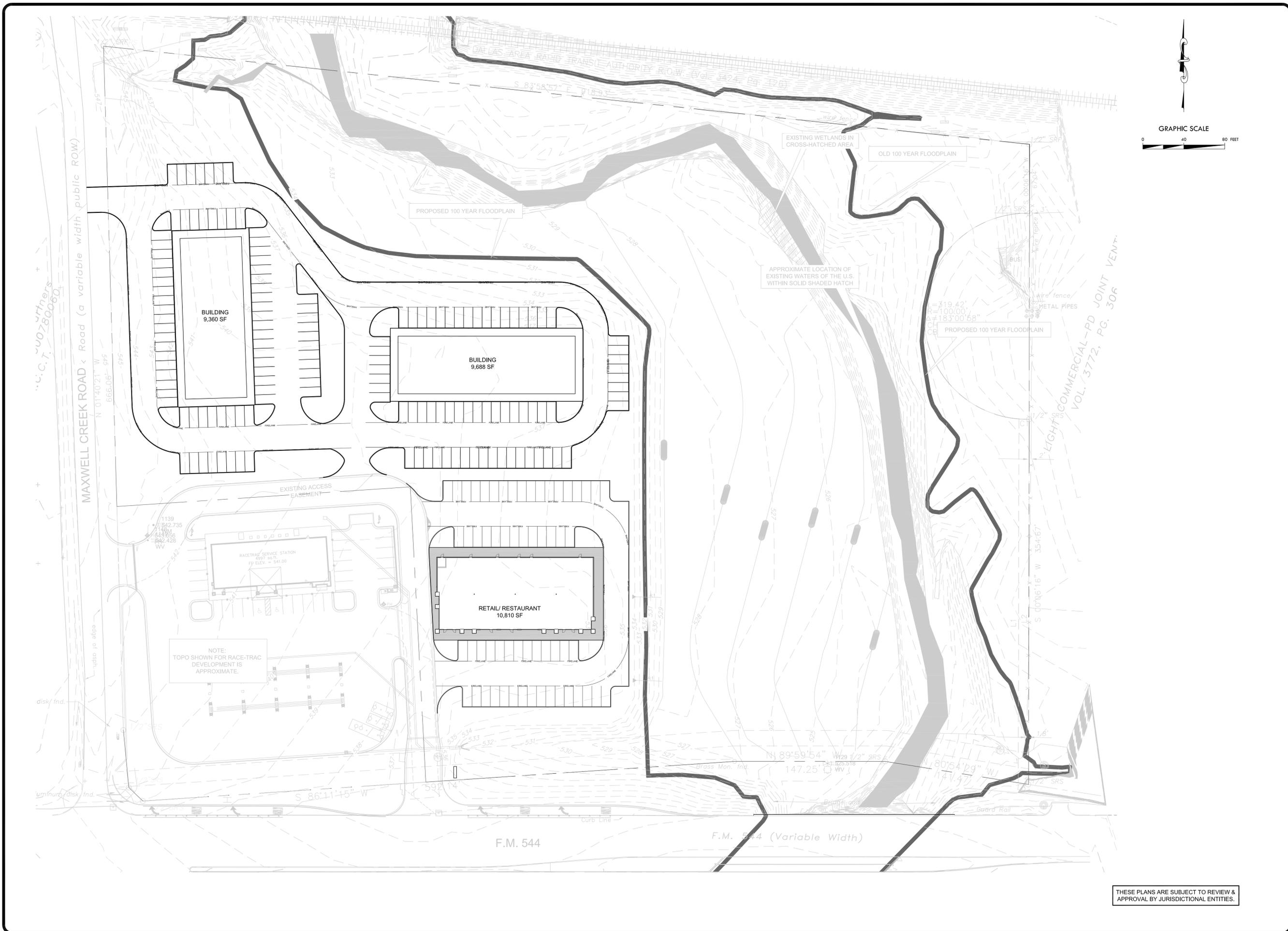
On March 23, 2015, the Planning & Zoning Commission considered this item and voted unanimously to approve it.

Action

Approve the request to amend the Concept Plan for PD (Planned Development) District No. 12-10-923 Murphy Marketplace to include a proposed layout for the property at the northeast corner of Maxwell Creek and FM 544.

Attachments

Amendment to Concept Plan Exhibit
All reply Forms to date



REVISIONS	DATE	BY

This drawing was prepared by Adams Engineering, Inc. and shall remain the property of Adams Engineering, Inc. Information herein shall be used for the project only and shall not be used for any other purpose without the written consent of Adams Engineering, Inc. Adams Engineering, Inc. is not responsible for any errors or omissions in this drawing. Adams Engineering, Inc. is not responsible for any actions taken based on this drawing. Adams Engineering, Inc. is not responsible for any actions taken based on this drawing. Adams Engineering, Inc. is not responsible for any actions taken based on this drawing.

Adams
910 S. Kimball Avenue ■ Southlake, Texas 76092 ■ (817) 328-3200

MURPHY FOUR
CONCEPT PLAN

TBPE Registration #: F-1002

PROJECT MGR.
TAM
PROJECT TECH.
LMG
CHECKED BY

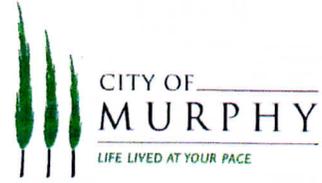
JOB NO.
2006.058
SHEET NO.
C1

THESE PLANS ARE SUBJECT TO REVIEW & APPROVAL BY JURISDICTIONAL ENTITIES.

FILENAME: EXHIBIT E.dwg PLOTTED BY: Mjagat@adams.com PLOT DATE: Wednesday, January 14, 2015 PLOT TIME: 4:18:08 PM PLOTTER: adobe PDF BLMx33 FULL PATH: L:\Projects\2006\058\Murphy\Murphy04.dwg - Exhibit E.dwg Adams Engineering, Inc. - Exhibit E.dwg

Reply Form

Planning & Zoning Commission/City Council
206 North Murphy Road
Murphy, Texas 75094



This letter is regarding the request for an approval of an amendment to the Concept Plan for PD (Planned Development) District No. 12-10-923 Murphy Marketplace to include a proposed layout for the property at the northeast corner of Maxwell Creek and FM 544.

 ✓ I am **IN FAVOR** of the request to amend the Concept Plan for PD (Planned Development) District No. 12-10-923 Murphy Marketplace to include a proposed layout for the property at the northeast corner of Maxwell Creek and FM 544.

 I am **OPPOSED** to the request to amend the Concept Plan for PD (Planned Development) District No. 12-10-923 Murphy Marketplace to include a proposed layout for the property at the northeast corner of Maxwell Creek and FM 544.

This item will be heard at the **Planning & Zoning Commission on Monday, February 23, 2015 at 6:00 p.m.** and by **City Council on Tuesday, March 3, 2015 at 6:00 p.m.** at Murphy City Hall, in the City Council Chambers at 206 N. Murphy Road, Murphy, Texas. Please provide your written comments below regarding the requested change. If additional space is required, you may continue writing on a separate sheet, one-sided for printing purposes.

On behalf of CHAMPION LANGFORD PARTNERS,
MURPHY FOUR VENTURE
and Allen & Leicks Venture

Travis

By signing this letter, I declare I am the owner or authorized agent of the property at the address written below.

Eric Langford
Name (Please Print)

[Signature]
Signature

5924 TWIN CREEK
Address Dallas TX

2/14/15
Date

Kristen Roberts

From: Lori C. Knight
Sent: Thursday, March 19, 2015 10:42 AM
To: Kristen Roberts
Cc: Lori C. Knight
Subject: FW: Murphy Marketplace - Concept Plan Amendment for District 12-10-923

FYI

From: Frances Wilson [<mailto:fwilson@dart.org>]
Sent: Thursday, March 19, 2015 10:38 AM
To: Lori C. Knight
Subject: Murphy Marketplace - Concept Plan Amendment for District 12-10-923

Good morning Lori!

I received the City of Murphy's letter, map and reply form regarding the Amendment.

DART has no objection to the Amendment, but would like to remind the developer that the property is adjacent to an active freight railroad corridor. Safety of customers and residents is always our number one concern.

Also, note that the corridor is 100 feet in width. The tracks on the map appear to be a bit skewed, (hard to draw accurately I'm sure), but, lot 56 appears to be closer than 50 feet from the centerline of the tracks, though it probably is not.

Thanks!

Frances Wilson, SR/WA, R/W-NAC
Sr. Right of Way Representative
Commuter Rail & Railroad Management
Dallas Area Rapid Transit
P.O. Box 660163
Dallas, TX 75266-7210
Direct Phone: 214.749.3619
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City Council Meeting
April 7, 2015

Issue

Consider and/or act upon hiring CPS HR Consulting to conduct a compensation study of eleven (11) labor market cities as previously identified by Council and, based on their findings, draft salary recommendations for all classifications.

Background/History

A formal compensation plan is an integral part of becoming and remaining competitive in the municipal government talent marketplace. It serves as the foundation to provide transparency and consistency surrounding an organization's compensation philosophy and helps ensure parity within the market. This, in turn, helps with recruiting, hiring, and retaining key employees. Additionally, formal compensation plans provide ease, efficiency and equity in salary and personnel budget administration. They mitigate risk of litigation by eliminating what could be considered arguable inequities and inconsistencies within informal pay structures.

When designing a formal compensation plan, it is important to ensure that the selected consulting company is well versed in best practices for the public sector. CPS HR Consulting has provided services to more than 35 public agencies in Texas including the City of Arlington, Austin, Dallas, Fort Worth, and Plano. Additionally, they have conducted over 75 classification/compensation studies for government entities in other states including the City of Santa Ana, CA and El Segundo, CA.

The proposal from CPS HR consulting includes, but is not limited to, a review, analysis, and validation of the *external* labor market data collected and an *internal* equity analysis of which the study of both shall yield a total salary recommendation plan for the City.

Considerations

The study will use the eleven (11) labor market cities deemed appropriate by Council in 2014 including Allen, Garland, Highland Village, Little Elm, McKinney, Plano, Richardson, Rockwall, Rowlett, Sachse, and Wylie.

Financial Considerations

The professional fixed fee to complete the compensation study is \$21,777 plus an estimated \$1,723 for reimbursable expenses (printing, copying, binding, postage, delivery, etc.) for an estimated project total of \$23,500.

Please be advised that two other project proposals were obtained. Staff recommends CPS HR Consulting as the strongest fit for the size, scope, and demands of this project.

- Evergreen Solutions, LLC
 - \$22,000 Estimated Project Cost
- Segal Waters
 - Declined to provide a formal proposal. Stated anticipated cost would be at or above \$75,000.

City Council Meeting
April 7, 2015

Action Requested

Authorize the City Manager to hire CPS HR Consulting to conduct a compensation study for the City of Murphy, as described.

