

City of **KELLER**

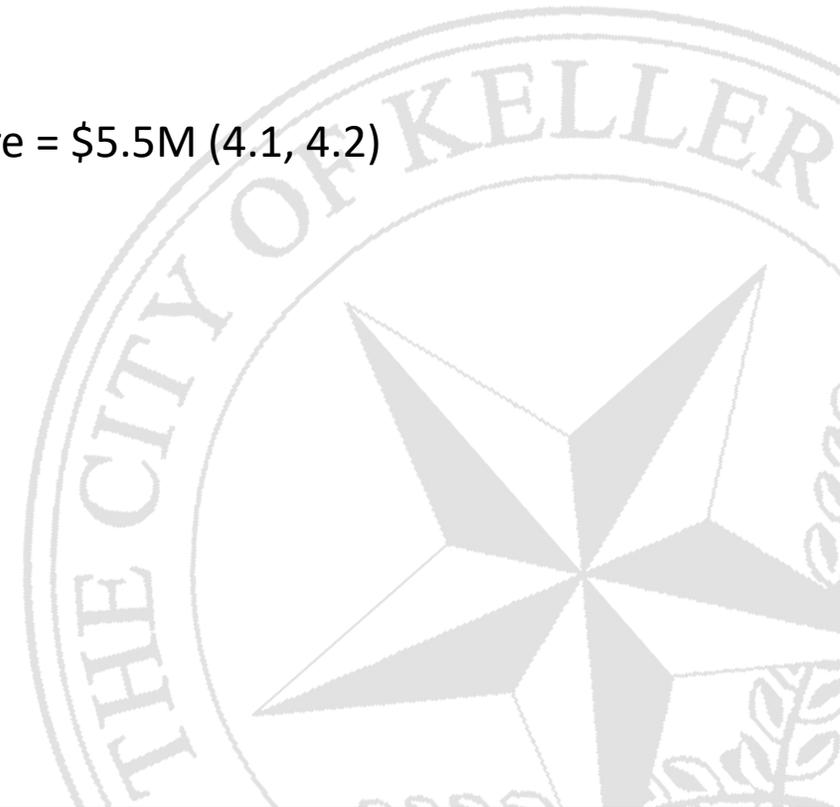
# **FY 2025-26 Budget Work Session**

*Aug. 27, 2025*

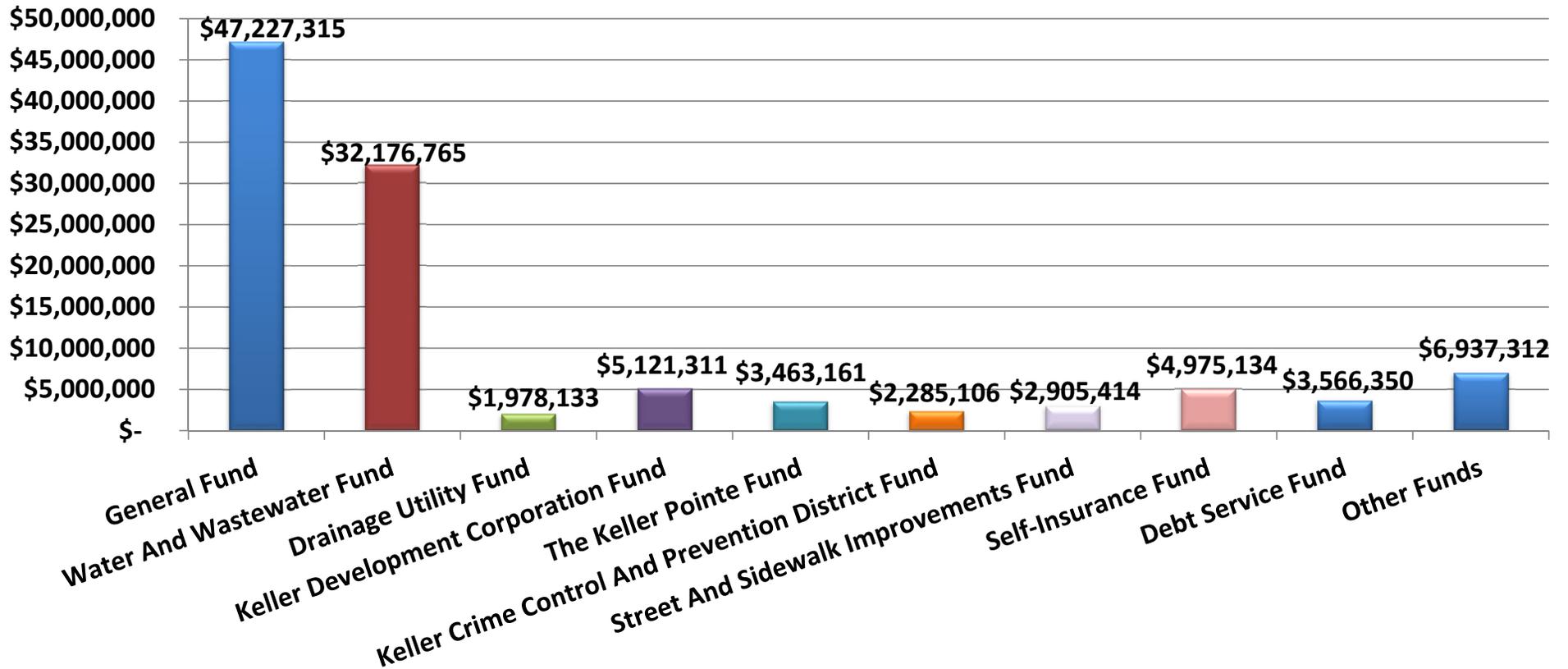
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# Essential Points for FY 2025-26 Budget

- Operationally balanced budget that meets City Council goals and directions (Strategic Goal 3.1)
- Proposing Tax Rate under “No New Revenue” Rate (3.3)
- Total Personnel net increase under 4% (5.3)
  - Maintain Self-Insurance
- Continued investment in streets and sidewalk infrastructure = \$5.5M (4.1, 4.2)
  - Street Maintenance = \$4.05M
  - Sidewalk Improvements = \$1.1M
- Fourth Year of TIRZ#2 Fund (2.4, 4.5)
- Rate adjustments to City water & wastewater = 2.0% (3.1)
  - AWIA Regulatory Update
  - LCRI Monitoring
- Maintains All Replacement Funding (3.4)
  - Dump Trucks
  - Backhoe



# FY 2025-26 City of Keller Proposed Operating Budget \$110,636,001



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# FY 2025-26 Proposed Budget Revenue by Source

| Revenues                | FY 2024-25<br>Budget  | FY 2025-26<br>Proposed Budget | Budget<br>Variance (\$) | Budget<br>Variance (%) |
|-------------------------|-----------------------|-------------------------------|-------------------------|------------------------|
| Property Taxes          | \$ 24,492,010         | \$ 24,656,661                 | \$ 164,651              | 0.67%                  |
| Sales Tax & Other Taxes | 23,783,304            | 23,719,728                    | (63,576)                | -0.27%                 |
| Licenses and Permits    | 792,109               | 749,422                       | (42,687)                | -5.39%                 |
| Charges for Services    | 46,574,816            | 48,183,190                    | 1,608,374               | 3.45%                  |
| Intragovernmental       | 2,093,126             | 2,151,383                     | 58,257                  | 2.78%                  |
| Fines and Fees          | 1,314,620             | 1,295,936                     | (18,684)                | -1.42%                 |
| Development Fees        | 140,102               | 156,454                       | 16,352                  | 11.67%                 |
| Intergovernmental       | 4,557,102             | 4,945,653                     | 388,551                 | 8.53%                  |
| Other Revenues          | 3,405,749             | 2,520,696                     | (885,053)               | -25.99%                |
| <b>Total Revenues</b>   | <b>\$ 107,152,938</b> | <b>\$ 108,379,123</b>         | <b>\$ 1,226,185</b>     | <b>1.14%</b>           |

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# FY 2025-26 Proposed Budget Expenditure by Fund

| Expenditures   | FY 2024-25<br>Budget  | FY 2025-26<br>Proposed Budget | Budget<br>Variance (\$) | Budget<br>Variance (%) |
|--|-----------------------|-------------------------------|-------------------------|------------------------|
| General Fund   | \$ 50,294,734         | \$ 47,227,315                 | \$ (3,067,419)          | -6.10%                 |
| Water And Wastewater Fund                            | 31,615,566            | 32,176,765                    | 561,199                 | 1.78%                  |
| Drainage Utility Fund                                | 1,854,557             | 1,978,133                     | 123,576                 | 6.66%                  |
| Keller Development Corporation Fund                  | 4,923,180             | 5,121,311                     | 198,131                 | 4.02%                  |
| Keller Crime Control And Prevention<br>District Fund | 3,036,281             | 2,285,106                     | (751,175)               | -24.74%                |
| Street And Sidewalk Improvements Fund                | 2,905,414             | 2,905,414                     | -                       | 0.00%                  |
| The Keller Pointe Fund                               | 3,335,399             | 3,463,161                     | 127,762                 | 3.83%                  |
| Self-Insurance Fund                                  | 4,740,658             | 4,975,134                     | 234,476                 | 4.95%                  |
| Debt Service Fund                                    | 3,562,746             | 3,566,350                     | 3,604                   | 0.10%                  |
| Other Funds  | 8,526,990             | 6,937,312                     | (1,589,678)             | -18.64%                |
| <b>Total Expenditures</b>                            | <b>\$ 114,795,525</b> | <b>\$ 110,636,001</b>         | <b>\$ (4,159,524)</b>   | <b>-3.62%</b>          |

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# FY 2025-26 Proposed Budget Expenditure by Category

| Expenditures              | FY 2024-25<br>Budget  | FY 2025-26<br>Proposed Budget | Budget<br>Variance (\$) | Budget<br>Variance (%) |
|---------------------------|-----------------------|-------------------------------|-------------------------|------------------------|
| Personnel services        | \$ 36,566,858         | \$ 37,757,420                 | \$ 1,190,562            | 3.26%                  |
| Operations & maintenance  | 8,418,065             | 7,436,993                     | (981,072)               | -11.65%                |
| Services & other          | 25,549,408            | 26,073,767                    | 524,359                 | 2.05%                  |
| Wholesale water purchases | 9,880,565             | 10,289,726                    | 409,161                 | 4.14%                  |
| Wastewater Services-TRA   | 5,060,458             | 5,784,103                     | 723,645                 | 14.30%                 |
| Debt service              | 9,170,517             | 9,186,021                     | 15,504                  | 0.17%                  |
| Transfers to other funds  | 14,781,697            | 9,895,122                     | (4,886,575)             | -33.06%                |
| Capital outlay            | 5,367,957             | 4,212,849                     | (1,155,108)             | -21.52%                |
| <b>Total Expenditures</b> | <b>\$ 114,795,525</b> | <b>\$ 110,636,001</b>         | <b>\$ (4,159,524)</b>   | <b>-3.62%</b>          |

