



**NOTICE OF
REGULAR MEETING OF THE TOWN COUNCIL
HICKORY CREEK TOWN HALL
1075 RONALD REAGAN AVENUE, HICKORY CREEK, TEXAS 75065
MONDAY, SEPTEMBER 25, 2023, 6:00 PM**

AGENDA

Call to Order

Roll Call

Pledge of Allegiance to the U.S. And Texas Flags

Invocation

Items of Community Interest

Pursuant to Texas Government Code Section 551.0415 the Town Council may report on the following: expressions of thanks, congratulations, or condolence; an honorary or salutary recognition of an individual; a reminder about an upcoming event organized or sponsored by the governing body; and announcements involving an imminent threat to the public health and safety of people in the municipality or county that has arisen after the posting of the agenda.

Public Comment

This item allows the public an opportunity to address the Town Council. To comply with the provisions of the Open Meetings Act, the Town Council cannot discuss or take action on items brought before them not posted on the agenda. Please complete a request if you wish to address the Town Council. Comments will be limited to three minutes. Open Forum is for information only. No charges and/or complaints will be heard against any elected official, board member, the Town, or employee of the Town that are prohibited by law.

Consent Agenda

Items on the Consent Agenda are considered to be self-explanatory and will be enacted with one motion. No separate discussion of these items will occur unless so requested by at least one member of the Town Council.

1. August 2023 Council Meeting Minutes
2. August 2023 Financial Statements
3. Consider and act on an ordinance of the Town Council of the Town of Hickory Creek, Texas, amending the Code of Ordinances of the Town of Hickory Creek, Texas, Chapter 8: Offences and Nuisances, by repealing Article 8.07: Minors.

- [4.](#) Consider and act on an ordinance of the Town Council of the Town of Hickory Creek, Texas, amending the Code of Ordinances of the Town of Hickory Creek, Texas, Chapter 3: Building Regulations, by amending Article 3.12: Solar Panel Standards.
- [5.](#) Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas, hereby authorizing the Mayor of the Town of Hickory Creek, Texas, to execute an interlocal cooperation agreement with the Denton County Criminal District Attorney's Office for seizure and forfeited contraband.
- [6.](#) Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas, hereby authorizing the Mayor of the Town of Hickory Creek, Texas, to execute an agreement by and between the Town of Hickory Creek, Texas and Build by I-Codes concerning building inspection services.
- [7.](#) Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas, hereby authorizing the Mayor of the Town of Hickory Creek, Texas, to execute an agreement by and between the Town of Hickory Creek, Texas and Finney Code Consultants, LLC concerning plan review services.
- [8.](#) Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas, hereby authorizing the Mayor of the Town of Hickory Creek, Texas, to execute an agreement between the Town of Hickory Creek, Texas and a police recruit concerning police academy sponsorship.

Regular Agenda

- [9.](#) Conduct a public hearing to receive public input regarding adoption of the Comprehensive Plan Update 2023 and consider and act on an ordinance adopting the same.
- [10.](#) Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas, approving amendments to the Town of Hickory Creek Personnel Policy Manual.
- [11.](#) Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas, hereby ratifying agreements between the Town of Hickory Creek and Superior Automotive Group for emergency purchase of police vehicles.
- [12.](#) Consider and act on receipt of budget from Chief Carey Dunn for expenditure of forfeiture funds.

Executive Session

In accordance with Texas Local Government Code, Chapter 551, the Town Council will convene into executive session to discuss the following matters.

Section 551.071

Consultation with Attorney on matters 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 the Texas Open Meetings Act, or on matters pertaining to pending or contemplated litigation.

Section 551.072

Deliberate the purchase, exchange, lease or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

Section 551.073

Deliberate a negotiated contract for a prospective gift or donation to the governmental body.

Section 551.087

Deliberation regarding Economic Development Negotiations, to discuss or deliberate regarding commercial or financial information that the governmental body has received from a business prospect that the government body seeks to have locate, stay or expand in or near the territory of the government body and with which the governmental body is conducting economic development negotiations; or to deliberate the offer of a financial or other incentive to a business prospect.

13. Real property generally located, South of FM 2181, West of Ronald Reagan Avenue and East of Parkridge.

Reconvene into Open Session

14. Discussion and possible action regarding matters discussed in executive session.

Future Agenda Items


The purpose of this section is to allow each Council Member the opportunity to propose that an item be added as a business item to any future agenda. Any discussion of, or a decision about, the subject matter shall be limited to a proposal to place the subject on the agenda for a subsequent meeting.

Adjournment

The Town Council reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed above, as authorized by the Texas Government Code, Chapter 551.

This facility is wheelchair accessible and accessible parking spaces are available. Requests for accommodations or interpretive services must be made 48 hours prior to the meeting. Please contact Town Hall at 940-497-2528 or by fax 940-497-3531 so that appropriate arrangements can be made.

I, Kristi Rogers, Town Secretary, for the Town of Hickory Creek certify that this meeting notice was posted on the bulletin board at Town Hall, 1075 Ronald Reagan Avenue, Hickory Creek, Texas on September 20, 2023 at 3:00 p.m.



Kristi Rogers, Town Secretary
Town of Hickory Creek

**REGULAR MEETING OF THE TOWN COUNCIL
HICKORY CREEK TOWN HALL
1075 RONALD REAGAN, HICKORY CREEK, TEXAS
MONDAY, AUGUST 28, 2023**

MINUTES

Call to Order

Mayor Clark called the meeting to order at 6:00 p.m.

Roll Call

The following members were present:

Mayor Lynn Clark

Mayor Pro Tem Paul Kenney

Councilmember Randy Gibbons

Councilmember Richard DuPree

Councilmember Chris Gordon

Councilmember Ian Theodore

Also in attendance:

John M. Smith, Jr., Town Manager

Kristi K. Rogers, Town Secretary

Carey Dunn, Chief of Police

Trey Sargent, Town Attorney

Pledge of Allegiance to the U.S. And Texas Flags

Mayor Clark led the Pledge of Allegiance to the U.S. and Texas Flags.

Invocation

Mayor Pro Tem Kenney gave the invocation.

Proclamations

1. September 2023 as "Live United Month"

Mayor Clark proclaimed September 2023 to be "LIVE UNITED MONTH" in the Town of Hickory Creek. Gary Henderson, Patricia Sherman, Carrell Simmons and Teddy Yan accepted the proclamation on behalf of United Way of Denton County.

Items of Community Interest

Mayor Clark participated in the Denton County Mayoral Pizza Cook-Off held on August 23, 2023 at Motor City Pizza in Lewisville, Texas raising funds for United Way of Denton County.

Mayor Clark is featured in the August 2023 Lake Cities Living Magazine article Women of Influence. The Town of Hickory Creek is very fortunate to have her as Mayor.

Town of Hickory Creek

August 28, 2023

Page 2

Public Comment

John Grosskopf, 131 Oakwood Lane, stated he spent months developing the telescope project with Ryan Bennett, UNT Astronomy Department Head, before presenting the idea to the Town. He thanked John Smith, Town Manager, and the Town Council for their support of the project. Mr. Grosskopf and Mr. Bennett envisioned the project to educate, entertain and excite the public of all ages. The project is highly technical and complex requiring rare expertise that few possess. The past few months, he has identified and spoken with key experts who have agreed to help. He has also identified local astronomers who have agreed to volunteer their telescopes and assist in public viewings. He recently visited the UNT Observatory examining the telescope. He spoke with and exchanged ideas with the senior expert regarding installing the telescope and holding public events/viewings. He participated in a Star Party at UNT to gain further experience and expertise. He feels the project as originally envisioned is in jeopardy due to recent events and urges everyone to work collaboratively together to make this a showcase for Hickory Creek.

Consent Agenda

2. July 2023 Council Meeting Minutes
3. July 2023 Financial Statements
4. Consider and act on an ordinance of the Town Council of the Town of Hickory Creek, Texas, amending the Code of Ordinances of the Town of Hickory Creek, Texas, Chapter 3: Building Regulations, by amending Article 3.12: Solar Panel Standards.
5. Consider and act on an ordinance of the Town Council of the Town of Hickory Creek, Texas, amending the Code of Ordinances of the Town of Hickory Creek, Texas, Chapter 10, Subdivision Regulations, by adopting requirement for underground electric supply line installation.
6. Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas hereby authorizing the Mayor of the Town of Hickory Creek, Texas to execute an interlocal agreement between the Town of Hickory Creek and the City of Corinth concerning animal services.
7. Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas hereby authorizing the Mayor of the Town of Hickory Creek, Texas to execute an interlocal agreement between the Town of Hickory Creek and the Town of Shady Shores concerning public works services.
8. Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas hereby authorizing the Mayor of the Town of Hickory Creek, Texas to execute an agreement by and between the Town of Hickory Creek and the University of North Texas concerning use of a telescope.

Motion made by Councilmember DuPree to approve consent agenda items 2-8 as presented, Seconded by Councilmember Theodore.

Voting Yea: Mayor Pro Tem Kenney, Councilmember Gibbons, Councilmember DuPree, Councilmember Gordon, Councilmember Theodore. Motion passed unanimously.

Regular Agenda

9. Conduct a public hearing regarding the 2023-2024 Town of Hickory Creek Fiscal Year Budget.

Mayor Clark called the public hearing to order at 6:15 p.m. With no one wishing to speak, Mayor Clark closed the public hearing at 6:15 p.m.

10. Consider and act on an ordinance of the Town Council of the Town of Hickory Creek adopting and approving the budget for the fiscal year beginning October 1, 2023 and ending September 30, 2024; providing for expenditure of funds, providing for filing of budget and ordinance.

Motion made by Councilmember Theodore to approve an ordinance of the Town Council of the Town of Hickory Creek adopting and approving the budget for the fiscal year beginning October 1, 2023 and ending September 30, 2024; providing for expenditure of funds, providing for filing of budget and ordinance, Seconded by Mayor Pro Tem Kenney. Voting Yea: Mayor Pro Tem Kenney, Councilmember Gibbons, Councilmember DuPree, Councilmember Gordon, Councilmember Theodore. Motion passed unanimously.

11. Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas, hereby adopting a policy prohibiting use or installation of covered application on Town owned devices.

Motion made by Mayor Pro Tem Kenney, to approve a resolution of the Town Council of the Town of Hickory Creek, Texas, hereby adopting a policy prohibiting use or installation of covered application on Town owned devices. Seconded by Councilmember Gordon. Voting Yea: Mayor Pro Tem Kenney, Councilmember Gibbons, Councilmember DuPree, Councilmember Gordon, Councilmember Theodore. Motion passed unanimously.

12. Consider and act on a resolution of the Town Council of the Town of Hickory Creek, Texas, hereby authorizing the Mayor of the Town of Hickory Creek, Texas, to execute an interlocal cooperative agreement between the Town of Hickory Creek, Texas and the Denton County, Texas concerning road design and construction.

No action taken.

13. Consider and act on allocating funds to construct GaGa Ball Pits in Corps of Engineer Parks and Tanglewood Park.

John Smith, Town Manager, provided an overview of the construction of GaGa Ball Pits and stated the Parks and Recreation Board recommended approval.

Town of Hickory Creek

August 28, 2023

Page 4

Motion made by Councilmember Gordon to approve an amount of \$13,500 for the construction of GaGa Ball Pits in Corps of Engineer Parks and Tanglewood Park, Seconded by Councilmember DuPree.

Voting Yea: Mayor Pro Tem Kenney, Councilmember Gibbons, Councilmember DuPree, Councilmember Gordon, Councilmember Theodore. Motion passed unanimously.

14. Discussion regarding expanding capabilities of warning sirens in the Town of Hickory Creek.

Discussion was held regarding expanding capabilities of warning sirens in the Town of Hickory Creek.

15. Discussion regarding fees incurred by Hickory Creek residents for medical transport services provided by the Lake Cities Fire Department.

Discussion was held regarding fees incurred by Hickory Creek residents for medical transport services provided by the Lake Cities Fire Department.

Executive Session

In accordance with Texas Local Government Code, Chapter 551, the Town Council convened into executive session at 6:49 p.m. to discuss the following matters.

Section 551.071

Consultation with Attorney on matters 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 the Texas Open Meetings Act, or on matters pertaining to pending or contemplated litigation.

16. Discuss legal obligations arising from potential changes to method of accounting for leave for Town employees.
17. Solicit and receive legal advice concerning police academy grant agreements for police department personnel.

Section 551.074

Personnel matters, to deliberate the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee.

18. Public Works Position
19. Town Manager

Reconvene into Open Session

The Town Council reconvened into open session at 7:50 p.m.

20. Discussion and possible action regarding matters discussed in executive session.

Discuss legal obligations arising from potential changes to method of accounting for leave for Town employees.

Motion made by Mayor Pro Tem Kenney to approve change to method of accounting for leave for Town employees as discussed in executive session effective October 1, 2023, Seconded by Councilmember Gordon.

Voting Yea: Mayor Pro Tem Kenney, Councilmember Gibbons, Councilmember Dupree, Councilmember Gordon, Councilmember Theodore. Motion passed unanimously.

Town Manager

Motion made by Mayor Pro Tem Kenney to authorize the Mayor of Hickory Creek to sign a new employment agreement with the Town Manager, Seconded by Councilmember DuPree.

Voting Yea: Mayor Pro Tem Kenney, Councilmember Gibbons, Councilmember Dupree, Councilmember Gordon, Councilmember Theodore. Motion passed unanimously.

Future Agenda Items

There were no future agenda items.

Adjournment

Motion made by Mayor Pro Tem Kenney to adjourn the meeting, Seconded by Councilmember Gibbons.

Voting Yea: Mayor Pro Tem Kenney, Councilmember Gibbons, Councilmember DuPree, Councilmember Gordon, Councilmember Theodore. Motion passed unanimously.

The meeting did then stand adjourned at 7:53 p.m.

Approved:

Attest:

Lynn C. Clark, Mayor
Town of Hickory Creek

Kristi K. Rogers, Town Secretary
Town of Hickory Creek

Town of Hickory Creek
Balance Sheet
As of August 31, 2023

	<u>Aug 31, 23</u>
ASSETS	
Current Assets	
Checking/Savings	
BOA - Animal Shelter Fund	24,332.76
BOA - Drug Forfeiture	121,706.63
BOA - Drug Seizure	3,943.13
BOA - General Fund	379,801.44
BOA - Parks and Recreation	68,017.17
BOA - Payroll	260.00
BOA - Police State Training	5,188.84
Logic 2020 CO's	570,020.05
Logic Animal Shelter Facility	10,080.27
Logic Coronavirus Recovery Fund	727,929.23
Logic Harbor Ln-Sycamore Bend	84,587.12
Logic Investment Fund	10,239,077.91
Logic Turbeville Road	99,848.10
Total Checking/Savings	<u>12,334,792.65</u>
Accounts Receivable	
Municipal Court Payments	3,670.20
Total Accounts Receivable	<u>3,670.20</u>
Total Current Assets	<u>12,338,462.85</u>
TOTAL ASSETS	<u>12,338,462.85</u>
LIABILITIES & EQUITY	0.00

Town of Hickory Creek
Profit & Loss
 August 2023

	Aug 23
Ordinary Income/Expense	
Income	
Ad Valorem Tax Revenue	
4002 M&O	3,533.02
4004 M&O Penalties & Interest	513.93
4008 I&S Debt Service	1,878.34
4010 I&S Penalties & Interest	267.52
Total Ad Valorem Tax Revenue	6,192.81
Building Department Revenue	
4102 Building Permits	80,358.75
4104 Certificate of Occupancy	2,250.00
4106 Contractor Registration	1,425.00
4112 Health Inspections	460.00
4124 Sign Permits	300.00
Total Building Department Revenue	84,793.75
Franchise Fee Revenue	
4204 Charter Communications	9,105.84
4212 Republic Services	5,393.89
Total Franchise Fee Revenue	14,499.73
Interest Revenue	
4330 General Fund Interest	5.25
4332 Investment Interest	54,481.28
Total Interest Revenue	54,486.53
Interlocal Revenue	
4402 Corp Contract Current Year	12,859.84
Total Interlocal Revenue	12,859.84
Miscellaneous Revenue	
4502 Animal Adoption & Impound	1,375.00
4506 Animal Shelter Donations	805.00
4508 Annual Park Passes	295.00
4510 Arrowhead Park Fees	9,218.00
4526 Mineral Rights	104.74
4530 Other Receivables	-22,720.41
4536 Point Vista Park Fees	1,455.00
4550 Sycamore Bend Fees	2,959.00
4558 Harbor Lane/Sycamore Bend	1,750.00
Total Miscellaneous Revenue	-4,758.67
Municipal Court Revenue	
4602 Building Security Fund	2,065.15
4604 Citations	61,294.58
4606 Court Technology Fund	1,685.65
4608 Jury Fund	40.71
4610 Truancy Fund	2,070.07
4612 State Court Costs	32,088.36
4614 Child Safety Fee	50.00
Total Municipal Court Revenue	99,294.52
Sales Tax Revenue	
4702 Sales Tax General Fund	236,882.34
4706 Sales Tax 4B Corporation	33,840.33
4708 Sales Tax Mixed Beverage	2,886.57
Total Sales Tax Revenue	273,609.24
Total Income	540,977.75
Gross Profit	540,977.75

Town of Hickory Creek

Profit & Loss

August 2023

09/18/23

Accrual Basis

	<u>Aug 23</u>
Expense	
Capital Outlay	
5010 Street Maintenance	141.00
5012 Streets & Road Improvement	127,330.55
5026 Fleet Vehicles	4,979.89
5030 Sycamore Bend Construction	642.00
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Total Capital Outlay	133,093.44
Debt Service	
5106 2012 Refunding Bond Series	80,824.00
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Total Debt Service	80,824.00
General Government	
5202 Bank Service Charges	15.00
5206 Computer Hardware/Software	12,709.43
5208 Copier Rental	299.85
5212 EDC Tax Payment	33,841.33
5216 Volunteer/Staff Events	2,457.18
5218 General Communications	4,180.02
5222 Office Supplies & Equip.	149.36
5224 Postage	1,557.35
5226 Community Cause	3,172.09
5228 Town Council/Board Expense	208.04
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Total General Government	58,589.65
Municipal Court	
5318 Merchant Fees/Credit Cards	181.81
5322 Office Supplies/Equipment	183.26
5332 Warrants Collected	720.04
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Total Municipal Court	1,085.11
Parks and Recreation	
5408 Tanglewood Park	10.72
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Total Parks and Recreation	10.72
Parks Corps of Engineer	
5432 Arrowhead	995.93
5434 Harbor Grove	231.33
5436 Point Vista	420.28
5438 Sycamore Bend	928.78
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Total Parks Corps of Engineer	2,576.32
Personnel	
5502 Administration Wages	48,143.21
5504 Municipal Court Wages	9,921.54
5506 Police Wages	114,552.40
5507 Police Overtime Wages	5,621.23
5508 Public Works Wages	27,131.77
5509 Public Works Overtime Wage	1,093.51
5510 Health Insurance	27,116.52
5514 Payroll Expense	3,084.73
5516 Employment Exams	67.16
5518 Retirement (TMRS)	21,539.50
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Total Personnel	258,271.57
Police Department	
5602 Auto Gas & Oil	6,215.80
5606 Auto Maintenance & Repair	8,483.84
5612 Computer Hardware/Software	2,077.03
5614 Crime Lab Analysis	217.50
5618 Dues & Memberships	318.00
5626 Office Supplies/Equipment	159.79
5630 Personnel Equipment	194.72

Town of Hickory Creek
Profit & Loss
August 2023

	<u>Aug 23</u>
5636 Uniforms	1,380.10
5640 Training & Education	1,406.00
Total Police Department	20,452.78
Public Works Department	
5702 Animal Control Donation	295.00
5706 Animal Control Supplies	774.97
5708 Animal Control Vet Fees	7,412.21
5710 Auto Gas & Oil	1,296.20
5714 Auto Maintenance/Repair	632.96
5716 Beautification	5.20
5718 Computer Hardware/Software	273.52
5724 Equipment Maintenance	5,315.28
5728 Equipment Supplies	1,201.29
5732 Office Supplies/Equipment	4.89
5734 Communications	348.78
5738 Training	150.00
5742 Uniforms	303.08
5748 Landscaping Services	13,442.66
Total Public Works Department	31,456.04
Services	
5804 Attorney Fees	10.00
5814 Engineering	35,625.30
5818 Inspections	12,450.00
5822 Legal Notices/Advertising	186.30
5824 Library Services	140.90
5826 Municipal Judge	100.00
5828 Printing	631.56
Total Services	49,144.06
Special Events	
6012 Special Events	200.00
Total Special Events	200.00
Utilities & Maintenance	
5902 Bldg Maintenance/Supplies	13,874.16
5904 Electric	2,788.12
5906 Gas	112.14
5908 Street Lighting	3,937.18
5910 Telephone	3,545.53
5912 Water	1,503.62
Total Utilities & Maintenance	25,760.75
Total Expense	661,464.44
Net Ordinary Income	-120,486.69
Net Income	-120,486.69

Town of Hickory Creek
Budget vs. Actual Year to Date 91.63%
October 2022 through August 2023

	Oct '22 - Aug 23	Budget	% of Budget
Ordinary Income/Expense			
Income			
Ad Valorem Tax Revenue			
4002 M&O	1,571,629.63	1,573,408.00	99.9%
4004 M&O Penalties & Interest	7,347.85	4,500.00	163.3%
4006 Delinquent M&O	2,772.67	3,000.00	92.4%
4008 I&S Debt Service	835,239.67	836,400.00	99.9%
4010 I&S Penalties & Interest	3,473.36	2,000.00	173.7%
4012 Delinquent I&S	1,087.79	2,000.00	54.4%
Total Ad Valorem Tax Revenue	2,421,550.97	2,421,308.00	100.0%
Building Department Revenue			
4102 Building Permits	3,084,418.73	1,500,000.00	205.6%
4104 Certificate of Occupancy	35,000.00	20,000.00	175.0%
4106 Contractor Registration	9,075.00	5,500.00	165.0%
4108 Preliminary/Final Plat	11,050.00	1,700.00	650.0%
4110 Prelim/Final Site Plan	23,876.00	1,700.00	1,404.5%
4112 Health Inspections	5,520.00	10,000.00	55.2%
4122 Septic Permits	850.00	1,100.00	77.3%
4124 Sign Permits	1,100.00	1,000.00	110.0%
4126 Special Use Permit	0.00	200.00	0.0%
4128 Variance Fee	4,075.00	5,000.00	81.5%
4130 Vendor Fee	0.00	75.00	0.0%
4132 Alarm Permit Fees	325.00	500.00	65.0%
Total Building Department Revenue	3,175,289.73	1,546,775.00	205.3%
Franchise Fee Revenue			
4202 Atmos Energy	89,407.77	65,000.00	137.6%
4204 Charter Communications	39,857.57	36,500.00	109.2%
4206 CenturyLink	0.00	0.00	0.0%
4208 CoServ	6,070.89	4,700.00	129.2%
4210 Oncor Electric	143,313.48	142,364.00	100.7%
4212 Republic Services	57,763.50	48,000.00	120.3%
Total Franchise Fee Revenue	336,413.21	296,564.00	113.4%
Interest Revenue			
4330 General Fund Interest	29.09	25.00	116.4%
4332 Investment Interest	476,550.83	185,000.00	257.6%
Total Interest Revenue	476,579.92	185,025.00	257.6%
Interlocal Revenue			
4402 Corp Contract Current Year	26,638.24	51,000.00	52.2%
Total Interlocal Revenue	26,638.24	51,000.00	52.2%
Miscellaneous Revenue			
4502 Animal Adoption & Impound	24,932.70	7,200.00	346.3%
4506 Animal Shelter Donations	1,945.00	1,500.00	129.7%
4508 Annual Park Passes	42,883.00	10,000.00	428.8%
4510 Arrowhead Park Fees	64,004.00	36,000.00	177.8%
4512 Beer & Wine Permit	60.00	150.00	40.0%
4516 Corp Parks Fund Reserve	0.00	53,250.00	0.0%
4518 Drug Forfeiture	0.00	0.00	0.0%
4520 Drug Seizure	94,905.60	0.00	100.0%
4524 Fund Balance Reserve	0.00	0.00	0.0%
4526 Mineral Rights	958.88	1,000.00	95.9%
4530 Other Receivables	109,975.38	50,000.00	220.0%
4534 PD State Training	1,113.51	1,114.00	100.0%
4536 Point Vista Park Fees	12,625.00	10,000.00	126.3%
4546 Street Improv Restricted	0.00	0.00	0.0%
4550 Sycamore Bend Fees	22,741.00	25,000.00	91.0%
4554 Building Security Fund Res	0.00	0.00	0.0%
4556 Court Tech Fund Reserve	0.00	0.00	0.0%
4558 Harbor Lane/Sycamore Bend	12,250.00	8,750.00	140.0%
4560 2020 CO Proceeds	0.00	3,000,000.00	0.0%

Town of Hickory Creek
Budget vs. Actual Year to Date 91.63%
October 2022 through August 2023

	Oct '22 - Aug 23	Budget	% of Budget
4562 Coronavirus Local Recovery	0.00	595,240.00	0.0%
4564 Task Force Forfeiture	0.00	0.00	0.0%
4566 Interlocal Agreements	173,700.00	188,700.00	92.1%
4568 Opiod Settlements	5,182.52	5,200.00	99.7%
Total Miscellaneous Revenue	567,276.59	3,993,104.00	14.2%
Municipal Court Revenue			
4602 Building Security Fund	15,754.45	18,023.00	87.4%
4604 Citations	471,919.00	550,000.00	85.8%
4606 Court Technology Fund	13,018.35	15,963.00	81.6%
4608 Jury Fund	308.14	200.00	154.1%
4610 Truancy Fund	15,308.50	0.00	100.0%
4612 State Court Costs	246,621.78	311,060.00	79.3%
4614 Child Safety Fee	75.00	800.00	9.4%
Total Municipal Court Revenue	763,005.22	896,046.00	85.2%
Sales Tax Revenue			
4702 Sales Tax General Fund	1,999,611.64	1,872,500.00	106.8%
4706 Sales Tax 4B Corporation	285,658.81	267,500.00	106.8%
4708 Sales Tax Mixed Beverage	33,451.66	30,000.00	111.5%
4710 Hotel Occupancy Tax	5,111.77	3,500.00	146.1%
Total Sales Tax Revenue	2,323,833.88	2,173,500.00	106.9%
Total Income	10,090,587.76	11,563,322.00	87.3%
Gross Profit	10,090,587.76	11,563,322.00	87.3%
Expense			
Capital Outlay			
5010 Street Maintenance	13,425.95	25,000.00	53.7%
5012 Streets & Road Improvement	583,813.71	700,000.00	83.4%
5022 Parks and Rec Improvements	126,171.71	500,000.00	25.2%
5024 Public Safety Improvements	408,203.81	500,000.00	81.6%
5026 Fleet Vehicles	195,551.34	215,000.00	91.0%
5030 Sycamore Bend Construction	-153,109.16	1,300,000.00	-11.8%
5032 Broadband Initiative	147,399.53	595,240.00	24.8%
Total Capital Outlay	1,321,456.89	3,835,240.00	34.5%
Debt Service			
5106 2012 Refunding Bond Series	82,119.50	81,648.00	100.6%
5110 2015 Refunding Bond Series	307,751.25	307,650.00	100.0%
5112 2015 C.O. Series	277,401.25	276,800.00	100.2%
5114 2020 C.O. Series	252,451.25	251,950.00	100.2%
Total Debt Service	919,723.25	918,048.00	100.2%
General Government			
5202 Bank Service Charges	165.00	200.00	82.5%
5204 Books & Subscriptions	207.00	300.00	69.0%
5206 Computer Hardware/Software	107,699.31	150,000.00	71.8%
5208 Copier Rental	3,218.01	4,200.00	76.6%
5210 Dues & Memberships	3,420.25	3,000.00	114.0%
5212 EDC Tax Payment	285,668.81	267,500.00	106.8%
5214 Election Expenses	14,908.19	15,000.00	99.4%
5216 Volunteer/Staff Events	7,711.91	10,500.00	73.4%
5218 General Communications	26,154.30	32,000.00	81.7%
5222 Office Supplies & Equip.	1,697.78	4,000.00	42.4%
5224 Postage	8,225.58	5,800.00	141.8%
5226 Community Cause	6,230.66	3,000.00	207.7%
5228 Town Council/Board Expense	6,582.58	11,000.00	59.8%
5230 Training & Education	919.15	1,500.00	61.3%
5232 Travel Expense	1,460.17	3,000.00	48.7%
5234 Staff Uniforms	794.09	800.00	99.3%
5236 Transfer to Reserve	0.00	891,364.00	0.0%

Town of Hickory Creek
Budget vs. Actual Year to Date 91.63%
October 2022 through August 2023

	Oct '22 - Aug 23	Budget	% of Budget
Total General Government	475,062.79	1,403,164.00	33.9%
Municipal Court			
5302 Books & Subscriptions	0.00	75.00	0.0%
5304 Building Security	39.96	18,023.00	0.2%
5312 Court Technology	13,603.48	15,963.00	85.2%
5314 Dues & Memberships	55.00	150.00	36.7%
5318 Merchant Fees/Credit Cards	2,497.85	0.00	100.0%
5322 Office Supplies/Equipment	751.08	750.00	100.1%
5324 State Court Costs	266,468.73	311,060.00	85.7%
5326 Training & Education	300.00	100.00	300.0%
5328 Travel Expense	47.16	500.00	9.4%
5332 Warrants Collected	-500.76	0.00	100.0%
Total Municipal Court	283,262.50	346,621.00	81.7%
Parks and Recreation			
5402 Events	0.00	2,000.00	0.0%
5408 Tanglewood Park	3,903.87	5,000.00	78.1%
5412 KHCB	200.00	500.00	40.0%
5414 Tree City USA	228.13	500.00	45.6%
5416 Town Hall Park	0.00	0.00	0.0%
Total Parks and Recreation	4,332.00	8,000.00	54.2%
Parks Corps of Engineer			
5432 Arrowhead	114,898.57	100,000.00	114.9%
5434 Harbor Grove	2,895.87	5,000.00	57.9%
5436 Point Vista	6,600.95	7,500.00	88.0%
5438 Sycamore Bend	22,110.09	21,750.00	101.7%
Total Parks Corps of Engineer	146,505.48	134,250.00	109.1%
Personnel			
5502 Administration Wages	387,832.47	413,630.00	93.8%
5504 Municipal Court Wages	72,824.28	84,358.00	86.3%
5506 Police Wages	954,317.82	1,109,152.00	86.0%
5507 Police Overtime Wages	34,282.92	25,000.00	137.1%
5508 Public Works Wages	236,758.24	273,860.00	86.5%
5509 Public Works Overtime Wage	7,209.70	4,500.00	160.2%
5510 Health Insurance	259,177.28	291,696.00	88.9%
5512 Longevity	14,265.00	14,300.00	99.8%
5514 Payroll Expense	25,606.27	22,000.00	116.4%
5516 Employment Exams	2,530.76	2,500.00	101.2%
5518 Retirement (TMRS)	259,019.06	279,462.00	92.7%
5520 Unemployment (TWC)	270.08	2,500.00	10.8%
5522 Workman's Compensation	40,155.14	38,766.00	103.6%
Total Personnel	2,294,249.02	2,561,724.00	89.6%
Police Department			
5602 Auto Gas & Oil	47,214.92	35,000.00	134.9%
5606 Auto Maintenance & Repair	48,134.12	25,000.00	192.5%
5610 Books & Subscriptions	202.00	750.00	26.9%
5612 Computer Hardware/Software	63,335.00	45,000.00	140.7%
5614 Crime Lab Analysis	6,399.74	3,500.00	182.8%
5616 Drug Forfeiture	35.00	0.00	100.0%
5618 Dues & Memberships	508.00	500.00	101.6%
5626 Office Supplies/Equipment	2,500.13	1,800.00	138.9%
5630 Personnel Equipment	52,664.54	50,000.00	105.3%
5634 Travel Expense	406.76	2,500.00	16.3%
5636 Uniforms	16,858.37	10,000.00	168.6%
5640 Training & Education	6,075.62	8,500.00	71.5%
5644 Citizens on Patrol	0.00	250.00	0.0%
5646 Community Outreach	619.92	2,000.00	31.0%
5648 K9 Unit	11,826.74	14,500.00	81.6%
5650 Task Force Forfeiture	0.00	10,000.00	0.0%
Total Police Department	256,780.86	209,300.00	122.7%

Town of Hickory Creek
Budget vs. Actual Year to Date 91.63%
October 2022 through August 2023

	Oct '22 - Aug 23	Budget	% of Budget
Public Works Department			
5702 Animal Control Donation	295.00	1,500.00	19.7%
5704 Animal Control Equipment	208.04	2,000.00	10.4%
5706 Animal Control Supplies	5,824.93	4,500.00	129.4%
5708 Animal Control Vet Fees	19,574.47	15,000.00	130.5%
5710 Auto Gas & Oil	16,624.34	20,000.00	83.1%
5714 Auto Maintenance/Repair	15,035.28	10,000.00	150.4%
5716 Beautification	-2,466.67	145,000.00	-1.7%
5718 Computer Hardware/Software	8,003.58	1,000.00	800.4%
5720 Dues & Memberships	100.00	350.00	28.6%
5722 Equipment	0.00	5,000.00	0.0%
5724 Equipment Maintenance	9,665.72	6,000.00	161.1%
5726 Equipment Rental	330.00	1,500.00	22.0%
5728 Equipment Supplies	4,994.54	5,000.00	99.9%
5732 Office Supplies/Equipment	1,021.96	500.00	204.4%
5734 Communications	3,986.15	3,800.00	104.9%
5738 Training	744.15	800.00	93.0%
5740 Travel Expense	2,266.10	3,000.00	75.5%
5742 Uniforms	3,199.08	2,500.00	128.0%
5748 Landscaping Services	64,306.46	90,000.00	71.5%
Total Public Works Department	153,713.13	317,450.00	48.4%
Services			
5802 Appraisal District	10,413.78	14,000.00	74.4%
5804 Attorney Fees	35,256.10	60,000.00	58.8%
5806 Audit	15,000.00	15,000.00	100.0%
5808 Codification	0.00	2,000.00	0.0%
5812 Document Management	1,530.00	750.00	204.0%
5814 Engineering	176,854.27	175,000.00	101.1%
5816 General Insurance	43,717.80	43,718.00	100.0%
5818 Inspections	79,375.00	75,000.00	105.8%
5820 Fire Service	970,692.00	970,692.00	100.0%
5822 Legal Notices/Advertising	3,920.90	3,500.00	112.0%
5824 Library Services	1,151.70	850.00	135.5%
5826 Municipal Judge	12,661.00	13,800.00	91.7%
5828 Printing	2,846.66	2,500.00	113.9%
5830 Tax Collection	2,851.00	3,000.00	95.0%
5832 Computer Technical Support	42,081.20	42,082.00	100.0%
5838 DCCAC	3,400.00	3,400.00	100.0%
5840 Denton County Dispatch	0.00	29,383.00	0.0%
5844 Helping Hands	0.00	200.00	0.0%
5846 Span Transit Services	0.00	200.00	0.0%
5848 Recording Fees	882.00	500.00	176.4%
Total Services	1,402,633.41	1,455,575.00	96.4%
Special Events			
6012 Special Events	8,724.36	30,000.00	29.1%
Total Special Events	8,724.36	30,000.00	29.1%
Utilities & Maintenance			
5902 Bldg Maintenance/Supplies	129,824.83	225,000.00	57.7%
5904 Electric	26,822.18	27,000.00	99.3%
5906 Gas	2,343.58	1,950.00	120.2%
5908 Street Lighting	38,524.18	40,000.00	96.3%
5910 Telephone	37,526.60	35,000.00	107.2%
5912 Water	16,200.30	15,000.00	108.0%
Total Utilities & Maintenance	251,241.67	343,950.00	73.0%
Total Expense	7,517,685.36	11,563,322.00	65.0%
Net Ordinary Income	2,572,902.40	0.00	100.0%
Net Income	2,572,902.40	0.00	100.0%

Town of Hickory Creek
Expenditures over \$1,000.00
August 2023

Type	Date	Num	Name	Amount
Ordinary Income/Expense				
Expense				
Capital Outlay				
5012 Streets & Road Improvement				
Bill	08/01/2023	Invoice...	Half Associates, Inc.	78,686.00
Check	08/30/2023		Quick Set Concrete, Inc.	48,644.55
Total 5012 Streets & Road Improvement				127,330.55
5026 Fleet Vehicles				
Check	08/21/2023	Debit	Enterprise Fleet Management	3,452.09
Bill	08/22/2023	Invoice...	Priority Public Safety	1,527.80
Total 5026 Fleet Vehicles				4,979.89
Total Capital Outlay				132,310.44
Debt Service				
5106 2012 Refunding Bond Series				
Check	08/08/2023	4993	PNC Bank, N.A.	80,824.00
Total 5106 2012 Refunding Bond Series				80,824.00
Total Debt Service				80,824.00
General Government				
5206 Computer Hardware/Software				
Bill	08/01/2023	Invoice...	Eight20 Consulting LLC (dba Zactax)	3,000.00
Bill	08/14/2023	Invoice...	Granicus	8,280.00
Total 5206 Computer Hardware/Software				11,280.00
5212 EDC Tax Payment				
Check	08/23/2023	Debit	Hickory Creek Economic Development	33,840.33
Total 5212 EDC Tax Payment				33,840.33
5216 Volunteer/Staff Events				
Check	08/15/2023	Debit	Amazon.com	1,347.38
Total 5216 Volunteer/Staff Events				1,347.38
5218 General Communications				
Bill	08/01/2023	Invoice...	Bird's Printing & Copies	3,709.02
Total 5218 General Communications				3,709.02
5226 Community Cause				
Bill	08/01/2023	Invoice...	Symbol Arts, LLC	2,272.50
Total 5226 Community Cause				2,272.50
Total General Government				52,449.23
Personnel				
5510 Health Insurance				
Check	08/02/2023	Debit	Renaissance Life & Health Insurance	1,931.59
Check	08/07/2023	Debit	TML Health Benefits Pool	20,034.82
Check	08/21/2023	Debit	Cigna	5,000.00
Total 5510 Health Insurance				26,966.41
5518 Retirement (TMRS)				
Check	08/01/2023	Debit	TMRS	21,539.50
Total 5518 Retirement (TMRS)				21,539.50
Total Personnel				48,505.91
Police Department				
5602 Auto Gas & Oil				

Town of Hickory Creek
Expenditures over \$1,000.00
August 2023

Type	Date	Num	Name	Amount
Check	08/30/2023	Debit	Wright Express	6,215.80
Total 5602 Auto Gas & Oil				6,215.80
5606 Auto Maintenance & Repair				
Bill	08/23/2023	R.O.# ...	Christian Brothers Automotive	2,704.96
Bill	08/28/2023	R.O.# ...	Christian Brothers Automotive	2,961.43
Total 5606 Auto Maintenance & Repair				5,666.39
Total Police Department				11,882.19
Public Works Department				
5710 Auto Gas & Oil				
Check	08/30/2023	Debit	Wright Express	1,296.20
Total 5710 Auto Gas & Oil				1,296.20
5724 Equipment Maintenance				
Bill	08/03/2023	Invoice...	Spectrum Sports Intl	2,464.00
Check	08/28/2023	Debit	RDO Equipment Co	2,000.00
Total 5724 Equipment Maintenance				4,464.00
5748 Landscaping Services				
Bill	08/03/2023	Invoice...	D & D Commercial Landscape Management	13,442.66
Total 5748 Landscaping Services				13,442.66
Total Public Works Department				19,202.86
Services				
5814 Engineering				
Bill	08/01/2023	Invoice...	Half Associates, Inc.	2,173.86
Bill	08/01/2023	Invoice...	Half Associates, Inc.	21,001.44
Bill	08/22/2023	Invoice...	Half Associates, Inc.	12,450.00
Total 5814 Engineering				35,625.30
5818 Inspections				
Bill	08/01/2023	July 20...	Finney Code Consultants, LLC	1,250.00
Bill	08/03/2023	Invoice...	Build by I-Codes	10,700.00
Total 5818 Inspections				11,950.00
Total Services				47,575.30
Utilities & Maintenance				
5902 Bldg Maintenance/Supplies				
Bill	08/14/2023	Invoice...	A & L Foam	7,745.00
Bill	08/14/2023	Invoice...	DNA Security Services	1,722.78
Bill	08/14/2023	Invoice...	Uline	1,810.14
Total 5902 Bldg Maintenance/Supplies				11,277.92
5904 Electric				
Check	08/22/2023	Debit	Hudson Energy Services, LLC	2,788.12
Total 5904 Electric				2,788.12
5908 Street Lighting				
Check	08/22/2023	Debit	Hudson Energy Services, LLC	3,760.64
Total 5908 Street Lighting				3,760.64
5910 Telephone				
Check	08/30/2023	Debit	Lumen-CenturyLink	2,318.88
Total 5910 Telephone				2,318.88
Total Utilities & Maintenance				20,145.56

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Accrual Basis

Town of Hickory Creek
Expenditures over \$1,000.00
August 2023

<u>Type</u>	<u>Date</u>	<u>Num</u>	<u>Name</u>	<u>Amount</u>
Total Expense				412,895.49
Net Ordinary Income				-412,895.49
Net Income				-412,895.49



TOWN OF HICKORY CREEK
 ATTN KRISTI K ROGERS
 1075 RONALD REAGAN AVE
 HICKORY CREEK TX 75065-7633

MONTHLY STATEMENT OF ACCOUNT

ACCOUNT: 1668276015

ACCOUNT NAME: 2020 CERTIFICATES OF OBLIGATIONS

STATEMENT PERIOD: 08/01/2023 - 08/31/2023

LOGIC MONTHLY SUMMARY: THE AVERAGE MONTHLY RATE WAS 5.4721%. THE AVERAGE WEIGHTED AVERAGE MATURITY WAS 32 DAYS AND THE NET ASSET VALUE FOR 8/31/23 WAS 0.999985.

MONTHLY ACTIVITY DETAIL				
TRANSACTION DATE	DESCRIPTION	CONFIRMATION NUMBER	TRANSACTION AMOUNT	BALANCE
	BEGINNING BALANCE			615,817.23
08/30/2023	WIRE WITHDRAWAL	6155570	48,644.55 -	567,172.68
08/31/2023	MONTHLY POSTING	9999888	2,847.37	570,020.05
	ENDING BALANCE			570,020.05

MONTHLY ACCOUNT SUMMARY	
BEGINNING BALANCE	615,817.23
TOTAL DEPOSITS	0.00
TOTAL WITHDRAWALS	48,644.55
TOTAL INTEREST	2,847.37
ENDING BALANCE	570,020.05
AVERAGE BALANCE	612,678.87

ACTIVITY SUMMARY (YEAR-TO-DATE)			
ACCOUNT NAME	DEPOSITS	WITHDRAWALS	INTEREST
2020 CERTIFICATES OF OBLIGATIONS	0.00	1,342,954.37	34,750.70

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT LOGIC PARTICIPANT SERVICES AT 1-800-895-6442



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TOWN OF HICKORY CREEK
 ATTN KRISTI K ROGERS
 1075 RONALD REAGAN AVE
 HICKORY CREEK TX 75065-7633

MONTHLY STATEMENT OF ACCOUNT

ACCOUNT: 1668276007

ACCOUNT NAME: ANIMAL SHELTER FACILITY

STATEMENT PERIOD: 08/01/2023 - 08/31/2023

LOGIC MONTHLY SUMMARY: THE AVERAGE MONTHLY RATE WAS 5.4721%. THE AVERAGE WEIGHTED AVERAGE MATURITY WAS 32 DAYS AND THE NET ASSET VALUE FOR 8/31/23 WAS 0.999985.

MONTHLY ACTIVITY DETAIL				
TRANSACTION DATE	DESCRIPTION	CONFIRMATION NUMBER	TRANSACTION AMOUNT	BALANCE
	BEGINNING BALANCE			10,033.64
08/31/2023	MONTHLY POSTING	9999888	46.63	10,080.27
	ENDING BALANCE			10,080.27

MONTHLY ACCOUNT SUMMARY	
BEGINNING BALANCE	10,033.64
TOTAL DEPOSITS	0.00
TOTAL WITHDRAWALS	0.00
TOTAL INTEREST	46.63
ENDING BALANCE	10,080.27
AVERAGE BALANCE	10,033.64

ACTIVITY SUMMARY (YEAR-TO-DATE)			
ACCOUNT NAME	DEPOSITS	WITHDRAWALS	INTEREST
ANIMAL SHELTER FACILITY	0.00	0.00	332.09

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT LOGIC PARTICIPANT SERVICES AT 1-800-895-6442





TOWN OF HICKORY CREEK
 ATTN KRISTI K ROGERS
 1075 RONALD REAGAN AVE
 HICKORY CREEK TX 75065-7633

MONTHLY STATEMENT OF ACCOUNT

ACCOUNT: 1668276016

ACCOUNT NAME: CORONAVIRUS LOCAL RECOVERY FUNDS

STATEMENT PERIOD: 08/01/2023 - 08/31/2023

LOGIC MONTHLY SUMMARY: THE AVERAGE MONTHLY RATE WAS 5.4721%. THE AVERAGE WEIGHTED AVERAGE MATURITY WAS 32 DAYS AND THE NET ASSET VALUE FOR 8/31/23 WAS 0.999985.

MONTHLY ACTIVITY DETAIL				
TRANSACTION DATE	DESCRIPTION	CONFIRMATION NUMBER	TRANSACTION AMOUNT	BALANCE
	BEGINNING BALANCE			724,561.77
08/31/2023	MONTHLY POSTING	9999888	3,367.46	727,929.23
	ENDING BALANCE			727,929.23

MONTHLY ACCOUNT SUMMARY	
BEGINNING BALANCE	724,561.77
TOTAL DEPOSITS	0.00
TOTAL WITHDRAWALS	0.00
TOTAL INTEREST	3,367.46
ENDING BALANCE	727,929.23
AVERAGE BALANCE	724,561.77

ACTIVITY SUMMARY (YEAR-TO-DATE)			
ACCOUNT NAME	DEPOSITS	WITHDRAWALS	INTEREST
CORONAVIRUS LOCAL RECOVERY FUNDS	0.00	146,404.53	24,272.01

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT LOGIC PARTICIPANT SERVICES AT 1-800-895-6442



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TOWN OF HICKORY CREEK
 ATTN KRISTI K ROGERS
 1075 RONALD REAGAN AVE
 HICKORY CREEK TX 75065-7633

MONTHLY STATEMENT OF ACCOUNT

ACCOUNT: 1668276009

ACCOUNT NAME: HARBOR LANE - SYCAMORE BEND

STATEMENT PERIOD: 08/01/2023 - 08/31/2023

LOGIC MONTHLY SUMMARY: THE AVERAGE MONTHLY RATE WAS 5.4721%. THE AVERAGE WEIGHTED AVERAGE MATURITY WAS 32 DAYS AND THE NET ASSET VALUE FOR 8/31/23 WAS 0.999985.

MONTHLY ACTIVITY DETAIL				
TRANSACTION DATE	DESCRIPTION	CONFIRMATION NUMBER	TRANSACTION AMOUNT	BALANCE
	BEGINNING BALANCE			84,195.84
08/31/2023	MONTHLY POSTING	9999888	391.28	84,587.12
	ENDING BALANCE			84,587.12

MONTHLY ACCOUNT SUMMARY	
BEGINNING BALANCE	84,195.84
TOTAL DEPOSITS	0.00
TOTAL WITHDRAWALS	0.00
TOTAL INTEREST	391.28
ENDING BALANCE	84,587.12
AVERAGE BALANCE	84,195.84

ACTIVITY SUMMARY (YEAR-TO-DATE)			
ACCOUNT NAME	DEPOSITS	WITHDRAWALS	INTEREST
HARBOR LANE - SYCAMORE BEND	0.00	0.00	2,786.61

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT LOGIC PARTICIPANT SERVICES AT 1-800-895-6442





TOWN OF HICKORY CREEK
 ATTN KRISTI K ROGERS
 1075 RONALD REAGAN AVE
 HICKORY CREEK TX 75065-7633

MONTHLY STATEMENT OF ACCOUNT

ACCOUNT: 1668276001

ACCOUNT NAME: INVESTMENT FUND

STATEMENT PERIOD: 08/01/2023 - 08/31/2023

LOGIC MONTHLY SUMMARY: THE AVERAGE MONTHLY RATE WAS 5.4721%. THE AVERAGE WEIGHTED AVERAGE MATURITY WAS 32 DAYS AND THE NET ASSET VALUE FOR 8/31/23 WAS 0.999985.

MONTHLY ACTIVITY DETAIL				
TRANSACTION DATE	DESCRIPTION	CONFIRMATION NUMBER	TRANSACTION AMOUNT	BALANCE
	BEGINNING BALANCE			10,191,711.28
08/31/2023	MONTHLY POSTING	9999888	47,366.63	10,239,077.91
	ENDING BALANCE			10,239,077.91

MONTHLY ACCOUNT SUMMARY	
BEGINNING BALANCE	10,191,711.28
TOTAL DEPOSITS	0.00
TOTAL WITHDRAWALS	0.00
TOTAL INTEREST	47,366.63
ENDING BALANCE	10,239,077.91
AVERAGE BALANCE	10,191,711.28

ACTIVITY SUMMARY (YEAR-TO-DATE)			
ACCOUNT NAME	DEPOSITS	WITHDRAWALS	INTEREST
INVESTMENT FUND	3,686,000.00	1,110,600.00	325,745.64

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT LOGIC PARTICIPANT SERVICES AT 1-800-895-6442



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TOWN OF HICKORY CREEK
 ATTN KRISTI K ROGERS
 1075 RONALD REAGAN AVE
 HICKORY CREEK TX 75065-7633

MONTHLY STATEMENT OF ACCOUNT

ACCOUNT: 1668276002

ACCOUNT NAME: TURBEVILLE RD IMPROVEMENT FUND

STATEMENT PERIOD: 08/01/2023 - 08/31/2023

LOGIC MONTHLY SUMMARY: THE AVERAGE MONTHLY RATE WAS 5.4721%. THE AVERAGE WEIGHTED AVERAGE MATURITY WAS 32 DAYS AND THE NET ASSET VALUE FOR 8/31/23 WAS 0.999985.

MONTHLY ACTIVITY DETAIL				
TRANSACTION DATE	DESCRIPTION	CONFIRMATION NUMBER	TRANSACTION AMOUNT	BALANCE
	BEGINNING BALANCE			99,386.19
08/31/2023	MONTHLY POSTING	9999888	461.91	99,848.10
	ENDING BALANCE			99,848.10

MONTHLY ACCOUNT SUMMARY	
BEGINNING BALANCE	99,386.19
TOTAL DEPOSITS	0.00
TOTAL WITHDRAWALS	0.00
TOTAL INTEREST	461.91
ENDING BALANCE	99,848.10
AVERAGE BALANCE	99,386.19

ACTIVITY SUMMARY (YEAR-TO-DATE)			
ACCOUNT NAME	DEPOSITS	WITHDRAWALS	INTEREST
TURBEVILLE RD IMPROVEMENT FUND	0.00	0.00	3,289.33

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT LOGIC PARTICIPANT SERVICES AT 1-800-895-6442



TOWN OF HICKORY CREEK, TEXAS
ORDINANCE NO. 2023-09-_____

AN ORDINANCE OF THE TOWN COUNCIL OF THE TOWN OF HICKORY CREEK, TEXAS AMENDING THE CODE OF ORDINANCES OF THE TOWN OF HICKORY CREEK, TEXAS, CHAPTER 8: OFFENSES AND NUISANCES, BY REPEALING ARTICLE 8.07; MINORS; PROVIDING FOR INCORPORATION OF PREMISES; PROVIDING FOR FINDINGS; PROVIDING FOR AMENDMENTS TO THE CODE OF ORDINANCES; PROVIDING A CUMULATIVE REPEALER CLAUSE; PROVIDING FOR SEVERABILITY; PROVIDING FOR SAVINGS; PROVIDING A PUBLICATION CLAUSE; PROVIDING FOR ENGROSSMENT AND ENROLLMENT; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Town of Hickory Creek, Texas, is a Type A General Law Municipality located in Denton County, Texas, created in accordance with provisions of the Texas Local Government Code and operating pursuant to the enabling legislation of the State of Texas; and

WHEREAS, the Town of Hickory Creek, Texas is a general law municipality empowered under the Texas Local Government Code, Section 51.012, to adopt an ordinance necessary for the government, interest, welfare, or good order of the Town; and

WHEREAS, the Texas Legislature passed HB1819 which prohibits the enforcement of juvenile curfew ordinances; and

WHEREAS, the Town Council does hereby find and determine that the adoption of this Ordinance is in the best interest of the Town and is necessary for the government, interest, welfare, and good order of the Town as well as the public health, safety, morals and general welfare of the Town.

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF HICKORY CREEK, TEXAS:

SECTION 1
INCORPORATION CLAUSE

That all of the above premises are true and correct and are hereby incorporated in the body of this Ordinance as if fully set forth herein.

SECTION 2
FINDINGS

After due deliberations the Town Council has concluded that the adoption of this Ordinance is in the best interest of the Town of Hickory Creek, Texas, and of the public health, safety and welfare.

SECTION 3
AMENDMENTS

3.01 That the Code of Ordinances, Town of Hickory Creek, Texas, Chapter 8: Offenses and nuisances, Article 8.07: Minors is hereby repealed in its entirety.

3.02 All other articles, chapters, sections, subsections, paragraphs, sentences, phrases and words, are not amended but are hereby ratified and affirmed.

SECTION 4
CUMULATIVE REPEALER CLAUSE

This Ordinance shall be cumulative of all other Ordinances and shall not repeal any of the provisions of such Ordinances except for those instances where there are direct conflicts with the provisions of this Ordinance. Ordinances, or parts thereof, in force at the time this Ordinance shall take effect and that are inconsistent with this Ordinance are hereby repealed to the extent that they are inconsistent with this Ordinance. Provided however, that any complaint, action, claim or lawsuit which has been initiated or has arisen under or pursuant to such other Ordinances on the date of adoption of this Ordinance shall continue to be governed by the provisions of such Ordinance and for that purpose the Ordinance shall remain in full force and effect.

SECTION 5
SEVERABILITY CLAUSE

If any section, article, paragraph, sentence, clause, phrase or work in this Ordinance, or application thereof to any person or circumstance, is held invalid or unconstitutional by a Court of competent jurisdiction, such holding shall not affect the validity of the remaining portions of the Ordinance, and the Town Council hereby declares it would have passed such remaining portions of the Ordinance despite such invalidity, which remaining portions shall remain in full force and effect.

SECTION 6
SAVINGS CLAUSE

All rights and remedies of the Town of Hickory Creek, Texas, are expressly saved as to any and all violations of the provisions of any other Ordinances of the Town affecting the subject matter of this ordinance, which have secured at the time of the effective date of this Ordinance; and, as to such accrued violations and all pending litigation, both civil and criminal, whether pending in court or not, under such Ordinances same shall not be affected by this Ordinance but may be prosecuted until final disposition by the courts.

SECTION 7
ENGROSSMENT AND ENROLLMENT CLAUSE

The Town Secretary of the Town of Hickory Creek is hereby directed to engross and enroll this Ordinance by copying the exact Caption and Effective Date in the minutes of the Town Council and by filing this Ordinance in the ordinance records of the Town.

SECTION 8
EFFECTIVE DATE CLAUSE

That this Ordinance and the rules, regulations, provisions, requirements, orders and matters established and adopted hereby shall take effect and be in full force and effect from the date of passage.

AND IT IS SO ORDAINED.

PASSED AND APPROVED by the Town Council of the Town of Hickory Creek, Texas,
this the 25th day of September, 2023.

Lynn C. Clark, Mayor
Town of Hickory Creek, Texas

ATTEST:

Kristi Rogers, Town Secretary
Town of Hickory Creek, Texas

APPROVED AS TO FORM:

Dorwin L. Sargent, III, Town Attorney
Town of Hickory Creek, Texas

TOWN OF HICKORY CREEK, TEXAS
ORDINANCE NO. 2023-09-_____

AN ORDINANCE OF THE TOWN COUNCIL OF THE TOWN OF HICKORY CREEK, TEXAS, AMENDING THE CODE OF ORDINANCES OF THE TOWN OF HICKORY CREEK, TEXAS, CHAPTER 3: BUILDING REGULATIONS, BY AMENDING ARTICLE 3.12: SOLAR PANEL STANDARDS; PROVIDING FOR INCORPORATION OF PREMISES; PROVIDING FOR FINDINGS; PROVIDING FOR AMENDMENTS TO THE CODE OF ORDINANCES; PROVIDING A CUMULATIVE REPEALER CLAUSE; PROVIDING FOR SEVERABILITY; PROVIDING FOR SAVINGS; PROVIDING A PUBLICATION CLAUSE; PROVIDING FOR ENGROSSMENT AND ENROLLMENT; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Town of Hickory Creek, Texas, is a Type A General Law Municipality located in Denton County, Texas, created in accordance with provisions of the Texas Local Government Code and operating pursuant to the enabling legislation of the State of Texas; and

WHEREAS, the Town of Hickory Creek, Texas is a general law municipality empowered under the Texas Local Government Code, Section 51.012, to adopt an ordinance necessary for the government, interest, welfare, or good order of the Town; and

WHEREAS, the Town Council does hereby find and determine that the adoption of this Ordinance is in the best interest of the Town and is necessary for the government, interest, welfare, and good order of the Town as well as the public health, safety, morals and general welfare of the Town.

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF HICKORY CREEK, TEXAS:

SECTION 1
INCORPORATION CLAUSE

That all of the above premises are true and correct and are hereby incorporated in the body of this Ordinance as if fully set forth herein.

SECTION 2
FINDINGS

After due deliberations the Town Council has concluded that the adoption of this Ordinance is in the best interest of the Town of Hickory Creek, Texas, and of the public health, safety and welfare.

SECTION 3
AMENDMENTS

3.01 That the Code of Ordinances, Town of Hickory Creek, Texas, Chapter 3: Building Regulations, Article 3.12: Solar Panel Standards, Section (2) Location and design requirements, subsection (E) is hereby amended to read as follows:

"(E) The Town designates the following areas permitted for Solar Panel System installation:

- (1) Roof mounted solar panel systems shall not extend past the roofline and shall be parallel to the roofline.
- (2) Solar panel systems shall be located no closer than 18” from the edge of any roofline, ridge or valley, and shall cover no more than 80 percent of the roof surface area."

3.02 All other articles, chapters, sections, subsections, paragraphs, sentences, phrases and words, are not amended but are hereby ratified and affirmed.

SECTION 4 CUMULATIVE REPEALER CLAUSE

This Ordinance shall be cumulative of all other Ordinances and shall not repeal any of the provisions of such Ordinances except for those instances where there are direct conflicts with the provisions of this Ordinance. Ordinances, or parts thereof, in force at the time this Ordinance shall take effect and that are inconsistent with this Ordinance are hereby repealed to the extent that they are inconsistent with this Ordinance. Provided however, that any complaint, action, claim or lawsuit which has been initiated or has arisen under or pursuant to such other Ordinances on the date of adoption of this Ordinance shall continue to be governed by the provisions of such Ordinance and for that purpose the Ordinance shall remain in full force and effect.

SECTION 5 SEVERABILITY CLAUSE

If any section, article, paragraph, sentence, clause, phrase or work in this Ordinance, or application thereof to any person or circumstance, is held invalid or unconstitutional by a Court of competent jurisdiction, such holding shall not affect the validity of the remaining portions of the Ordinance, and the Town Council hereby declares it would have passed such remaining portions of the Ordinance despite such invalidity, which remaining portions shall remain in full force and effect.

SECTION 6 SAVINGS CLAUSE

All rights and remedies of the Town of Hickory Creek, Texas, are expressly saved as to any and all violations of the provisions of any other Ordinances of the Town affecting solar panel standards, which have secured at the time of the effective date of this Ordinance; and, as to such accrued violations and all pending litigation, both civil and criminal, whether pending in court or not, under such Ordinances same shall not be affected by this Ordinance but may be prosecuted until final disposition by the courts.

SECTION 7 ENGROSSMENT AND ENROLLMENT CLAUSE

The Town Secretary of the Town of Hickory Creek is hereby directed to engross and enroll this Ordinance by copying the exact Caption and Effective Date in the minutes of the Town Council and by filing this Ordinance in the ordinance records of the Town.

SECTION 8
EFFECTIVE DATE CLAUSE

That this Ordinance and the rules, regulations, provisions, requirements, orders and matters established and adopted hereby shall take effect and be in full force and effect from the date of passage.

IT IS SO ORDAINED.

PASSED AND APPROVED by the Town Council of the Town of Hickory Creek, Texas, this the 25th day of September, 2023.

Lynn C. Clark, Mayor
Town of Hickory Creek, Texas

ATTEST:

Kristi Rogers, Town Secretary
Town of Hickory Creek, Texas

APPROVED AS TO FORM:

Dorwin L. Sargent, III, Town Attorney
Town of Hickory Creek, Texas

**TOWN OF HICKORY CREEK, TEXAS
RESOLUTION NO. 2023-0925-__**

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF HICKORY CREEK, TEXAS, HEREBY AUTHORIZING THE MAYOR OF THE TOWN OF HICKORY CREEK, TEXAS, TO EXECUTE AN INTERLOCAL COOPERATION AGREEMENT WITH THE DENTON COUNTY CRIMINAL DISTRICT ATTORNEY'S OFFICE FOR SEIZURE OF FORFEITED CONTRABAND; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Town of Hickory Creek (the "Town"), Texas is a Type A General Law Municipality located in Denton County, Texas, created in accordance with the provisions of the Texas Local Government Code and operating pursuant to enabling legislation of the State of Texas; and

WHEREAS, the Town Council has been presented with a proposed agreement concerning seizure of forfeited contraband and proceeds from the same, attached hereto as Exhibit A which is hereby incorporated herein by reference; and

WHEREAS, upon full review and consideration of the agreement, and all matters attendant and related thereto, the Town Council is of the opinion that the terms and conditions of Exhibit A should be approved, and that the Mayor shall be authorized to execute it on behalf of the Town of Hickory Creek.

NOW, THEREFORE, BE IT RESOLVED by the Town Council of the Town of Hickory Creek, Texas:

Section 1: That the Mayor of the Town of Hickory Creek, Texas, is hereby authorized to execute on behalf of the Town of Hickory Creek, Texas, the agreement attached hereto as Exhibit A.

Section 2: This Resolution shall take effect immediately upon its passage.

PASSED AND APPROVED by the Town Council of the Town of Hickory Creek, Texas this 25th day of September, 2023.

Lynn C. Clark, Mayor
Town of Hickory Creek, Texas

ATTEST:

Kristi Rogers, Town Secretary
Town of Hickory Creek, Texas

APPROVED AS TO FORM:

Dorwin L. Sargent, III, Town Attorney
Town of Hickory Creek, Texas



Paul Johnson

Criminal District Attorney

Denton County Courts Building
1450 E. MCKINNEY, STE 3100
P. O. BOX 2344
DENTON, TEXAS 76202

Main Number 940-349-2600
Main Fax 940-349-2601

Hot Checks 940-349-2700
www.dentoncounty.com

August 29, 2023

HICKORY CREEK POLICE DEPARTMENT
1075 Ronald Reagan Avenue
Hickory Creek, Texas 75065

**NOTICE OF INTENT TO TERMINATE EXISTING LOCAL AGREEMENT
AND ENTER INTO NEW LOCAL AGREEMENT**

RE: Local Agreement between the Denton County District Attorney's Office and LOCAL AGENCY in regards to seizures filed under Chapter 59 and Article 18.18 of the Texas Code of Criminal Procedure in Denton County, Texas

Dear Whom It May Concern:

Your Agency is receiving this notice because a local agreement currently exists between your Agency and the Denton County District Attorney's Office in regards to distribution of contraband seized and forfeited under Chapter 59 of the Texas Code of Criminal Procedure "hereinafter Existing Local Agreement."

Our office has seen an increase in personal property consisting of stocks, bonds, securities, Cryptocurrencies, negotiable instruments, jewelry, precious metals, and coins. These items are being used as a means of hiding proceeds from law enforcement. Additionally, there has been an increase in negotiated cash settlements in lieu of forfeiting property. In response, our office is adjusting the local agreements with each of our agencies.

Accordingly, the first purpose of this Notice is to inform you that Denton County District Attorney's Office is terminating the above-referenced Agreement under and in accordance with the Article IV of the Existing Local Agreement, which states that either party can terminate the agreement with thirty (30) days prior written notice. The Existing Local Agreement **shall**

Notice of Intent to Terminate and Enter Into New Local Agreement

terminate September 31, 2023.

The second purpose of this letter is to enter into a new local agreement that would govern **both Chapter 59 and Article 18.18 forfeiture** cases handled by the Denton County District Attorney's Office filed on behalf of your Agency "hereinafter New Local Agreement." The New Local Agreement is attached for your review and signature. Once executed by all appropriate parties and received by our office, the New Local Agreement **shall take effect on October 1, 2023.**

Please review and sign the attached document. Should you have any questions regarding this Notice or the New Local Agreement, please do not hesitate to contact me.

Sincerely,



Sheena Molsbee
Assistant District Attorney
Denton County, Texas
940-349-2760

sheena.molsbee@dentoncounty.gov

Enclosures

*Local Agreement Respecting Forfeited Contraband Under Chapter 59
and Article 18.18, Texas Code of Criminal Procedure*

**LOCAL AGREEMENT RESPECTING FORFEITED CONTRABAND
UNDER CHAPTER 59 AND ARTICLE 18.18, TEXAS CODE
OF CRIMINAL PROCEDURE
DENTON COUNTY, TEXAS**

HICKORY CREEK POLICE DEPARTMENT

This LOCAL AGREEMENT is made and entered into by and between the HICKORY CREEK POLICE DEPARTMENT, hereinafter “the AGENCY,” and the Denton County Criminal District Attorney’s Office, hereinafter “the DISTRICT ATTORNEY.”

WITNESSETH:

WHEREAS, the AGENCY and the DISTRICT ATTORNEY desire to enter into an agreement regarding disposition of contraband seized and forfeited under Chapter 59 of the Texas Code of Criminal Procedure and Article 18.18 of the Texas Code of Criminal Procedure; and

WHEREAS, Chapter 59 of the Texas Code of Criminal Procedure provides for the forfeiture to the State of Texas of property found to be “contraband” as defined by Chapter 59 of the Texas Code of Criminal Procedure; and

WHEREAS, Article 18.18 of the Texas Code of Criminal Procedure provides for forfeiture, to the State, any political subdivision of the State, or to any institution or agency, of items believed to be gambling paraphernalia, devices, equipment, real (gambling property), cash proceeds, prohibited weapons, criminal instruments, and other contraband as defined under Article 18.18 of the Texas Code of Criminal Procedure.

WHEREAS, the DISTRICT ATTORNEY represents the State of Texas in all cases regarding the forfeiture of contraband seized in Denton County, Texas, pursuant to Chapter 59 of the Code of Criminal Procedure and Article 18.18 of the Code of Criminal Procedure.

NOW, therefore, this Local Agreement is hereby made and entered into by the AGENCY and the DISTRICT ATTORNEY for the mutual consideration stated herein:

ARTICLE I.

A. In consideration for the services provided by the AGENCY and the DISTRICT ATTORNEY associated with the forfeiture of contraband, the AGENCY and the DISTRICT ATTORNEY agree to the following disposition of contraband forfeited under Chapter 59 of Texas Code of Criminal Procedure:

- (1) The AGENCY will receive eighty percent (80%) and DISTRICT ATTORNEY twenty percent (20%) of all **currency** seized and forfeited.
- (2) Personal property consisting of stocks, bonds, securities, Cryptocurrencies, negotiable instruments and other documents representing things of value, jewelry, precious metals, and coins shall be sold and the proceeds allocated between the AGENCY and the DISTRICT ATTORNEY as provided by Article I, Section (A)(1) above. For all other personal property the AGENCY will receive, one hundred percent (100%) of the proceeds from the sale of **personal property**

seized and forfeited that the AGENCY does not use in its law enforcement operations.

- (3) The AGENCY shall pay the DISTRICT ATTORNEY the sum of THREE HUNDRED AND NO/100 DOLLARS (\$300.00) for each final judgment obtained for the forfeiture of a **motor vehicle**. If a motor vehicle is the subject of a final judgment of forfeiture, the AGENCY has the option of taking title to said vehicle and using it for law enforcement purposes in the investigation of alleged violations of the criminal laws of the State of Texas pursuant to the requisites of Chapter 59 of the Texas Code of Criminal Procedure. All costs associated with the use of the motor vehicle shall be borne by the party using said vehicle.
- (4) Proceeds from the sale of **real property** seized and forfeited shall be negotiated between the AGENCY and the DISTRICT ATTORNEY on a case-by-case basis prior to commencement of litigation by the DISTRICT ATTORNEY.
- (5) On property seized other than, cash proceeds, the DISTRICT ATTORNEY may endeavor to negotiate a cash settlement in lieu of forfeiture of the property. Any money received in this manner shall be allocated between the AGENCY and the DISTRICT ATTORNEY as provided by Section (A)(1) above.
- (6) The AGENCY shall pay for all court costs and litigation expenses related to forfeiture proceedings. All costs of title searches and title policies for the forfeiture of real property shall be paid by the AGENCY. All other costs and expenses related to forfeiture proceedings, including the costs of storage, maintenance and auctions of vehicles and property held pending a final forfeiture judgment, shall be paid by the AGENCY.
- (7) It is further specifically agreed by the parties that if special circumstances dictate that a different percentage other than that set out in this Local Agreement should be awarded to the DISTRICT ATTORNEY, that this Local Agreement may be specifically modified in writing by the written consent of both parties prior to the commencement of litigation by the DISTRICT ATTORNEY.

B. All currency seized by the AGENCY under Chapter 59 of the Texas Code of Criminal Procedure shall be deposited in an interest-bearing bank account held by the AGENCY and containing only funds acquired pursuant to Chapter 59 of the Texas Code of Criminal Procedure until a final judgment is rendered. AGENCY shall then transfer currency to the DISTRICT ATTORNEY as noted in Article I, Section A(1) above. Payments to DISTRICT ATTORNEY shall be made pursuant to Article III.

C. In accordance with Chapter 59 of the Texas Code of Criminal Procedure, all of the DISTRICT ATTORNEY's share of forfeited currency; all proceeds from the sale of personal property; all proceeds from the sale of real property; the flat fee of THREE HUNDRED AND NO/100 DOLLARS (\$300.00) for forfeited motor vehicles; and the negotiated cash settlements shall be deposited into a special fund in the County Treasury to be used by the DISTRICT ATTORNEY solely for the official purposes of the office of the DISTRICT ATTORNEY.