Attachments

CPS HR Consulting Proposal

PROPOSAL

City of Murphy

Base Salary Study

February 26, 2015

SUBMITTED BY:
GERALYN GORSHING
Director

CPS HR Consulting
100 Congress Avenue, Suite 2000
Austin, TX 78701
P: 916-471-3373
F: 916-561-8472
ggorshing@cpsshr.us
Tax ID: 68-0067209
www.cpsshr.us



Your Path to Performance

March 25, 2015

Jana Traxler, Human Resources Manager
 City of Murphy
 206 N. Murphy Road
 Murphy, TX 75094

Submitted via e-mail: jtraxler@murphytx.org

Dear Ms. Traxler:

CPS HR Consulting (CPS HR) is pleased to submit this proposal to the City of Murphy (City) to provide compensation consulting services. With a rich history of assisting government agencies with their compensation needs, we at CPS HR are confident that we can provide expert solutions to meet the City's needs.

We possess a number of important strengths to assist the City in accomplishing the goals for this assignment:

- ***In-depth understanding of all local government operations, programs, and services.*** CPS HR has been assisting public agencies meet their human resource needs for more than 25 years.
- ***Depth of experience preparing compensation and staffing studies.*** CPS HR has conducted more than 75 compensation related studies for cities, counties, courts, special districts, and higher education institution within the last few years.
- ***Use of best practices.*** CPS HR applies best practices and utilizes proved compensation principles in all of our engagements.
- ***Quality and tailored services.*** CPS HR delivers quality and tailored compensation services to better meet each client's unique study goals and objectives.
- ***Our commitment to maintaining open communications.*** Our project team will focus on maintaining open communication with the City's HR staff to ensure that every project preserves its focus and adheres to the timeline and budget.

Thank you for this opportunity; we very much look forward to working with the City of Murphy. Should you have any questions, please do not hesitate to contact our proposed Project Manager, Tameka Usher. **You can reach Ms. Usher by email at tusher@cpshr.us or by phone at (916) 471-3483.**

Sincerely,



Geralyn Gorshing, Director

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Our Understanding of the Scope of Work

The City of Murphy (City) is seeking the services of a professional consulting firm to conduct a base salary study of sixty-three (63) classifications (including police and fire) within eleven (11) labor market agencies as identified by the City. The City has not conducted a compensation study in 12 years and would like to assess the City's labor market positions to determine the competitiveness of their salaries. It is the understanding of CPS HR Consulting (CPS HR) that some, but not all, of the City's job descriptions are current. Therefore, before initiating this study, CPS HR recommends that the City have all employees review and provide feedback regarding the duties and knowledge, skills, and abilities of their positions. This information will be helpful to ensure comparability between the City's classifications and those of the labor market agencies.

CPS HR's Consulting Approach

Our approach to consulting can be summarized in the following four statements:

- CPS HR believes that building a solid foundation for human resource management will best support an organization's efforts to achieve its mission and goals. We view the human resources function as a systems model that integrates success factors and best practices across the human resources span of control, while aligning with the external and internal factors that support its solid foundation. The use of this systems approach eliminates or mitigates the unintended consequences of making decisions which place human resources programs in silos, rather than on a continuum.
- CPS HR fully understands that classification and compensation studies require an iterative, collaborative and flexible approach, rather than an approach based on imposing change, and our work plans are designed to be inclusionary and collaborative with all City stakeholders.
- Classification and compensation systems should be designed to serve as a foundation for an organization over many years, through both good and bad economic times. We believe our greatest strength is our ability to work with our clients to develop well thought out systems which will withstand changing operational and economic conditions.
- We view our clients as our business partners; our goal is to form strong and collaborative partnerships with our clients to assist them in achieving their missions. It is through such partnerships that CPS HR achieves our own mission of transforming human resources management in the public sector.

Project Tasks

The compensation work plan outlined in this section is intended to define all tasks within a comprehensive total compensation study from the initial kick-off meeting to final reports, and the types of deliverables associated with certain tasks.

Task #1 – Review the City’s Background Materials. Upon contract execution, CPS HR will request background information from the City in order to ensure the Project Manager is prepared for the initial meeting. Typical material requests for compensation studies include salary schedules, benefits summaries, compensation policies and procedures, classification specifications, and any other documents relevant to the study.

Task #2 – Initial Project Meeting and Benchmark Selection. The CPS HR Project Manager will meet with the City’s Internal Project Manager and stakeholders to discuss the study methodologies, deliverables, timelines, communication, and data collection methods. During this same on-site visit, the CPS HR Project Manager will conduct a workshop with these key stakeholders to further explain the purpose of the study, methodology, job matching, the timeline, respond to any questions or concerns, and review the compensation policy elements noted below.

- Use of private sector data
- Labor market position (i.e., median, mean, or other percentile)
- Benchmark classifications to be selected based on the following criteria:
 - They should be classifications for which counterparts can readily be found in surveyed employers so that sufficient compensation data can be gathered. Classifications, which have a large number of comparables from other agencies, are generally selected as benchmark classifications.
 - Benchmark classifications should have significant relationships to other classifications in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classifications within their occupational groups.
- Elements of total compensation to be surveyed.

CPS HR believes this level of communication is useful in managing expectations, especially in cases where employees have had limited or no exposure with compensation studies.

Task 2 Deliverable: Draft Labor Market Agency and Benchmark Survey Classifications Recommendations

Task #3 – Design, Develop, and Distribute the Survey Instrument. The CPS HR Project Team will develop a comprehensive survey instrument to ensure the effective collection of salary information from each of the survey agencies. The survey instrument will include a brief description of each of the survey classifications with a request for the minimum and maximum monthly salary for each. CPS HR’s survey instrument is designed to be completed electronically or, if need be, in hard copy.

Task 3 Deliverable: Survey Instrument

Task #4 – Review, Analyze, and Validate Labor Market Survey Data. To ensure the City receives the most accurate data for this study, CPS HR will not solely rely on the completed surveys received from the labor market agencies without checking the validity of each submission. Thus, in conjunction with the survey instrument received from each labor market agency, the Project Team will review any additional survey agency background materials such as copies of classification specifications, organization charts, staffing information, and other useful materials to substantiate the accuracy of the comparability of the matches. It is critical that the Project Team review such documents since titles alone can often be misleading and should not be relied upon. Further, CPS HR is committed to attaining full participation from the labor market agencies, either through obtaining each agency’s agreement to complete the survey, and/or by the Project Team’s completion of surveys, as needed. Once the Project Team has completed their survey analysis tasks, the Project Manager will audit the final data as part of our quality review process.

In order to determine whether a match from a labor market agency is comparable to the City’s benchmark, CPS HR utilizes a whole job analysis methodology; this commonly used methodology analyzes the job as a whole, rather than by individual factors, by evaluating the core duties and responsibilities, the nature and level of work performed, and the minimum qualifications to determine whether the classification is comparable enough to be utilized as a match. The methodology recognizes slight differences in duties assigned to matches from other labor market agencies, which do not impact the type, nature and level of work performed. Matches should not be so broad that they include classifications performing dissimilar work, or work done at a higher or lower level but they also should not be so narrow that they exclude matches doing comparable work, with slight differences in work that do not change the level and nature of work.

Task #5 – Design and Develop Data Spreadsheets. CPS HR will develop an individual data sheet for each survey classification that presents the comparable classification used in each agency with the relevant data associated with that classification, such as the salary range minimum and maximum. The labor market data analyses will be conducted based upon the labor market position affirmed within the City’s compensation philosophy (e.g., median, mean, or other percentile). Each comparable match for each survey classification is reported in the relevant data sheet (a sample is provided in **Appendix A**) for full disclosure and review by others. We find this level of transparency in matching provides for a better understanding and acceptance of study results.

Task 5 Deliverable: Individual Data Sheets for Each Survey Classification

Task #6 – Conduct Internal Equity Analysis/Prepare Draft Salary Recommendations. A comprehensive and balanced pay program is the result of the analysis of external labor market data, combined with an analysis of important internal relationships that reflect the City’s value system of jobs. With the whole job methodology, the internal pay relationship analysis for non-benchmark classifications will involve a number of steps in order to arrive at sound and equitable relationships. Among others, the most important of these will include:

- Analysis of existing and historical pay relationships
- Development of consistent, uniform and realistic guidelines for determining internal relationships including span of control, nature and level of work performed and related components
- Recommendation of equitable and appropriate internal relationship differentials based on the above

CPS HR utilizes a five step methodology for establishing salary levels for benchmark and non-benchmark classifications in our compensation studies. This methodology would be applied to all City study classifications.

- 1) The first step is to conduct a comprehensive review of the survey results to identify benchmark classifications to be used in the salary setting process.
- 2) The second step is to establish salary recommendations for these benchmark classifications by setting the salary level based on the market data.
- 3) The third step is to conduct a comprehensive review of the City’s current internal alignment differentials to determine what their practices are, and if they should be adjusted.
- 4) The fourth step is to apply recommended internal differentials within job families to build the salary recommendations for classifications, which have

- significant relationships to each other because they are in the same job series or family.
- 5) The fifth step is to determine what classifications remain that are not benchmark classifications and are also not part of a job series or family. These classifications are then reviewed to determine what classification(s) is the subject classification currently internally aligned with and whether that relationship should be changed. Evaluation factors include the nature and level of work performed, as well as the minimum qualifications.

The five steps are followed for each classification within the pay plan. The salary recommendations for each study classification will display the following information:

- Classification title
- Current monthly range maximum
- Recommended monthly range maximum
- The percentage difference and/or dollar amount difference between the current and recommended monthly range maximum

This information will provide the City with the percentage and dollar amount of any increase on a classification-by-classification basis.

Task 6 Deliverable: Draft Salary Recommendations

Task #7 – Prepare Draft Total Compensation Report. The Project Team will develop a Draft Total Compensation Report detailing the results of the labor market survey. This draft report will comprise the following:

- Scope of the study
- Labor market agencies, including the methodology utilized to identify the recommended agencies
- Study benchmarks, including the methodology utilized to identify benchmarks.
- Labor market data analysis/methodologies
- Results of the base salary survey
- Salary recommendations for all classifications

The CPS HR Project Manager will meet with the City's Internal Project Manager and key stakeholders to discuss the Draft Total Compensation Report and to respond to any questions, comments, or concerns.

Task 7 Deliverable: Draft Total Compensation Report

Task #9 – Prepare and Present the Final Compensation Report. Based upon the City's review of the Draft Compensation Report, the Project Team will follow-up and resolve any outstanding compensation issues. Hard and electronic copies of the Final Total

Compensation Report will be delivered to the City, and if requested, the CPS HR Project Manager will present the study results to identified stakeholders.