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## PROPERTY TAX



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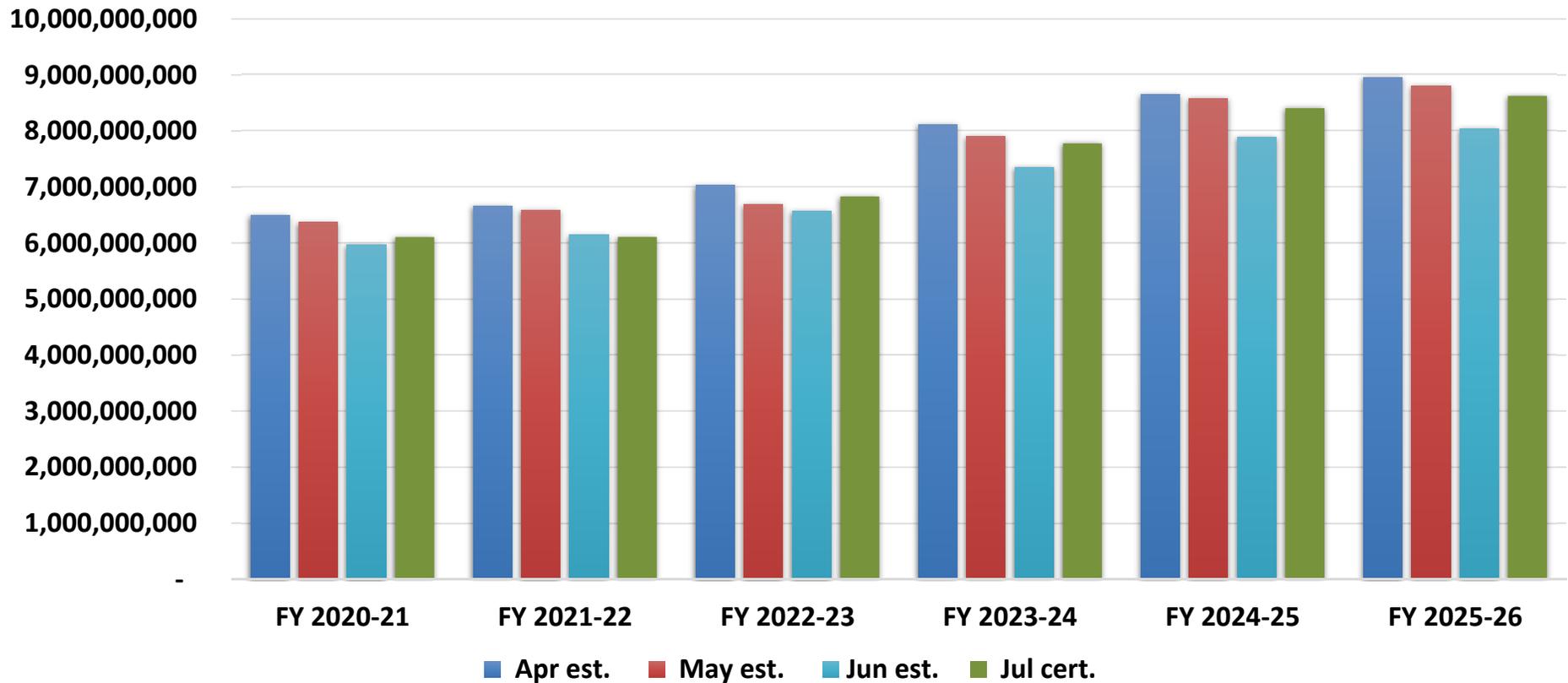
# Levy with Certification

|                | Current         | Certification at Current Rate | Certification at Proposed Rate |
|----------------|-----------------|-------------------------------|--------------------------------|
| Adjusted Value | 8,406,298,580   | 8,620,148,060                 | 8,620,148,060                  |
| No-New-Revenue | 0.298552        | 0.290187                      | 0.290187                       |
| Voter-Approval | 0.347005        | 0.345143                      | 0.345143                       |
| City Rate      | <b>0.291120</b> | <b>0.291120</b>               | <b>0.287000</b>                |
| Collection     | \$24,168,790    | \$24,621,059                  | \$24,343,300                   |
| Vs. FY 2024-25 | -               | \$452,268                     | \$174,509                      |
| New Levy       |                 | 160,283                       | 158,015                        |
| Existing Levy  |                 | 291,985                       | 16,494                         |

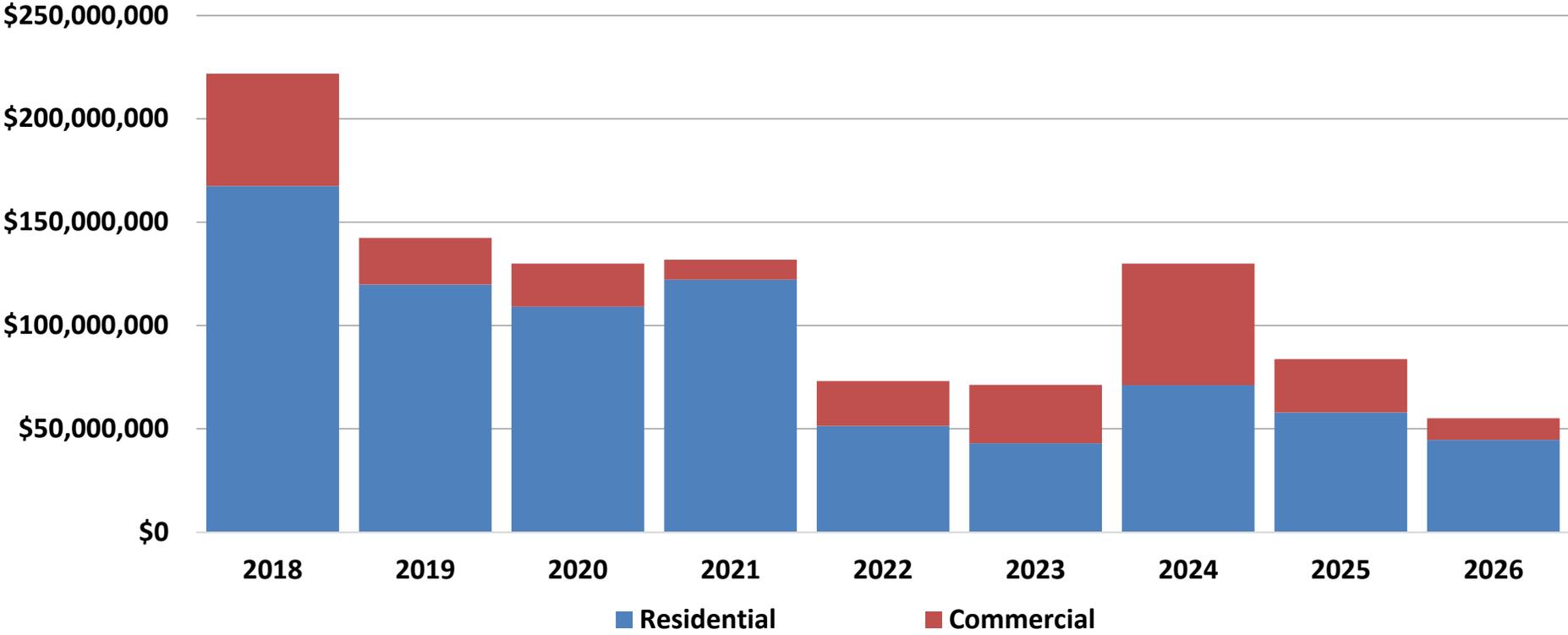
- Value of \$0.0025/100 = \$210,035

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# Property Tax Value – April thru Certified

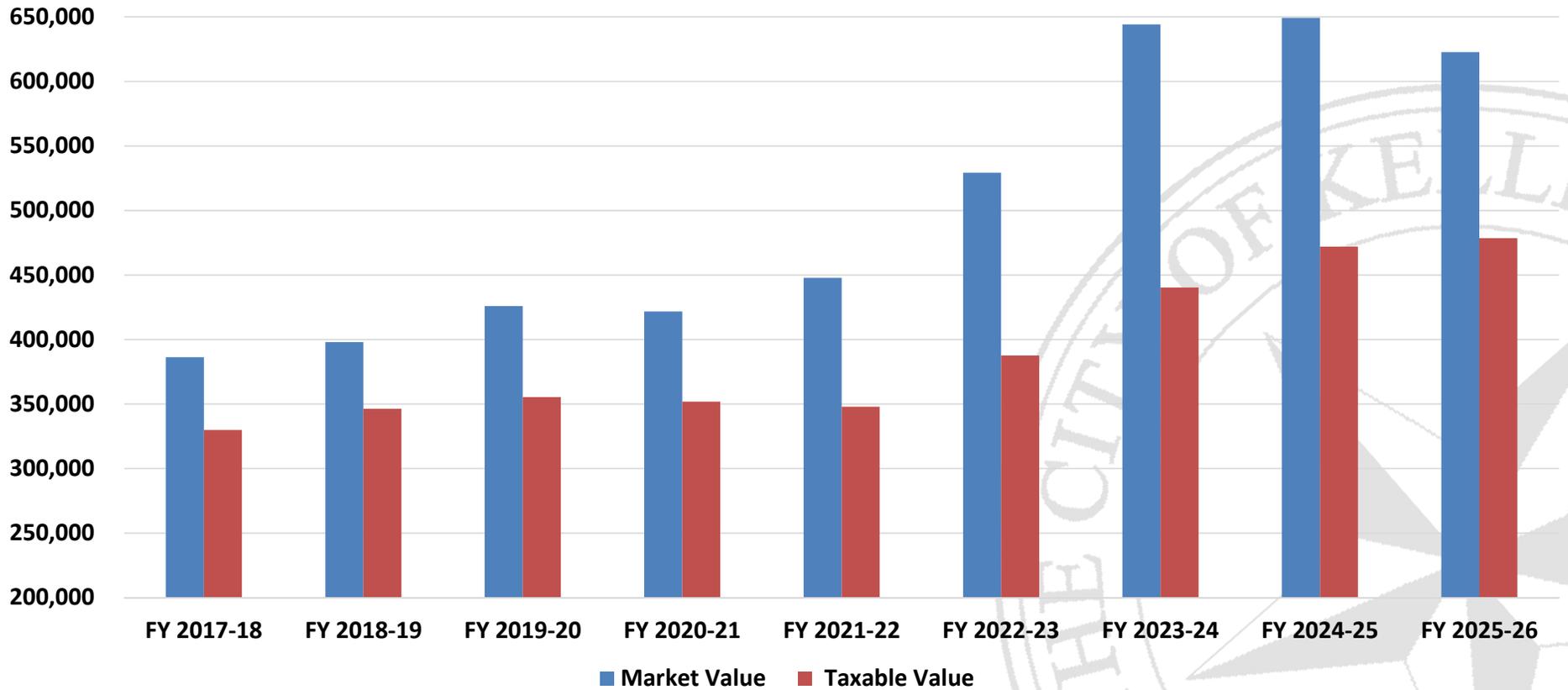


# New Construction



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# Average Market vs. Taxable Home History



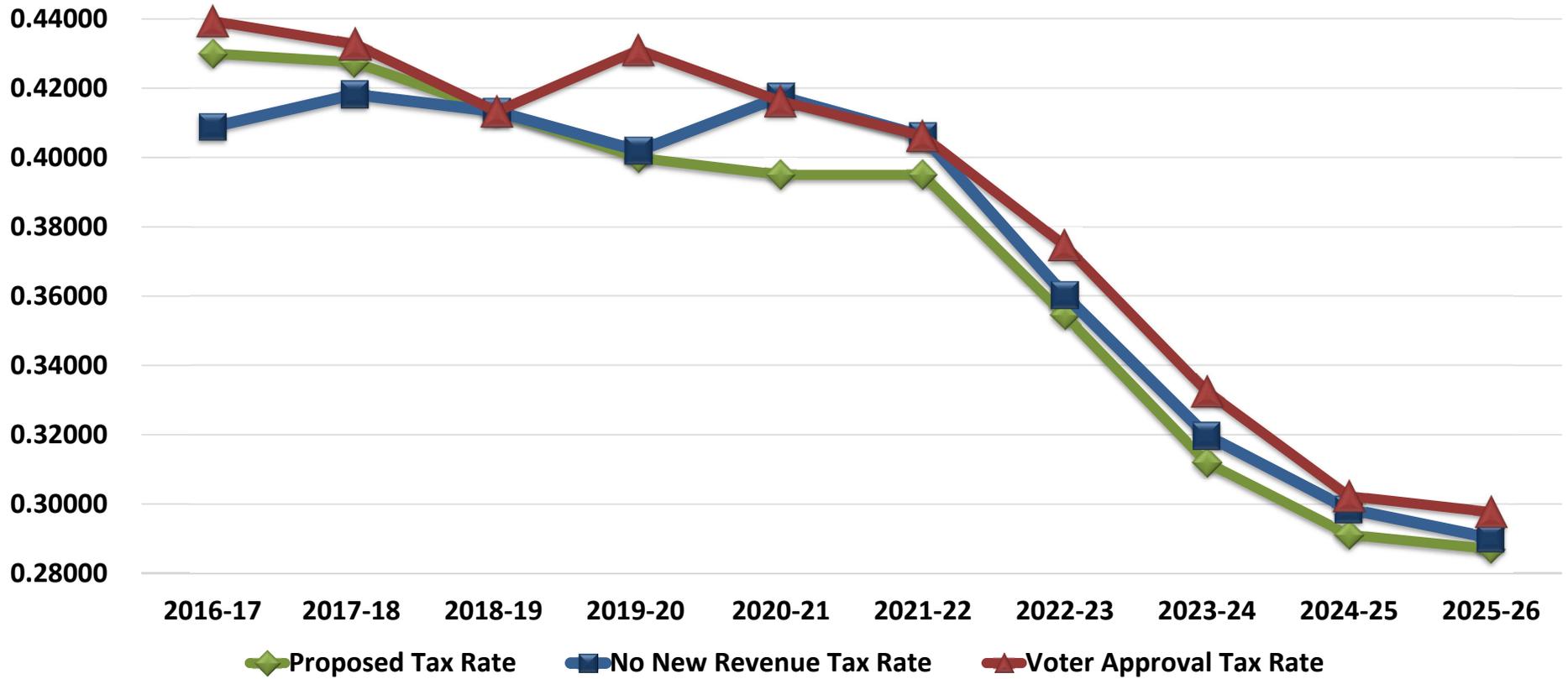
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# AV Levy Breakdown