D. In accordance with Chapter 59 of the Texas Code of Criminal Procedure, all currency and proceeds from the sale of real property, motor vehicles and personal property received by the AGENCY shall be deposited in a special fund in the City Treasury to be used by the HICKORY CREEK POLICE DEPARTMENT solely for law enforcement purposes.

ARTICLE II.

A. In consideration for the services provided by the AGENCY and the DISTRICT ATTORNEY associated with the forfeiture of gambling paraphernalia, devices, equipment, real (gambling property), cash proceeds, prohibited weapons, criminal instruments, and other contraband as defined, the AGENCY and the DISTRICT ATTORNEY agree to the following disposition of the forfeited property and proceeds under Article 18.18 of Texas Code of Criminal Procedure:

- (1) The AGENCY will receive eighty percent (80%) and DISTRICT ATTORNEY twenty percent (20%) of all **currency** seized and forfeited.
- (2) On property seized other than cash proceeds, the DISTRICT ATTORNEY may endeavor to negotiate a cash settlement in lieu of forfeiture of the property. Any money received in this manner shall be allocated between the AGENCY and the DISTRICT ATTORNEY as provided by Section (A)(1) above.
- (3) The AGENCY will receive one hundred percent (100%) of the proceeds from the sale of **all other property** seized and forfeited, but not negotiated to cash settlements, that the AGENCY does not use in its law enforcement operations.

B. All currency seized by the AGENCY under Article 18.18 of the Texas Code of Criminal Procedure shall be deposited in an interest-bearing bank account held by the AGENCY and containing only funds acquired pursuant to Article 18.18 of the Texas Code of Criminal Procedure until a final judgment is rendered. AGENCY shall then transfer currency to the DISTRICT ATTORNEY as noted in Article II, Section A(1) above. Payments to DISTRICT ATTORNEY shall be made pursuant to Article III.

C. In accordance with Article 18.18 of the Texas Code of Criminal Procedure, all of the DISTRICT ATTORNEY's share of forfeited currency and the negotiated cash settlements shall be deposited into a special fund in the County Treasury to be used by the DISTRICT ATTORNEY solely for the official purposes of the office of the DISTRICT ATTORNEY.

D. In accordance with Chapter 59 of the Texas Code of Criminal Procedure, all currency and proceeds from the sale of forfeited property received by the AGENCY shall be deposited in a special fund in the City Treasury to be used by the HICKORY CREEK POLICE DEPARTMENT solely for law enforcement purposes.

ARTICLE III.

This Local Agreement shall apply to currency, real property, personal property and motor vehicles seized for forfeiture purposes by the AGENCY effective upon date of signature by all parties. Currency, real property, motor vehicles and personal property shall be considered forfeited to the State once a forfeiture judgment has become final, and no Motion for New Trial or Notice of Appeal has been taken. Payments to the DISTRICT ATTORNEY shall be made monthly. Each payment shall be based upon the amount of currency forfeited to the State of Texas in that period; upon the proceeds of the sale of forfeited personal property in that period; upon the proceeds of the sale of forfeited real property in that period; upon the flat fee of THREE HUNDRED AND NO/100 DOLLARS (\$300.00) for all motor vehicles forfeited to the AGENCY in that period; and upon the cash settlements negotiated in lieu of forfeiture to the

AGENCY. All costs of court proceedings shall be paid by the AGENCY including the cost of titles searched and title policies issued.

ARTICLE IV.

In the event of a special circumstance where the DISTRICT ATTORNEY is required to expend significant time and effort in planning for a forfeiture case, it will be developed as a joint investigation with the AGENCY with the option of the percentage apportioned between parties being modified in a manner commensurate with the time and effort required by each of the Parties and a written Addendum to this Local Agreement will be executed by the parties as it pertains to the particular seizure.

ARTICLE V.

The term of this Local Agreement shall be for a period of one (1) year from the date of execution of this agreement. This Agreement shall automatically be renewed on a yearly basis after the initial one (1) year term. This Agreement may be terminated by either party upon thirty (30) days prior written notice thereof to the other of its intention to terminate upon the date specified in such notice. Any pending forfeiture under this Agreement filed prior to the termination date, however, shall not be affected by such notices.

ARTICLE VI.

Any notice, payment, statement, or demand required or permitted to be given hereunder by either party to the other may be effected by personal delivery in writing or by mail, postage prepaid. Mailed notices shall be addressed to the parties at the addresses appearing below, but each party may change its address by written notice in accordance with this section. Mailed notices shall be deemed communicated as of three days after mailing.

If intended for the AGENCY:

If intended for the DISTRICT ATTORNEY:

HICKORY CREEK POLICE DEPARTMENT
1075 Ronald Reagan Avenue
Hickory Creek, TX 75065

Denton County Criminal District Attorney
1450 E. McKinney Street, Suite 3100
Denton, Texas 76209

SIGNED on this the _____ day of _____, 2023.

CRIMINAL DISTRICT ATTORNEY
DENTON COUNTY, TEXAS

HICKORY CREEK POLICE DEPARTMENT

Paul Johnson
Criminal District Attorney
Denton County, Texas

Chief of Police

TOWN OF HICKORY CREEK

Mayor

**TOWN OF HICKORY CREEK, TEXAS
RESOLUTION NO. 2023-0925-__**

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF HICKORY CREEK, TEXAS, HEREBY AUTHORIZING THE MAYOR OF THE TOWN OF HICKORY CREEK, TEXAS, TO EXECUTE AN AGREEMENT BY AND BETWEEN THE TOWN OF HICKORY CREEK, TEXAS AND BUILD BY I-CODES CONCERNING BUILDING INSPECTION SERVICES; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Town of Hickory Creek (the “Town”), Texas is a Type A General Law Municipality located in Denton County, Texas, created in accordance with the provisions of the Texas Local Government Code and operating pursuant to enabling legislation of the State of Texas; and

WHEREAS, the Town Council has been presented with a proposed Agreement by and between the Town of Hickory Creek, Texas and Build by I-Codes (hereinafter the “Agreement”) to conduct building inspection services for the Town of Hickory Creek, a copy of which is attached hereto as Exhibit “A” and incorporated herein by reference; and

WHEREAS, upon full review and consideration of the Agreement, and all matters attendant and related thereto, the Town Council is of the opinion that the terms and conditions thereof should be approved, and that the Mayor shall be authorized to execute them on behalf of the Town of Hickory Creek.

NOW, THEREFORE, BE IT RESOLVED by the Town Council of the Town of Hickory Creek, Texas:

Section 1: That the Mayor of the Town of Hickory Creek, Texas, is hereby authorized to execute on behalf of the Town of Hickory Creek, Texas, the Agreement attached hereto as Exhibit A.

Section 2: This Resolution shall take effect immediately upon its passage.

PASSED AND APPROVED by the Town Council of the Town of Hickory Creek, Texas this 25th day of September, 2023.

Lynn C. Clark, Mayor
Town of Hickory Creek, Texas

ATTEST:

Kristi Rogers, Town Secretary
Town of Hickory Creek, Texas

APPROVED AS TO FORM:

Dorwin L. Sargent, III, Town Attorney
Town of Hickory Creek, Texas

Build by I-Codes

Plan Review & Inspections

To: Town of Hickory Creek
1075 Ronald Reagan Ave.
Hickory Creek, 75065

Attn: John Smith

This is a Contract of Agreement for Inspection services for the Town of Hickory Creek, TX. Build by I-codes will perform the following inspections and rates listed below:

New Residential Home: \$500 per home

Includes: 10 inspections (Total 6 trips):

T-Pole

Plumbing Rough

Foundation

2nds (Framing, Mechanical & Electrical Rough, Plumbing Top Out, at same time)

Conditional Gas & Electric Release (both at same time)

Final

Short Term Rentals: \$120 for 1st Inspection \$60 for 2nd Inspection

Miscellaneous Inspections: \$50.00 per inspection
Includes:

Additions and Patio Covers: 5 to 7 inspections

Detached buildings: 5 to 7 inspections

Swimming pools: 5 to 7 Inspections

Generators: 2-4 Inspections

Water Heaters: 1 Inspection

A/C Finals: 1 Inspection

Solar Panels: 1 Inspection

Roof: 1 Inspection

Irrigation: 1 Inspection

Emergency Gas Release: 1 Inspection

Slab Leak Repairs 1 Inspection

Residential Walk thru \$120

Commercial Inspections: \$60 per Inspection

(The Number of Commercial Inspections is an estimate prior to issuing permit to assist the permit clerk in determining Value)

Pre-Construction Meetings: \$125 (1 hour)

Re-Inspection Fee:

\$50

This Agreement will begin starting October 1st, 2023.

The rate for these inspections is good for 1 year.

To agree to the rates and terms listed in this agreement please sign below.

Town of Hickory Creek _____ Date: _____

Print Name of Signee _____

Build by I-Codes W. Scott Leavelle Date: 9-8-23
(W. Scott Leavelle)

Build by I-Codes

1756 Acorn Ln.

Hurst, TX 76054

817-244-2327

ScottBigBearTX@gmail.com

**TOWN OF HICKORY CREEK, TEXAS
RESOLUTION NO. 2023-0925-___**

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF HICKORY CREEK, TEXAS, HEREBY AUTHORIZING THE MAYOR OF THE TOWN OF HICKORY CREEK, TEXAS, TO EXECUTE AN AGREEMENT BY AND BETWEEN THE TOWN OF HICKORY CREEK, TEXAS AND FINNEY CODE CONSULTANTS, LLC CONCERNING PLAN REVIEW SERVICES; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Town of Hickory Creek (the “Town”), Texas is a Type A General Law Municipality located in Denton County, Texas, created in accordance with the provisions of the Texas Local Government Code and operating pursuant to enabling legislation of the State of Texas; and

WHEREAS, the Town Council has been presented with a proposed Agreement by and between the Town of Hickory Creek, Texas and Finney Code Consultants, LLC (hereinafter the “Agreement”) to conduct plan review services for the Town of Hickory Creek, a copy of which is attached hereto as Exhibit “A” and incorporated herein by reference; and

WHEREAS, upon full review and consideration of the Agreement, and all matters attendant and related thereto, the Town Council is of the opinion that the terms and conditions thereof should be approved, and that the Mayor shall be authorized to execute them on behalf of the Town of Hickory Creek.

NOW, THEREFORE, BE IT RESOLVED by the Town Council of the Town of Hickory Creek, Texas:

Section 1: That the Mayor of the Town of Hickory Creek, Texas, is hereby authorized to execute on behalf of the Town of Hickory Creek, Texas, the Agreement attached hereto as Exhibit A.

Section 2: This Resolution shall take effect immediately upon its passage.

PASSED AND APPROVED by the Town Council of the Town of Hickory Creek, Texas this 25th day of September, 2023.

Lynn C. Clark, Mayor
Town of Hickory Creek, Texas

ATTEST:

Kristi Rogers, Town Secretary
Town of Hickory Creek, Texas

APPROVED AS TO FORM:

Dorwin L. Sargent, III, Town Attorney
Town of Hickory Creek, Texas

August 31, 2023

PLANS REVIEW AGREEMENT FOR THE TOWN OF HICKORY CREEK, TEXAS

Listed below are the building plan reviews and the corresponding charges agreed upon by the Town of Hickory Creek, Texas and Finney Code Consultants, LLC., effective October 1, 2023.

RESIDENTIAL

New Single Family - \$175. First submittal
All Garages, accessory buildings, arbors, storage buildings, patio covers and similar structures - \$125.00
Swim Pools - \$125.00
Residential Solar Panels - \$50.00
Residential remodels and additions - \$175.00
Residential re-submittals requiring 2nd and 3rd review will be charged 50% of the original plan review fee at the discretion of the plan examiner

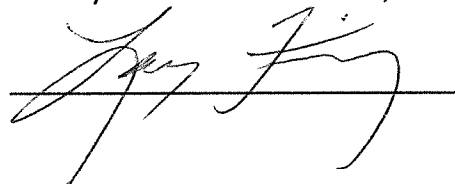
COMMERCIAL

New Commercial and additions – Free Standing new construction building plans - \$500 - (re-submittals shall be charged a minimum of \$200.)
Commercial interior remodels and Additions - \$400 (re-submittals shall be charged \$175.)
Pre-development and building project consultation meetings as requested by Town staff - \$125. An hour.

Any changes to the above costs of services shall be mutually approved by the agreeing parties of Finney Code Consultants, LLC., representative Larry Finney and the Town of Hickory Creek, Texas Town Manager. Request of Termination of the above agreement by either party shall be documented to the applicable party 30 days prior to termination.

Town of Hickory Creek

Finney Code Consultants, LLC.



**TOWN OF HICKORY CREEK, TEXAS
RESOLUTION NO. 2023-0925-__**

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF HICKORY CREEK, TEXAS, HEREBY AUTHORIZING THE MAYOR OF THE TOWN OF HICKORY CREEK, TEXAS, TO EXECUTE AN AGREEMENT BETWEEN THE TOWN OF HICKORY CREEK AND A POLICE RECRUIT CONCERNING POLICE ACADEMY SPONSORSHIP; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Town of Hickory Creek (the “Town”), Texas is a Type A General Law Municipality located in Denton County, Texas, created in accordance with the provisions of the Texas Local Government Code and operating pursuant to enabling legislation of the State of Texas; and

WHEREAS, the Town Council has been presented with a proposed agreement with a police recruit (hereinafter the "Agreement") for police academy sponsorship according to the terms and conditions contained with the Agreement, a copy of which is attached hereto as Exhibit “A” and incorporated herein by reference; and

WHEREAS, upon full review and consideration of the Agreement, and all matters attendant and related thereto, the Town Council is of the opinion that the terms and conditions thereof should be approved, and that the Mayor shall be authorized to execute them on behalf of the Town of Hickory Creek.

NOW, THEREFORE, BE IT RESOLVED by the Town Council of the Town of Hickory Creek, Texas:

Section 1: That the Mayor of the Town of Hickory Creek, Texas, is hereby authorized to execute on behalf of the Town of Hickory Creek, Texas, the Agreement attached hereto as Exhibit A.

Section 2: This Resolution shall take effect immediately upon its passage.

PASSED AND APPROVED by the Town Council of the Town of Hickory Creek, Texas this 25th day of September, 2023.

Lynn C. Clark, Mayor
Town of Hickory Creek, Texas

ATTEST:

Kristi Rogers, Town Secretary
Town of Hickory Creek, Texas

APPROVED AS TO FORM:

Dorwin L. Sargent, III, Town Attorney
Town of Hickory Creek, Texas

SPONSORSHIP GRANT AGREEMENT

This Agreement (“Agreement”) is by and between the **TOWN OF HICKORY CREEK, TEXAS**, (the “Town”), and **Derek Thacker** (the “Police Recruit”) to be effective upon date of execution of this Agreement (the “Effective Date”).

SECTION 1 **RECITALS**

WHEREAS, the Town and the Police Recruit are sometimes collectively referenced in this Agreement as (the “Parties,”) or, each individually, as (the “Party”); and

WHEREAS, the Town is a general-law municipality of the State of Texas located within Denton County (the “County”); and

WHEREAS, the Town has determined that it is in the public interest to sponsor certain employees through revocable grants for police academy training and education necessary to receive appropriate professional certification from the Texas commission on Law Enforcement.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree as follows:

SECTION 2 **TOWN’S COMMITMENT**

Blake Newsome has been selected for receipt of a revocable grant by the Town for police academy training. Program sponsorship includes the following:

1. Payment of a revocable grant in the amount of \$_____
- ~~2.~~

SECTION 3 **POLICE RECRUIT’S COMMITMENT AND THE TOWN’S RIGHTS**

In exchange for the revocable grant specified above, the Police Recruit agrees to accept the following terms and conditions.

1. The Police Recruit agrees to abide by all Departmental policies, rules, and regulations, and the Personnel Rules and Regulations of the Town.
2. The Police Recruit is required to remain in good standing with the academy at all times. Should the Police Recruit fail to remain in good standing at any time or should the Police Recruit’s academic or other performance result in dismissal from the academy, the Town reserves the exclusive right to revoke the grant and recover 100% of the payments made pursuant to this Agreement.
3. The Police Recruit is required to maintain consistent attendance and progress through the required coursework. Should the Police Recruit fail to comply with this requirement, the Town reserves its exclusive right to revoke the grant and recover 100% of the payments made pursuant to this Agreement.

4. The Town shall be entitled to revoke the grant and recover 100% of the payments made pursuant to this Agreement if the Police Recruit voluntarily leaves the academy prior to completing the requirements for certification.
5. The Town shall be entitled to revoke the grant and recover 100% of the payments made pursuant to this Agreement if the Recruit fails to attain certification within six (6) months of completing the required coursework unless an extension is requested and approved by the Police Chief or his designee.
6. The Town shall be entitled to revoke the grant and to recover 100% of the payments made pursuant to this Agreement if the Police Recruit voluntarily leaves the employ of the Town within four (4) years of his or her certification as a Police Officer.
7. The Town shall be entitled to revoke the grant and to recover 100% of the payments made pursuant to this Agreement if the Police Recruit is terminated from the employ of the Town within four (4) years of certification as a Police Officer. "Termination" shall also include, but not limited to, an injury or illness resulting in the Applicant's inability to perform the normal duties of the position held by the Police Recruit for more than 6 months, so long as said injury or illness is not connected with their employment with the Town.
8. Unless a different schedule is approved by the Police Chief or his designee, repayment shall be made in equal monthly installments and be completed within one (1) year of cessation of employment or other event triggering the repayment obligation. The Police Recruit agrees that in the event of his or her failure to make any payment required pursuant to this Agreement in a timely manner, the total amount of the repayment obligation remaining unpaid shall immediately become due and payable, unless an extension is requested and approved by the Town.
9. The Police Recruit agrees that in the event that legal fees and costs are incurred by the Town to enforce the terms of this Agreement, the Police Recruit shall be responsible for payment of such fees and costs and the court shall award such fees and costs to the Town.
10. No provision of this Agreement shall be interpreted in a manner adverse to either party based upon the fact that the party drafted the language of the Agreement at issue.

SECTION 4
DISCLAIMER

This Agreement covers only payment of those items specified herein associated with the Town of Hickory Creek Police Department's sponsorship of the Police Recruit's participation in the academy. It should not be construed as a contract for employment or continued employment, nor should it be construed to guarantee the Police Recruit a particular position of employment with the Town. The Police Recruit's employment, continued employment, and position shall be at the will and pleasure of the Town under such terms and conditions as are determined by the Town, unless applicable law provides otherwise.

SECTION 5
POLICE RECRUIT'S CERTIFICATION

I certify that I have read this Agreement, I have had the opportunity to ask questions, and I have received answers that satisfy my concerns related to this Agreement. I agree to abide by the provisions of this Agreement including those provisions that deal with the Town's rights to recover the costs associated with my participation in the academy should my employment with the Town terminate for any reason.

Police Recruit's Name: Derek Thacker

Police Recruit's Signature: _____ Date: _____

DATED AND EXECUTED BY POLICE RECRUIT, THIS _____ DAY OF _____, 2023.

STATE OF TEXAS §
 §
COUNTY OF DENTON §

On this day personally appeared before me _____, to me known to be the individual described in and who executed the within and foregoing instrument, and acknowledged that he/she signed as his/her free and voluntary act and deed for the uses and proposes therein mentioned.

GIVEN under my hand and official seal, this _____ day of _____, 2023.

Notary Public, State of Texas

TOWN OF HICKORY CREEK

Carey Dunn, Police Chief
Town of Hickory Creek

Date: _____

Lynn C. Clark, Mayor
Town of Hickory Creek

Date: _____

**TOWN OF HICKORY CREEK, TEXAS
ORDINANCE 2023-09-____**

**AN ORDINANCE OF THE TOWN COUNCIL OF THE
TOWN OF HICKORY CREEK, TEXAS ADOPTING A 2023
COMPREHENSIVE PLAN; PROVIDING FOR INCORPORATION
OF PREMISES; PROVIDING FOR FINDINGS; PROVIDING FOR
ADOPTION AND RATIFICATION; PROVIDING FOR
ENGROSSMENT AND ENROLLMENT; AND PROVIDING AN
EFFECTIVE DATE**

WHEREAS, the Town of Hickory Creek is a Type A General Law Municipality located in Denton County, Texas, created in accordance with the provisions of the Texas Local Government Code and operating pursuant to the enabling legislation of the State of Texas; and

WHEREAS, Chapter 213 of the Texas Local Government Code provides for certain rules regarding the adoption of comprehensive plans;

WHEREAS, the Town of Hickory Creek desires to adopt such a comprehensive plan for the purpose of promoting sound development and promoting public health, safety, and welfare;

WHEREAS, the Town has provided for review of such comprehensive plan by the planning and zoning commission;

WHEREAS, the town has conducted a public hearing to give citizens an opportunity to provide input regarding the Town’s long term land use planning;

WHEREAS, the Town organized a vision committee and charged such committee with the task of overseeing and assisting with the draft of comprehensive plan;

WHEREAS, the Town Council finds that the adoption and ratification of such plan is the best interest of the citizens of Hickory Creek; and

WHEREAS, the Town Council desires to adopt and ratify such comprehensive plan:

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF HICKORY CREEK, TEXAS:

**SECTION 1
INCORPORATION OF PREMISES**

The above and foregoing premises are true and correct and are incorporated herein and made a part hereof for all purposes.

SECTION 2
FINDINGS

After due deliberations the Town Council has concluded that the adoption of this Ordinance is in the best interests of the Town of Hickory Creek, Texas, and of the public health, safety and welfare.

SECTION 3
ADOPTION AND RATIFICATION

- a. That the Town Council hereby adopts and ratifies the Hickory Creek 2023 Comprehensive Plan.
- b. That the Town Council shall utilize such comprehensive plan in the construction of its ordinances and rules related to land use and development.

SECTION 4
ENGROSSMENT AND ENROLLMENT

The Town Secretary is hereby directed to engross and enroll this Ordinance by copying the exact Caption and Effective Date clause in the minutes of the Town Council and by filing this Ordinance in the Ordinance records of the Town.

SECTION 5
EFFECTIVE DATE

This Ordinance shall become effective from and after its date of passage in accordance with law.

AND IT IS SO ORDAINED

PASSED AND APPROVED by the Town Council of the Town of Hickory Creek, Texas, this 25th day of September, 2023.

Lynn C. Clark, Mayor
Town of Hickory Creek, Texas

ATTEST:

Kristi Rogers, Town Secretary
Town of Hickory Creek, Texas

APPROVED AS TO FORM:

Dorwin L. Sargent, III, Town Attorney
Town of Hickory Creek, Texas



**HICKORY
CREEK TX**

City-close, lakeside living!

TOWN OF HICKORY CREEK

COMPREHENSIVE PLAN | 2023

Prepared By:





**“BUILDING A
TOWN OF THE
FUTURE WITH
THE LIFESTYLE &
VALUES OF THE
PAST”**



ACKNOWLEDGMENTS

Thank you to the following individuals and groups for contributing to this important process!

TOWN COUNCIL

Lynn Clark, Mayor
Paul Kenney, Mayor Pro Tem
Randy Gibbons, Council Member
Richard DuPree, Council Member
Chris Gordon, Council Member
Ian Theodore, Council Member

PLANNING & ZONING COMMISSION

Dustin Jensen, Place 1
Rodney Barton, Place 2
Jaycee Holston, Place 3
Bryant Hawkes, Place 4
Don Rowell, Place 5
Tim May, Place 6
David Gilmore, Place 7

TOWN STAFF

John Smith, Town Administrator
Kristi Rogers, Town Secretary/Finance
Chris Chaudoir, Administrative Assistant
Kristina Smith, Administrative Assistant
Ashley Vinson, Administrative Assistant

VISION COMMITTEE

Lynn Clark, Mayor
Randy Gibbons, Council Member
Tim May, P&Z Commissioner
John Smith, Town Administrator
David Evans
Brienne Whitley
Nick Wohr
David Jones
Suzanne Ortolano
John Walker
Melissa Stone
Erick Schmidt
Chad Thiessen
Chad Pearson
Kate Huffman
Kerby Pierre

HALFF

Kimberly Miller, AICP
Kelsey Poole, AICP
Raul Orozco, AICP
Maddie Skidmore

CATALYST COMMERCIAL

Jason Claunch, President

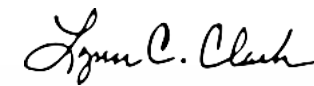
MESSAGE FROM THE MAYOR

It brings me great pride to introduce the Town of Hickory Creek's 2023 Comprehensive Plan. Over the years, our Town has evolved and grown, but the essence of what truly matters remains. As we continue to grow and build our future, we are committed to preserving the core values that make Hickory Creek so special.

Our updated Comprehensive Plan will be used as a blueprint for the Town to achieve a future that reflects our aspirations and needs. In the spirit of the plan's principles, Town Staff will collaborate closely with Council, local partners, and all of you to provide access to recreation opportunities and quality amenities, find the best ways to support our local economy, and ensure the long-term wellbeing of our community. We aim to be a Town that fosters a strong sense of community for all and enhances the harmony between our residents and the environment.

Thank you for being a part of this remarkable community. Together, we will shape the future of Hickory Creek, making it a place where generations to come will find joy, prosperity, and a true sense of belonging.

Respectfully,



Mayor Lynn Clark





TABLE OF CONTENTS

HICKORY CREEK TODAY | 02

COMMUNITY VISION | 26

GROWING WITH PURPOSE | 34

REALIZING THE VISION | 52

APPENDIX | 66

LIST OF FIGURES

FIGURE 1.1 HICKORY CREEK HISTORICAL & CURRENT POPULATION | 07

FIGURE 1.2 AGE & GENDER DISTRIBUTION | 08

FIGURE 1.3 HOUSING TENURE | 08

FIGURE 1.4 RACE | 08

FIGURE 1.5 ETHNICITY | 08

FIGURE 1.6 EDUCATIONAL ATTAINMENT | 09

FIGURE 1.7 OCCUPATION BY INDUSTRY | 09

FIGURE 1.8 HOUSEHOLD INCOME | 09

FIGURE 1.9 MEDIAN INCOME | 09

FIGURE 1.10 TRAVEL TIME TO WORK | 09

FIGURE 1.11 INFLOW-OUTFLOW TRAVEL | 16

FIGURE 1.12 INFLOW-OUTFLOW TRAVEL | 16

FIGURE 2.1 COMMUNITY SURVEY QUESTION 8 | 28

FIGURE 2.2 COMMUNITY SURVEY QUESTION 2 | 28

FIGURE 3.1 HICKORY CREEK HOME PRICES & MEDIAN HOUSEHOLD INCOME | 35

FIGURE 3.2 ANNUAL OWNER-OCCUPIED HOUSING DEMAND | 36

FIGURE 3.3 ANNUAL RENTER-OCCUPIED HOUSING DEMAND | 37

LIST OF TABLES

TABLE 1.1 PROXIMITY TO MAJOR LOCATIONS IN THE REGION	04
TABLE 1.2 HICKORY CREEK EXISTING LAND USES	10
TABLE 1.3 HICKORY CREEK ZONING CLASSIFICATIONS	12
TABLE 1.4 HOME TO WORK DISTANCE	16
TABLE 1.5 TOP 10 AUTOMOBILE CRASHE FACTORS (2018-2022)	17
TABLE 1.6 AUTOMOBILE CRASH LOCATIONS IN HICKORY CREEK (2018-2022)	17
TABLE 2.1 COMMUNITY DEVELOPMENT PRIORITY - ECONOMIC DEVELOPMENT	28
TABLE 2.2 COMMUNITY DEVELOPMENT PRIORITY - TRANSPORTATION & MOBILITY	28
TABLE 3.1 OWNER-OCCUPIED HOUSING UNITS BY VALUE (2022-2027)	35
TABLE 3.2 HICKORY CREEK HOUSING MARKET DEMAND (2022-2027)	36
TABLE 3.3 ANNUAL OWNER-OCCUPIED HOUSING DEMAND (2022-2027)	37
TABLE 3.4 ANNUAL RENTER-OCCUPIED HOUSING DEMAND (2022-2027)	37
TABLE 3.5 PLACE TYPE LAND USE PERCENTAGES	40
TABLE 3.6 PLACE TYPE ATTRIBUTES	42
TABLE 4.1 IMPLEMENTATION TABLE: GOAL ONE	55
TABLE 4.2 IMPLEMENTATION TABLE: GOAL TWO	57
TABLE 4.3 IMPLEMENTATION TABLE: GOAL THREE	59
TABLE 4.4 IMPLEMENTATION TABLE: GOAL FOUR	61
TABLE 4.5 IMPLEMENTATION TABLE: GOAL FIVE	63

LIST OF MAPS

MAP 1.1 HICKORY CREEK PLANNING AREA	05
MAP 1.2 HICKORY CREEK EXISTING LAND USE	11
MAP 1.3 HICKORY CREEK ZONING	13
MAP 1.4 HICKORY CREEK MASTER THOROUGHFARE PLAN	15
MAP 1.5 HICKORY CREEK WATER/SEWER SYSTEM	19
MAP 1.6 HICKORY CREEK EXISTING PARKS SYSTEM	21
MAP 1.7 HICKORY CREEK WILDLAND URBAN INTERFACE	22
MAP 3.1 ADJACENT FUTURE LAND USE PLANS	39
MAP 3.2 HICKORY CREEK FUTURE LAND USE MAP	41



01

HICKORY CREEK TODAY

What is a Comprehensive Plan?.....	2
About Hickory Creek.....	3
Planning Area.....	4
Town Planning Efforts.....	6
Community Profile.....	7
Land Use Conditions.....	10
Transportation & Mobility.....	14
City Services & Facilities.....	18
Parks & Open Space.....	20

WHAT IS A COMPREHENSIVE PLAN?

The Hickory Creek Comprehensive Plan (Plan) is a policy document that articulates a vision, outlines goals and objectives, and recommends specific actions for implementation. It ensures that new development and redevelopment of land, roads, parks, utilities, and public facilities are well-planned and occur in a manner that achieves the desired vision of the community.

A sound plan is based on a thorough understanding of community assets and provides a firm footing upon which communities can make decisions about the future investment of their resources. A Comprehensive Plan helps staff and elected and appointed officials make public policy, plan for capital improvements, and evaluate proposed private developments in a way that leads toward the long-term vision for Hickory Creek.

This Plan is organized into five chapters, providing both a high-level overview of the Town's key recommendations and implementation priorities as well as greater detail on existing conditions and other materials which support the Plan's conclusions. It is important to note that a comprehensive plan does not replace zoning regulations, development codes, capital improvement programs, or other regulatory documents. Instead, the plan is meant to serve as the foundation for updates to those other policy documents and implementation tools.

PLANNING AUTHORITY

For the "purpose of promoting sound development of municipalities and promoting public health, safety, and welfare," the Texas Local Government Code (LGC) permits municipalities to develop a comprehensive plan "for the long-range development of the municipality." In Texas, the bulk of land use control falls on municipalities. And while comprehensive plans are not required in Texas, as they are in other states, municipalities across the state use comprehensive plans and the planning process to identify their needs and desires and how to achieve them.

According to the LGC, municipalities may "define the content and design of a comprehensive plan" and this may: (1) include, but is not limited to, provisions on land use, transportation, and public facilities; (2) consist of a single plan or a coordinated set of plans organized by subject and geographic area; and (3) be used to coordinate and guide the establishment of development regulations.

The LGC requires the adoption or amendment of a comprehensive plan to include both review by the community's planning commission or department (if one exists), as well as a public hearing. In addition, a municipality may define the relationship between a comprehensive plan and development regulations. Municipalities are given different authority to regulate land use and development depending on whether the property is within their full-service jurisdiction or within the municipality's extraterritorial jurisdiction (ETJ).

ABOUT HICKORY CREEK

In 2022, the Town of Hickory Creek initiated the process to update its Comprehensive Plan. This process included public engagement and analysis to provide an updated vision and strategy that will help the Town achieve its long-term goals, guide development, and promote investments that prioritize quality of life. This land use and market analysis provides an overview of the Town's current and projected population, existing land uses, zoning, and development and market potential to identify key issues and opportunities and inform the direction of the future land use map.

The Town's location in the Dallas-Fort Worth (DFW) Metroplex and variety of natural features have contributed to the Town's gradual growth. With this increase in population, the Town has also seen an increase in demand for retail, housing, and economic development from both the local community and developers. It will be important to balance residential and non-residential development to protect and preserve the natural resources that attract so many people to Hickory Creek as it continues to develop and grow. Additionally, with few opportunities to acquire undeveloped land in the area, this land use and market strategy will play a vital role in identifying development that will serve and guide the community over the next twenty years.



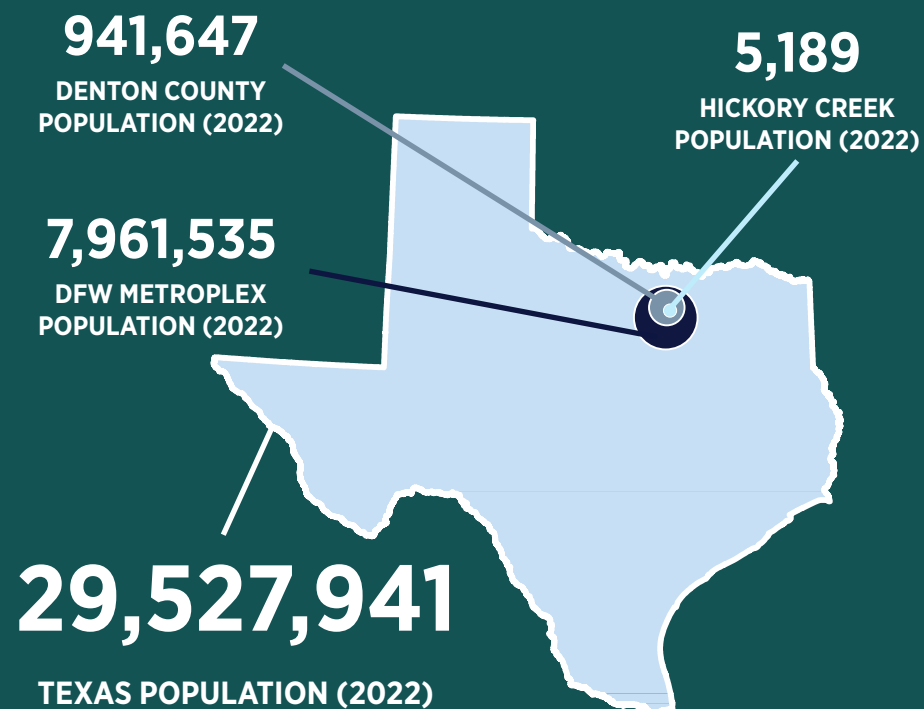
WESTLAKE PARK



HICKORY CREEK TOWN HALL

A GROWING STATE

Despite making up only 9% of the country's population, the State of Texas accounted for 32% of the population growth seen in the United States between 2019 and 2020. Texas has forty cities with populations over 100,000 and is projected to reach 52.5 million residents by 2050 according to the Texas Demographic Center. This growth trend is mirrored in Denton County.



SOURCE: 2016-2020 5-YEAR ACS

PLANNING AREA

REGIONAL CONTEXT

Hickory Creek is a lakeside town located on the edge of the DFW Metroplex with a current population of 5,189 people. The Town is within Denton County, which has a population of 941,647 people and is one of the fastest growing counties in the United States. According to the Texas Water Development Board (TWDB), Denton County's population is expected to grow to 1.6 million by 2050. This number is projected based on recent trends which show Denton County grew approximately 36.8% between 2010 and 2020. While Hickory Creek is not projected to experience the same growth rate, the Town still needs to prepare for a 50% increase in population over the next 30 years (2020-2050).

PLACE/FEATURE	MILES FROM TOWN
CITY OF DALLAS	31
CITY OF FORT WORTH	41
CITY OF DENTON & THE UNIVERSITY OF NORTH TEXAS	10.7
DFW INTERNATIONAL AIRPORT	18.5

As shown in **Table 1.1**, Hickory Creek's proximity to a variety of major cities, amenities, transit services, and interstate highways in the Metroplex position the Town to experience local and regional growth pressures. Interstate 35E (I35E) travels through the Town, providing connections to multiple cities in the area. The location of the Town results in over 70% of residents working more than 10 miles away.

LOCAL CONTEXT

Adjacent to the City of Lake Dallas, the City of Corinth, and the eastern edge of Lewisville Lake, Hickory Creek's Town Limits account for 4.475 square miles of land (2,864 acres). Of this, only 179 acres are undeveloped. This does not include area owned by the U.S. Army Corp of Engineers (USACE). The Town has an Extraterritorial Jurisdiction (ETJ) limit, which accounts for an additional 667 acres. Within the Town Limits, Hickory Creek enacts and manages zoning, subdivision, and building regulations and provides police and emergency services. The study limits for the comprehensive plan include the incorporated city limits and the land designated as the City's ETJ.

Of the land within Town Limits, 32% is located within the 100-year floodplain and 68% is located in the 500-year floodplain. Given that there is a limited amount of developable land available it will be increasingly important for Hickory Creek to make strategic decisions regarding land use and development opportunities as well as development standards to withstand future flooding events.

PLANNING AREA KEY STATISTICS

5,189

TOWN POPULATION (2022)

4.5

TOWN AREA SQUARE MILES

2,864

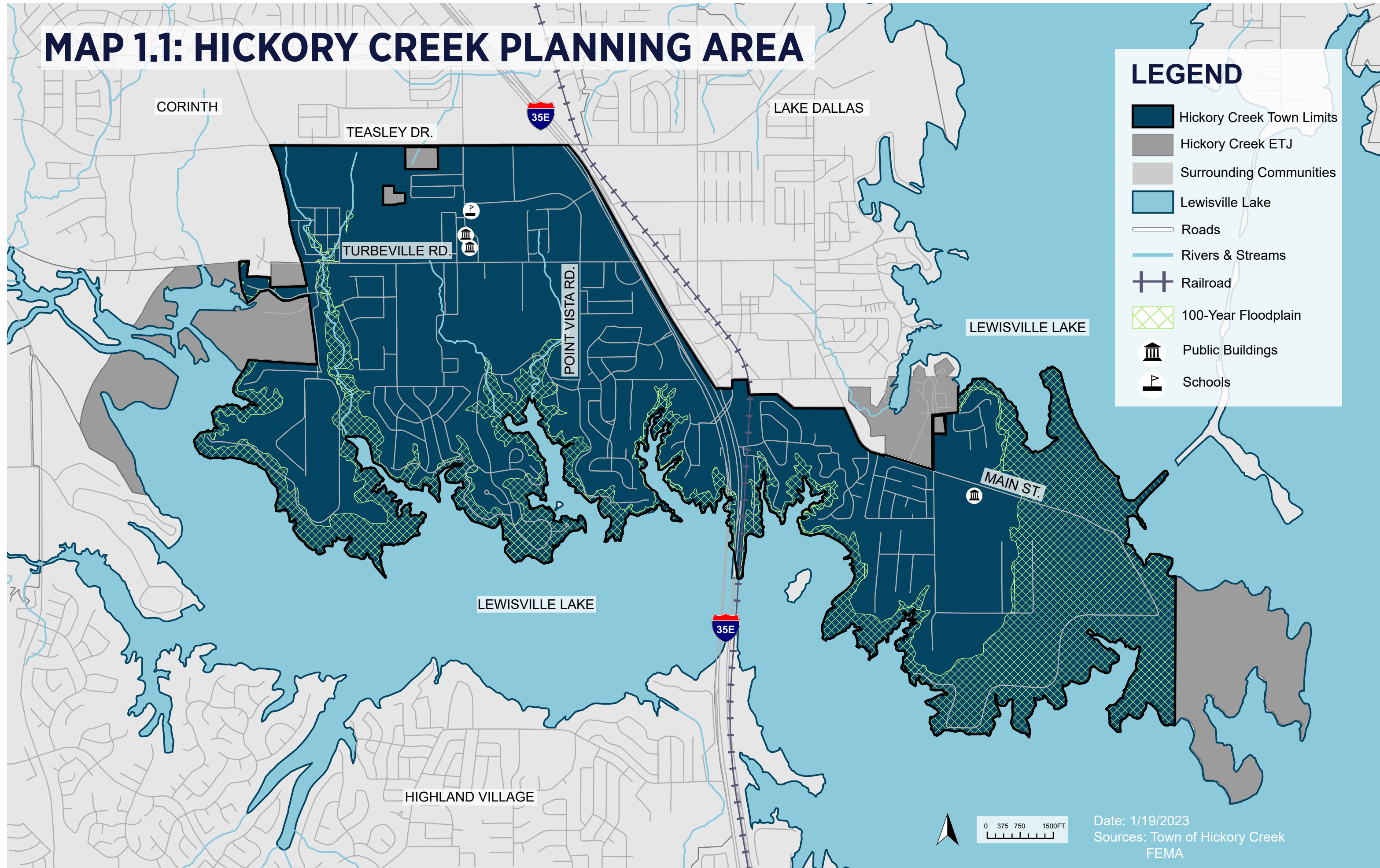
INCORPORATED ACRES

667

EXTRATERRITORIAL JURISDICTION (ETJ) ACRES

32%

TOWN LOCATED IN 100-YEAR FLOODPLAIN



LEGEND

- Hickory Creek Town Limits
- Hickory Creek ETJ
- Surrounding Communities
- Lewisville Lake
- Roads
- Rivers & Streams
- Railroad
- 100-Year Floodplain
- Public Buildings
- Schools

Date: 1/19/2023
Sources: Town of Hickory Creek
FEMA

TOWN PLANNING EFFORTS

The Town takes on many other responsibilities to ensure a positive quality of life for its residents. These responsibilities are executed in the form of services which are managed through the following departments:

- Administration & Finance
- Animal Services
- Code Compliance
- Economic Development
- Fire Services
- Municipal Court
- Parks & Trails
- Permitting
- Police Department
- Public Works

Prior to the completion of this Plan, the last update made to the Town's Comprehensive Plan was conducted in 2008. Typically, a community will update their comprehensive plan every 10 years or sooner to account for major changes and growth.

In addition to the Comprehensive Plan, the Town has many other documents that require updates as time progresses. Most recently, Hickory Creek's Parks and Recreation Master Plan received an update in 2020, which includes plans for two additional parks in Town. Additionally, the Town's Thoroughfare Master Plan was last updated in 2017.

The Town currently has several major projects underway. Four development projects are in progress, including two single-family developments on the west side of Town and a townhome project that was recently approved for annexation on the eastern part of Town. The Olana property is expanding to include a hotel, restaurant and spa. In addition, twenty acres were recently annexed for a townhome development nearby.

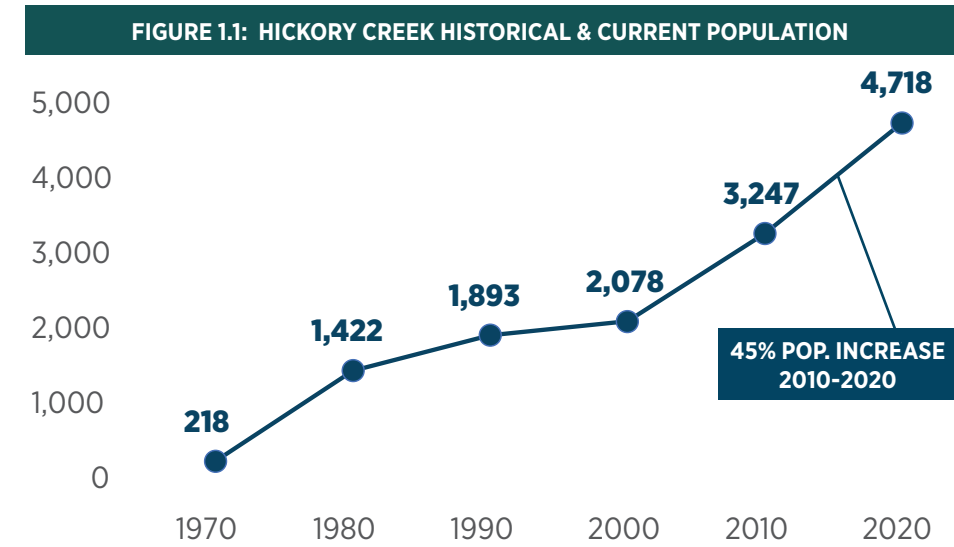
Last updated in 2014, the Town's Engineering and Design Manual includes development standards for sidewalk requirements. More recently, the Town began addressing sidewalk gaps on Turbeville and Harbor Road in 2019. At present, a hike and bike trail is being addressed for sections of both Turbeville and Harbor Road and the latter is also slated to receive more work to address sidewalk gaps in the future.



COMMUNITY PROFILE

GROWTH TRENDS

The Town of Hickory Creek was first incorporated in 1963, with 218 residents according to the 1970 Census. As shown in Figure 1.1, over the course of the following ten years, Hickory Creek grew by over 550%, reaching 1,422 people by 1980. By 2010 the town recorded a population of 3,247 reaching 4,718 by 2020.



HICKORY CREEK COMMUNITY

The figures on the next page provide a current snapshot of Hickory Creek's demographics. Notably, the community is slightly older than Denton County's median age (34.9 years old), with a median age of 43.2. The community's median household income of \$124,043 is also higher than Denton County's and the DFW Metroplex's median, \$99,674, and \$79,627 respectively. Similarly, the community has a higher educational attainment than both the State of Texas, with over 96% of its population over the age of twenty-five having received a high school diploma and 44.7% having obtained a bachelor's degree. The majority of the Town's population aged sixteen years or older are in occupations related to Management/Business/Financial or Professional Industries (56.4%). Finally, while the community is home to a mix of races and ethnicities, "White Alone" makes up the majority of the Town's racial group (73.7%).

KEY FINDING | PURCHASING POWER

The median age in Hickory Creek is 43.2 years old, the disposable income is \$105,076, and approximately 40% of households earn \$150,000 or more annually. The Bureau of Labor Statistics (BLS) categorizes those between the ages of 35 and 54 to be in their primary earning years, of which the Town of Hickory Creek has roughly 34.7% of the population within this age bracket. This underscores the strong spending capacity in Hickory Creek and ability to attract and retain commercial and retail development.

COMMUNITY KEY STATISTICS

43.2

MEDIAN AGE

73.7%

RACE IS "WHITE ALONE"

44.7%

OBTAINED A BACHELOR'S DEGREE

35.6%

WORKFORCE EMPLOYED IN MANAGEMENT/BUSINESS/ FINANCE

\$124K

MEDIAN HOUSEHOLD INCOME

DEMOGRAPHIC SNAPSHOT

The following figures illustrate demographic trends that are present within Hickory Creek as of the 2020 decennial census. These trends include population size, age and gender, race, income, education, housing, and employment characteristics. All of these factors are essential in determining the Town's current and future needs as the population grows and changes.

FIGURE 1.2: AGE & GENDER DISTRIBUTION

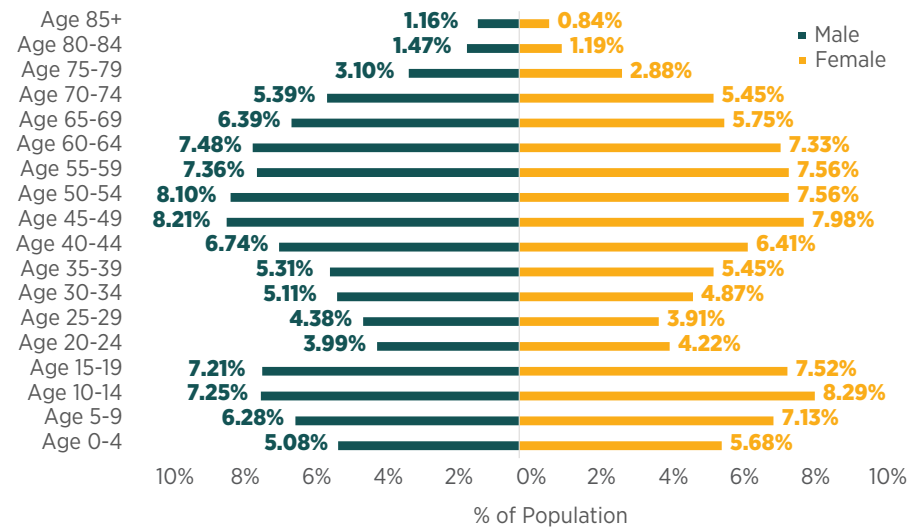


FIGURE 1.3: HOUSING TENURE

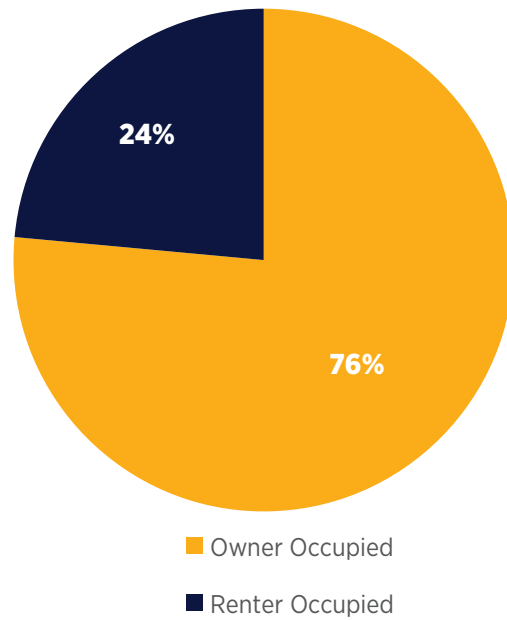
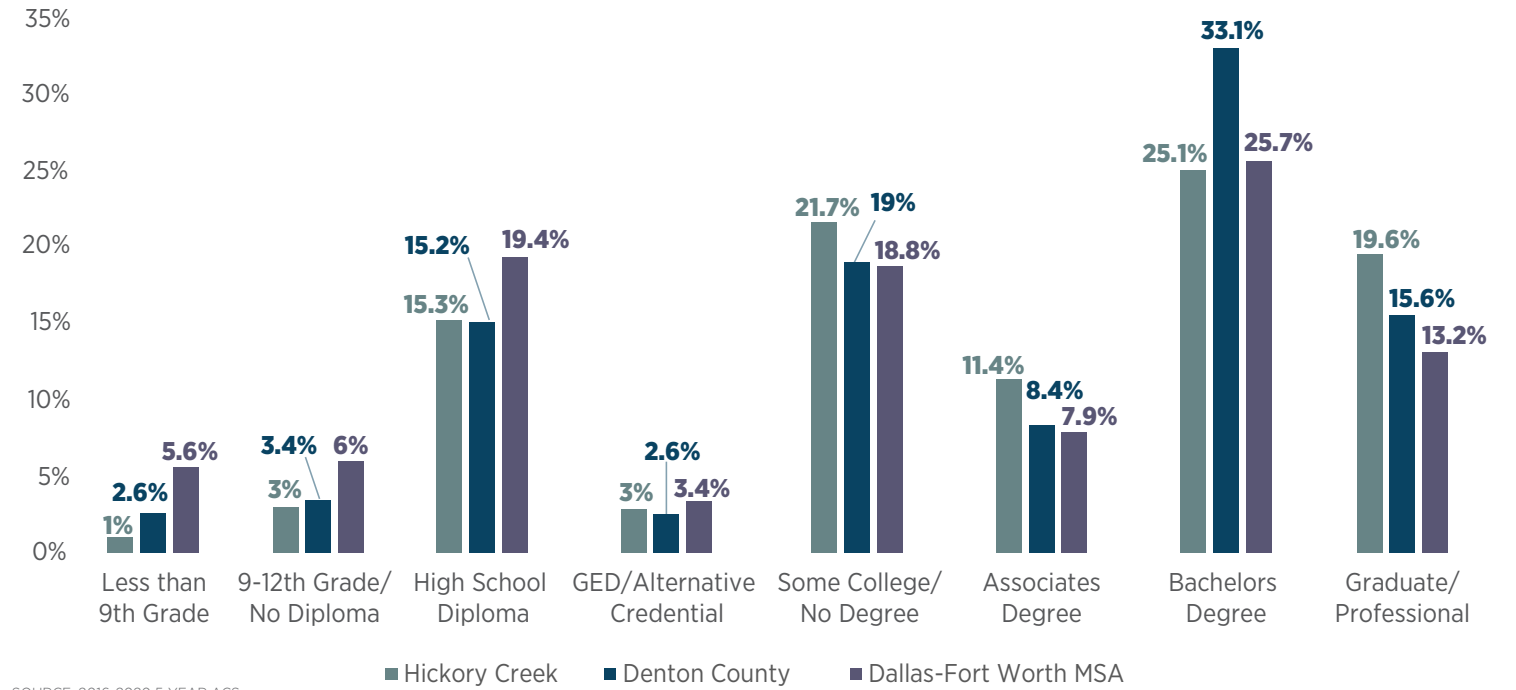
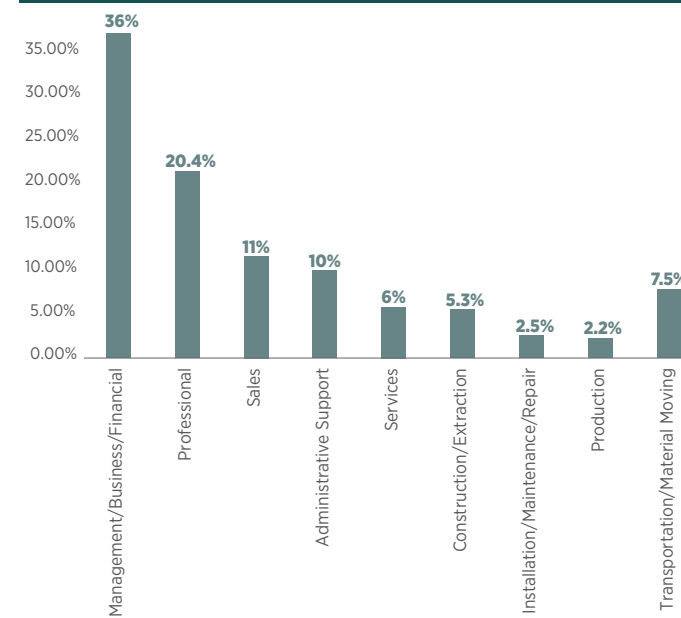


FIGURE 1.6: EDUCATIONAL ATTAINMENT



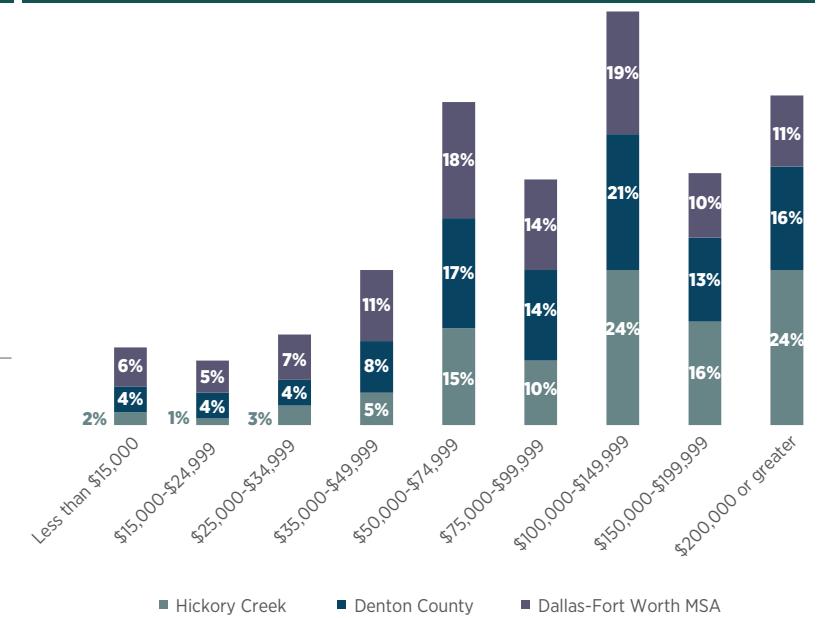
SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.7: OCCUPATION BY INDUSTRY



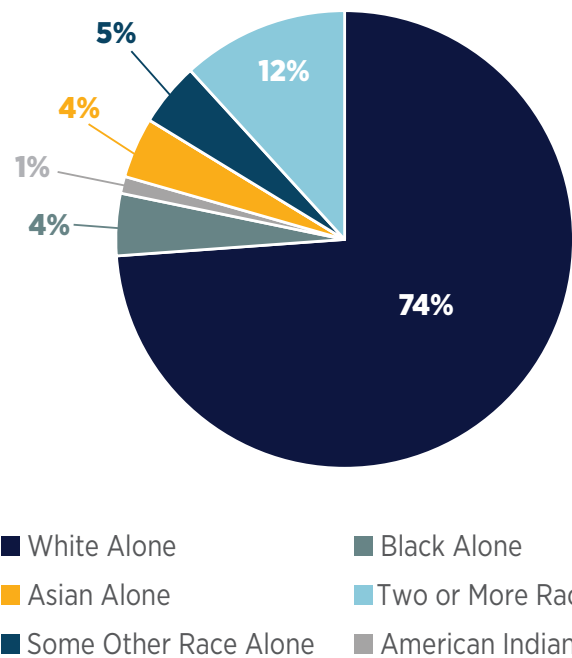
SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.8: HOUSEHOLD INCOME



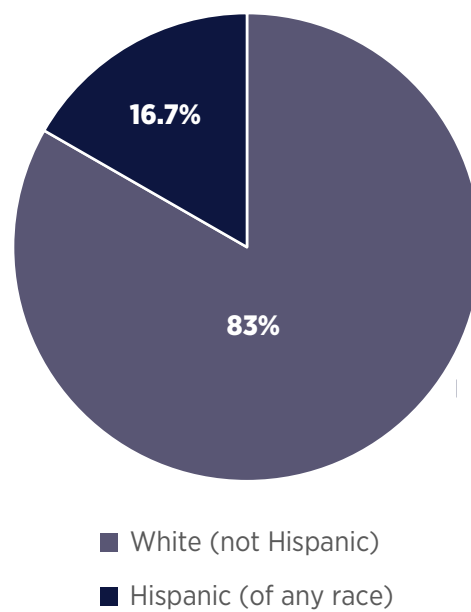
SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.4: RACE



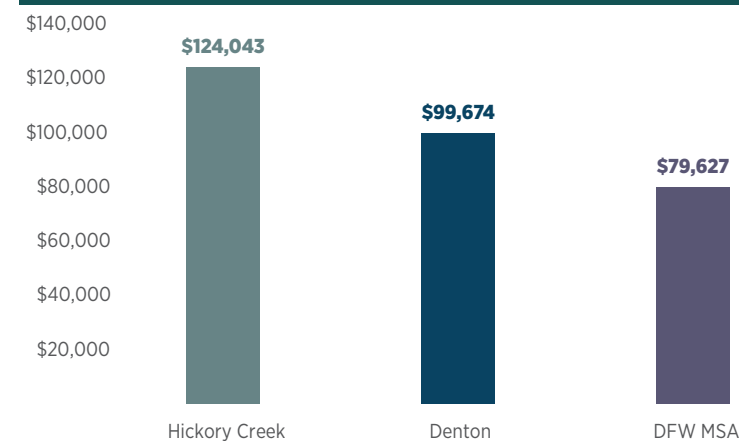
SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.5: ETHNICITY



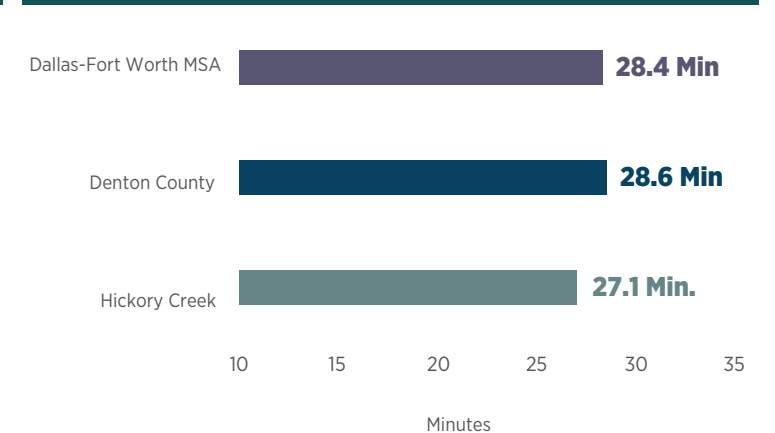
SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.9: MEDIAN INCOME



SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.10: TRAVEL TIME TO WORK



SOURCE: 2016-2020 5-YEAR ACS

LAND USE CONDITIONS

EXISTING LAND USE

Understanding Hickory Creek's existing land uses provides context to identify those uses which are most predominant, as well as opportunities for future growth and modifications to the Future Land Use Plan. It will be important to continue focusing on the quality of development and having a balance of land uses. Single-Family Residential development consists of 45.8% of the entire area within the Town. Considering that an additional 45.8% of land area consists of open space and undeveloped land, Single-Family development makes up an overwhelming majority of developed land. This type of residential development is generally buffered by a layer of commercial development and undeveloped parcels bordering the Town's main thoroughfares of I35E and FM 2181. Commercial uses are the second most predominant land use within developed portions of the Town with a percentage of 4.4%. **Table 1.2** includes the land totals and percentages for all land uses within Hickory Creek:

Existing Land Use	Acres	%
Single-family Residential	1195.95	45.79%
Multifamily Residential	34.26	1.31%
Commercial	114.95	4.40%
Institutional	17.40	0.67%
Institutional (Public)	23.14	0.89%
Industrial	30.43	1.16%
Office	0.17	0.01%
Open Space	1016.45	38.92%
Undeveloped	179.15	6.86%

While Open Space and Undeveloped Lands account for 45.8% of the Town's area, it is important to note that most of this land is held by entities that require formal negotiations and coordination with for development, whether it be private or public development. The USACE holds most of the open space along Lake Lewisville. This land is currently used as parkland with a variety of passive and active uses. It provides the Town with a layer of protection against various types of floods and will continue to provide this benefit moving forward.

The Texas Department of Transportation (TxDOT) holds most of the frontage properties along the western side of I35E. While this area has high value for commercial development, TxDOT may use it for expansions or may choose to maintain the undeveloped status of these parcels. Finally, the Hickory Creek Economic Development Corporation (EDC) holds a small undeveloped lot along I35E. Considering all these factors, the Town will need to be strategic and selective with the uses that would emerge in the remaining developable land, as well as the future of redevelopment and infill. These conversations will emerge during the development of the Future Land Use Map and Recommendations.

LAND USE KEY STATISTICS

46%

LAND AREA ARE SINGLE-FAMILY USES

46%

LAND AREA IS OPEN SPACE OR UNDEVELOPED

4.4%

LAND AREA ARE COMMERCIAL USES

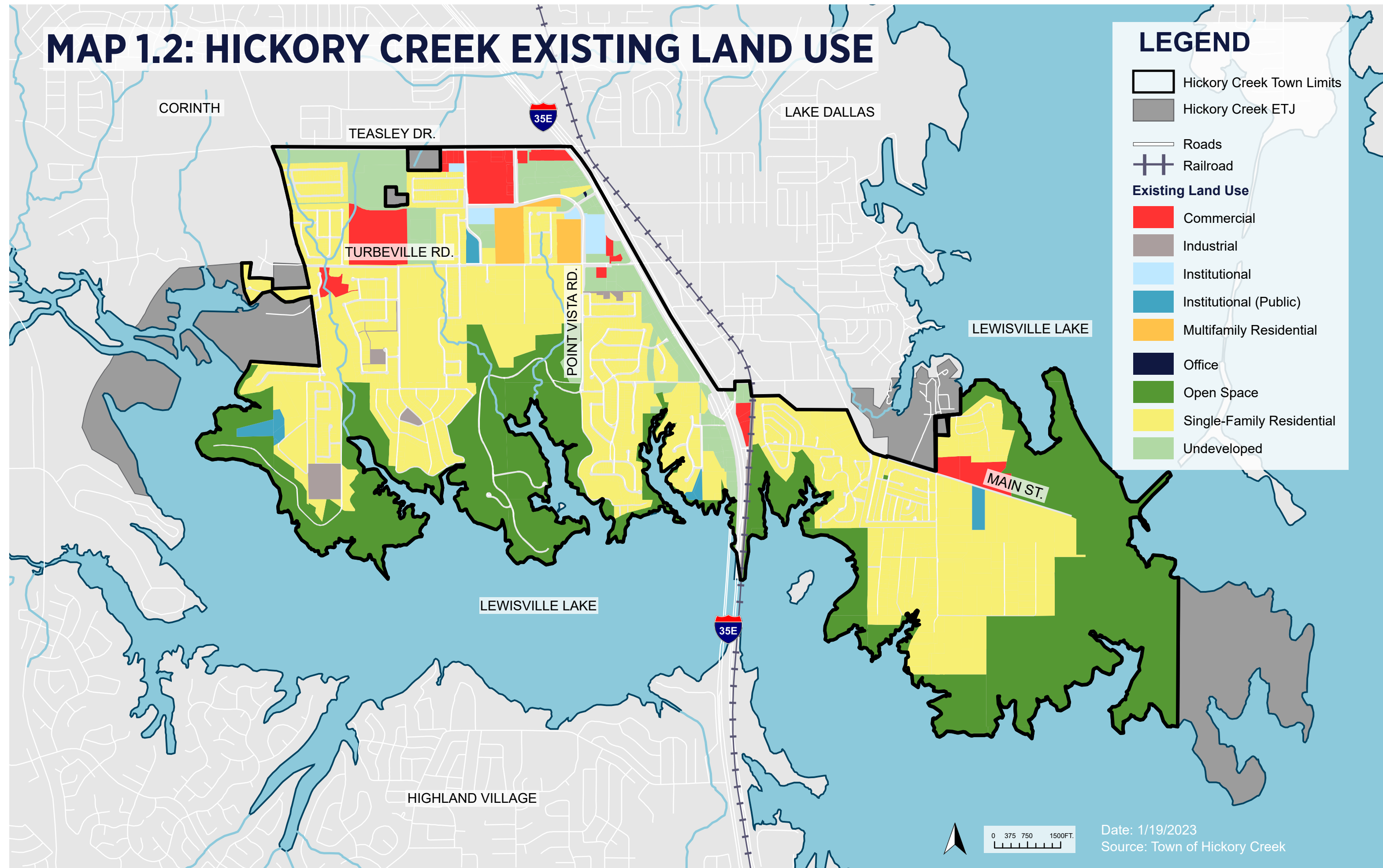
38%

LAND AREA OWNED BY USACE

30

ACRES OF TXDOT FRONTAGE

MAP 1.2: HICKORY CREEK EXISTING LAND USE



ZONING

Zoning regulations serve as the basis for applying land use goals and development standards for different areas or districts across the Town. It is a tool that ensures that land uses are located appropriately and provide synergistic and compatible uses to surrounding land uses. Zoning regulations create site-specific requirements for the types of development that are allowed. Traditional components of zoning regulations include the use of the property, structural design, and the design of site features like landscaping, parking, or setbacks.

The Town of Hickory Creek contains 18 zoning categories, including seven residential categories, two commercial, one industrial, and eight being part of other districts. Single-Family districts account for the largest percentages of zoning by area. Single-Family districts account for a total of 37.57% of the area within the Town. Commercial districts make up the second largest share of zoning districts at 10.44%. Notably, there are several zoning districts that remain unutilized throughout the Town. Industrial (LI-1), Club (CL), Mobile Home Park (MHP), and both Mixed-Use districts (MU-1 and MU-2) remain unused. The Mixed-Use districts may present the greatest opportunity for the Town in the future and should be considered both in Future Land Use as well as zoning conversations. **Table 1.3** provides a breakdown of the zoning districts within the Town.

Zoning District	Acres	%
Single-Family Districts of One Acre And Less	722.56	27.66%
Single-Family Districts of One Acre Or More	200.78	7.69%
Single-Family Districts of Five Acres Or More	57.95	2.22%
Apartment Districts	23.43	0.90%
Commercial Districts	272.71	10.44%
Light Industrial Districts	0	0.00%
Other Districts	235.80	9.03%

An important decision when creating the zoning map for the Town was how to include parcels that were created as Planned Developments (PD). As the number of parcels with a PD designation encompassed a large percentage of the Town, the Base Zoning for those parcels was used for symbology purposes instead of maintaining the PD designation.

The Town of Hickory Creek has allowed a majority of its development throughout the past 15 years to occur with the use of Planned Developments. This method allows developers a great deal of flexibility, but it prevents the Town from effectively regulating development to align with the Towns goals for future growth. Moving forward, zoning reform may be required for the Town to be able to implement the goals that will arise from this Comprehensive Planning Process.