Task 8 Deliverable: Final Total Compensation Report

Ongoing Technical Support

When the project is concluded, we continue to work for you. Should you have any questions or concerns on issues that arose during the course of the study or on study outcomes, *at no additional cost*, we make ourselves available to you via telephone and email to respond to any such questions for **one year** after the final report has been issued.

Revised Project Cost

Professional Fixed Fee

The professional fixed fee to complete the City's compensation study, assuming a review of all sixty-three (63) classifications (to include police and fire) and a maximum of eleven (11) labor market agencies identified by the City, is **\$21,777**.

Our professional fixed fee for both options includes the following trips*:

- Trip #1: Initial project meetings/compensation workshop.
- Trip #2: Present Draft or Final Compensation Report. The City can decide how they would like to use this on-site visit.

*Should additional on-site visits be requested by the City, we will be happy to discuss changes to schedule and/or cost estimate.

Reimbursable Expenses

Actual out-of-pocket expenses for such items as consultant travel, printing/copying, binding, and postage/delivery charges are reimbursable at cost. There is no mark-up on expenses. We estimate a total of **\$1,723.00** for expenses.

CPS HR will bill professional service fees and any incurred expenses as a direct pass-through on a monthly basis.

CPS HR is flexible with the proposed work plan; alternate approaches may be discussed with the City which may in turn change the proposed cost of the project. As described in this proposal, the methods, approach, timelines, as well as the proposed fee, have been prepared as accurately as possible based upon the services requested and study objectives described in the information provided to CPS HR. If changes or additional services are required, we will be happy to discuss changes to the project tasks and/or schedule.

Rates for Additional Services

A rate schedule is presented for any additional work desired by the City that is not specified in the work plan prepared for this proposal.

Schedule of CPS HR Billing Rates	
Project Staffing Category	Hourly Rate
Project Manager	\$120
Project Consultant	\$105
Project Technician	\$60

Consulting Team

CPS HR is committed to meeting the highest professional standards of quality and our consultants have been selected for their relevant experience in dealing with projects of this nature. CPS HR proposes Ms. Tameka Usher as the Project Manager with support from Project Consultant team members Monica Garrison- Reusch, Susan Meibaum, Gwen Brew, and Denise Leat. Resumes for all proposed consultants are presented in **Appendix B**.

PROPOSED CPS HR TEAM—STAFF EXPERTISE AT A GLANCE			
CPS HR Consultant Name/Role	Years of Experience	Classification	Compensation
Tameka Usher, MS, IPMA-CP, Project Manager	18+	✓	✓
Monica Garrison Reusch, MBA, Project Consultant	10+	✓	✓
Susan Meibaum, BS, Project Consultant	20+	✓	✓
Gwen Brew, BBA, Project Consultant	25+	✓	✓
Denise Leat, IPMA-CP, Project Consultant	25+	✓	✓

About CPS HR Consulting

CPS HR is an innovative, client-centered human resources and management consulting firm specializing in solving the unique problems and challenges faced by government and non-profit agencies. CPS HR was formed as a JPA public agency in 1985. As a self-supporting public agency, we understand the needs of public sector clients and have served as a trusted advisor to our clients for more than 25 years. The distinctive mission of CPS HR is to transform human resource management in the public sector.

With more than 80 full-time employees as well as 200+ project consultants and technical experts nationwide, CPS HR delivers breakthrough solutions that dramatically transform public sector organizations to positively impact the communities they serve. CPS HR is headquartered in Sacramento, California, with regional offices in Rockville, Maryland; Atlanta, Georgia; Littleton, Colorado; and Austin, Texas.



CPS HR offers clients a comprehensive range of competitively priced services, all of which can be customized to meet the City's specific needs. We are committed to supporting and developing strategic organizational leadership and human resource management in the public sector. We offer expertise in the areas of classification and compensation, organizational strategy, recruitment and selection, and training and development.

CPS HR occupies a unique position among its competitors in the field of government consulting; as a JPA, whose charter mandates that we serve only public sector clients, we actively serve all government sectors including Federal, State, Local, Special Districts and Non-Profit Organizations. This singular position provides CPS HR with a systemic and extensive understanding of how each government sector is inter-connected to each other and to their communities. That understanding, combined with our knowledge of public and private sector best practices, translates into meaningful and practical solutions for our clients' operational and business needs.

Appendix A: Sample Data Sheet



Human Resources Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Total Base Plus Cash	Health	Dental	Vision	Life	Disability	Total Base/Cash/Health	Retirement	Social Security	Monthly Total Compensation
<i>Client Name</i>	<i>Human Resources Analyst</i>	\$3,814	\$4,767		\$125	\$334	\$5,226	\$1,130	\$125	\$25	\$20	\$21	\$6,547	\$482	\$69	\$7,098
Agency A	Human Resources Analyst	\$3,737	\$4,562		\$42	\$228	\$4,832	\$1,400					\$6,232	\$707	\$66	\$7,005
Agency B	Human Resources Analyst II	\$4,264	\$5,756		\$100	\$403	\$6,259	\$800	\$25		\$11		\$7,095	\$602	\$83	\$7,780
Agency C	Human Resources Analyst	\$3,947	\$5,493		\$110	\$385	\$5,987	\$917		\$32			\$6,936	\$554	\$80	\$7,570
Agency D	Human Resources Analyst	\$4,373	\$5,313		\$200	\$425	\$5,938	\$820	\$78		\$18		\$6,854	\$1,049	\$77	\$7,980
Agency E	Senior Human Resources Analyst	\$3,994	\$5,113	\$128	\$50	\$256	\$5,546	\$924					\$6,470	\$386	\$74	\$6,931
Agency F	No Comparable Class															
Agency G	Human Resources Analyst	\$4,735	\$6,211			\$435	\$6,646	\$1,109	\$145	\$29	\$22	\$17	\$7,968	\$678	\$475	\$9,121
Agency H	Human Resources Analyst	\$4,309	\$5,499		\$42	\$440	\$5,981	\$904	\$149	\$22	\$19	\$16	\$7,090	\$470	\$421	\$7,982
Agency I	Personnel Analyst II	\$4,470	\$5,446			\$381	\$5,827	\$1,315			\$20	\$28	\$7,191	\$509	\$417	\$8,116
Agency J	Human Resources Analyst [Journey Level]	\$3,854	\$5,482		\$55	\$384	\$5,921	\$1,567	\$120	\$32	\$66	\$15	\$7,720	\$578	\$79	\$8,377
Agency K	Human Resources Analyst	\$4,400	\$5,466	\$55		\$383	\$5,903	\$976	\$145		\$5	\$12	\$7,041	\$330	\$79	\$7,450
Agency L	Management Analyst III	\$3,791	\$4,987		\$224	\$349	\$5,561	\$889	\$161	\$22	\$20	\$4	\$6,656	\$582	\$72	\$7,310
Agency M	Human Resources Analyst	\$5,403	\$6,753			\$236	\$6,989	\$1,458	\$121	\$29	\$14	\$45	\$8,656	\$1,000	\$98	\$9,754
Agency N	Human Resources Analyst	\$3,782	\$5,297			\$159	\$5,456	\$963	\$136	\$35	\$27	\$16	\$6,632	\$405	\$77	\$7,114
Agency O	Human Resources Analyst II	\$4,179	\$5,484			\$384	\$5,868	\$1,187	\$145		\$68	\$26	\$7,294	\$997	\$420	\$8,710
Agency P	Senior Human Resources Analyst	\$4,677	\$6,173			\$494	\$6,667	\$1,482	\$167	\$19	\$34	\$27	\$8,396	\$150	\$90	\$8,635
Agency Q	Human Resources Analyst	\$4,588	\$6,170		\$79	\$432	\$6,681	\$921	\$187	\$35	\$9	\$23	\$7,855	\$838	\$472	\$9,165

Base Salary Median	\$5,483	Total Cash Median	\$5,929	Total Base/Cash/Health Median	\$7,093	Total Comp Median	\$7,981
Base Salary Mean	\$5,575	Total Cash Mean	\$6,004	Total Base/Cash/Health Mean	\$7,255	Total Comp Mean	\$8,063
Percentage Above or Below Median	-15.02%	Percentage Above or Below Median	-13.46%	Percentage Above or Below Median	-8.34%	Percentage Above or Below Median	-12.43%
Percentage Above or Below Mean	-16.96%	Percentage Above or Below Mean	-14.89%	Percentage Above or Below Mean	-10.83%	Percentage Above or Below Mean	-13.59%

8/13/2012

Appendix B: Resumes

Tameka Usher, MS, IPMA-CP

Profile

Ms. Usher has more than 15 years of experience in the field of public sector human resources. She is highly skilled in the areas of classification, compensation, recruitment and selection, training, and project management. She has held a variety of positions in the public sector including Personnel Management Specialist, Employee Development Specialist, Senior Personnel Analyst, and Principal Consultant. She is currently the Manager of Products of Services (Classification and Compensation and Merit System Services (MSS) Divisions) with CPS HR. Within the classification and compensation division, she regularly oversees and performs a multitude of classification and compensation studies for clients. Additionally, within the MSS division, she manages a team that functions as the human resources department for 29 California County Departments of Social Services and Child Support Services and audits human resources practices for the remaining 29 California counties.

Employment History

- Manager of Products and Services, CPS HR Consulting
- Principal Consultant, CPS HR Consulting
- Senior Consultant, CPS HR Consulting
- Senior Personnel Analyst, Sacramento Employment and Training Agency
- Employee Development Specialist, Federal Government
- Personnel Management Specialist, Federal Government

Professional Experience

- Serves as project manager for base salary or total compensation studies for state and local government agencies including cities, counties, transit agencies, state governments, utilities, school districts and special districts. Project management responsibilities include labor market selection; the design and development of survey tools; the audit of analyzed compensation and benefits data; compensation report writing and review; and presentation of study results to key stakeholders including employees, management, bargaining unit representatives and governing boards.
- Serves as project manager for comprehensive classification studies for state and local government agencies including cities, counties, transit agencies, state governments, utilities, school districts and special districts. Project management responsibilities include conducting employee briefings, developing classification concepts and individual employee allocation recommendations; reviewing/preparing classification specifications and the presentation of study

results to key stakeholders including employees, management, bargaining unit representatives and governing boards.

- Serves as program manager for the Merit System Services (MSS) contract with the California Department of Human Resources; MSS serves as the human resources department for 29 IMS (Inter-Agency Merit Systems) California county Departments of Social Services and Child Support Services, providing all recruitment/selection and classification services to these departments, and managing the system's overall classification structure. The contract also includes the provision of auditing the human resources practice of the remaining 29 California counties who have Approved Local Merit Systems (ALMS) status to ensure ongoing compliance with federal merit principles.
- Serves as Instructor for training classes such as sexual harassment, classification and compensation, HR fundamentals and increasing human effectiveness. Training and facilitation experience includes developing training materials and training public employees at varying level on topics such as sexual harassment, employment law, supervision, etc.; working with management, supervisor and employees to identify long and short range training needs; facilitating focus groups.
- Has provided employee relation services including informal and formal fact-finding, investigation, and providing advice in areas of discipline, adverse action, and grievance and performance management.