|                    | Current              | Proposed             | \$ Variance    | % Variance   |
|--------------------|----------------------|----------------------|----------------|--------------|
| General Fund (O&M) | 20,367,977           | 20,562,374           | 194,397        | 0.95%        |
| TIRZ               | 195,683              | 231,292              | 35,609         | 18.20%       |
| Debt Service (I&S) | 3,605,130            | 3,549,634            | -55,496        | -1.54%       |
| <b>Total</b>       | <b>\$ 24,168,790</b> | <b>\$ 24,343,790</b> | <b>174,510</b> | <b>0.72%</b> |

- Value of \$0.0025/100 = \$210,035

# Property Tax Rate History



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# T-N-T Tax Rates

|                             | <b>FY 2024-25<br/>Rate -<br/>Current</b> | <b>FY 2024-25<br/>Rate – TY<br/>2025 Values</b> | <b><i>No New<br/>Revenue Rate</i></b> | <b><i>Voter-<br/>Approval<br/>Rate</i></b> | <b><i>Voter-<br/>Approval w/<br/>Incremental<br/>Rate</i></b> |
|-----------------------------|--|---|---------------------------------------|--|---|
| Tax Rate                    | \$0.291120                               | \$0.291120                                      | \$0.290187                            | \$0.297672                                 | \$0.345143  |
| Levy Increase               | \$ -                                     | \$452,268                                       | \$389,368                             | \$893,991                                  | \$4,094,524   |
| Average Taxable Home        | \$471,929                                | \$478,603                                       | \$478,603                             | \$478,603                                  | \$478,603   |
| Avg. Home Tax Bill          | 1,374                                    | 1,393   | \$ 1,389                              | \$1,425                                    | \$1,652   |
| Per Month                   | 114.49                                   | \$116.11  | \$115.74                              | \$118.72                                   | \$137.66  |
| Change from FY 2024-25 (\$) |  | \$19.43   | \$14.96                               | \$50.79                                    | \$277.99  |

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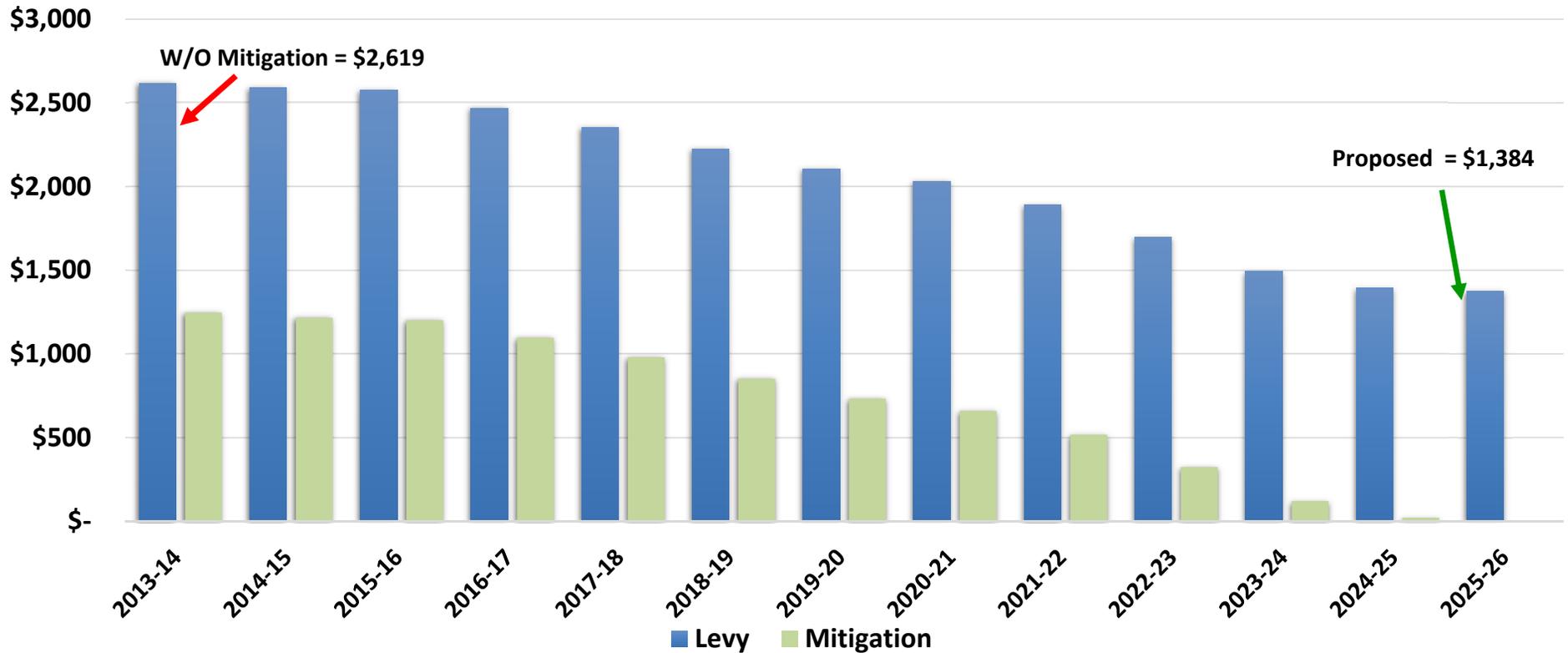
## Tax Mitigation Timeline - \$0.2870

| Fiscal Year | Tax Rate  | Change from FY 2013-14 | Homestead | Avg. Home Tax Bill without Mitigation |
|-------------|-----------|------------------------|-----------|---------------------------------------|
| FY 2013-14  | \$0.44219 | -                      | 1%        | 2,618.96                              |
| FY 2014-15  | \$0.43719 | (\$0.00500)            | 1%        | 2,589.35                              |
| FY 2015-16  | \$0.43469 | (\$0.00750)            | 1%        | 2,574.54                              |
| FY 2016-17  | \$0.43000 | (\$0.01219)            | 4%        | 2,469.59                              |
| FY 2017-18  | \$0.42750 | (\$0.01469)            | 8%        | 2,352.93                              |
| FY 2018-19  | \$0.41325 | (\$0.02894)            | 10%       | 2,225.06                              |
| FY 2019-20  | \$0.39990 | (\$0.04229)            | 12%       | 2,105.33                              |
| FY 2020-21  | \$0.39500 | (\$0.04719)            | 14%       | 2,032.27                              |
| FY 2021-22  | \$0.39500 | (\$0.04719)            | 20%       | 1,890.48                              |
| FY 2022-23  | \$0.35450 | (\$0.08769)            | 20%       | 1,696.65                              |
| FY 2023-24  | \$0.31200 | (\$0.13019)            | 20%       | 1,493.24                              |
| FY 2024-25  | \$0.29318 | (\$0.14902)            | 20%       | 1,393.31                              |
| FY 2025-26  | \$0.28700 | (\$0.13638)            | 20%       | 1,373.59                              |

**\$0.2870 & 20% Homestead Exemption vs. FY 14 Rate & 1% HS = \$1,245.37 savings or ~5.71 month of services**

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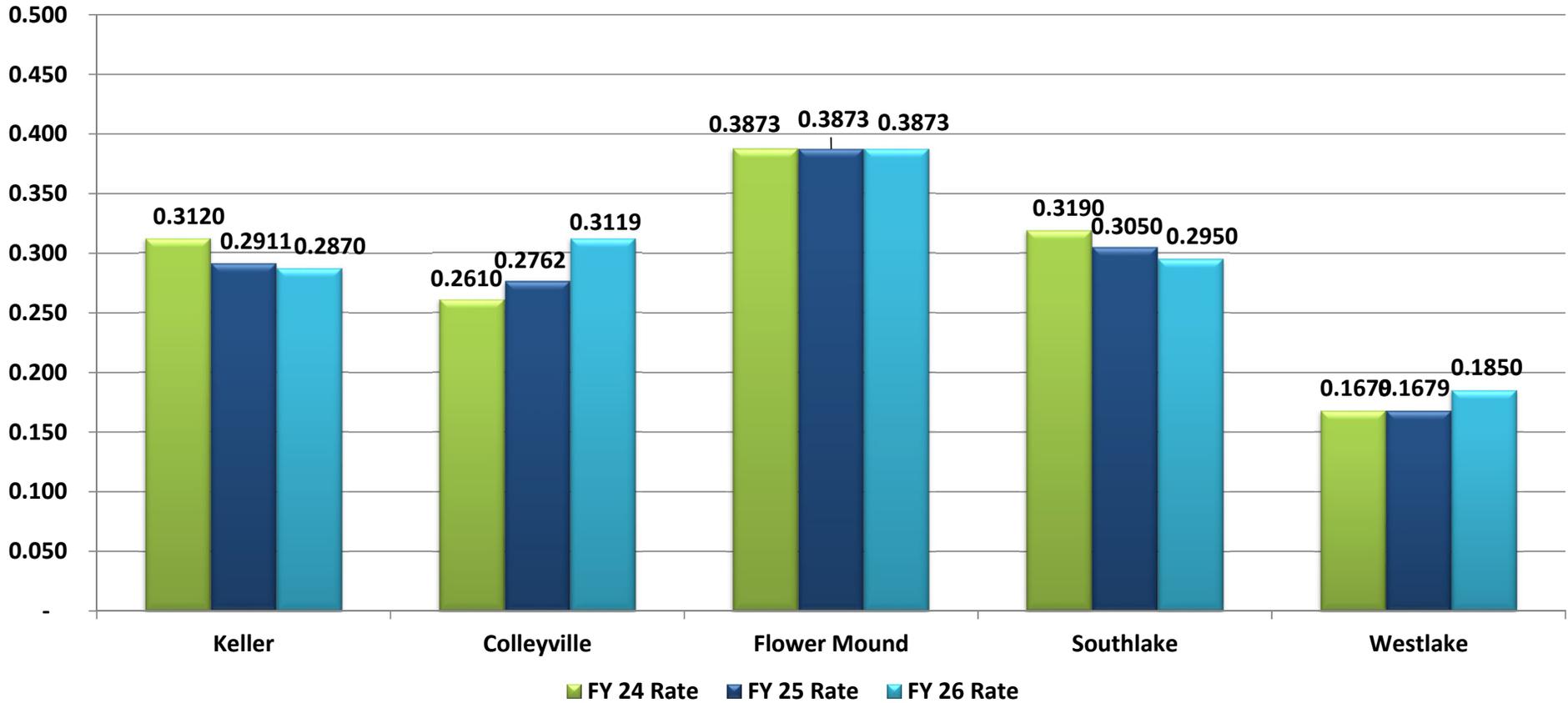
# Tax Mitigation Timeline - \$0.2870



