



Town of Highland Park, Texas
TOWN COUNCIL STUDY SESSION
AGENDA

8:00 AM
June 16, 2026

4700 Drexel Drive, Highland Park, TX 75205
Executive Conference Room, Second Floor

I. CALL TO ORDER

II. PUBLIC COMMENT

This portion of the agenda is the public's opportunity to address the Town Council about any item listed on the agenda, except public hearings. Comments related to public hearings will be heard when the specific hearing begins. Public comments are limited to three (3) minutes per speaker, unless otherwise required by law. Per the Texas Open Meetings Act, the Town Council is not permitted to take action on or discuss any item not listed on the agenda. Items suggested for action may be placed on a future agenda at the Town Council's sole discretion.

III. REPORTS

- A. Review and discuss the Texas Municipal Retirement System ("TMRS").
- B. Review and discuss the development of the Fiscal Year 2026-27 Budget and proposed updates, changes, or revisions to the Town's 10-year Capital Improvement Plan.

IV. REQUEST FOR FUTURE AGENDA ITEMS

- A. Review, discuss, and consider the opportunity for a Town Council Member to request an item to be placed on a future Town Council Meeting agenda.

V. CLOSED SESSION

In accordance with the Texas Government Code, Section 551.001, the Town Council will recess into Executive Session to discuss the following:

- A. §551.076: the deployment, or specific occasions for implementation, of security personnel or devices.

VI. OPEN SESSION

- A. Pursuant to Section 551.102 of the Texas Government Code, the final action, decision, or vote regarding Closed Session Item A. above shall be made, if any.

VII. ADJOURNMENT

Any item on this posted agenda could be discussed in closed session as long as it is within one of the permitted categories under Sections 551.071 through 551.076 and 551.087 of the Texas Government Code.

A member of the public may address the governing body regarding an item on the agenda either before or during the body's consideration of the item, upon being recognized by the presiding officer or the consent of the body.

SPECIAL ACCOMMODATIONS FOR TOWN COUNCIL MEETINGS: Let us know if you
need special assistance of any kind.
Please contact the Town of Highland Park Administrative staff at (214) 521-4161 from 7:30 a.m.
- 4:30 p.m., Monday through Friday.



Town of Highland Park, Texas Taxpayer Impact Statement

This Taxpayer Impact Statement is required under Texas Government Code 551.043, as amended by HB 1522, effective September 1, 2025. In accordance with the statute, the Town is required to post a Taxpayer Impact Statement with the agenda for any meeting at which the Town Council will discuss or adopt a budget, to include budget amendments. The information required to be included in the statement is dictated by the statute.

Median Taxable Value - Detached Single Family Residence

Tax Year 2024	\$2,073,347
Tax Year 2025	\$2,271,358
Change	9.55%

Annual Tax Bill Calculation*

Rate Type	Tax Rate per \$100 Valuation	Estimated Tax Bill
2024 Adopted Rate	0.208550	\$4,323.97
2025 No-New-Revenue Rate	0.191974	\$4,360.42
2025 Adopted Rate	0.199296	\$4,526.73

Calculations*

Rate Type	Calculations
2024 Adopted Rate	$(\$2,073,347 / 100) \times 0.208550 = \$4,323.97$
2025 No-New-Revenue Rate	$(\$2,271,358 / 100) \times 0.191974 = \$4,360.42$
2025 Adopted Rate	$(\$2,271,358 / 100) \times 0.199296 = \$4,526.73$

* Calculation based on Median Taxable Value of detached single-family residence as reported by the Dallas Central Appraisal District. Individual results may vary due to applicable exemptions.



**Town of Highland Park
Town Council Study Session
Tuesday, June 16, 2026**

Item Coversheet

**Review and discuss the Texas Municipal Retirement System
("TMRS").**

PRESENTED BY: Taylor Lough, Assistant Town Administrator

BACKGROUND:

The Town's benefit consultant, Paypoint HR, presented a compensation and benefits study to the Town Council on May 19, 2026. The study compared existing compensation and benefits provided by the Town and those provided by comparison organizations. The consultant identified opportunities to enhance clarity around career progression and pay ladders within the pay plan, as well as opportunities to enhance retirement plan options and medical benefits to be more aligned with the Town's market competitors in the Dallas-Fort Worth Metroplex.

The Town has periodically provided updated service credits ("USC") for current employees and cost-of-living adjustments ("COLA"). COLAs are calculated using the prior-year consumer price index ("CPI") measured as of the date of retirement. Cities may choose 30, 50, or 70 percent of the change in CPI granted. USC must be provided to current employees when COLA is approved. A 50% USC was provided in 2023 and 2020. A 50% COLA was provided for retirees in 2023 and 2008.

TMRS Director of Actuarial Services, Kenneth Oliver, will provide a virtual presentation with an overview of the TMRS system, the Town of Highland Park's current plan, and optional plan designs for Council discussion and direction.

Plan changes will have an impact on the city's contribution rate and funded ratio. The Town's pension liability is impacted year-to-year by market conditions, actuarial assumptions adopted by TMRS, and actions of the Town as it relates to compensation and annual retirements. The Town has made additional contributions annually since FY2021 to reduce unfunded liability over time.

There are 108 possible plan design combinations for the Town of Highland Park with 54 combinations of USC and COLA for both the 7% and 8% contribution options.

RECOMMENDATION

Receive a virtual presentation from TMRS Director of Actuarial Services Kenneth Oliver.

FINANCIAL IMPACT

This item is for discussion purposes and has no financial impact at this time.

ATTACHMENTS

None



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Item Coversheet

Review and discuss the development of the Fiscal Year 2026-27 Budget and proposed updates, changes, or revisions to the Town's 10-year Capital Improvement Plan.

PRESENTED BY: John Samford, Director of Finance

BACKGROUND:

Staff will provide the Town Council with an update on the development of the Fiscal Year 2026-27 Budget and proposed changes and revisions to the Town's 10-year Capital Improvement Plan.

A copy of the current FY2025-26 Budget is available online at: <https://hptx.org/218/Annual-Budget>.

RECOMMENDATION

This item is presented for discussion purposes.

FINANCIAL IMPACT

This item has no financial impact at this time.

ATTACHMENTS

None



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Item Coversheet

Review, discuss, and consider the opportunity for a Town Council Member to request an item to be placed on a future Town Council Meeting agenda.

PRESENTED BY: Joanna Mekeal, Town Secretary

BACKGROUND:

This item is provided at the request of the Mayor for a member of the Town Council to request that an item be placed on a future Town Council study session agenda for discussion or consideration. Town Council discussion and consideration would be limited to including a potential agenda item and scheduling such on a future agenda. The agenda item would be included in the study session agenda of regular Town Council meetings.

RECOMMENDATION

Staff recommends approval of the inclusion of the agenda item for future regular Town Council meetings (not special or emergency).

FINANCIAL IMPACT

This item has no financial impact.

ATTACHMENTS

None