Education

- MS, Human Resource Management, Golden Gate University, CA
- BA, Human Relations (Human Resources), Golden Gate University, CA

Monica Garrison Reusch, MBA

Profile

Ms. Garrison Reusch has more than 11 years of human resources program experience, all of which have been spent serving as either a team consultant or Project Manager on projects working with public sector agencies. Ms. Garrison Reusch's primary professional focus over the last several years has been on classification and compensation practices. Examples of large scale studies done include the County of Bernalillo, the Eastern Municipal Water District, Imperial Irrigation District, and the California State Department of Personnel Administration. Examples of smaller specialized studies include the Sacramento Municipal Utilities District, the Los Angeles Department of Water and Power, Orange County, and the City of Bell.

Employment History

- Project Consultant, CPS HR Consulting
- Consultant, CPS HR Consulting
- Administrative Analyst, CPS HR Consulting

Professional Experience

- Provides a broad range of human resources services to public agencies as Project Consultant for CPS HR Consulting; has conducted projects for various jurisdictions, primarily classification and compensation studies.
- Serves as project consultant, lead or manages small-, medium- and large-scale compensation projects for public sector agencies including, state agencies, counties, cities and special districts. Ms. Garrison Reusch specializes in compensation projects focusing on both base salary and total compensation analysis studies. Ms. Garrison Reusch has participated on project teams for both large and small scale compensation studies, including recent large studies performed for the following agencies: Los Angeles Department of Water and Power, CA Department of Water Resources, CA Department of Food and Ag, and the City of Bell. Ms. Garrison Reusch has also served as lead consultant on several studies including recent work done for Bernalillo County, NM and past large statewide total compensation studies performed for the State of California.
- Serves as a project consultant performing classification studies and organizational analysis; performs participant and management briefings; distribute, collect and analyze questionnaires; conduct employee and staff audits; prepare recommendation reports and respond to study appeals; conduct in depth survey and analysis of organizational structure and past organizational practices.

- Provides training and facilitation experience includes developing training materials and training public employees at varying levels on classification and compensation topics.

Education

- MBA, Golden Gate University, Sacramento, CA.
- BS, University of Southern California, Los Angeles, CA

Susan Meibaum

Profile

Ms. Meibaum is a Project Consultant with CPS HR Consulting. She has more than 20 years of compensation and classification experience. She has worked for medium and large U.S. and global organizations as well as local government and a non-profit agencies. She has extensive experience in designing merit, incentive, and bonus programs; compensation market benchmarking; data analysis; and position classification. She is a seasoned project manager, who is able to manage complex projects with long timeframes (six to 12 months).

Employment History

- Project Consultant, CPS HR Consulting
- Classification & Compensation Contracting Consultant, City of Carlsbad, California
- Senior Manager, Global Compensation and Benefits, Gemological Institute of America (GIA)
- Compensation Manager, WilmerHale, Washington DC
- Compensation Contract Work, Cincinnati
- International Compensation and Benefits Consultant, Convergys, Cincinnati
- Senior Compensation Analyst, American International Group, New York
- Hess Corporation, Senior Compensation Advisor, London and New York

Professional Experience

- Served as a Classification and Compensation Consultant on a project basis for the City of Carlsbad; wrote project plans with timelines and hours required; completed six main projects using the City of Carlsbad Position Information Questionnaire and compensation tables; plus self-generated templates for the reports, project plans and analysis.
- Conducted a management market data study and review of existing salary ranges for the City of Carlsbad; compiled data from agency websites and the IEDA Compensation Survey Database; conducted a utilities compensation market study including base salary and total compensation analysis; three section re-organizations involving focus groups, classifications with individual position reports (interviewing incumbents, completing FLSA audits), presentations to project sponsors (including the City Manager) and key stakeholders; and a report with conclusions and recommendations.
- Introduced a revised process for FLSA classification; served as project manager for a compensation initiative working with colleagues in HR, the business and consultants at GIA. Gained agreement on a compensation philosophy, a new pay structure, grading and titling that could work for the entire Corporation; worked

- with HRIS colleagues to implement the changes within the PeopleSoft system; sourcing survey data for each location/business (Mercer, TowersWatson, Hay and local surveys depending on location size and best data source).
- Provided compensation expertise to the U.S. HR colleagues and management while at WilmerHale including market pricings, re-organizations, new manager training and FLSA administration; administered the global compensation planning process (promotions, market adjustments, merit and bonuses); completed survey data analysis, market intelligence reports, and presentations, made recommendations, prepared spreadsheets, and analyzed data and costs; managed the global recognition programs. Supervised two HR staff in the London offices, and two shared US resources.
 - Recommended and got agreement for a process for the distribution of market adjustment money to ensure the retention of the WilmerHale's top talent; managed a job evaluation and titling project with team members from HR and Towers Watson; worked with London HR on the design of a new performance management process; undertook a C&B benchmark study of the International offices, worked closely with Benefits, local office colleagues, and Aon Consulting
 - Served as a consultant at Comair and completed three temporary contracts lasting from three to nine months. Work included: general compensation assistance (job evaluations and job description preparation), a survey market benchmark study, and a performance management project. A large part of the role included ensuring knowledge transfer within the HR department, in order to ensure ongoing implementation and continuity.
 - Served as interim cover as the C&B Senior Manager (EMEA and LATAM) at Convergys. Communicated with HR colleagues in Europe and Brazil to understand and resolve their C&B issues and to answer questions; kept compensation colleagues apprised of EMEA and LATAM initiatives, presenting recommended changes, attending global C&B meetings, and providing support to the global C&B VP; worked on a five-month Convergys (Employee Care Division) contract in the International HR Outsourcing unit.
 - Provided advice to HR and compensation colleagues in Convergys' head office and Singapore, India, UK, and Israel; also worked with Hungary, Russia, Mexico, Thailand, Brazil, Philippines and China. Coordinated salary review, stock option grant, and incentives for all countries outside of North America; project managed an initiative to develop a global compensation and benefits philosophy; gathered market intelligence for countries and completed analysis of the data, worked with HR colleagues in-country to evaluate jobs and introduce salary ranges, ensuring consistency worldwide; completed a full benefits review for UK and

Israel and recommended changes to existing programs; recommended benefits packages for new countries, including Mexico and Hungary.

- Served as a compensation expert providing market data analysis and compensation support and advice to compensation and HR Managers in the Global Investment group, Legal, and subsidiary companies of American International Group; worked closely with the Global Investment Group to agree a new format for market data analysis for the U.S., Japan, Hong Kong, UK, and other countries; analyzed data looking at individual, summary data and 3-year trends; assisted in documentation for the Compensation Committee Group meeting and executive market data.
- Supported the NY Corporate Office Executive Compensation process, including Restricted Stock and Stock Options, market data (using regression analysis), and bonuses. Coordinated the annual salary planning process for the entire Company, attended compensation oil industry groups, and worked closely with consultants; In the UK, responsible for HRIS compensation development, and expatriate benefits programs; negotiated the change of UK medical provider from PPP to BUPA. Managed two junior members of staff; in the UK, managed the ongoing review and changes to the compensation and benefits package to ensure it remained aligned to and supportive of the Company's current and future goals. Projects included implementing a company and then individual bonus, and changing the car scheme to cash only.

Professional Associations

- WorldatWork (ACA)

Education

- BS in Business Administration, University of Bath
- Institute of Personnel Management Stage 2, Graduate of the MCIPD, South West London College

Gwen Brew

Profile

Ms. Brew is a Project Consultant with CPS HR Consulting. She has more than 25 years of experience in all aspects of the human resource functions in both the public and private sector with 1000+ employees, both union and non-union. She has experience as an administrator of compensation, benefit, retirement, as well as health and wellness programs.

Employment History

- Consultant, CPS HR consulting
- HR Manager, City of Wasilla
- Compensation & Benefits Manager, General Communication Corp.
- Pension & Benefits Analyst, Municipality of Anchorage

Professional Experience

- Conducts and evaluates salary and benefit surveys, evaluate opportunities, current program effectiveness and cost containment and make recommendations to senior management.
- Directs the process of organizational planning, evaluate structure, job design and manpower forecasting throughout the company.
- Participates in the RIF planning and implementation process; analyzing composition of affected work force, determining layoff criteria, layoff alternatives, constructing timelines, preparing communication materials, severance documents and planning outplacement services.
- Establishes and maintains position control, writes job descriptions and classifies positions.
- Conducts and evaluates salary and benefit surveys, evaluates opportunities, current program effectiveness and cost containment and makes recommendations to senior management.
- Negotiated labor contracts, mediated and resolved labor relations issues in union and non-union environments.
- Recruited, interviewed, performed reference checks, selected and hired all staff levels.
- Established wage and salary structure, pay policies and performance appraisal programs; administered bonus, incentive and success sharing programs for all executive, exempt and non-exempt staff.
- Administered compensation, benefit, retirement and health and wellness programs (including, but not limited to, group health, life, disability, FSA, CDHP,

defined benefit and defined contribution benefits); analyze program costs, utilization and participation; identify discrepancies or deficiencies and recommend changes or corrective actions.

- Negotiated and administer contracts with all benefit carriers and write and evaluate RFP's and ITB's.
- Identified legal requirements and government reporting regulations affecting Human Resource functions (e.g. EEO, ERISA, FLSA, FMLA, ADA, EEO, COBRA, HIPAA and SOX). Monitor exposure of the company and prepare the information requested or required for compliance.
- Conducted employee training, benefits counseling and retirement workshops.
- Established, maintained and updated personnel policy and procedure manuals.
- Published employee newsletters.
- Built and maintained HR/Payroll in both the Peoplesoft (Municipality of Anchorage) and Oracle (GCI) HRIS systems.

Certifications and Other

- Senior Professional Human Resources (SPHR)
- Certified Compensation Professional

Education

- BBA, Business Management, University of Alaska, Anchorage, AK

Denise Leat, IMPA-CP

Profile

Ms. Leat has more than 25 years of experience in the field of public sector human resources. She is highly skilled in the areas of classification and compensation analysis, recruitment and selection, training and development, employee and labor relations, internal investigations, worker's compensation, and human resource policies and procedures.