\$0.2870 & 20% Homestead Exemption vs. FY 14 Rate & 1% HS = \$1,245.37 savings or ~5.71 month of services

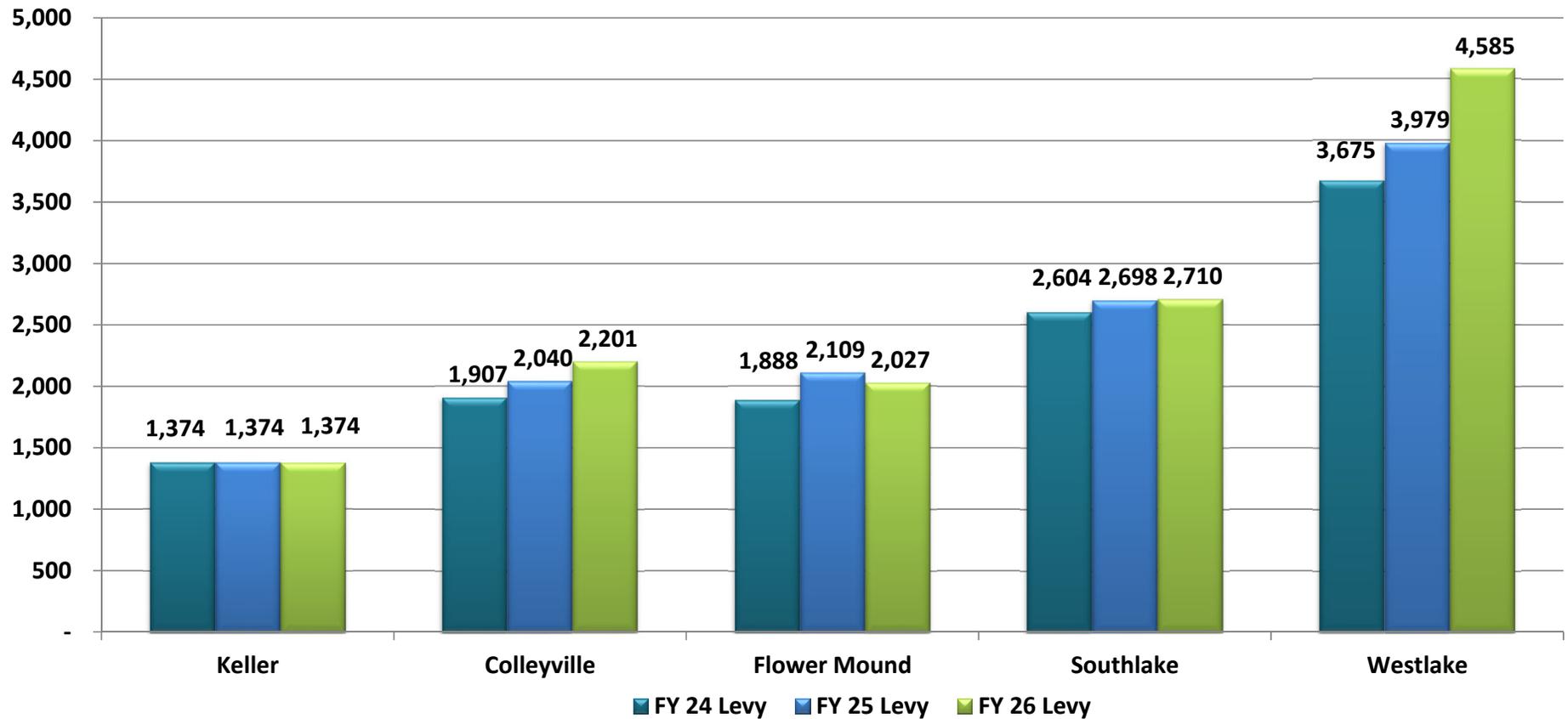
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# Neighboring Cities' Tax Rates



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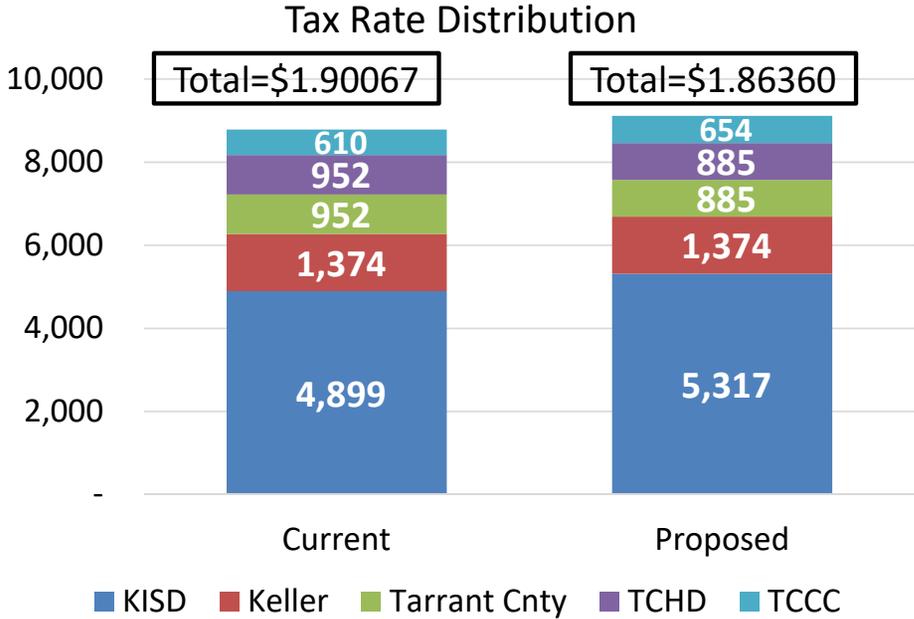
# Neighboring Cities' Tax Levies (Average Household)



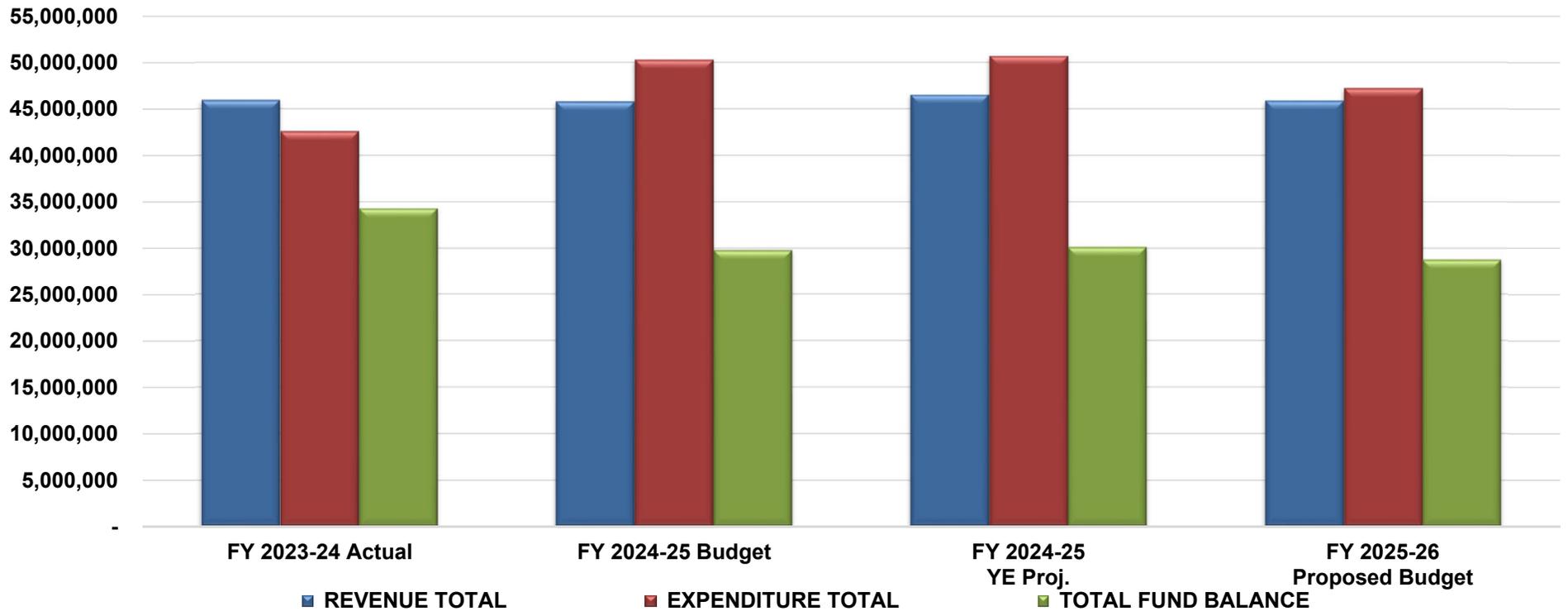
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# Overlapping Tax Rate - Estimated

| Entity       | 2024 Levy       | 2025 Levy       | Estimated     |
|--------------|-----------------|-----------------|---------------|
| KISD         | 4,899           | 5,317           | 418           |
| Keller       | 1,374           | 1,374           | (0)           |
| Tarrant Cty  | 952             | 885             | (67)          |
| TCHD         | 952             | 885             | (67)          |
| TCCC         | 610             | 654             | 44            |
| <b>Total</b> | <b>\$ 8,785</b> | <b>\$ 9,114</b> | <b>\$ 329</b> |



# FY 2025-26 Proposed Budget General Fund Overview

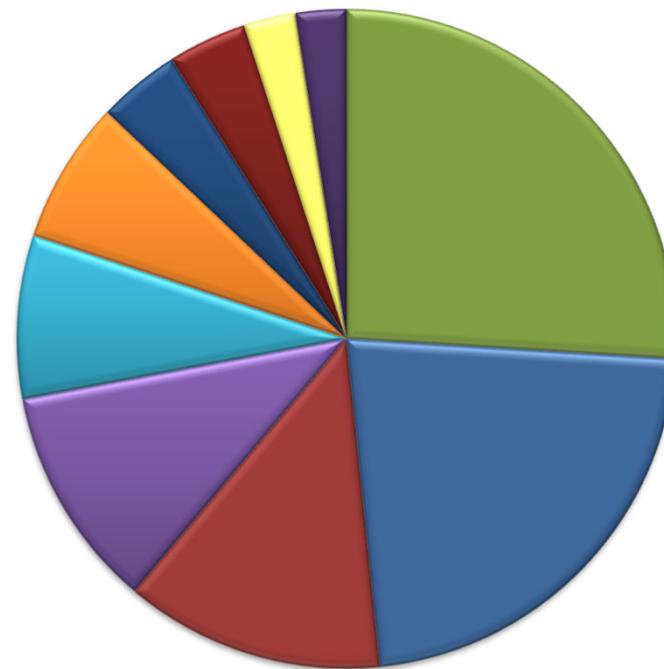


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# Cost of City Services for Average Residential Taxpayer

|               |           |               |
|---------------|-----------|---------------|
| Police        | \$        | 29.73         |
| Fire          |           | 25.62         |
| Public Works  |           | 14.58         |
| General Govt. |           | 12.59         |
| Parks & Rec   |           | 9.15          |
| Debt Service  |           | 8.00          |
| Library       |           | 4.62          |
| Comm. Devel.  |           | 4.44          |
| Non-Dept.     |           | 2.91          |
| Econ. Dev.    |           | 2.84          |
| <b>Total</b>  | <b>\$</b> | <b>114.47</b> |

Monthly Cost



- Police
- Fire
- Public Works
- General Govt.
- Parks & Rec
- Debt Service
- Library
- Comm. Devel.
- Non-Dept.
- Econ. Dev.