ZONING KEY STATISTICS

37%

TOWN APPROXIMATELY ZONED FOR SINGLE-FAMILY TYPES (SF-2, SF-3, TH-1)

19%

LAND AREA ZONED FOR SF-3 (LARGEST % ALL RESIDENTIAL)

5

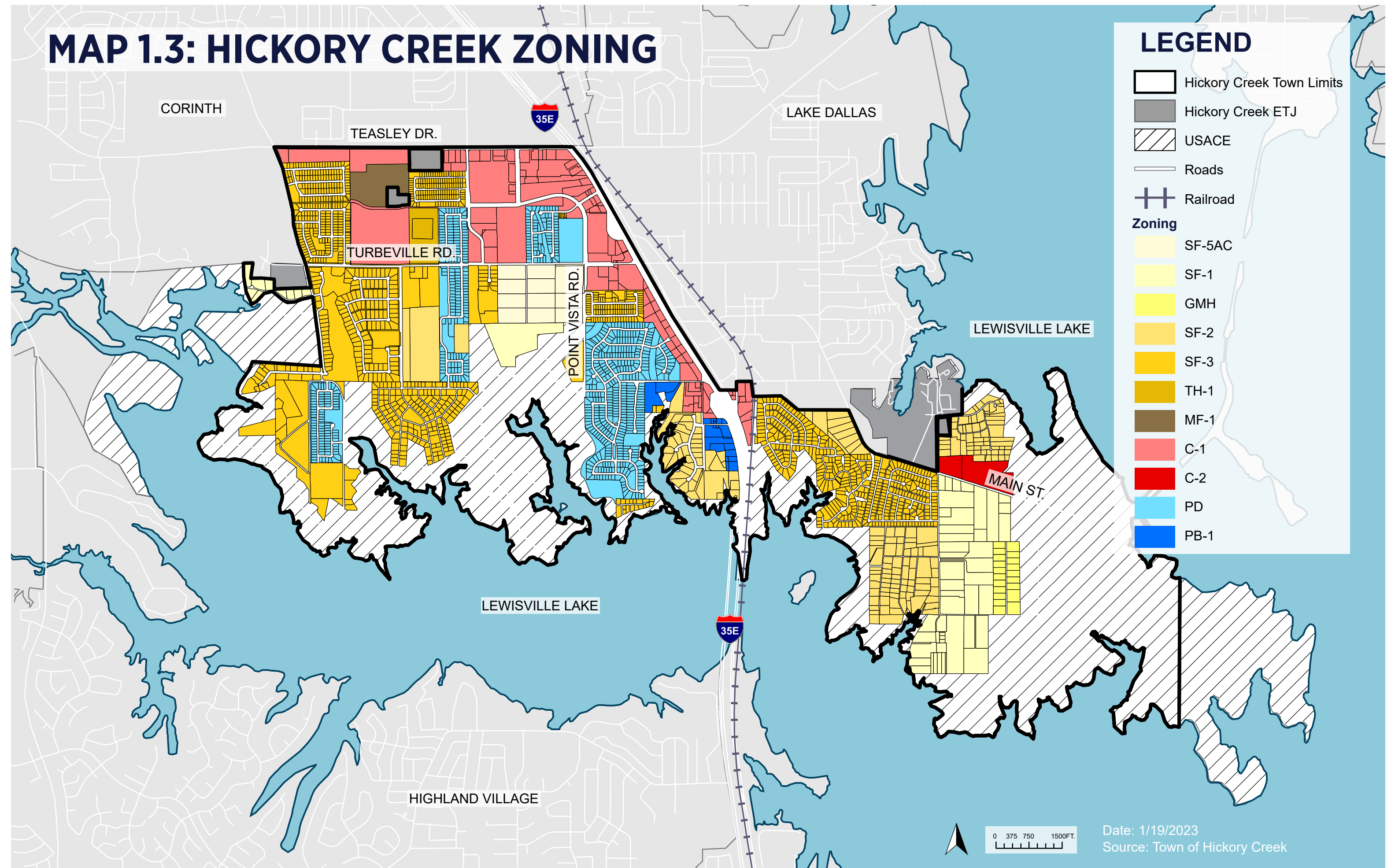
UNUSED ZONING DISTRICTS (LI, CL, MHP, MU-1, MU-2)

10.44%

TOWN APPROXIMATELY ZONED FOR COMMERCIAL (C-1, C-2)

800+

LOTS WITH PLANNED DEVELOPMENT DESIGNATION



TRANSPORTATION & MOBILITY

CURRENT TRANSPORTATION NETWORK

The Hickory Creek Master Thoroughfare Plan (MTP) was last updated in April 2017. The Town's roadway network consists of the following functional classifications of streets as defined by the U.S. Department of Transportation (DOT):

- **Interstate Highway:** Principle/Interstate arterials are designed and constructed with mobility and long-distance travel in mind. These arterial roads provide the highest level of mobility and the highest speeds over the longest uninterrupted distance. Interstates nationwide usually have posted speeds between 55 and 75 mph. Design types are interstate, other freeways and other principal arterials.
- **Arterials:** Arterials support trips of moderate length at a lower level of mobility than Interstates. Some emphasis on land access. May carry local bus routes and provide intra-community continuity but does not penetrate neighborhoods.
- **Collector Roads:** Collector roads are major and minor roads that connect local roads and streets with arterials. Collectors provide less mobility than arterials at lower speeds and for shorter distances. They balance mobility with land access. The posted speed limit on collectors is usually between 35 and 55 mph.
- **Local Streets:** Local roads provide direct access to adjacent land within a community and are not intended for long distance travel. They support through access to local residential areas, businesses, amenities, and other local areas. These roads give access to adjacent land by the lowest traffic volumes, between 20 and 45 mph, in the network and makeup up the greatest percentage of the Town's entire transportation network and are usually intended to prevent through traffic.

In total, there are 47.36 miles of roadway within the Town's limits, including interstate highways and frontage. Hickory Creek is primarily composed of local streets. Notably, a lack of local road connections to neighborhoods impedes connectivity throughout the Town, creating accessibility challenges for residents and first responders during times of emergency response.

Hickory Creek is connected to the region by FM 2181 (or Teasley Drive/Swisher Road) along the northern boundary and is split by I35E, which runs along the Hickory Creek and Lake Dallas border. Major roadways that provide east-west access into and through Hickory Creek include FM 2181 (or Teasley Drive/Swisher Road) and Turbeville Road. North-south access is provided by Point Vista Road and Parkridge Drive/Sycamore Bend; Main Street and Ronald Regan Avenue provide north-south access to the Town's critical facilities, including Town Hall and the emergency response facilities. Because the Town is essentially built out, roadway projects are focused on maintenance and safety improvements.

TRANSPORTATION KEY STATISTICS

24

AVERAGE MILES TRAVELED TO WORK

27.1

AVERAGE MINUTES TO DRIVE TO WORK

38%

INCREASE IN CAR CRASHES (2018-2022)

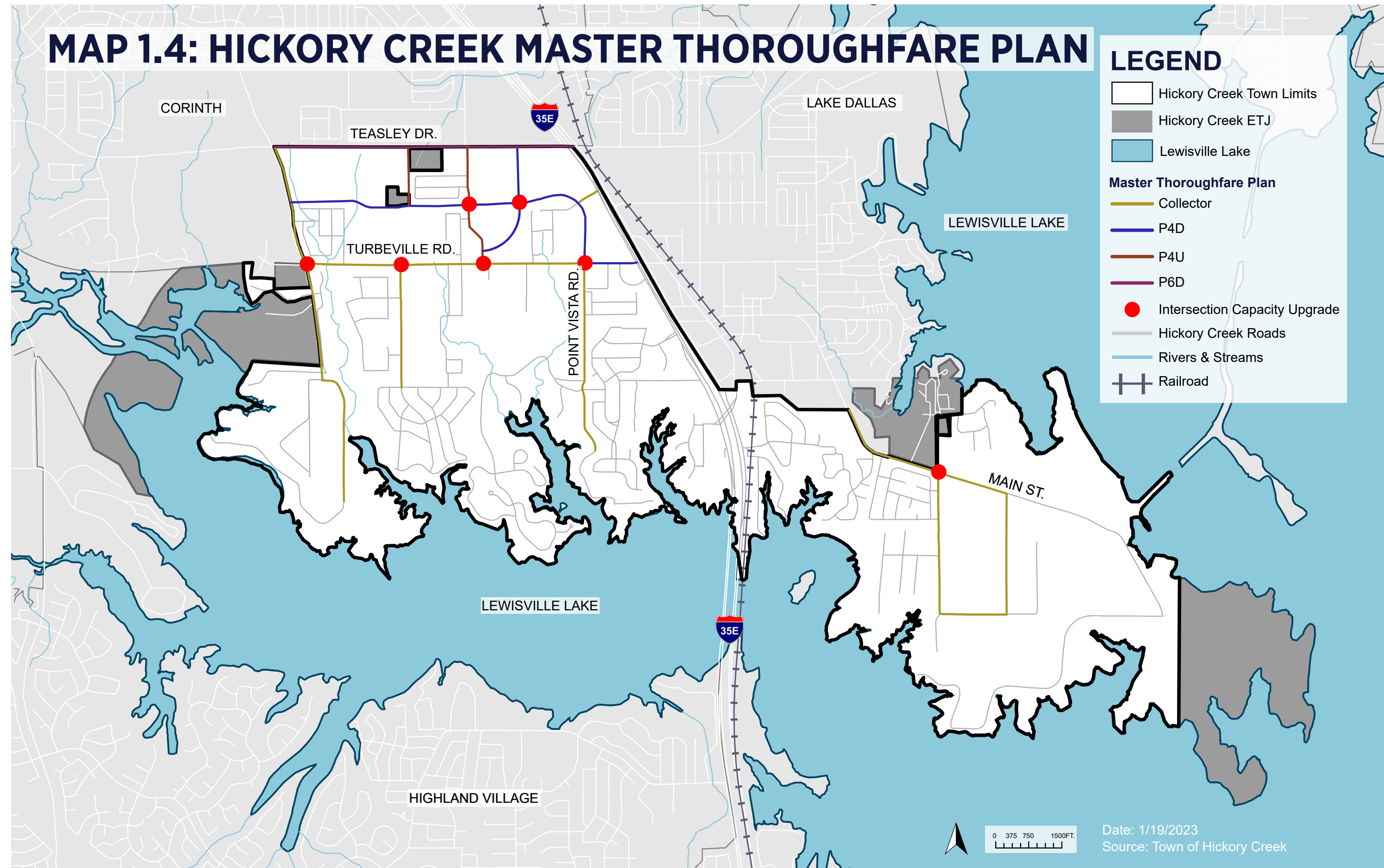
47.3

TOTAL ROADWAY MILES WITHIN TOWN LIMITS

4.08

TOTAL MILES OF TRAILS

MAP 1.4: HICKORY CREEK MASTER THOROUGHFARE PLAN



CURRENT TRANSPORTATION NETWORK (CONT'D)

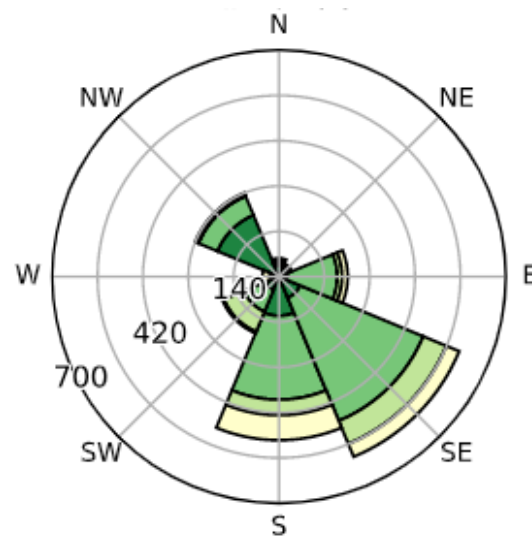
The Denton County Transportation Authority's (DCTA) A-Train Service additionally runs along I35E; however, the closest transit stops are located outside of Town Limits. These stops include MedPark Station (an eleven-minute drive from Hickory Creek), Highland Village/Lewisville Lake Station (a seven-minute drive from Hickory Creek), and Old Town Station (a thirteen-minute drive from Hickory Creek). Currently, the Town does not participate in DCTA because of the lack of demand from the community. The Town participates in the Span Transportation & Meals on Wheels of Denton County, which provides non-emergency medical related transportation services to accommodate the needs of individuals who lack access to or need assistance with transportation.

TRAFFIC AND COMMUTER TRENDS

The average commute time for an employed resident living in Hickory Creek is 27.1 minutes, indicating that the majority of the workforce living in Hickory Creek works outside of the town. Furthermore "Inflow-Outflow" data, as illustrated in **Figure 1.11** obtained by the U.S. Census Bureau reports 99.3% of the employed population that live in Hickory Creek are employed outside of the town. Lack of retail and office employment options within the Town additionally contributes to these traffic patterns.

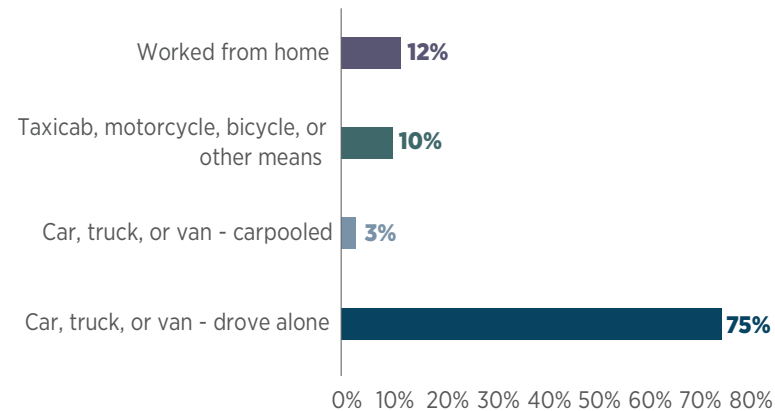
The predominant mode of transportation in Hickory Creek is automobiles, with over 50% of households owning two or more vehicles and 75% of the working community driving automobiles as the primary mode of transportation to work. **Figure 1.12** underscores the community's dependence on privately owned vehicles as a means of transportation. Notably, no residents rely on walking or public transportation to travel to work and less than 1% do not own a vehicle. Over the past decade, traffic has steadily increased along the Town's major access roads. Since 2010, traffic has increased 19% (or 3,786 daily trips) along FM 2181 and 23% (or 21,803 daily trips) along I35E. Commuting patterns in Hickory Creek contribute to these traffic counts as over 50% of the working population commutes 24 miles or more to work. **Table 1.4** provides an overview of distance to work traveled by Hickory Creek residents.

FIGURE 1.11: INFLOW-OUTFLOW TRAVEL



SOURCE: 5-YEAR 2020 ACS CENSUS

FIGURE 1.12: MEANS OF TRANSPORTATION TO WORK



SOURCE: 5-YEAR 2020 ACS CENSUS

DISTANCE	PERCENT COMMUTERS
Less than 10 miles	28.40%
10 to 24 miles	50.40%
25 to 50 miles	11.30%
Greater than 50 miles	9.80%

SOURCE: 5-YEAR 2020 ACS CENSUS

BEST PRACTICE | DESIGN FOR SPEED

When a traffic accident occurs, the cause and severity of the crash is directly impacted by the speed the vehicle was traveling. Proactive urban street design can contribute to safer traffic patterns and encourage better habits among drivers. Design features such as the curvature of the road, presence of curbs, shoulder, and lane widths, etc., can influence speeds and be adjusted to encourage the desired speed limit of the road.

SYSTEM PERFORMANCE

In the past four years, approximately 3,000 motor vehicle crashes occurred within Hickory Creek's transportation network. The number of motor vehicle crashes increased by approximately 38% (or 163 crashes) from 2018 to 2022. **Table 1.5** provides an overview of the top ten leading causes of crashes, with 31% of crashes being a result of unsafe speeds or driving over the speed limit. The majority of car crashes (over 75%) have resulted in no injuries and 11% resulted in minor or major injury. In Hickory Creek, the majority of incidents or highest density of crashes (over 85%) occurred on I35E and arterials and 13% occurred on local roads, as shown in **Table 1.6**.

TABLE 1.5: TOP 10 AUTOMOBILE CRASH FACTORS (2018-2022)¹

CONTRIBUTING FACTOR	Total	%
1. SPEED RELATED (OVER LIMIT/UNSAFE SPEED)	1,255	31%
2. DRIVER INATTENTION/DISTRACTION	729	18%
3. OTHER/NONE	500	12%
4. FAULTY EVASIVE ACTION	315	8%
5. CHANGED LANE WHEN UNSAFE	268	7%
6. FOLLOWED TOO CLOSELY	205	5%
7. FAILED TO YIELD (RIGHT OF WAY SIGNAGE, INTERSECTIONS, EMERGENCY VEHICLES, DRIVEWAYS)	146	4%
8. FAILED TO DRIVE IN SINGLE LANE	129	3%
9. UNDER THE INFLUENCE (DRUGS OR ALCOHOL)	87	2%
10. BACKED WITHOUT SAFETY	55	1%

SOURCE: TXDOT

¹TRANSPORTATION AND CRASH RELATED DATA IS BASED ON AVAILABLE TXDOT DATA.

TABLE 1.6: AUTOMOBILE CRASH LOCATIONS IN HICKORY CREEK (2018-2022)¹

ROAD NAME	Total	%	ROAD TYPE
1. I35E	2,197	81%	PRINCIPAL ARTERIAL
2. FM 2181 TEASLEY DR./SWISHER RD	150	6%	MAJOR ARTERIAL
3. HICKORY CREEK BLVD	113	4%	MINOR COLLECTOR
4. TURBEVILLE RD	94	3%	MINOR ARTERIAL
5. POINT VISTA RD	35	1%	MAJOR COLLECTOR
6. RONALD REAGAN AVE	15	1%	MAJOR COLLECTOR
7. SYCAMORE BEND RD	15	1%	MINOR ARTERIAL
8. KELTON ST	10	>1%	MINOR COLLECTOR
9. S. STEMMONS FWY	8	>1%	PRINCIPAL ARTERIAL
10. MAIN ST	7	>1%	MAJOR ARTERIAL

SOURCE: TXDOT

ACTIVE TRANSPORTATION & PEDESTRIAN ACCESSIBILITY

The majority of Hickory Creek's active and passive trails are located throughout the parks system. There are approximately 4.08 miles of the park system trails that provide access to the Town's lakeside amenities but lack east-west connectivity and direct connection to adjacent neighborhoods. Arrowhead Park provides direct access to the Regional Veloweb Trail, creating a bikeway connection between Denton and Dallas.

Notably, the Town aims to identify and address sidewalk gaps throughout the community to connect new and existing neighborhoods. Recent planning efforts have focused on supporting alternative modes of transportation through the development of multi-use paths (i.e., hike and bike trails) and sidewalks. In 2019, a sidewalk project addressed gaps along Turbeville Road (east of Ronald Regan Avenue) and Harbor Road to Strait Lane. Currently, sidewalk gaps and a new hike and bike trail are being addressed along Harbor Lane between Turbeville Road and Strait Lane. Additionally, a hike and bike trail is being developed along Turbeville Road between Sycamore Bend Road and Ronald Regan Avenue, connecting future and existing neighborhoods.

Hickory Creek's Engineering and Design Manual was last updated in March 2014. The Town currently requires that standard concrete four-foot width sidewalks be constructed for all new residential development and five-foot widths in commercial locations. Sidewalks are required additionally with all new roadway construction.

BEST PRACTICE | ACCESSIBLE DESIGN

The DOT recommends that the "sidewalk corridor" or the pathway width between the roadways to the edge of the right-of-way (ROW) be at least six to ten feet to provide accessible passageways that are free of obstacles for all users. The Americans with Disabilities Act of 1990 (ADA) requires transportation agencies to develop a *Transition Plan* to eliminate the presence of structural barriers, including communication barriers, and provide reasonable access for persons with disabilities to existing pedestrian facilities. Across the country, the development of these plans is often a low priority, only occurring with new development or when absolutely necessary.

CITY SERVICES & FACILITIES

WATER/SEWER PROVIDER

Water and Wastewater services for properties within Hickory Creek are largely provided by the Lake Cities Municipal Utility Authority (LCMUA). This entity provides services to several communities in Denton County that surround Lewisville Lake. The only area within Hickory Creek that is not serviced by the LCMUA is a portion in the southwest where Harbor Grove Estates is located. This area receives water from the Harbor Grove Water Supply Company.

LCMUA provides water and sewer services to customers that use up to an average of 1.3 million gallons daily and collects an additional one million gallons of wastewater daily across its entire service area within the Lake Cities. The water provided to LCMUA customers for daily use is purchased from the Upper Trinity Regional Water District (UTRWD). This water is treated by UTRWD so LCMUA is simply the distributor for it. The quality of this water is assessed by the Texas Commission on Environmental Quality, and previous assessments have earned LCMUA the Superior Water designation as an Outstanding Public Drinking Water System. Within Hickory Creek, LCMUA manages 35 miles of water pipelines throughout the Town that provide water to subdivisions, businesses, schools, and other users. Additionally, LCMUA manages three ground storage tanks, three water wells, one pump station, and an elevated storage tank. All of the wells are located within the 100-year floodplain, so maintaining water quality standards after floods will continue to be an important task. For the wastewater services within Hickory Creek, LCMUA manages 29 miles of sewer lines and 11 lift stations throughout the Town.

TOWN FACILITIES & PUBLIC SAFETY

The Town of Hickory Creek owns a facility that provides a variety of services to the community. This site is located on Ronald Reagan Avenue between Turbeville Road and Point Vista Road, and it houses the Hickory Creek Municipal Court, the Hickory Creek Police Department, and the Hickory Creek Town Hall & Administrative Offices. The Hickory Creek Police Department provides public services throughout the Town. The department consists of 12 full-time officers. A secondary property managed by the Town is located on the southeast portion of the Town, south of Main Street, between South Hook Street and Westlake Park. This site is home to the Town of Hickory Creek Public Works & Animal Services.

BROADBAND INITIATIVES

There is currently an ongoing effort within the Lake Cities region to construct a dark fiber ring throughout Corinth, Hickory Creek, and Shady Shores to bring high-speed internet and improved bandwidth in collaboration with Pavlov Media. The construction for this broadband service began on September 1, 2022, and is expected to begin providing service to new customers in January 2024.

CITY SERVICES KEY STATISTICS

100%

WATER WELLS LOCATED IN THE 100-YEAR FLOODPLAIN

3

WATER WELLS & GROUND STORAGE TANKS

35

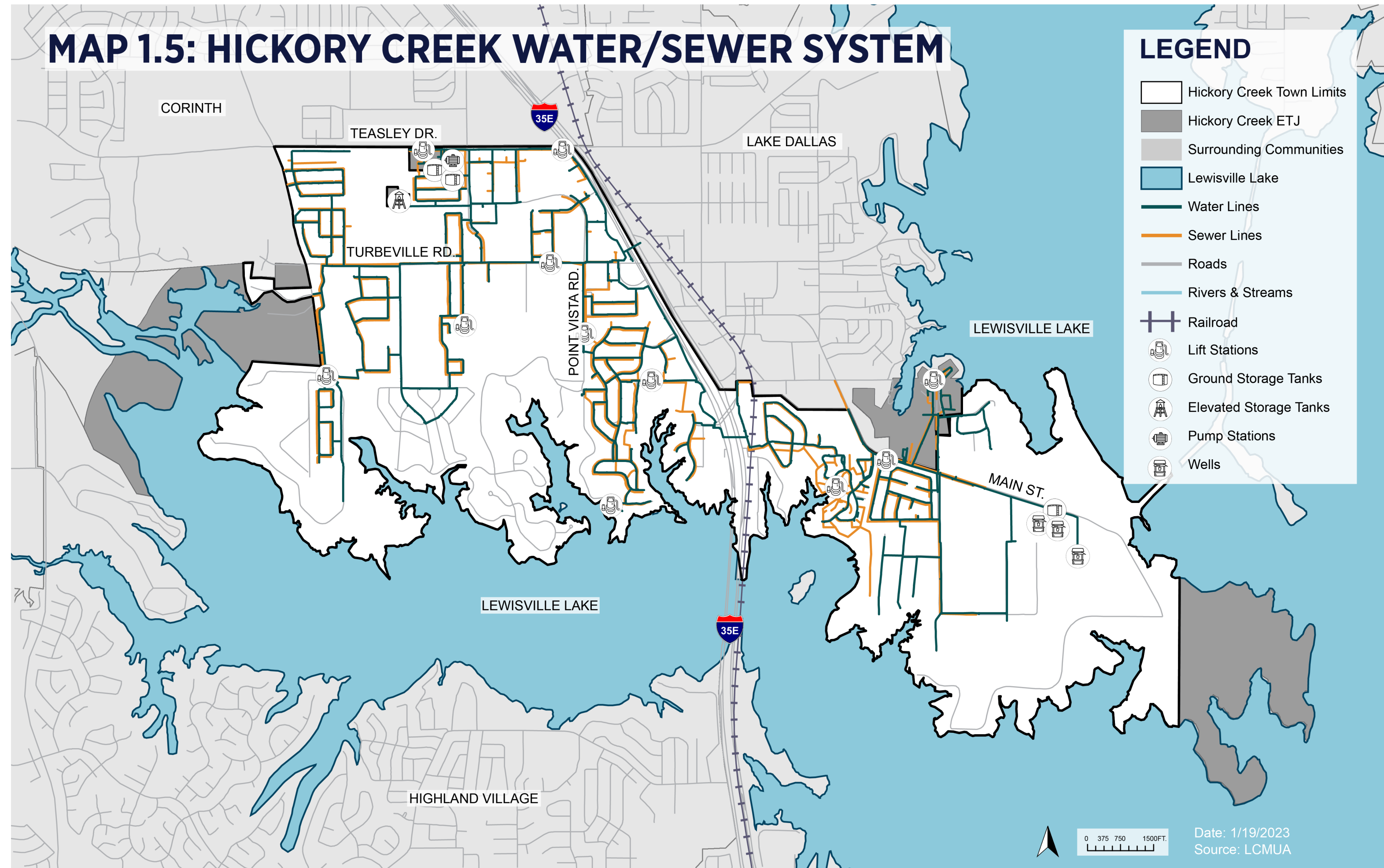
MILES OF WATER PIPELINE MANGED BY LCMUA

29

MILES OF SEWER PIPELINE MANGED BY LCMUA

1

PUMP STATION & ELEVATED STORAGE TANK



PARKS & OPEN SPACE

PARKLAND

As a lakeside community, the Town of Hickory Creek has access to a considerable number of parks and natural areas. Over 12 miles of lakeside frontage along Lewisville Lake, accompanied by over 1,100 acres of parkland attract residents and visitors alike. This acreage, which includes amenities like boat ramps and nature trails, accounts for about 39% of Hickory Creek's land area.

The responsibility of maintaining this land is shared between the Town and the USACE. Totalling 1,087 acres of parkland, seven parks in Hickory Creek are owned by USACE. This includes four parks that are maintained and operated by Hickory Creek through a lease agreement with USACE, totaling approximately 263 acres. The Town maintains one additional park and is currently making plans for two more parks in the future. These parks account for approximately 15 acres of the total parkland in the town. The Town's commitment to preserving its natural resources extends beyond the lake and its green spaces, right down to each of the trees in the Town. Hickory Creek has been recognized by the Arbor Day Foundation as a Tree City for 14 years.



HICKORY CREEK PARK

PROGRAMMING

The Town of Hickory Creek offers a wide variety of recreational opportunities and programming including holiday and community events. Hickory Creek often partners with other Lake Cities to plan recreational opportunities at a larger scale. These activities range from local running groups to parades and bike rallies.

As a result of its 2020 Parks, Recreation and Open Space Master Plan (PMP), Hickory Creek has identified potential gaps in the programming and recreational opportunities offered including programming and events geared towards the elderly population. As Hickory Creek continues to grow, additional priorities for the Town regarding parks and recreation include improving connectivity between trails and parks, expanding amenities along the lake, and upgrading the current conditions of existing parks.

PARKS & OPEN SPACE KEY STATISTICS

10

TOTAL PARKS IN HICKORY CREEK

12+

APPROXIMATE MILES OF LAKESIDE FRONTAGE

39%

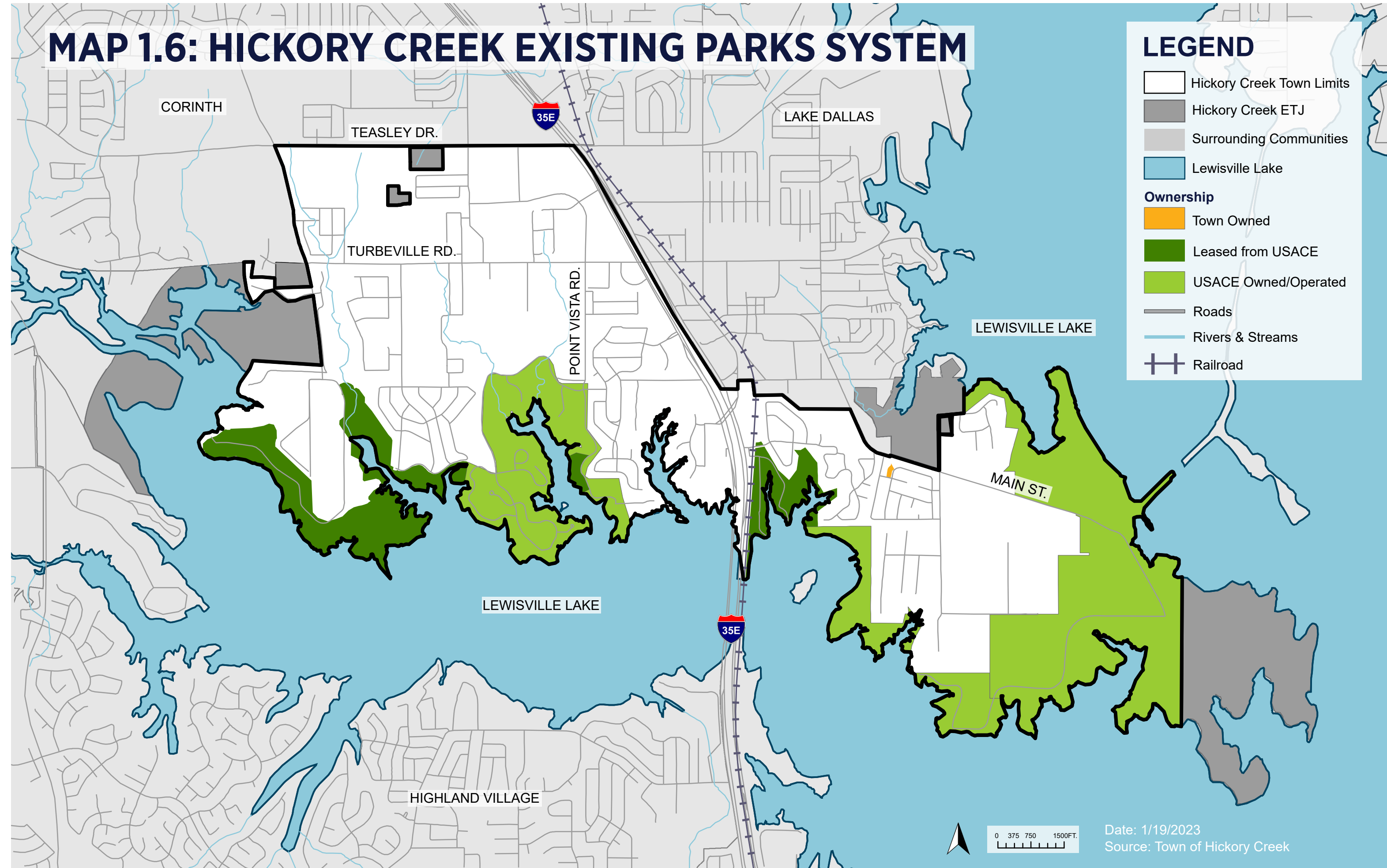
OPEN SPACE WITHIN TOWN LIMITS

38%

PERCENT ACRES OF USACE OWNED PARKLAND

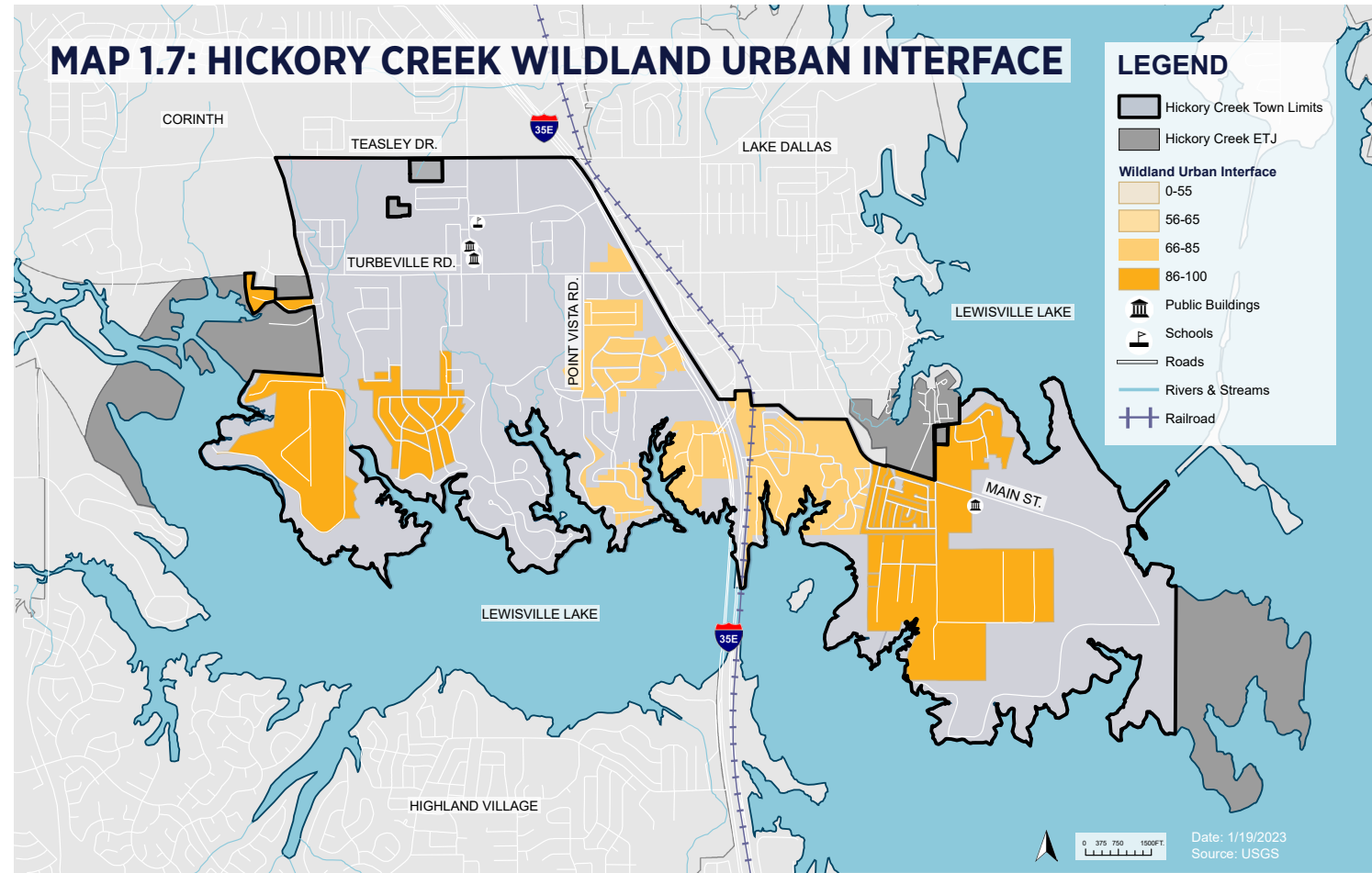
9%

PERCENT ACRES OF USACE PARKLAND LEASED TO TOWN



WILDLAND URBAN INTERFACE (WUI)

The Wildland Urban Interface (WUI) is used to measure the level of connection between humans and the built environment and wildlands that could become fuel for wildfires. As development continues within Hickory Creek, properties within the WUI will increase. The index ranges from 0-100, with properties closer to 100 exhibiting higher levels of risk. In total, 34% of Hickory Creek's land area is currently within the WUI to some capacity, with 21.42% being in the highest range of vulnerability. These areas of highest risk are generally located closer to Hickory Creek's parks and open spaces. Additionally, the Town's Public Works building is located within an area of high risk.



WUI KEY STATISTICS

34%

TOWN LAND
AREA IN WUI

21%

TOWN LAND IN HIGHEST
VULNERABILITY RANGE

STATE FIRE PROTECTION PROGRAMMING

The Texas A&M Forest Service provides statewide programs that help communities deal with potential wildfires throughout various stages of emergency management (Mitigation, Preparedness, Prevention, Recovery). There is also an educational component which brings public information and training opportunities for communities.

Finally, the Predictive Services Department of the Texas A&M Forest Service provides short and long-term forecasts and analysis for future wildfires by:

- Determining current and predicted weather conditions.
- Monitoring conditions of vegetation and wildland fuels.
- Calculating current and predicted fire behavior.
- Identifying high wildfire risk areas and values threatened.
- Tracking wildfire occurrence and ignition sources.
- Disseminating assessment information to stakeholders and the public.





02

COMMUNITY VISION

Community Involvement.....	26
Engagement Outcomes.....	27
Plan Vision.....	30

COMMUNITY INVOLVEMENT

ENGAGEMENT PROCESS

To be sure that the Comprehensive Plan embodies the community’s vision, the Town developed an extensive public engagement process. The purpose of this process is to identify the needs and desires of the community in their own words. Various engagement strategies were used to gain the best understanding of what the community would like to see as a result of the Plan, including meetings with designated stakeholders, focus group interviews, a community-wide survey, and two public workshops. The incorporation of varied engagement strategies allows people of all ages and backgrounds to express their opinions on the strengths and potential improvements that can be made in Hickory Creek. The information collected during this process goes on to create the foundation of this Plan’s goals and recommendations. A full summary of each of the engagement events can be found in the Appendix.



VISION COMMITTEE

A Vision Committee of various community stakeholders was created to serve as an advisory body to provide balanced opinions on important Town issues, review Plan content, and share their vision for the 20-year plan horizon throughout the process.



PUBLIC WORKSHOPS

Two Public Workshops were held during the engagement process to give the community an interactive opportunity to prioritize key topics related to the Plan and review draft materials.



FOCUS GROUP LISTENING SESSIONS

At the beginning of the engagement process, a series of listening sessions were conducted to discuss various aspects of the Town and gather unique perspectives from informed residents and stakeholders. Focus group participants included developers, Town staff, community groups, ISD members, residents and more.



COMMUNITY SURVEY

An online Community Survey was conducted to maximize engagement in the planning process, generate a diverse reach, and gain specific insight on the community’s current conditions and preferences for future growth.

ENGAGEMENT OUTCOMES

HICKORY CREEK TODAY

The beginning of the engagement process aimed to gain input on the community’s current perception of the Town. One of the introductory exercises at the events asked participants to describe Hickory Creek today, in one word. The following illustrates the words that were chosen. The size of the word correlates with how often it was used.



HICKORY CREEK IN 20 YEARS

In addition to gaining insight on the Town’s current perspective of Hickory Creek, multiple exercises were utilized throughout the process that aimed to find out more about what community members would like to see over the next 20 years.

Concern was continually expressed regarding the Town’s growth and efforts to maintain the identity of Hickory Creek while adjusting to the influx of people that want to call it home. Feedback from these exercises also illustrated participants’ value for their natural surroundings. The addition of trails and sidewalks was a related priority.



VISION COMMITTEE MEETING #1



PUBLIC WORKSHOP #1



FOCUS GROUP LISTENING SESSION



PUBLIC WORKSHOP #2

ENGAGEMENT TIMELINE

Over the course of 2023, the community provided input and feedback regarding the Comprehensive Plan. The timeline illustrates when each engagement effort was conducted.



ENGAGEMENT OUTCOMES

COMMUNITY PRIORITIES & PREFERENCES

One of the goals of the engagement process is to generate interest and encourage participation through interactive activities. Both public workshops provided participants with the opportunity to vote on and prioritize the Plan's community and development priorities. Below are tables outlining some of those preferences.

Priority	Tally
Low-Rise/Mid-Rise Mixed-Use Centers	15
Town Civic Center	13
Growth Of Commercial Corridors	8
Mid-Rise Mixed-Use Centers	4
Cultural Event Centers	3
Light Industrial/Manufacturing	2
Low-Rise Scale Mixed-Use Centers	1
Office/Professional Services	1

Priority	Tally
Trails & Bikeways	15
Sidewalk Facilities	13
Streetscape Features	11
Roadway Maintenance	6
Capacity Improvements	3
Traffic Calming	3
Complete Streets	2
Public Transit	2
Wayfinding/Lighting/Signage	1

COMMUNITY SURVEY

The Hickory Creek Comprehensive Plan Community Survey was conducted between February 20 and March 13, 2023. **There were a total of 839 survey responses, which amounts to just over 16% of the Town's population.** This is a high response rate for a population of this size.

Participant Details:

- 35% of respondents are 25-34 years of age
- 45% of participants are home-owners
- 37% of respondents work outside of the Town
- 69% of participants have children at home

FIGURE 2.1: COMMUNITY SURVEY QUESTION 8

Q8 In general, do you feel there is enough housing choice (i.e., a variety of market housing options) currently available for Hickory Creek citizens?

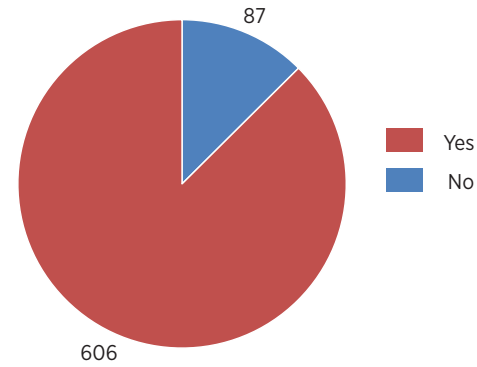
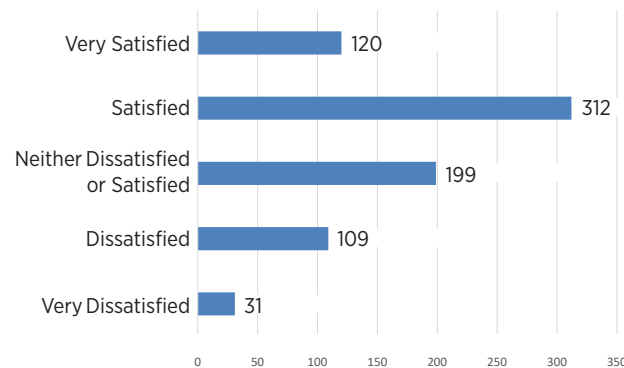


FIGURE 2.2: COMMUNITY SURVEY QUESTION 2

Q2 Are you generally satisfied with the direction that development in Hickory Creek has taken over the past few years?



Examples of questions that were asked in the survey, as well as participants responses are shown on the right. Survey results for Questions 2 and 8 can be seen in Figures 2.1 and 2.2 to the right.

The topics that were commented on the most in the open response questions include the following:

- Town Services
- Quality of Life
- Neighborhoods, Parks & Open Space
- Development & Mobility

KEY FEEDBACK THEMES

The following themes reflect the ideas and feedback that resonated throughout each of the engagement opportunities. A description of each feedback theme is listed below.

COMMUNICATION & INFORMATION	highlights the way information is communicated outside of and within the Town. This includes branding and wayfinding to ensure all people can safely navigate Hickory Creek. It also refers to the manner and method that news and community information is dispersed to the public.
COMMUNITY IDENTITY	illustrates the Town's values and way of life to its residents and visitors. As the Town grows, it will be more important to make efforts to preserve and enhance the characteristics that make up Hickory Creek's core, including Lewisville Lake and the Town's family-oriented values.
COMMUNITY PARTNERSHIPS	provide an opportunity for the Town to strengthen its relationship with surrounding communities, leverage it's natural assets, and support development potential. These relationships could be with the Army Corps of Engineers, the Lake Cities, or regional and private-public partnerships.
ECONOMIC RESILIENCY	refers to the ability of the Town to attract the right type and intensity of development projects that will bolster the tax base in the long-term. This is especially important as the Town approaches full build-out and is confronted with regional growth.
GROWTH POTENTIAL	considers available land for development and opportunities to expand. The Town's ETJ is viewed both as an opportunity and a barrier to achieving the Town's development potential. Approaching build-out, highway frontage and remaining vacant parcels are critical to long-term planning.
LIFESTYLE PLANNING	considers inclusive options for different types of residents that might live in Hickory Creek. A multi-generational community including young professionals, emerging families, and established residents needs quality and affordable housing, entertainment, retail, and service options to thrive.
NATURAL RESOURCES	can be a Town's most valuable asset. It's important to preserve and improve the conditions of the Town's natural areas for both residents and the wildlife that live in the area. The Town's access to Lewisville Lake also provides a unique opportunity for regional connectivity and tourism.
REGIONAL FEATURES & IMPACTS	relate to where Hickory Creek fits into the DFW Metroplex and how it may be both negatively and positively affected by the changes that are made in surrounding areas. Regional development and traffic could support Hickory Creek's existing tourism economy and future development goals.
SAFETY & ACCESSIBILITY	refers to improving connectivity and safety for motorists, pedestrians, and multimodal users. This involves improved visibility through enhanced development standards including lighting, signage, tree and landscaping maintenance, and roadway infrastructure and capacity.
SOCIAL CONNECTIONS & PLACEMAKING	relates to community involvement and gathering spaces. Community events, lakeside activities, and recreational programming can create a sense of place within Hickory Creek. Both civic and retail centers can create nodes for cultural activities and programming within Hickory Creek.
TOWN MANAGEMENT & SERVICES	relates to the public services offered to Town residents. Leadership was commended for its transparency and accessible Town staff. As the Hickory Creek grows, demand for improved maintenance and roadway capacity, as well as local services like libraries and parks has increased.
LAND USE PATTERN & FORM	relates to the location and type of development in Town, and how it affects the community's identity. Hickory Creek's Future Land Use Map will facilitate the Town's land use pattern and form, with the priority of maintaining a rural, small-town feeling and identity.

PLAN VISION

VISION FRAMEWORK


The feedback and input collected throughout the planning process was compiled and analyzed to provide guidance and create the building blocks that inform the direction of the Plan. These building blocks include the Plan’s Vision Statement, Goals, Focus Areas, and Recommendations.


The vision of this Plan is organized by 5 Goals, which each have 3 to 4 Focus Areas. Each Focus Area lists Recommendations which list specific actions the Town can take to achieve Hickory Creek’s future vision. The Plan’s goals address topics that are the biggest priority for the Town to properly function and provide a high quality of life to its citizens. Focus Areas associated with each Goal further outline and define the priorities for Hickory Creek in the future.


The Plan Goals are described below. A detailed breakdown of the Recommendations associated with each Goal and Focus Area can be found in Chapter 4.





PLAN GOALS

- 

COMMUNITY CHARACTER
Hickory Creek is a community of connected neighborhoods and natural spaces that cultivate a small-town feel and afford the Town’s multigenerational residents a diverse and affordable housing stock, high-quality development standards, as well as safe and well-maintained public infrastructure and services.
- 

ECONOMIC RESILIENCE
Hickory Creek provides and maintains a balanced portfolio of land uses, contributing to a variety of amenities and services that support the needs of the local community and create a regional draw, helping to sustain the local economy while preserving and celebrating the Town’s City-Close, Lakeside Living spirit.
- 

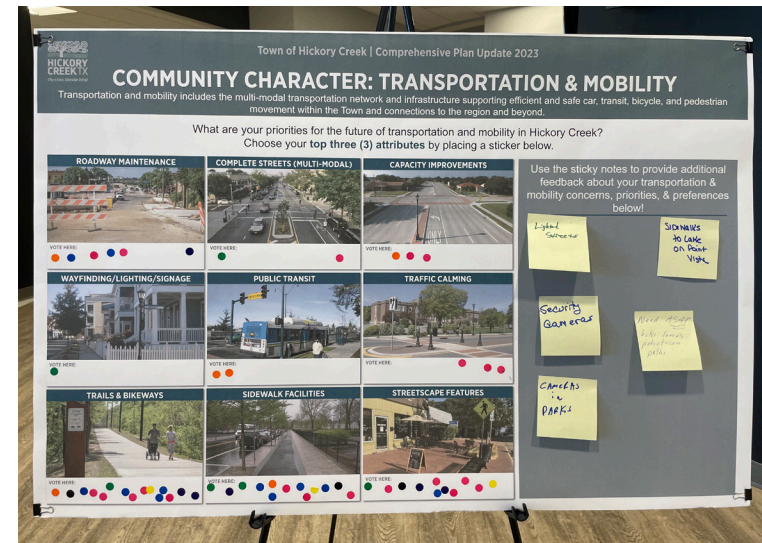
NATURAL SPACES & RESOURCES
Hickory Creek preserves and enhances its natural features and resources through thoughtful development patterns and building design standards; connects the Town’s neighborhoods and natural areas through active and passive multiuse paths; and offers access to a variety of recreational amenities, programming, and lakeside activities for the community to interact with and enjoy.
- 

MOBILITY & ACCESSIBILITY
Hickory Creek provides safe and enjoyable connections for all types of mobility, with connections to local amenities and neighborhoods through context-sensitive streets and multiuse paths that improve visibility, accessibility, and the overall experience for all ages and abilities throughout the Town and provides access to neighboring goods and services and regional connections.
- 

SOCIAL HEALTH & CONNECTIONS
Hickory Creek fosters a close-knit sense of community between all types of residents through activated gathering spaces that offer diverse entertainment options, recreational and civic activities, and Town programming.



PUBLIC WORKSHOP #1



TRANSPORTATION & MOBILITY PREFERENCES



PUBLIC WORKSHOP #2

VISION STATEMENT

The Vision Statement for this Plan serves to represent the overarching aspirations of the Town in one sentence or idea. The statement was written based on community feedback collected throughout the initial planning process, as well as the thoughts and comments received from the Vision Committee. Hickory Creek’s Vision Statement was debuted at the second Public Workshop.

The Town of Hickory Creek is a vibrant community that embraces its small-town charm, celebrates its natural surroundings, and fosters strong connections among its residents.

Our comprehensive plan aims to guide the growth and development of our town, ensuring a sustainable, inclusive, and prosperous future for generations to come.



03

GROWING WITH PURPOSE

Market Potential & Constraints.....	34
Future Development.....	38
Future Land Use.....	40
Community Place Types.....	42

MARKET POTENTIAL & CONSTRAINTS

POPULATION GROWTH

Denton County is one of the fastest growing counties in the United States. It grew by 243,808 residents (between 2010 and 2020), a total growth of 36.8%. The Texas Water Development Board (TWDB) estimates that Denton County will be home to 1,329,551 people by 2040 and will reach a population of 1.6 million by 2050, a 70% increase from the current population of 941,647.

The 2022 population in Hickory Creek is 5,189, up 9.9% from 4,718 in 2020. The population of Hickory Creek is already estimated to grow at a rate of 0.9% annually over the next five years with an estimated population of 5,426 by 2027. Further population projections were calculated based on Hickory Creek's previous compounded annual growth rates and town building permit data compared to the county. Based on town and county building permit data over the last 20 years, it is estimated the Town of Hickory Creek has absorbed on average 1.23% of growth in Denton County. Exclusive of any land constraints or availability, by 2040 the Town of Hickory Creek could expect to have a population of nearly 6,100 and by 2050 a population of over 6,600. The supply of developable sites within Hickory Creek continues to decrease as growth in the region remains strong. Currently there are only 179.15 acres (or 6.86% of the Town's land area) of undeveloped land within the Town limits.

MARKET KEY STATISTICS

37%

DENTON COUNTY POP. GROWTH 2010-2020

0.9%

HICKORY CREEK'S ESTIMATED GROWTH RATE (2022-2027)

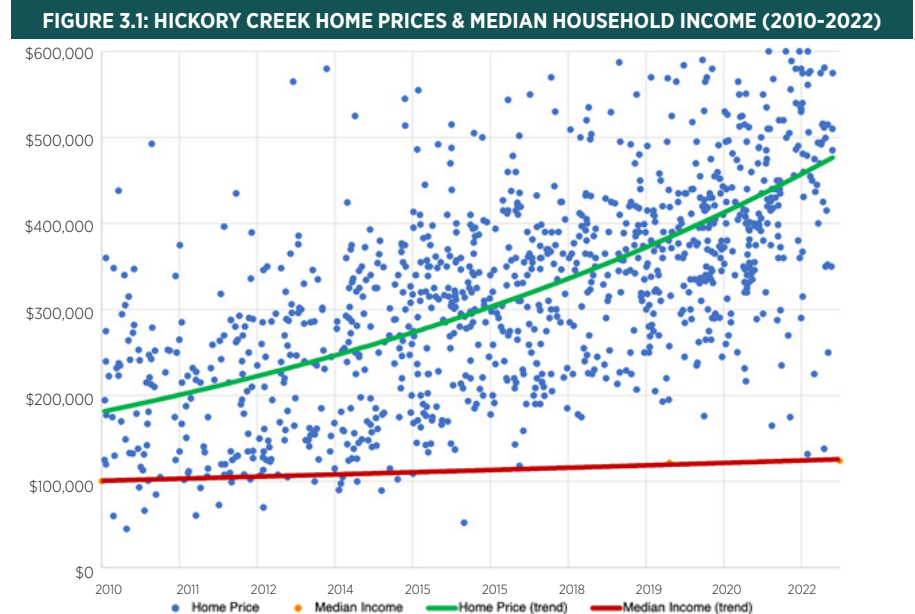
RESIDENTIAL CHARACTER

The Town of Hickory Creek has a total of 1,963 housing units with 82.5% of the housing units categorized as single-family detached (SFD) units. The second highest portion of homes (8.9%) are categorized as three or four units in the structure (i.e., single-family attached). Within the total number of housing units, 97.1% of units are occupied, while 2.9% are vacant. Of the occupied housing units, 84.3% are owner-occupied while the remaining 15.7% are renter-occupied. The Town of Hickory Creek exhibits newer homes with the median year built in 2003, while 24.8% of the housing stock has been built after 2014. Owner-occupied housing unit values can be seen in **Table 3.1** with 44.1% of housing units valued within the \$300,000 - \$399,999 price range. It is estimated that homes valued between \$400,000 - \$499,999 will increase 8.2% by 2027 totaling 32.5% of the housing stock.

Value	2022	2027
< \$50,000	1.0%	0.1%
\$50,000 - \$99,999	0.4%	0.0%
\$100,000 - \$199,999	3.5%	4.3%
\$200,000 - \$299,999	15.8%	12.3%
\$300,000 - \$399,999	44.1%	44.7%
\$400,000 - \$499,999	24.3%	32.5%
\$500,000 - \$749,999	4.3%	4.6%
\$750,000 - \$999,999	5.8%	4.3%
\$1,000,000 - \$1,999,999	0.7%	0.6%

SOURCE: ESRI

Figure 3.1 represents a contrast of home price trends (green line) and median household income trends (red line), spanning from 2010 to 2022. The figure displays home prices as blue dots, median income as orange dots, and their respective regression lines in green and red. As represented below, over the last 12 years home prices have trended rapidly upwards from roughly \$180,000 in 2010 to \$480,000 in 2022 (a growth of 167%). Conversely, median household income only saw a slight increase from an estimated \$100,444 in 2010 to \$124,043 in 2022 (an increase of 23%). In 2010, the home price to income ratio was roughly 2:1 and that gap has increased to 4:1 in 2022.



SOURCE: NTRIS, ESRI

HOUSING KEY STATISTICS

1,963

TOTAL HOUSING UNITS (2022)

82.5%

PERCENT SINGLE-FAMILY DETACHED HOMES

84%

PERCENT HOUSING OWNER OCCUPIED

167%

PERCENT INCREASE HOME VALUES 2010-2022

2003

MEDIAN YEAR HOME BUILT

NATIONAL HOUSING TRENDS

With increasing land and material costs, housing supply shortages, and increased construction costs, housing prices continue to rise. However, an anticipated slowing of home sales and appreciation within certain price segments looms on the horizon. The recent increase in interest rates and/or tightening of credit could soften housing prices and increase supply. However, the low interest rates experienced over the last few years have enabled buyers to afford higher-cost housing. A major economic shift would likely result in an increase of existing inventory and slowing of price appreciation, which would primarily impact the entry-level and middle-market product.

SINGLE-FAMILY HOME BUILDING TRENDS

In 2020, the U.S. Census Bureau and the U.S. Department of Housing and Urban Development Office of Policy Development and Research conducted a survey of new homes constructed in the United States. Since the US Census Bureau and the U.S. Department of Housing and Urban Development began tracking this data, median home sizes have increased from the smallest size of 1,530 square feet in 1982 to hovering between 2,300 and 2,500 square feet since 2010. Median lot sizes have been decreasing, reaching their peak of 10,000 square feet in 1990, with 2019 and 2020 the first years showing median lot sizes under 8,000 square feet. The decrease in lot sizes in 2019 and 2020 may lower costs and offer the opportunity for more affordable housing options. Within Hickory Creek, single-family development over the past eleven years has increased slightly, with a sharp increase of 206 building permits in 2020.

MULTIFAMILY HOME BUILDING TRENDS

The DFW multifamily market has slowed in factors such as occupancy, net absorption, and deliveries. A post-pandemic equilibrium has been felt in the market, as well as the scare of the projected economic downturn, expected in the early months of 2023. Net absorption was recorded at -6,056 units in Q2. However, looking at 2022 year-to-date (YTD), this net absorption remains positive at 922 units. Occupancy of rental units decreased by 1.2% from Q1 (2022) to Q2 (2022). Market rent has steadily increased to 3.5% increases quarterly and a year over year increase of 17.3%.

HICKORY CREEK DEVELOPMENT POTENTIAL

An analysis was conducted to understand Hickory Creek’s development potential for various product types. **Table 3.2** shows the current demand and opportunities for residential development, while keeping in mind the challenges associated with each type. These numbers represent the annual amount that the Town could absorb if land use development of all types and price points were targeted.

CATEGORY	OWNER-OCCUPIED RESIDENTIAL	RENTER-OCCUPIED RESIDENTIAL
DEMAND	Moderate	Moderate
OPPORTUNITIES	Infill on Vacant Or Underutilized Lots Near Already Established Subdivisions	Medium to High Density With Easy Access to Interstate 35E
CHALLENGES	Limited Remaining Undeveloped Parcels	Limited Remaining Undeveloped Parcels
TARGET	Mid to Upper Tier Single Family Homes Townhomes	High Quality, Projects
MARKET VALUES	\$350,000+ Household Value	\$1,600+ Monthly Rent Per Unit
ABSORPTION DEMAND	139 Units Annually (116 Single-Family Detached Units and 23 Alternative Single-Family Units)	107 Units (82 Multifamily Units And 24 Units of Alternative Product)

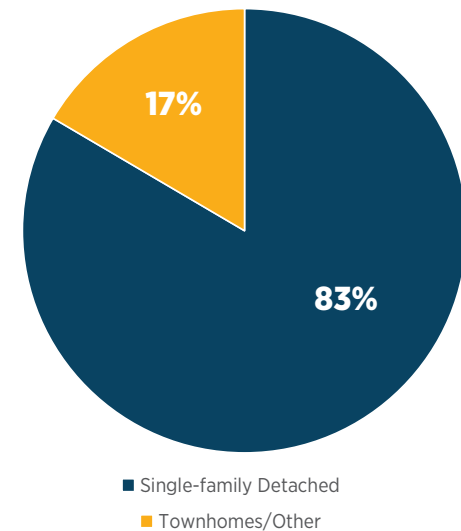
SINGLE-FAMILY | OWNER-OCCUPIED UNITS

In an effort to understand the capacity of the single-family residential market, an analysis was performed using historical data and projected growth rates (from 2022 to 2027) within Denton County. It is estimated that Hickory Creek could capture demand for 116 units of owner-occupied, single-family detached units annually. The largest portion of homes in demand (29.3%) are those valued between \$250k - \$350k. Additionally, there is demand for 23 units of owner-occupied homes in the form of condos, townhomes, and duplexes/triplexes/quadplexes. These annual demand numbers represent the annual amount that Hickory Creek could absorb if development of all types and price points were targeted.

TRADITIONAL SINGLE-FAMILY DETACHED DEMAND	116 UNITS
Homes < \$200k	26
Homes \$200k - \$250k	17
Homes \$250k - \$350k	34
Homes \$350k - \$450k	22
Homes \$450k+	17
ALTERNATIVE OWNER-OCCUPIED PRODUCT DEMAND	23 UNITS

SOURCE: ESRI

FIGURE 3.2: ANNUAL OWNER-OCCUPIED HOUSING DEMAND



SOURCE: 5-YEAR 2020 ACS CENSUS

OCCUPANY DEMAND KEY STATISTICS

OWNER-OCCUPIED

116 UNITS **\$250K - \$350K**

SFD OWNER-OCCUPIED ANNUAL DEMAND

LARGEST DEMAND HOME VALUE

RENTER-OCCUPIED

82 UNITS **\$2,000**

SFD RENTER-OCCUPIED ANNUAL DEMAND

LARGEST DEMAND RENT

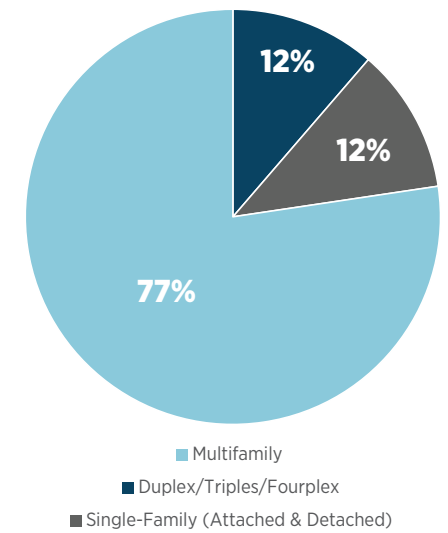
MULTIFAMILY | RENTAL UNITS

In addition to single-family demand, an analysis of the region was also performed to understand the renter-occupied residential market. It is estimated that Hickory Creek could capture and absorb demand for 82 renter-occupied units annually, in the form of multifamily structures. There is additional demand for 24 units of renter-occupied units in the form of duplex/triplex/fourplex or single-family build to rent. The largest portion of renter-occupied multifamily unit demand (46.3%) is for units with rents of \$2,000 or more per unit.

ANNUAL MULTIFAMILY DEMAND	82 UNITS
Rental Rate <\$1,000	16
Rental Rate \$1,000 - \$1,500	14
Rental Rate \$1,500 - \$2,000	13
Rental Rate \$2,000+	38
ALTERNATIVE RENTER-OCCUPIED HOUSING DEMAND	24 UNITS

SOURCE: ESRI

FIGURE 3.3: ANNUAL RENTER-OCCUPIED HOUSING DEMAND



SOURCE: 5-YEAR 2020 ACS CENSUS

OFFICE DEVELOPMENT

The office market in the Dallas-Fort Worth (DFW) Metroplex has performed well for the first two quarters of 2022. Class A office space is in the highest demand in DFW, outperforming all other classes. CoStar defines Class A office space as “an extremely desirable investment-grade property with the highest quality construction and workmanship, materials and systems, significant architectural features, the highest quality/expensive finish and trim, abundant amenities, first rate maintenance and management; usually occupied by prestigious tenants with above average rental rates and in an excellent location with exceptional accessibility.” The subleased availability makes up 14.8% of the total available space, of which 73.4% are Class A properties. Outside of Class A office space, leasing activity has slowed substantially, forcing landlords to agree to shorter leases and more lenient termination policies. The projected global economic downturn could be the cause for the slowdown in the market, however industry professionals are hopeful that the strength of the DFW office market will withstand the economic fluctuations in the coming months.

Lewisville/Carrollton, the submarket Hickory Creek belongs to, has 4,475,646 square feet of retail space and a 19% vacancy rate. Market rent is low compared to the DFW area (\$22.05) and currently there is not any office space under construction. Office space in Hickory Creek is confined to one office park with a combined 29,300 square feet of space, located west of I35E along Teasley Dr. Market rent is \$25.15 per square foot and vacancy is at 15.1% (4,800 square feet).

RETAIL DEVELOPMENT

The retail market in the DFW Metroplex is described by CBRE’s Q2 Retail Report as “steady and strong” with a 94.5% occupancy rate and 1.2M square feet of positive net absorption in Q2 of 2022. Consumerism has been at an all-time high post-COVID, driving economic growth. Industry research suggests excess spending is slowing, partially due to high inflation rates and the projected contraction of the economy in early 2023. Grocery and big box retailers have seen decreases in sales due to inflation and competing discount stores and grocers. The DFW area has seen a spike in grocery interest as H-E-B has moved into Frisco, Texas and Plano, Texas. Luxury goods have persevered through the uncertainty of consumer spending due to inflation and have seen a 17-19% growth in sales in 2022. This is partly due to luxury goods retailers incorporating luxury resale items in their stores.

Compared to DFW at 5.5%, West Dallas, the submarket Hickory Creek belongs to, has a low vacancy rate at 4.1%. The West Dallas submarket has a total of 34,119,570 square feet of retail space and has absorbed 595,047 square feet of space in 2022, the largest absorption of retail space within the DFW market. The Town of Hickory Creek has one retail node located west of I35E on both sides of Turbeville Rd while the remaining retail is spread throughout the town. Retail space in Hickory Creek is divided between 24 existing buildings with a combined total of 395,000 square feet of rentable area. Market rent is currently at \$21.98 per square foot for retail space within Hickory Creek.

FUTURE DEVELOPMENT

PLACE BASED APPROACH

The future development plan for Hickory Creek was developed with a “place-based approach.” Traditionally, future land use maps guide development regulations by focusing on the development character of an area. In contrast, a place-based approach leads to the development of a future land use map that is rooted in character of development such as building and site design, as opposed to just the land use. This facilitates updates to the development code that will meet the intended character of development envisioned in this Plan. The FLUM for the Town of Hickory Creek, stemming from this place-based approach, is structured and defined by Place Types, which enforce the desired functions and attributes of each respective category.

Creating an outstanding place requires a culmination of a number of elements, which are unique to the community the place will serve. Project for Public Spaces describes placemaking as a way to maximize the shared value of a space and facilitate “creative patterns of use, paying particular attention to the physical, cultural, and social identities that define a place and support its ongoing evolution.” There is no single ingredient to creating a great place; it’s a blend of many factors that can determine how valuable a space is. In many instances those factors align with what Project for Public Spaces has defined as the key attributes of a place. The four attributes identified include: access and linkages, activities and uses, image and comfort, and sociability. The graphic below was created with these key attributes in mind and highlights what makes a great place to the community of Hickory Creek based on feedback observed during the engagement process.



Image based on Project for Public Spaces Placemaking Handbook. www.pps.org.

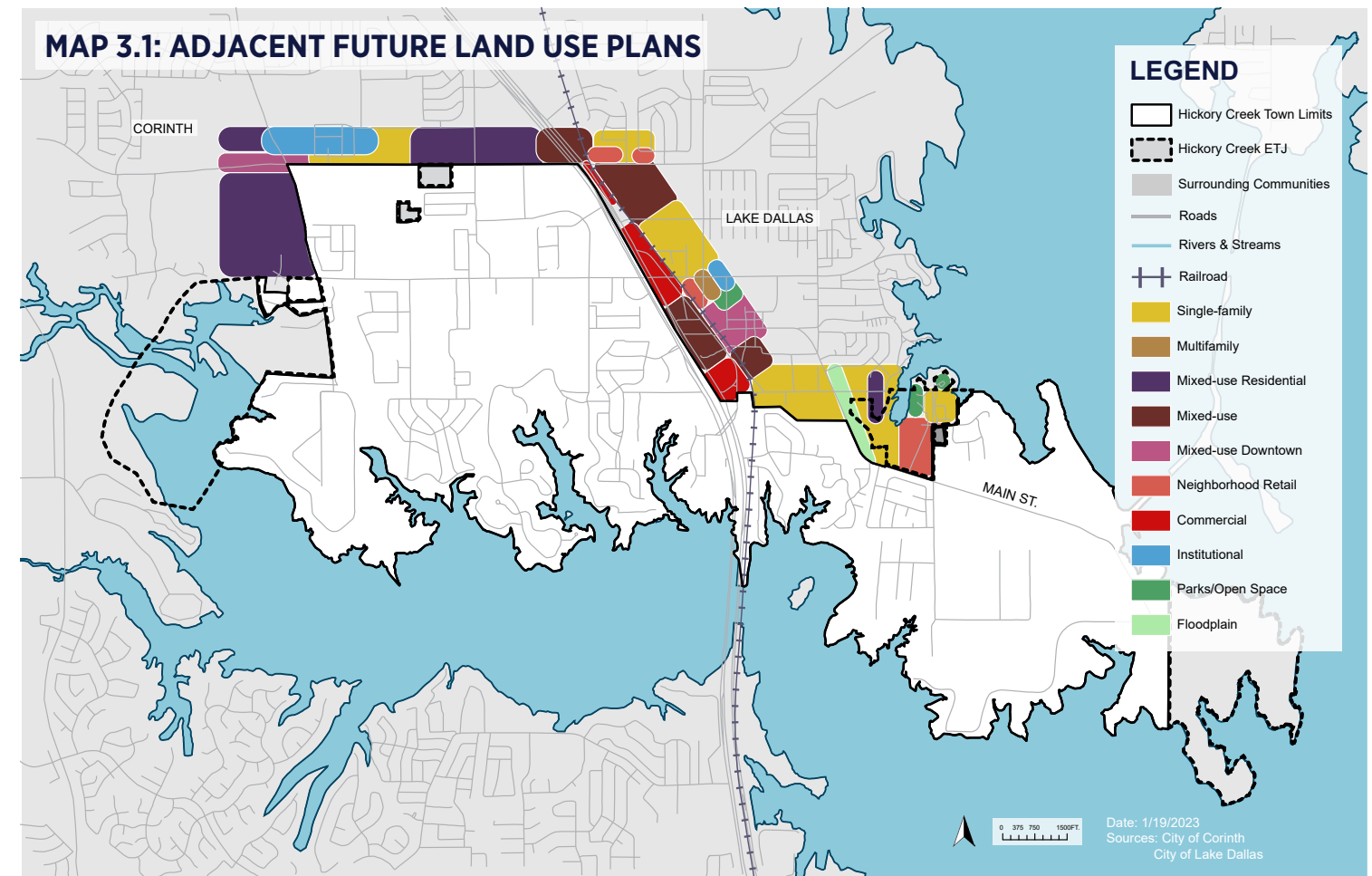
LOCAL DEVELOPMENT ACTIVITY AND LAND USE

The Town of Hickory Creek’s existing zoning splits the Town into 34% nonresidential and 66% residential. Approximately 22% of the privately-owned parcels within Hickory Creek were identified as being one acre or larger and currently vacant. Based on existing zoning, a large portion of those remaining vacant land parcels will likely be for residential use, if developed, based on their location within the town. These parcels are evenly distributed throughout the Town.

The following development projects are underway in Hickory Creek:

- Approximately twenty acres on the east side of The Olana was recently annexed for a townhome development. Additionally, there are also plans for a hotel, restaurant, and spa at The Olana.
- Sycamore Cove is a single-family development located on the south end of Sycamore Bend Road.
- Lennon Creek is a single-family development located on the east side of Parkridge Dr south of Teasley Dr.
- A townhome project on N. Hook Street was recently approved for a voluntary request for annexation.

In addition to current development activity, consideration should be given to neighboring future land use plans to understand the potential for future development types, densities, and design and adjacency standards. The following map provides a conceptual overview of the City of Corinth’s and the City of Lake Dallas’ future land use plans along FM 2181 (or Teasley Drive/Swisher Road), Interstate 35E, and Parkridge Drive. As illustrated on the map, the future land use categories anchoring the Town’s major transportation corridors support a range of lower intensity residential uses; commercial and institutional uses; and mixed-use districts that support medium to higher intensity residential development types, residential and non-residential product types, and a combination of vertical and horizontal mixed used types to promote and support pedestrian and economic activities. The plans also consider open space and the existing floodplain. Notably, the mix and transition of categories take a context sensitive approach to support current development and future development goals.



FUTURE LAND USE

FUTURE LAND USE MAP

The Future Land Use Map (FLUM) is one of the primary outcomes of a Comprehensive Plan. The FLUM determines appropriate locations for future uses (i.e. place types), helping to shape the direction, character, and intensity of future residential and non-residential development and protection of natural areas. The map does not establish zoning district boundaries or regulations, nor guarantee that individual properties are suitable for the full range of design characteristics described within each category.