Employment History

- Project Consultant, CPS HR Consulting
- HR Specialist, Capistrano Unified School District
- Chief HR Officer, Superior Court of Orange County
- Recruiter – Senior HR Analyst, Orange County

Professional Experience

- Conducts and evaluates salary and benefit surveys, evaluate opportunities, current program effectiveness and cost containment and make recommendations to senior management.
- Worked with administrators in the recruitment and selection of teachers and classified support staff; reviewed applications for credential, education and/or experience requirements; and identified candidates to advance through the structured competitive processes. Planned and coordinated recruitments with co-workers to improve efficiencies. Confirmed and verified credential and education requirements.
- In partnership with senior managers, judicial leaders, and staff, provided leadership and HR expertise to help the Court delivery high quality services in the administration of justice. Developed and administered HR policies, procedures, and programs; recruited employees using various outreach and assessment methods; developed and delivered orientation, training and incentive programs. Participated in and prepared for collective bargaining. Managed leave-of-absence programs and personnel records. Handled complex, sensitive employee relations matters. Maintained employee privacy and confidentiality.
- As a working manager, performed a broad range of HR functions, such as recruited and trained employees, developed outreach plans and recruitment announcements, screened applications, and administered selection and assessment procedures. Provided advice and guidance to managers and supervisors on employee issues, participated in disciplinary investigations, and drafted related documentation.

Professional Affiliations

- Society for Human Resource Management (SHRM)
- Public Employer Labor Relations Association of California (PELRAC)
- International Public Management Association for HR (IPMA-HR)

Education

- California State University, Long Beach

City Council
April 7, 2015

Item

Consider and take action, if any, on the proposed ILA for providing police dispatch services for the City of Parker.

Background

Over the past year, the city of Murphy has been in discussion with the City of Parker to provide police dispatch services. This ILA will establish that relationship, providing for appropriate fees and termination clauses.

Several years ago, more than six now, the idea of providing police dispatch services to our neighbor to the north was broached with the City of Parker. However, at that time, the City of Parker was not interested in entering into an agreement for those services.

The current police chief Bill Rushing and I met on a number of occasions to discuss the possibility of the City of Murphy providing police dispatch services to the City of Parker. I brought him up to speed relative to the past discussions. He requested that I prepare a proposal for him to review and possibly submit to his Council for consideration.

In September 2014, I provided a proposal him with a proposal for dispatch services (attached). Basically, the proposal states a fee of \$25,000, for the first year, for the provision of police dispatch services. There are a few other contingencies that must be met, your approval is one of those contingencies, to include the approval of the other PAWM members, specifically Plano and Allen before an ILA can be presented or before the service can be provided. At this point, the process was placed in the hands of the City of Parker to pursue approval with Plano and Allen, via Plano Radio, and to have an ILA drawn up that would meet our requirements for services provided and fees to be assessed with termination clauses. By the way, the dispatching services proposed do NOT include fire or ambulance dispatching. Our services would be just for POLICE units. The PPD has about 10 officers including the chief and reserves. The usual number of patrol units is one (1) per shift, but could be as high as all units in an emergency.

Chief Cox has had several meetings with the dispatch manager about providing the proposed services and the manager advised that rolling their units into our radio procedures and services would NOT be a problem.

Providing dispatch services should pose little hardship or negative impacts on the City of Murphy. However, calls for service would be closely monitored. At the end of the first year of service, a call analysis would be conducted to determine if the base fee of \$25,000 needs adjusting up. If the calls for service rose to a level that would adversely affect our ability to meet our own needs, the ILA will have a termination clause.

No new personnel or equipment should be needed for this service outside currently anticipated needs.

Financial Considerations

This arrangement should pose no financial hardships on the City of Murphy. In fact, this arrangement will bring \$25,000 into the general fund with minimal added demands on our dispatch services. However, please keep in mind, that at any given moment, the demands placed on any emergency services, including dispatching, can and sometimes does exceed our ability to meet it immediately. Contingencies are in place for proper prioritizing of calls and demands in case such an incident(s) might arise.

Other Considerations

State law allows one city to enter into a relationship with another city to perform city services either by memorandum of understanding (MOU) or inter-local agreement (ILA). Additionally, via the formal adoption of this ILA, state law allows for this service being provided by Murphy for Parker. This is a win-win situation for both governmental entities and their citizens.

Board/Staff Recommendation

Staff recommends approval of the ILA between the City of Parker and the City of Murphy for the provision of dispatching services.

Attachments

- 1) Resolution
- 2) ILA 3/23/15

RESOLUTION NO. 15-R-814

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MURPHY, TEXAS, APPROVING THE TERMS OF AN AGREEMENT BETWEEN THE CITY OF MURPHY AND THE CITY OF PARKER PROVIDING FOR POLICE DISPATCH SERVICES; AUTHORIZING THE MAYOR TO EXECUTE THE AGREEMENT; AND PROVIDING A SAVINGS CLAUSE.

WHEREAS Chapter 791 of the Texas Government Code provides that local governments may contract in order to increase the efficiency and effectiveness of the delivery of services to the general public, and

WHEREAS, the Murphy City Council has been presented with an interlocal cooperation agreement proposed by the City of Parker entitled "Interlocal Police Dispatch Services Agreement," a copy of which is attached hereto as Exhibit "A" and incorporated herein by reference (hereinafter called "Agreement"); and

WHEREAS, the Murphy City Council finds that the terms thereof are in the best interests of the City and should be approved;

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

SECTION 1. The terms of the Agreement are approved.

SECTION 2. The Mayor is hereby authorized to execute the Agreement and all other necessary documents in connection therewith on behalf of the City of Murphy.

SECTION 3. It is the intent of the City Council that each paragraph, sentence, subdivision, clause, phrase or section of this Resolution and the Agreement attached hereto be deemed severable, unconstitutional for any reason, such declaration of invalidity or unconstitutionality shall not be construed to effect the validity of those provisions of this Resolution and its attachment left standing.

DULY PASSED AND APPROVED by the City Council of the City of Murphy, Texas on this the 7th day of April, 2015.

CITY OF MURPHY

By: _____

Eric Barna
Mayor

ATTEST:

Susie Quinn
City Secretary

APPROVED AS TO FORM:

Wm. Andrew Messer
City Attorney

Res No. __15-R-814__

[Return to Agenda](#)

INTERLOCAL POLICE DISPATCH SERVICES AGREEMENT

This Agreement is made between the CITY OF MURPHY, TEXAS, a municipal corporation (hereinafter referred to as “Murphy”), and the CITY OF PARKER, TEXAS, a general-law municipality (hereinafter referred to as “Parker”).

RECITALS

1. The Interlocal Cooperation Act, Chapter 791 of the Texas Government Code, as amended, authorizes governmental entities to contract with each other to perform government functions and services under the terms thereof.
2. Murphy and Parker are political subdivisions within the State of Texas and are engaged in the provision of governmental services for the benefit of their citizens.
3. Murphy, through the Murphy Police Department, owns and operates communications facilities used in dispatching its law enforcement and emergency service personnel. Parker desires to obtain dispatch services from Murphy at a fee. Therefore, Murphy and Parker, consideration of the recitals set forth above and terms and conditions below, agree as follows:

I. TERM

- 1.01 PRORATED TERM:** Initially, this Agreement will have a “prorated term” beginning on the first day of the month subsequent to the date of the final signature on this Agreement. The prorated term will then end on September 30, 2015, and thereafter, the regular term will begin as provided in 1.02 below.
- 1.02 ANNUAL TERM:** The term of this Agreement is for a period of one (1) year, beginning on October 1, 2015, and ending on September 30, 2016, with an optional one (1) year automatic renewal for five (5) subsequent years, unless terminated earlier by either party in accordance with the terms of this Agreement. Unless terminated by either Murphy or

Parker, as set forth hereafter, this Agreement shall automatically renew yearly without further action until its automatic termination on the 30th day of September 2021.

- 1.03 TERMINATION:** Either party may terminate this Agreement by giving ninety (90) days written notice to the other party.

II. OBLIGATIONS OF MURPHY

- 2.01 POLICE DISPATCH SERVICES:** Murphy, via the Murphy Police Department (MPD) Operations Center, will provide normal and emergency telecommunicating services, to include normal computer aided dispatch (CAD) related records keeping to the Parker Police Department (PPD). Murphy agrees to provide 24/7/365 dispatch services to Parker in the same manner and under the same work schedule as such services are provided in the operation of MPD. Murphy makes no guarantees as to levels of service beyond its ability to provide services depending upon conditions and demand.

MPD will provide PPD standard and customized CAD reports every month, provided MPD can do so without incurring costs for report customizations or queries. Services shall include TLETS/NLETS services.

- 2.02 COMMUNICATIONS:** The primary Public Safety Answering Point (PSAP) for Parker shall be MPD. All Parker residents will be able to speak with an MPD dispatcher as necessary and calls assessment and dispatching services will be provided. MPD will dispatch PPD on MPD primary channel along with MPD units.

III. OBLIGATIONS OF PARKER

- 3.01 COMMUNICATIONS:** Parker shall utilize its own radio hardware. Parker shall ensure that all PPD radios will operate on the Plano, Allen, Wylie, Murphy (PAWM) system and

in particular with the MPD radio system. Prior to MPD being able to provide dispatch services to PPD, other members of the PAWM radio system would have to agree.

3.02 AGREEMENTS WITH OTHER ENTITIES: Parker shall be responsible for maintaining a current Interlocal Agreement with Plano Radio during the terms of this Agreement. Any fee payments associated with agreements between Parker and other entities for dispatch services, such as Plano Radio, will remain the sole responsibility of Parker.

IV. NONEXCLUSIVITY OF SERVICE

The parties agree that Murphy may contract to perform services similar or identical to those specified in this Agreement for such additional governmental or public entities as Murphy, in its sole discretion, sees fit.

V. FEES

5.01 DISPATCH SERVICE CHARGES FOR PRORATED TERM: Payment for the prorated term shall be made before the beginning of that term, as specified in Section 1.01 of this Agreement. The total payment due will be the total number of months in the prorated term multiplied by \$2,083.33.

5.02 DISPATCH SERVICE CHARGES FOR ANNUAL TERM: The dispatch service charges in the amount of \$25,000 for the first year shall be paid by Parker to Murphy by October 31, 2015. The dispatch service charge for subsequent years will be determined based on an analysis of Parker generated calls for the prior year. If dispatch service charges increase, Murphy shall provide Parker written notice of the increase by September 1 of each year.

5.03 PAYMENT UPON EARLY TERMINATION: If this Agreement is terminated prior to the conclusion of a term for which payment has been made pursuant to Sections 5.01 or 5.02 of this Agreement, Murphy shall refund a prorated amount to Parker for the months remaining in the term.

5.04 SOURCE OF PAYMENT: Parker agrees dispatch services payments required under this Agreement shall be made out of Parker's current revenues.

5.05 PAYMENTS DUE: Parker agrees to pay Murphy the Annual Fees under Section 5.02 by October 31 of each fiscal year for the duration of this agreement.