## General Fund Revenue by Source

| Revenues              | FY 2024-25<br>Budget | FY 2025-26<br>Proposed Budget | Budget<br>Variance (\$) | Budget<br>Variance (%) |
|-----------------------|----------------------|-------------------------------|-------------------------|------------------------|
| Property Taxes        | \$ 20,445,711        | \$ 20,632,019                 | \$ 186,308              | 0.91%                  |
| Sales Tax             | 9,381,656            | 9,421,248                     | 39,592                  | 0.42%                  |
| Other Taxes           | 5,071,836            | 4,951,109                     | (120,727)               | -2.38%                 |
| Licenses and Permits  | 792,109              | 749,422                       | (42,687)                | -5.39%                 |
| Charges for Services  | 1,769,012            | 1,869,657                     | 100,645                 | 5.69%                  |
| Fines and Fees        | 705,729              | 647,216                       | (58,513)                | -8.29%                 |
| Development Fees      | 140,102              | 156,454                       | 16,352                  | 11.67%                 |
| Intragovernmental     | 1,722,459            | 1,780,716                     | 58,257                  | 3.38%                  |
| Intergovernmental     | 4,433,102            | 4,600,884                     | 167,782                 | 3.78%                  |
| Other Revenue         | 1,343,888            | 1,076,814                     | (267,074)               | -19.87%                |
| <b>Total Revenues</b> | <b>\$ 45,805,604</b> | <b>\$ 45,885,539</b>          | <b>\$ 79,935</b>        | <b>0.17%</b>           |

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# FY 2025-26 Proposed Budget

## General Fund Expenditure by Category

| Expenditures              | FY 2024-25<br>Budget | FY 2025-26<br>Proposed Budget | Budget<br>Variance (\$) | Budget<br>Variance (%) |
|---------------------------|----------------------|-------------------------------|-------------------------|------------------------|
| Personnel services        | \$ 29,396,736        | \$ 30,342,341                 | \$ 945,605              | 3.22%                  |
| Operations & maintenance  | 3,384,191            | 3,270,525                     | (113,666)               | -3.36%                 |
| Services & other          | 10,650,116           | 11,163,075                    | 512,959                 | 4.82%                  |
| Transfers to other funds  | 6,805,667            | 2,451,374                     | (4,354,293)             | -63.98%                |
| Capital outlay            | 58,024               | –                             | (58,024)                | -100.00%               |
| <b>Total Expenditures</b> | <b>\$ 50,294,734</b> | <b>\$ 47,227,315</b>          | <b>\$ (3,067,419)</b>   | <b>-6.10%</b>          |

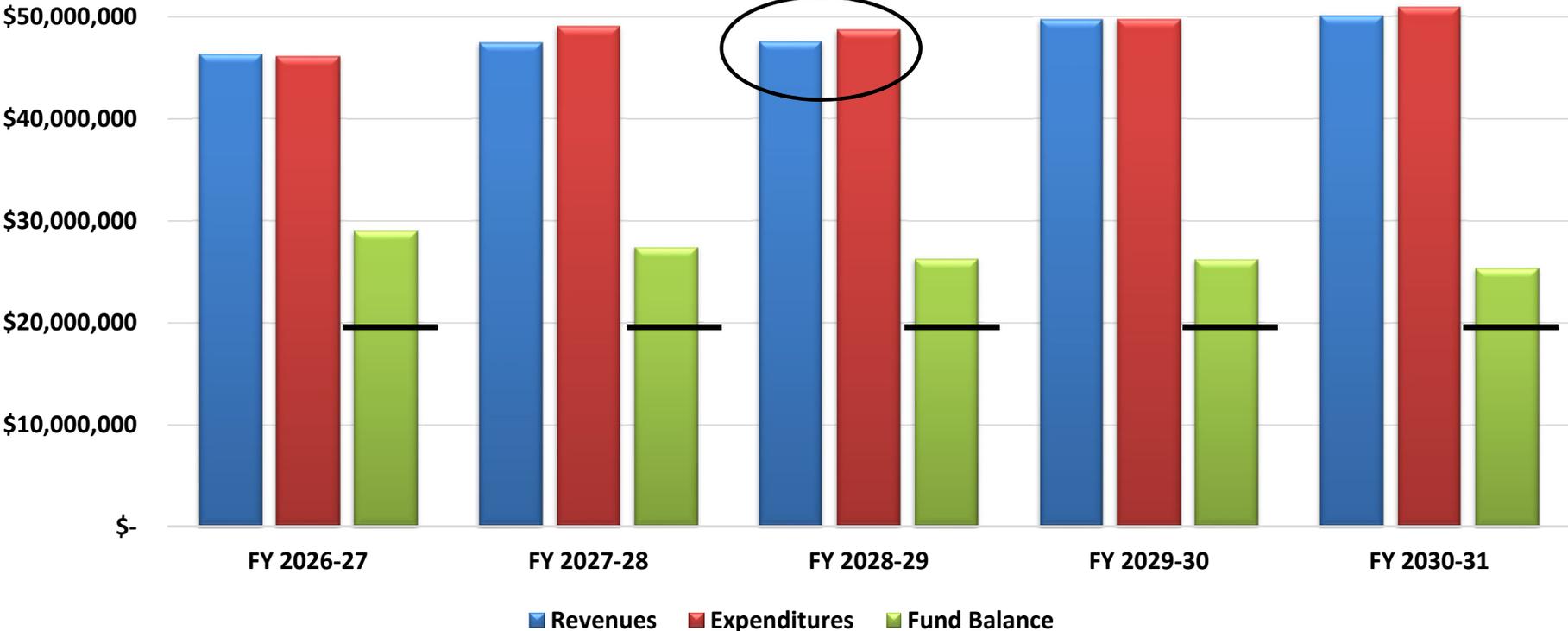
Growth = \$1,507,494 or 3.47% with one-times removed

# Ad Valorem Expenditures

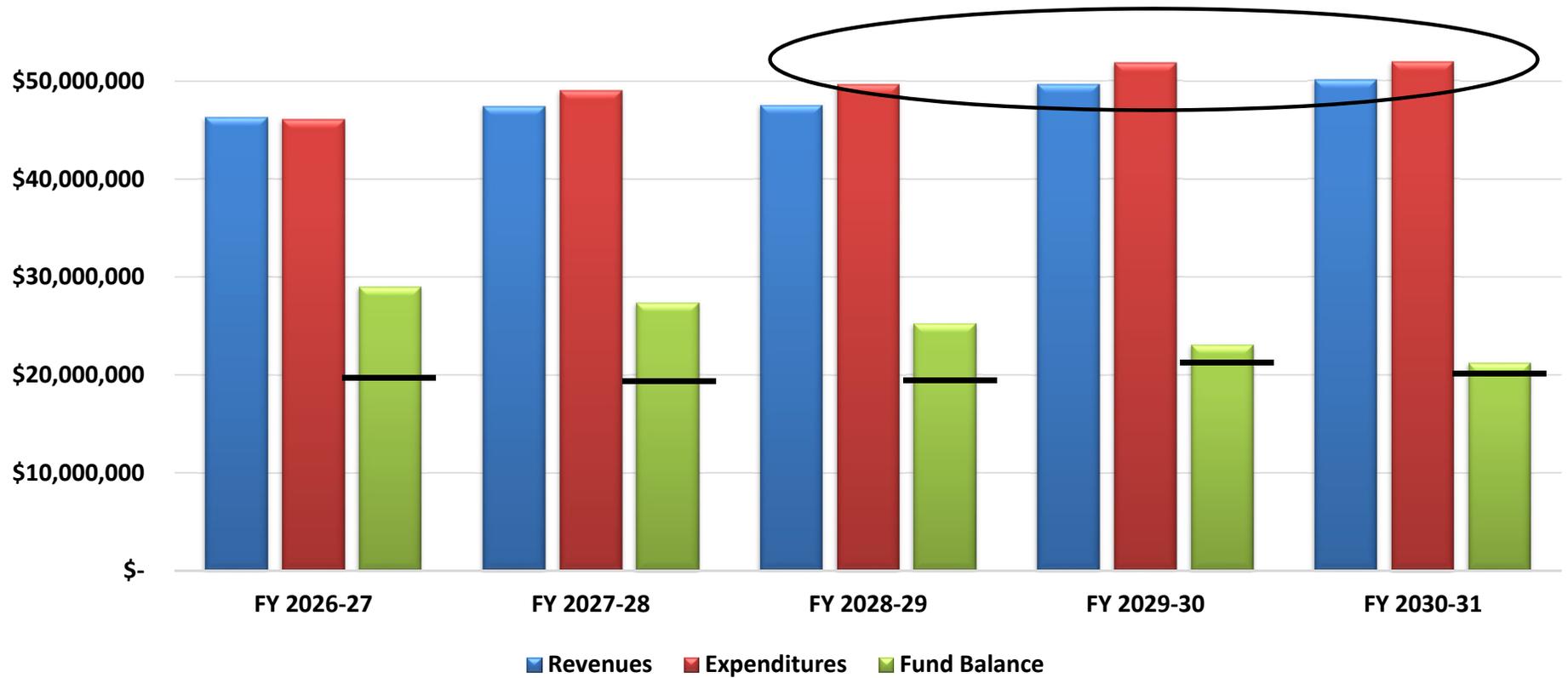
| Expenditure                     | On-Going Cost       | One-Time Cost       | Total Cost          |
|---------------------------------|---------------------|---------------------|---------------------|
| Street Maintenance              | \$ -                | \$ 1,172,707        | \$ 1,172,707        |
| Compensation                    | 945,605             | -                   | 945,605             |
| Sidewalk Improvements           | -                   | 550,000             | 550,000             |
| Economic Development Incentives | -                   | 214,754             | 214,754             |
| Third Party Utility Inspections | -                   | 200,000             | 200,000             |
| Fire Prevention Services        | 175,000             | -                   | 175,000             |
| Pavement Condition Assessment   | -                   | 150,000             | 150,000             |
| Website Redesign                | -                   | 32,500              | 32,500              |
| <b>Total</b>                    | <b>\$ 1,120,605</b> | <b>\$ 2,319,961</b> | <b>\$ 3,440,566</b> |

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# General Fund Five-Year Forecast



# General Fund Five-Year Forecast with 3<sup>rd</sup> Ambulance



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# Special Session Legislation

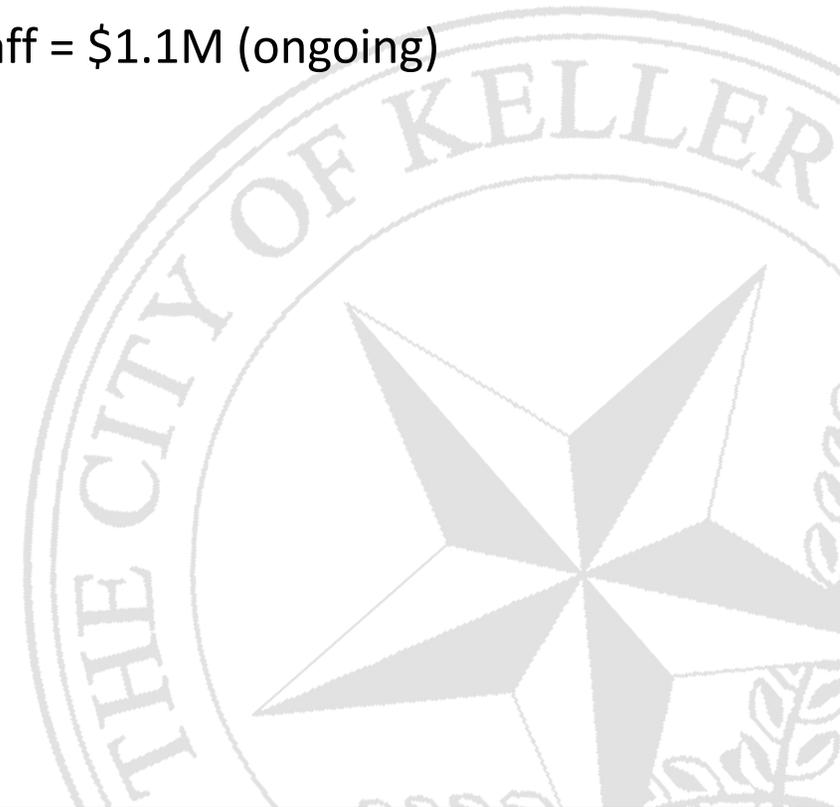
- SB 10 – Reduces Voter-Approval Rate to 2.5%?
- HB 299 – Limits Appraised value to the value at full year of homestead
- ~~HB 46 – Limit on annual expenditures to CIP and population~~
- HB 111 – 2/3 Voter approval of GOs
- HJR 11 – Limit growth and return over-collected by reducing taxes
- HB 152 – Study the revenue lost by abolishing ad valorem