The FLUM was drafted using seven place type categories intended to establish the community's vision for the placement of housing, employment, social activities, and protection of natural areas and to provide guidance on appropriate land uses topologies that will support the Town's market and development potential over a 20-year horizon.

Due to the nature and status of Hickory Creek's ETJ areas, Town Staff and the Planning Team decided to omit these areas within the FLUM conversations. Notably, due to recent changes in state law, unilateral annexations are no longer possible for most Texas municipalities. Any annexation within a community's ETJ must be voluntary and led by landowners. As the plan focuses on long-term growth, it is beneficial to establish preferred development patterns that align with fiscal responsibility goal. If it ever became economically advantageous for property owners within the ETJ areas due to the realization of the principles established within the FLUM process, a landowner-led annexation effort could be executed to bring these areas into Town jurisdiction.

This future land use planning process holds immense significance in shaping a sustainable and thriving community within Hickory Creek. It serves as a strategic roadmap, guiding the allocation of land for various purposes while considering the long-term needs and aspirations of the population. Effective land use planning minimizes urban sprawl, conserves natural resources, and promotes efficient infrastructure development. By envisioning how land is utilized and developed, Hickory Creek can create cohesive and well-designed spaces that enhance quality of life, promote economic growth, and preserve environmental integrity. Proper land use planning fosters balanced growth, maximizes public amenities, and ensures social equity, contributing to a harmonious and resilient urban future.

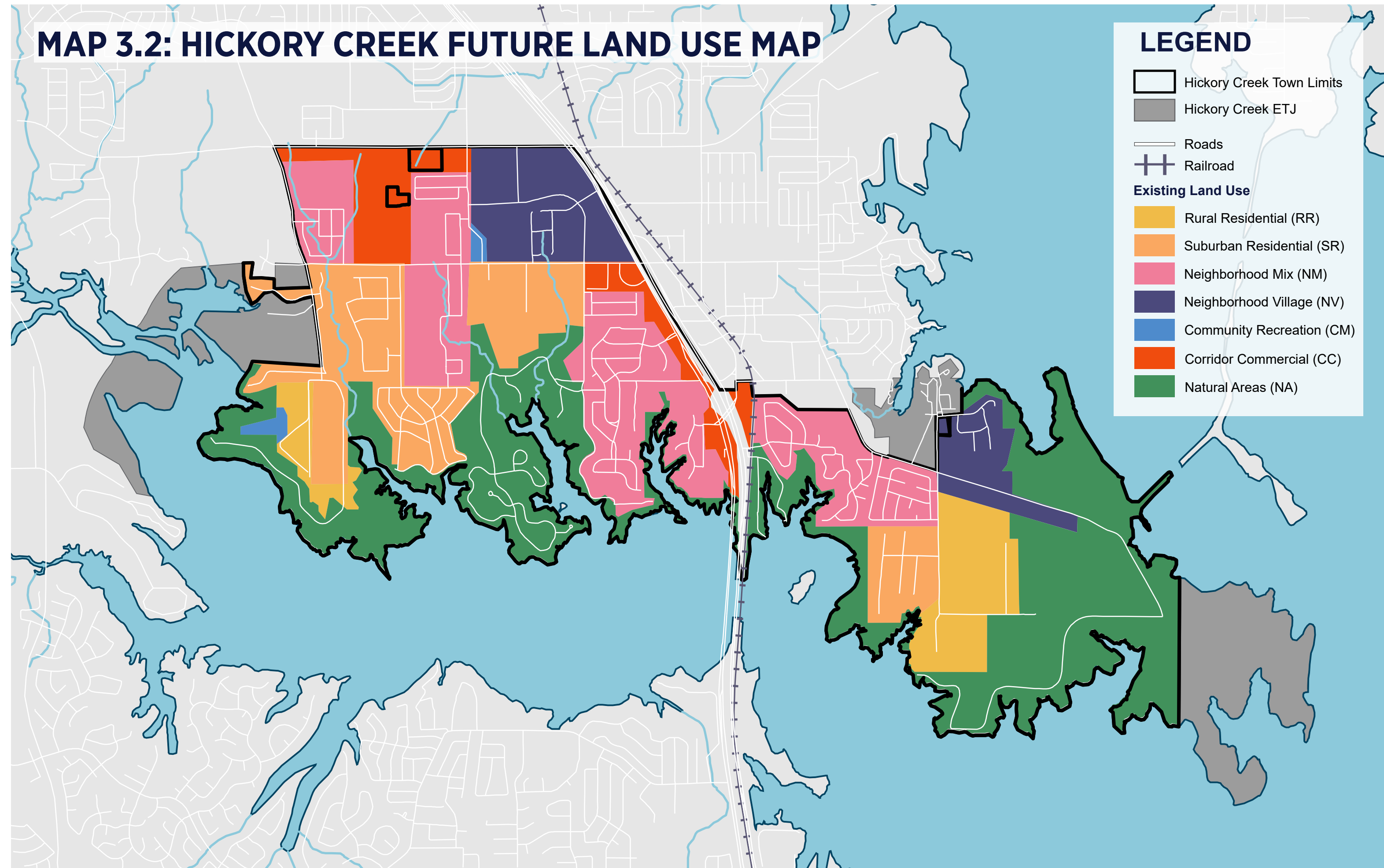
TABLE 3.5 | PLACE TYPE LAND USE PERCENTAGES

Place Type Category	Total (%)
Rural Residential	7.1
Suburban Residential	16.3
Community Recreation	0.5
Corridor Commercial	6.4
Neighborhood Village	9.7
Neighborhood Mix	22.5
Natural Areas	37.4
Total	100

FUTURE LAND USE PRIORITIES

Concentrate a wider mix of uses, densities, and scales in the top north-east and west sections of Hickory Creek along I35E and Swisher Rd.
Increase housing options, scales, and densities near non-residential development.
Activate East Hickory Creek with neighborhood scale retail that supports ecotourism and recreational activities.
Use larger, rural residential lots to protect the floodplain and connect neighborhoods to the parks and trail system.
Create opportunities for infill and redevelopment that support small-scale single family attached and detached options.

MAP 3.2: HICKORY CREEK FUTURE LAND USE MAP



PLACE TYPE DESCRIPTIONS & ATTRIBUTES

As previously stated, the FLUM for the Town of Hickory Creek consists of place types that establish criteria related to land use, community design standards, natural and social environments, and transportation and mobility that collectively help achieve the intended spirit of the category. There are seven recommended place type categories that provide guidance for new development and redevelopment, describing the typical mix of land uses and design characteristics, as well as categories that preserve and enhance the Town’s existing neighborhoods and natural resources.

Place Types establish specific parameters for development which can be used to ensure future development decisions are appropriate and compatible with the vision defined for Hickory Creek. Development appropriateness considers whether a development pattern fits within the land uses that are supported by a place type. Development compatibility considers whether a development pattern will complement or align with existing land uses, proximate land uses, and general character of an area (i.e., building design, site layout, scale).

Using the following criteria, place types describe the way different areas of the community need to look and work to meet future goals, market potential, and the vision established by the community: Intent, Building Height, Density Range (Measured in Dwelling Units per Acre), Supporting Typologies, Compatible Zoning, and Community Design Considerations.

Table 3.6 describes the attributes used to define and characterize each Place Type.

TABLE 3.6 PLACE TYPE ATTRIBUTES	
Attribute	Definition
Intent	Outlines a brief description of the purpose and intended character of the Place Type.
Building Height	Describes the maximum building height, by number of stories, that is appropriate for each Place Type.
Density Range	Lists the minimum or maximum lot size or Floor Area Ratio (FAR) associated with each Place Type. Density Range is measured in Dwelling Units per Acre (DUA) for residential place types and the percentage of the lot that is covered by buildings for non-residential place types.
Supporting Topologies	Provides a list of land uses that are best suited for the Place Type. In most cases, more than one land use is appropriate within a single Place Type.
Community Design Considerations	Lists design considerations for each Place Type related to, but not limited to, screening, circulation, building form, and landscaping. These preliminary design considerations should serve as a framework for future updates to the Town’s development regulations.

Intent

The **Rural Residential** Future Land Use Category is intended to preserve the existing lower-density residential products that support agriculture uses and spaces on tracts of land that are approximately one acre or larger. Residential development, including ranchettes and large-lot single family subdivisions, and conservation subdivisions, should remain the primary use. Supporting uses within these areas include agriculture fields, natural areas and open space, and limited agricultural uses and buildings. These locations should have direct access to local streets. Connection to the Town’s trail network should be made where possible. Efforts should be made to preserve existing natural space and tree canopy within these areas.

Character & Form

Building Height: One to Two Stories

Density Range: 0.5 to 2 DUA

Supporting Topologies:

- Agricultural or ranch lands
- Natural areas and general open space
- Single family dwellings (detached)

Community Design Considerations

- Larger setbacks
- Cluster residential development
- Common parking lots
- Two-lane roads and sidewalks
- Permeable surfaces
- Access to park and shoreline trails and multi-use paths
- Landscaping buffers and native vegetation
- Controlled lighting
- Tree canopy preservation and maintenance standards
- Signage and wayfinding
- Fencing and screening standards (manufactured and natural)



SUBURBAN RESIDENTIAL

Intent

The **Suburban Residential** Future Land Use Category is intended to maintain and enhance the community's traditional medium to larger lot, single-family detached subdivisions. Areas should provide residential amenities, including multi-use paths and multimodal infrastructure, open space and playgrounds, seating, and lighting and wayfinding features. Connections to the Town's trail network should be made where possible. New subdivision development may include a variety of single-family product types, including small-lot single-family homes and patio homes. Patio or garden homes are found on small lots with minimal yard space, similar to townhomes but often limited to a single story. Green infrastructure, including trees canopies, bioswales, permeable surfaces, planter boxes, and vegetated curb extensions should be incorporated features to minimize flooding.

Character & Form

Building Height: One to Two Stories

Density Range: 0.5 to 10 DUA

Supporting Topologies:

- Single family detached
- Estates
- Patio homes
- Small-lot single family

Community Design Considerations

- Medium setbacks
- Medium-width sidewalks
- Native landscaping standards & xeriscapes
- On-street parking
- Bike routes & trails
- Pedestrian scale lighting



NEIGHBORHOOD MIX

Intent

The **Neighborhood Mix** Future Land Use Category's intent is to provide a variety of housing products to support residents at all ages and stages of their lives. These neighborhoods will be made up of medium to smaller lots that support attached and detached single family product types, making these developments slightly denser compared to existing subdivisions. These amenity-rich neighborhoods will be located in proximity to non-residential uses near the Town's key corridors, so residents have direct access to local goods and services. Social gathering space, multi-use paths and infrastructure, and green infrastructure should be woven throughout these neighborhoods.

Character & Form

Building Height: One to Three Stories

Density Range: 1 to 15 DUA

Supporting Topologies:

- Single family detached
- Single family attached
- Patio homes
- Small-lot single family
- Independent living facilities

Community Design Considerations

- Small to medium setbacks
- Medium-width sidewalks
- Stoops & porches
- Tree-lined streets
- Native landscaping standards & xeriscapes
- Multimodal infrastructure
- On-street parking
- Universal design standards



NEIGHBORHOOD VILLAGE

Intent

The *Neighborhood Village* Future Land Use Category will serve as a node of neighborhood-scale activities, created by a mix of residential, commercial, and recreational uses. A mix of denser housing product types, including small-lot single-family detached homes, townhomes, and small scale multifamily, such as live-work units, duplexes, and quadplexes, will serve as the anchor for non-residential uses. Non-residential uses should be compatible with residential development and are envisioned as a highly walkable development of mixed uses, including shopping, restaurants, entertainment, and residential uses. A mix of uses may be achieved through horizontal or vertical mixed-use development. Development should consider residential transitions and adjacency standards. The Neighborhood Village will provide the community with local gathering spaces and connect to other areas by shaded and multi-modal trails and networks. Extensive landscaping, continuous shade, public artwork, and plentiful amenities should be incorporated into street scape, commercial uses, and residential areas.

Character & Form

Building Height: One to Four Stories

Density Range: Up to 25 DUA

Supporting Topologies:

- Small-lot, single-family detached
- Townhomes
- Duplex/quadplexes
- Small-scale multifamily
- Independent living facilities
- Retail uses
- Office uses
- Institutional uses
- Entertainment uses
- Recreational spaces

Community Design Considerations

- Small setbacks or zero lot lines
- Wider, landscaped sidewalks
- Tree-lined streets
- Native landscaping standards & xeriscapes
- Storefronts & patio dining
- Multimodal infrastructure
- On-street parking and shared parking lots
- Pedestrian scale lights
- Pocket parks and parklets
- Building orientation & natural buffers
- Universal design standards



CORRIDOR COMMERCIAL

Intent

The *Corridor Commercial* Future Land Use Category is located along the Town's major arterial roads and is intended to provide a horizontal mix of commercial, office, and entertainment uses and amenities. A mix of larger box stores, specialty stores, medical and professional services, entertainment venues, and a mix of upscale and fast casual dining options will serve both local and regional needs. Where appropriate, clean industrial employment options may be supported along portions of the I35E.

Character & Form

Building Height: One to Three Stories

Density Range: Not Applicable

Supporting Topologies:

- Retail uses
- Office uses
- Light industrial uses

Community Design Considerations

- Extra-large setbacks
- Landscape buffers
- Landscaped and tree-lined pathways
- Native landscaping standards & xeriscapes
- Branding, public art, and wayfinding
- Shaded seating and gathering spaces
- Pedestrian-friendly parking lots
- Electric charging stations
- On-street and shared parking options
- Pocket parks and parklets
- Universal design standards



COMMUNITY RECREATION

Intent

The **Community Recreation** Future Land Use Category will serve as public and semi-public spaces for recreational and civic activities. Locations will provide passive and active parks, and small-scale recreational facilities, such as tennis and pickleball courts, lodging, and activity or educational centers that cater to all ages. These areas are intended to retain their character to provide a transition between the Town's residential and open space locations and serve as local recreation and social opportunities.

Character & Form

Building Height: One to Two Stories

Density Range: Not Applicable

Supporting Topologies:

- Open space
- Parks and recreation
- Institutional uses
- Retail uses (limited)

Community Design Considerations

- Extra-large setbacks
- Permeable surfaces
- Waste and recycling baskets
- Native landscaping standards & xeriscapes
- Multi-use paths
- Multimodal infrastructure
- Shaded structures
- Pedestrian scale lighting
- Educational information boards
- Access to restrooms and seating
- Sidewalks connecting to trails, open space, and recreational areas



NATURAL AREAS

Intent

The **Natural Areas** Future Land Use Category includes open space, parkland, and the 100-year flood plain. This category is intended to preserve areas to handle stormwater and provide open space corridors for passive trails and recreation activities between East and West Hickory Creek. Opportunities to activate and program the shoreline with social gathering spaces; recreational activities, such as kayak launches; and trail and storm water parks, should be incorporated where possible.

Character & Form

Building Height: Not Applicable

Density Range: Not Applicable

Supporting Topologies:

- Open space
- Institutional uses
- Recreational uses
- Retail uses (limited)

Community Design Considerations

- Wayfinding and branding
- Pedestrian scale and controlled lighting
- Shaded structures
- Access to restrooms and seating
- Permeable surfaces
- Waste and recycling baskets
- Educational signage
- Landscaped multi-use and walking paths
- Tree canopy preservation and maintenance standards
- Sidewalks connecting to trails, open spaces, and recreational areas





04

REALIZING THE VISION

Implementation Action Plan.....	52
Goal One: Community Character.....	54
Goal Two: Economic Resilience.....	56
Goal Three: Natural Spaces & Resources.....	58
Goal Four: Mobility & Accessibility.....	60
Goal Five: Social Health & Connections.....	62
Administering the Plan.....	64

IMPLEMENTATION ACTION PLAN

The Implementation Action Plan acts as a community blueprint for the next 20 years. It sets out actions that will help the Town of Hickory Creek work toward and achieve the Vision that's been established by the community throughout this process. The Implementation Action Plan is displayed in a matrix form, beginning on page 54, that organizes each Recommendation by the Plan Goal and Focus Area it's associated with. The matrix also outlines parameters for execution including the type of each Recommendation and its associated timeframe. The following pages describe each of the components included in the Implementation Action Plan. The Plan Goals & Focus Areas are illustrated on the following page.

STRUCTURE

The Implementation Action Plan is organized around three main components: Goals, Focus Areas and Recommendations. There are five total Plan Goals, each with at least three associated Focus Areas. Each Focus Area has a varied number of associated Recommendations, with a total of 97 Recommendations for the whole Plan.

GOALS

Goals are broad statements of desired community outcomes/achievements.

FOCUS AREAS

Focus Areas are a broad thematic area of focus that is used to create structure around how an organization can achieve its goals.

RECOMMENDATIONS

Recommendations are strategies to achieve the community's identified goals.

TIMEFRAME

Timeframe identifies when the corresponding Recommendation should be initiated. Factors that help to determine the associated timeframe include feasibility of implementation, anticipated costs, and overall priority based on feedback from the community.

SHORT-TERM	MID-TERM	LONG-TERM
1 - 2 years	3 - 5 years	6 - 10+ years

PRIORITY

Determined based on feedback from the Vision Committee, Recommendations of high importance are meant to be prioritized within the timeframe.

ON-GOING STATUS

In some cases, Recommendations are intended to be performed on an on-going basis.

TYPE OF ACTION

Each Recommendation in the Implementation Action Plan is categorized into a distinct type, which will impact how and who will be in charge of implementation and whether or not there is a cost associated with implementation.

CAPITAL PROJECTS

These involve physical infrastructure improvements or developments. These projects aim to enhance the city's physical environment, support growth, and improve residents' quality of life.

REGULATIONS & STANDARDS

Recommendations in this category pertain to zoning ordinances, building codes, land use regulations, and design standards. They guide the city's growth by establishing rules for development, ensuring safety, maintaining aesthetics, and promoting sustainable practices.

PLANNING & RESEARCH

This category involves studying future growth patterns, market trends, transportation needs, and environmental factors. These studies provide data-driven insights for informed decision-making.

POLICIES & PROGRAMS

These recommendations focus on policy frameworks and initiatives that guide the city's actions. Examples include affordable housing programs, economic development strategies, sustainability initiatives, and public health campaigns. Policies and programs aim to address specific challenges and foster positive change.

PARTNERSHIPS

This category emphasizes collaboration with other organizations, agencies, or neighboring communities. These partnerships leverage resources and expertise to achieve shared goals.

PLAN GOALS & FOCUS AREAS



GOAL ONE COMMUNITY CHARACTER

AVAILABLE LAND

LIFESTYLE PLANNING

QUALITY DEVELOPMENT

TOWN SERVICES



GOAL TWO ECONOMIC RESILIENCE

LAKESIDE COMMUNITY

COMMUNITY IDENTITY

SUSTAINABLE DEVELOPMENT



GOAL THREE NATURAL SPACES & RESOURCES

ENVIRONMENTAL STEWARDSHIP

SHORELINE ACCESS

PARKS & RECREATION

CONNECTIONS TO NATURE



GOAL FOUR MOBILITY & ACCESSIBILITY

SAFETY & ACCESSIBILITY

MULTIMODAL MOBILITY

REGIONAL CONNECTIONS

GREEN STREETS



GOAL FIVE SOCIAL HEALTH & CONNECTIONS

COMMUNITY INVOLVEMENT

CONNECTED COMMUNITY

SOCIAL GATHERING SPACES



GOAL ONE: COMMUNITY CHARACTER

Hickory Creek is a community of connected neighborhoods and natural spaces that cultivate a small-town feel and afford the Town's multigenerational residents a diverse and affordable housing stock, high-quality development standards, and access to social gathering spaces and nature.

COMMUNITY CHARACTER

Throughout the engagement process, the community highlighted a desire to maintain the slower, laid-back pace of a small town. With limited space to expand and the rampant growth seen in the area, Hickory Creek will need to do what it can to preserve this feeling through land use, development standards, and the provision of quality Town services. The 27 Recommendations outlined in this section are concentrated on the Focus Areas listed below. These recommendations will help the Town nurture the community character residents know and love.

FOCUS AREA DESCRIPTIONS

AVAILABLE LAND

As Hickory Creek nears build-out, recommendations in this area address the identification, management, and optimal use of undeveloped or underutilized land within the community. It involves strategies for smart growth, efficient land allocation, and balancing development with open space preservation. These may also involve mapping vacant or underutilized parcels, encouraging redevelopment of brownfields, and promoting adaptive reuse of existing structures.

LIFESTYLE PLANNING

Recommendations involve conducting housing needs assessments to ensure a variety of housing options for different income levels and family sizes. It might also entail mixed-use zoning that combines residential, commercial, and recreational spaces, creating walkable neighborhoods that accommodate diverse lifestyles.

QUALITY DEVELOPMENT

Recommendations here revolve around enhancing the design, aesthetics, and functionality of new developments. This encompasses architectural standards, landscaping, urban design, and attention to details that contribute to a visually appealing and cohesive community.

TOWN SERVICES

This area focuses on recommendations that improve the delivery of essential services to residents. It may involve enhancing public safety services, waste management, utilities, and other services critical to maintaining a high quality of life.

TABLE 4.1 | GOAL ONE: COMMUNITY CHARACTER

	RECOMMENDATION	TIME-FRAME	TYPE OF ACTION	PRIORITY	ON-GOING
AVAILABLE LAND					
1.1	Identify and preserve land for open space.	1 - 2 years	Capital Projects; Policies & Programs; Planning & Research	X	
1.2	Catalyze new development on remaining parcels to fill demand for retail, commercial and mixed-use development.	3 - 5 years	Capital Projects; Partnerships	X	X
1.3	Continue to follow current development pattern to provide sufficient quality housing.	6 - 10+ years	Regulations & Standards		
1.4	Identify priority catalytic sites that will add value to Town goals.	3 - 5 years	Capital Projects; Planning & Research		
1.5	Coordinate with TxDOT to identify the highest and best use for undeveloped parcels along I35E frontage.	3 - 5 years	Capital Projects; Partnerships		
LIFESTYLE PLANNING					
1.6	Prioritize and explore policies and regulations to keep housing affordable.	3 - 5 years	Policies & Programs; Regulations & Standards		
1.7	Encourage business and retail development that are destinations for residents and visitors.	3 - 5 years	Partnerships	X	
1.8	Promote a diversity of residential building types, lot sizes and density ranges in new neighborhoods or areas designated as higher density on the Future Land Use Map.	6 - 10+ years	Regulations & Standards		
1.9	Promote the co-location of future schools, neighborhood centers, parks, and trails.	6 - 10+ years	Partnerships		
1.10	Encourage connections between existing and new development to natural areas.	1 - 2 years	Capital Projects; Regulations & Standards	X	
QUALITY DEVELOPMENT					
1.11	Develop incentives for green infrastructure and native landscaping in new developments and redevelopment projects.	3 - 5 years	Policies & Programs; Regulations & Standards		
1.12	Ensure new development proposals meet the the desired character zones set out in the Future Land Use Map (FLUM)	1 - 2 years	Policies & Programs; Regulations & Standards	X	X
1.13	Update the Town's zoning and subdivision regulations to implement the quality and character recommendations identified in each future land use place type.	3 - 5 years	Policies & Programs; Regulations & Standards	X	
1.14	Engage in discussions with property owners about potential redevelopment options to align with Town goals.	3 - 5 years	Partnerships		
1.15	Develop a tree ordinance to promote natural conservation throughout new development.	1 - 2 years	Policies & Programs; Regulations & Standards		
1.16	Continue to evaluate and make necessary improvements to the development review process.	1 - 2 years	Policies & Programs		X

TABLE 4.1 | GOAL ONE: COMMUNITY CHARACTER

	RECOMMENDATION	TIME-FRAME	TYPE OF ACTION	PRIORITY	ON-GOING
TOWN SERVICES					
1.17	Establish performance measures for customer service tasks, such as plan review, returning phone calls, responding to emails and report on successes and improvements.	1 - 2 years	Regulations & Standards		X
1.18	Create a Development Manual to summarize the development process and to lay out clear expectation for review timelines and application requirements.	3 - 5 years	Regulations & Standards		
1.19	Consider the implementation of an online permitting software.	3 - 5 years	Planning & Research		
1.20	Pro-actively hire new staff and create new Town departments, as needed.	1 - 2 years	Policies & Programs		X
1.21	Initiate the process of becoming a Home Rule municipality.	1 - 2 years	Planning & Research		
1.22	Prepare a Capital Improvement Program (CIP) to incorporate recommendations related to this Comprehensive Plan	3 - 5 years	Capital Projects; Policies & Programs		
1.23	Continue to coordinate with the Lake Cities Municipal Utility Authority and other area partners to ensure long-term water supply.	1 - 2 years	Regulations & Standards; Partnerships; Planning & Research	X	X
1.24	Continue to support Police Department efforts to offer community service and educational programs.	3 - 5 years	Policies & Programs; Partnerships; Planning & Research		X
1.25	Regularly evaluate Development Services staff and resource needs and add employees commensurate with need due to growth and workload.	3 - 5 years	Policies & Programs; Planning & Research	X	X
1.26	Establish an Annual Progress Report process to benchmark comprehensive plan implementation through integration of applicable departments, accountability, and comprehensive public reports on plan progress and amendments.	3 - 5 years	Policies & Programs; Planning & Research		X
1.27	Continue to support Police Department efforts to establish relationships to ensure efficient and effective provision of law enforcement in Hickory Creek.	1 - 2 years	Policies & Programs; Partnerships		X



GOAL TWO: ECONOMIC RESILIENCE

Hickory Creek provides and maintains a balanced portfolio of land uses, contributing to a variety of amenities and services that support the needs of the local community and create a regional draw, helping to sustain the local economy while preserving and celebrating the Town's City-Close, Lakeside Living spirit.

ECONOMIC RESILIENCE

A fiscally responsible community is one that not only manages growth but also fosters a diverse and robust economic climate. Hickory Creek today is primarily a bedroom community, but both engagement results and the market analysis (Appendix A) highlight a demand for local needs and momentum for more economic development opportunities moving forward. The 16 Recommendations outlined in this section are concentrated on the Focus Areas listed below, which aim to strengthen the Town's financial foundation and provide economic resilience to the community.

FOCUS AREA DESCRIPTIONS

COMMUNITY IDENTITY

Recommendations in this category seek to foster a strong and distinctive community identity. This might involve cultural preservation, public art initiatives, historic preservation, and strategies to showcase the community's unique character. Collaborating with local cultural organizations to celebrate heritage and traditions could also be a part of this focus.

LAKESIDE COMMUNITY

This area emphasizes recommendations that leverage the community's proximity to Lewisville Lake. It involves enhancing access, waterfront amenities, recreational opportunities, and fostering a strong lakeside identity to enhance quality of life and spark economic development.

SUSTAINABLE DEVELOPMENT

Recommendations for sustainable development encompass strategies that minimize the community's environmental impact, promote energy efficiency, support renewable resources, and reduce carbon emissions. Tools that encourage this development approach encompass an array of strategies, including regulations, incentives, and development agreements, among other options. This approach ensures long-term well-being for current and future generations.

TABLE 4.2 | GOAL TWO: ECONOMIC RESILIENCE

	RECOMMENDATION	TIME-FRAME	TYPE OF ACTION	PRIORITY	ON-GOING
COMMUNITY IDENTITY					
2.1	Continue to work with the Town's Economic Development Office to attract the right businesses to maintain a stable tax base.	1 - 2 years	Partnerships; Planning & Research	X	X
2.2	Explore strategic mixed-use options that will maximize development opportunities.	3 - 5 years	Partnerships		X
2.3	Seek economic development initiatives to expand and diversify employment opportunities including higher paying jobs.	3 - 5 years	Partnerships; Policies & Programs		
2.4	Increase neighborhood retail options that support daily needs of the community.	3 - 5 years	Regulations & Standards	X	
2.5	Continue to prioritize strategic low density development.	1 - 2 years	Regulations & Standards		
LAKESIDE COMMUNITY					
2.6	Establish relationships with USACE to improve recreational options along the shoreline and within USACE land.	3 - 5 years	Capital Projects; Partnerships; Planning & Research	X	
2.7	Explore options for most effective use of USACE land.	1 - 2 years	Partnerships; Planning & Research		
2.8	Develop branding and wayfinding that promotes lakeside access and amenities.	3 - 5 years	Policies & Programs	X	
2.9	Pursue connections between east and west portions of the Town via shoreline trails and programming.	3 - 5 years	Capital Projects; Planning & Research		

TABLE 4.2 | GOAL TWO: ECONOMIC RESILIENCE

	RECOMMENDATION	TIME-FRAME	TYPE OF ACTION	PRIORITY	ON-GOING
SUSTAINABLE DEVELOPMENT					
2.10	Explore grant opportunities to expand and improve existing Town services.	3 - 5 years	Capital Projects; Policies & Programs; Planning & Research		X
2.11	Maintain high quality building and site design standards for all public facilities.	3 - 5 years	Capital Projects; Regulations & Standards	X	X
2.12	Utilize scaled entrance monuments, signage, and landscaping to identify points of entry into Hickory Creek.	3 - 5 years	Capital Projects		
2.13	Consider replacing and enhancing street signage throughout Hickory Creek to improve community identification.	3 - 5 years	Capital Projects		
2.14	Continue to promote the revitalization and maintenance of existing housing stock.	6 - 10+ years	Policies & Programs; Partnerships	X	X
2.15	Conduct a market-based housing study to identify the housing types that are in demand across the region and would be best suited in Hickory Creek.	1 - 2 years	Planning & Research		
2.16	Consider preferred housing types when reviewing applications for rezoning, PUDs, or other types of development districts.	1 - 2 years	Regulations & Standards		



GOAL THREE: NATURAL SPACES & RESOURCES

Hickory Creek preserves and enhances its natural features and resources through thoughtful development patterns and building design standards; connects the Town's neighborhoods and natural areas through active and passive multiuse paths; and offers access to a variety of recreational amenities, programming, and lakeside activities for the community to interact with and enjoy.

NATURAL SPACES & RESOURCES

Natural spaces and resources provide quality of life features as well as important ecosystem benefits that can protect communities against potential environmental hazards. Hickory Creek has an abundance of natural spaces that are highly valued by residents and visitors. As the community continues to grow, it will be important to provide equitable access to park space and diverse amenities that are reflective of the community needs and desires. The 19 Recommendations outlined in this section are concentrated on the Focus Areas listed below, which focus on improving access to the lake, parks, and amenities and preserving these spaces for future generations.

FOCUS AREA DESCRIPTIONS

ENVIRONMENTAL STEWARDSHIP

This focus area involves recommendations for safeguarding the natural environment. It may encompass strategies for open space conservation, tree planting, wildlife protection, and sustainable land use practices.

SHORELINE ACCESS

Recommendations involve conducting housing needs assessments to ensure a variety of housing options for different income levels and family sizes. It might also entail mixed-use zoning that combines residential, commercial, and recreational spaces, creating walkable neighborhoods that accommodate diverse lifestyles.

PARKS & RECREATION

Recommendations here focus on enhancing and expanding the community's recreational offerings, including parks, trails, and cultural centers, promoting physical activity, leisure, and community engagement.

CONNECTIONS TO NATURE

These recommendations could involve integrating nature-based play areas into parks, designing streetscapes with increased greenery, and creating interconnected trail systems that encourage outdoor exploration and health.

TABLE 4.3 | GOAL THREE: NATURAL SPACES & RESOURCES

	RECOMMENDATION	TIME-FRAME	TYPE OF ACTION	PRIORITY	ON-GOING
ENVIRONMENTAL STEWARDSHIP					
3.1	Utilize public education materials and programming to encourage environmental stewardship best practices in natural areas.	1 - 2 years	Policies & Programs; Planning & Research		X
3.2	Protect and preserve the natural environment in areas close to development.	3 - 5 years	Policies & Programs; Regulations & Standards	X	X
3.3	Utilize educational signage in parks and along walkways to encourage "Leave no trace" practices regarding litter.	1 - 2 years	Policies & Programs; Regulations & Standards		
3.4	Adopt Park Design Development Guidelines that incorporates "Design with Nature" best practices in appropriate locations within parks.	3 - 5 years	Policies & Programs; Regulations & Standards; Planning & Research	X	
3.5	Promote and foster increased use of water conservation practices throughout the Town.	3 - 5 years	Policies & Programs		X
3.6	Expand efforts to educate the public on wildland fire protection and awareness.	3 - 5 years	Policies & Programs		
SHORELINE ACCESS					
3.7	Explore potential connections that can be made from existing trails and sidewalks to Lewisville Lake.	1 - 2 years	Capital Project; Partnerships	X	
3.8	Improve and add lakeside amenities (bathrooms, lighting, shade structures).	3 - 5 years	Capital Project; Partnerships		
3.9	Explore potential access points and opportunities for kayak launches at Lewisville Lake.	3 - 5 years	Capital Project; Partnerships		
3.10	Develop programming and cultural attractions centered around the lakeside.	3 - 5 years	Partnerships; Planning & Research	X	

TABLE 4.3 | GOAL THREE: NATURAL SPACES & RESOURCES

	RECOMMENDATION	TIME-FRAME	TYPE OF ACTION	PRIORITY	ON-GOING
PARKS & RECREATION					
3.11	Improve regulations for maintenance of parks for residents.	1 - 2 years	Policies & Programs; Regulations & Standards		
3.12	Establish and maintain a parks maintenance schedule.	1 - 2 years	Policies & Programs; Regulations & Standards	X	X
3.13	Incorporate local ecosystem features in parkland where minimal maintenance will be required.	3 - 5 years	Regulations & Standards; Planning & Research		
3.14	Create or identify a permanent physical space to promote events and programming (marquee, sign/billboard, bulletin board).	3 - 5 years	Policies & Programs		
3.15	Facilitate development of outdoor community amenities (sports courts, play equipment, splash pad).	6 - 10+ years	Policies & Programs	X	
CONNECTIONS TO NATURE					
3.16	Evaluate gaps in existing tree canopy and shade structures to mitigate urban heat island effects.	3 - 5 years	Capital Project		
3.17	Ensure inclusion of green spaces and trees in both new residential areas and areas to be revitalized.	3 - 5 years	Regulations & Standards	X	
3.18	Implement a wayfinding program throughout Hickory Creek parks and trails at entrances that includes signage and mapping of locations and routes.	3 - 5 years	Policies & Programs	X	
3.19	Establish a town-wide Pedestrian Trails and Bikeways Plan.	3 - 5 years	Capital Project		



GOAL FOUR: MOBILITY & ACCESSIBILITY

Hickory Creek provides safe and enjoyable connections for all types of mobility, with connections to local amenities and neighborhoods through context-sensitive streets and multiuse paths that improve visibility, accessibility, and the overall experience for all ages and abilities throughout the Town and provides access to neighboring goods and services and regional destinations.

MOBILITY & ACCESSIBILITY

An equitable and well-connected transportation system is vital for any community to operate efficiently and safely. The transportation system in Hickory Creek today is primarily auto-oriented, but if strategic improvements were made, there could be an increase in bicycle and pedestrian use for recreational purposes. The 21 Recommendations outlined in this section are concentrated on the Focus Areas listed below, which aim to improve the existing mobility system in a number of ways.

FOCUS AREA DESCRIPTIONS

SAFETY & ACCESSIBILITY

This focus area centers on recommendations to ensure a safe and accessible community for all residents. It might involve pedestrian-friendly design, traffic calming measures, safe crossings, and improved accessibility for people with disabilities.

MULTI-MODAL MOBILITY

Recommendations in this category emphasize diverse transportation options beyond cars. It may involve promoting walkability, cycling infrastructure, public transit, and alternative transportation modes to reduce congestion and improve mobility.

REGIONAL CONNECTIONS

This area involves recommendations for fostering connections and collaboration with neighboring communities and regional entities. It encompasses coordinated planning, transportation networks, and shared resources.

GREEN STREETS

Recommendations in this category involve incorporating sustainability principles into street design. This might include tree planting, permeable pavements, energy-efficient lighting, and features that enhance aesthetics and environmental performance.

TABLE 4.4 | GOAL FOUR: MOBILITY & ACCESSIBILITY

	RECOMMENDATION	TIME-FRAME	TYPE OF ACTION	PRIORITY	ON-GOING
SAFETY & ACCESSIBILITY					
4.1	Update the Town's subdivision regulations to incorporate roadway cross-sections.	3 - 5 years	Policies & Programs; Regulations & Standards		
4.2	Identify lighting needs on roadways and at intersections.	1 - 2 years	Capital Project; Planning & Research		X
4.3	Continue to support Police Department staffing, training, and vehicle and equipment needs as part of the Department's budget and 5-year Plan.	1 - 2 years	Regulations & Standards	X	X
4.4	Implement neighborhood traffic calming measures, as appropriate, to reduce speeding and cut-through traffic.	3 - 5 years	Capital Project; Policies & Programs		
4.5	Monitor the visibility of traffic control and directional signage.	1 - 2 years	Regulations & Standards		X
4.6	Target traffic enforcement efforts to areas of particular concern for safety.	3 - 5 years	Planning & Research		X
4.7	Improve conditions of existing trails to include safety enhancements such as lighting, security cameras or emergency call boxes.	3 - 5 years	Capital Project	X	
4.8	Through coordination with TxDOT, advocate for improvements along I35E frontage as well as entrances and exits to reduce accidents.	6 - 10+ years	Capital Project; Partnerships		
MULTI-MODAL MOBILITY					
4.9	Identify opportunities to develop new trailheads and connect trails to neighboring communities, parks, public spaces, and commercial destinations.	1 - 2 years	Capital Project; Partnerships; Planning & Research	X	
4.10	In conjunction with street rehabilitation or other public improvement projects, construct or reconstruct sidewalks where they do not exist or are in poor condition.	3 - 5 years	Capital Project; Partnerships		
4.11	Complete a town-wide sidewalk inventory to highlight gaps in the existing sidewalk system, areas with no sidewalks at all, areas where sidewalks are in need of repair or replacement, and areas with the most substantial pedestrian activity where sidewalks are most needed.	3 - 5 years	Planning & Research	X	
4.12	Plan, design, and construct safe and accessible sidewalk connections with new development.	1 - 2 years	Policies & Programs; Regulations & Standards		
4.13	Identify areas to implement safe pedestrian crossings.	1 - 2 years	Planning & Research		

TABLE 4.4 | GOAL FOUR: MOBILITY & ACCESSIBILITY

	RECOMMENDATION	TIME-FRAME	TYPE OF ACTION	PRIORITY	ON-GOING
REGIONAL CONNECTIONS					
4.14	Activate the I35E underpass through placemaking and mobility enhancements to connect residents across east and west Hickory Creek.	3 - 5 years	Capital Project; Partnerships	X	
4.15	Actively participate in regional transportation planning efforts to promote funding and infrastructure improvements which benefit Hickory Creek.	3 - 5 years	Partnerships		
4.16	Coordinate with other Lakeside Communities to explore a regional shoreline connection trail.	6 - 10+ years	Capital Project; Partnerships		
4.17	Find opportunities to connect with existing regional trail systems.	3 - 5 years	Capital Project; Planning & Research	X	
4.18	Improve signage along I35E to advertise Hickory Creek's retail offerings to travelers along the highway.	3 - 5 years	Policies & Programs		
GREEN STREETS					
4.19	Prioritize locations for green street development.	3 - 5 years	Capital Project; Policies & Programs		
4.20	Identify opportunities in street reconstruction to add and preserve green features.	1 - 2 years	Capital Project; Planning & Research		
4.21	Continue to support initiatives to improve multi-modal conditions throughout Town, including pedestrian, bicycle and golf cart use.	3 - 5 years	Capital Project; Planning & Research	X	



GOAL FIVE: SOCIAL HEALTH & CONNECTIONS

Hickory Creek fosters a close-knit sense of community between all types of residents through activated gathering spaces that offer diverse entertainment options, recreational and civic activities, and Town programming.

SOCIAL HEALTH & CONNECTIONS

As identified throughout the engagement process, sense of community is a key aspect of what makes Hickory Creek special to residents. The 14 Recommendations outlined in this section are concentrated on the Focus Areas listed below, which aim to provide opportunities to nurture the community's social health and connections.

FOCUS AREA DESCRIPTIONS

SOCIAL GATHERING SPACES

This focus area emphasizes creating public spaces that encourage social interaction and community engagement. It may involve plazas, gathering areas, outdoor event spaces, and seating that promotes social cohesion.

COMMUNITY INVOLVEMENT

Recommendations here center on strategies to engage residents actively in shaping their community's future. It includes participatory planning, citizen feedback mechanisms, and opportunities for public input. Furthermore, this involves engaging residents in community and cultural events that foster a strong sense of belonging and community cohesion.

CONNECTED COMMUNITY

Navigating the division caused by I35E, this focus area centers on bolstering community unity that extends beyond neighborhood confines. Recommendations are guided by a vision of forging a tightly-knit Hickory Creek where households and neighborhoods are seamlessly connected beyond subdivision boundaries. This initiative aims to cultivate platforms that enrich the community's distinct identity across the entirety of the Town.

TABLE 4.5 | GOAL FIVE: SOCIAL HEALTH & CONNECTIONS

	RECOMMENDATION	TIME-FRAME	TYPE OF ACTION	PRIORITY	ON-GOING
SOCIAL GATHERING SPACES					
5.1	Develop plans for a town center, village, or main street.	3 - 5 years	Capital Project; Partnerships; Planning & Research	X	
5.2	Provide a multipurpose recreation space that could offer programs and activities for all ages and abilities. Potential activities could include sports courts and gathering spaces.	3 - 5 years	Capital Project	X	
5.3	Consider opportunities for additional publicly (e.g., plazas, greens) and privately (e.g., outdoor dining) developed gathering spaces to promote community interaction.	1 - 2 years	Capital Project; Policies & Programs; Planning & Research		
5.4	Maintain and/or engage in interlocal agreements with other public or nonprofit entities to enable joint facility or program development (i.e., YMCA, library).	1 - 2 years	Capital Project; Partnerships		
COMMUNITY INVOLVEMENT					
5.5	Continue to conduct local community traditions and events.	1 - 2 years	Policies & Programs		X
5.6	Develop events of high interest to pursue including cultural, food and beverage-related, and music-related events.	3 - 5 years	Policies & Programs	X	
5.7	Coordinate with Lake Cities to develop regional events and programming.	1 - 2 years	Partnerships	X	
5.8	Partner with local non-governmental organizations and non-profits to develop temporary programming and activate open spaces in local neighborhoods, such as pop-up parks, events, and parklets.	3 - 5 years	Policies & Programs; Partnerships		
5.9	Offer community oriented volunteer opportunities that will improve the Town and promote community connections.	1 - 2 years	Partnerships		X

TABLE 4.5 | GOAL FIVE: SOCIAL HEALTH & CONNECTIONS

	RECOMMENDATION	TIME-FRAME	TYPE OF ACTION	PRIORITY	ON-GOING
CONNECTED COMMUNITY					
5.10	Using public events as a data and information gathering opportunity, survey community to better understand multigenerational programming needs and scheduling preferences for recreational activities and programming. Avoid survey fatigue by exploring new ways to obtain feedback.	1 - 2 years	Policies & Programs; Planning & Research	X	
5.11	Utilize social media, Town newsletters, and other widely used platforms to communicate events to the Town.	1 - 2 years	Policies & Programs	X	X
5.12	Consider the establishment of an accessory dwelling unit (ADU) ordinance to promote multi-generational living.	3 - 5 years	Policies & Programs; Regulations & Standards		
5.13	Offer spiritwear and Town "swag" to residents as a form of fundraising and to be used as prizes at community events.	1 - 2 years	Policies & Programs		
5.14	Ensure that all departments are open and transparent about their development-related data.	1 - 2 years	Policies & Programs		X

ADMINISTERING THE PLAN

The Town of Hickory Creek and its partners are responsible for administering this comprehensive plan. Town staff will be responsible for the day-to-day oversight of Plan implementation, monitoring, and Plan amendments. This section describes those administration activities in more detail.

ROLES & RESPONSIBILITIES

As discussed throughout this Plan document, the implementation of this Plan will be a community effort focused on partnerships. Not one entity or department can realize the community's vision alone. The following organizations are key players in implementation of the action plan.

TOWN DEPARTMENTS

All departments within the Town of Hickory Creek will participate in the implementation of the comprehensive plan over time. However, principal administration and updates of the plan will be the responsibility of the Town Manager's Office.

TOWN COUNCIL

The Mayor and Town Council will serve as champions for Plan implementation and will continue to provide ongoing guidance and direction to staff as well as other boards and commissions. The Council will also make decisions related to budget items and regulatory changes as identified in the Implementation Action Plan.

PLANNING & ZONING COMMISSION

The P&Z Commission serves an important role in reviewing and recommending approval for all future developments and potential changes to the Future Land Use Map. This body will also work closely with staff on annual progress reports documenting plan progress.

FUNDING MECHANISMS

While some of the recommendations identified in the Implementation Action Plan are administrative in nature and won't require new funding, many of the recommendations identified as investments or studies will require funding to implement. Apart from regular municipal funding sources that include tax revenues and fees, there are additional funding mechanisms that cities in Texas can utilize or apply for to help implement the actions identified in a comprehensive plan. These include, but are not limited to:

- Tax Increment Finance (TIF)/Tax Increment Reinvestment Zone (TIRZ)
- Public Improvement District (PID)
- Chapter 380 Economic Development Agreements
- Texas Main Street Program
- Community Development Block Grant
- Transportation Alternative Funding
- Recreational Trails Program
- Texas Parks and Wildlife Local Park Grants

MONITORING PROGRESS

Significant efforts were made throughout the planning process to engage the broadest range of residents, business owners, landowners, and other key stakeholders to ensure that the Plan is consistent with the overall community vision. In order to maintain community interest and momentum, it is important for the Town to be transparent about the progress made in the coming years towards implementation of the Plan. One way to communicate progress is an annual progress report, which should discuss the status of implementation strategies and highlight accomplishments that have occurred over the past year. The Town Manager's Office will take the lead on developing the progress report each year to present to Town Council.

Additionally, online communication tools were effectively used to both educate and engage citizens throughout this process. That shouldn't stop just because the plan is adopted. The project page that was used as a communication tool throughout this process will remain live with information about the final plan. The Plan's page is an interactive way to show progress in the implementation of the action plan and should be regularly updated by the Town.

AMENDING THE PLAN

Hickory Creek's Comprehensive Plan represents a snapshot in time, and changes will occur as the Town continues to grow and mature. Therefore, there will be instances moving forward that will necessitate changes to the comprehensive plan. In order for the overall vision to be achievable, implementation must remain flexible and accommodate changes in demographic, economic, physical, and political trends and issues over time. The following are likely timeframes for minor and major updates to the content in the comprehensive plan.

ANNUAL UPDATES

The Implementation Action Plan presented earlier in this section is comprised of ongoing, short, medium, and long-term actions. As the community completes these initiatives, it is important to update the action plan accordingly to help guide budgeting and work program efforts for subsequent years. Therefore, the Implementation Action Plan should be updated on an annual basis, in addition to capturing changes to the Future Land Use Map. Identification of potential plan amendments should occur throughout the year by staff and the Planning & Zoning Commission and should collectively be taken for approval by the P&Z and Town Council annually. This ensures that the plan remains current and usable for all parties.

FIVE-YEAR UPDATE

A more comprehensive update should occur every five years to review the existing plan, incorporate new growth trends, and determine if the action plan recommendations are still relevant and necessary to achieve the community vision.

While this update does not serve as a completely new comprehensive plan, a five-year update should include the following:

- Summary of the plan amendments and accomplishments since initial adoption;
- Discussion of changes in demographics, physical boundaries, or other issues that affect community development;
- Updates of the Future Land Use Map; and
- Re-evaluation of the Implementation Action Plan based on current circumstances.

10-YEAR UPDATE

Finally, a completely new comprehensive plan should be developed about every 10 years and cover roughly a 20-year planning horizon. This type of full plan update should include a community visioning process, public engagement, analysis of issues and trends, growth forecasts, future land use maps, and implementation action plan. At the time of development of a new plan, the existing implementation actions should be assessed to see if they are still necessary to include in the plan update.



APPENDIX

Appendix A: Land Use and Market Analysis

Appendix B: Engagement Summary



LAND USE & MARKET ANALYSIS

TOWN OF HICKORY CREEK
COMPREHENSIVE PLAN | 2023

Prepared By:



TABLE OF CONTENTS

INTRODUCTION | P. 01

PLANNING AREA | P. 02

HICKORY CREEK COMMUNITY | P. 04

LAND USE CONDITIONS | P. 06

TRANSPORTATION & MOBILITY | P. 12

PARKS & OPEN SPACE | P. 17

CITY SERVICES & FACILITIES | P. 20

MARKET POTENTIAL & CONSTRAINTS | P. 22

REFERENCES | P. 28

INTRODUCTION

In 2022, the Town of Hickory Creek initiated the process to update its Comprehensive Plan. This process will combine public engagement and analysis to provide an updated vision and strategy that will help the Town achieve its long-term goals, guide development, and promote investments that prioritize quality of life. This land use and market analysis provides an overview of the Town's current and projected population, existing land uses, zoning, and development and market potential to identify key issues and opportunities and inform the direction of the future land use map.

The Town's location in the Metroplex and variety of natural feature have contributed to the Town's gradual growth. With this increase in population, the Town has also seen an increase in demand for retail, housing, and economic development from both the local community and developers. It will be important to balance residential and non-residential development and to protect and preserve the natural resources that attract so many people to Hickory Creek as the Town continues to develop and grow. Additionally, with few opportunities to acquire undeveloped land in the area, this land use and market strategy will play a vital role in identifying development that will serve and guide the community over the next twenty years.



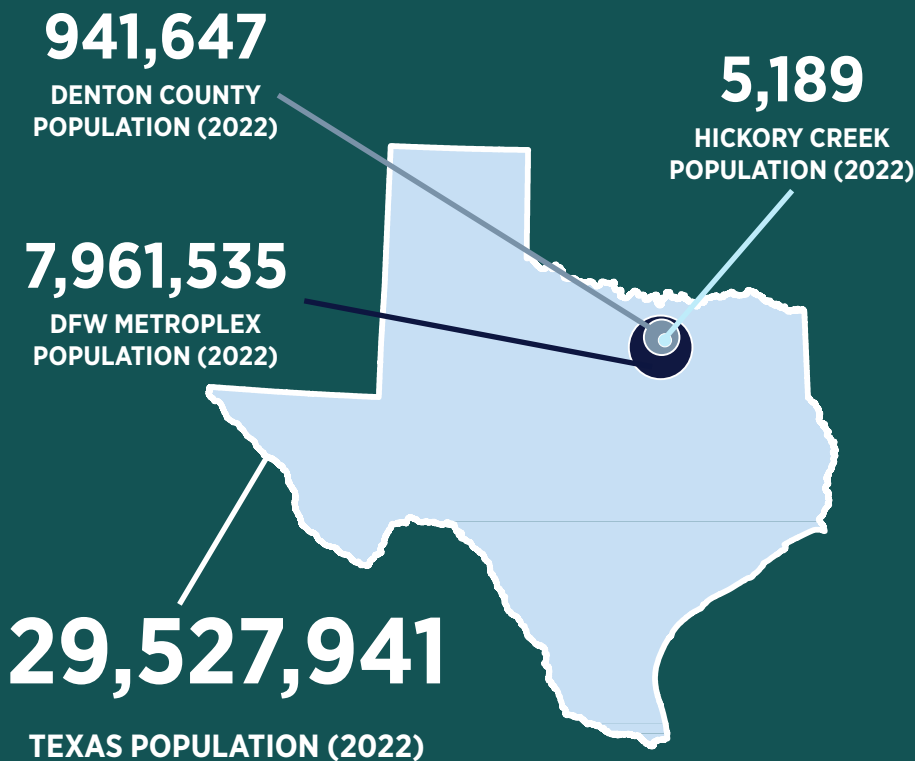
WESTLAKE PARK



HICKORY CREEK TOWN HALL

A GROWING STATE

Despite making up only 9% of the country's population, the State of Texas accounted for 32% of the population growth seen in the United States between 2019 and 2020. Texas has forty cities with populations over 100,000 and is projected to reach 52.5 million residents by 2050 according to the Texas Demographic Center. This trend of growth is also mirrored in Denton County.



32%
TEXAS POP.
GROWTH
(2010-2020)

20%
DFW POP.
GROWTH
(2010-2020)

52.5M
PROJECTED
TEXAS POP.
(2050)

PLANNING AREA

REGIONAL CONTEXT

Hickory Creek is a lakeside town located on the edge of the Dallas-Fort Worth Metroplex (DFW) with a current population of 5,189 people. The Town is within Denton County, which has a population of 941,647 people and is one of the fastest growing counties in the country. According to the Texas Water Development Board (TWDB), Denton County's population is expected to grow to 1.6 million by 2050. This number is projected based on recent trends which show Denton County grew approximately 36.8% between 2010 and 2020. While Hickory Creek is not projected to experience the same magnitude of growth, the Town still needs to prepare for a 50% increase in population over the next 30 years (2020-2050).

TABLE 1.1: PROXIMITY TO MAJOR LOCATIONS IN THE REGION

PLACE/FEATURE	MILES FROM TOWN
CITY OF DALLAS	31
CITY OF FORT WORTH	41
CITY OF DENTON & THE UNIVERSITY OF NORTH TEXAS	10.7
DFW INTERNATIONAL AIRPORT	18.5

As shown in **Table 1.1**, Hickory Creek's proximity to a variety of major cities, amenities, transit services, and interstate highways in the Metroplex position the Town to experience local and regional growth pressures. Interstate 35E (I35E) travels through the Town, providing connections to multiple cities in the area. The location of the Town results in over 70% of residents working more than 10 miles away.

LOCAL CONTEXT

The Town of Hickory Creek is one of four lake cities in the area, the City of Lake Dallas, the City of Corinth, and the Town of Shady Shores. Like many outer ring suburbs, Hickory Creek is predominately residential. Adjacent to the Town of Lake Dallas, the City of Corinth, and the eastern edge of Lewisville Lake, Hickory Creek's Town Limits account for 4.475 square miles of land (2,864 acres). Of this, only 179 acres are undeveloped. This does not include area owned by the U.S. Army Corp of Engineers (USACE). The Town has an Extraterritorial Jurisdiction (ETJ) limit, which accounts for an additional 667 acres. Within the Town Limits, Hickory Creek enacts and manages zoning, subdivision, and building regulations and provides police and emergency services.

Of the land within Town Limits, 32% is located within the 100-year floodplain and 68% is located in the 500-year floodplain. Given that there is a limited amount of developable land available it will be increasingly important for Hickory Creek to make strategic decisions regarding land use and development opportunities as well as development standards to withstand future flooding events.

PLANNING AREA KEY STATISTICS

5,189

TOWN POPULATION
(2022)

4.5

TOWN AREA
SQUARE MILES

2,864

INCORPORATED
ACRES

667











EXTRATERRITORIAL
JURISDICTION (ETJ) ACRES

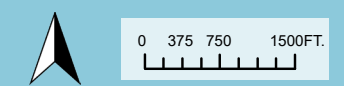
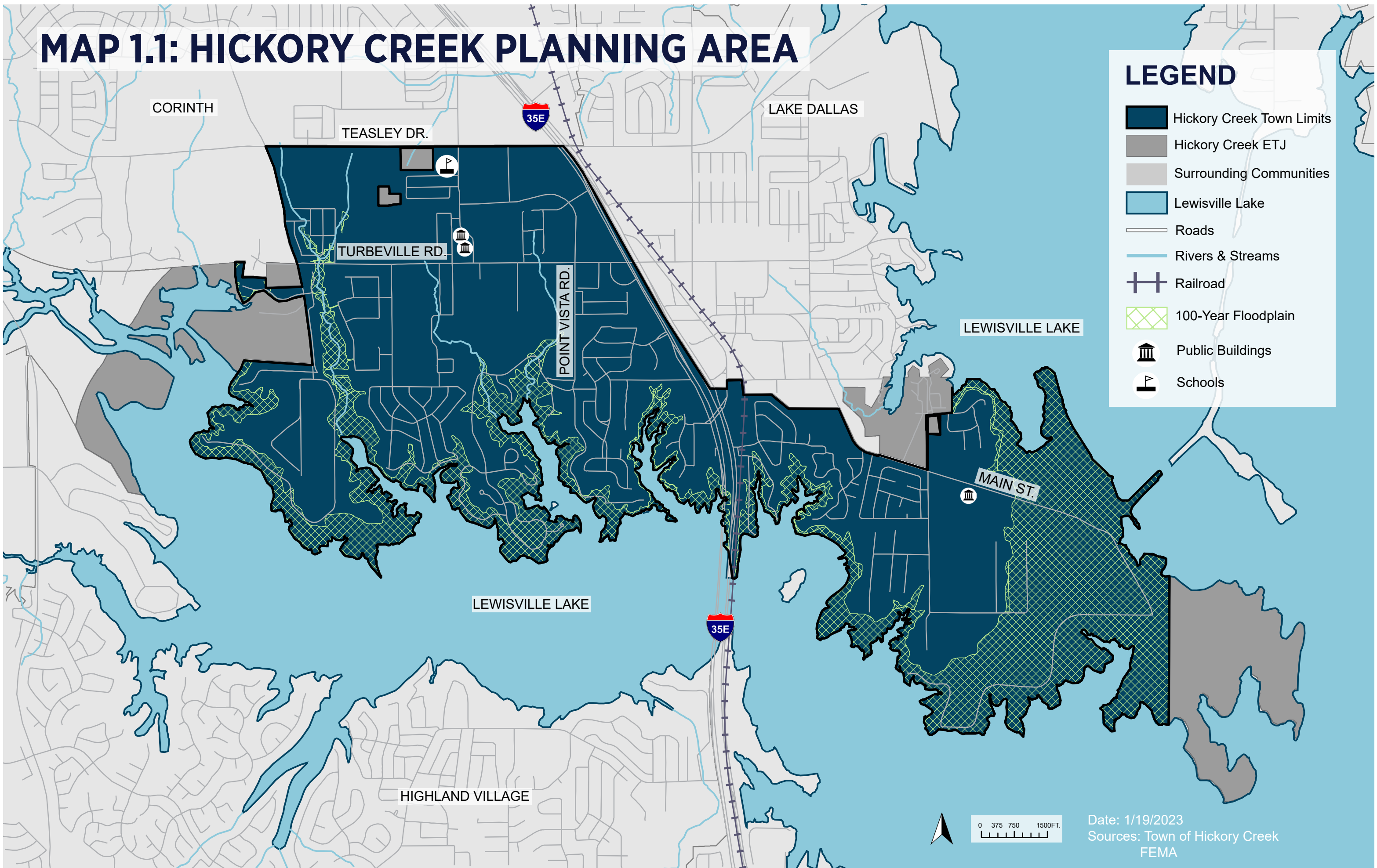
32%

TOWN LOCATED IN 100-
YEAR FLOODPLAIN

MAP 1.1: HICKORY CREEK PLANNING AREA

LEGEND

-  Hickory Creek Town Limits
-  Hickory Creek ETJ
-  Surrounding Communities
-  Lewisville Lake
-  Roads
-  Rivers & Streams
-  Railroad
-  100-Year Floodplain
-  Public Buildings
-  Schools



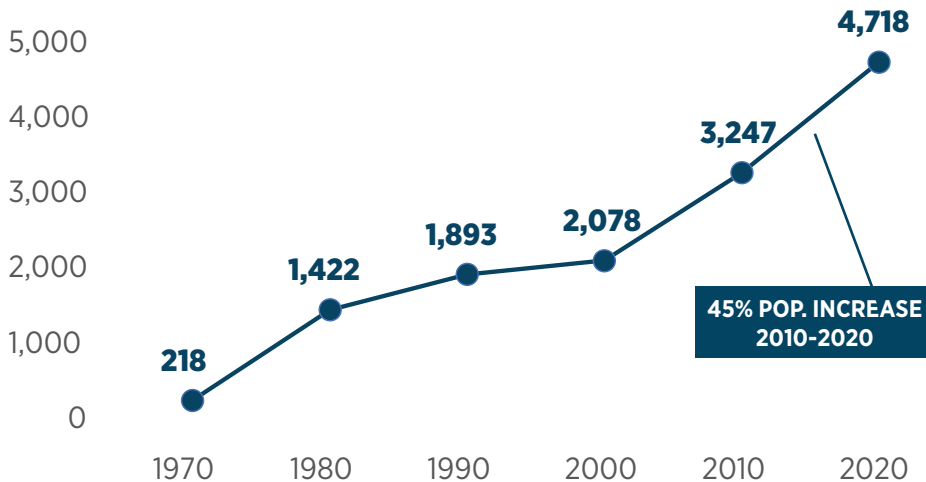
Date: 1/19/2023
Sources: Town of Hickory Creek
FEMA

HICKORY CREEK COMMUNITY

GROWTH TRENDS

The Town of Hickory Creek was first incorporated in 1963, with 218 residents according to the 1970 Census. Over the course of the following ten years Hickory Creek grew by over 550%, reaching 1,422 people by 1980. By 2010 the town recorded a population of 3,247 reaching 4,718 by 2020.

FIGURE 1.1: HICKORY CREEK HISTORICAL & CURRENT POPULATION



SOURCE: 2016-2020 5-YEAR ACS

COMMUNITY PROFILE

The figures on page five provide a current snapshot of Hickory Creek's demographics. Notably, the community is slightly older than Denton County's median age (34.9 years old), with a median age of 43.2. The community's median household income of \$124,043 is also higher than Denton County's and the DFW Metroplex's median, \$99,674, and \$79,627 respectively. Similarly, the community has a higher educational attainment than both the State of Texas, with over 96% of its population over the age of twenty-five having received a high school diploma and 44.7% having obtained a bachelor's degree. The majority of the Town's population aged sixteen years or older are professionals (i.e., white-collar employment). Finally, while the community is home to a mix of races and ethnicities, "White Alone" makes up the majority of the Town's racial group (73.7%).

KEY FINDING | PURCHASING POWER

The median age in Hickory Creek is 43.2 years old, the disposable income is \$105,076, and approximately 40% of households earn \$150,000 or more annually. The Bureau of Labor Statistics (BLS) categorizes those between the ages of 35 and 54 to be in their primary earning years, of which the Town of Hickory Creek has roughly 34.7% of the population within this age bracket. This underscores the strong spending capacity in Hickory Creek and ability to attract and retain commercial and retail development.

COMMUNITY KEY STATISTICS

43.2

MEDIAN
AGE

73.7%

RACE IS
"WHITE ALONE"

44.7%

OBTAINED A
BACHELOR'S DEGREE

35.6%

WORKFORCE EMPLOYED IN
MANAGEMENT/BUSINESS/
FINANCE

\$124K

MEDIAN
HOUSEHOLD INCOME

DEMOGRAPHIC SNAPSHOT

The following figures illustrate demographic trends that are present within Hickory Creek as of the 2020 decennial census. These trends include population size, age and gender, race, income, education, housing, and employment characteristics. All of these factors are essential in determining the Town's current and future needs as the population grows and changes.

FIGURE 1.2: AGE & GENDER DISTRIBUTION

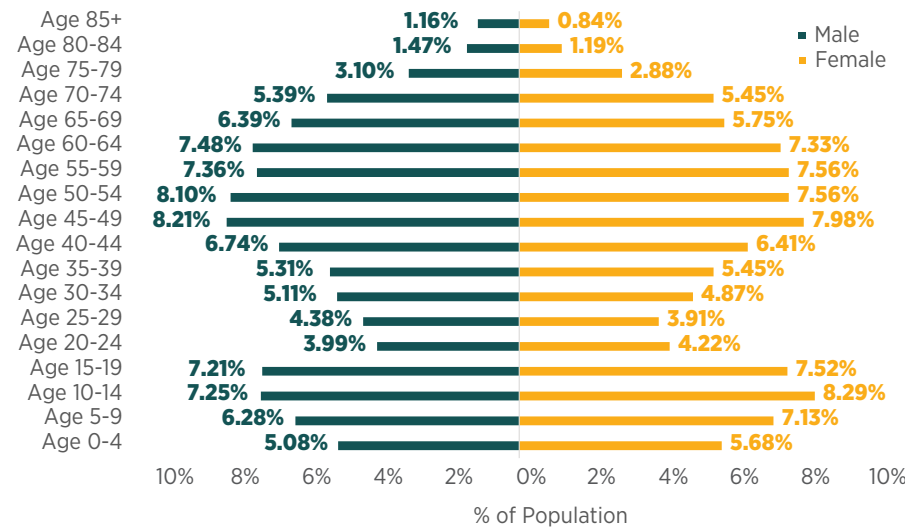


FIGURE 1.3: HOUSING TENURE

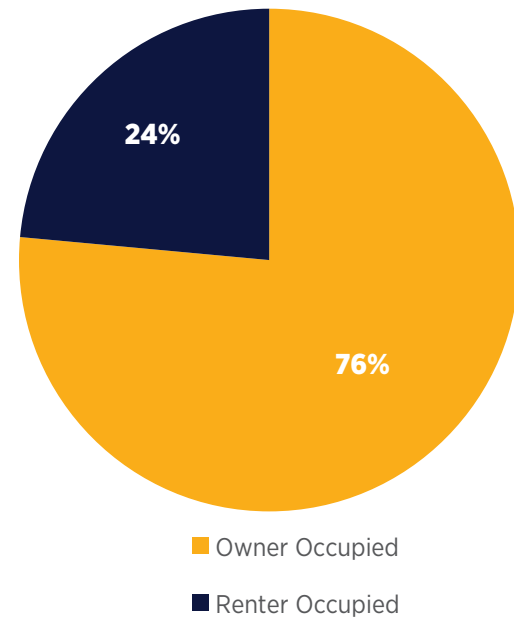
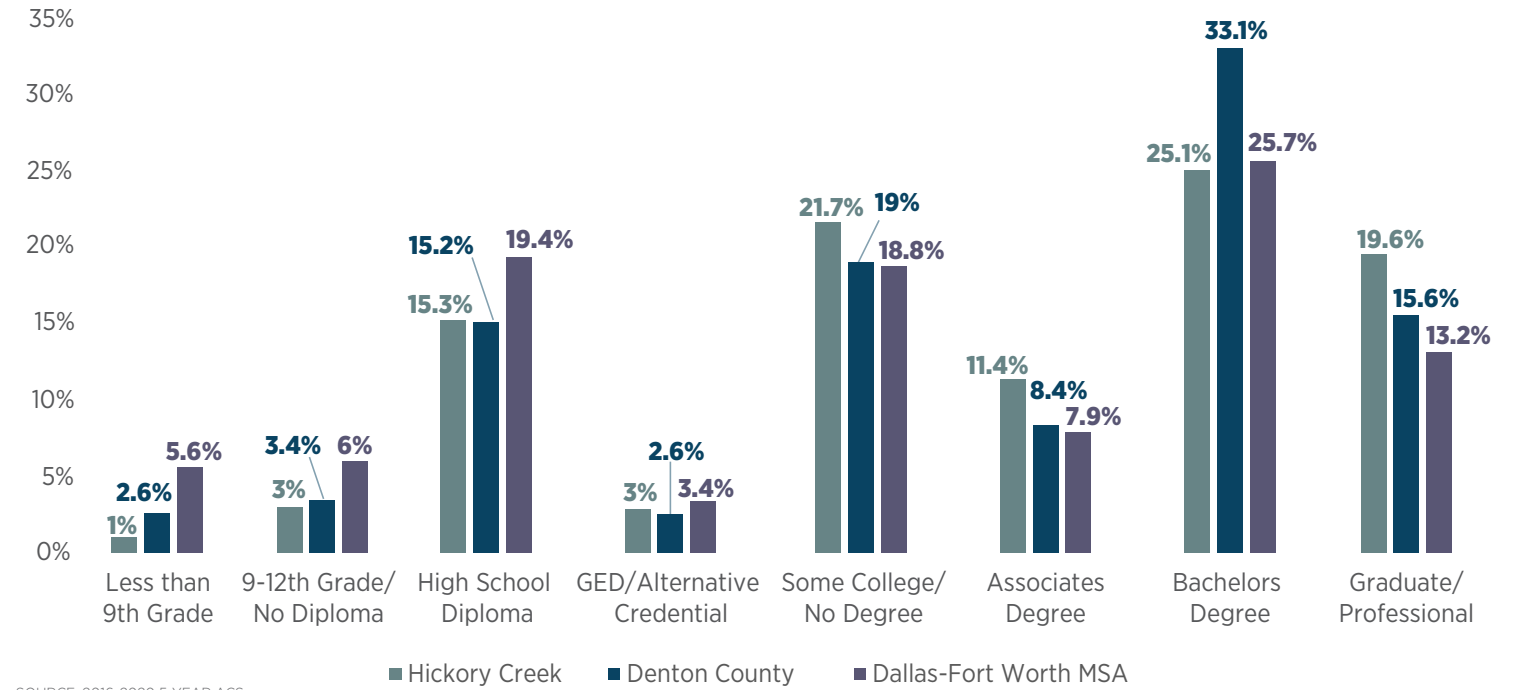
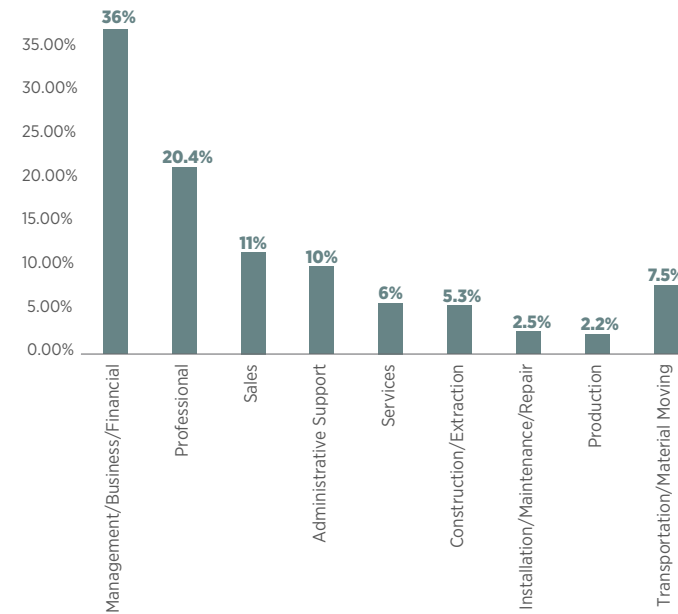


FIGURE 1.6: EDUCATIONAL ATTAINMENT



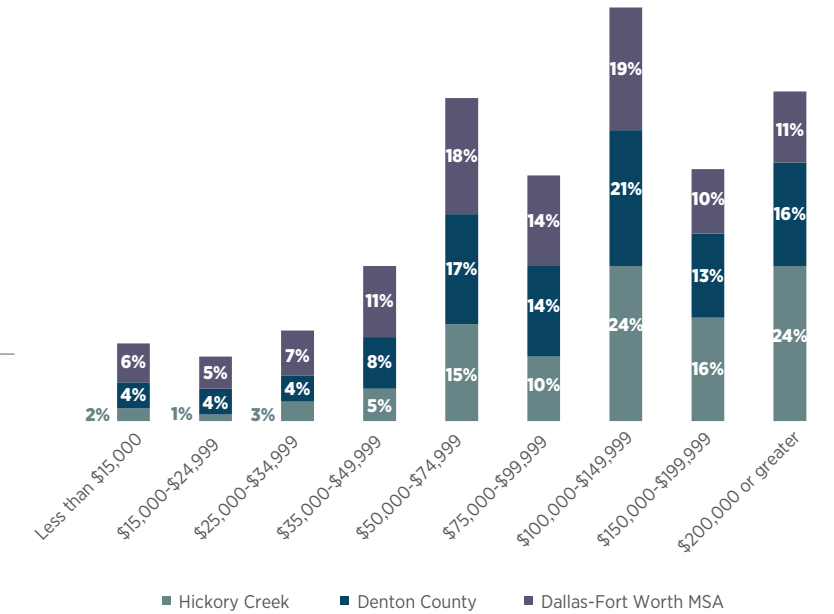
SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.7: OCCUPATION BY INDUSTRY



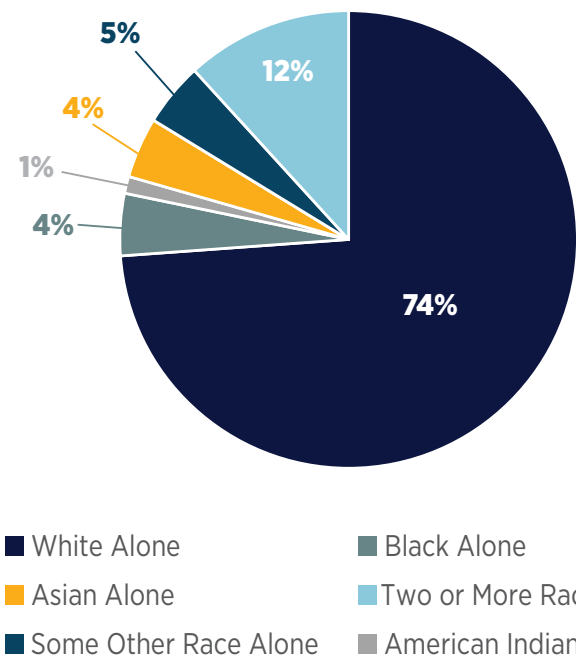
SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.8: HOUSEHOLD INCOME



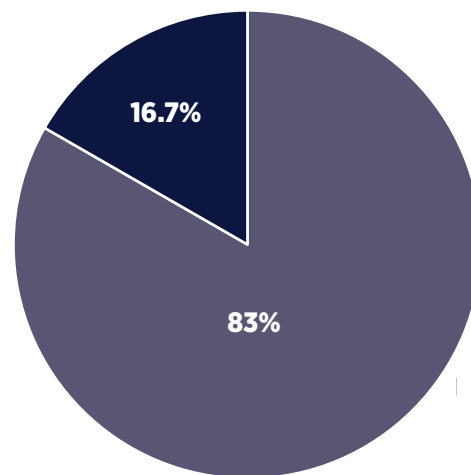
SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.4: RACE



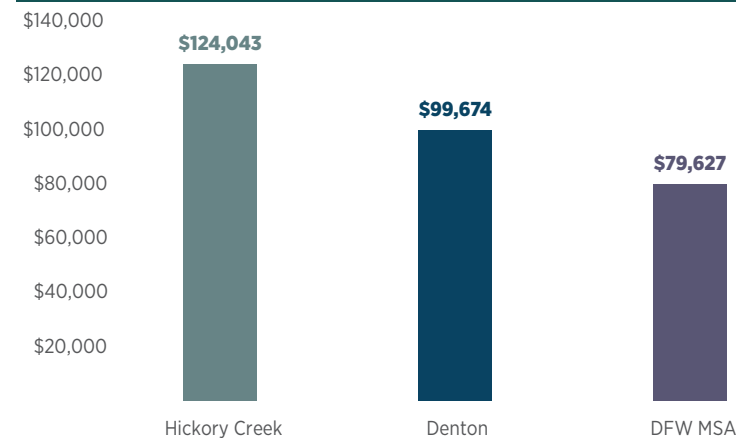
SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.5: ETHNICITY



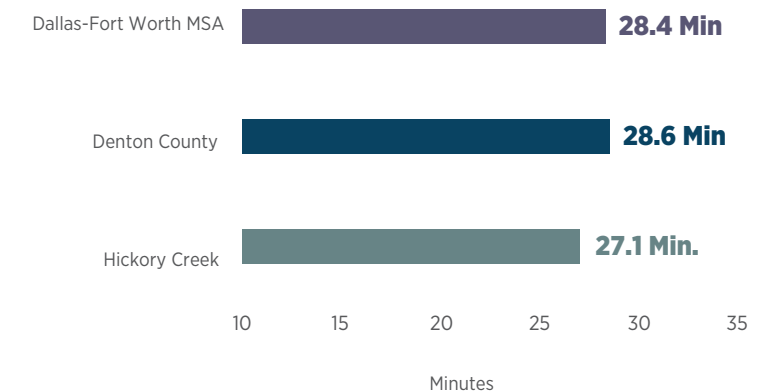
SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.9: MEDIAN INCOME



SOURCE: 2016-2020 5-YEAR ACS

FIGURE 1.10: TRAVEL TIME TO WORK



SOURCE: 2016-2020 5-YEAR ACS

LAND USE CONDITIONS

EXISTING LAND USE

Understanding Hickory Creek’s existing land uses provides context to identify those uses which are most predominant, as well as opportunities for future growth and modifications to the Future Land Use Plan. It will be important to continue focusing on the quality of development and having a balance of land uses. Single-Family Residential development consists of 45.8% of the entire area within the Town. Considering that an additional 45.8% of land area consists of open space and undeveloped land, Single-Family development makes up an overwhelming majority of developed land. This type of residential development is generally buffered by a layer of commercial development and undeveloped parcels bordering the Town’s main thoroughfares of I35E and FM 2181. Commercial uses are the second most predominant land use within developed portions of the Town with a percentage of 4.4%. **Table 1.2** includes the land totals and percentages for all land uses within Hickory Creek:

Existing Land Use	Acres	%
Single-family Residential	1195.95	45.79%
Multifamily Residential	34.26	1.31%
Commercial	114.95	4.40%
Institutional	17.40	0.67%
Institutional (Public)	23.14	0.89%
Industrial	30.43	1.16%
Office	0.17	0.01%
Open Space	1016.45	38.92%
Undeveloped	179.15	6.86%

While Open Space and Undeveloped Lands account for 45.8% of the Town’s area, it is important to note that most of this land is held by entities that require formal negotiations and coordination with for development, whether it be private or public development. The USACE holds most of the open space along Lake Lewisville. This land is currently used as parkland with a variety of passive and active uses. It provides the Town with a layer of protection against various types of floods and will continue to provide this benefit moving forward.