VI. RELEASE AND HOLD HARMLESS

EACH PARTY AGREES TO WAIVE ALL CLAIMS AGAINST, TO RELEASE, AND TO HOLD HARMLESS THE OTHER PARTY AND ITS RESPECTIVE OFFICIALS, AGENTS, EMPLOYEES, IN BOTH THEIR PUBLIC AND PRIVATE CAPACITIES, FROM ANY AND ALL LIABILITY, CLAIMS, SUITS, DEMANDS, LOSSES, DAMAGES, ATTORNEY FEES, INCLUDING ALL EXPENSES OF LITIGATION OR SETTLEMENT, OR CAUSES OF ACTION WHICH MAY ARISE BY REASON OR INJURY TO OR DEATH OF ANY PERSON OR FOR LOSS OF, DAMAGE TO, OR LOSS OF USE OF ANY PROPERTY ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT. IN THE EVENT THAT A CLAIM IS FILED, EACH PARTY SHALL BE RESPONSIBLE FOR ITS PROPORTIONATE SHARE OF LIABILITY.

VII. IMMUNITY

In the execution of this Agreement, none of the parties waive, nor shall it be deemed hereby to have waived any immunity or any legal or equitable defense otherwise available

against claims arising in the exercise of governmental powers or functions. By entering into this Agreement, the parties do not create any obligations, express or implied, other than those set forth herein, and this Agreement does not create any rights in parties who are not signatories to this Agreement.

VIII. AMENDMENT

This Agreement shall not be amended or modified other than in a written agreement signed by the parties.

IX. VENUE

This Agreement shall be deemed to be made under, governed by, and construed in accordance with the laws of the State of Texas. The parties agree that this Agreement shall be enforceable in Collin County, Texas, and if legal and necessary, exclusive venue shall lie in Collin County, Texas.

X. NOTICES

10.01 FORM OF NOTICE: Unless otherwise specified, all communications provided for in this Agreement shall be in writing and shall be deemed delivered, whether actually received or not, forty-eight (48) hours after deposit in the United States mail, first class, registered or certified, return receipt requested, with proper postage prepaid or immediately when delivered in person.

10.02 ADDRESSES: All communications provided for in this Agreement shall be addressed as follows:

(A) City of Murphy:
City Manager
206 North Murphy Road
Murphy, Texas 75094

(B) City of Parker

Police Chief
5700 East Parker Road
Parker, Texas 75002

XI. CAPTIONS

The section headings in this Agreement have been inserted for reference only and shall not modify, define, limit or expand the express provisions of this Agreement.

XII. COUNTERPARTS

This Agreement may be executed in counterparts, each of which, when taken separately, shall be deemed an original.

XIII. SEVERABILITY

The provisions of this Agreement are severable. If any paragraph, section, subdivision, sentence, clause, or phrase of this Agreement is for any reason held to be contrary to the law or contrary to any rule or regulation having the force and effect of the law, such decisions shall not affect the remaining portions of the Agreement. However, upon occurrence of such event, either party may terminate this Agreement by giving the other party ninety (90) days written notice.

XIV. SUCCESSORS AND ASSIGNS

The parties each bind themselves, their respective successors, executors, administrators, and assigns to the other party to this contract. Neither party will assign, sublet, subcontract or transfer any interest in this Agreement without prior written consent of the other party. No assignment, delegation of duties or subcontract under this Agreement will be effective without the written consent of all parties.

XV. OBLIGATIONS OF CONDITION

All obligations of each party under this Agreement are conditions to further performance of the other party's continued performance of its obligation under the Agreement.

XVI. EXCLUSIVE RIGHT TO ENFORCE THIS AGREEMENT

Murphy and Parker have the exclusive right to bring suit to enforce this Agreement, and no party may bring suit, as a third party beneficiary or otherwise, to enforce this Agreement.

XVII. PRIOR AGREEMENTS SUPERSEDED

This Agreement constitutes the sole and only agreement of the parties hereto and supersedes any prior understanding or written or oral agreements between the parties respecting the services to be provided under this Agreement.

EXECUTED on the dates indicated below:

City of Murphy, Texas

City of Parker, Texas

BY: _____

BY: _____

TITLE: _____

TITLE: _____

DATE: _____

DATE: _____

City Council Meeting
April 7, 2015

Issue

Consider and/or act upon conducting a citizen survey for the City of Murphy.

Background/History

During the November 2013 Council Work Session, Council directed Staff to bring forth options for a Citizen Survey for the Council to discuss. At the January 7, 2014 City Council meeting, Council gave direction to the City Manager reach out to various companies to determine what their suggestions would be for survey methods for the City. This project was put on hold until City Council Strategic Planning Session in March 2015.

During the March 2015 City Council Strategic Planning Session, Council directed Staff to bring an action item forward for consideration to authorize staff to begin the process of hiring a firm/organization to conduct a citizen survey.

The last Citizen Survey was conducted in 2007 by the Survey Research Center at the University of North Texas.

Considerations

Staff will send request for letters of interest to firms and organizations to conduct a citizen survey to measure residents' satisfaction levels with city services and to gather opinions on specific policy questions and issues facing the City of Murphy. We want to know what residents are thinking about everything from quality of life and neighborhood safety to the city website and communication outreach.

Staff will also communicate that this is an important and forefront project for the Murphy City Council and we are looking for options in not only creating a survey unique for Murphy but a variety of information gathering methods (email, phone, mail, online, etc...). If their firm is interested, they will send a letter of interest summarizing how their firm would be a fit for Murphy (including general methodology and timeframes).

Financial Considerations

Council budgeted \$50,000 to conduct a citizen survey and Comprehensive Plan update in FY 2014-15. Estimates of actual cost of the survey will be available after Staff/Council meets with consultants and we establish what type of survey, including the report of the survey.

Attachment

2007 Community Survey sent as separate attachment due to document size

Action Requested

Authorize staff to begin the process of hiring a firm/organization and conducting a citizen survey.

City Council Meeting
April 7, 2015

Issue

Consider and/or act upon updating the Comprehensive Plan for the City of Murphy.

Background/History

City of Murphy's Future Land Use Plan and Thoroughfare Plan were created in 1984. Minor revisions to that Plan were made in 1986. A new Future Land Use Plan and Thoroughfare Plan were adopted in 1999 and updated in 2002. Since that time, the most recent update to the overall Comprehensive Plan was completed in 2008.

During the March 2015 City Council Strategic Planning Session, Council directed Staff to bring an action item forward for consideration to authorize staff to begin the process of hiring a firm/organization to update the City of Murphy Comprehensive Plan.

The last Comprehensive Plan update was conducted in 2008 by Sefko Planning Group – Freese and Nichols, Inc., Planning & Zoning Commission, City Council and City staff.

Considerations

Staff will send request for letters of interest to firms and organizations to conduct a Comprehensive Plan update.

Financial Considerations

Council budgeted \$50,000 to conduct a citizen survey and Comprehensive Plan update in FY 2014-15. Estimates of actual cost of the Comprehensive Plan update will be available after Staff/Council meets with consultants and we establish what type of update and details of the process and output expectations.

Attachment

2008 Comprehensive Plan sent as separate attachment due to document size

Action Requested

Authorize staff to begin the process of hiring a firm/organization and conducting a Comprehensive Plan update.

City Council Meeting April 7, 2015

Issue

Discussion regarding the City Council Strategic Planning Session.

Background/History

The City Council met on March 19th - 21st, to develop a new strategic plan for the City. The first item that the City Council reviewed was the City's current Vision and Mission Statements. The City Council tweaked the Vision Statement by shortening it and making it more representative of our purpose.

*Murphy values a **safe, vibrant, family-oriented, distinctive** city that fosters a strong sense of community.*

The Council then focused on the Mission Statement or the Guiding Principles that will support, enable and accomplish the purpose of the Vision Statement.

In order to accomplish and sustain our Purpose, Murphy will follow these guiding principles:

We will seek innovative solutions for local issues;

We will have engaging community activities and programs for all ages;

We will have attractive and inviting parks and trails;

We will encourage civic and community involvement;

We will have a bold sense of economic vitality;

We will maintain professional and highly trained staff with a servant leadership focus;

We will respectfully enforce all laws and regulations;

We will have well maintained infrastructure;

We will uphold quality building standards

We will have strong relationships with neighboring communities;

We will be compassionate, caring citizens, neighbors and city staff.

It was determined that these were Principles that would help the City establish a solid foundation for the City Council and staff to build upon for the development of the 3 - 5 year Plan for organizational, financial and community decisions.

Action Requested

I would like City Council to consider a follow-up meeting to the Planning Session to develop the 3 - 5 Year Plan. This will allow staff the opportunity to begin incorporating items in the FY 16 Budget that will help put the Plan into action.

City Council Meeting
April 7, 2015

Issue

Discussion on FY 16 Budget Preparation Calendar.

Staff Resource/Department

James Fisher – City Manager
Linda Truitt – Finance Director

Action Requested

The City's Charter requires that the Annual Budget be submitted to the City Council by August 10th. This year the anticipated submittal date is August 4th, with the final draft review by City Council on July 21st. I have asked staff members to give me their vacation and training days for April through August, so that budget work sessions can be scheduled. Also, staff will be getting their budget worksheets this month to begin their drafts for Council review in late May or early June.

The County's Certified Values will be delivered near the end of July. The staff will receive estimated certified values within thirty (30) days and will use these numbers for budget preparation. Also, staff met with our health insurance representatives and are anticipating a 10% increase in our rates.

There is a lot of work to be done between now and August, so it is important that we begin working now on the FY 16 Budget.

City Council Meeting
April 7, 2015

Issue

Discussion on North Murphy Road construction.

Staff Resource/Department

James Fisher – City Manager

Action Requested

I have placed this item as a discussion item to allow for more feedback on concerns or issues regarding this project. The contractor is scheduled to be released from the project by mid-May and the City has been working tirelessly to address concerns with TxDOT. The City Engineer and Public Services employees have walked the project from north to south developing a punch list of concerns within the last four months and I have asked them to walk the site again. The City Staff is also sending letters to HOA's along the road project to inspect their property/entrance ways and detail any concerns/issues that they may have so that they may be addressed with TxDOT.

Attachments

City Engineer's Response to FM 2551 – response to TxDOT Action Items on walkthrough memorandum

RECEIVED**FEB 17 2015**

City Manager's Office


BIRKHOFF, HENDRICKS & CARTER, L.L.P.
PROFESSIONAL ENGINEERS

11910 Greenville Ave., Suite 600 Dallas, Texas 75243 Phone (214) 361-7900

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 GARY C. HENDRICKS, P.E.
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 MATT HICKEY, P.E.
 ANDREW MATA, JR., P.E.
 JOSEPH T. GRAJEWSKI, III, P.E.
 DEREK B. CHANEY, P.E.
 CRAIG M. KERKHOFF, P.E.