# General Fund Five-Year Forecast Assumptions

- FY 2026-27 – Pavement Marking Program = \$50,000
- FY 2028-29 – Additional Ambulance and Related Staff = \$1.1M (ongoing)
- Maintain Replacement Funding
- Maintain Proposed CIP
  - Issuing Debt in FY 2028-29
  - Sidewalk Growth at 10%

## Not Included

- Fire Station #4
- Impact of 50K Citizens
- \$555K of Additional Ongoing Five-Year Needs



## **COMPENSATION AND BENEFITS**



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# FY 25-26 Market & Merit Proposal

## General Government

- 2% Market for all positions
- 2% Merit with favorable annual performance evaluation
- Minimum merit increase of \$1,250
- Lump sum for employees at max pay grade: 2%
- Overall Impact: 1.37% or \$393,769

*General Government: Public Works, Parks and Recreation, Library, Senior Center, Police and Fire Administration (Sworn-Exempt), Animal Control, Records, Human Resources, Information Technology, Community Development, Town Hall Administration and Operations and Finance*

## Police and Fire

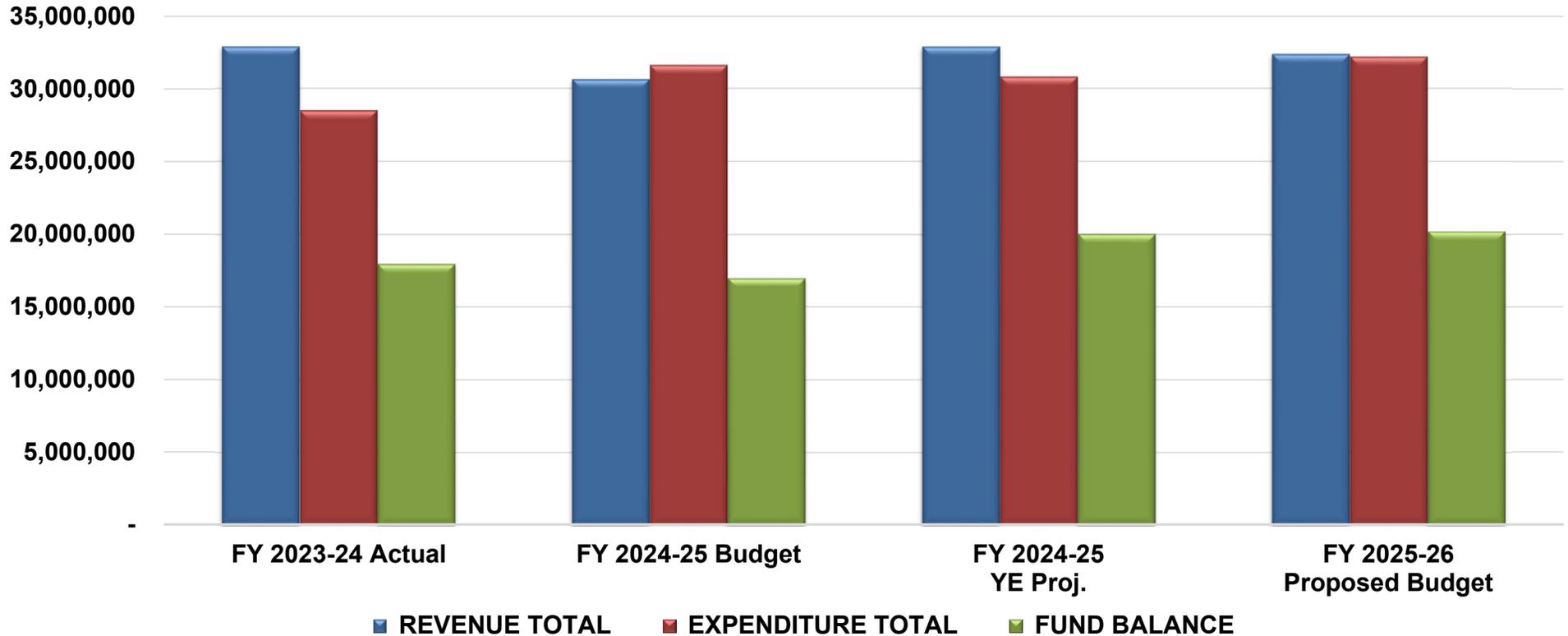
- **Police Officer and Firefighter**
  - 1.75% Market
  - 2% Merit/Step with favorable annual performance evaluation
  - 4% Removal of Steps 1 and 2
  - Lump sum for employees at max pay grade: 2%
- **Police and Fire Supervisory Positions (Sworn Non-Exempt)**
  - 1.75% Market
  - 2% Merit/Step with favorable annual performance evaluation
  - Lump sum for employees at max pay grade: 2%
  - Fire: 4% Removal of Steps 1 and 2 for Driver/Field Training Paramedic and Captains step plans
- Overall Impact: 3.01% or \$862,921

## FY 25-26 Market & Merit Proposal

### NETCOM & Detention

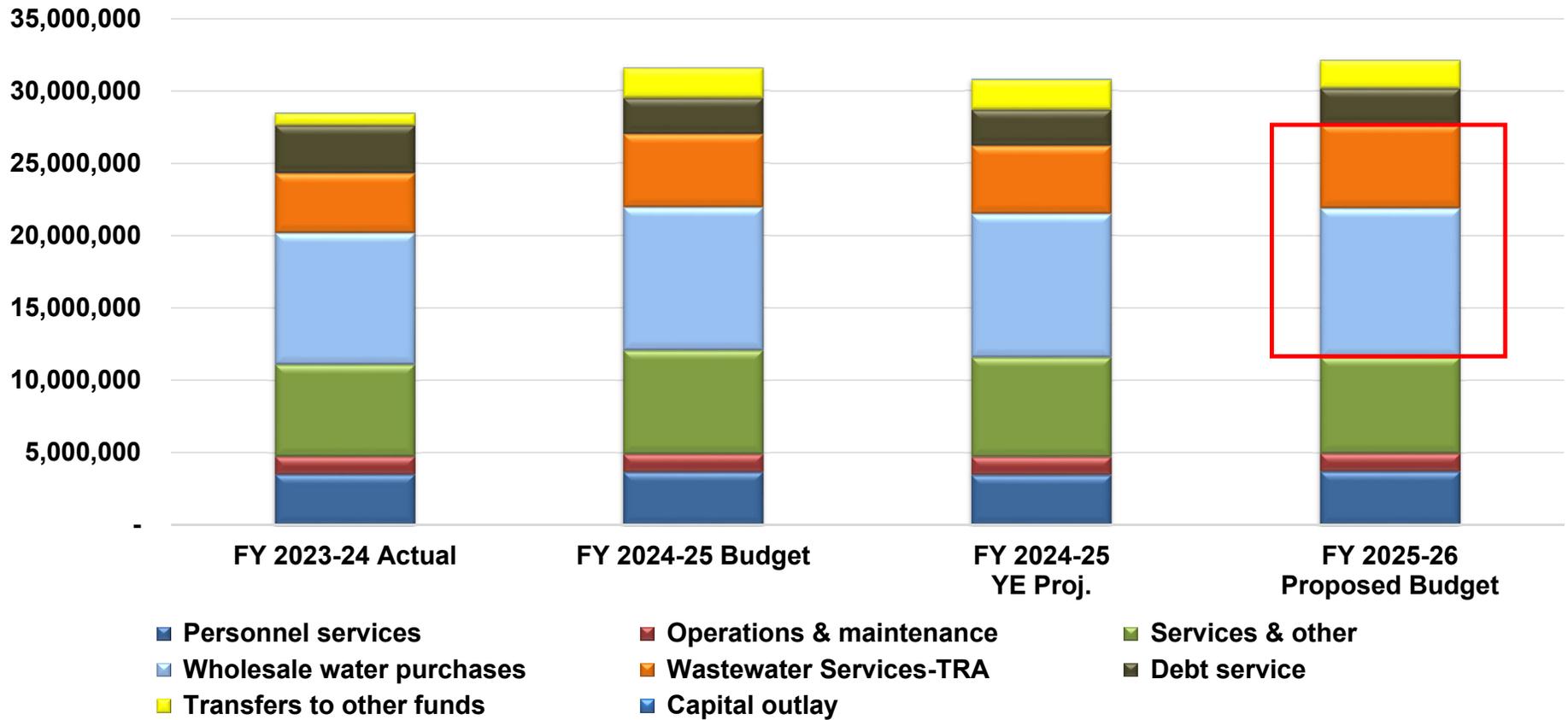
- 1.75% Market NETCOM
- 1.75% Market Detention
- 2% Merit/Step with favorable annual performance evaluation
- 4% Removal of Steps 1 and 2
- Lump sum for employees at max pay grade: 2%
- Overall Impact: 0.48% or \$137,836

# Water and Wastewater Fund Summary



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# Water and Wastewater Expenditures