The Texas Department of Transportation (TxDOT) holds most of the frontage properties along the western side of I35E. While this area has high value for commercial development, TxDOT may use it for expansions or may choose to maintain the undeveloped status of these parcels. Finally, the Hickory Creek Economic Development Corporation (EDC) holds a small undeveloped lot along I35E. Considering all these factors, the Town will need to be strategic and selective with the uses that would emerge in the remaining developable land, as well as the future of redevelopment and infill. These conversations will emerge during the development of the Future Land Use Map and Recommendations.

LAND USE KEY STATISTICS

46%

LAND AREA ARE
SINGLE-FAMILY USES

46%

LAND AREA IS OPEN SPACE
OR UNDEVELOPED

4.4%

LAND AREA ARE
COMMERCIAL USES

38%

LAND AREA OWNED
BY USACE

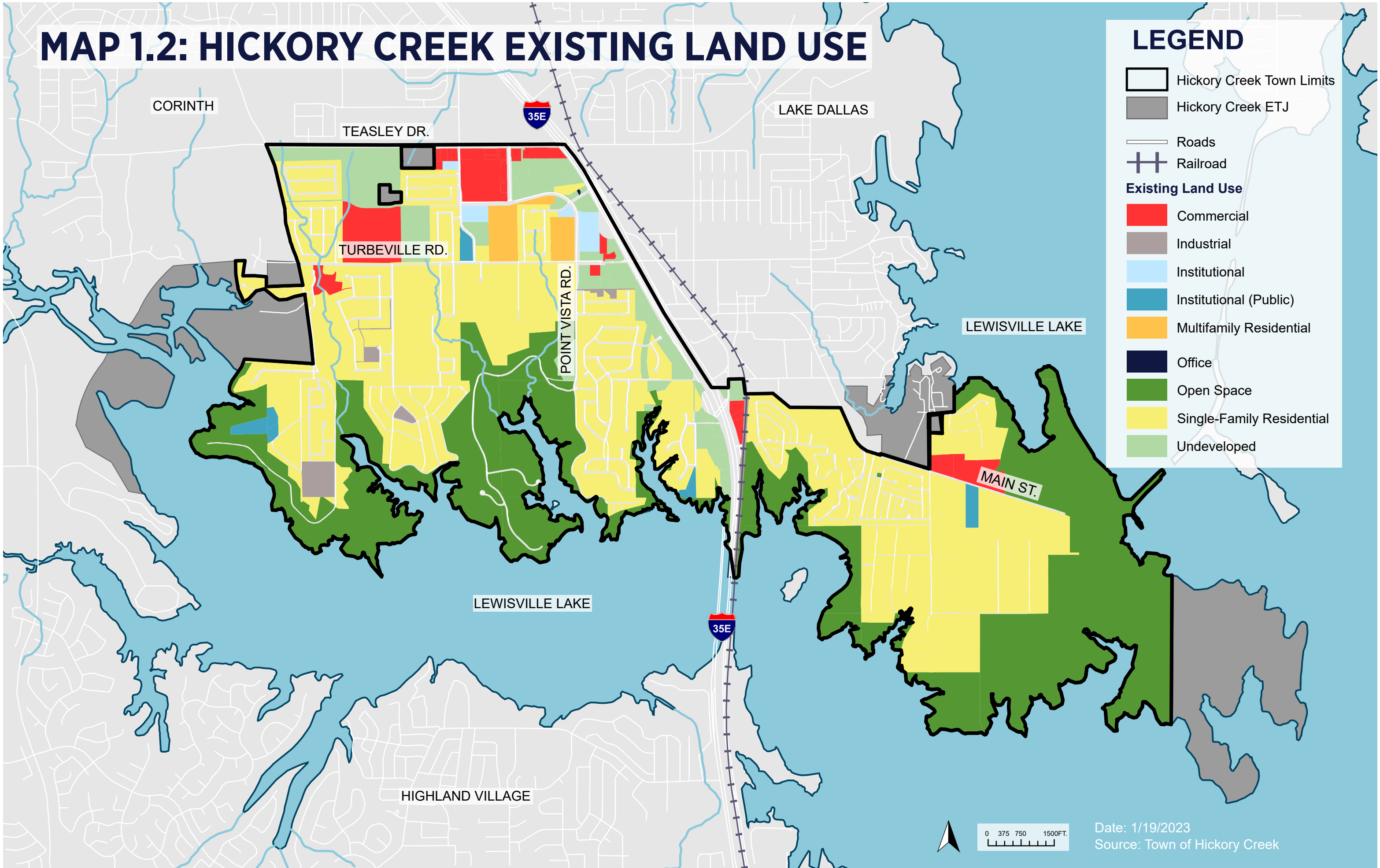
30

ACRES OF
TXDOT FRONTAGE

MAP 1.2: HICKORY CREEK EXISTING LAND USE

LEGEND

- Hickory Creek Town Limits
- Hickory Creek ETJ
- Roads
- Railroad
- Existing Land Use**
- Commercial
- Industrial
- Institutional
- Institutional (Public)
- Multifamily Residential
- Office
- Open Space
- Single-Family Residential
- Undeveloped



Date: 1/19/2023
Source: Town of Hickory Creek

RESIDENTIAL CHARACTER

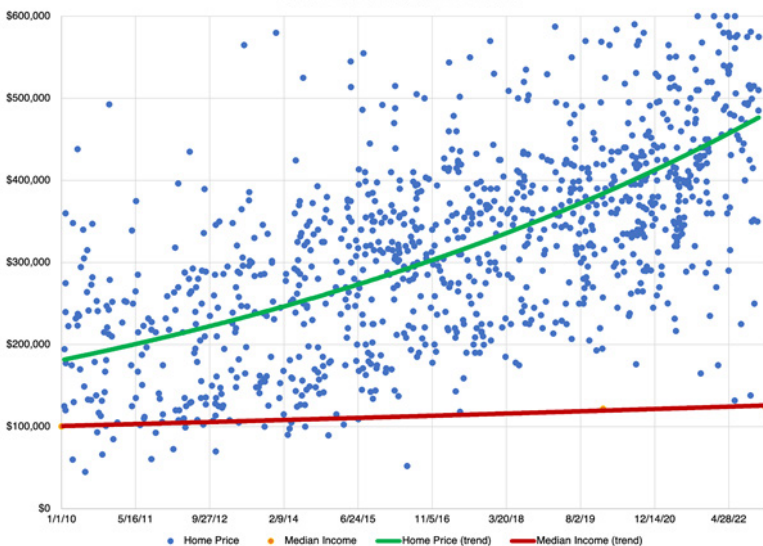
The Town of Hickory Creek has a total of 1,963 housing units with 82.5% of the housing units categorized as single-family detached (SFD) units. The second highest portion of homes (8.9%) are categorized as three or four units in the structure (i.e., single-family attached). Within the total number of housing units, 97.1% of units are occupied, while 2.9% are vacant. Of the occupied housing units, 84.3% are owner-occupied while the remaining 15.7% are renter-occupied. The Town of Hickory Creek exhibits newer homes with the median year built in 2003, while 24.8% of the housing stock has been built after 2014. Owner-occupied housing unit values can be seen in **Table 1.3** with 44.1% of housing units valued within the \$300,000 - \$399,999 price range. It is estimated that homes valued between \$400,000 - \$499,999 will increase 8.2% by 2027 totaling 32.5% of the housing stock.

TABLE 1.3: OWNER-OCCUPIED HOUSING UNITS BY VALUE (2022-2027)		
Value	2022	2027
< \$50,000	1.0%	0.1%
\$50,000 - \$99,999	0.4%	0.0%
\$100,000 - \$199,999	3.5%	4.3%
\$200,000 - \$299,999	15.8%	12.3%
\$300,000 - \$399,999	44.1%	44.7%
\$400,000 - \$499,999	24.3%	32.5%
\$500,000 - \$749,999	4.3%	4.6%
\$750,000 - \$999,999	5.8%	4.3%
\$1,000,000 - \$1,999,999	0.7%	0.6%

SOURCE: ESRI

Figure 1.11 represents a contrast of home price trends (green line) and median household income trends (red line), spanning from 2010 to 2022. The figure displays home prices as blue dots, median income as orange dots, and their respective regression lines in green and red. As represented below, over the last 12 years home prices have trended rapidly upwards from roughly \$180,000 in 2010 to \$480,000 in 2022 (a growth of 167%). Conversely, median household income only saw a slight increase from an estimated \$100,444 in 2010 to \$124,043 in 2022 (a growth of 23%). In 2010, the home price to income ratio was roughly 2:1 and that gap has increased to 4:1 in 2022.

FIGURE 1.11 HICKORY CREEK HOME PRICES & MEDIAN HOUSEHOLD INCOME (2010-2022)



SOURCE: NTREIS, ESRI

HOUSING KEY STATISTICS

1,963

TOTAL HOUSING
UNITS (2022)

82.5%

PERCENT SINGLE-FAMILY
DETACHED HOMES

84%

PERCENT HOUSING
OWNER OCCUPIED

167%

PERCENT INCREASE
HOME VALUES 2010-2022

2003

MEDIAN YEAR
HOME BUILT

RESIDENTIAL CHARACTER (CONT'D)

Both locally and nationally, the persistent rise in housing costs directly impacts individual's and families' finances, disposable income, and housing type preferences. The U.S. Department of Housing and Urban Development (HUD) categorizes households (HH) as housing cost burdened when "households [spend] more than 30% on housing costs, including rent or mortgage payments, utilities, and other fees." Based on 2020 decennial Census data, 20% of Hickory Creek's households, including renters and homeowners with and without a mortgage, dedicate between 25% to 35% or more of their income towards housing costs, and 12% of Hickory Creek's residents are housing cost burdened as defined by HUD. The below tables provide a breakdown of housing costs per housing tenure and type.

PERCENT INCOME	# HH	% HH
Less than 20.0%	583	64%
20.0 to 24.9 %	133	15%
25.0 to 29.9 %	86	9%
30.0 to 34.9 %	39	4%
35.0 % or more	71	8%

SOURCE: 2016-2020 5-YEAR ACS

PERCENT INCOME	# HH	% HH
Less than 10.0%	159	50%
10.0 to 14.9%	52	16%
15.0 to 19.9%	41	13%
20.0 to 24.9%	21	7%
25.0 to 29.9%	0	0%
30.0 to 34.9%	9	3%
35.0% or more	38	12%

SOURCE: 2016-2020 5-YEAR ACS

PERCENT INCOME	# HH	% HH
Less than 15.0%	0	0%
15.0 to 19.9%	224	72%
20.0 to 24.9%	24	8%
25.0 to 29.9%	36	12%
30.0 to 34.9%	12	4%
35.0% or more	14	5%

SOURCE: 2016-2020 5-YEAR ACS

Table 1.7 compares multifamily projects built since 2000 in markets that are comparable and/or in proximity to Hickory Creek. Hickory Creek, Lake Dallas, and Highland Village only have one multifamily project each. Column "Household Income Required" represents the minimum household income required to ensure a comfortable level of housing affordability.

Location	Projects	Units	Vacancy	Rent Price Per Sq. Ft.	Rent/Unit	Household Income Required
City of Corinth	4	951	1.90%	\$1.46	\$1,379	\$55,160
City of Denton	89	9,425	10.60%	\$1.62	\$1,446	\$57,840
Town of Flower Mound	6	2,131	6.00%	\$2.06	\$1,908	\$76,320
Town of Hickory Creek	1	190	1.40%	\$1.48	\$1,656	\$66,240
City of Highland Village	1	161	1.50%	\$1.64	\$2,000	\$80,000
City of Lake Dallas	1	140	7.80%	\$1.48	\$1,521	\$60,840
City of Lewisville	35	12,174	7.50%	\$1.79	\$1,639	\$65,560
Denton County	215	50,701	8.80%	\$1.78	\$1,651	\$66,040
DFW MSA	1,434	351,190	8.60%	\$1.86	\$1,738	\$69,520

SOURCE: COSTAR



ZONING

Zoning regulations serve as the basis for applying land use goals and development standards for different areas or districts across the Town. It is a tool that ensures that land uses are located appropriately and provide synergistic and compatible uses to surrounding land uses. Zoning regulations create site-specific requirements for the types of development that are allowed. Traditional components of zoning regulations include the use of the property, structural design, and the design of site features like landscaping, parking, or setbacks.

The Town of Hickory Creek contains 18 zoning categories, including seven residential categories, two commercial, one industrial, and eight being part of other districts. Single-Family districts account for the largest percentages of zoning by area. Single-Family districts account for a total of 37.57% of the area within the Town. Commercial districts make up the second largest share of zoning districts at 10.44%. Notably, there are several zoning districts that remain unutilized throughout the Town. Industrial (LI-1), Club (CL), Mobile Home Park (MHP), and both Mixed-Use districts (MU-1 and MU-2) remain unused. The Mixed-Use districts may present the greatest opportunity for the Town in the future and should be considered both in Future Land Use as well as zoning conversations. **Table 1.8** provides a breakdown of the zoning districts within the Town.

TABLE 1.8: HICKORY CREEK ZONING CLASSIFICATIONS

Zoning District	Acres	%
Single-Family Districts of One Acre And Less	722.56	27.66%
Single-Family Districts of One Acre Or More	200.78	7.69%
Single-Family Districts of Five Acres Or More	57.95	2.22%
Apartment Districts	23.43	0.90%
Commercial Districts	272.71	10.44%
Light Industrial Districts	0	0.00%
Other Districts	235.80	9.03%

An important decision when creating the zoning map for the Town was how to include parcels that were created as Planned Developments (PD). As the number of parcels with a PD designation encompassed a large percentage of the Town, the Base Zoning for those parcels was used for symbology purposes instead of maintaining the PD designation.

The Town of Hickory Creek has allowed a majority of its development throughout the past fifteen years to occur with the use of Planned Developments. This method allows developers a great deal of flexibility, but it prevents the Town from effectively regulating development to align with the Town's goals for future growth. Moving forward, zoning reform may be required for the Town to be able to implement the goals that will arise from this Comprehensive Planning Process.

ZONING KEY STATISTICS

37%

**TOWN APPROXIMATELY
ZONED FOR
SINGLE-FAMILY TYPES
(SF-2, SF-3, TH-1)**

19%

**LAND AREA
ZONED FOR SF-3
(LARGEST % ALL RESIDENTIAL)**

5

**UNUSED ZONING
DISTRICTS
(LI, CL, MHP, MU-1, MU-2)**

10.44%

**TOWN APPROXIMATELY
ZONED FOR COMMERCIAL
(C-1, C-2)**

800+

**LOTS WITH PLANNED
DEVELOPMENT
DESIGNATION**

MAP 1.3: HICKORY CREEK ZONING

CORINTH

TEASLEY DR.



LAKE DALLAS

TURBEVILLE RD.

POINT VISTA RD.

LEWISVILLE LAKE

MAIN ST.

LEWISVILLE LAKE

HIGHLAND VILLAGE

LEGEND

- Hickory Creek Town Limits
- Hickory Creek ETJ
- USACE
- Roads
- Railroad
- Zoning**
- SF-5AC
- SF-1
- GMH
- SF-2
- SF-3
- TH-1
- MF-1
- C-1
- C-2
- PD
- PB-1



0 375 750 1500FT.

Date: 1/19/2023

Source: Town of Hickory Creek

TRANSPORTATION & MOBILITY

CURRENT TRANSPORTATION NETWORK

The Hickory Creek Master Thoroughfare Plan (MTP) was last updated in April 2017. The Town's roadway network consists of the following functional classifications of streets as defined by the U.S. Department of Transportation (DOT):

- **Interstate Highway:** *Principle/Interstate arterials are designed and constructed with mobility and long-distance travel in mind. These arterial roads provide the highest level of mobility and the highest speeds over the longest uninterrupted distance. Interstates nationwide usually have posted speeds between 55 and 75 mph. Design types are interstate, other freeways and other principal arterials.*
- **Arterials:** *Arterials support trips of moderate length at a lower level of mobility than Interstates. Some emphasis on land access. May carry local bus routes and provide intra-community continuity but does not penetrate neighborhoods.*
- **Collector Roads:** *Collector roads are major and minor roads that connect local roads and streets with arterials. Collectors provide less mobility than arterials at lower speeds and for shorter distances. They balance mobility with land access. The posted speed limit on collectors is usually between 35 and 55 mph.*
- **Local Streets:** *Local roads provide direct access to adjacent land within a community and are not indented for long distance travel. They support through access to local residential areas, businesses, amenities, and other local areas. These roads give access to adjacent land by the lowest traffic volumes, between 20 and 45 mph, in the network and makeup up the greatest percentage of the Town's entire transportation network and are usually intended to prevent through traffic.*

In total, there are 47.36 miles of roadway within the Town's limits, including interstate highways and frontage. Hickory Creek is primarily composed of local streets. Notably, a lack of local road connections to neighborhoods impedes connectivity throughout the Town, creating accessibility challenges for residents and first responders during times of emergency response.

Hickory Creek is connected to the region by FM 2181 (or Teasley Drive/Swisher Road) along the northern boundary and is split by I35E, which runs along the Hickory Creek and Lake Dallas border. Major roadways that provide east-west access into and through Hickory Creek include FM 2181 (or Teasley Drive/Swisher Road) and Turbeville Road. North-south access is provided by Point Vista Road and Parkridge Drive/Sycamore Bend; Main Street and Ronald Regan Avenue provide north-south access to the Town's critical facilities, including Town Hall and the emergency response facilities. Because the Town is essentially built out, roadway projects are focused on maintenance and safety improvements.

TRANSPORTATION KEY STATISTICS

24

AVERAGE MILES
TRAVELED TO WORK

27.1

AVERAGE MINUTES
TO DRIVE TO WORK

38%

INCREASE IN CAR CRASHES
(2018-2022)

47.3

TOTAL ROADWAY MILES
WITHIN TOWN LIMITS

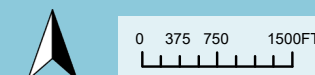
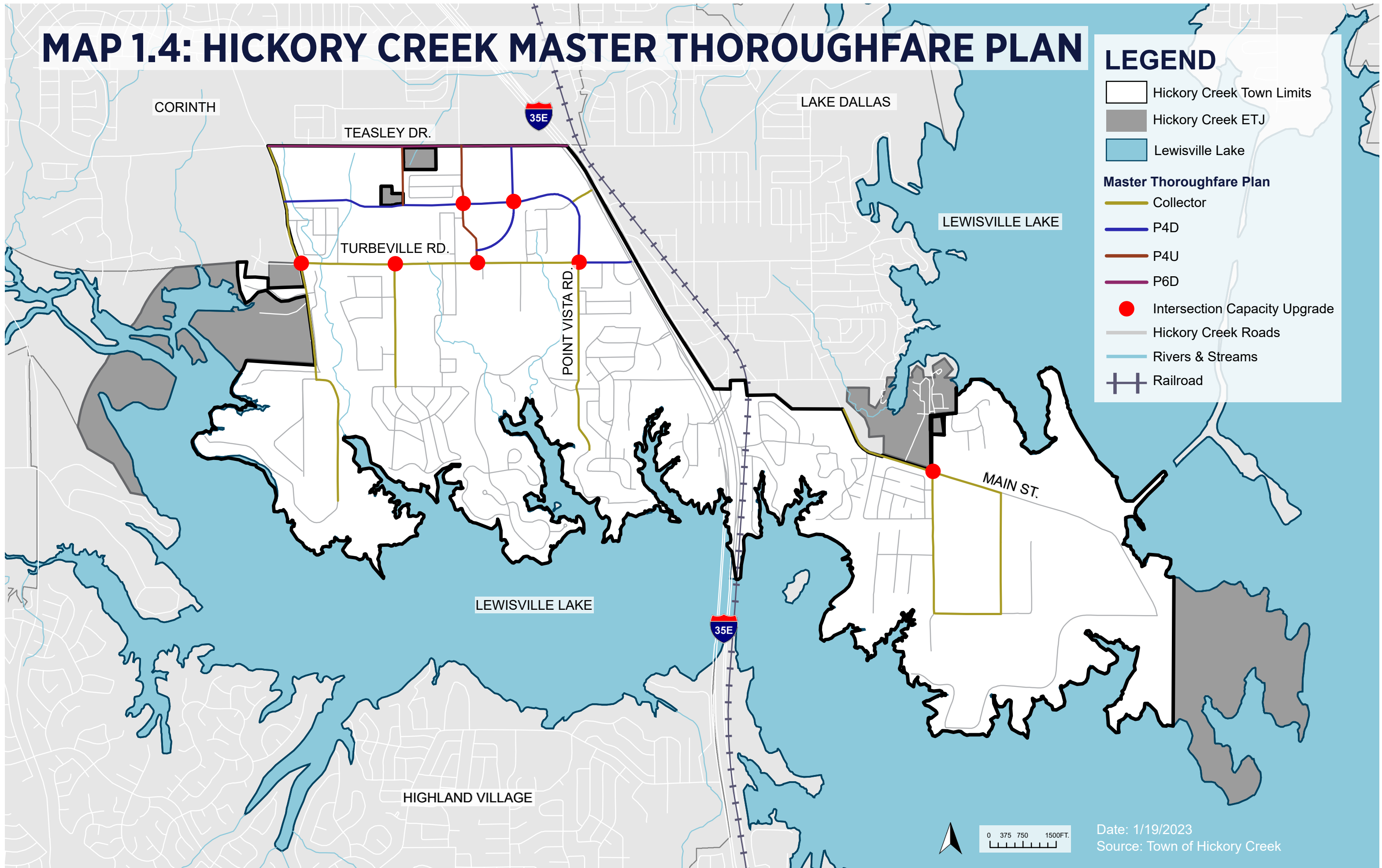
4.08

TOTAL MILES
OF TRAILS

MAP 1.4: HICKORY CREEK MASTER THOROUGHFARE PLAN

LEGEND

- Hickory Creek Town Limits
- Hickory Creek ETJ
- Lewisville Lake
- Master Thoroughfare Plan**
 - Collector
 - P4D
 - P4U
 - P6D
- Intersection Capacity Upgrade
- Hickory Creek Roads
- Rivers & Streams
- Railroad



Date: 1/19/2023
Source: Town of Hickory Creek

CURRENT TRANSPORTATION NETWORK (CONT'D)

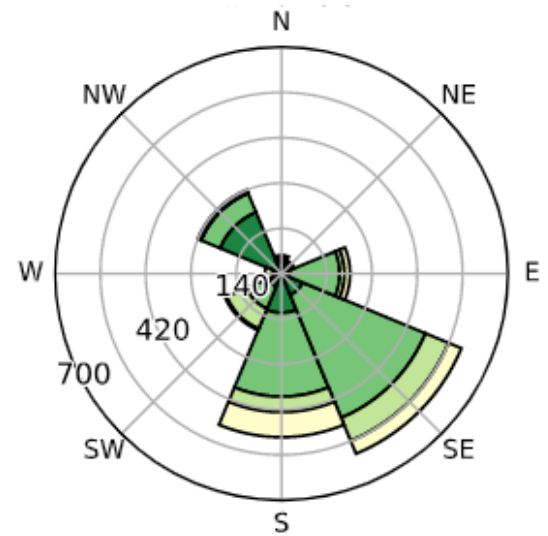
The Denton County Transportation Authority's (DCTA) A-Train Service additionally runs along I35E; however, the closest transit stops are located outside of Town Limits. These stops include MedPark Station (an eleven-minute drive from Hickory Creek), Highland Village/Lewisville Lake Station (a seven-minute drive from Hickory Creek), and Old Town Station (a thirteen-minute drive from Hickory Creek). Currently, the Town does not participate in DCTA because of the lack of demand from the community. The Town participates in the Span Transportation & Meals on Wheels of Denton County, which provides non-emergency medical related transportation services to accommodate the needs of individuals who lack access to or need assistance with transportation.

TRAFFIC AND COMMUTER TRENDS

The predominant mode of transportation in Hickory Creek is automobiles, with over 50% of the community owning two or more vehicles and 75% of the working community driving automobiles as the primary mode of transportation to work. **Figure 1.13** underscores the community's dependence on privately owned vehicles as a means of transportation. Notably, no residents rely on walking or public transportation to travel to work and less than 1% do not own a vehicle. Over the past decade, traffic has steadily increased along the Town's major access roads. Since 2010, traffic has increased 19% (or 3,786 daily trips) along FM 2181 and 23% (or 21,803 daily trips) along I35E. Commuting patterns in Hickory Creek contribute to these traffic counts as over 50% of the working population commutes 24 miles or more to work. **Table 1.9** provides an overview of distance to work traveled by Hickory Creek residents.

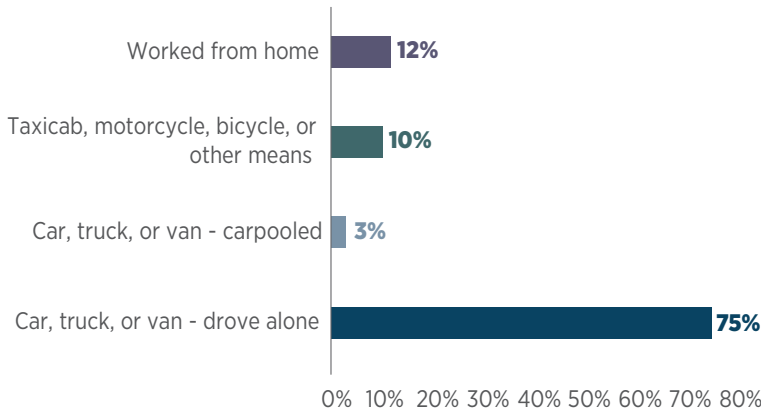
The average commute time for an employed resident living in Hickory Creek is 27.1 minutes, indicating that the majority of the workforce living in Hickory Creek works outside of the town. Furthermore "Inflow-Outflow" data, as illustrated in **Figure 1.12** obtained by the U.S. Census Bureau reports 99.3% of the employed population that live in Hickory Creek are employed outside of the town. Lack of retail and office employment options within the Town additionally contributes to these traffic patterns.

FIGURE 1.12: INFLOW-OUTFLOW TRAVEL



SOURCE: 5-YEAR 2020 ACS CENSUS

FIGURE 1.13: MEANS OF TRANSPORTATION TO WORK



SOURCE: 5-YEAR 2020 ACS CENSUS

TABLE 1.9: HOME TO WORK DISTANCE

DISTANCE	PERCENT COMMUTERS
Less than 10 miles	28.40%
10 to 24 miles	50.40%
25 to 50 miles	11.30%
Greater than 50 miles	9.80%

SOURCE: 5-YEAR 2020 ACS CENSUS

BEST PRACTICE | DESIGN FOR SPEED

When a traffic accident occurs, the cause and severity of the crash is directly impacted by the speed the vehicle was traveling. Proactive urban street design can contribute to safer traffic patterns and encourage better habits among drivers. Design features such as the curvature of the road, presence of curbs, shoulder, and lane widths, etc., can influence speeds and be adjusted to encourage the desired speed limit of the road.

SYSTEM PERFORMANCE

In the past four years, approximately 3,000 motor vehicle crashes occurred within Hickory Creek’s transportation network. The number of motor vehicle crashes increased by approximately 38% (or 163 crashes) from 2018 to 2022. The Hickory Creek Crash Site Map, on page 16, illustrates the approximate location of motor vehicle crashes during this time frame. The majority of incidents or highest density of crashes (over 85%) occurred on I35E and arterials and 13% occurred on local roads, as shown in **Table 1.11**. **Table 1.10** provides an overview of the top ten leading causes of crashes, with 31% of crashes being a result of unsafe speeds or driving over the speed limit. The majority of car crashes (over 75%) have resulted in no injuries and 11% resulted in minor or major injury.

CONTRIBUTING FACTOR	Total	%
1. SPEED RELATED (OVER LIMIT/UNSAFE SPEED)	1,255	31%
2. DRIVER INATTENTION/DISTRACTION	729	18%
3. OTHER/NONE	500	12%
4. FAULTY EVASIVE ACTION	315	8%
5. CHANGED LANE WHEN UNSAFE	268	7%
6. FOLLOWED TOO CLOSELY	205	5%
7. FAILED TO YIELD (RIGHT OF WAY SIGNAGE, INTERSECTIONS, EMERGENCY VEHICLES, DRIVEWAYS)	146	4%
8. FAILED TO DRIVE IN SINGLE LANE	129	3%
9. UNDER THE INFLUENCE (DRUGS OR ALCOHOL)	87	2%
10. BACKED WITHOUT SAFETY	55	1%

SOURCE: TXDOT

ROAD NAME	Total	%	ROAD TYPE
1. I35E	2,197	81%	PRINCIPAL ARTERIAL
2. FM 2181 TEASLEY DR./SWISHER RD	150	6%	MAJOR ARTERIAL
3. HICKORY CREEK BLVD	113	4%	MINOR COLLECTOR
4. TURBEVILLE RD	94	3%	MINOR ARTERIAL
5. POINT VISTA RD	35	1%	MAJOR COLLECTOR
6. RONALD REAGAN AVE	15	1%	MAJOR COLLECTOR
7. SYCAMORE BEND RD	15	1%	MINOR ARTERIAL
8. KELTON ST	10	>1%	MINOR COLLECTOR
9. S. STEMMONS FWY	8	>1%	PRINCIPAL ARTERIAL
10. MAIN ST	7	>1%	MAJOR ARTERIAL

SOURCE: TXDOT

¹TRANSPORTATION AND CRASH RELATED DATA IS BASED ON AVAILABLE TXDOT DATA.

ACTIVE TRANSPORTATION & PEDESTRIAN ACCESSIBILITY

The majority of Hickory Creek’s active and passive trails are located throughout the parks system. There are approximately 4.08 miles of the park system trails that provide access to the Town’s lakeside amenities but lack east-west connectivity and direct connection to adjacent neighborhoods. Arrowhead Park provides direct access to the Regional Veloweb Trail, creating a bikeway connection between Denton and Dallas.

Notably, the Town aims to identify and address sidewalk gaps throughout the community to connect new and existing neighborhoods. Recent planning efforts have focused on supporting alternative modes of transportation through the development of multi-use paths (i.e., hike and bike trails) and sidewalks. In 2019, a sidewalk project addressed gaps along Turbeville Road (east of Ronald Regan Avenue) and Harbor Road to Strait Lane. Currently, sidewalk gaps and a new hike and bike trail are being addressed along Harbor Lane between Turbeville Road and Strait Lane. Additionally, a hike and bike trail is being developed along Turbeville Road between Sycamore Bend Road and Ronald Regan Avenue, connecting future and existing neighborhoods.

Hickory Creek’s Engineering and Design Manual was last updated in March 2014. The Town currently requires that standard concrete four-foot width sidewalks be constructed for all new residential development and five-foot widths in commercial locations. Sidewalks are required additionally with all new roadway construction.

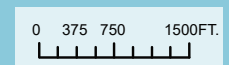
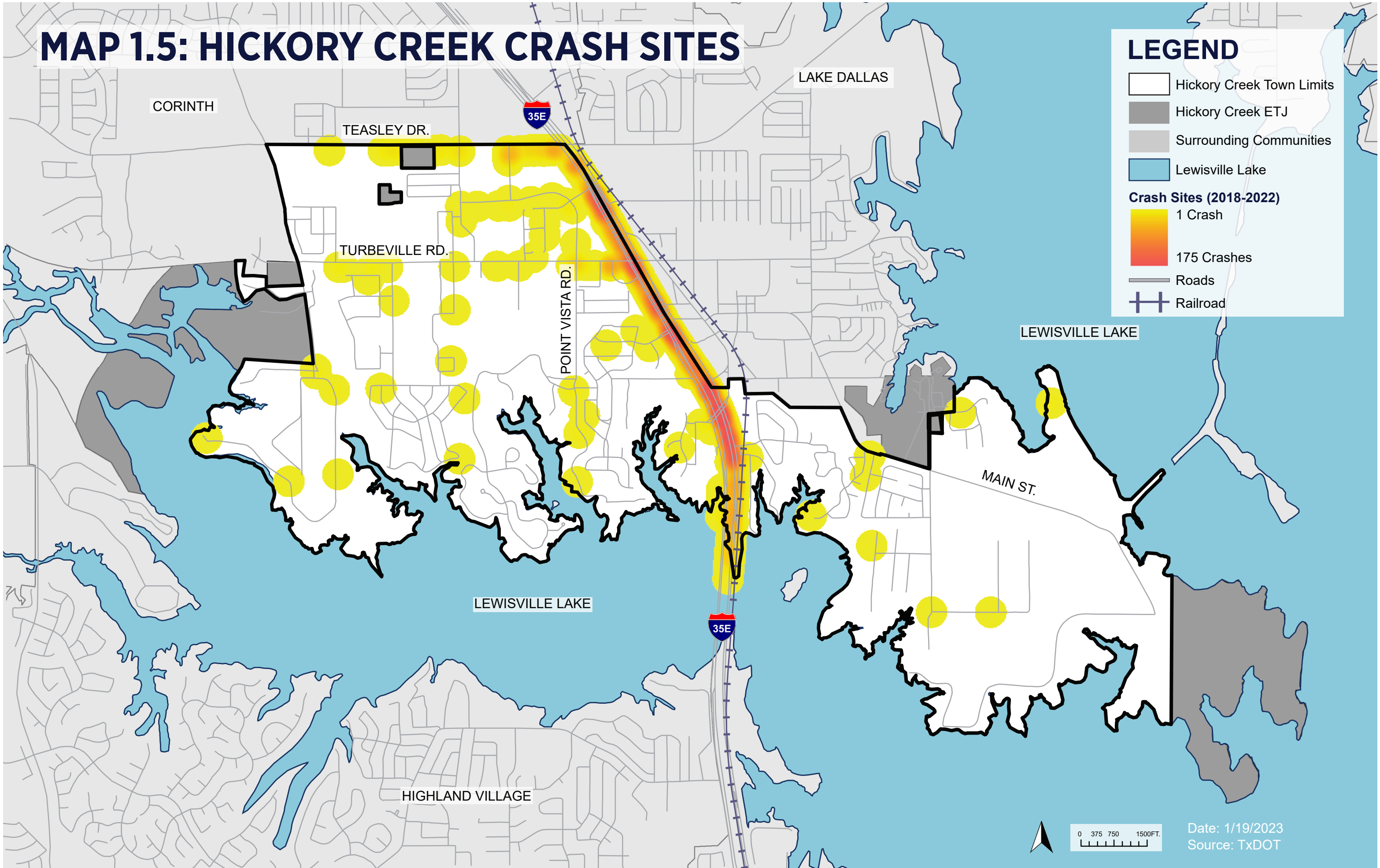
BEST PRACTICE | ACCESSIBLE DESIGN

The DOT recommends that the “sidewalk corridor” or the pathway width between the roadways to the edge of the right-of-way (ROW) be at least six to ten feet to provide accessible passageways that are free of obstacles for all users. The Americans with Disabilities Act of 1990 (ADA) requires transportation agencies to develop a *Transition Plan* to eliminate the presence of structural barriers, including communication barriers, and provide reasonable access for persons with disabilities to existing pedestrian facilities. Across the country, the development of these plans is often a low priority, only occurring with new development or when absolutely necessary.

MAP 1.5: HICKORY CREEK CRASH SITES

LEGEND

- Hickory Creek Town Limits
- Hickory Creek ETJ
- Surrounding Communities
- Lewisville Lake
- Crash Sites (2018-2022)**
 - 1 Crash
 - 175 Crashes
- Roads
- Railroad



Date: 1/19/2023
Source: TxDOT

PARKS & OPEN SPACE

PARKLAND

As a lakeside community, the Town of Hickory Creek has access to a considerable number of parks and natural areas. Over 12 miles of lakeside frontage along Lewisville Lake, accompanied by over 1,100 acres of parkland attract residents and visitors alike. This acreage, which includes amenities like boat ramps and nature trails, accounts for about 39% of Hickory Creek's land area.

The responsibility of maintaining this land is shared between the Town and the USACE. Totalling 1,087 acres of parkland, seven parks in Hickory Creek are owned by USACE. This includes four parks that are maintained and operated by Hickory Creek through a lease agreement with USACE, totalling approximately 263 acres. The Town maintains one additional park and is currently making plans for two more parks in the future. These parks account for approximately 15 acres of the total parkland in the town. The Town's commitment to preserving its natural resources extends beyond the lake and its green spaces, right down to each of the trees in the Town. Hickory Creek has been recognized by the Arbor Day Foundation as a Tree City for 14 years.



HICKORY CREEK PARK

PROGRAMMING

The Town of Hickory Creek offers a wide variety of recreational opportunities and programming including holiday and community events. Hickory Creek often partners with other Lake Cities to plan recreational opportunities at a larger scale. These activities range from local running groups to parades and bike rallies.

As a result of its 2020 Parks, Recreation and Open Space Master Plan (PMP), Hickory Creek has identified potential gaps in the programming and recreational opportunities offered including programming and events geared towards the elderly population. As Hickory Creek continues to grow, additional priorities for the Town regarding parks and recreation include improving connectivity between trails and parks, expanding amenities along the lake, and upgrading the current conditions of existing parks.

PARKS & OPEN SPACE KEY STATISTICS

10

TOTAL PARKS
IN HICKORY CREEK

12+

APPROXIMATE MILES OF
LAKESIDE FRONTAGE

39%

OPEN SPACE WITHIN
TOWN LIMITS

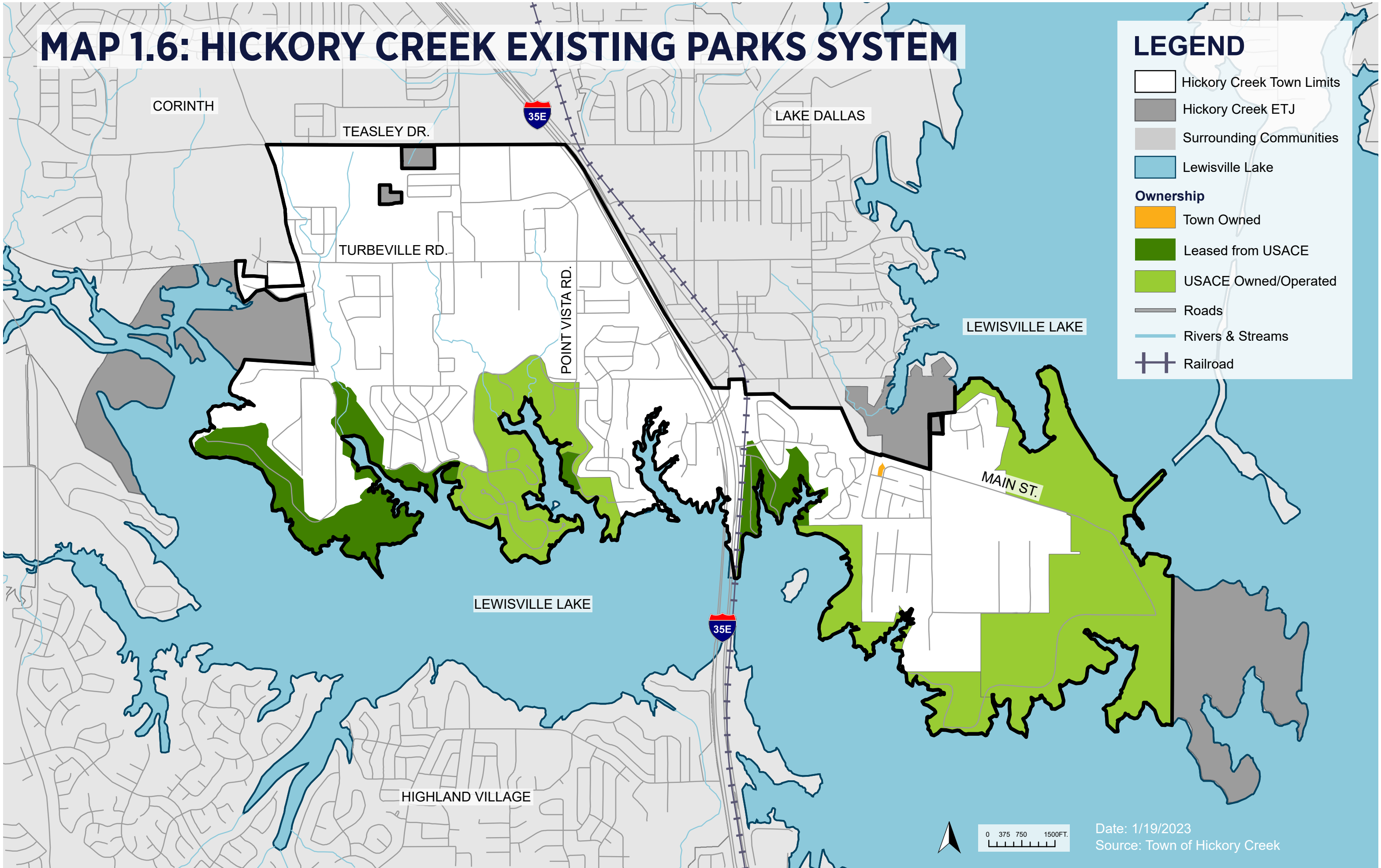
38%

PERCENT ACRES OF USACE
OWNED PARKLAND

9%

PERCENT ACRES OF USACE
PARKLAND LEASED TO TOWN

MAP 1.6: HICKORY CREEK EXISTING PARKS SYSTEM



LEGEND

- Hickory Creek Town Limits
- Hickory Creek ETJ
- Surrounding Communities
- Lewisville Lake

Ownership

- Town Owned
- Leased from USACE
- USACE Owned/Operated

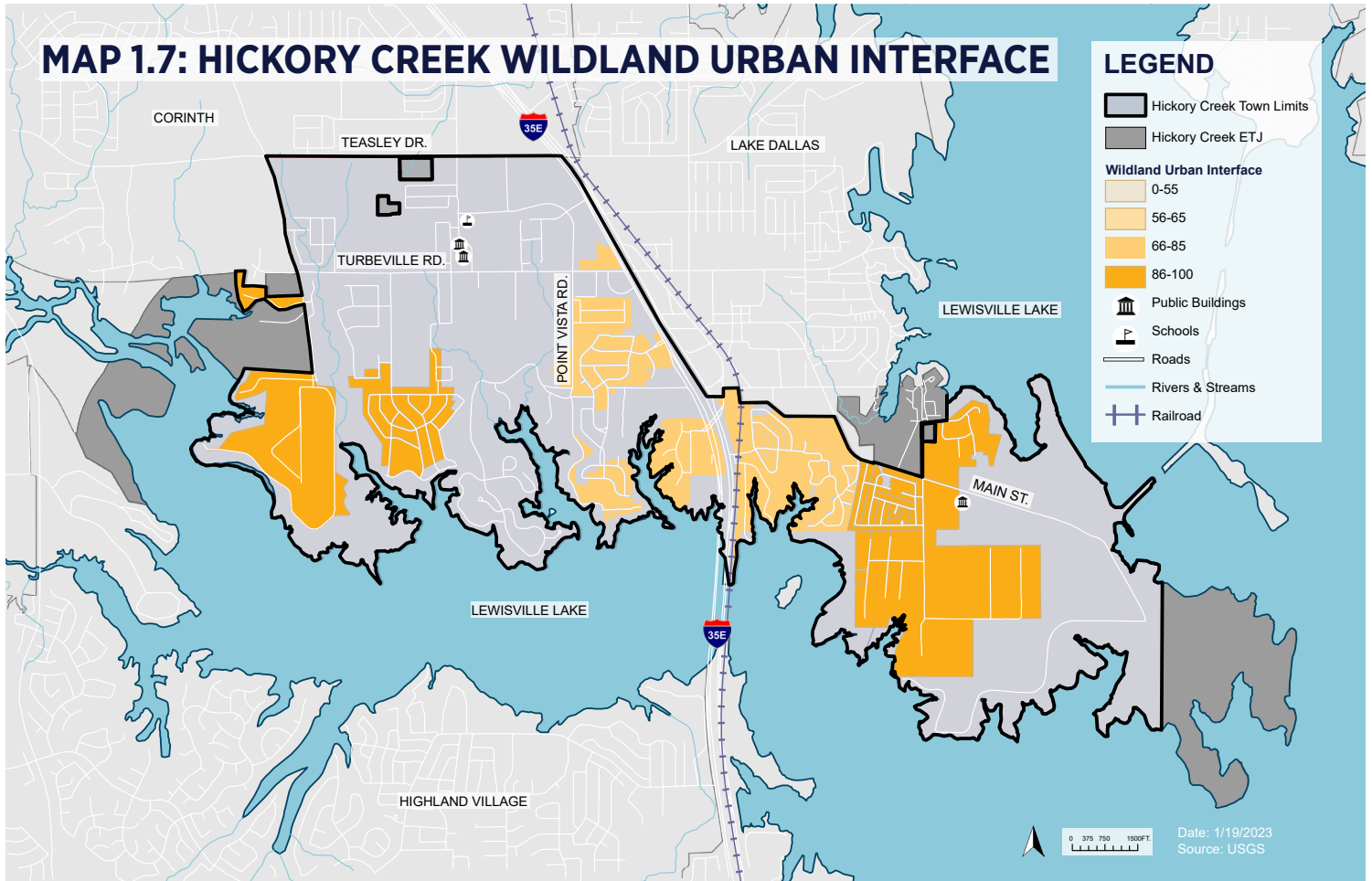
- Roads
- Rivers & Streams
- Railroad



Date: 1/19/2023
Source: Town of Hickory Creek

WILDLAND URBAN INTERFACE (WUI)

The Wildland Urban Interface (WUI) is used to measure the level of connection between humans and the built environment and wildlands that could become fuel for wildfires. As development continues within Hickory Creek, properties within the WUI will increase. The index ranges from 0-100, with properties closer to 100 exhibiting higher levels of risk. In total, 34% of Hickory Creek’s land area is currently within the WUI to some capacity, with 21.42% being in the highest range of vulnerability. These areas of highest risk are generally located closer to Hickory Creek’s parks and open spaces. Additionally, the Town’s Public Works building is located within an area of high risk.



WUI KEY STATISTICS

34%

TOWN LAND
AREA IN WUI

21%

TOWN LAND IN HIGHEST
VULNERABILITY RANGE

STATE FIRE PROTECTION PROGRAMMING

The Texas A&M Forest Service provides statewide programs that help communities deal with potential wildfires throughout various stages of emergency management (Mitigation, Preparedness, Prevention, Recovery). There is also an educational component which brings public information and training opportunities for communities. Finally, the Predictive Services Department of the Texas A&M Forest Service provides short and long-term forecasts and analysis for future wildfires by:

- Determining current and predicted weather conditions.
- Monitoring conditions of vegetation and wildland fuels.
- Calculating current and predicted fire behavior.
- Identifying high wildfire risk areas and values threatened.
- Tracking wildfire occurrence and ignition sources.
- Disseminating assessment information to stakeholders and the public.

CITY SERVICES & FACILITIES

WATER/SEWER PROVIDER

Water and Wastewater services for properties within Hickory Creek are largely provided by the Lake Cities Municipal Utility Authority (LCMUA). This entity provides services to several communities in Denton County that surround Lewisville Lake. The only area within Hickory Creek that is not serviced by the LCMUA is a portion in the southwest where Harbor Grove Estates is located. This area receives water from the Harbor Grove Water Supply Company.

LCMUA provides water and sewer services to customers that use up to an average of 1.3 million gallons daily and collects an additional one million gallons of wastewater daily across its entire service area within the Lake Cities. The water provided to LCMUA customers for daily use is purchased from the Upper Trinity Regional Water District (UTRWD). This water is treated by UTRWD so LCMUA is simply the distributor for it. The quality of this water is assessed by the Texas Commission on Environmental Quality, and previous assessments have earned LCMUA the Superior Water designation as an Outstanding Public Drinking Water System. Within Hickory Creek, LCMUA manages 35 miles of water pipelines throughout the Town that provide water to subdivisions, businesses, schools, and other users. Additionally, LCMUA manages three ground storage tanks, three water wells, one pump station, and an elevated storage tank. All of the wells are located within the 100-year floodplain, so maintaining water quality standards after floods will continue to be an important task. For the wastewater services within Hickory Creek, LCMUA manages 29 miles of sewer lines and 11 lift stations throughout the Town.

TOWN FACILITIES & PUBLIC SAFETY

The Town of Hickory Creek owns a facility that provides a variety of services to the community. This site is located on Ronald Reagan Avenue between Turbeville Road and Point Vista Road, and it houses the Hickory Creek Municipal Court, the Hickory Creek Police Department, and the Hickory Creek Town Hall & Administrative Offices. The Hickory Creek Police Department provides public services throughout the Town. The department consists of 12 full-time officers. A secondary property managed by the Town is located on the southeast portion of the Town, south of Main Street, between South Hook Street and Westlake Park. This site is home to the Town of Hickory Creek Public Works & Animal Services.

BROADBAND INITIATIVES

There is currently an ongoing effort within the Lake Cities region to construct a dark fiber ring throughout Corinth, Hickory Creek, and Shady Shores to bring high-speed internet and improved bandwidth in collaboration with Pavlov Media. The construction for this broadband service began on September 1, 2022, and is expected to begin providing service to new customers in January 2024.

CITY SERVICES KEY STATISTICS

100%

**WATER WELLS
LOCATED IN THE
100-YEAR
FLOODPLAIN**

3

**WATER WELLS
& GROUND
STORAGE TANKS**

35

**MILES OF WATER
PIPELINE MANGED
BY LCMUA**

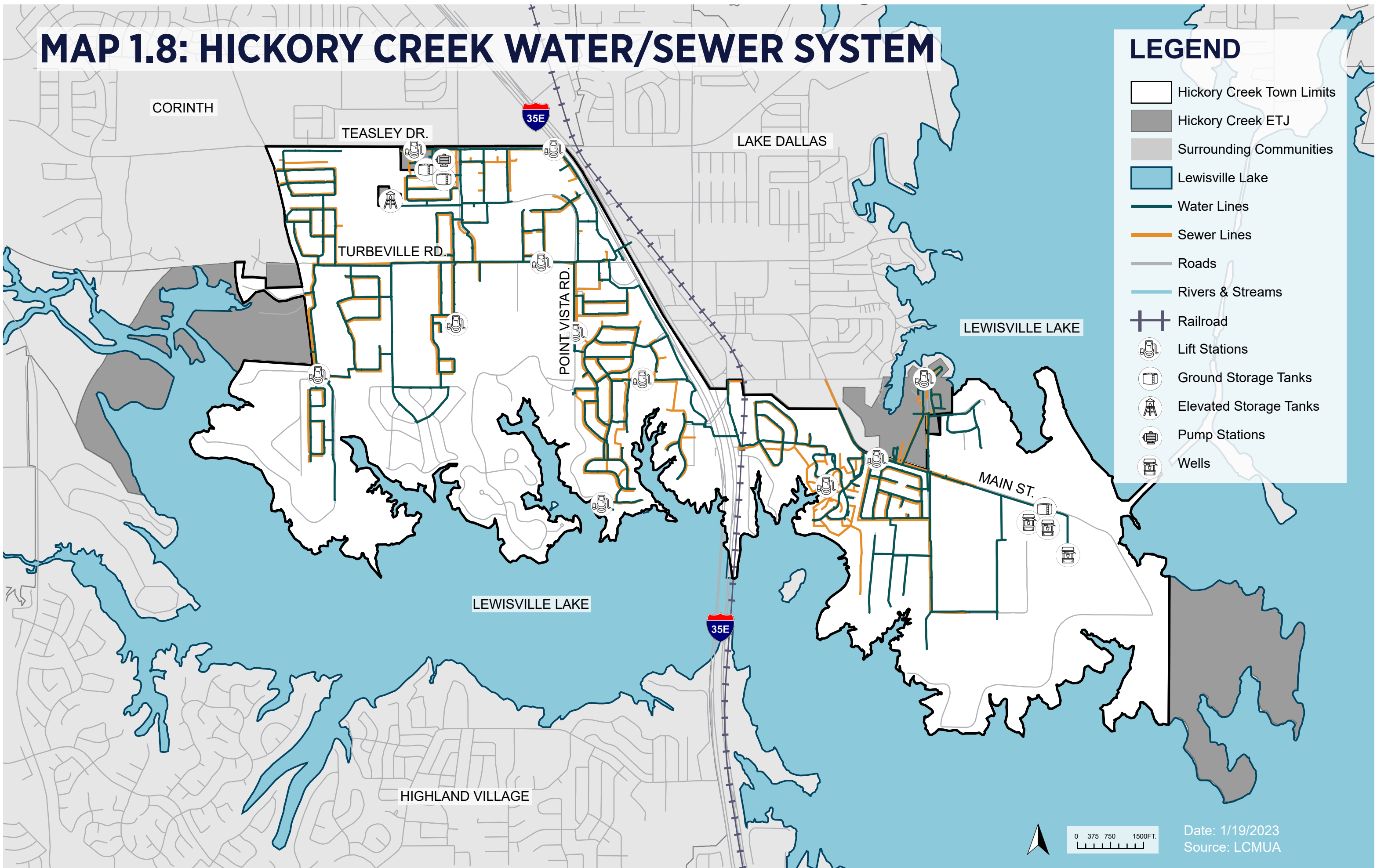
29

**MILES OF SEWER
PIPELINE MANGED
BY LCMUA**

1

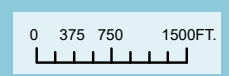
**PUMP STATION
& ELEVATED
STORAGE TANK**

MAP 1.8: HICKORY CREEK WATER/SEWER SYSTEM



LEGEND

- Hickory Creek Town Limits
- Hickory Creek ETJ
- Surrounding Communities
- Lewisville Lake
- Water Lines
- Sewer Lines
- Roads
- Rivers & Streams
- Railroad
- Lift Stations
- Ground Storage Tanks
- Elevated Storage Tanks
- Pump Stations
- Wells



Date: 1/19/2023
Source: LCMUA

MARKET POTENTIAL & CONSTRAINTS

POPULATION GROWTH

The Dallas-Fort Worth Metropolitan Statistical Area is expected to grow by 5.3% over the next five years, or 8,393,172 people by 2027. Between 2010 and 2020, natural population increases (i.e., birth rate greater than the death rate) accounted for 41.6% of regional growth, domestic migration contributed 39.1%, and international migration made up 19.2%. More recently, from 2020 to 2021, domestic migration made up 56.8% of the growth in the DFW area.

Denton County is one of the fastest growing counties in the United States. It is estimated that Denton County grew 3.9% in a single year between April of 2020 and July of 2021, a pattern that is projected to continue over the following decades. Denton County grew by 243,808 residents (between 2010 and 2020) a total growth of 36.8%. The Texas Water Development Board (TWDB) estimates that Denton County will be home to 1,329,551 people by 2040 and will reach a population of 1.6 million by 2050, a 70% increase from the current population of 941,647.

The 2022 population in Hickory Creek is 5,189, up 9.9% from 4,718 in 2020. The population of Hickory Creek is already estimated to grow at a rate of 0.9% annually over the next five years with an estimated population of 5,426 by 2027. Further population projections were calculated based on Hickory Creek's previous compounded annual growth rates and town building permit data compared to the county. Based on town and county building permit data over the last 20 years, it is estimated the Town of Hickory Creek has absorbed on average 1.23% of growth in Denton County. Exclusive of any land constraints or availability, by 2040 the Town of Hickory Creek could expect to have a population of nearly 6,100 and by 2050 a population of over 6,600.

MARKET KEY STATISTICS

5.3%

**PROJECTED POP.
GROWTH 2022-2027**

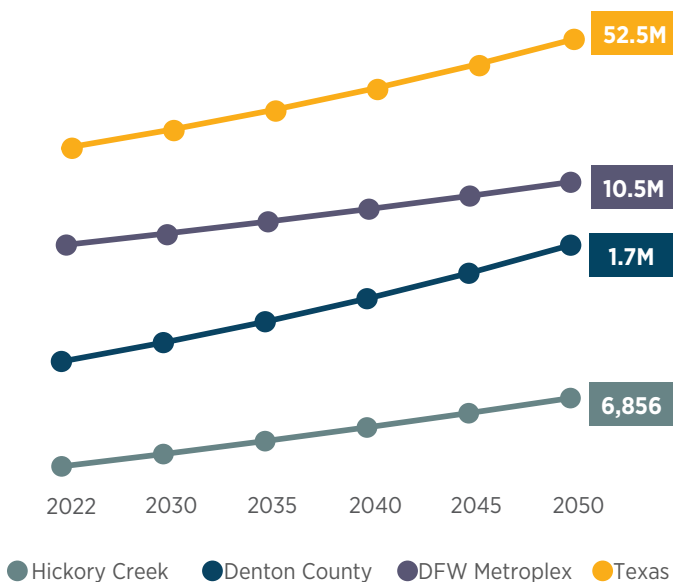
37%

**DENTON COUNTY POP.
GROWTH 2010-2020**

0.9%

**HICKORY CREEK'S
ESTIMATED GROWTH RATE
(2022-2027)**

FIGURE 1.14: HICKORY CREEK POP. GROWTH (2022-2050)

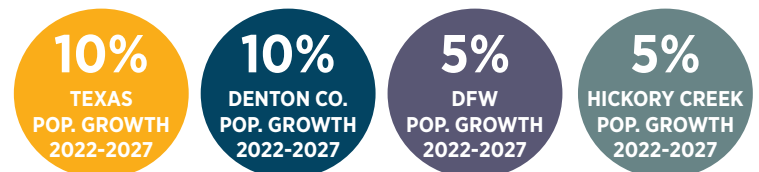


SOURCE: ESRI

TABLE 1.12: POPULATION PROJECTIONS (2022-2027)

Population	2022	2027	CAGR
City of Corinth	22,690	82,391	0.90%
City of Denton	147,000	161,931	1.90%
Town of Flower Mound	78,714	23,707	0.70%
Town of Hickory Creek	5,189	5,426	0.90%
City of Highland Village	16,088	16,460	0.50%
Collin County	1,142,156	1,260,157	2.00%
Denton County	974,915	1,073,834	2.00%
DFW MSA	7,961,535	8,393,172	1.10%

SOURCE: ESRI



SOURCE: SOURCE: ESRI

NATIONAL HOUSING TRENDS

With increasing land and material costs, housing supply shortages, and increased construction costs, housing prices continue to rise. However, an anticipated slowing of home sales and appreciation within certain price segments looms on the horizon. The recent increase in interest rates and/or tightening of credit could soften housing prices and increase supply. However, the low interest rates experienced over the last few years have enabled buyers to afford higher-cost housing. A major economic shift would likely result in an increase of existing inventory and slowing of price appreciation, which would primarily impact the entry-level and middle-market product.

Prior to the 2008 recession, new privately-owned single-family housing permits in the United States reached their peak of quarterly output in Q3 2005 by registering 2,228,000 permits. However, there was an observably stark contrast taking shape by Q1 2009 as quarterly permits had plummeted to 358,000. Similarly, since the economic recovery, permits for single-family housing slowly recovered until hitting a significant dip in Q1 2020 due to COVID-19. The economic shutdown halted construction for several months and put a strain on both supply and deliveries but made a quick rebound over the next two quarters.

SINGLE-FAMILY HOME BUILDING TRENDS

In 2020, the U.S. Census Bureau and the U.S. Department of Housing and Urban Development Office of Policy Development and Research conducted a survey of new homes constructed in the United States. Their research showed that the average home sold had a median size of 2,333 square feet, a median lot size of 7,905 square feet, and a median sales price of \$391,300. Of those homes sold, 52% had four or more bedrooms, 37% had three bedrooms, 93% had a two or more-car garage. Since the US Census Bureau and the U.S. Department of Housing and Urban Development began tracking this data, median home sizes have increased from the smallest size of 1,530 square feet in 1982 to hovering between 2,300 and 2,500 square feet since 2010. Median lot sizes have been decreasing, reaching their peak of 10,000 square feet in 1990, with 2019 and 2020 the first years showing median lot sizes under 8,000 square feet. The decrease in lot sizes in 2019 and 2020 may lower costs and offer the opportunity for more affordable housing options.

YEAR	PERMITS
2011	17
2012	2
2013	7
2014	44
2015	36
2016	69
2017	64
2018	28
2019	63
2020	206
2021	64

SOURCE: 5-YEAR 2020 ACS CENSUS

Within Hickory Creek, single-family development over the past eleven years has increased slightly, with a sharp increase of 206 building permits in 2020. The supply of developable sites within Hickory Creek continues to decrease as growth in the region remains strong. Currently there are only 179.15 acres (or 6.86% of the Town's land area) of undeveloped land within the Town limits. **Table 1.13** provides an overview of building permit requests over the past 10 years.

MULTIFAMILY HOME BUILDING TRENDS

During Q1 2008, multifamily construction permits across the United States made up 37% of total permits, but that proportion saw a significant dip followed by strong recovery through Q3 2021, reaching a peak in Q3 2017 with 43% of total building permits being issued for multifamily. Since 2017, construction has shifted and held steady with around 33% of building permits being issued for multifamily. Multifamily construction has grown above pre-recession levels, whereas overall construction is still well below pre-recession levels.

The DFW multifamily market has slowed in factors such as occupancy, net absorption, and deliveries. A post-pandemic equilibrium has been felt in the market, as well as the scare of the projected economic downturn, expected in the early months of 2023. Net absorption was recorded at -6,056 units in Q2. However, looking at 2022 year-to-date (YTD), this net absorption remains positive at 922 units. Occupancy of rental units decreased by 1.2% from Q1 (2022) to Q2 (2022). Market rent has steadily increased to 3.5% increases quarterly and a year over year increase of 17.3%.

HICKORY CREEK DEVELOPMENT POTENTIAL

An analysis was conducted to understand Hickory Creek’s development potential for owner-occupied and rental-occupied product types. **Table 1.14** shows the current demand (2022 to 2027) and opportunities for residential development, while keeping in mind the challenges associated with each type. These annual demand numbers do not represent what the Town of Hickory Creek can absorb based on existing zoning but represent the annual amount that Hickory Creek could absorb if development of all types and price points were targeted.

TABLE 1.14: HICKORY CREEK HOUSING MARKET DEMAND (2022-2027)		
CATEGORY	OWNER-OCCUPIED RESIDENTIAL	RENTER-OCCUPIED RESIDENTIAL
DEMAND	Moderate	Moderate
OPPORTUNITIES	Infill on Vacant Or Underutilized Lots Near Already Established Subdivisions	Medium to High Density With Easy Access to Interstate 35E
CHALLENGES	Limited Remaining Undeveloped Parcels	Limited Remaining Undeveloped Parcels
TARGET	Mid to Upper Tier Single Family Homes	High Quality, Amenitized Projects
	Townhomes	
MARKET VALUES	\$350,000+ Household Value	\$1,600+ Monthly Rent Per Unit
ABSORPTION	Demand For 139 Units Annually (116 Single-Family Detached Units and 23 Units Of Alternative Single-Family Product)	Demand For 107 Units (82 Multifamily Units And 24 Units of Alternative Product)

OWNER-OCCUPIED KEY STATISTICS

116 UNITS

SFD
OWNER-OCCUPIED
ANNUAL DEMAND

23 UNITS

SFA/OTHER
OWNER-OCCUPIED
ANNUAL DEMAND

**\$250K -
\$350K**

LARGEST DEMAND
HOME VALUE

RENTER-OCCUPIED KEY STATISTICS

82 UNITS

SFD
RENTER-OCCUPIED
ANNUAL DEMAND

24 UNITS

SFA/OTHER
RENTER-OCCUPIED
ANNUAL DEMAND

\$2,000

LARGEST
DEMAND RENT

SINGLE-FAMILY | OWNER-OCCUPIED UNITS

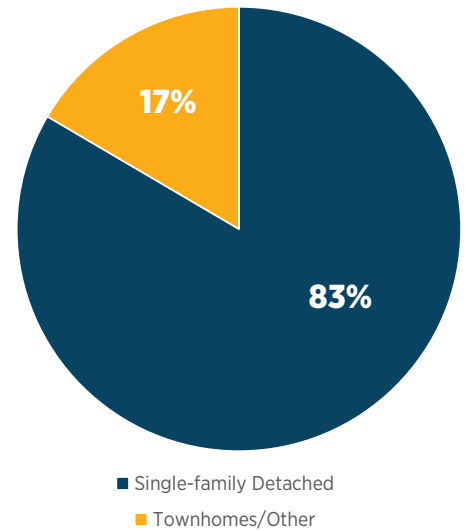
In an effort to understand the capacity of the single-family residential market, an analysis was performed using historical data and projected growth rates (from 2022 to 2027) within Denton County. It is estimated that Hickory Creek could capture demand for 116 units of owner-occupied, single-family detached units annually. The largest portion of homes in demand (29.3%) are those valued between \$250k - \$350k. Additionally, there is demand for twenty-three units of owner-occupied homes in the form of condos, townhomes, and duplexes/triplexes/quadplexes. These annual demand numbers do not represent what the Town of Hickory Creek must absorb but represent the annual amount that Hickory Creek could absorb if development of all types and price points were targeted.