February 11, 2015

Mr. James Fisher
 City Manager
 City of Murphy
 206 N. Murphy Road
 Murphy, Texas 75094

Re: F.M. 2551 (N. Murphy Rd)
 Control/Project: 2056-01-045/C 2056-01-45
 Response to TxDOT Action Items on walkthrough memorandum

Dear Mr. Fisher:

As you requested, we have reviewed the response letter published by Mr. Barry Heard, P.E. Collin County Area Engineer for the Texas, dated December 29, 2014. The letter outlines TxDOT's proposed solutions for the punch-list items we identified in our memorandum dated November 19, 2014. The purpose of this letter is to provide our recommendation to Mr. Heard's responses. The list below is numbered in accordance with Mr. Heard's letter and our original memorandum on this subject.

1. Bridge over Maxwell Creek

- a. Mr. Heard's response appears incomplete and/or truncated on this topic. As such it is difficult to determine exactly what his response intended to be. Seems his response is "No" to any help on facilitating a sidewalk connection from F.M. 2551 to the City (and County's) master plan trail system.

2. Rolling Ridge Intersection

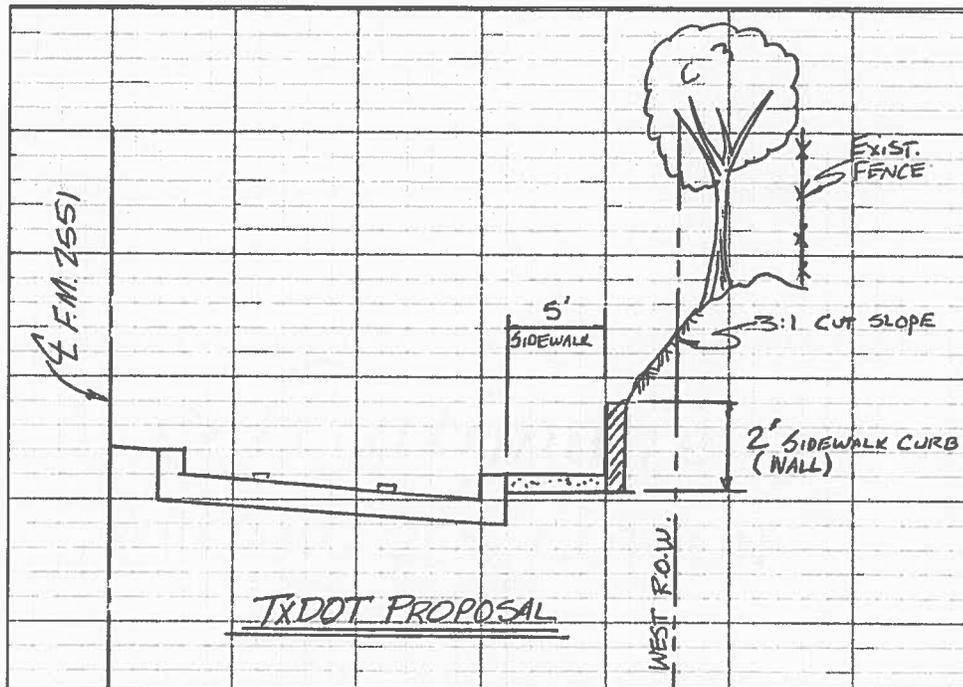
- a. TxDOT informs us they will be grading the existing median down rather than construct retaining wall. That means they will be removing the HOA landscaping and entry features at this intersection. There is no mention of how those items are to be replaced.
 - b. TxDOT is endeavoring to secure pricing for conduit sleeves. No commitment to install requested sleeves was provided.
- a) TxDOT claims pedestrian elements in this area will meet accessibility requirements. Although we have not performed "as-built" field surveys, based on our observation in the field, we do not agree

with this assertion. We recommend the City carefully monitor and check the validity of this statement TxDOT claims the sidewalk and ramps will meet the accessibility requirements and have TxDOT provide an inspection report from a Texas Licensed ADA inspector before final acceptance of this project.

c. .

3. Rolling Ridge Intersection to Betsy Lane (West Side of F.M. 2551)

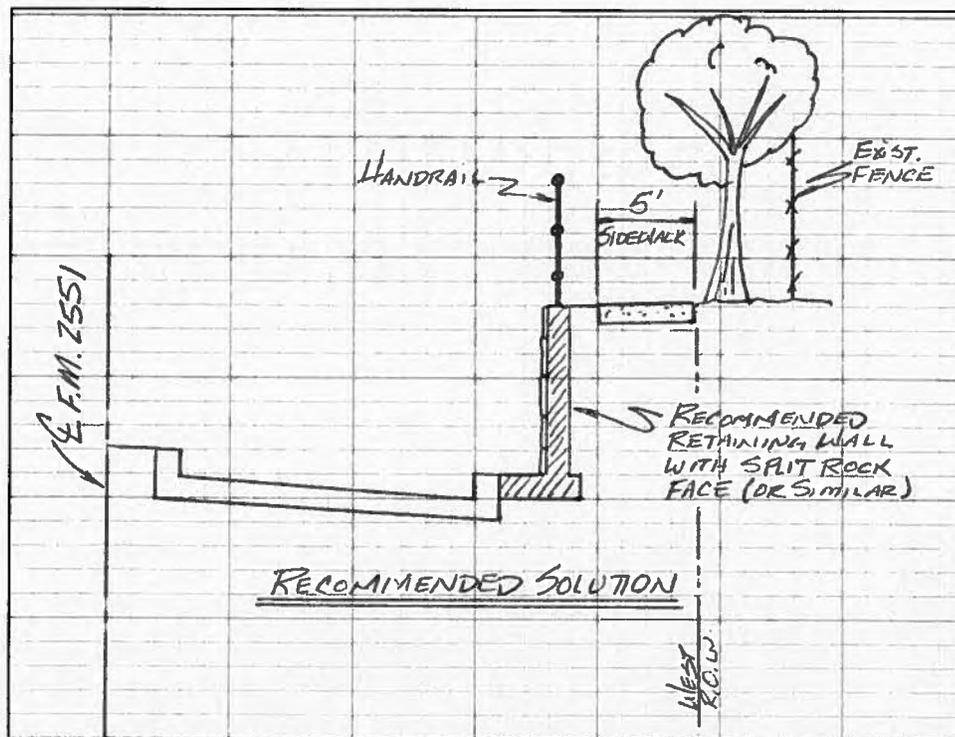
- a. TxDOT proposes to construct a sidewalk immediately adjacent to the back of curb and construct a "sidewalk curb" in this area. After reviewing the TxDOT construction plans and cross-sections in this portion of the project, it is our opinion the plans do not accurately or correctly show the landscape berm and grades on the west side of the roadway. As such, the roadway grade required a much deeper cut than expected or shown on the plans. See the TxDOT cross-sections attached to this letter which demonstrates our comments.
- b. Below is a cross-section sketch of the proposed TxDOT solution as we understand it.



c. We do not agree with TxDOT's proposed solution for the following reasons:

- 1. TxDOT claims the "sidewalk curb" (retaining wall) be no taller than 2-feet. It is our opinion the TxDOT plans did not take into account the height of the landscape berm and trees situated immediately outside the right-of-way.

2. We believe the retaining wall will ultimately be at least 4 to 5-feet tall to avoid steep side slopes (as shown) and attempt to save the existing trees in this area. The steep side slopes will be difficult to mow and maintain and may not provide adequate support to support the existing trees. Further, the embankment cut, if not restored could likely result in permanent damage or demise of the Rolling Ridge HOA trees and landscape features.
 3. The sidewalk curb (retaining wall) will be constructed of reinforced concrete and will not be consistent in appearance with the beautification efforts made by the Rolling Ridge HOA in their landscape corridor immediately adjacent to the TxDOT right-of-way.
 4. It is our opinion the sidewalk and retaining wall so situated creates a safety hazard to pedestrians utilizing the sidewalk. There is simply no place for a pedestrian to go should a distracted or errant driver meanders or is forced off the road.
 5. With this option, the existing Rolling Ridge HOA sidewalk will be abandoned (in place?). It is not clear who would be responsible to remove the sidewalk and restore the area to original condition.
- d. We recommend the City encourage TxDOT to construct a retaining wall adjacent to the roadway back of curb with the sidewalk situated above as shown below:



Mr. James Fisher
 Response to TxDOT Action Items on walkthrough memorandum
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It is our opinion this configuration:

1. Provides a safe pedestrian corridor.
2. Accommodates the existing sidewalk grades at the Rolling Ridge intersection
3. Provides a solution that mitigates damage to the existing trees
4. Protects the integrity of the existing trees landscape area of the Rolling Ridge HOA
5. Is consistent with the locations and grades of the existing sidewalk layout in the Rolling Ridge HOA area
6. Provides an opportunity to create a solution that is consistent with the Rolling Ridge HOA entry features

5) Rolling Ridge Intersection to Betsy Lane (East Side of F.M. 2551)

- a) No additional comment

6) Wagon Wheel Drive Intersection

- a) No additional comments
- b) No additional comments

7) Betsy Lane Intersection

- a) TxDOT claims the sidewalk and ramps will meet the accessibility requirements. We recommend the City have TxDOT provide an inspection report from a Texas Licensed ADA inspector before final acceptance of this project.

8) McMillen Drive Intersection

- a) No additional comments

9) Windsor Drive Intersection

- a) TxDOT claims the privacy screening wall was damaged prior to start of construction; and that they have a pre-construction video as evidence. We recommend the City secure and review the TxDOT video.
- b) TxDOT agrees the landscape area is damaged, but that it is situated inside TxDOT right of way without a permit. They did not commit to restore the entry to like or better condition.
- c) TxDOT is endeavoring to secure pricing for conduit sleeves. No commitment to install requested sleeves was provided.

10) Spring Ridge Drive Intersection

- a) TxDOT agrees the landscape area is damaged, but that it is situated inside TxDOT right of way without a permit. They did not commit to restore the entry to like or better condition.
- b) TxDOT is endeavoring to secure pricing for conduit sleeves. No commitment to install requested sleeves was provided.

11) Shirehurst Drive

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 Response to TxDOT Action Items on walkthrough memorandum
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- a) It's not clear by TxDOT's response, but it seems they have committed to make the necessary field modifications to locate and uncover the damaged water valve stacks

12) Glen Ridge Drive

- a) TxDOT states they will cut the median of this intersection down to the new roadway grade. Of course, this will eliminate most (or all) of the landscape features in the effected construction zone, some of which are beyond the TxDOT right of way. They did not commit to restore the entry area to like or better condition.
- b) TxDOT is endeavoring to secure pricing for conduit sleeves. No commitment to install requested sleeves was provided.
- c) TxDOT claims the sidewalk and ramps will meet the accessibility requirements. We recommend the City have TxDOT provide an inspection report from a Texas Licensed ADA inspector before final acceptance of this project.

13) Murphy Community Center and Activity Center

- a) TxDOT claims all irrigation lines in TxDOT right-of-way were capped. Apparently no further repairs or corrective measures are planned.
- b) TxDOT proposes to correct the drainage outfall oversight with "minor grading and adding a flume". If sidewalks are ultimately constructed along the frontage of these facilities, the drainage flume will direct storm water run-off across the sidewalk. It remains our opinion this is an unacceptable solution.
- c) TxDOT responds the electric manhole grade adjustment has been coordinated (whatever that means).