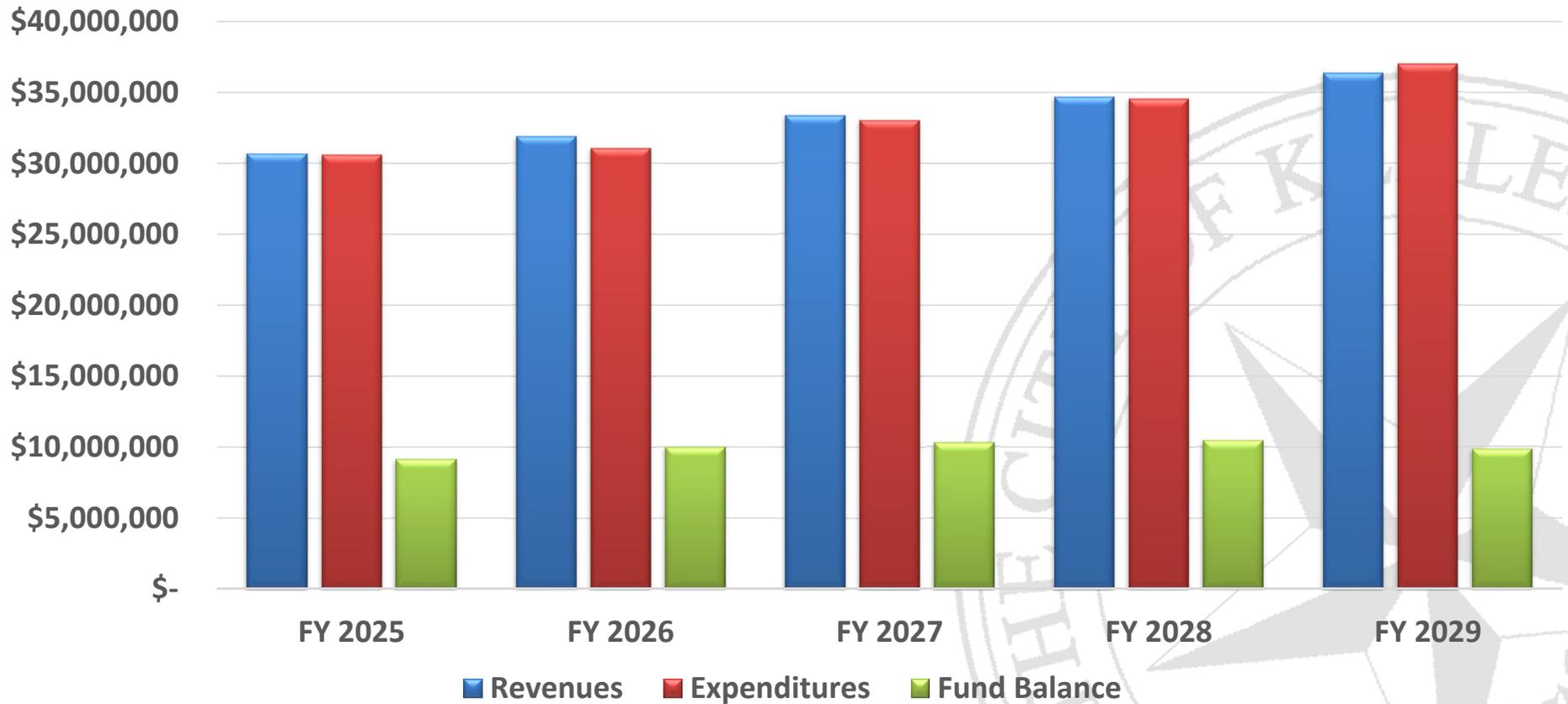
## Water and Wastewater Expenditures

| Expenditures                     | FY 2024-25<br>Budget  | FY 2025-26<br>Proposed Budget | Budget Variance<br>(\$) | Budget Variance<br>(%) |
|----------------------------------|-----------------------|-------------------------------|-------------------------|------------------------|
| Personnel services               | \$ 3,669,273          | \$ 3,711,133                  | \$ 41,860               | 1.14%                  |
| Operations & maintenance         | 1,238,458             | 1,238,458                     | –                       | 0.00%                  |
| Services & other                 | 7,166,160             | 6,667,625                     | (498,535)               | -6.96%                 |
| <i>Wholesale water purchases</i> | <i>9,880,565</i>      | 10,289,726                    | 409,161                 | 4.14%                  |
| <i>Wastewater Services-TRA</i>   | <i>5,060,458</i>      | 5,784,103                     | 723,645                 | 14.30%                 |
| Debt service                     | 2,485,652             | 2,493,002                     | 7,350                   | 0.30%                  |
| Transfers to other funds         | 2,050,000             | 1,927,718                     | (122,282)               | -5.96%                 |
| Capital outlay                   | 65,000                | 65,000                        | –                       | 0.00%                  |
| <b>TOTAL</b>                     | <b>\$ 31, 615,566</b> | <b>\$ 32,176,765</b>          | <b>\$ 561,199</b>       | <b>1.8%</b>            |

## Average Monthly Bill

| Monthly Bill                       | Current         | Proposed        | Difference (%) | Difference (\$) |
|------------------------------------|-----------------|-----------------|----------------|-----------------|
| <u>ANNUAL AVERAGE MONTHLY BILL</u> |                 |                 |                |                 |
| Water<br>(14,000 Gallons)          | \$89.15         | \$90.96         | 2.03%          | \$1.81          |
| Sewer<br>(6,000 Gallons)           | 49.38           | 50.38           | 2.03%          | 1.00            |
| <b>TOTAL</b>                       | <b>\$138.53</b> | <b>\$141.34</b> | <b>2.03%</b>   | <b>\$2.81</b>   |

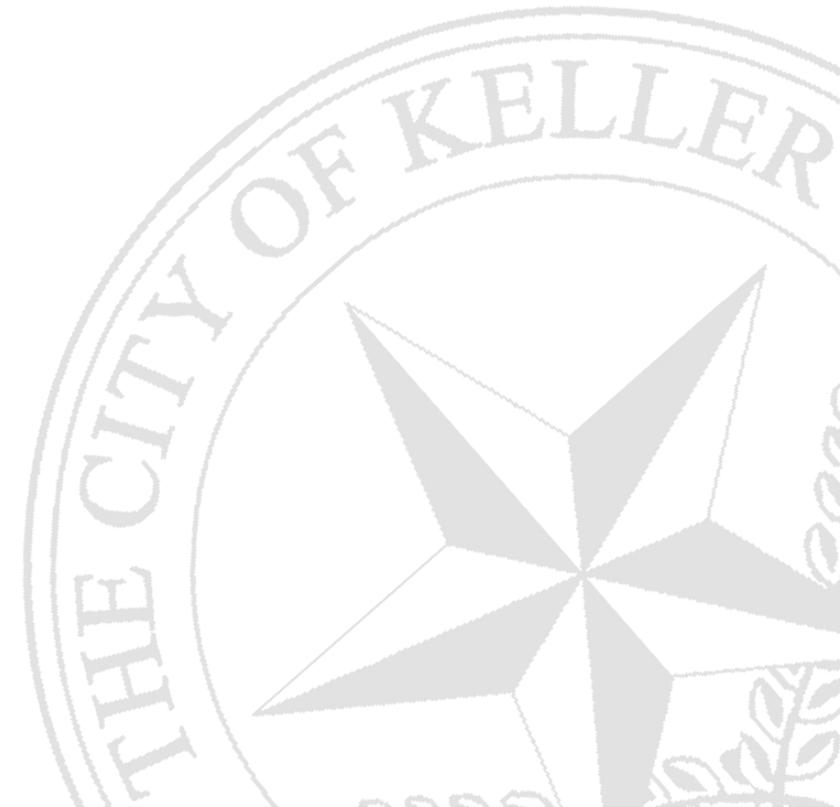
# Water-Wastewater Five-Year Forecast



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# Water-Wastewater Five-Year Forecast Assumptions

- Maintains CIP
- Debt Issuance in FY 27 & FY 29
- Based upon FW & TRA Growth

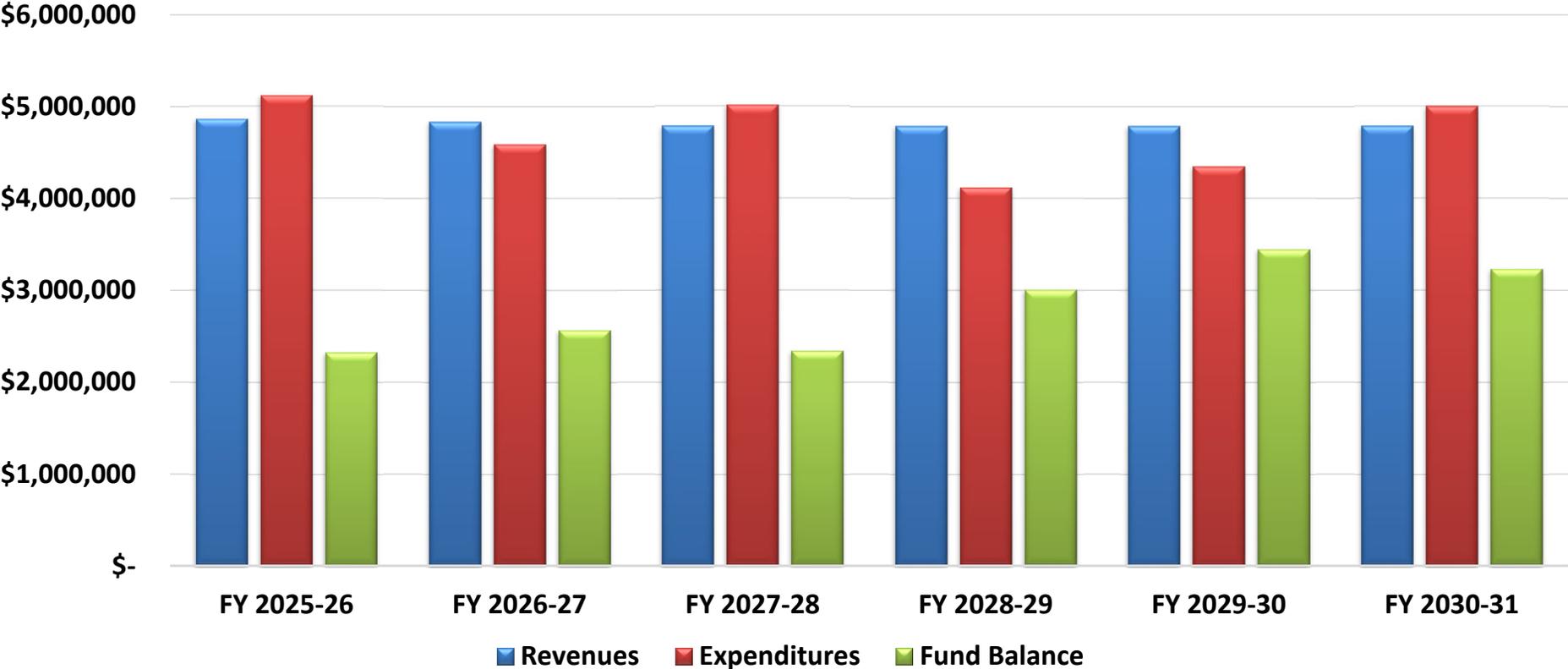


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# Other Tax Funds

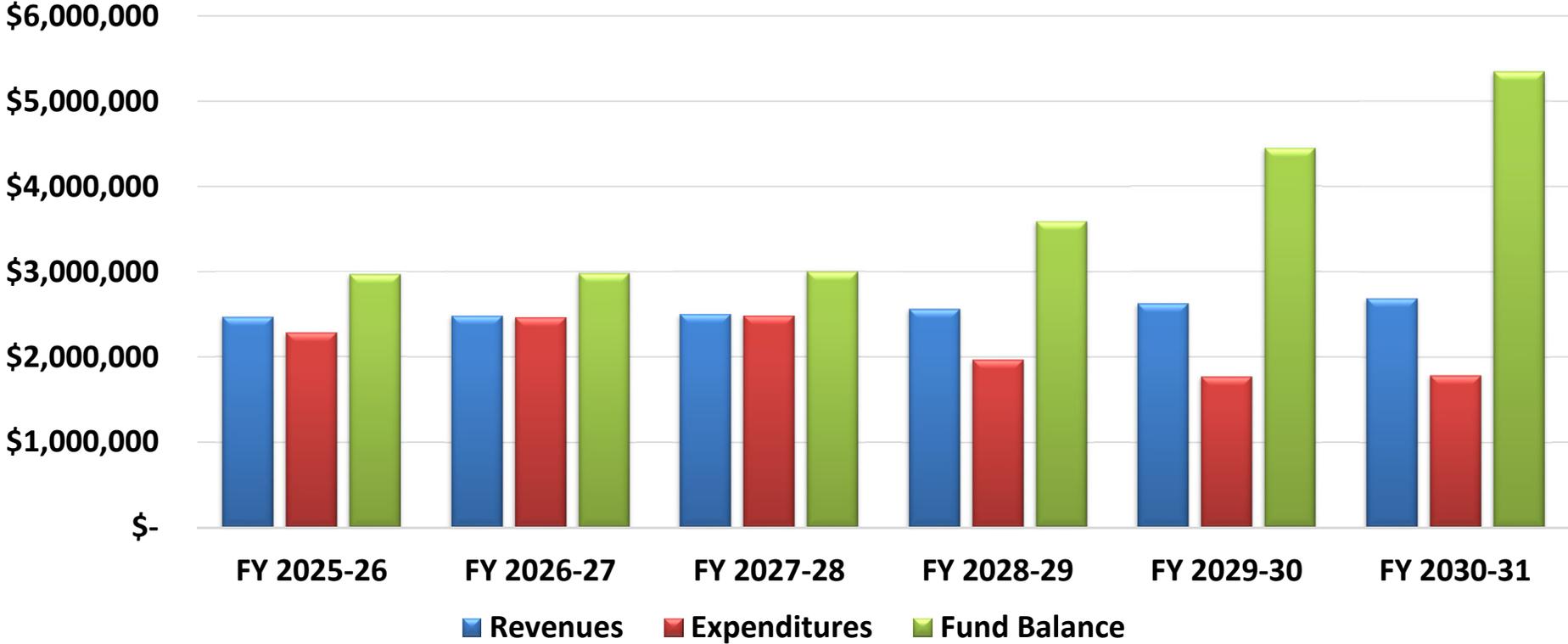
| Fund  | FY 2025-26 Revenues | FY 2025-26 Expenditures | Variance  | Fund Balance |
|---|---------------------|-------------------------|-----------|--------------|
| Debt Service Fund                                 | 3,697,795           | 3,566,350               | 131,445   | 5,095,766    |
| TIRZ #2   | 470,615             | -                       | 470,615   | 1,221,415    |
| Keller Development Corporation Fund               | 4,865,216           | 5,121,311               | (256,095) | 2,327,599    |
| Keller Crime Control And Prevention District Fund | 2,467,356           | 2,285,106               | 182,250   | 2,962,372    |
| Street And Sidewalk Improvements Fund             | 2,413,181           | 2,905,414               | (492,233) | 1,018,882    |
| Hotel Occupancy Fund                              | 222,655             | 200,000                 | 22,655    | 193,575      |