TABLE 1.15: ANNUAL OWNER-OCCUPIED HOUSING DEMAND (2022-2027)

TRADITIONAL SINGLE-FAMILY DETACHED DEMAND	116 UNITS
Homes < \$200k	26
Homes \$200k - \$250k	17
Homes \$250k - \$350k	34
Homes \$350k - \$450k	22
Homes \$450k+	17
ALTERNATIVE OWNER-OCCUPIED PRODUCT DEMAND	23 UNITS

SOURCE: ESRI

FIGURE 1.15: ANNUAL OWNER-OCCUPIED HOUSING DEMAND



SOURCE: 5-YEAR 2020 ACS CENSUS

MULTIFAMILY | RENTAL UNITS

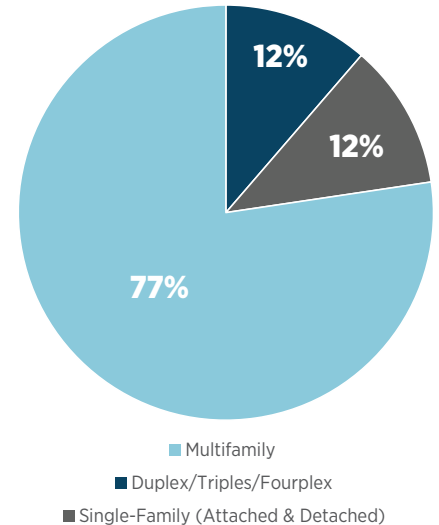
In addition to single-family demand, an analysis of the region was also performed to understand the renter-occupied residential market. It is estimated that Hickory Creek could capture and absorb demand for 82 renter-occupied units annually, in the form of multifamily structures. There is additional demand for 24 units of renter-occupied units in the form of duplex/triplex/fourplex or single-family build to rent. The largest portion of renter-occupied multifamily unit demand (46.3%) is for units with rents of \$2,000 or more per unit.

TABLE 1.16: ANNUAL RENTAL-OCCUPIED DEMAND (2022-2027)

ANNUAL MULTIFAMILY DEMAND	82 UNITS
Rental Rate <\$1,000	16
Rental Rate \$1,000 - \$1,500	14
Rental Rate \$1,500 - \$2,000	13
Rental Rate \$2,000+	38
ALTERNATIVE RENTER-OCCUPIED HOUSING DEMAND	24 UNITS

SOURCE: ESRI

FIGURE 1.16: ANNUAL RENTER-OCCUPIED HOUSING DEMAND



SOURCE: 5-YEAR 2020 ACS CENSUS



OFFICE DEVELOPMENT

The office market in the Dallas-Fort Worth (DFW) Metroplex has performed well for the first two quarters of 2022. Class A office space is in the highest demand in DFW, outperforming all other classes. CoStar defines Class A office space as “an extremely desirable investment-grade property with the highest quality construction and workmanship, materials and systems, significant architectural features, the highest quality/expensive finish and trim, abundant amenities, first rate maintenance and management; usually occupied by prestigious tenants with above average rental rates and in an excellent location with exceptional accessibility.” The subleased availability makes up 14.8% of the total available space, of which 73.4% are Class A properties. Outside of Class A office space, leasing activity has slowed substantially, forcing landlords to agree to shorter leases and more lenient termination policies. The projected global economic downturn could be the cause for the slowdown in the market, however industry professionals are hopeful that the strength of the DFW office market will withstand the economic fluctuations in the coming months.

According to the DFW office Q2 report by Cushman and Wakefield, 2022 is the first year since 2020 that absorption is positive, currently at 353,375 square feet for Q2 and 619,848 square feet year to date. Vacancy is high at 21.1% with an average asking rent at \$28.59 per square foot. Lastly, 8,321,792 square feet of office space has been leased so far this year, with 5,112,603 square feet under construction.

Lewisville/Carrollton, the submarket that Hickory Creek belongs to, has 4,475,646 square feet of retail space and a 19% vacancy rate. Market rent is low compared to the DFW area at \$22.05 and currently there is not any office space under construction. Office space in Hickory Creek is confined to one office park, located west of I35E along Teasley Dr. The office park is made up of four existing office buildings with a combined 29,300 square feet of space. Market rent is currently \$25.15 per square foot and vacancy is at 15.1% or 4,800 square feet.

RETAIL DEVELOPMENT

The retail market in the DFW Metroplex is described by CBRE's Q2 Retail Report as “steady and strong” with a 94.5% occupancy rate and 1.2M square feet of positive net absorption in Q2 of 2022. Consumerism has been at an all-time high post-COVID, driving economic growth. Industry research suggests excess spending is slowing, partially due to high inflation rates and the projected contraction of the economy in early 2023. While the impact of e-commerce on physical retail stores isn't insignificant, it seems it may have been overblown. Consumers continue to visit physical locations and some retailers are implementing a hybrid model where your shopping journey includes both an online store and a physical store.

Grocery and big box retailers have seen decreases in sales due to inflation and competing discount stores and grocers. The DFW area has seen a spike in grocery interest as H-E-B has moved into Frisco, Texas and Plano, Texas. Luxury goods have persevered through the uncertainty of consumer spending due to inflation and have seen a 17-19% growth in sales in 2022. This is partly due to luxury goods retailers incorporating luxury resale items in their stores.

West Dallas, the submarket Hickory Creek belongs to, has a low vacancy rate at 4.1%, compared to DFW at 5.5%, both considered healthy. The West Dallas submarket has a total of 34,119,570 square feet of retail space and has absorbed 595,047 square feet of space in 2022, the largest absorption of retail space within the DFW market. The Town of Hickory Creek has one retail node located west of I35E on both sides of Turbeville Rd while the remaining retail is spread throughout the town. Retail space in Hickory Creek is divided between 24 existing buildings with a combined total of 395,000 square feet of rentable area. Market rent is currently at \$21.98 per square foot for retail space within Hickory Creek.

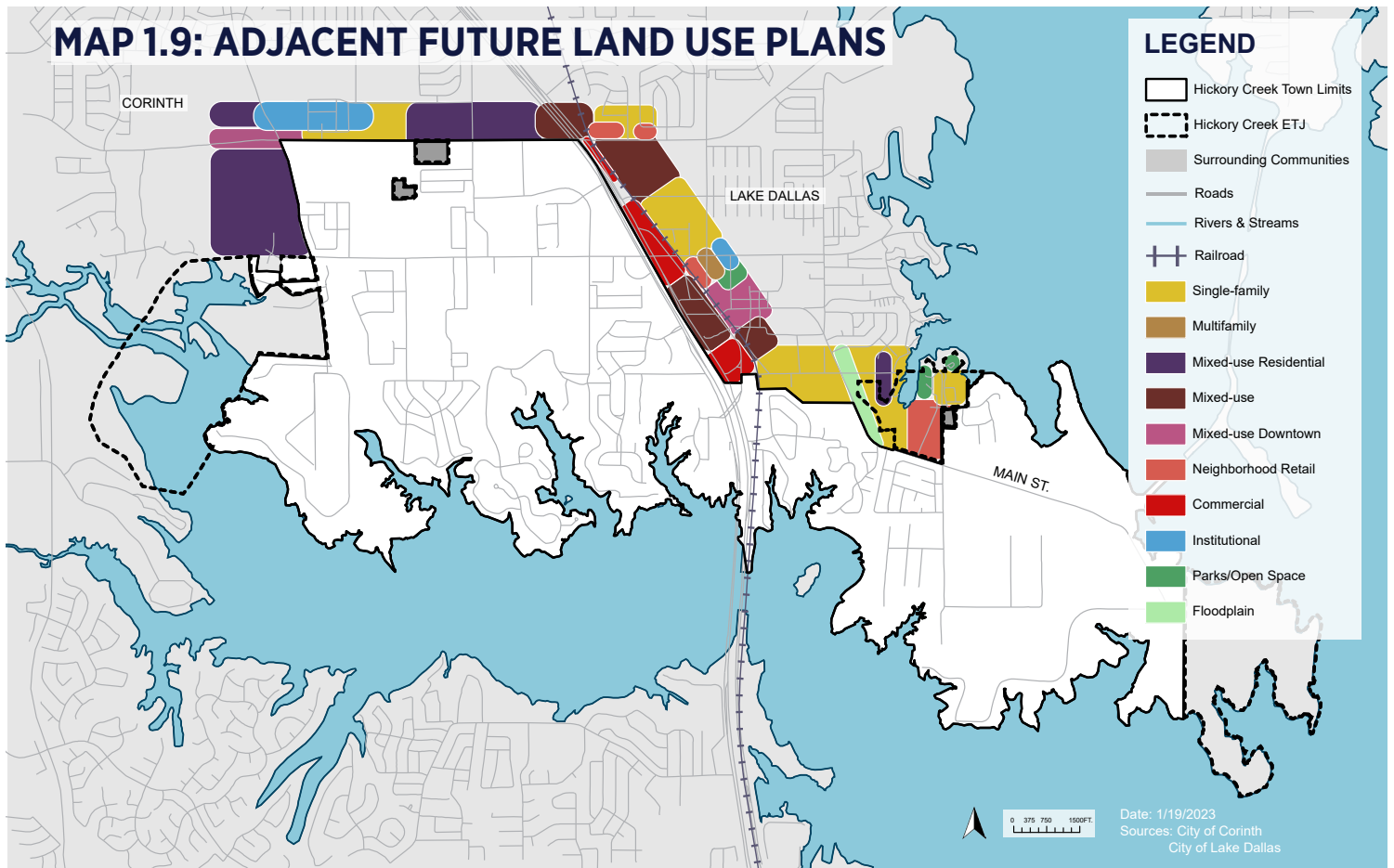
LOCAL DEVELOPMENT ACTIVITY AND LAND USE

The Town of Hickory Creek’s existing zoning splits the Town into 34% nonresidential and 66% residential. Approximately 22% of the privately-owned parcels within Hickory Creek were identified as being one acre or larger and currently vacant. Based on existing zoning, a large portion of those remaining vacant land parcels will likely be for residential use, if developed, based on their location within the town. These parcels are evenly distributed throughout the Town. The following are current development projects underway in Hickory Creek:

- Approximately twenty acres on the east side of The Olana was recently annexed for a townhome development. Additionally, there are also plans for a hotel, restaurant, and spa at The Olana.
- Sycamore Cove is a single-family development located on the south end of Sycamore Bend Road.
- Lennon Creek is a single-family development located on the east side of Parkridge Dr south of Teasley Dr.
- A townhome project on N. Hook Street was recently approved for a voluntary request for annexation.

Much of the current development activity in the area is taking place in Corinth with five single-family projects totaling over 300 units, a mixed-use project with 352 multifamily units called “Parkway at the District” at Interstate 35E and S. Corinth Street, and a new Fairfield Inn north of the intersection of Interstate 35E and Dobbs Road. In addition to current development activity, consideration should be given to neighboring future land use plans to understand the potential for future development types, densities, and design and adjacency standards.

The following map provides a conceptual overview of the City of Corinth’s and the City of Lake Dallas’ future land use plans along FM 2181 (or Teasley Drive/Swisher Road), Interstate 35E, and Parkridge Drive. As illustrated on the map, the future land use categories anchoring the Town’s major transportation corridors support a range of lower intensity residential uses; commercial and institutional uses; and mixed-use districts that support medium to higher intensity residential development types, residential and non-residential product types, and a combination of vertical and horizontal mixed used types to promote and support pedestrian and economic activities. The plans also consider open space and the existing floodplain. Notably, the mix and transition of categories take a context sensitive approach to support current development and future development goals.



REFERENCES

SOURCES

1. CITY OF CORINTH COMPREHENSIVE PLAN
2. CITY OF LAKE DALLAS COMPREHENSIVE PLAN
3. CoSTAR GROUP
4. ESRI
5. LAKE CITIES MUNICIPAL UTILITY AUTHORITY (LCMUA)
6. NORTH TEXAS ESTATE INFORMATION SERVICES (NTREIS)
7. TEXAS DEPARTMENT OF TRANSPORTATION (TxDOT)
8. U.S. CENSUS BUREAU (2016-2020 5-YEAR ACS)
9. U.S. GEOLOGICAL SURVEY

MAPS

MAP 1.1, HICKORY CREEK PLANNING AREA.....	p. 3
MAP 1.2, HICKORY CREEK EXISTING LAND USE.....	p. 7
MAP 1.3, HICKORY CREEK ZONING.....	p. 11
MAP 1.4, HICKORY CREEK MASTER THOROUGHFARE PLAN.....	p. 13
MAP 1.5, HICKORY CREEK CRASH SITES.....	p. 16
MAP 1.6, HICKORY CREEK EXISTING PARKS SYSTEM.....	p. 18
MAP 1.7, HICKORY CREEK WILDLAND URBAN INTERFACE.....	p. 19
MAP 1.8, HICKORY CREEK WATER/SEWER SYSTEM.....	p. 21
MAP 1.9, ADJACENT FUTURE LAND USE PLANS.....	p. 27

TABLES

TABLE 1.1, PROXIMITY TO MAJOR LOCATIONS IN THE REGION.....	p. 2
TABLE 1.2, HICKORY CREEK EXISTING LAND USES.....	p. 6
TABLE 1.3, OWNER-OCCUPIED HOUSING UNITS BY VALUE (2022-2027).....	p. 8
TABLE 1.4, HOUSING COSTS HOUSEHOLDS WITH MORTGAGE.....	p. 9
TABLE 1.5, HOUSING COSTS HOUSEHOLDS WITHOUT MORTGAGE.....	p. 9
TABLE 1.6, HOUSING COSTS RENTERS.....	p. 9
TABLE 1.7, REGIONAL MULTIFAMILY DEVELOPMENT AND COSTS.....	p. 9
TABLE 1.8, HICKORY CREEK ZONING CLASSIFICATIONS.....	p. 10
TABLE 1.9, HOME TO WORK DISTANCE.....	p. 14
TABLE 1.10, TOP 10 AUTOMOBILE CRASH FACTORS (2018-2022).....	p. 15
TABLE 1.11, ROADS WITH <5 AUTOMOBILE CRASHES (2018-2022).....	p. 15
TABLE 1.12, POPULATION PROJECTIONS (2022-2027).....	p. 22
TABLE 1.13, HICKORY CREEK HISTORIC SINGLE-FAMILY BUILDING PERMITS.....	p. 23
TABLE 1.14, HICKORY CREEK HOUSING MARKET DEMAND (2022-2027).....	p. 24
TABLE 1.15, ANNUAL OWNER-OCCUPIED HOUSING DEMAND (2022-2027).....	p. 25
TABLE 1.16, ANNUAL RENTAL-OCCUPIED DEMAND (2022-2027).....	p. 25

FIGURES

FIGURE 1.1, HICKORY CREEK HISTORICAL & CURRENT POPULATION..... p. 4

FIGURE 1.2, AGE DISTRIBUTION..... p. 5

FIGURE 1.3, HOUSING TENURE..... p. 5

FIGURE 1.4, RACE..... p. 5

FIGURE 1.5, ETHNICITY..... p. 5

FIGURE 1.6, EDUCATIONAL ATTAINMENT..... p. 5

FIGURE 1.7, OCCUPATION BY INDUSTRY..... p. 5

FIGURE 1.8, HOUSEHOLD INCOME..... p. 5

FIGURE 1.9, MEDIAN INCOME..... p. 5

FIGURE 1.10, TRAVEL TIME TO WORK..... p. 5

FIGURE 1.11, HICKORY CREEK HOME PRICES & MEDIAN HOUSEHOLD INCOME (2010-2022)..... p. 8

FIGURE 1.12, INFLOW-OUTFLOW TRAVEL..... p. 14

FIGURE 1.13, MEANS OF TRANSPORTATION TO WORK..... p. 14

FIGURE 1.14, HICKORY CREEK POP. GROWTH (2022-2050)..... p. 22

FIGURE 1.15, ANNUAL OWNER-OCCUPIED HOUSING DEMAND..... p. 25

FIGURE 1.16, ANNUAL RENTER-OCCUPIED HOUSING DEMAND..... p. 25



ENGAGEMENT SUMMARY

TOWN OF HICKORY CREEK
COMPREHENSIVE PLAN | 2023

Prepared By:



TABLE OF CONTENTS

PURPOSE OF COMMUNITY ENGAGEMENT p. 3

ENGAGEMENT OPPORTUNITIES OVERVIEW p. 3

ENGAGEMENT OPPORTUNITIES DETAILS p. 4

Community Kickoff Workshop p. 4

Community Survey p. 9

Public Workshop #1 p. 10

Public Workshop #2 p. 16

PURPOSE OF COMMUNITY ENGAGEMENT

An extensive public engagement process has been developed to ensure that the Comprehensive Plan embodies the vision of the community. The purpose of this process is to identify the needs and desires of the community in their own words. Various engagement strategies will be utilized to gain a comprehensive understanding of what the community would like to see as a result of the Plan. These recommended strategies include consistent meetings with designated stakeholders, focus group interviews, a community-wide survey, and two public workshops. Workshops will involve a number of opportunities for community members to prioritize and vote on what they would like to see in the future. The incorporation of varied engagement strategies allows people of all ages and backgrounds to express their opinions on the strengths and potential improvements that can be made in Hickory Creek. The information collected during this process goes on to create the foundation upon which this Plan's goals and recommendations are built. The following summarizes the Town's public engagement processes.

ENGAGEMENT OPPORTUNITIES OVERVIEW

SCHEDULE SUBJECT TO CHANGE

Event Meeting	Timeframe	Objective	Location
Vision Committee Meetings			
Vision Committee Meeting #1 (Community Kickoff)	1/28/2023	Planning Process & Goals	Town Hall
Vision Committee Meeting #2	4/15/2023	Workshop One & Focus Group Outcomes	Town Hall
Vision Committee Meeting #3 (Joint Meeting P&Z & TC)	9/5/2023 9/9/2023	Deliverable Review Draft Plan	Town Hall
Community Engagement Events			
Community Kickoff - Focus Group Interviews (x3)	1/28/2023	SWOT, Visioning, Priorities	Town Hall
Workshop #1	3/25/2023	SWOT, Visioning, Priorities	Thousand Hills Church
Workshop #2	6/7/2023	Vision & Recommendations	Town Hall
Community Survey			
Survey	2/20/23 to 3/12/23	Town Perceptions, Priorities, Goals, and Vision	Online Survey
Planning & Zoning Public Hearing			
Public Hearing Notice	September 2023	Legal Requirement	Town Hall
P&Z Public Hearing	9/19/2023	Draft Plan Approval	Town Hall
Town Council Public Hearing			
Public Hearing Notice	September 2023	Legal Requirement	Town Hall
Town Council Public Hearing	9/25/2023	Plan Adoption	Town Hall

COMMUNITY KICK-OFF WORKSHOP

The Community Kickoff Workshop began the engagement phase of the Comprehensive Plan process. The Town hosted three 60 minutes Focus Group Interviews and held the first Vision Committee meeting on January 28th, 2023.

The three Focus Groups were selected and organized based on the following categories:

- Focus Group 1: Neighborhood Associations, Philanthropic, and/or Community Groups & Residents
- Focus Group 2: Developers, Business Community, Landowners
- Focus Group 3: Elected/Appointed Officials, Town Staff, ISD

The Vision Committee (Committee) serves as an advisory body to review content and provide strategic direction throughout the planning process. The purpose of the Committee will be to provide a balanced opinion on important Town issues, provide input on the vision for the 20-year horizon, and respond to community feedback and draft plan recommendations.

The purpose of the Community Kickoff Workshop was to provide an overview of the planning process and roles of the Focus Group and Vision Committee participants. A series of questions were designed to gain feedback on Hickory Creek's current conditions and community perceptions and learn more about the community's long-term vision and aspirations. Questions asked during the workshop include the following:

Vision Committee Questions

- What's one word you'd use to describe Hickory Creek Today?
- Identify and Discuss Hickory Creek's Strengths, Weaknesses, Opportunities, and Threats or Challenges.
- What topics must be addressed by the updated Plan?
- What topics would like to see addressed by the updated Plan?
- Share your long-term vision for Hickory Creek.
- What would make this Committee, planning process, and Plan update successful

Focus Group Questions

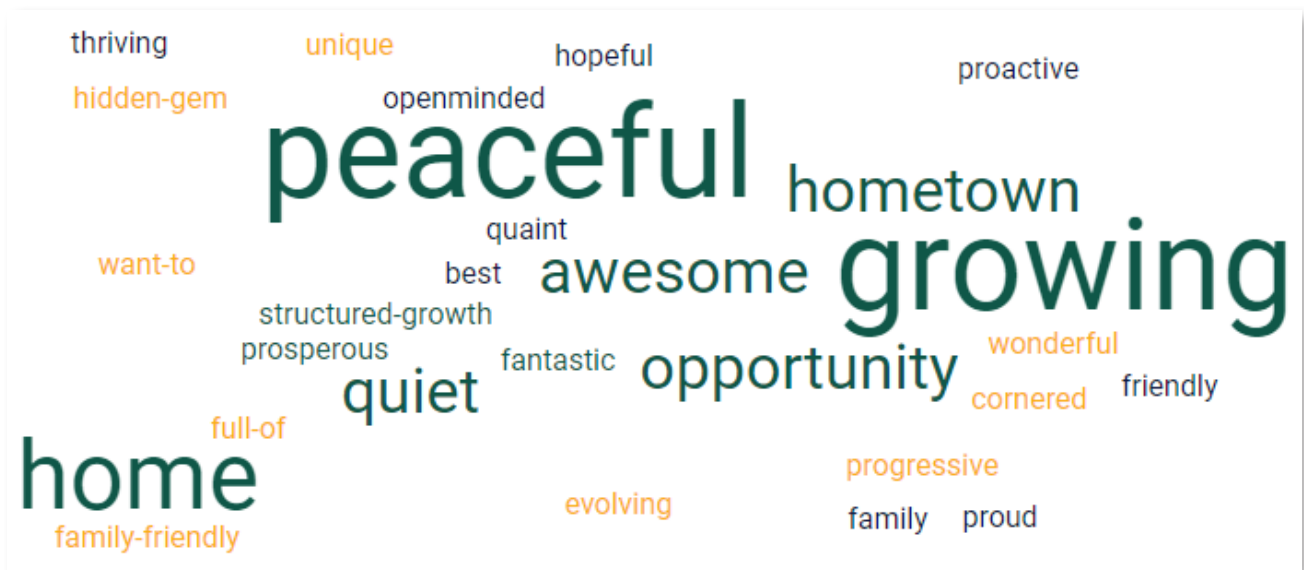
- What's one word you'd use to describe Hickory Creek Today?
- Identify and Discuss Hickory Creek's Strengths and Weaknesses.
- Identify and Discuss Hickory Creek's Opportunities and Constraints.
- Identify constraints that are truly inflexible versus flexible.

COMMUNITY KICKOFF WORKSHOP OUTCOMES

The following provides an analysis based on feedback gained during the Focus Groups and Vision Committee discussions. Feedback from the Community Kickoff Workshop will be assessed as community feedback is collected and analyzed throughout the planning process.

COMMUNITY KICKOFF WORKSHOP | HICKORY CREEK IN ONE WORD

At the start of the workshop, participants were asked to describe the Town in one word. The following graphic illustrates their responses.



COMMUNITY KICKOFF WORKSHOP THEMES

The following themes reflect the ideas and feedback that resonated across individual listening sessions and all the engagement activities at the Community Kickoff Workshop. Themes are not listed in any particular order.



COMMUNITY KICKOFF WORKSHOP THEMES CONT.

- **COMMUNICATION & INFORMATION** highlights the way information is communicated outside of and within the Town. Participants discussed the need for improved branding and wayfinding to ensure residents and visitors alike are aware of the Town's location and can safely navigate the parks and trails system. Feedback also highlighted that while individual neighborhoods enjoy a strong sense of community, they feel siloed from the greater community because of a lack of coordination, programming, and communication. This sentiment was echoed when discussing the division between east and west Hickory Creek, which is divided by Interstate Highway I35E.
- **COMMUNITY IDENTITY** illustrates the Town's values and way of life to its residents and visitors. As the Town changes and continues to enhance its programming and services, participants would like to preserve the relaxed pace and family-friendly, small-town feel that Hickory Creek embodies. Participants reflected that Lewisville Lake is integral to the Town's identity and would like to see this better incorporated into the Town's branding and programming. Overwhelmingly, feedback illustrated there is a strong sense of community in Hickory Creek and that people move and stay because of its access to bucolic features and proximity to urban amenities. It was also acknowledged that the Town is a multi-generational place to call home, is growing, and is a proactive community.
- **COMMUNITY PARTNERSHIPS** are an opportunity for the Town to strengthen its relationship with surrounding communities and leverage the Town's natural assets. Relationships with entities like the Army Corps of Engineers and neighboring communities, especially the Lake Cities, are seen as important to programming and promoting the Town's recreational areas and shoreline. Additionally, regional and private-public partnerships should be explored to support the Town's development potential.
- **ECONOMIC RESILIENCY** is a concern for the community, especially as it approaches full build-out and the Town is confronted with regional growth. Participants noted the need to attract the right type and intensity of development projects that will bolster the tax base in the long-term. However, concerns were raised about pricing out long-term residents and young professionals and families. It was discussed that local needs and a sustainable tax base could be achieved and maintained through the right residential, retail, entertainment, tourism, and destination development opportunities.
- **GROWTH POTENTIAL** is another concern noted by participants. As Hickory Creek approaches full build-out the Town doesn't have many options for expansion. Hickory Creek's unannexed land, the extraterritorial jurisdiction (ETJ), is viewed both as an opportunity and a barrier to achieving the Town's development potential. Comments underscored the highway frontage and remaining vacant parcels as critical to the Town's long-term planning. The Town's size, available land, and location are seen as positively impacting the Town's growth strategy because the Town is not currently pressured into making development decisions.
- **LIFESTYLE PLANNING** relates to the provision of inclusive options for different types of residents and families that might live in Hickory Creek. This includes planning for a multi-generational community. Concerns about supporting young professionals, emerging families, and more established residents through quality and affordable housing options and the development of entertainment, retail, and service options were raised. Requests for more programming and cultural attractions to attract and retain young individuals were also mentioned. Comments also nodded to the importance of providing a mix of residential types and price points to allow residents to age in place.
- **NATURAL RESOURCES** in Hickory Creek primarily revolve around Lewisville Lake. Participants noted the advantages that stem from the Town's natural resources and emphasized the need to preserve and improve the conditions of the natural areas in the Town. Additionally, the shoreline of Lewisville Lake provides an opportunity for regional connectivity and tourism, which was emphasized by many participants. In addition to promoting the Town's natural assets, feedback highlighted the importance of developing strategies to preserve and protect naturally sensitive areas and wildlife. Finally, while the lake and parks make up almost 50% of the Town's land area, some feel disconnected from these places and would like to see more trees and natural spaces in the residential developments.

COMMUNITY KICKOFF WORKSHOP THEMES CONT.

- **REGIONAL FEATURES & IMPACTS** relate to where Hickory Creek fits into the Dallas-Fort Worth (DFW) Metroplex and how it may be affected by the changes that are made in surrounding areas. As the region continues to grow, Hickory Creek could see an increase in traffic through Town that could both positively and negatively impact Hickory Creek. Comments reflect the benefit of Hickory Creek's proximity to regional amenities and transportation network services, including Interstate Highway I35E, the DCTA A-Train, and The DFW Airport. Regional development and traffic could support Hickory Creek's existing tourism economy and future development goals. Conversely, concerns were shared about Hickory Creek's perception as a "drive-by" Town because of the elevated highway. Additional concerns were shared about losing development opportunities to more prominent and visible communities in the area.
- **SAFETY & ACCESSIBILITY** relates to improving connectivity and safety for motorists, pedestrians, and multimodal users. This involves improved visibility through enhanced development standards including lighting, signage, tree and landscaping maintenance, and roadway infrastructure and capacity. Notably, connectivity through the development of multi-use paths and sidewalk networks within the Town and to regional networks was emphasized.
- **SOCIAL CONNECTIONS & PLACEMAKING** relate to community involvement and gathering spaces. Participants feel the Town is a peaceful place to live that is focused on family, nature, and community, however, neighborhoods and subdivisions feel separated from one another. The community wants to be better connected through events and social gathering spaces. Comments again underscored the need for both civic and retail centers to create nodes of cultural activities and programming within Hickory Creek. Trails, lakeside activities, and parks and recreational programming were also emphasized as important to creating a sense of place throughout the community.
- **TOWN MANAGEMENT & SERVICES** relates to leadership involvement and the public services and programming offered to Town residents. The feeling that the Town is well-managed was shared across all the listening sessions. Notably, the Town is perceived to be fiscally responsible and transparent. Sentiments about Town Staff being accessible and engaged in the community were also underscored. More diverse programming options for families, youth, and older adults were seen as opportunities to improve the Town's sense of community. Local services, including libraries, park maintenance, and medical facilities, were seen as lacking. However, concerns surrounding the Town's capacity were voiced when discussing expanding Town services. Finally, the need for improved maintenance and capacity of the Town's roadway, utility, and broadband infrastructure was noted.

COMMUNITY KICKOFF WORKSHOP THEMES CONT.

Workshop Themes were identified during the Community Kickoff Workshop discussions. The below table provides an overview of topics and insights shared by the participants that informed the Workshop Themes. Themes are not listed in any particular order.

COMMUNICATION & INFORMATION

- Bifurcated Community
- Branding/Wayfinding
- DCTA Communication

COMMUNITY IDENTITY

- Bedroom Community
- Bifurcated Community
- Community
- Country Feel
- Development Standards
- Exurb
- Family-Friendly
- Lake Identity
- Marketing/Branding
- Multi-generational Community
- Neighborhoods
- Sense of Community
- Small Town Feel
- Town History
- Welcoming

COMMUNITY PARTNERSHIPS

- Army Corps of Engineers
- Lake Cities
- Public-Private Partnerships
- Regional Partnerships

ECONOMIC RESILIENCE

- Available Land
- Competition
- Destination Development
- Economic Development
- Economic Trends
- Ecotourism
- Market Conditions
- Master Planning
- Mixed Use
- Mixed Use Center
- Olana
- Positive Growth
- Professional Services
- Progressive
- Property Values
- Quality/Upscale Development
- Regional Growth
- Residential Development
- Restaurants
- Retail & Services
- Taxes
- Town Size

GROWTH POTENTIAL

- Army Corps of Engineers
- Available Land
- Extraterritorial Jurisdiction
- Regional Growth

LIFESTYLE PLANNING

- Affordable Housing
- Aging Community
- Available Housing
- Community Character
- Cost of Living
- Destination Development
- Family-Friendly
- Housing Tenure
- Multi-generational Community
- Multi-generational Spaces
- Quality/Upscale Development
- Restaurants
- Retail & Services
- Youth Programming

NATURAL RESOURCES

- Lewisville Lake
- Natural Area & Open Spaces
- Natural Preservation
- Open Space & Natural Features
- Parks
- Preservation of Natural Areas
- Shoreline
- Sprawl
- Sustainable Development
- Wildlife Preservation

REGIONAL FEATURES & IMPACTS

- Army Corps of Engineers
- Competition
- Growth
- Highways
- I35E
- Lake Cities
- Lewisville Lake
- Location
- Regional Accessibility
- Regional Growth
- Schools/Education
- Traffic

SAFETY & ACCESSIBILITY

- Branding/Wayfinding
- Connectivity
- Golf Carts
- Lake Access
- Lighting
- Motorist Safety
- Multi-use Paths
- Park & Open Space Accessibility
- Park Connections
- Pedestrian Safety
- Public Safety
- Public Transportation
- Regional Accessibility
- Regional Trails
- Safety
- Shoreline
- Sidewalks
- Traffic
- Trails
- Transient Population

SOCIAL CONNECTIONS & PLACEMAKING

- Bifurcated Community
- Branding/Wayfinding
- Central Park
- Civic Center
- Civic Space
- Destination Development
- Lake Entertainment
- Lewisville Lake
- Marketing/Branding
- Neighborhoods
- Park & Open Space Accessibility
- Parks
- Parks, Lake, and Recreational Programming
- Regional Partnerships
- Regional Trails
- Restaurants
- Sense of Community
- Social Gathering Spaces
- Town Exposure
- Town Programming
- Youth Development/ Programming

TOWN MANAGEMENT & SERVICES

- Aquatics
- Balanced Budget
- Broadband
- Capital Infrastructure
- Capital Maintenance
- Community Center
- Development Standards
- Emergency Center
- Exurb
- Learning Center
- Library
- Long-term Planning
- Medical Facilities
- Neighborhoods Coordination
- Olana Traffic
- Park/Landscaping Maintenance
- Planned Developments
- Progressive
- Schools/Education
- Taxes
- Town Capacity
- Town Management
- Town Programming
- Utility Costs

COMMUNITY SURVEY

The Hickory Creek Comprehensive Plan Community Survey was conducted between February 20 and March 13, 2023. **There were a total of 839 survey responses, which amounts to just over 16% of the Town's population.** This is a high response rate for a population of this size.

Survey Details:

- Responses: 829 (16% of the 2022 population)
- Timeframe: Three Weeks (2/20/2023 - 3/13/2023)
- Total Number of Questions: 29
- Average time to Complete: 18 Minutes

SURVEY TAKEAWAYS

The following overview provides a high-level analysis of feedback themes based on the survey responses. Detailed breakdown of the responses for each question are provided in Appendix B.

Survey Respondents

A majority of respondents were homeowners. The two largest age cohorts were the 25-34 and 35-44 age ranges. Notably, 30% of the respondents identified themselves as students. There was a relatively even split between male and female respondents. The largest income demographic was the \$50,000-\$74,999 range (22%), but many respondents chose not to answer this question. In terms of employment, 37% of respondents work outside of the Town, with 33% of participants being employed within Hickory Creek. A vast majority of participants were white, and most people have lived or worked within the Town for one to six years.

Town Services & Quality of Life

Participants are generally satisfied or very satisfied with living within Hickory Creek. However, feedback underscored complaints about trash and litter, as well as park maintenance. It is important to note that some of the parks are not maintained by the Town. There were respondents that associated apartments with crime and expressed a fear of homeless loitering, calling for better code enforcement and increased police patrol for safety. Participants also commented about the Town being bifurcated by I35E and the eastern portion of the Town feeling neglected.

Neighborhoods, Parks, and Open Space

In terms of the neighborhoods, respondents felt that there is no need for new neighborhoods, instead a need to improve what currently exists. Over 60% of respondents expressed their support for single family homes and opposition for townhomes and apartments. There was overwhelming support across the board for increased parks, recreation, and open space amenities. With a significant portion of land in the Town being owned by the U.S. Army Corps of Engineers (USACE), residents see the opportunity to sustainably tap into these resources for increased connectivity, physical activity, and preservation. Respondents want to preserve natural resources while providing both passive and active recreational options for Hickory Creek residents.

Development & Mobility

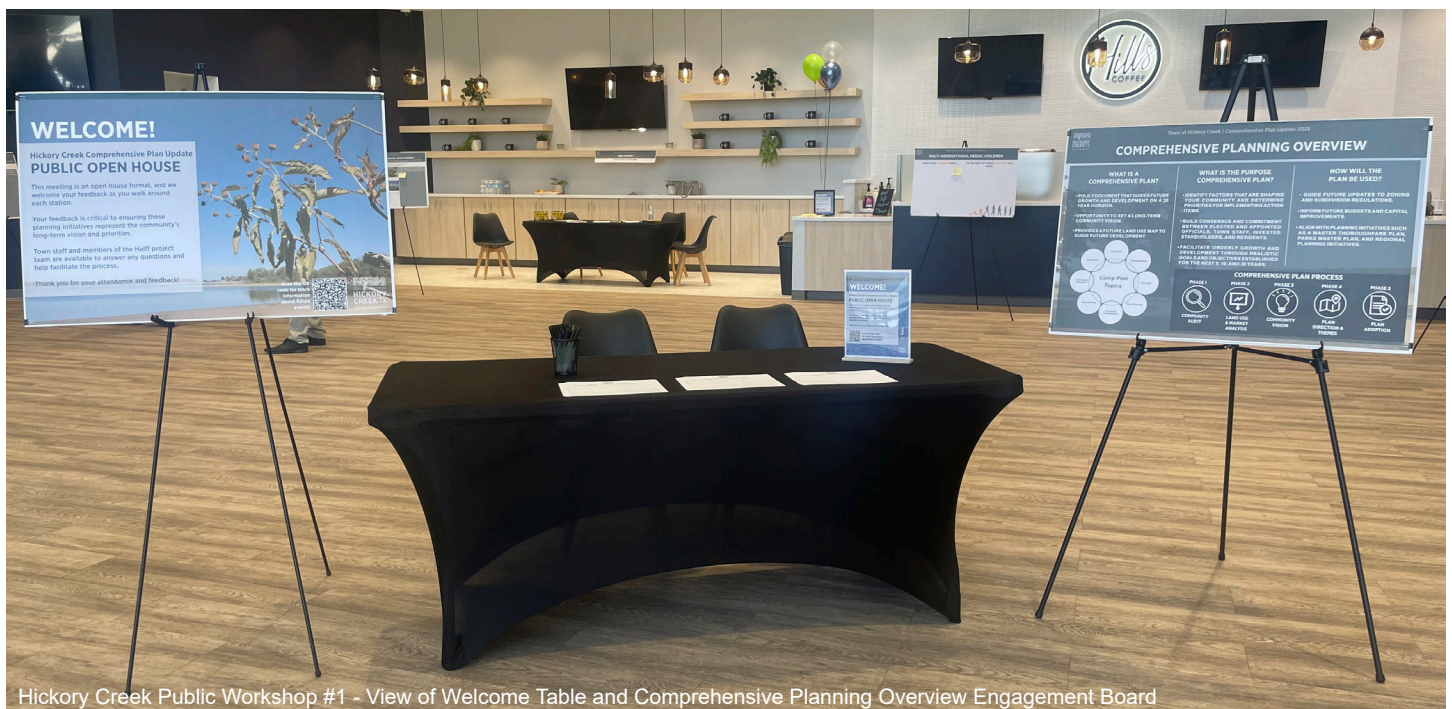
While the community is satisfied with the current level of residential development, respondents expressed the desire for increased commercial variety within the Town. There were many who also expressed their dissatisfaction with existing grocery options. Notably, respondents emphasized their dissatisfaction with the frequency of accidents on I35E and the resulting traffic congestion that affects the community during such incidents. Respondents are happy to see roadway improvements and maintenance but are impatient with the amount of time these projects take. Responses to open-ended questions expressed a strong desire for the establishment of trails and bikeways and an increased level of multimodal connectivity throughout Town.

PUBLIC WORKSHOP #1

Hickory Creek’s first public workshop was held on Saturday, March 25th from 1:00 pm to 4:00 pm at Thousand Hills Church. The event was come-and-go and had 24 attendees throughout the day. Participants were asked to share feedback via sticky-notes and voting exercises that helped prioritize their preferences regarding community character and future development. Activities and questions asked during the workshop include the following:

Engagement Board Activities

- **Hickory Creek Today |** What is one word you would use to describe Hickory Creek Today?
- **Multi-Generational Needs: Seniors, Adults, Teenagers, Children**
 - Right now, seniors need... In the next 20 years, seniors will need...
 - Right now, adults need... In the next 20 years, adults will need...
 - Right now, teenagers need... In the next 20 years, teenagers will need...
 - Right now, children need... In the next 20 years, children will need...
- **Community Character: Housing & Neighborhoods, Economic Development, Transportation & Mobility, Community Infrastructure, Parks & Natural Environment**
 - What are your priorities for the future of housing and neighborhoods in Hickory Creek?
 - What are your priorities for the future of economic development in Hickory Creek?
 - What are your priorities for the future of transportation and mobility in Hickory Creek?
 - What are your priorities for the future of community infrastructure in Hickory Creek?
 - What are your priorities for the future of parks and natural environment in Hickory Creek?
- **Posts to the Future |** Share your vision for the future of Hickory Creek



Hickory Creek Public Workshop #1 - View of Welcome Table and Comprehensive Planning Overview Engagement Board

PUBLIC WORKSHOP #1 THEMES

The following provides an analysis based on feedback gained during the first Public Workshop in Hickory Creek.

The themes that were identified from the Community Kickoff Workshop were used to analyze the ideas and feedback shared by community members at Public Workshop #1. Much of the feedback observed from the Public Workshop reinforced ideas that were shared by Focus Group and Vision Committee members during the Community Kickoff Workshop, however, new priorities and concerns were also identified that resulted in the creation of one additional theme: **Suburban Landscape**.

The following are themes that were shared between the Community Kickoff Workshop and Public Workshop #1, as well as the new theme outlined in yellow.



PUBLIC WORKSHOP #1 THEMES

The primary themes that emerged from the results of the workshop are summarized below.

- **SUBURBAN LANDSCAPE** relates to the location and type of development in Town, and how it affects the community's identity. Based on feedback from multiple activities, the majority of workshop participants shared they would like to see the Town maintain a rural, small-town feeling and identity. The aspects highlighted by community members that contribute to this identity include low density development, preservation of open and greenspace, and housing comprised primarily of single-family acreage and traditional subdivision neighborhoods as found in Hickory Creek today. Participants also shared feedback that illustrated an open mind toward mixed-use development and a desire for commercial growth in a controlled manner.
- **SOCIAL CONNECTIONS & PLACEMAKING** relates to community involvement and gathering spaces. A major topic across all engagement boards was the need for social gathering spaces with entertainment options for all ages. Participants strongly support the idea of a recreation center or Town civic center, with entertainment and recreation options centered around a healthy and active lifestyle. Participants similarly expressed a desire for lakeside and park amenities, including sports courts, play equipment and programming.
- **SAFETY & ACCESSIBILITY** relates to improving connectivity and safety for motorists, pedestrians, and multimodal users. Connectivity was consistently discussed across all engagement activities. Participants expressed a need for sidewalk connections and safety improvements, as well as a desire for additional multi-modal options like bicycle lanes and multi-use paths. Participants also highlighted a need for connectivity improvements between the parks, neighborhoods, and Lewisville Lake.
- **NATURAL RESOURCES** in Hickory Creek primarily revolve around Lewisville Lake but also include the Town's tree canopy, greenspace, and more. Participants of Workshop #1 highlighted the importance of preservation of both greenspace and the tree canopy across the Town. Observed feedback also included a desire for more connections between parks and Lewisville Lake through trails, amenities and community events.

PUBLIC WORKSHOP #1 ENGAGEMENT ACTIVITIES

The following provides a more detailed overview of each engagement activity and an analysis of the feedback received. Photos of each engagement activity can be found in the Appendix.

PUBLIC WORKSHOP #1 | HICKORY CREEK IN ONE WORD

The first exercise asked participants to describe Hickory Creek in one word. A majority of the responses were positive, with “home” listed most frequently to describe Hickory Creek. Many participants expressed their desire for the Town to stay the same or maintain its rural identity.



PUBLIC WORKSHOP #1 | MULTI-GENERATIONAL BOARDS: SENIORS, ADULTS, TEENAGERS, CHILDREN

A set of multi-generational boards asked participants to list what different age groups need now and in the future. Comments highlighting a need for a Town Center or social gathering space with entertainment options and access to nature were present among all age groups. For seniors, specific suggestions and needs identified included trails, a library, and a senior center. The adult age group received many suggestions for a fitness center, restaurants, and lakeside amenities. Similarly, both the teenage age group and the children’s age group highlighted a desire for a recreation center as well as park amenities and programming. Participants expressed safety needs for seniors, teenagers and children, including the need for pedestrian safety improvements such as improved lighting and traffic speed control. Another concern emerging from the senior age group was access to healthcare and medical services.

PUBLIC WORKSHOP #1 | COMMUNITY CHARACTER

An additional set of boards asked participants to prioritize their preferences for the Town regarding the following topics:

- Housing & Neighborhoods;
- Economic Development;
- Transportation & Mobility;
- Community Infrastructure; and
- Parks & Natural Environment.

The housing and neighborhood options that received the most votes were Single Family Acreage, Single Family Neighborhoods and Retirement Living, respectively. Participants shared comments relating to their desire for preservation of open space and natural features.

On the economic development board, the top options voted for were Low/Mid-Rise Mixed-Use Development, Town Civic Center, and Growth of Commercial Corridors, respectively. Comments shared by participants expressed opposition to sprawl and openness to controlled, mixed-use development.

Transportation and mobility options that received the most votes were Trails & Bikeways, Sidewalk Facilities, and Streetscape Features.

The community infrastructure options that received the most votes were Infrastructure Maintenance, Police, Fire & Ems Services, and Stormwater Management. Comments shared by participants centered around safety concerns and pedestrian connections.

The options that received the most votes for Parks & Natural Environment include Preservation of Open Space, Passive Parks/Greenbelts, Lakeside Amenities and Recreation Center, respectively. Participants shared comments outlining a desire for connectivity between parks and the lake.

The following tables provide an overview of the results of each activity.

PARKS & NATURAL ENVIRONMENT	
Voting Option	Tally
Preserve Open Space	18
Passive Parks/Greenbelts	16
Lakeside Programming/Activities	12
Community Recreation Centers	9
Active Parks	6
Festivals/Events	5
Sports Facilities	3
Social Gathering Space	2
Parks & Recreation Programming	2

HOUSING & NEIGHBORHOODS	
Voting Option	Tally
Single Family Acreage	15
Single Family Neighborhood	15
Retirement Living	8
Patio/Garden Homes	5
Lofts/Condos	4
House-Scale Multi-Family	1
Accessory Dwelling Units	1
Mixed Housing Neighborhood	0
Duplex/Fourplex	0

ECONOMIC DEVELOPMENT	
Voting Option	Tally
Low-Rise/Mid-Rise Scale Mixed-Use Centers	15
Town Civic Center	13
Growth Of Commercial Corridors	8
Mid-Rise Scale Mixed-Use Centers	4
Cultural Event Centers	3
Light Industrial/Manufacturing	2
Low-Rise Scale Mixed-Use Centers	1
Office/Professional Services	1

TRANSPORTATION & MOBILITY	
Voting Option	Tally
Trails & Bikeways	15
Sidewalk Facilities	13
Streetscape Features	11
Roadway Maintenance	6
Capacity Improvements	3
Traffic Calming	3
Complete Streets	2
Public Transit	2
Wayfinding/Lighting/Signage	1

COMMUNITY INFRASTRUCTURE	
Voting Option	Tally
Infrastructure Maintenance	16
Police, Fire, EMS Services	14
Stormwater Management	11
Resiliency To Disasters	5
Flood Protection	3
Public Utilities	3
Broadband	1
Solid Waste Collection	0

PUBLIC WORKSHOP #1 | POSTS TO THE FUTURE

The final board at the workshop asked participants to briefly share their vision for Hickory Creek in 20 years. A majority of the comments expressed the desire to maintain and preserve the current identity of the Town as it grows. Many participants listed low density and rural identity as part of their vision.



Hickory Creek Public Workshop #1 - View of Participants with Engagement Boards

PUBLIC WORKSHOP #1 THEMES

Workshop Themes were identified during Public Workshop #1 and used to analyze participant feedback. The below table provides an overview of topics and insights shared by the participants that informed the Workshop Themes. Themes are not listed in any particular order.

COMMUNITY IDENTITY

- Community Activities
- Community Identity
- Maintain
- Rural Character

COMMUNITY PARTNERSHIPS

- Age-in-Place
- Lake Cities
- Public-Private Partnerships
- Regional Partnerships

ECONOMIC RESILIENCE

- Business Retention & Development
- Taxes

GROWTH POTENTIAL

- Big Business
- Business Retention & Development

SUBURBAN LANDSCAPE

- Business Retention & Development
- Density
- Goods & Services
- Housing
- Parks
- Rural Character
- Zoning

LIFESTYLE PLANNING

- Age-in-Place
- Amenities
- Education
- Gathering Spaces
- Goods & Services
- Healthy Living
- Housing
- Neighborhoods
- Quality of Life
- Recreation
- Recreation Center/Facility
- Resilience
- Senior Citizen Resources/Facilities
- Young Adults & Families

NATURAL RESOURCES

- Amenities
- Connectivity
- Mobility
- Parks
- Recreation
- Resilience
- Sustainability

REGIONAL FEATURES & IMPACTS

- Business Retention & Development
- Regional Partnerships
- Traffic

SAFETY & ACCESSIBILITY

- Community Identity
- Connectivity
- Crime
- Culture
- Drugs
- Gathering Space
- Infrastructure
- Maintenance
- Mobility
- Multi-Modal Improvements
- Pedestrian Safety
- Public Safety
- Quality of Life
- Safety
- Young Adults & Families

SOCIAL CONNECTIONS & PLACEMAKING

- Amenities
- Community Activities
- Entertainment
- Gathering Space
- Goods & Services
- Healthy Living
- Parks
- Recreation Center/Facility
- Senior Citizen Resources/Facilities

TOWN MANAGEMENT & SERVICES

- Cost of Living
- Gathering Space
- Infrastructure
- Leadership
- Maintenance
- Neighborhoods
- Technology/Internet Infrastructure

PUBLIC WORKSHOP #2 ANALYSIS

The second public workshop was held on Wednesday June 7, 2023 from 6:00 pm to 8:00 pm at Hickory Creek's Town Hall. The event was come-and-go and had 23 attendees throughout the evening. Participants were asked to share feedback via sticky-notes and voting exercises that helped prioritize their preferences regarding focus areas of the comprehensive plan and future land use. Activities and questions asked during the workshop include the following:

Engagement Activities

- **Future Land Use Map** | Comments and feedback on the future land use map and associated placetypes.
- **Vision Statement** | Comments and feedback on the vision for Hickory Creek's next 20 years.
- **Plan Goals & Priorities Voting Exercise**
 - Attendees were given six chips that could be used to cast votes on the priorities within the Plan they value the most. The overarching goals of the Plan are listed below:
 - Community Character
 - Economic Resilience
 - Natural Spaces & Resources
 - Mobility & Accessibility
 - Social Health & Connection
- **If Nothing Else...** | Share one thing you would like to see as a result of this plan.



Hickory Creek Public Workshop #2 - View of Welcome Table and Engagement Outcomes Board

PUBLIC WORKSHOP #2 THEMES

The following provides an analysis based on feedback gained during the second Public Workshop in Hickory Creek.

The themes that were identified from the Community Kickoff Workshop and Public Workshop #1 were used to analyze the ideas and feedback shared by community members at Public Workshop #2. Much of the feedback observed from the Public Workshop #2 reinforced ideas that were shared during previous engagement events. Due to the nature of the engagement activities, much of the feedback referred to Land Use Pattern & Form. This became the only new theme that emerged from the workshop.

Listed below are the themes reflected by the community during Public Workshop #2.



PUBLIC WORKSHOP #2 THEMES

The primary themes that emerged from the results of the workshop are summarized below.

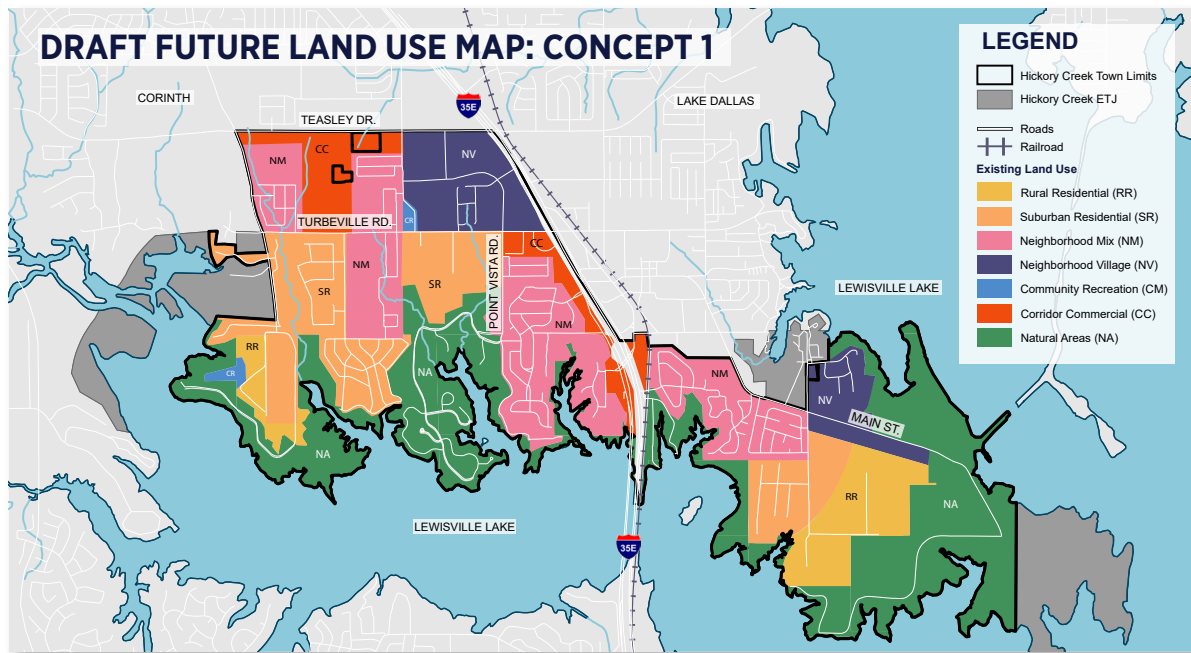
- **LAND USE PATTERN & FORM** is an important factor in determining the character and identity of Hickory Creek and was a key concern among the participants of Workshop #2. The Future Land Use Map received generally positive comments, with few concerns regarding preservation of open space and additional housing. As reflected through other feedback themes from previous engagement events, the citizens of Hickory Creek overall would like to maintain a more rural, small-town identity. Some comments addressed this observation, voicing the desire to prioritize factors that support preserving the natural areas in the Town that remain.
- **SAFETY & ACCESSIBILITY** relates to improving connectivity and safety for motorists, pedestrians, and multimodal users. Many of the comments received regarding Safety & Accessibility reflected a large desire for hike and bike trails, as well as the need for sidewalk connectivity.

PUBLIC WORKSHOP #2 ENGAGEMENT ACTIVITIES

The following provides a more detailed overview of each engagement activity and an analysis of the feedback received. Photos of each engagement activity can be found in the Appendix.

PUBLIC WORKSHOP #2 | FUTURE LAND USE MAP

The Future Land Use Map for Hickory Creek was presented to the public at Workshop #2 for feedback. The Halff team answered questions about the land use categories and explained the thought process behind how the map came to be. Many of the questions and comments expressed a desire for preservation of current natural areas and priorities for parks and open space. This map was then adjusted based on comments from this workshop and the final Vision Committee meeting at the end of the process.



PUBLIC WORKSHOP #2 | VISION STATEMENT

The Vision Statement for the Comprehensive Plan was also presented to the public at Workshop #2. Prior to the Public Workshop, the Vision Committee brainstormed and voted on a Vision Statement that best illustrated the community's desires for the future of Hickory Creek.

Overall, the comments reflected positivity toward the vision statement, particularly regarding the theme of "celebrating natural surroundings".

PUBLIC WORKSHOP #2 | PLAN GOALS & PRIORITIES VOTING EXERCISE

In addition to the Future Land Use Map and Vision Statement, the Plan Goals and Priorities were also debuted to the public at this workshop. In addition to presenting the Goals and Priorities, workshop participants were asked to vote for their top six priorities, as categorized by the five goals for the Comprehensive Plan.

The goals and of the Plan are listed below:

- Community Character
- Economic Resilience
- Natural Spaces & Resources
- Mobility & Accessibility
- Social Health & Connection

The Community Character priorities that received the most votes were Available Land and Quality Development respectively. Participants shared comments relating to their desire for preservation of open space and quality commercial and residential development.

For the goal of Economic Resilience, the top priority voted for was Lakeside Community, with the Sustainable Development and Community Identity priorities receiving an equal number of votes. Participants at the workshop expressed a desire for more lakeside amenities and emphasized the opportunities that lakeside access can provide.

The Natural Spaces & Resources priority that received the most votes was Parks & Recreation, highlighting the Town's desire for more programming and nature oriented community amenities.

The Mobility & Accessibility focus areas that received the most votes were Safety & Accessibility and Multimodal Mobility.

The focus area that received the most votes for Social Health & Connection was Social Gathering Spaces. Participants shared comments about wanting places to share different activities with friends and family.

The top three priorities that were voted for overall are listed below:

- Available Land
- Parks & Recreation
- Quality Development

The tables to the right provide an overview of the results of the activity.

COMMUNITY CHARACTER	
Voting Option	Tally
Available Land	16
Quality Development	12
Community Spaces	2
Lifestyle Planning	1

ECONOMIC RESILIENCE	
Voting Option	Tally
Lakeside Community	7
Sustainable Development	5
Community Identity	5

NATURAL SPACES & RESOURCES	
Voting Option	Tally
Parks & Recreation	15
Connections to Nature	7
Environmental Stewardship	5
Shoreline Access	4

MOBILITY & ACCESSIBILITY	
Voting Option	Tally
Safety & Accessibility	6
Multimodal Mobility	4
Regional Connections	1
Green Streets	1

SOCIAL HEALTH & CONNECTION	
Voting Option	Tally
Social Gathering Spaces	11
Community Involvement	4
Connected Community	3

PUBLIC WORKSHOP #2 | IF NOTHING ELSE... ONE THING THAT YOU WOULD LIKE TO SEE ACHIEVED

The final engagement activity asked attendees to “share one thing you would like to see achieved as a result of this plan”.

Overall, the takeaway feedback from this workshop illustrated participants’ values for their natural surroundings. Many attendees highlighted the desire for the plan to address the addition of trails and sidewalks. Additionally, concern was continually expressed regarding the growth of the Town and efforts to maintain the character and identity of Hickory Creek while adjusting to the influx of people that want to call it home. Key words from participants responses are shown below.



Hickory Creek Public Workshop #2 - View of Participants with Engagement Boards

PUBLIC WORKSHOP #2 THEMES

Workshop Themes were identified during Pubic Workshop #2 and used to analyze participant feedback. The below table provides an overview of topics and insights shared by the participants that informed the Workshop Themes. Themes are not listed in any particular order.

COMMUNITY IDENTITY

- Community Identity
- Rural Character

COMMUNITY PARTNERSHIPS

- Land Use
- Public-Private Partnerships
- Regional Partnerships

ECONOMIC RESILIENCE

- Business Retention & Development

GROWTH POTENTIAL

- Rapid/Unplanned Growth

LIFESTYLE PLANNING

- Recreation

NATURAL RESOURCES

- Water Conservation/Management
- Recreation

COMMUNICATION & INFORMATION

- Technology & Internet Infrastructure

SAFETY & ACCESSIBILITY

- Multi-Modal Improvements
- Public Safety
- Mobility
- Traffic
- Parking

SOCIAL CONNECTIONS & PLACEMAKING

- Gathering Space
- Recreation
- Entertainment

LAND USE PATTERN & FORM

- Development
- Land Use
- Green Spaces
- Rapid/Unplanned Growth
- Rural Character

THE TOWN OF HICKORY CREEK | COMPREHENSIVE PLAN UPDATE

**ENGAGEMENT SUMMARY
APPENDICES**

APPENDIX A | COMMUNITY KICK-OFF ENGAGEMENT ACTIVITIES p. 23

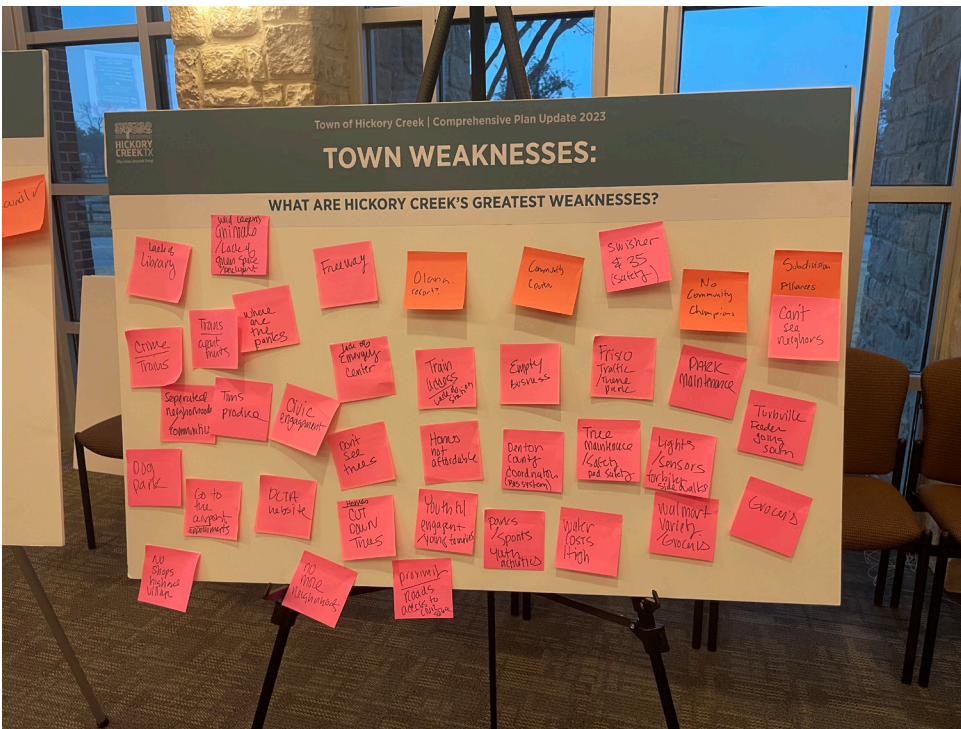
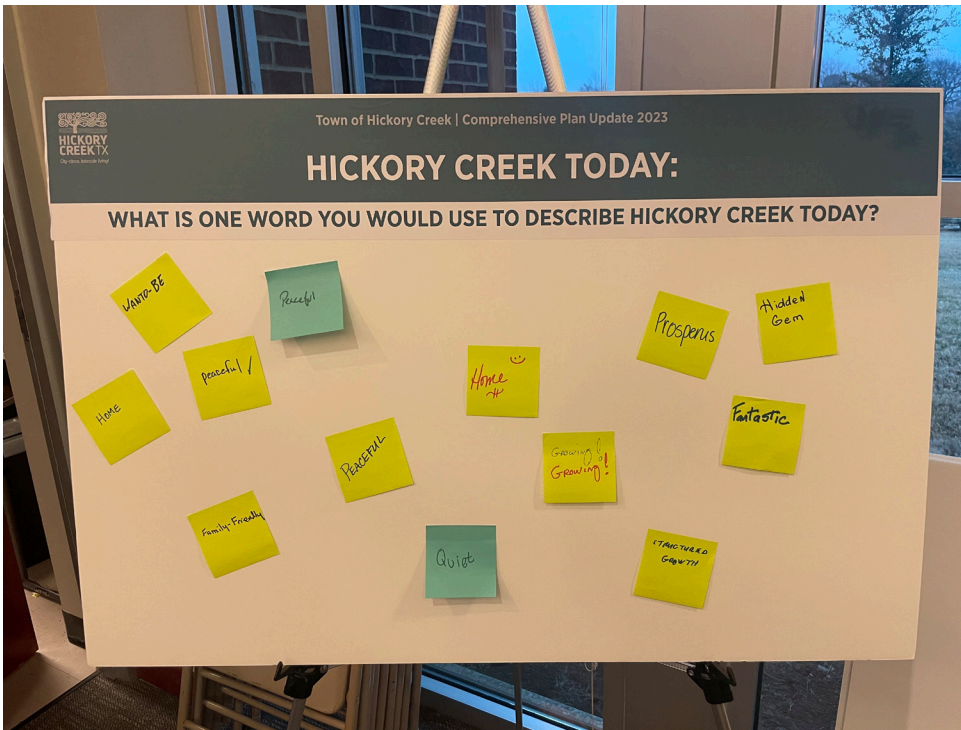
APPENDIX B | COMMUNITY SURVEY RESPONSES p. 31

APPENDIX C | PUBLIC WORKSHOP #1 ENGAGEMENT ACTIVITIES p. 79

APPENDIX D | PUBLIC WORKSHOP #2 ENGAGEMENT ACTIVITIES p. 85

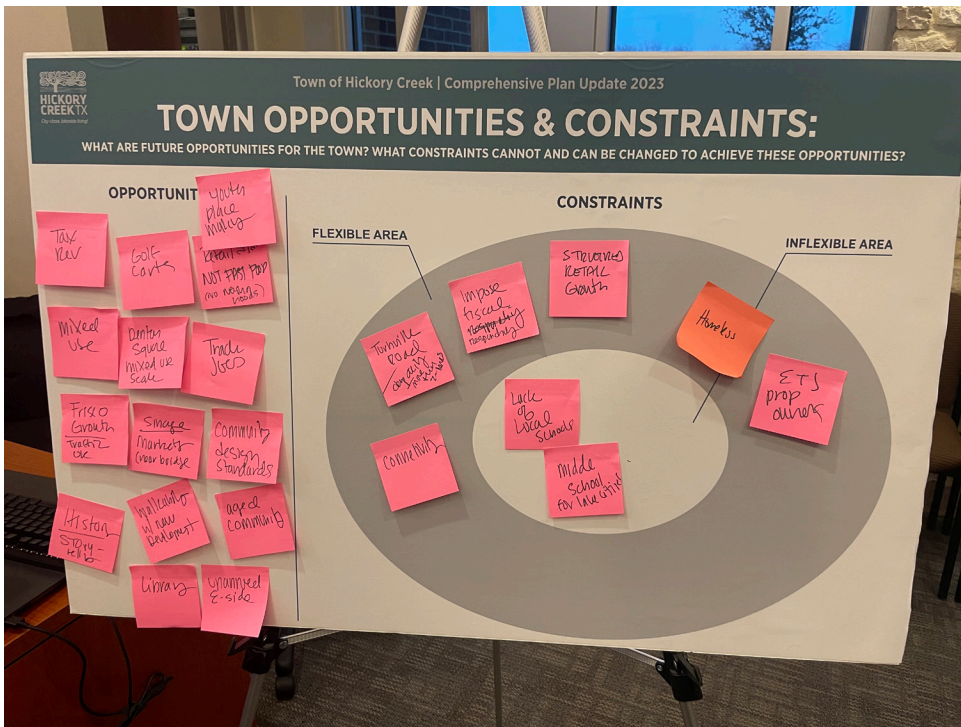
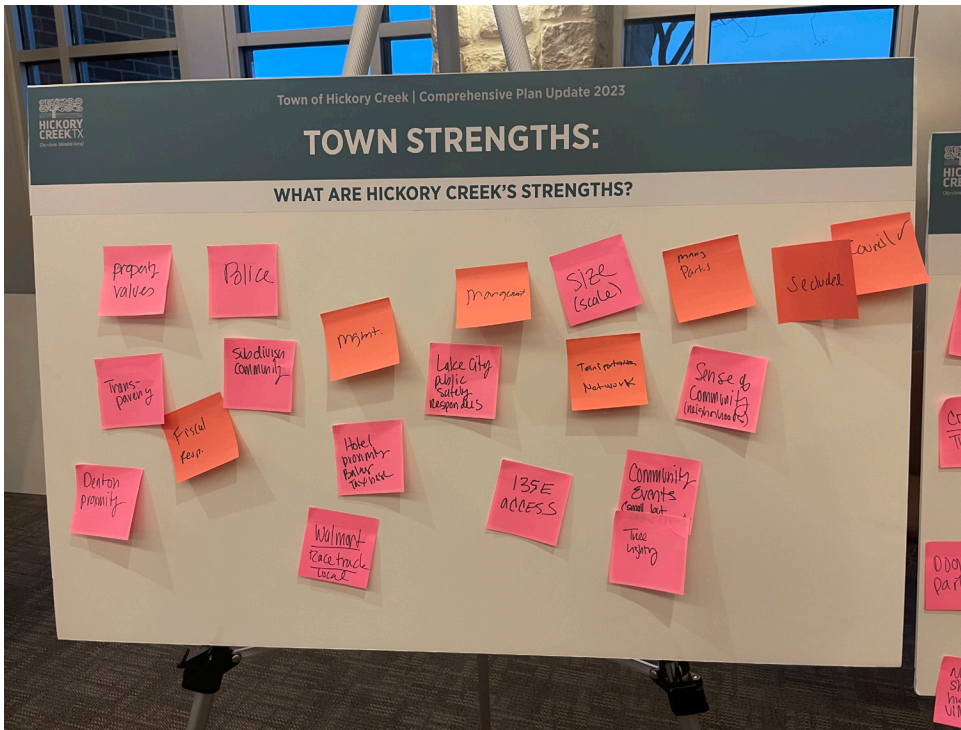
COMMUNITY KICKOFF WORKSHOP ACTIVITIES