14) Walgreen's North Driveway

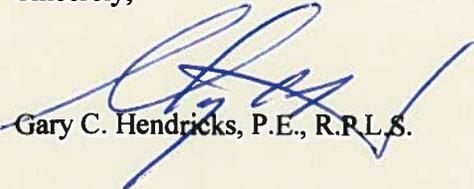
- a) TxDOT has committed to correct the grades on this driveway. As of the date of this response letter, we have not seen revised plans.

15) Conduit Sleeves for medina irrigation

- a) TxDOT committed to install the necessary conduit sleeves with the TxDOT Landscaping project after completion of the F.M. 2551 construction is complete.

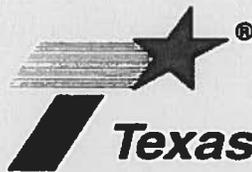
We recommend the City request a meeting with the TxDOT project manager for F.M. 2551 to discuss Mr. Heard's responses and our findings and recommendations outlined above. We are available to discuss this project further at your convenience.

Sincerely,


 Gary C. Hendricks, P.E., R.P.L.S.

Enclosure (Mr. Heard's letter dated December 29, 2015)

cc: Mr. Bernie Parker



Texas Department of Transportation

125 EAST 11TH STREET | AUSTIN, TEXAS 78701-2483 | (512) 463-8700 | WWW.TXDOT.GOV

P. O. Box 90, McKinney, Texas 75069-0090
December 29, 2014

Control: 2056-01-045
Project: C 2056-01-045
Hwy: FM2551
County: Collin

Mr. Bernie Parker
Director of Public Services
City of Murphy
206 N. Murphy Road
Murphy, Texas 75094

RE: N. Murphy Road Preliminary Walk Through

Dear Mr. Parker:

This letter is in response to the memorandum received from the City of Murphy on November 20, 2014 regarding the North Murphy Road (FM 2551) walk through that was conducted by the city. Please see the responses below regarding these comments.

1) Bridge over Maxwell Creek

- a) As discussed and addressed in previous letters and correspondence, this issue was brought to our attention after the project was let and further was not commented on by the city during the review plans provided during plan development. As you are aware,

2) Rolling Ridge Intersection

- a) Once the pavement and median is set to grade, the landscape median area will be brought down to the proposed roadway grade. This has already been done at the intersection of FM 2551 and Wagon Wheel.
b) TxDOT is working with the contractor to get a price to install sleeves across the median.
c) Pedestrian elements in this area will meet accessibility requirements.

3) Rolling Ridge Intersection to Betsy Lane (West Side of FM 2551)

- a) As discussed and per the initial plans provided at our recent meeting, there is sufficient area to construct the sidewalk similar to other areas along the project and with the city of Murphy utilizing the sidewalk curb wall.
b) The junction box will not interfere with the sidewalk in this area.
c) The grade at the AT&T cell tower will be adjusted in cooperation with the adjacent owner and will meet grade requirements.

OUR GOALS

MAINTAIN A SAFE SYSTEM • ADDRESS CONGESTION • CONNECT TEXAS COMMUNITIES • BEST IN CLASS STATE AGENCY

[Return to Agenda](#)

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- 4) **Rolling Ridge Intersection to Betsy Lane (East Side of FM 2551)**
 - a) The grade between the back of the curb and the sidewalk was left low to accommodate for the sod that will be installed.
- 5) **Wagon Wheel Intersection**
 - a) The irrigation and the lighting were within TxDOT ROW. As previously discussed with the City of Murphy regarding this issue, these landscaping elements should be placed within TxDOT ROW without a permit. If irrigation lines were encountered, they were capped by the contractor.
 - b) We have verified that the retaining wall constructed does have the appropriate number of weep-holes.
- 6) **Betsy Lane Intersection**
 - a) Pedestrian elements in this area will meet accessibility requirements.
- 7) **Canterbury Drive Intersection**
 - a) Once the pavement and median is set to grade, the landscape median area will be brought down to the proposed roadway grade. This has already been done at the intersection of FM 2551 and Wagon Wheel.
 - b) As discussed, TxDOT is working with the contractor to get a price to install sleeves to the median.
- 8) **McMillen Drive Intersection**
 - a) Coordination between the city and contractor will be required to uncover manhole and raised to proposed grade.
- 9) **Windsor Drive Intersection**
 - a) Per previous investigation and discussion, the privacy screening wall north of this intersection was damaged prior to any construction. It is our understanding that the contractor has video of the area indicating this prior to work beginning.
 - b) As previously discussed with the City of Murphy regarding this issue, nothing should be placed within TxDOT ROW without a permit. However, TxDOT will do its best to save all landscaping elements possible.
 - c) As discussed, TxDOT is working with the contractor to get a price to install sleeves to the median.
 - d) Per city's previous request and as discussed, there is no sidewalk to be installed on the west side from Windsor Drive to Spring Ridge Drive. There is a midblock crossing to be installed with the SRTS for that reason.
- 10) **Spring Ridge Drive Intersection**
 - a) As previously discussed with the City of Murphy regarding this issue, nothing should be placed within TxDOT ROW without a permit. TxDOT will do its best to save all landscaping elements possible.

b) TxDOT is working with the contractor to get a price to install sleeves to the median.

11) Shirehust Drive

a) Coordination between the city and contractor will be required to uncover water valves and raised to proposed grade.

12) Glen Ridge Drive

a) Once the pavement and median is set to grade, the landscape median area will be brought down to the proposed roadway grade. This has already been done at the intersection of FM 2551 and Wagon Wheel.

b) Pedestrian elements in this area will meet accessibility requirements.

13) Murphy Community Center and Activity Center

a) Any irrigation lines that were encountered within TxDOT ROW were capped.

b) The drainage outfalls from the Community Center and Activity Center will be addressed with minor grading and adding a flume to direct water to flow into the drop inlets in front of the Community Center and Activity Center.

c) Adjustment of the electric manhole has been coordinated.

14) Walgreen's North Driveway

a) The grade at the Walgreen's North Driveway will be adjusted to meet grade requirements. We are working with the Engineer of Record to obtain revised plans illustrating revised driveway profile.

15) Conduit Sleeves (Project Length) - As discussed, this will be done with the landscaping project once the FM 2551 construction project is completed.

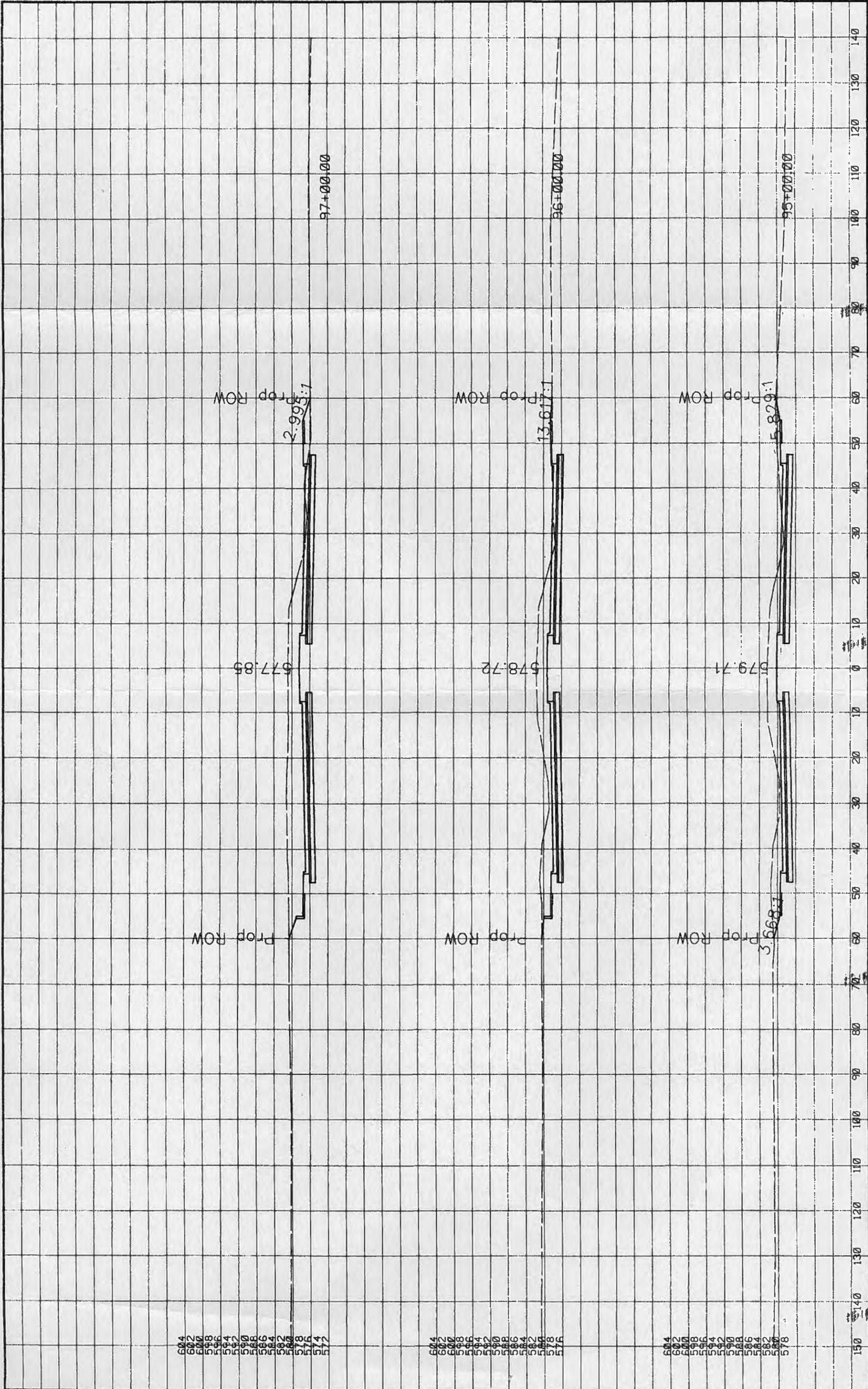
If you have any questions, please feel free to contact me at (972) 542-2345.

Sincerely,



Barry Heard, P.E.
Collin County Area Engineer

CC: File
Rogers
Dodson



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DATE	BY	DESCRIPTION	REVISIONS	DATE	BY	DESCRIPTION

TEXAS DEPARTMENT OF TRANSPORTATION		
ROAD NO. FM2551	COUNTY COLLIN	PROJECT NUMBER 2056-01-045

SCALE H: 1" = 20' V: 1" = 20'

PREPARED BY CP&Y, INC	SHEET NO. 23 OF 43
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