# KDC Five-Year Forecast



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# KCCPD Five-Year Forecast

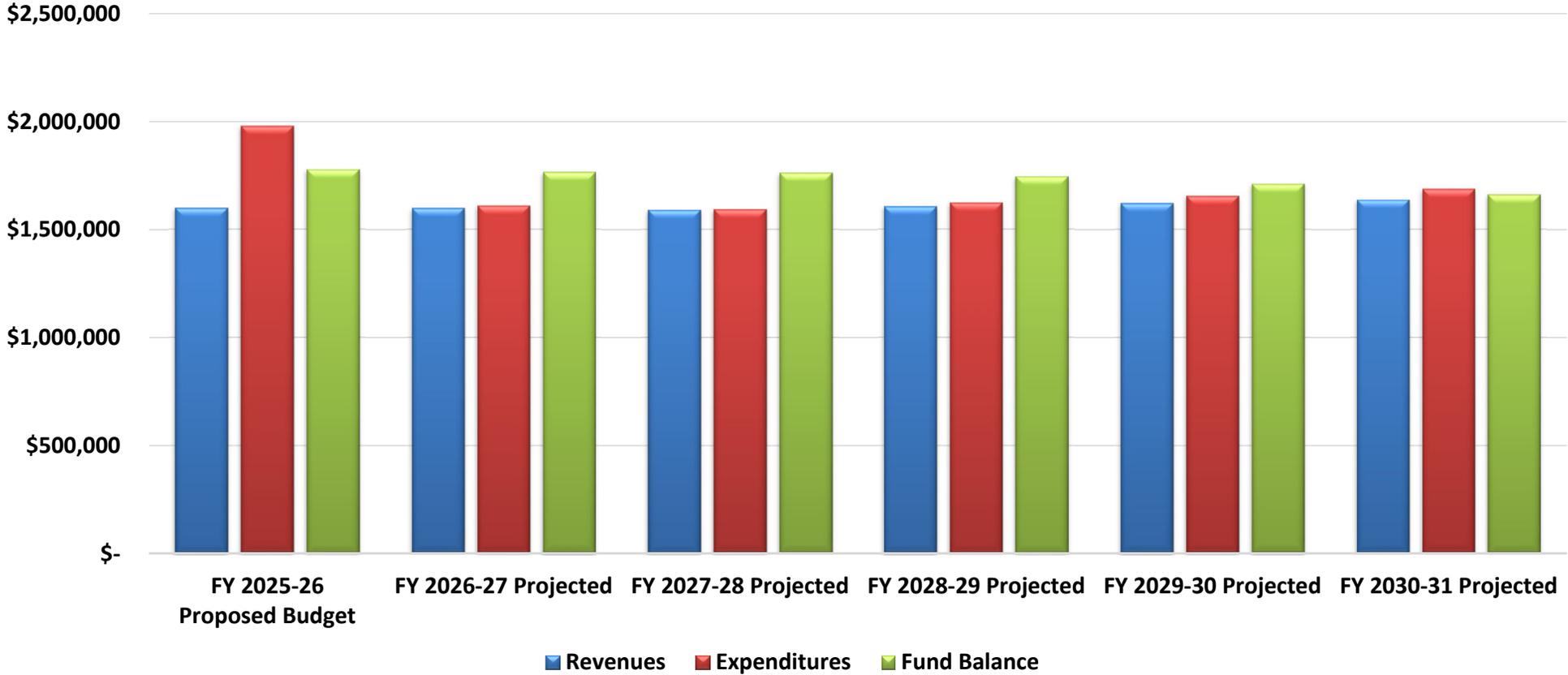


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# Other Enterprise/Internal Service Funds

| Fund                      | FY 2025-26 Revenues | FY 2025-26 Expenditures | Variance  | Fund Balance |
|---------------------------|---------------------|-------------------------|-----------|--------------|
| Self-Insurance Fund       | 5,037,884           | 4,975,134               | 62,750    | 8,773,617    |
| Keller Pointe             | 3,524,817           | 3,463,161               | 61,656    | 977,967      |
| Information Technology    | 3,251,971           | 3,200,827               | 51,144    | 2,194,504    |
| Drainage Fund             | 1,599,192           | 1,978,133               | (378,941) | 1,777,058    |
| Fleet Replacement Fund    | 1,699,972           | 2,471,497               | (771,525) | 2,048,721    |
| Facility Replacement Fund | 289,422             | 437,500                 | (148,078) | 1,472,557    |

# Drainage Five-Year Forecast



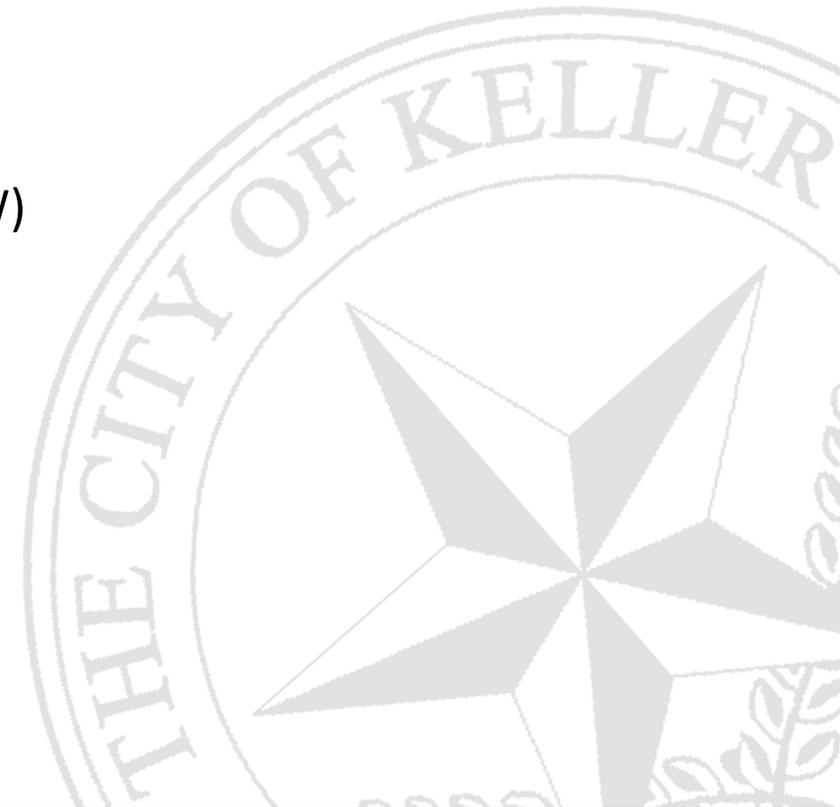
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# Other Operating Funds

| Fund                                 | FY 2025-26 Revenues | FY 2025-26 Expenditures | Variance | Fund Balance |
|--------------------------------------|---------------------|-------------------------|----------|--------------|
| Recreation Special Revenue Fund      | 391,732             | 384,099                 | 7,633    | 524,367      |
| PEG Channel Fund                     | 75,183              | 155,000                 | (79,817) | 448,053      |
| Municipal Court Special Revenue Fund | 82,012              | 50,289                  | 31,723   | 404,728      |
| Community Clean-Up Fund              | 52,365              | 38,100                  | 14,265   | 583,351      |

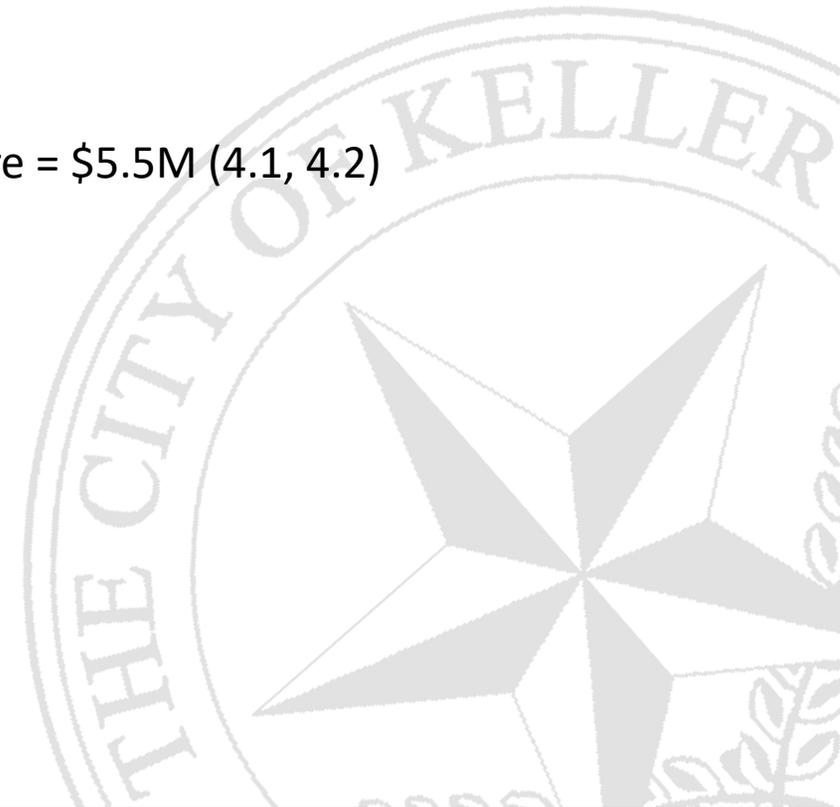
## FY 2025-26 CIP Highlights

- Street Maintenance= \$4.05M (General, Street Maint, W/WW)
- Sidewalk Improvements = \$1.1M (General, Street Maint.)
- Keller Sports Park = \$1.6M (KDC)
- Trail System Expansion= \$450K (KDC)
- Shade Structure= \$100K (KDC)
- Keller-Smithfield Tank Maintenance=\$750K (W/WW)
- Line Replacements= \$400K (W-WW)
- Misty Oaks = \$300K (Drainage)
- Drainage Maintenance = \$150K (Drainage)



# Essential Points for FY 2025-26 Budget

- Operationally balanced budget that meets City Council goals and directions (Strategic Goal 3.1)
- Proposing Tax Rate under “No New Revenue” Rate (3.3)
- Total Personnel net increase under 4% (5.3)
  - Maintain Self-Insurance
- Continued investment in streets and sidewalk infrastructure = \$5.5M (4.1, 4.2)
  - Street Maintenance = \$4.05M
  - Sidewalk Improvements = \$1.1M
- Fourth Year of TIRZ#2 Fund (2.4, 4.5)
- Rate adjustments to City water & wastewater = 2.0% (3.1)
  - AWIA Regulatory Update
  - LCRI Monitoring
- Maintains All Replacement Funding (3.4)
  - Dump Trucks
  - Backhoe



# Budget Timeline – Next Steps

| Calendar Item                           | Date(s)             |
|---|---------------------|
| Proposed Budget Published               | August 14           |
| Vote on Max Tax Rate                    | August 19           |
| TIRZ #2 Board Meeting & Budget Workshop | August 27           |
| <b>Budget and Tax Rate Adoption</b>     | <b>September 16</b> |
| Fiscal Year Begins                      | October 1           |



**Questions?  
Aaron Rector  
817-743-4001**

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