Focus Group #1



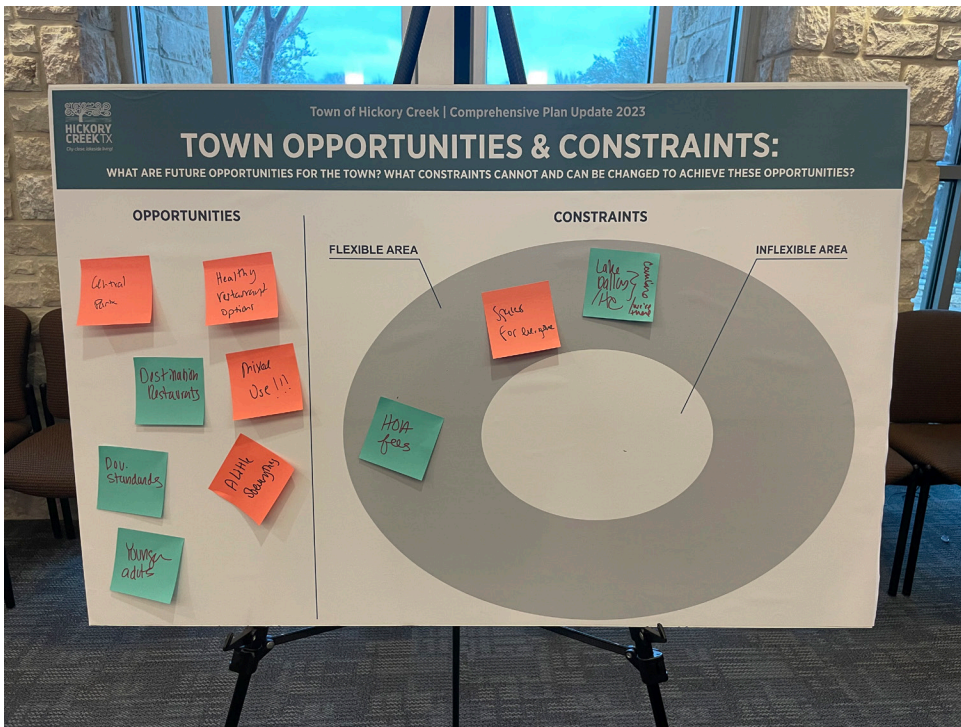
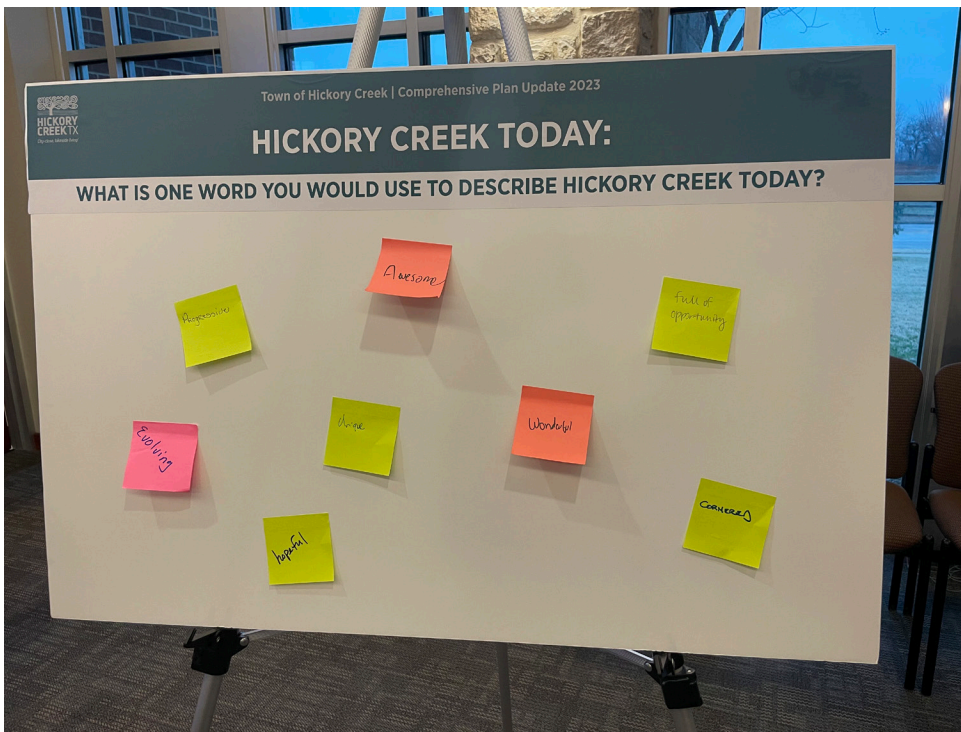
COMMUNITY KICKOFF WORKSHOP ACTIVITIES

Focus Group #1



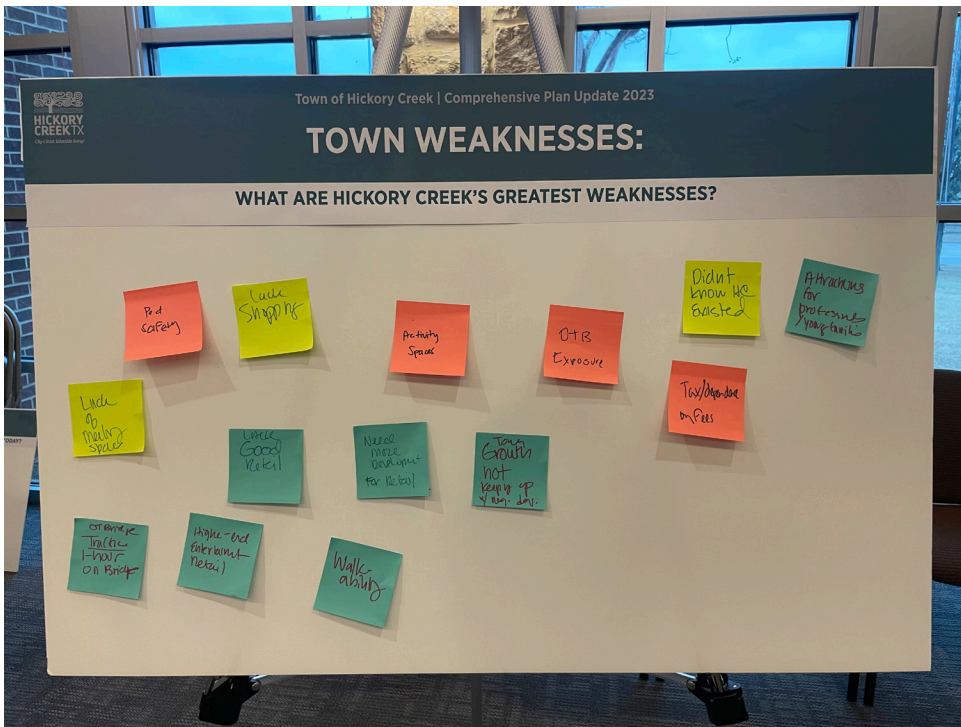
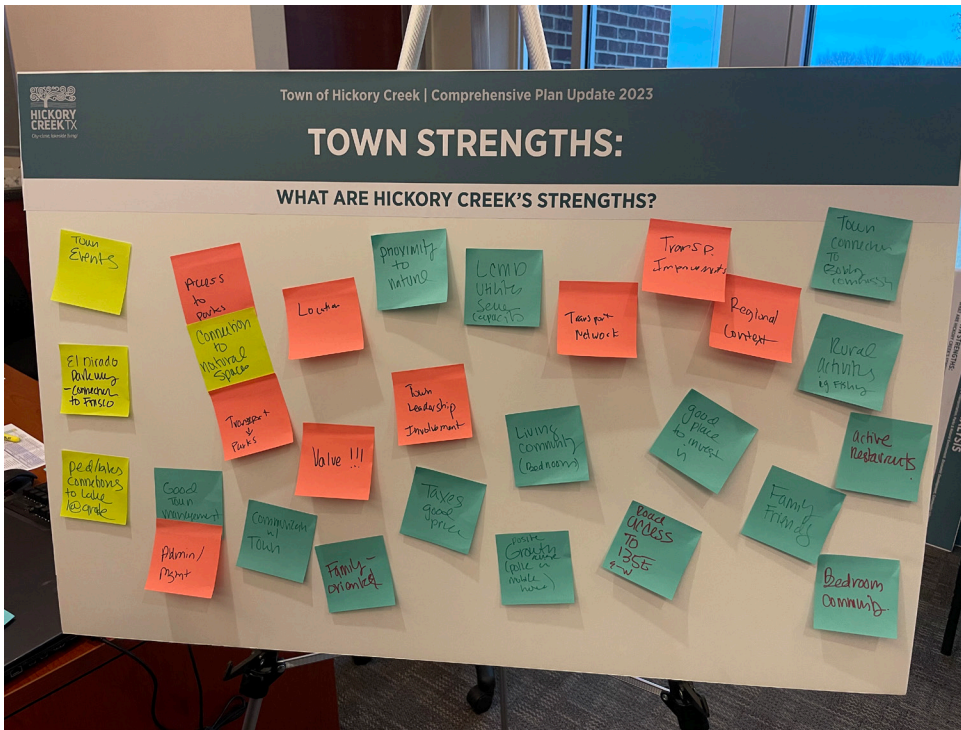
COMMUNITY KICKOFF WORKSHOP ACTIVITIES

Focus Group #2



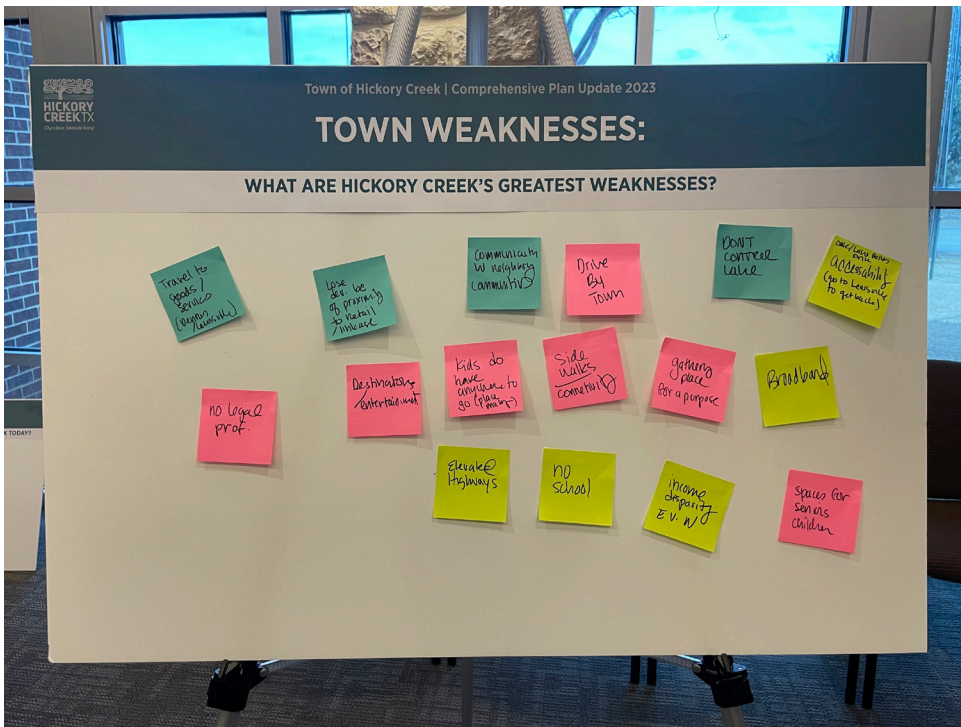
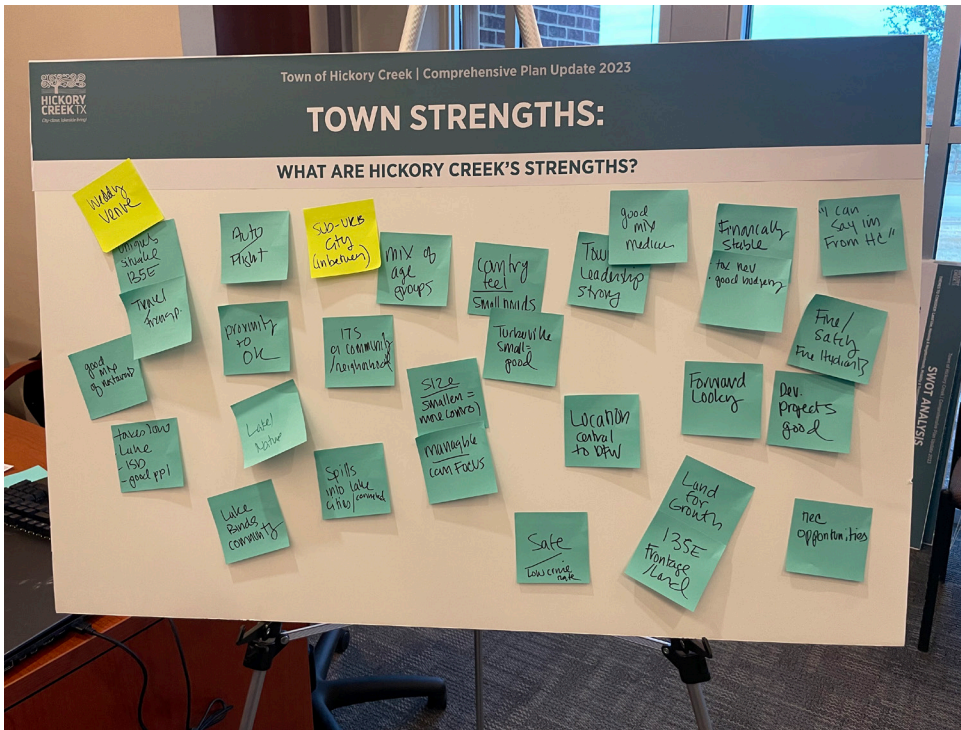
COMMUNITY KICKOFF WORKSHOP ACTIVITIES

Focus Group #2



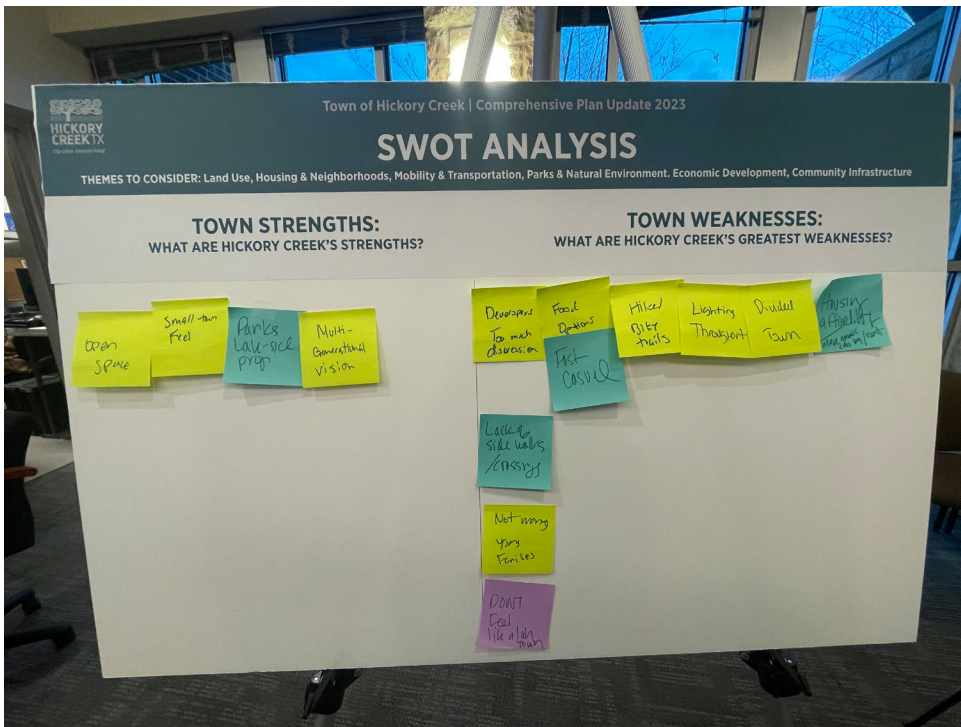
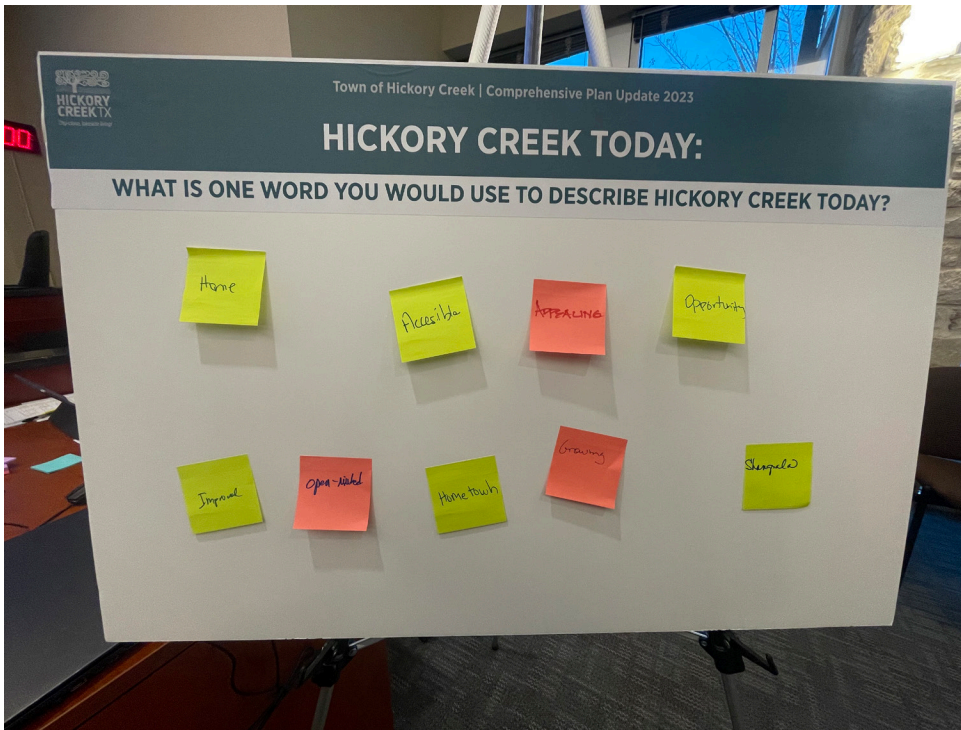
COMMUNITY KICKOFF WORKSHOP ACTIVITIES

Focus Group #3



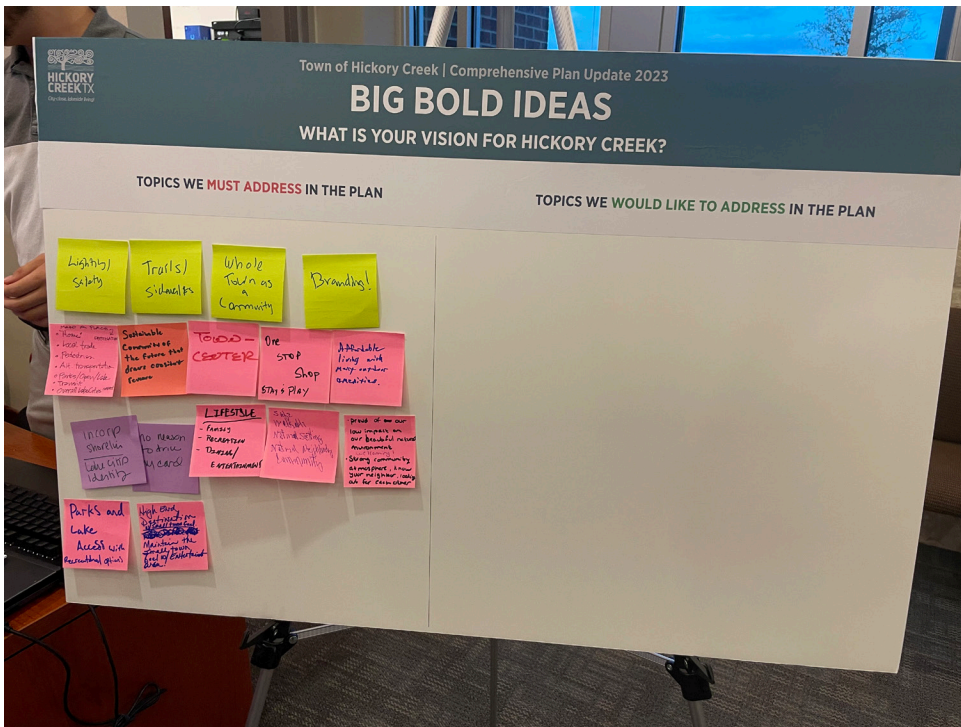
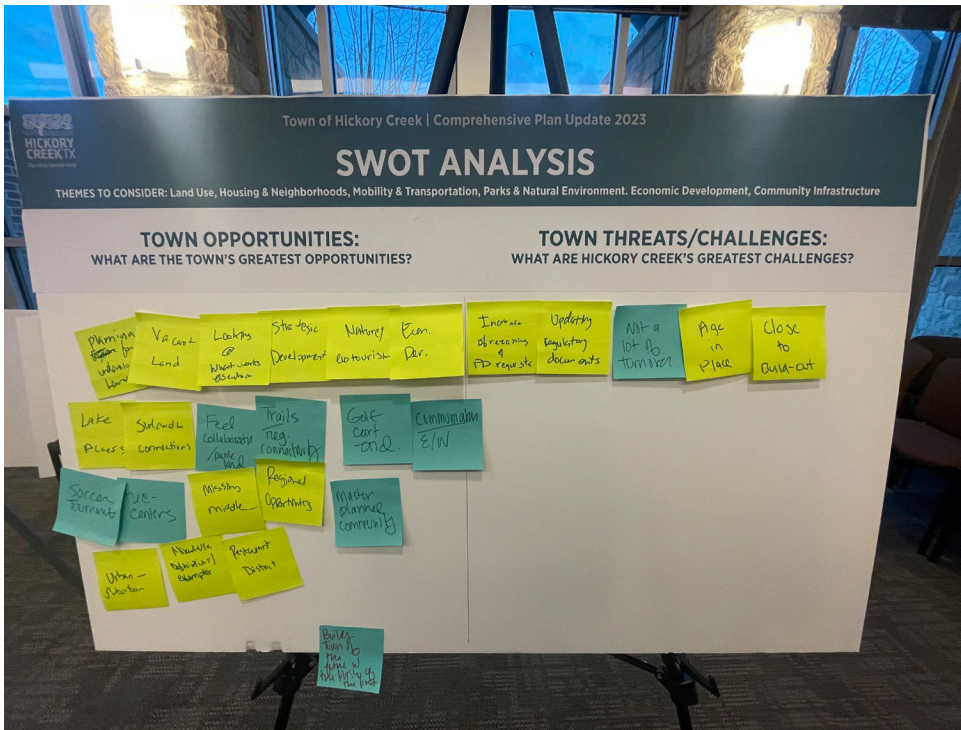
COMMUNITY KICKOFF WORKSHOP ACTIVITIES

Vision Committee Kick-Off



COMMUNITY KICKOFF WORKSHOP ACTIVITIES

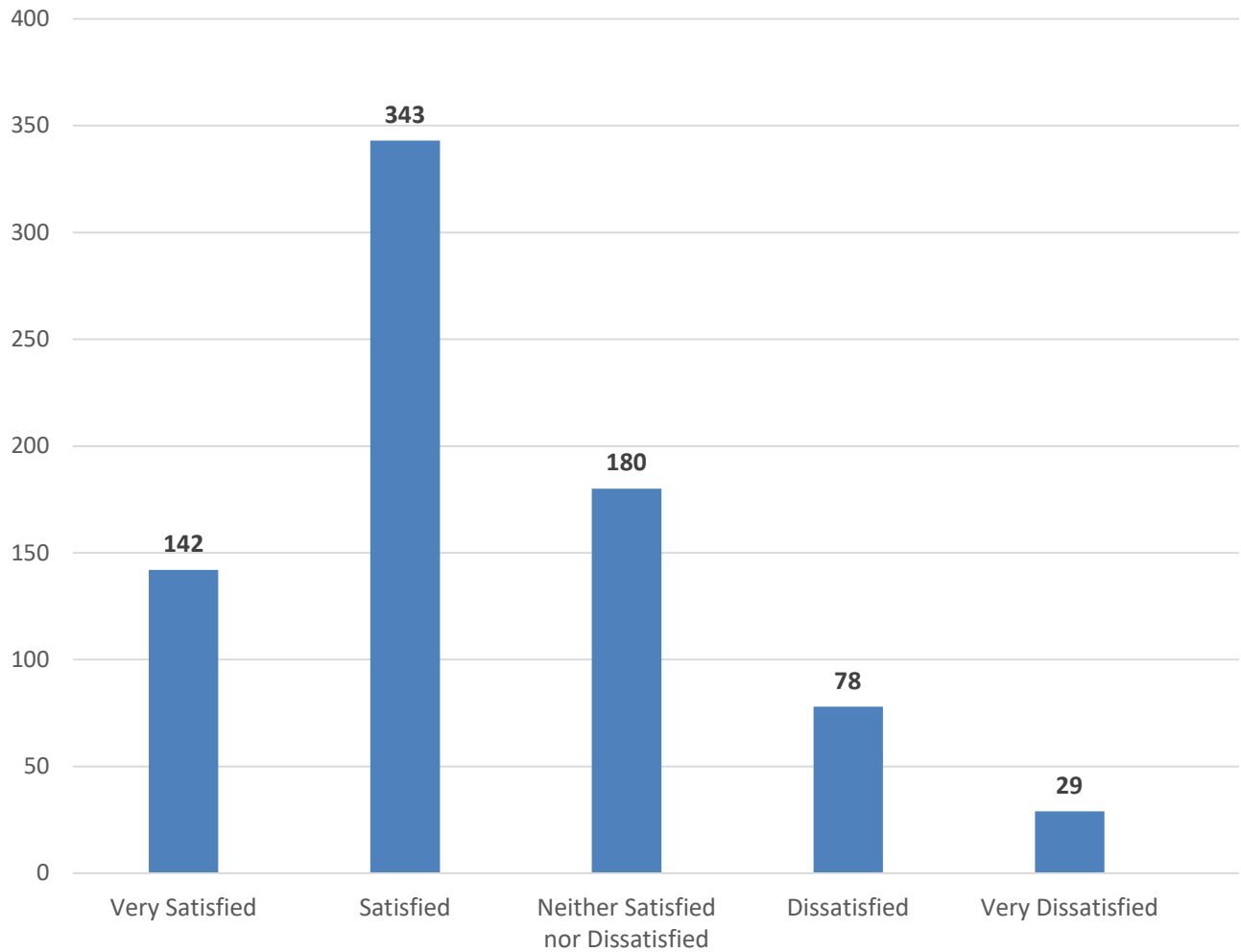
Vision Committee Kick-Off



SURVEY RESULTS

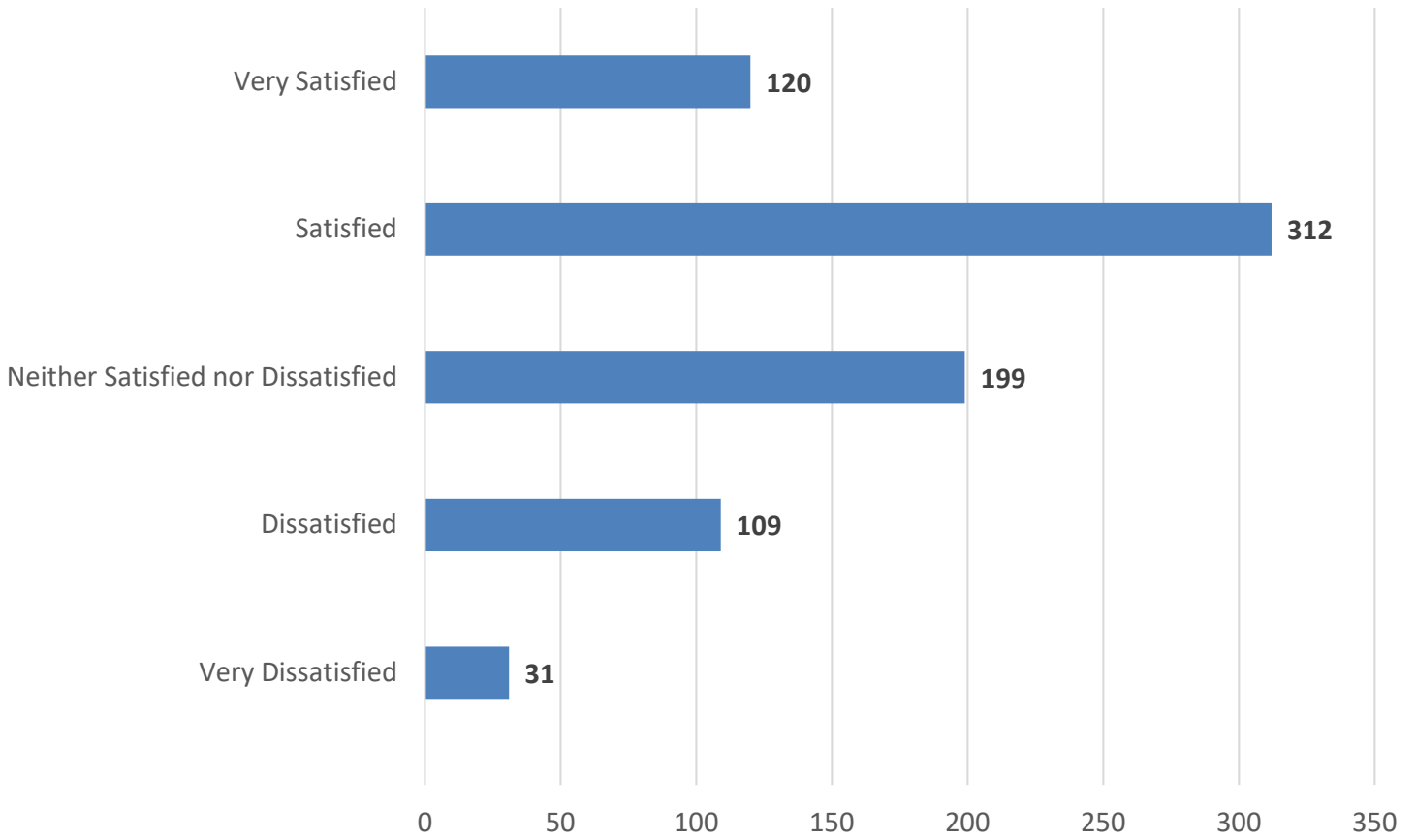
The following information documents the results of the Community Survey.

Q1 Please indicate your level of satisfaction with the quality of life in Hickory Creek today.



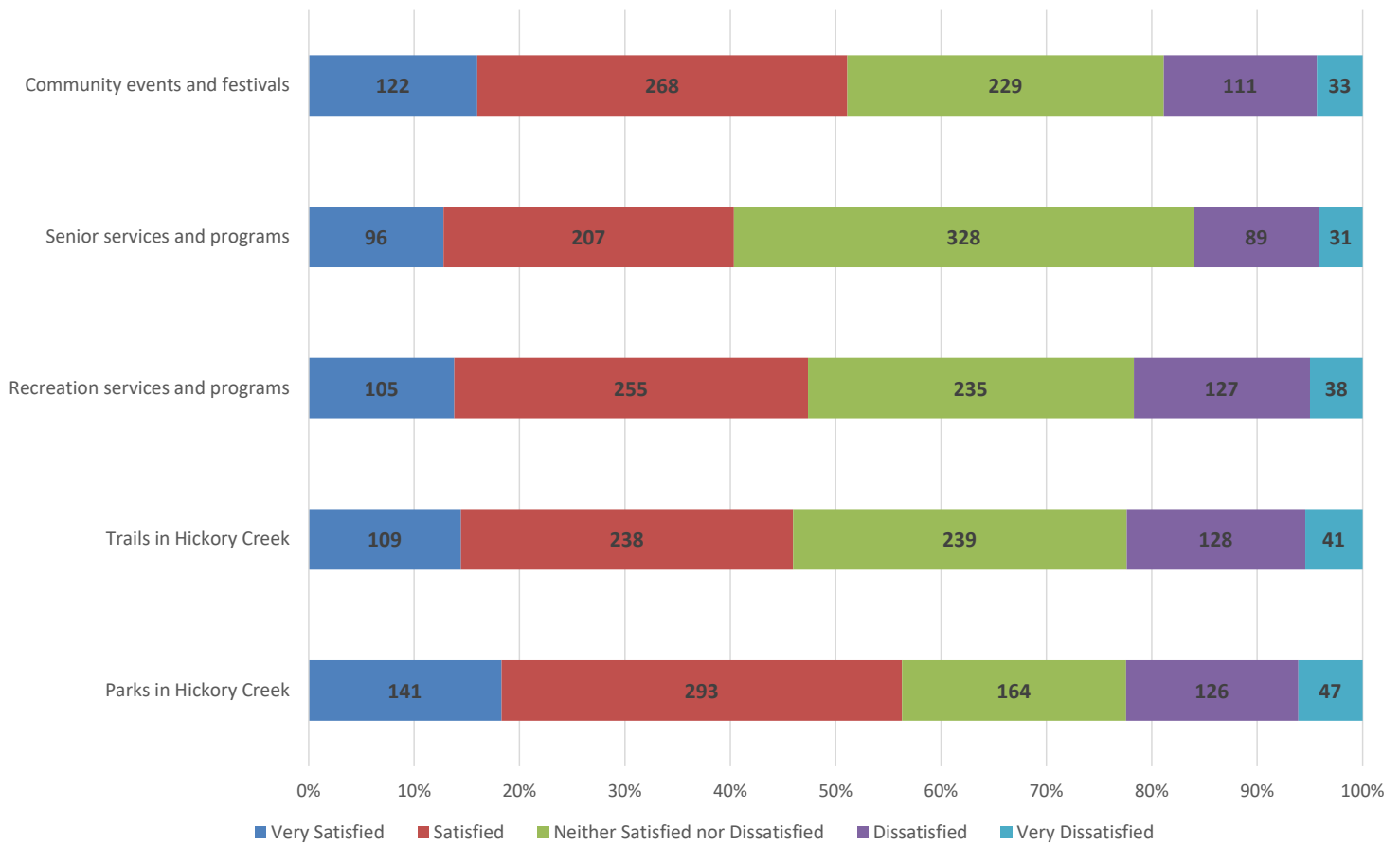
Answer Choices	Responses
Very Satisfied	142
Satisfied	343
Neither Satisfied nor Dissatisfied	180
Dissatisfied	78
Very Dissatisfied	29
Answered	772
Skipped	67

Q2 Are you generally satisfied with the direction that development in Hickory Creek has taken over the past few years?



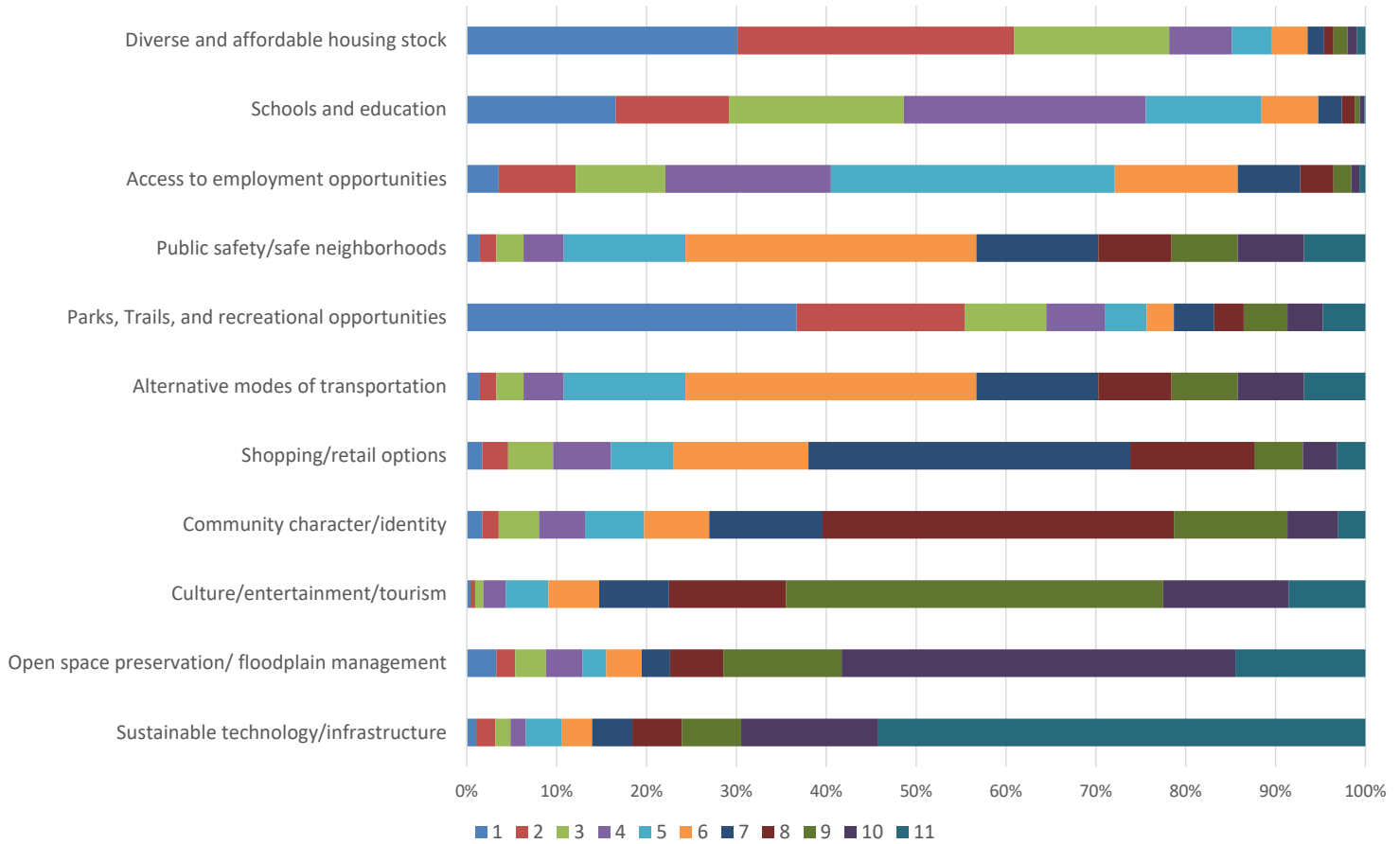
Answer Choices	Responses
Very Dissatisfied	31
Dissatisfied	109
Neither Satisfied nor Dissatisfied	199
Satisfied	312
Very Satisfied	120
Answered	771
Skipped	68

Q3 How satisfied are you with the following Town services?



Answer Choices	Responses				
	Parks in Hickory Creek	Trails in Hickory Creek	Recreation services and programs	Senior services and programs	Community events and festivals
Very Satisfied	141	109	105	96	122
Satisfied	293	238	255	207	268
Neither Satisfied nor Dissatisfied	164	239	235	328	229
Dissatisfied	126	128	127	89	111
Very Dissatisfied	47	41	38	31	33
				Answered	771
				Skipped	68

Q4 Please rank the “quality of life” factors in order of importance to you today, 1 being most important and 11 being least important.



Answer Choices		Responses									
	Sustainable technology/ infrastructure	Open space preservation/ floodplain management	Culture/ entertainment/ tourism	Community character/ identity	Shopping/ retail options	Alternative modes of transportation	Parks, Trails, and recreational opportunities	Public safety/safe neighborhoods	Access to employment opportunities	Schools and education	Diverse and affordable housing stock
1	8	25	3	13	13	11	279	11	27	126	229
2	16	16	4	14	22	14	142	14	65	96	234
3	13	26	7	34	38	23	69	23	76	148	131
4	13	31	19	39	49	34	50	34	140	205	53
5	30	20	36	50	53	103	35	103	240	98	34
6	26	30	43	55	114	246	23	246	104	48	30
7	34	24	59	96	272	103	34	103	53	20	14
8	42	45	99	297	105	62	25	62	28	11	8
9	50	100	319	96	41	56	37	56	15	4	12
10	116	333	106	43	29	56	30	56	7	4	8
11	412	110	65	23	24	52	36	52	5	1	7
										Answered	760
										Skipped	79

Q5 What changes in Hickory Creek (whether positive or negative) over the past few years have you noticed?

#	Response
1	Since covid shutdown, deterioration of food in restaurants; Many wrecks on I35. It is almost impossible to get on a service road to access I35 due to cars exiting to the service road to avoid the backup. To explain for instance a wreck on SB 35 and autos get on the service road before Hickory Creek Road, due to traffic we must wait and wait to pull on to the SB service road at Hickory Creek Road. I'm sure all HC neighborhoods have the same problem.
2	Road construction on sycamore bend to park- positive for those of us walking.
3	The community has done a great job of promoting and festivals
4	There are more and more public recreational facilities
5	Development has progressed
6	City government as a whole does not represent the same values as the citizens. Going for hi density development, destroying the the environment (trees) and open spaces and hiding behind being "a tree city"
7	As a 23 year resident I haven't had a noticeable change in anything. At least not on the east side of the highway. Unless you count the tiny home park that contains no tiny homes and the increase of speeders and tailgaters going down Hickory Creeks section of main st.
8	More houses, fewer trees.
9	More environmental protection programs have made great contributions to the protection of the environment
10	Better and better quality
11	Trees are being cut down..
12	Positive addition of better restaurants we don't need more fast food. Negative is ensuring dogs are leashed when outside
13	Our charter was a small city with single family homes, but the City is building apartments, townhomes and clusters of living space. The flood plan through the ACOE, is filled with dead trees and restricts the flow of water NORTH TO SOUTH towards the lake. There are more Flood tunnels directly South of Swisher and larger than the number of tunnels South of Equestrian. South of Equestrian the homes on Traveller are at risk of eroding walls between homes and the ACOE preserve. The HOA is responsible for maintenance, and frankly that is unacceptable and places the burden of flood management on the homeowner on Traveller. This is a perfect example of rapid expansion failing to "look down stream" for unintended consequences.
14	Very efficient
15	With more and more people, it feels more and more lively
16	Land/Tree Clearing Hickory Creek (compensation \$\$ for tree removal is not the answer). and Tight (small Lots) new housing communities.... creates Cars parked all over the streets. (Development Greed)
17	Environmental sanitation has improved, and there are more amusement facilities.
18	More businesses in area, less police seen in neighborhoods community policing, more homeless at Wal-Mart, trailer park on Turbeville road getting trashier by the day.
19	The scenery is better but people are busier
20	Green up
21	more car more people

22	more house more people
23	More housing, more public facilities
24	The public toilets are also spacious and bright, which greatly facilitates our common people
25	Too much too fast. My quiet and peaceful neighborhood is now a big playground for people to meander and loiter with no objective whatsoever than to disturb the environment.
26	Not having highest and best use for remaining undeveloped land
27	Generally speaking, food, clothing, housing and transportation need to be improved
28	Entertainment has increased!
29	More development, more housing,
30	Communication is great from the city and they keep us very informed.
31	actively
32	Hickory Creek has become more accessible in the past few years, but property is on the rise.
33	From shabby to prosperous, good
34	Parks all have bathroom & playground, new restaurants
35	Growth in population.
36	All of the housing that came up off of Tuberville Rd. has brought many more residents to our town.
37	The whole thing is changing very fast
38	Better environment
39	More internet options available (+) Larger police force and community involvement (+) Road and sidewalk improvement (+) Shrinking open spaces and mature tree removal (-) Parks well maintained (+) Property tax control (+)
40	Housing and transportation are diversified.
41	For the better
42	juvenile delinquency
43	Negative- approving Crain do to build at i35 and hickory Creek Road Positive- chick fil a!! Congratulations
44	The greening level in urban areas has been continuously improved
45	more people more supermarket
46	Jobs are growing in Hickory Creek
47	Better environment
48	I love the trails and views I'm worried about the homeless we see on the trails though. Camping out sleeping on random benches.
49	There are more cultural activities held within the community
50	Negative - More Traffic, especially the increasing backup on west bound Swisher at I 35. Train crossing arms coming down way too soon and staying down too long. The positive is really a lack of change - The staff at Town Hall , is always very knowledgeable, friendly, helpful and efficient.
51	Beautiful park
52	Beautiful park
53	Big shopping mall
54	Beautiful park
55	There are fewer young people
56	Prices are high
57	The more the better

58	better
59	There are fewer young people
60	Society has changed a lot
61	More lively scenery beautiful
62	More and more developed
63	traffic congestion from over building
64	# 4 indian trail still looks bad. Very Very Bad
65	Community safety has improved.
66	Too many speeders and mudd taxes
67	The traffic is more convenient
68	The environment is not as beautiful as before
69	Environmental changes
70	More art, more security
71	The construction is getting better and better
72	To much rezoning allowing more development and construction not beneficial to the town or the people. Recent examples would be approving apartment construction or the rezoning of a 3 acre lot on the corner of 35/Hickory Creek Rd. to build a construction equipment rental business.
73	The quality of residents has improved.
74	More housing
75	Community changes and programs
76	The town continues to operate in an old style mentality. For the town of Hickory Creek, and surrounding areas, the retail structure is far below the population. The city would prosper tremendously by opening up a similar venue to The Shops at Highland Village. By opening such an establishment, it would give much needed retail and restaurant options for our area. I cannot tell you how many times the people that I have come to know and Hickory Creek so they go to Highland Village nonstop simply for the retail and restaurant options. We continue to allow large areas of land to sit vacant that could really help the area tremendously by developing.
77	Too many new housing developments and not enough open space preservation around the lake.
78	graceful surrounding
79	New restaurants.
80	Don't care for the current number of new homes being built. I like open space and the small town feel of the community.
81	water
82	Streets, houses and the environment have all become better.
83	Just moved in. Not thrilled with the clearing lots and removing trees and building more housing. I moved here to get away from all the traffic. I don't want to see Hickory Creek turn into Frisco or McKinney
84	Restaurants, better roads, housing development all positive
85	Better urban road network
86	Beautiful scenery
87	I think the transportation is more convenient
88	More Recreational facilities
89	Clean and wide

90	The City council has lost sight of what the majority of the citizens want While growth is important high density homes and apartments are not in our best interest. You have allowed builders to bulldoze trees. You have not given thought to roads and infrastructure and cost to maintain these over the years. Very short sighted
91	The appearance of the city has changed a lot
92	All negatives: open space loss, tree and wildlife habitat and wildlife loss, dramatic traffic and noise increases, out-of-control developer led development that hurts quality of life in HC, Parks in decline, decline in public safety, increased polluted stormwater runoff (from new developments)
93	To many new neighborhoods.
94	A lot of smoke shops
95	Not allowing a large apartment complex.
96	Change is getting better and better.
97	So many new neighborhoods, restaurants, retail. Wish we could invest more into our schools.
98	negative: -not preserving trees when building neighborhoods.. our town is literally named hickory creek...keep it lush and green!! -Building houses on top of each other -building neighborhoods without drainage. - not making decisions on business in the best interest of homeowners... Olana, duplexes or condos off turbeville rd. Good: -you all keep the community clean - love the town police and fire teams. Great people! - parks are nice, could use a little love and updating but are family friendly and clean.
99	1. trash everywhere. I would be agreeable to having town resources used to keep the city clean, regardless of it is litter along the highway, along the trailer park, on business property, residential areas, parks or city property. It just keeps getting worse. 2. The landscaping from Walmart, past old theatre, to Turbeville looks awful. Some bushes were trimmed back last year but then looks like someone stopped before finishing the remaining island. all the rock falling onto street looks so bad. As another example, the easement area along Hickory Creek road (from Lakeview to service road) has a huge rut from some vehicle. It would be nice to see that cleaned up. 3. What I do like, is the continued commitment to try to improve things in the town.
100	Sidewalks and the hickory creek sign.
101	Positives: The town has a plan and you can see the city really cares about it's resident.
102	The increased development has destroyed a major chunk of the forests in the area which is disheartening.
103	Planned and thoughtful increase of housing options.
104	More houses and apartments being built.
105	Higher end residential development has greatly increased.
106	Mostly positive
107	I haven't noticed anything.
108	Housing explosion. Fiber installation
109	Park/Boat Ramp quality and usage has dropped dramatically
110	So much traffic now
111	Many interesting activities have been carried out.
112	We have only been here 2 years, but we have seen nice new parks added
113	Better communication and reaching out for feedback from the community
114	The school facilities are better
115	The closure of and development of Sycamore Bend.
116	Poor quality restaurants being built. Would love a place where the food is good.
117	Lots more traffic

118	Retail has gotten tired/dated .. Walmart one of worst managed I've ever seen (dirty, unstaffed, even auto-center sometimes closed during regular hours due to staffing) .. nothing new or interesting.
119	It is very hard to get approval for solar panels. Thr requirements too stringent. We need more bike paths.
120	I wish we had a way to slow people down from driving too fast in our communities, especially as so much growth is along Turbeville. Keep the two lanes, but get people to be respectful of our city.
121	Small lot sizes being pushed to allow more residents and more homes over quality of and open spaces in neighborhoods
122	High density housing....small lots and future apartments on Swisher, future condo's on Turbeville are an eyesore and congesting traffic. No more housing developments would help keep small town feel.
123	Better and better
124	Finally getting better internet! It's been a struggle for years!!!
125	It's more lively.
126	NEGATIVE: Every corner of the city streets and side walks are trashed. There is little to nothing done by city. The area toward the Lake is trashed and filthy. The wooded area and creeks behind walking trail is littered with beer cans and trash. This city attracts drug addicts / homeless.
127	Roads have been improved and more organized.
128	Less focus on safety and security
129	NEG. Lack of police presence and partols that used to occur. NEG. Road conditions (Main street too narrow btwn.Carlisle and S.Hook) Lack of sidewalks and bike accomodations on this road as well. Poorly marked striping on all roads in HC. Crowning of the roads rolls off too sharply on all main thoroughfares in HC. (Afore mentioned main street section, S. Lake Dallas Dr, Carlisle Dr, Betchan, Hundley, N. Shady Shores Rd
130	Streets
131	Love the new sit-down restaurants, development of The Olana, new neighborhoods that have brought good growth to our population
132	Large housing developments that add traffic and lack of connection to the town
133	Love the sidewalk to sycamore bend park, the new playground equipment at Arrowhead and the new Hickory Creek sign on Turbeville!
134	Negative Allows homes to be to close to each other new builds. Over building, Positive new broadband , excellent mayor and council , parks
135	Kept taxes down
136	Too many people. I know y'all are trying for larger population, but I'm not for that at all.
137	I like that there has been development especially for restaurants!
138	Access to employment services
139	Shopping and retail options
140	Diversified economy
141	Apartment complexes are going in and we need to make sure our local roads and highways can amply afford all the cars. This is one of the reasons we moved out of Denton. Road congestion. Took forever to get across town.
142	More high end homes and less apartments and townhouses. More restaurants and retail.
143	More community engagement
144	There has been a lot of development of green space.

145	Open space protection
146	We are losing the rural atmosphere; being away from the city. Slow down on building houses. Too many people mean too many cars.
147	positive
148	Comuunication
149	More road work
150	new codes for permits, too much development and traffic, more traffic violations-running stop signs, more burglaries
151	More rooftops, less trees.
152	positive- variety of restaurants negative- too much traffic, too many housing developments
153	Housing developments
154	Busy traffic on Turbeville. Need other traffic routes
155	Improvements to the schools and roads
156	Improvement in communication and transparency
157	Communications are presented very clearly
158	hickory creek is developing positively and will get better and better in the future
159	The environment is more beautiful
160	I have noticed the good quality on the street, grass maintenance and overall in a good shape.
161	Some of the changes in Hickory Creek over the past few years have been positive, such as the development of new businesses, restaurants, and shops. Additionally, there have been improvements to roads and infrastructure to increase safety and convenience. On the other hand, some of the changes have been negative, such as an increase in traffic and congestion due to the new developments. Additionally, the growth of residential areas has caused a strain on resources and services, such as schools and hospitals, which has caused overcrowding and delays.
162	The road construction/expansion on Turbeville and point vista were HUGE improvements. Especially when towing a boat down the the lake on point vista.
163	People are disrespectful when driving through our neighborhoods. So much growth has caused too much traffic on Turbeville - speeding
164	More restaurants (positive), so many trees being cut down for neighborhoods (negative)
165	Increased restaurants
166	Love and appreciate Hickory Creek even more
167	The environment is very convenient
168	School education is getting better.
169	Actively improve schools and education
170	Facilities have been increased
171	Educational aspect
172	Sustainable technology and equipment
173	I think Hickory Creek has become better.
174	The increase of population. The backwardness of public facilities. Green plants are decreasing. Security incidents happen frequently.
175	School and education
176	Too many new neighborhoods with small lots.
177	Sustainable technology and equipment

178	Negative: absolutely terrible or no effort made at attracting entertainment/restaurants (outside if crappy chains/fast food/mexican food)
179	That it's getting VERY expensive to live here
180	Stop building [REDACTED] The reason people moved here is to get away from the crowded cities. This city is trending to go down hill. More shopping brings worse people. We are ok with Walmart, that's it.
181	Public safety community
182	More traffic
183	Poor housing plan
184	yes
185	yes
186	Lots of new houses
187	Positive- more restaurants
188	I don't like the multi-unit housing that's going up. We don't need apartments or condos or lower-income housing. The single-family homes that have been built are nice neighborhoods that encourage home ownership. Also more focus on schools and security.
189	Too much housing development over conservation of wildlife and trees which compromises our environment and quality of living here in Hickory Creek.
190	Putting in the broadband
191	A lot more traffic and more trash and garbage all over
192	More restaurant options - positive Repair of Park Ridge Road as new homes are being built- positive Alternate option for cable provider- positive Communication to residents about projects- negative. Installing digging for Astound and residents were unaware of the project. Deterioration of park clean up- overflow of trash and debris.
193	A lot more houses being built and much less green space and animals (cows, horses, etc)
194	More development but roads are now overloaded
195	The development of science and technology is more advanced
196	Road widening Started walkway to Walmart
197	Roads getting updated, businesses coming in, and selective code enforcement.
198	More houses built, more restaurants
199	Neighborhoods
200	Increasing availability of high-speed internet. Increasing number of new homes. A few new restaurants moved a few years ago. Wish there were more.
201	Growth in housing
202	I see a lot of development on the West side of Hickory Creek and next to none on the East side.
203	A lot of housing. Less trees.
204	Lots of homes being built in the area
205	The Olana continues to build so we'll see once complete how that affects Turbeville. Positive development at I/35 and Turbeville with Thousand Hills and three restaurants which I hope will turn into even more variety.
206	New restaurants-positive
207	Road improvements, addition of restaurants
208	All positive. Hickory Creek is wonderful. Sidewalks have been added, the people at City Hall are dedicated and wonderful. When I call they are always helpful. The Police Department is friendly and there for the Citizens. Hickory Creek has a great Mayor and City Manager.
209	More residential housing,

210	Growth, getting real noisy because of I35 expansion and the sound abatement measures are not effective. We should not allow this type of pollution to take over our community, because it is.
211	Residents get more and more job opportunities
212	change our lives
213	very good
214	Become more beautiful
215	Neighborhoods with no parking.
216	All the plans are for the better
217	I noticed a plan for the land off hickory creek street and i35 zoned for a commercial construction dealership instead of shops or opportunities to expand our towns culture but yet a money grab to make us just another town off the highway
218	Roads need repair.
219	So happy to have Astound as a choice for cable/internet. Happy for those new sidewalks and especially happy for our restaurants
220	Better environment
221	The greenery is beautiful.
222	They are cutting down too many trees and destroying wildlife
223	Zoning changes have created more housing and reduction of the nature areas that make Hickory Creek a much more appealing place to live.
224	very high density housing
225	Too many areas being cleared for development!
226	More housing that takes away from the feeling of being removed from heavy traffic and closed in.
227	Lots of housing
228	The overall development is getting more and more
229	People have more opportunities for entertainment
230	More houses
231	More police, less crazy drivers, roads are well taken care of. We have 1 grocery store and 5 gas stations. Walmart is awful
232	Infrastructure improvements
233	Haven't really noticed anything
234	Too much housing development on west side of highway, increased sidewalks is good
235	housing starts have bulldozed the character of the Town, for the sake of rooftop tax base and Home Rule status
236	Code enforcement is non-existent. I received a violation notice in 2017 indicating to me an inspector was actively checking on violations, yet in 2022 I had neighbors committing the same violations and NOTHING was ever done. Neighbors leave trash all over there yards, dead cars are parked in streets, and numerous other violations continue to occur because no one seems to be checking.
237	Shopping retail options
238	Housing developments
239	More retail needed
240	More housing/development.
241	Park recreation opportunities
242	I miss the mailed newsletter.
243	Higher traffic volume. Lack of retail options.

244	Increased traffic
245	A couple of quality restaurants have opened in area.
246	Numerous housing developments, new restaurants, The Olana and sidewalks. All well-designed and in my opinion positive additions to the Town.
247	New upscale restaurants
248	Clearing out treed spaces for new housing
249	To many new housing developments/apartment complexes
250	Too much building taking away the land
251	New heavy equipment company, sycamore bend, tow hall park
252	More houses and land development
253	Various modes of transportation are available
254	Lack of shopping retail options
255	Public safety, community safety and tourism development
256	Sidewalks-positive Too much traffic and excessive speeding-negative
257	Awesome restaurants. Give to the city 10 to 10
258	It's a nice environment and a lot of it is convenient
259	I've noticed more high end housing options coming into the town.
260	Affordable housing
261	Environmental protection is getting better and better.
262	Street parking (at night not sure fire or ambulance could make it down my street). Empty homes allowed to become run down. Positive new internet services.
263	More large homes built. Some road improvements.
264	More residential areas
265	more restaurants, poor tree trimming, parks improvement, roadway improvements, middle to high-end housing development,
266	ok
267	Water pressure has been improved
268	Increased traffic. Medians with increased weeds.
269	It's much quieter
270	Many more people coming into the area, including ourselves. Not a bad thing but more people means more traffic and the need for superior services, infrastructure, entertainment and restaurant choices, to name a few.
271	Too many overpriced home developments which have brought increased traffic and destroyed wildlife habitat have been built. Great addition of additional fire fighting support added or being added.
272	Really like the improvement to the Sycamour Bend Park road
273	Like more sidewalks and trails.
274	Slow down the new housing... Too much going on and not enough infrastructure to support it.
275	Neglect of streets and sidewalks in and approaching Harbor Grove Estates
276	Streets, more amenities
277	Too much growth
278	Living here only 2 years, Hickory Creek is a nice area and many conveniences. Neat and friendly businesses.
279	Become beautiful
280	Astound broadband installation has been good

281	Individual change
282	economy is change
283	The park has become better
284	The streets have become more spacious.
285	Silly as it may seem I don't see as much wildlife mainly the deer as I was seeing 2 years ago. I love nature and seeing the wildlife roaming freely
286	Positive
287	Too much housing development has equated to loss of old growth trees and loss of habitat for the local wildlife.
288	More homes being built on the west side. Becoming concerned about the traffic on Turbeville with pending residential and hotel construction.
289	Shrinking country atmosphere

Q6 What do you think is missing from Hickory Creek today?

#	Responses
1	Nice breakfast restaurants (we love breakfast out); Need just a little more upscale restaurants with variety; Better shopping
2	Another grocery store- HEB or Kroger; more restaurants
3	Less street maintenance
4	Some safety management is missing
5	Fitness equipment
6	Total disregard for what is in the best interest of the city
7	Better drainage in alleys on the east side of the highway.
8	Prohibition of Air BNB rentals.
9	More humane services
10	Less advertising
11	Trails connecting the parks
12	HEB. Slow down building of homes.
13	Population and building management to keep Hickory Creek safe, with lower taxes from all the additional homes. AVOID HAVING CRIMINAL INFLUENCES THAT COME WITH APARTMENTS, LIKE WHAT IS HAPPENING IN CORINTH.
14	Proper timing
15	Lack of parking space
16	Traffic speed and Commercial vehicle travel enforcement on town roads (not just I-35). Our Children, wildlife and roads are at risk.
17	There are few tourist attractions
18	Community center with gym and pool.
19	No more activity
20	more good school
21	more supermarket
22	It's a little less fun
23	not have
24	A considerable number of social elites overuse their talents
25	A care for natural preservation and empathy for long time residents. You do the opposite of what we ask of you. We tell you what we want yet you do the opposite. You are cutting down a lot of trees to be a place that titles itself tree city. it's so obvious that you are going to do what you want to my neighborhood. You do it first then apologize later. It's so obvious that it's not run by the citizens but by career slum lords. I used to be proud to live here. Not anymore!!!
26	High quality walkable, bikeable, retail (built around walkability, not a car and parking lots) Trails (Natural but maintained) Bike lanes
27	gdhh
28	Overall development
29	Develop a better model.
30	Heritage Property benefits
31	More city events.

- 32 Less a quiet more than a bit of the hustle and bustle of the city
- 33 Rec center, sidewalks on city roads for safe family recreation, bike path connect to rail trail safely, would love swim beach/amphitheater or giant playground like little elm-nature preserve area like LLELA
- 34 More community events
- 35 An area with restaurants, shops & space for families to congregate (Think like the Denton square).
- 36 I still feel a little less popular
- 37 There are fewer and fewer children
- 38 Community involvement is lacking
- 39 School teaching
- 40 The lack of more advanced forms of entertainment
- 41 juvenile delinquency
- 42 Restaurants with live music (asses 3 at tuberville!). Missing yogurt or ice cream shops. Restaurant at a cove. Need more housing
- 43 The wage level is too low
- 44 more good school
- 45 Hickory Creek today has fewer cultural traditions
- 46 Less construction
- 47 I would love to see a restaurant or something similar on the Eastside not sure where it could be but we end up going to Lake Dallas for a quick bite, I know we have Elm Fork and those restaurants and they are wonderful, but there in the opposite side of the Highway.
- 48 Lacking of minorities joining the activities
- 49 Commercial Development to broaden the tax base
- 50 Nature walking trails
- 51 There's less protection
- 52 There are fewer young people
- 53 Pay attention to environmental protection
- 54 restaurant for mid-level eating choices
- 55 clean up bad home repair. Make the people on the EAST side feel like we are part of HC
- 56 It's lack of good schools and education.
- 57 Restaurant options
- 58 A lot of food is missing.
- 59 Basic sports and fitness equipment
- 60 Lack of investment personnel
- 61 Less popular
- 62 very good
- 63 Really miss having a local movie theater and would nice to have some of the better quality food chains like : In and out, torchy' s , Jersey Mikes, Fuzzy's Taco , etc.
- 64 Fitness equipment for the elderly
- 65 A library
- 66 Garbage recovery
- 67 RETAIL AND RESTAURANT OPTIONS!!!!!!
- 68 Recreational opportunities is missing in Hickory Creek. Also, handicap assessible side walks in the established neighborhoods are missing. The older neighborhoods are neglected.

69	trees
70	Intersection roundabouts. Improved transit.
71	Hard to say as we've only lived in community for about 1.5 years.
72	food
73	Tourist attractions
74	HEB & better restaurants
75	Better/different retail options
76	Defects in industrial development
77	The interaction of residents
78	People tend to be a little xenophobic
79	car
80	A strong sense of direction on what is best for our community. Independent thinkers on our council.
81	Lack of inclusiveness
82	True transparency from town leadership, Smart growth, public engagement, developer oversight to stop SWPPP and TXDEQ violations
83	Not enough people willing to run for Mayor or council.
84	We are missing a gym such as 24 hour fitness or fitness connection or planet fitness. This is very important for us to stay in shape and healthy
85	Dog park, UPS store
86	More options for education in public schools (need funding for science for example) and a community activity center where we can take the kids swimming and exercising... We need to drive far to access a gym to play sports.
87	- Replacement of trees being torn down for development - community first town council members— making decisions as if you lived here or across the street from places like the Olana. Not just making decisions to line pocket books.
88	1. A community recreation center (gym, basketball courts, tennis, etc.) is missing...but I honestly don't think Hickory Creek is big enough to sustain it. Just wishful thinking. 2.
89	1. A really good seafood restaurant 2. Place for teens to gather and have a supervised place to hang out 3. More holiday engagement for major holidays
90	A "main" street atmosphere
91	A better education system and options.
92	A boardwalk and more usage of the waterfront property for families, meaning improved outdoor spaces that have city managed playgrounds, better kept trails, and possibly a city run water sports (non-motorized) rental location.
93	A clear plan for preserving open/park space as well as a plan for technology
94	a downtown area, more walking trails
95	A library
96	A Library. We should Support Lake Dallas Library until we can provide one for ourselves.
97	A lot less human
98	A nice community are by the lake like Little Elm has. A nice park for kids if all ages .
99	A recreation center where kids and adults can go. I do not believe one exists in the Lake Cities
100	A transparent city council that has the people and community as their priority.
101	Affordable housing
102	All services are done perfectly.

103	an ice cream shop :)
104	Ballfields, recreation center
105	Better access of trails for dayhiking (perhaps connect walking trail access to adjacent parks where applicable). Add another staff member for animal control.
106	Better environment
107	Better parts on the lake.
108	Better quality restaurants and a shopping area. We go to Highland Village due to the lack of options here.
109	Better road infrastructure
110	Bike and walking trails, recreation (e.g. - public pickleball courts, etc.)
111	Bike paths, pickleball courts, a community park.
112	Bike trails
113	Biking paths on public roads.
114	Braum's store
115	Can do better
116	Can't think of anything
117	Children's entertainment place
118	City should assigns community litter and environment action network (as Frisco does) to keep city clean. Hold frequent community volunteer cleanings. Install large trash bins on four way stops and lights near highways.
119	Civic Center or recreation center in the lake cities area.
120	Clean parks
121	Cleaner storefronts, curbing on roadways, police presence as it once had when I moved here, business and commerce,
122	Code Enforcement!!!
123	Commercial development
124	Community
125	Community Center
126	Community center for activities
127	Community culture
128	Community workout center with swimming pool
129	Community.
130	Continual growth and attraction of additional businesses.
131	Cultural entertainment
132	Cultural entertainment
133	Cultural entertainment
134	Diner and Deli
135	Dog parks and more shopping boutiques. Would be great to have an outdoor shopping complex similar to Southlake Town Center.
136	Doing much better with restaurants and retail. Keep up the good work. I've the sidewalk additions!
137	Entertainment
138	Entertainment and community feel, we lack festivals and and missed opportunities to live the lake life.
139	environmental protection

140	excellent
141	excellent
142	Festivals, better quality dinning and entertainment
143	Fish City Grill restaurant.....we have Mexican, Italian, American...we need fish!!!
144	Fitness equipment
145	Good internet, better sewer
146	good roads, availability of good drinking water,
147	Green space, community space, trail system, restaurants
148	HEB Grocery Store
149	Hickory Creek doesn't need it's own school district, but LDISD should be renamed Lake Cities ISD. It would be more representative of the communities it is comprised of.
150	Higher end restaurants
151	Hiking/biking trails, independent retail
152	I am satisfied so far.
153	I can't think of anything. I enjoy our small town
154	I don't think there's anything bad about hickory creek right now
155	I hope more people get involved
156	I think is missing more fitness options. There are not enough gyms/classes around here. Trails are hard to get, there is no bike trail around the neighborhoods.
157	I think nothing is missing. I just feel this cozy countryside city environment keeps its safety.
158	I think that Hickory Creek is missing more public parks and recreational areas. It would be great to have more green spaces where people can relax and enjoy outdoor activities. Additionally, more public transportation options, such as buses, trains, and bike lanes, would help to reduce congestion and make it easier for people to get around without relying on cars. Finally, more affordable housing options would help to make Hickory Creek more accessible to individuals and families with lower incomes.
159	I think we could try to improve the parks. We have such an amazing opportunity being a town that has lake access. And our parks aren't very impressive. Maybe add some more picnic tables. The Harbor Lane park is one of our favorites but there is only one table out on the peninsula, and there is so much open space to be utilized. You could also add fire pit areas out at harbor lane because there aren't trees above that peninsula. Also, the bird houses are falling apart at the parks.
160	I would like to see more bike trails
161	I would love to see more events for residents, especially for families with kids and teens.
162	I'd love to see more unique restaurants and cleaner shopping centers, more outdoor/patio dining, development of green spaces
163	Improve drainage after heavy rain
164	Interaction of residents
165	It is good enough.
166	Lack of alternative modes of transportation
167	Lack of better management
168	Lack of cultural tourism
169	Lack of cultural tourism
170	Lack of education
171	Lack of more cultural sense.

172	Lack of new public facilities. Lack of recreational activities
173	Lack of sustainable technology
174	Larger estate lot neighborhoods
175	Less alternative transportation
176	Less alternative transportation
177	Less alternative transportation
178	Live music, a space with bars and restaraubrs and outdoor common area, anything kid or dog friendly
179	Lower taxes, a police force that's not revenue focused and a slower growth plan
180	Mainstream fiber internet from a reputable company. Not a company who the whole state of Texas hates who tore up our front yards and we had to fight to have them clean it up.
181	Manage the overflow market
182	Managed development
183	Modern recreational facilities
184	money
185	money
186	More a community. Shops, restaurants, trails, parks, etc. like highland village or flower mound. Also a big improvement in schools
187	More community events
188	More community events (holidays, parades, festivals, etc), promote animal adoptions from the local shelter, and code enforcement of street parking.
189	More concern by the Town Council for conservaing our natural environment. Less consern for getting money by developing commercially.
190	More dining or entertainment options
191	More family events
192	More food options for families to enjoy.
193	More good options are needed
194	More green space trails.
195	More high-tech stuff
196	More lighting in neighborhoods More areas to walk pets
197	More men and women in our police force and support staff.
198	More park land is always nice. Improvement in school ratings is great for property values. Fewer apartment, complexes would be better.
199	More parks.
200	More play parks to take kids. More variety in restaurants, including fast food. Raising Cane's, Taco Cabana, maybe a steak house.
201	More playgrounds for kids and higher quality
202	More public transportation, more community events and more development on the East side
203	More recreational facilities and programs for youth.
204	More restaurants & shopping options
205	More restaurants and fast food variety is always welcome as well as additional retail. At the same time keeping a specific amount of green space in the plan to keep Hickory Creek the lake town that it currently is.
206	More restaurants/retail shopping, better parks/playgrounds for children
207	More retail and especially restaurants

208	More support for the Animal Shelter.
209	More upscale restaurants, preservation of open lan
210	More walking paths that connect the parks along the lake or to the lake, for example on Point Vista road to the lake.
211	more young people
212	Need to upgrade roads to keep ahead of housing growth. Corinth did not do this and had several years of bad traffic especially on Swisher.
213	No attention to east side of I-35.
214	No feeling missing what
215	No water
216	Not a commercial construction dealership. Local shops or chains that bring value to small towns like restaurants or local theater
217	Not a whole lot of things to do.
218	Not much. It's a fantastic town to live in.
219	Nothing. We are satisfied
220	Park recreation opportunities
221	Parks, trails and rec areas
222	Personally, I feel that there is no shortage.
223	Police Citizens Academy
224	Promoting ecological progress and sustainable development
225	property
226	Property Taxes are unbelievably high. Water is double the price of neighboring towns. We are a fast food town with 2 quality restaurants. No one wants to move here because we have no community pool or senior activity center.
227	Psychiatric consulting
228	Quality restaurants and entertainment
229	Recreation center
230	Recreation options
231	Recreational center
232	recreational opportunities that capitalize on the Corps property, lake, and what remaining open space that is left
233	Reliable internet options. Spectrum is terrible. We get 3-4 outages a day and Spectrum hasn't fixed it or identified our problem. I know there is a fiber ring going in, but the website doesn't seem to be updated. I know Pavlov has already installed conduit in front of my home, but the map just shows permitted.
234	Reputable businesses. Hickory creek needs to be a destination.
235	Rest areas need to be improved
236	Restaurant choices, better fast food choices, In and Out Burger, Culver's Burger, Mooya, Rosa's Mexican, HEB grocery store, Market Street
237	Restaurant options
238	Restaurants
239	Restaurants and retail. Walking trails are lacking. Community pool/gyms. Community parks/ play areas
240	Retail shopping options
241	Retail shopping options

242	Safe speed limits in neighborhoods. I really do not see a push for additional retail/restaurants to contribute to the tax base. This close to the interstate, have an area zoned for light industrial and pursue companys.
243	Seem to be losing sense of community.
244	Sense of community, affordable water & sewage
245	Sense of community, better retail options
246	Shopping
247	Shopping and retail.
248	Side walks. Walking/biking trails. Shopping
249	Sidewalks
250	sidewalks (from Omaha to Strait on Harbor)
251	Small town atmosphere
252	small town feel -
253	Soccer / baseball fields
254	Speed enforcement through neighborhoods
255	Splash pad
256	Sport Recreational Facilities
257	Sustainable development equipment
258	Sustainable technology
259	Sustainable technology and equipment
260	Target/Whole Foods
261	The park with the Lewisville lake I miss the barbecue days and fishing
262	The price can be lower
263	The town has a lack of restaurant choices.
264	There is no enough education sponsorship from the government
265	There's nothing missing.
266	Timely notification system for things that affect our city, ie email or text that citizens can sign up for. Senior location and activities.
267	Town center.
268	Transparency ... reminders to citizens about issues being discussed at council meetings and providing the minutes. Perhaps this is now available but haven't found it.
269	underground electrical lines
270	very good
271	Walking trails
272	Wanted restaurants, shopping, an activity center for all ages.
273	We don't know that yet
274	We need another internet service provider. Frontier served us wonderfully for ~20 years in Flower Mound but when we came here we had one real choice, Spectrum. Now another provider has come in but they don't have the breadth and depth of experience that Frontier has. I'd also like to understand why CoServ which is basically across the highway from us, so to speak, is not a service option for our community. We live in Shadow Creek Estates and it might have been more economical to purchase power and gas from Coserv. I can't confirm this because I didn't have the choice. Finally, the water charges from Lake Cities are way too high. We need to find a way to cut the costs of water and sewage.

275 We need beautification of the median all down Swisher from I35E west. It's ugly and always dirty on Swisher. Travel 2499 South from Swisher towards Highland Village and it's beautiful. We have no welcome to Hickory Creek signage anywhere in town. The old one by McDonald's is terrible.

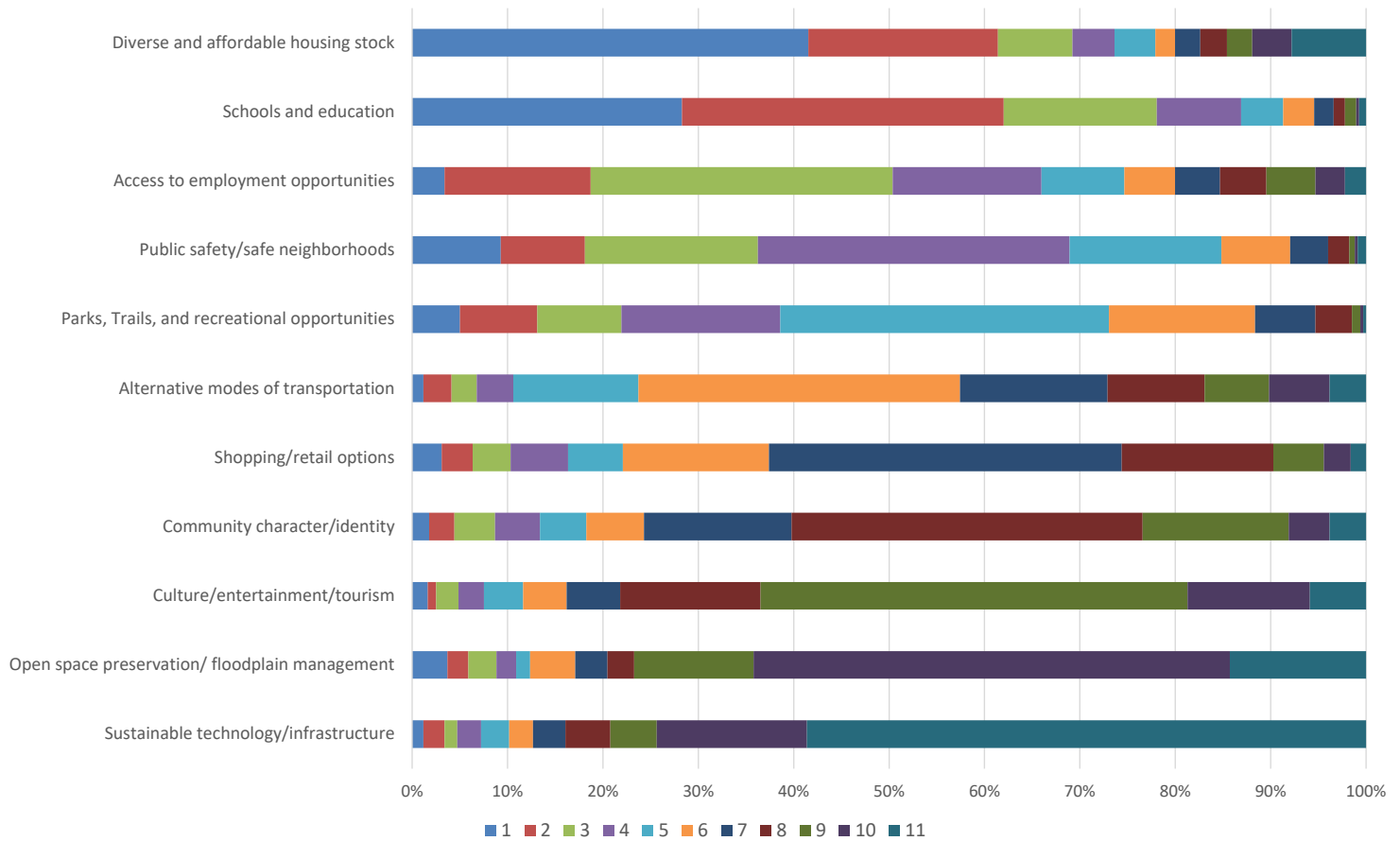
276 We need bike lanes and more well maintained trails for hiking.

277 We need sidewalks throughout our neighborhoods to allow safe walking conditions, and we need public recreation options beyond the lake parks, like basketball and tennis courts.

278 Would like to see more sidewalks, make sure parks are not overrun by people that do no take care of them

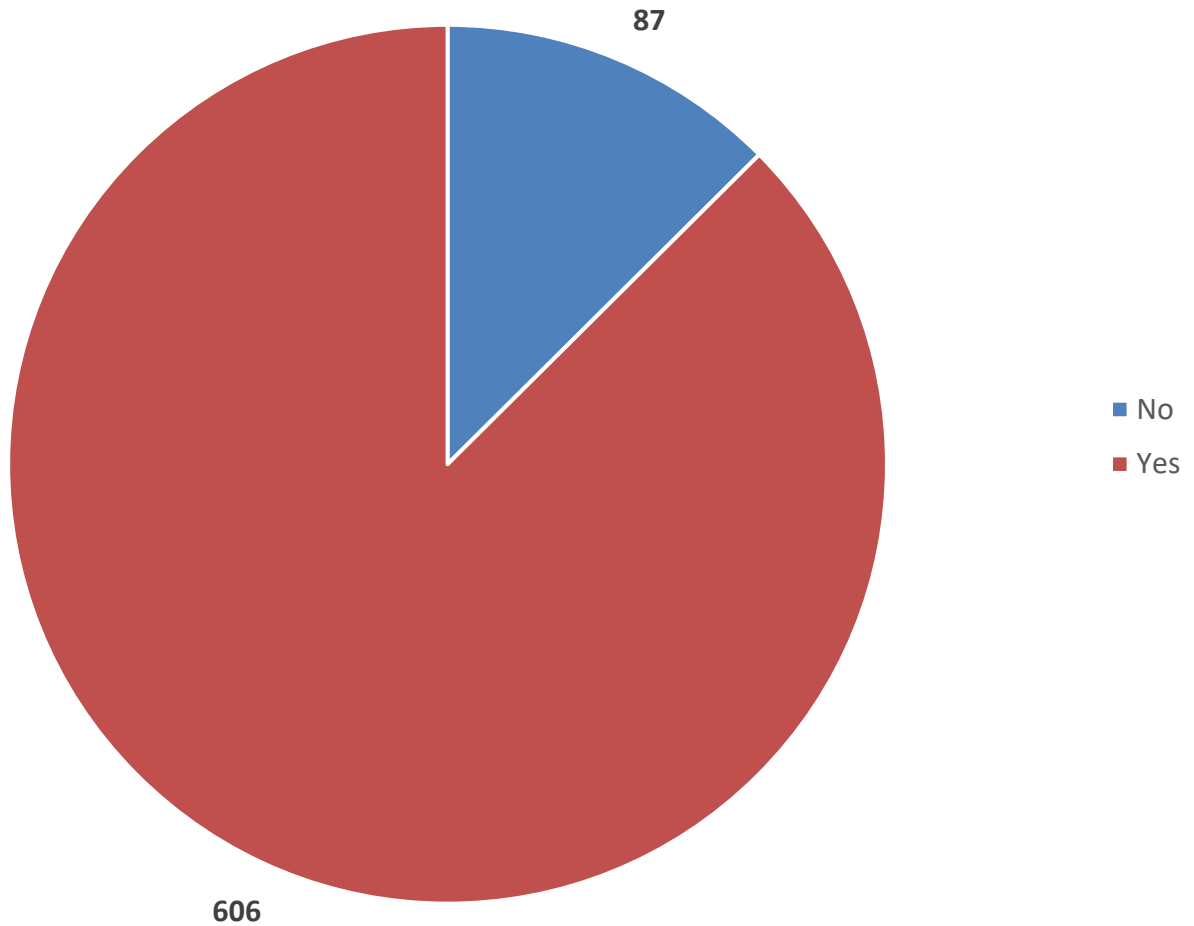
279 would like to see more trails, utilize the wooded areas around the lake

Q7 Please rank the “quality of life” factors that need to be addressed to support the future needs of Hickory Creek, 1 being most important and 11 being least important.



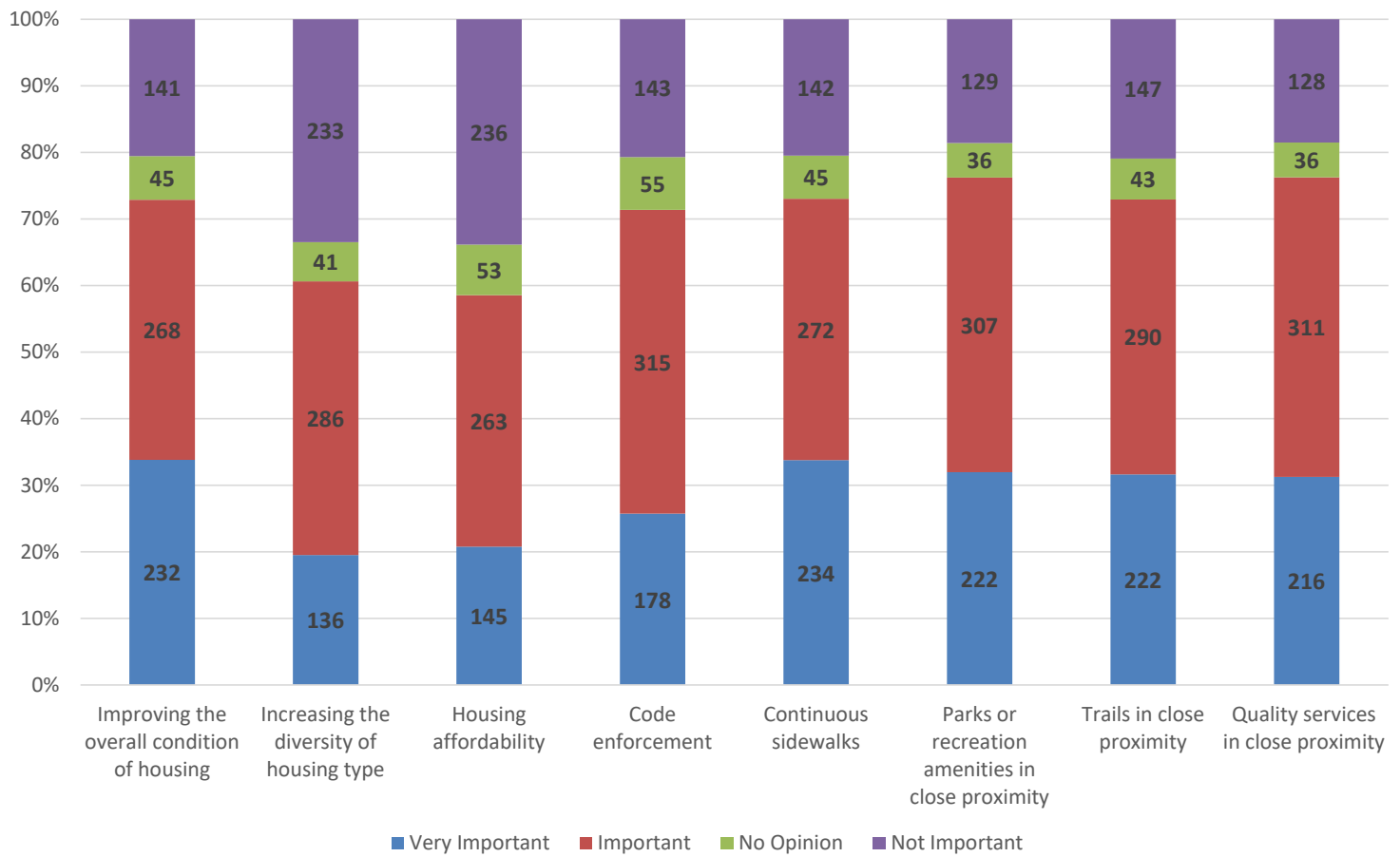
Answer Choices	Responses										
	Sustainable technology/ infrastructure	Open space preservation/ floodplain management	Culture/ entertainment/ tourism	Community character/ identity	Shopping/ retail options	Alternative modes of transportation	Parks, Trails, and recreational opportunities	Public safety/safe neighborhoods	Access to employment opportunities	Schools and education	Diverse and affordable housing stock
1	8	25	11	12	21	8	34	63	23	192	282
2	15	15	6	18	22	20	55	60	104	229	135
3	9	20	16	29	27	18	60	123	215	109	53
4	17	14	18	32	41	26	113	222	106	60	30
5	20	10	28	33	39	89	234	108	59	30	29
6	17	32	31	41	104	229	104	49	36	22	14
7	23	23	38	105	251	105	43	27	32	14	18
8	32	19	100	250	108	69	26	15	33	8	19
9	33	85	304	104	36	46	6	4	35	8	18
10	107	339	87	29	19	43	2	2	21	2	28
11	398	97	40	26	11	26	2	6	15	5	53
Answered											679
Skipped											160

Q8 In general, do you feel there is enough housing choice (i.e., a variety of market housing options) currently available for Hickory Creek citizens?



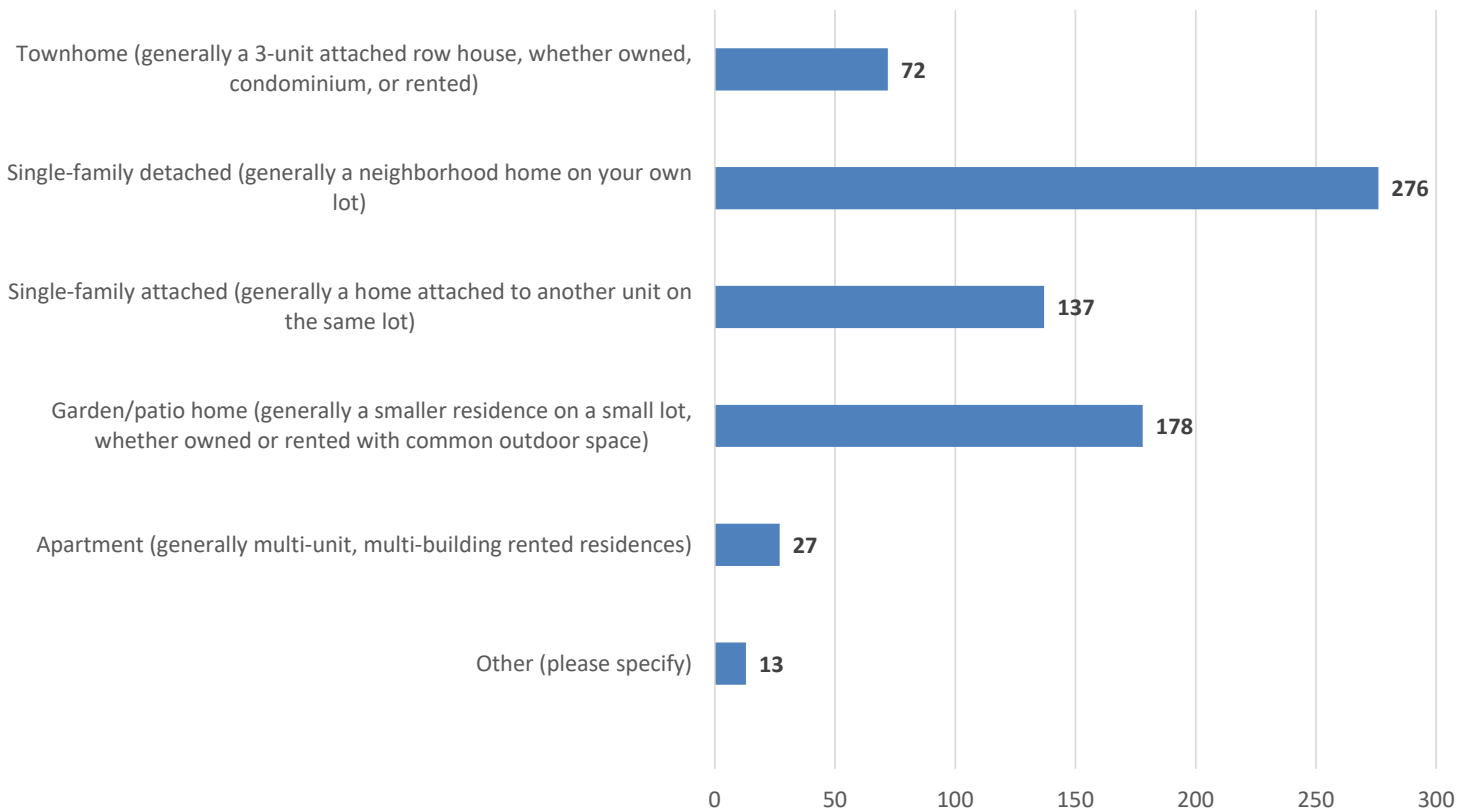
Answer Choices	Responses
Yes	606
No	87
Answered	693
Skipped	146

Q9 How important are the following neighborhood issues to you?



Answer Choices	Responses							
	Improving the overall condition of housing	Increasing the diversity of housing type	Housing affordability	Code enforcement	Continuous sidewalks	Parks or recreation amenities in close proximity	Trails in close proximity	Quality services in close proximity
Very Important	232	136	145	178	234	222	222	216
Important	268	286	263	315	272	307	290	311
No Opinion	45	41	53	55	45	36	43	36
Not Important	141	233	236	143	142	129	147	128
Answered								701
Skipped								138

Q10 If you were to relocate from your current place of residence, what type of housing would you be most interested in?

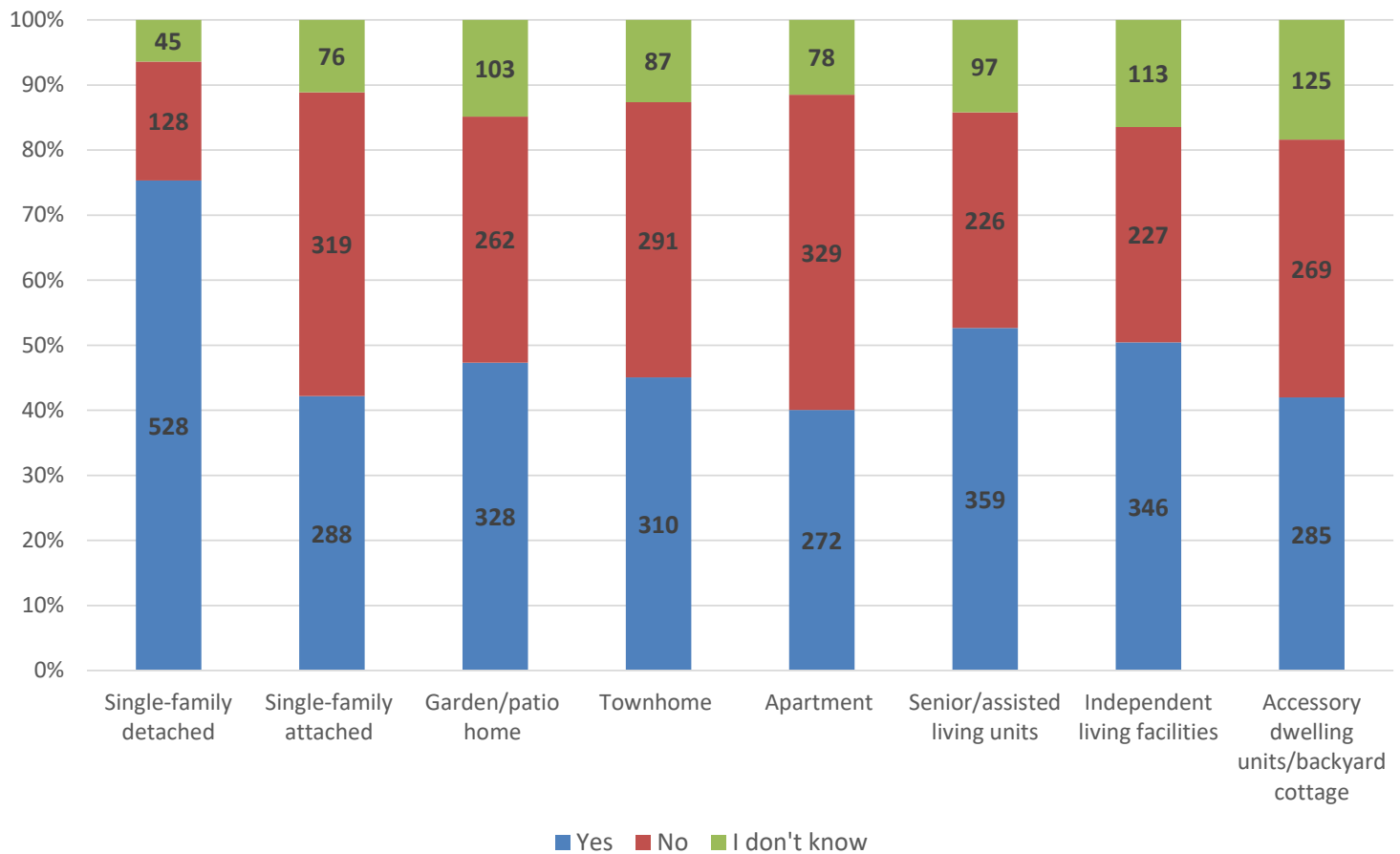


Answer Choices	Responses
Townhome (generally a 3-unit attached row house, whether owned, condominium, or rented)	72
Single-family detached (generally a neighborhood home on your own lot)	276
Single-family attached (generally a home attached to another unit on the same lot)	137
Garden/patio home (generally a smaller residence on a small lot, whether owned or rented with common outdoor space)	178
Apartment (generally multi-unit, multi-building rented residences)	27
Other (please specify)	13
Answered	703
Skipped	136

**Q10 If you were to relocate from your current place of residence, what type of housing would you be most interested in?
(Other)**

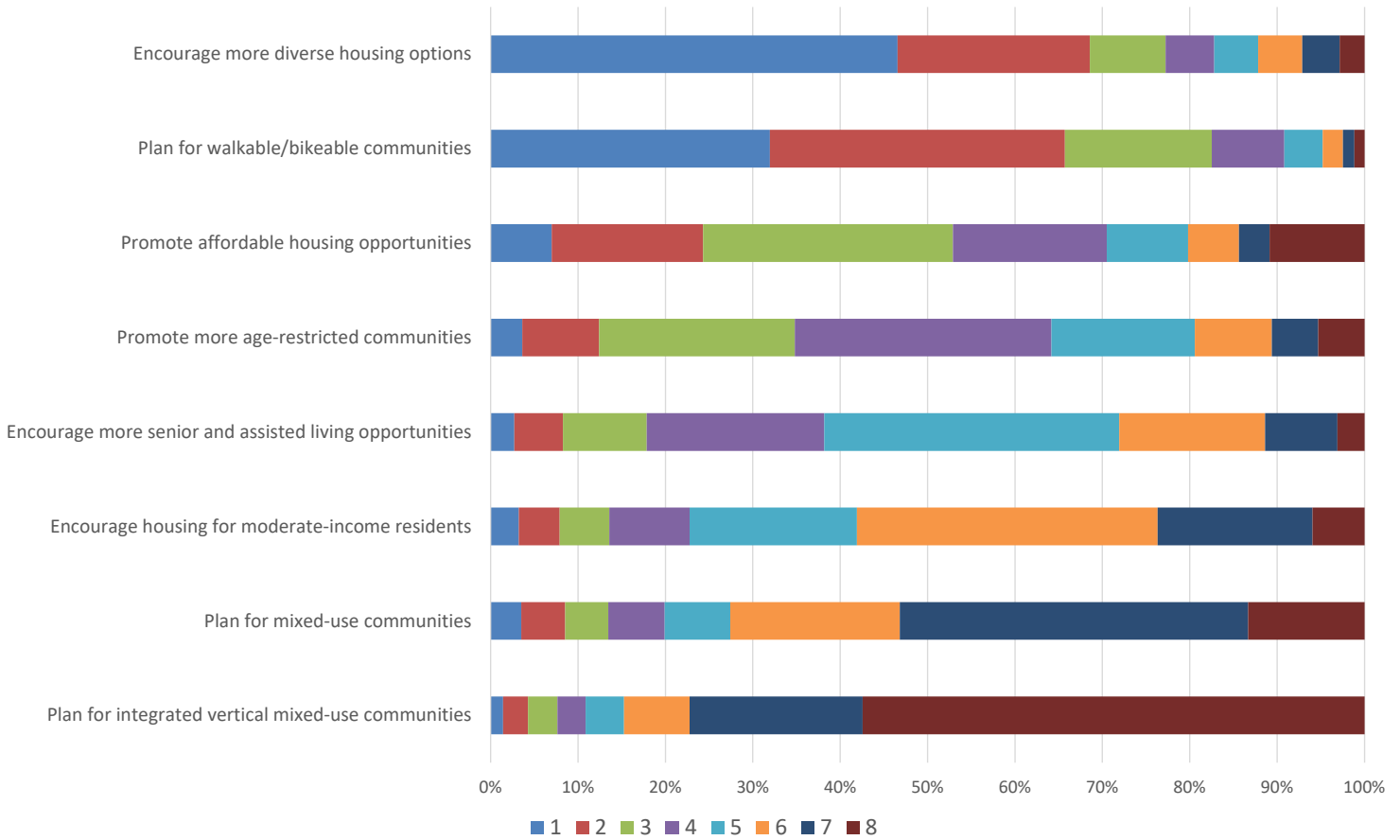
#	Responses
1	A residence outside a declining Hickory Creek
2	Assisted living
3	Beach House
4	Home on land
5	Homestead on a piece of land
6	large lot (1+ acre)
7	No city like dwelling of any kind!!! I am beginning to really despise this place
8	On the ocean
9	Open land with zero noise from construction
10	Single family, 0.5 acre lot minimum
11	Single-family detached (generally a neighborhood home on your own LARGER lot)
12	Single-family home on acreage
13	Small ranchette property 3 to 4 acres

Q11 Would you encourage or discourage the following residential development types in Hickory Creek over the next 20+ years?



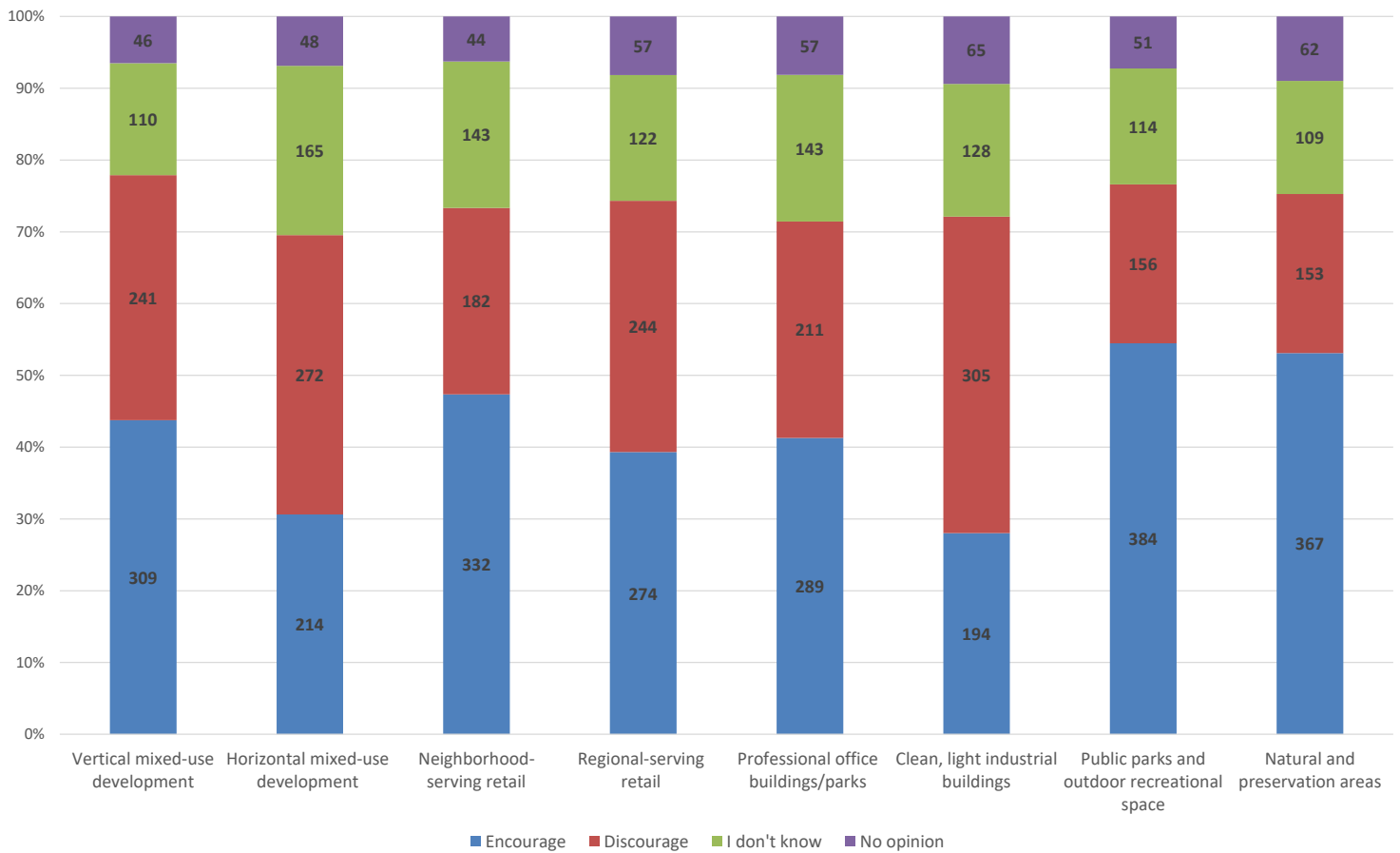
Answer Choices	Responses							
	Single family detached	Single family attached	Garden/patio home	Townhome	Apartment	Senior/assisted living units	Independent living facilities	Accessory dwelling units/backyard cottage
Yes	528	288	328	310	272	359	346	285
No	128	319	262	291	329	226	227	269
I don't know	45	76	103	87	78	97	113	125
Answered								701
Skipped								138

Q12 Rank the following priorities you think the Town of Hickory Creek should have related to overall housing policy, with 1 being most important and 8 being least important.



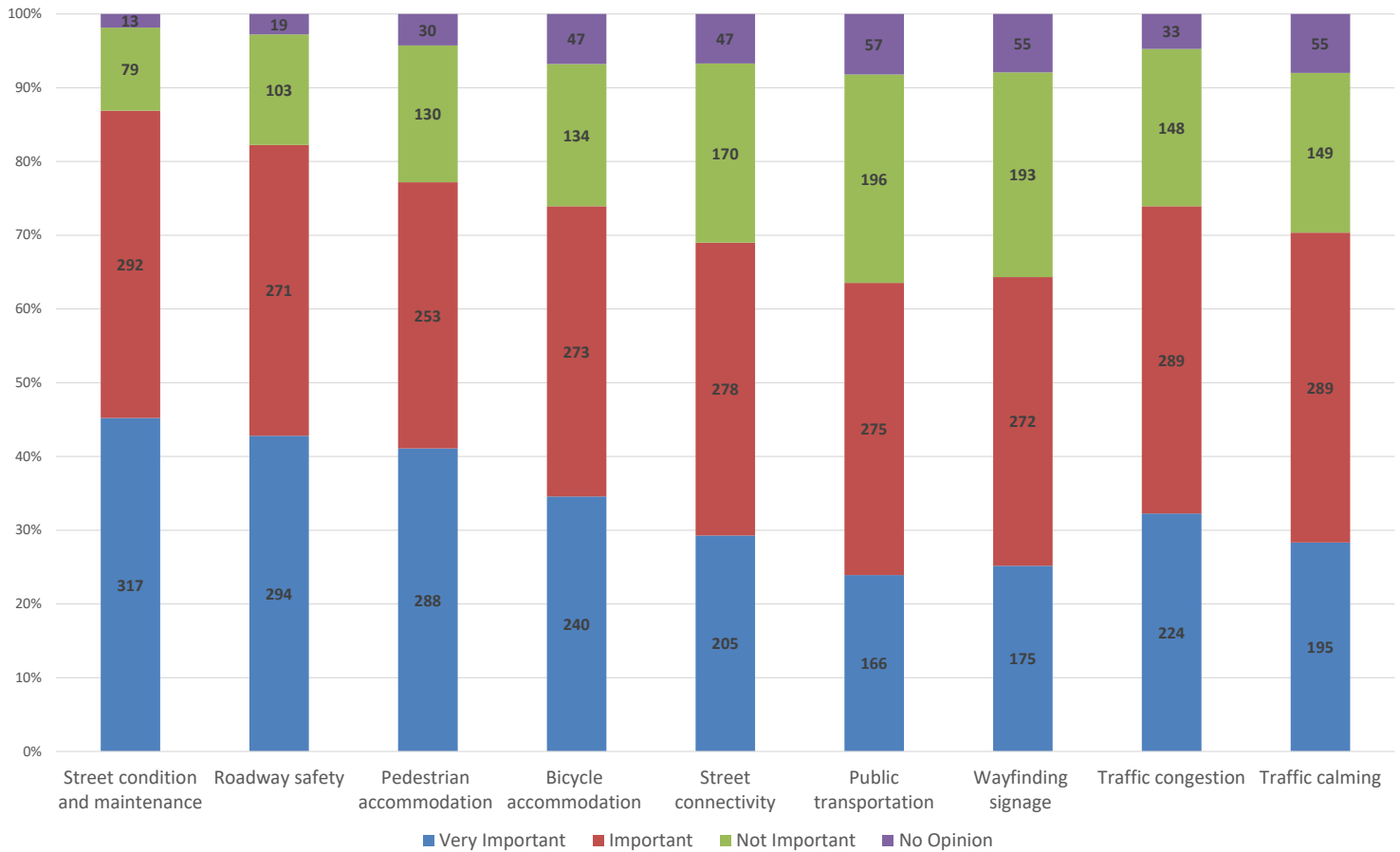
Answer Choices		Responses						
	Plan for integrated vertical mixed-use communities	Plan for mixed-use communities	Encourage housing for moderate-income residents	Encourage more senior and assisted living opportunities	Promote more age-restricted communities	Promote affordable housing opportunities	Plan for walkable/bikeable communities	Encourage more diverse housing options
1	11	27	25	21	28	54	247	360
2	22	39	36	43	68	134	261	170
3	26	38	44	74	173	221	130	67
4	25	50	71	157	227	136	64	43
5	34	58	148	261	127	72	34	39
6	58	150	266	129	68	45	18	39
7	153	308	137	64	41	27	10	33
8	444	103	46	24	41	84	9	22
							Answered	773
							Skipped	66

Q13 Would you encourage or discourage the following non-residential development types in Hickory Creek over the next 20+ years?



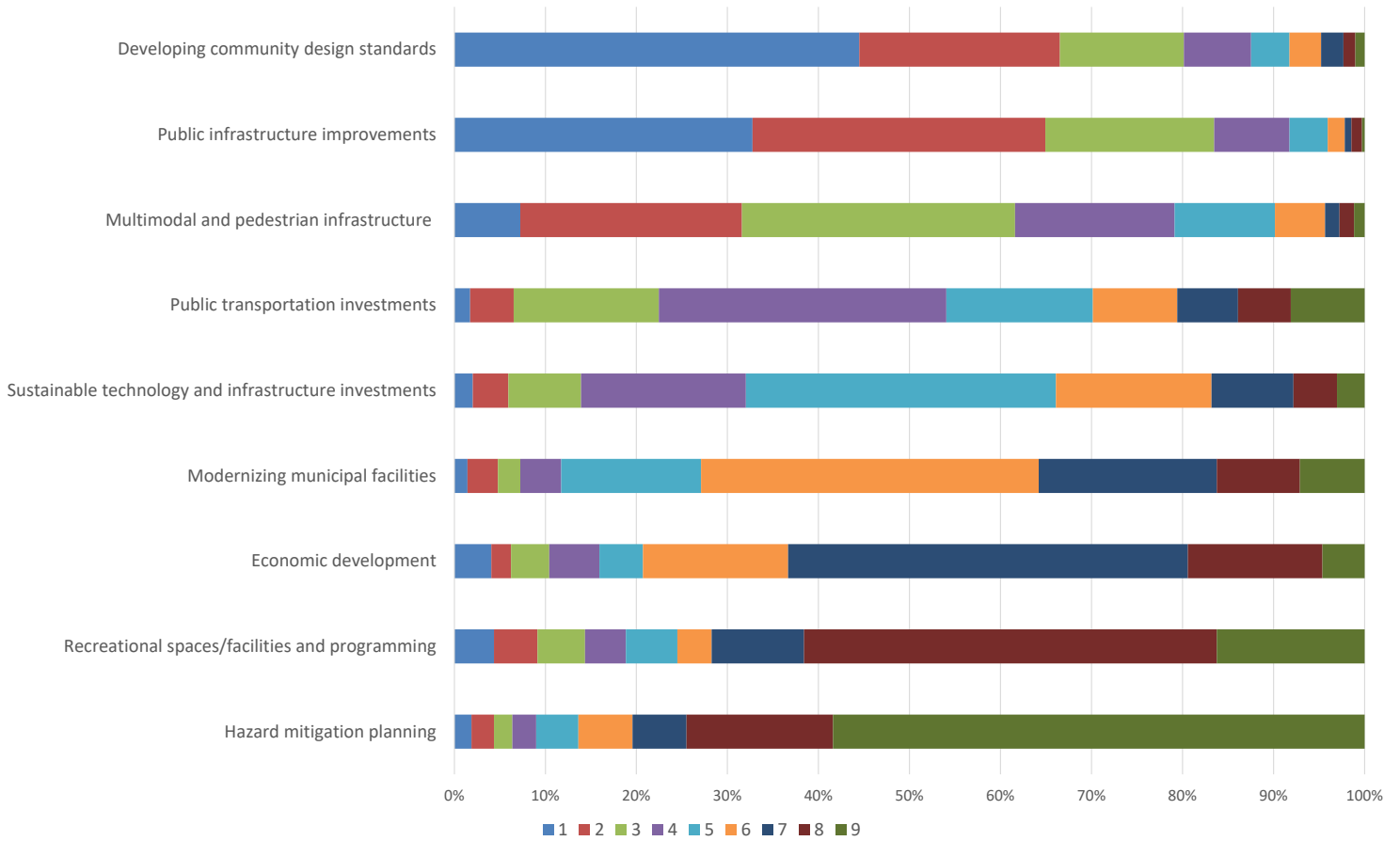
Answer Choices	Responses							
	Vertical mixed-use development	Horizontal mixed-use development	Neighborhood-serving retail	Regional-serving retail	Professional office buildings/parks	Clean, light industrial buildings	Public parks and outdoor recreational space	Natural and preservation areas
Encourage	309	214	332	274	289	194	384	367
Discourage	241	272	182	244	211	305	156	153
I don't know	110	165	143	122	143	128	114	109
No opinion	46	48	44	57	57	65	51	62
Answered								706
Skipped								113

Q14 How important is it for the Town of Hickory Creek to address the following transportation issues in the next five years?



Answer Choices	Responses								
	Street condition and maintenance	Roadway safety	Pedestrian accommodation	Bicycle accommodation	Street connectivity	Public transportation	Wayfinding signage	Traffic congestion	Traffic calming
Very Important	317	294	288	240	205	166	175	224	195
Important	292	271	253	273	278	275	272	289	289
Not Important	79	103	130	134	170	196	193	148	149
No Opinion	13	19	30	47	47	57	55	33	55
Answered									701
Skipped									138

Q15 Rank the following topics that you would be in favor of directing more sales tax revenue to in the future, 1 being most important and 9 being least important.



Answer Choices		Responses							
	Hazard mitigation planning	Recreational spaces/facilities and programming	Economic development	Modernizing municipal facilities	Sustainable technology and infrastructure investments	Public transportation investments	Multimodal and pedestrian infrastructure	Public infrastructure improvements	Developing community design standards
1	13	30	28	10	14	12	50	226	307
2	17	33	15	23	27	33	168	222	152
3	14	36	29	17	55	110	207	128	94
4	18	31	38	31	125	218	121	57	51
5	32	39	33	106	235	111	76	29	29
6	41	26	110	256	118	64	38	13	24
7	41	70	303	135	62	46	11	5	17
8	111	313	102	63	33	40	11	8	9
9	403	112	32	49	21	56	8	2	7
Answered									690
Skipped									149

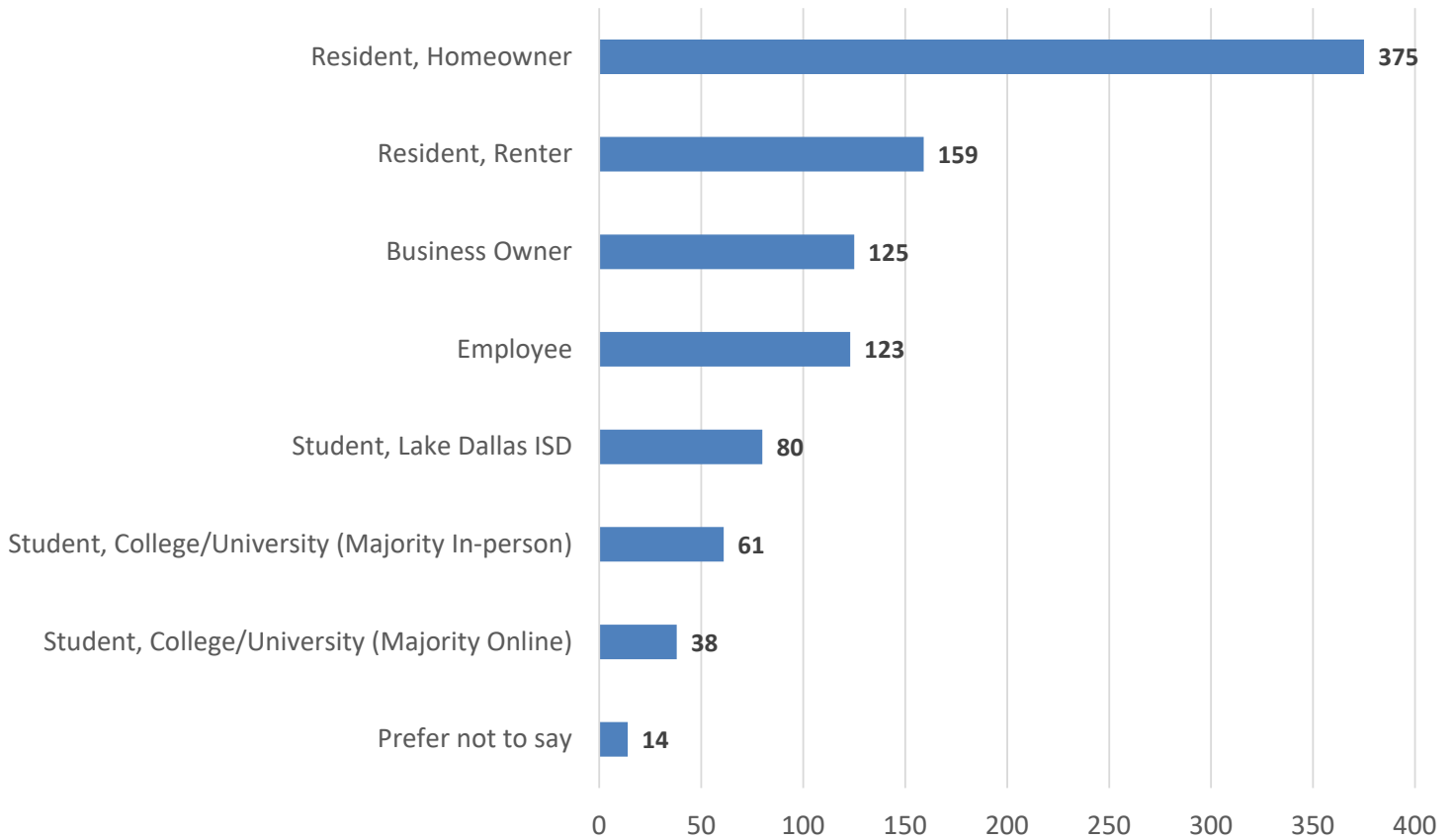
Q16 Please share any additional thoughts (if any) that you may have on what should be considered in the Town's upcoming planning efforts?

#	Responses
1	A small library since there is on again/off again talk of closing LD library. Or maybe 4 townships support one library. I don't use the library but many with children must, plus seniors might use a library more.
2	Add and improve areas for cycling, walking etc.
3	Add some access for the blind
4	Add some disaster mitigation plans
5	Add some infrastructure
6	All questions where you have up and down arrows are impossible to answer
7	Alleyways paved over, not replaced causing flooding in driveways and backyards. Web site update to make looking up codes easier.
8	Ban Air BNB rentals.
9	Better urban planning
10	Big investment in public transport and public facilities
11	Bike and walking trails connecting the parks.. Stop cutting down all the trees..
12	Build a YMCA. Denton county has the one in Flower Mound, but it is outdated.
13	Commit to building and expanding more infrastructure, roads, widths of lanes, controls technology, signage BEFORE approving any more building of housing and AVOID APARTMENTS, TOWNHOMES, CONDOS OR ANY MULTIFAMILY CLUSTERS THAT BRINGF CRIMINAL ELEMENTS. Ask Chief Dunn if Chief Garner in Corinth is happy with the crime in their apartment complex. Corinth is outmanned for their problems, and they need the additional resources of Lake Dallas to manage safety.
14	Conducive environment
15	Consider environmentally friendly architectural design
16	Continue to work with Lake Cities Community to incorporate all items listed in this survey.
17	Convenient transportation
18	convenient transportation
19	Demo trailer park off Turbeville. It is an eye sore for the town. We also need more police officers.
20	Don't affect your living environment too much when building
21	Don't know
22	education
23	education
24	Employment of young people, health care of young children
25	engineer
26	Ensure reliable transportation system
27	fesrfwar
28	For once listen and execute what the people want for their neighborhoods. And that might be different for each an individual neighborhood. Let each neighborhood decide what they want in their neighborhood instead of just picking on certain neighborhoods and placing other neighborhoods classified as better. We are so tired of being the stepchild of this town.

29	Getting a good library
30	Green and sustainable development
31	Green plants and comfortable spaces are important.
32	Heritage Properties: Residential Properties that have maintained value or increased in value apart from market. Residences including lot size which have also been unchanged and a part of Hickory Creek for 20 years or more. These said Heritage Residence program applicants may decide to be a part of the program or not. The Heritage Residence Program member may receive benefits to maintain or improve flood and water drainage from, to or through lots. Utility upgrades according to most recent Town availability. Program Members will maintain property to agreed upon Heritage Property standards voted on by current residents owning Heritage Property candidates. Town will provide discount on property tax when the Heritage Residence Program member maintains value and condition of property equivalent or increased in market to historical record of property in comparison to current and historical markets. Haha just an idea in the making
33	Hickory Creek is a great place to live, quaint, small little town with big city rite across the lake. Not big city buildings and industry that takes away from that small town country feel.
34	I have not considered the planning work in the city for the time being. Sorry
35	I hope the convenience of travel meets your shopping needs
36	I t he ink development can be good if keeping in mind the natural lakeside landscape that we all moved here for,
37	I would stay away from public transportation. It tends to give the criminal element a way to get to locations.
38	I'm not sure if we have much space for it, but any recreational sports complexes would be nice to have for residents in Hickory Creek instead of having to go to Lake Dallas, Corinth, or Lewisville
39	Improve air quality and reduce environmental pollution
40	Improve the overall housing conditions
41	Increase community involvement in the comprehensive planning
42	Increase recreational facilities
43	Introduce more advanced entertainment programs to attract talent
44	leave sth out of consideration
45	Like small town feel. Let's grow to a larger town with charm. This means no more approving crane companies and clean up east side of I35
46	Maintain the infrastructure and strengthen the implementation of the plan
47	medical treatment
48	More assisted living assistance for the elderly
49	More development
50	More lighting on trails and roads on the east side, I feel HC forgets about us over there except when code enforcement is involved, for little things some houses are literally falling apart and don't get coded and us that keep our property looking good get popped for everything.
51	More public transportation provided to the residents
52	Most people moved to Hickory Creek because we liked it. I would suggest not doing anything to negatively change it, particularly high density housing which usually strains schools, increases traffic and and puts additional burdens on municipal services.
53	No more apartments in neighborhoods
54	Open area and Land preservation.

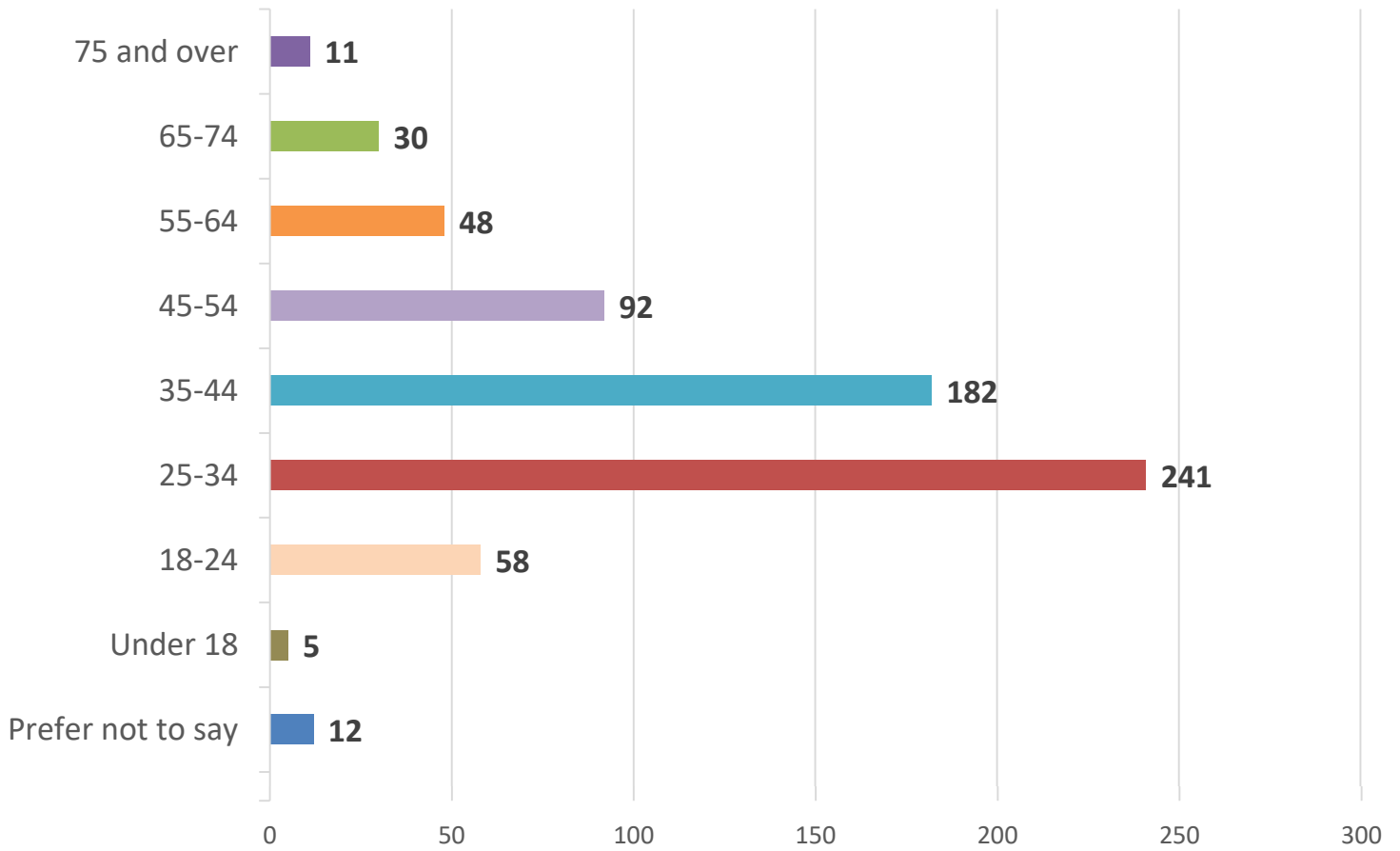
55	Plan the parking spaces in advance, because there are more and more cars now.
56	Please make it family and kid friendly. Safety first!
57	Public transport investment
58	RETAIL!! and not a "strip mall". A development like The Shops of Highland Village/Grandscape would be incredibly prosperous for the Hickory Creek and surrounding areas.
59	Revamp the older neighborhoods. Sidewalks are needed.
60	road construction
61	Roundabouts are a massive improvement to traffic congestion.
62	Runoff into Lake Lewisville. Addressing it in some meaningful way. Everything from lawn clippings to road debri end up in the lake. Monitoring parks for litter.
63	Safety measures need to be improved
64	sanitation
65	Stricter mandates on new business wanting to come to this city. Hours of operation, what can and can't be done to the property etc.
66	The construction of public facilities
67	the future is now, retail and recreation
68	The grasp of planning objectives and scale should be combined with reality
69	The housing can be more easily developed and designed
70	The important position of environmental factors in urban planning and design
71	The increase in trails
72	there is no..at the moment
73	This is one of the most irrelevant, confusing, surveys ever.
74	Urban environmental design should be based on urban environment
75	Use forward looking Green and sustainable design principles and practices, stop with the old, outdated principles and practices that detract from quality of life.
76	We have enough Shopping, Housing, People in HC. STOP all of the new neighborhoods.
77	We need a gym for the city
78	We need to preserve the land and stop developing more housing. Keep our town small and manageable.
79	Would love to find a way to invest more in our public schools, make sure there are sidewalks all the way to our schools (especially elementary) and creating a place where kids can play safely like an activity center.

Q17 What is your relationship to the Town? Select all that apply.



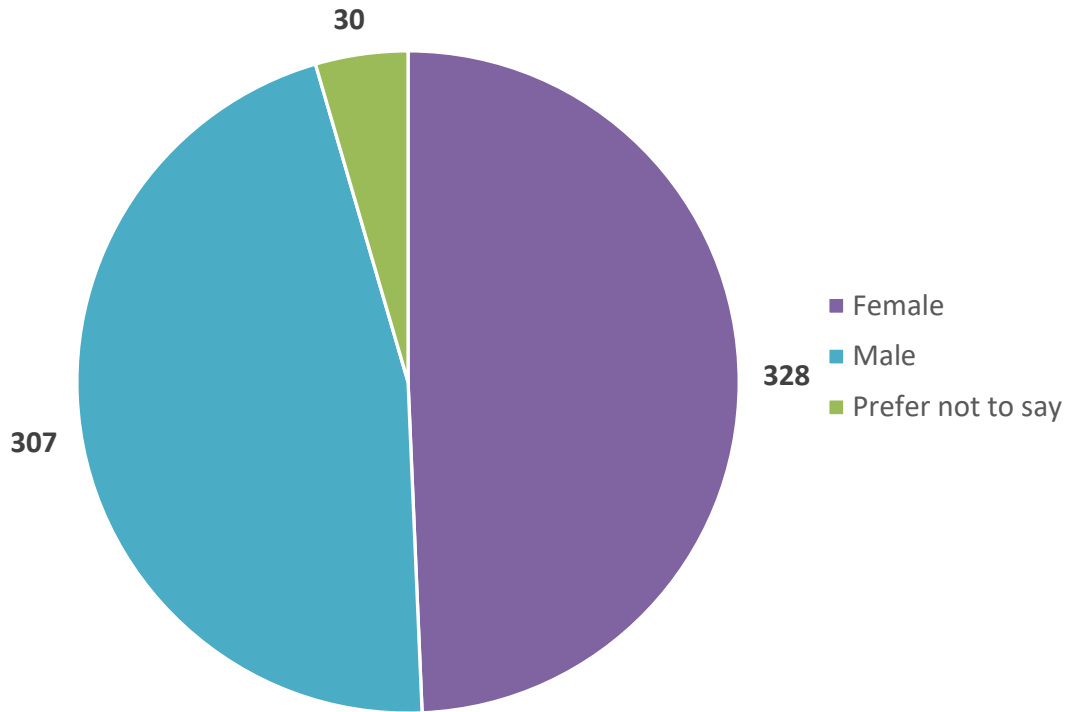
Answer Choices	Responses
Resident, Homeowner	375
Resident, Renter	159
Business Owner	125
Employee	123
Student, Lake Dallas ISD	80
Student, College/University (Majority In-person)	61
Student, College/University (Majority Online)	38
Prefer not to say	14
Answered	839
Skipped	0

Q18 What is your age?



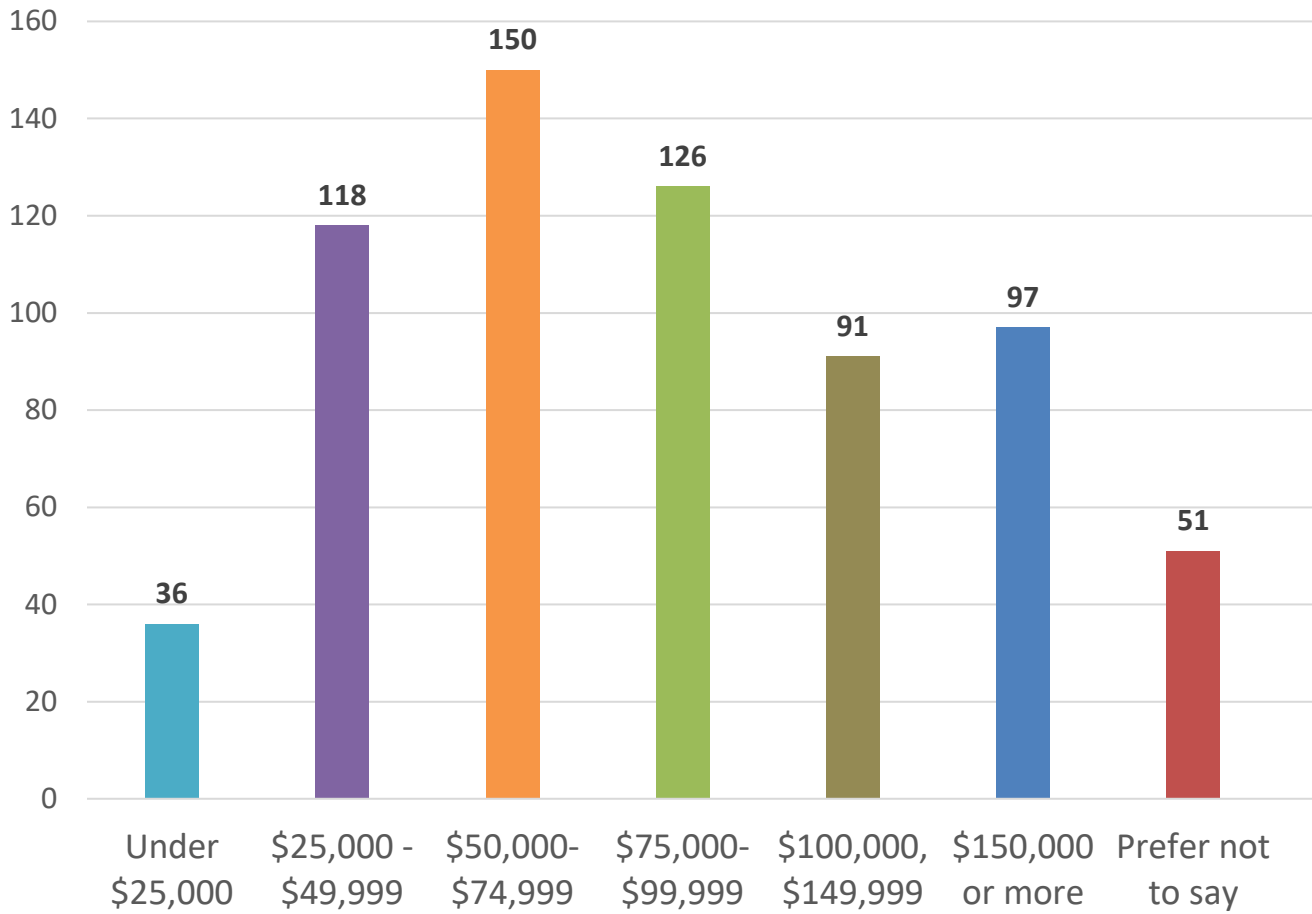
Answer Choices	Responses
75 and over	11
65-74	30
55-64	48
45-54	92
35-44	182
25-34	241
18-24	58
Under 18	5
Prefer not to say	12
Answered	679
Skipped	160

Q19 What is your gender?



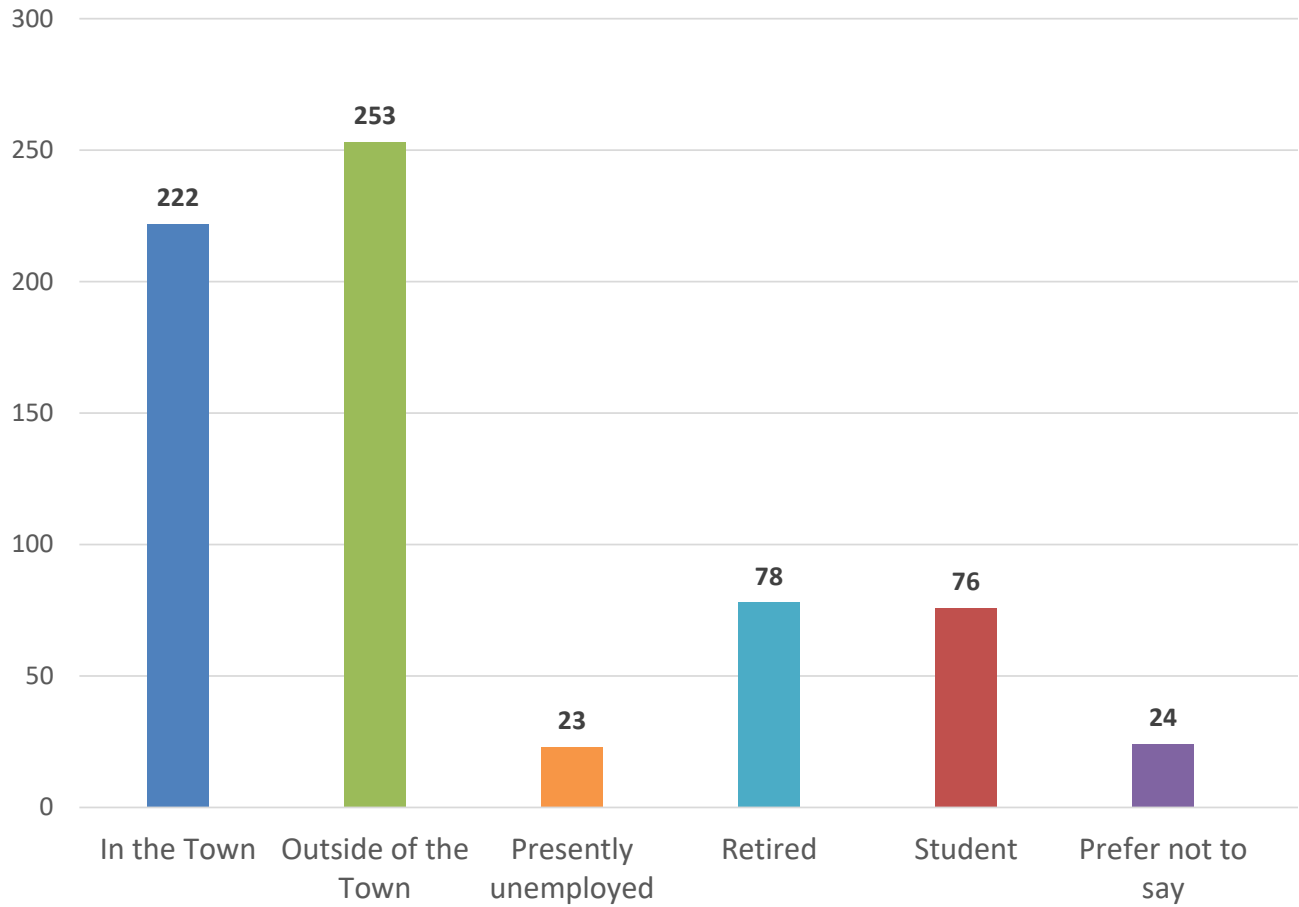
Answer Choices	Responses
Female	328
Male	307
Prefer not to say	30
Answered	665
Skipped	174

Q20 What is your income?



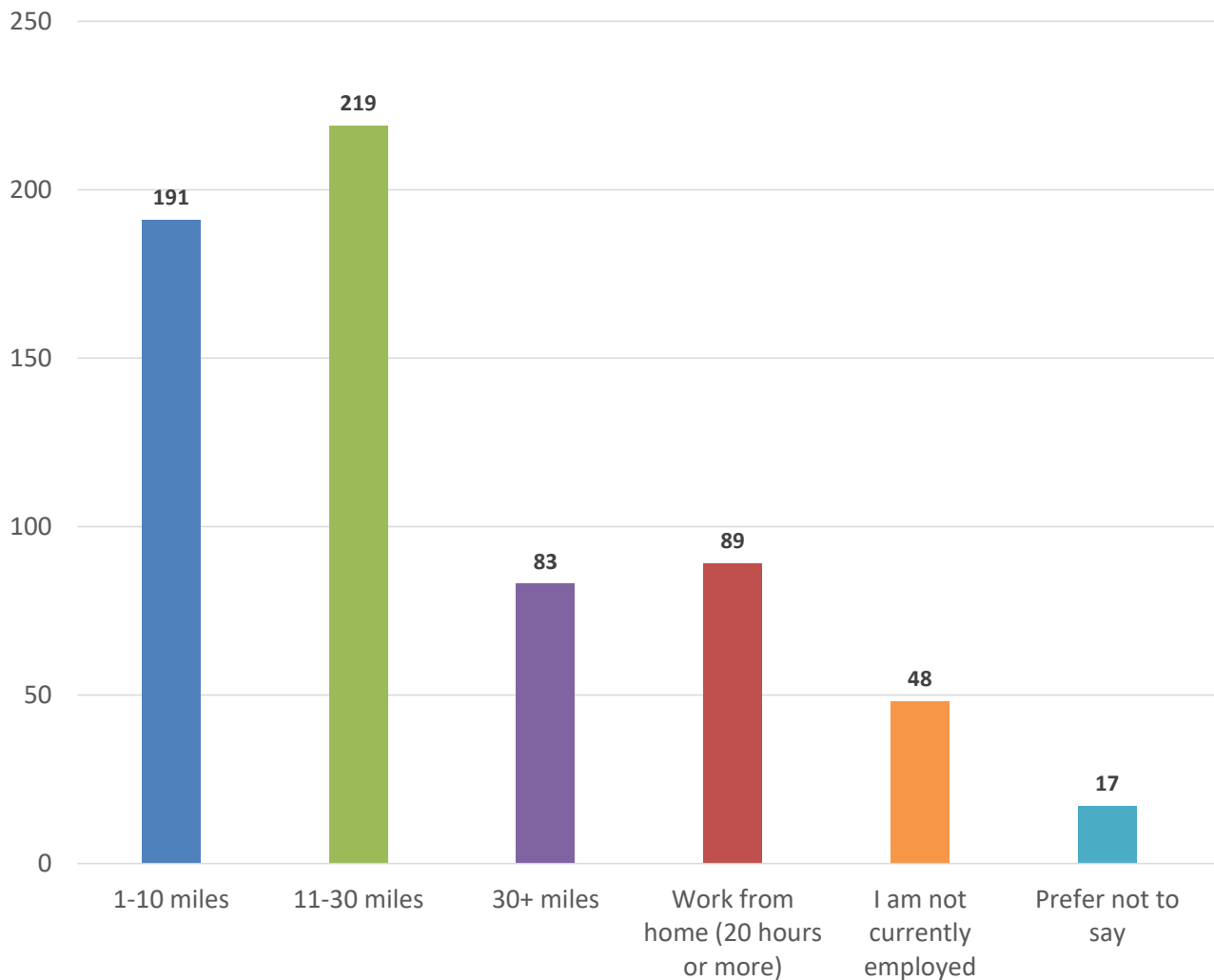
Answer Choices	Responses
Under \$25,000	36
\$25,000 - \$49,999	118
\$50,000- \$74,999	150
\$75,000- \$99,999	126
\$100,000, \$149,999	91
\$150,000 or more	97
Prefer not to say	51
Grand Total	669
Skipped	170

Q21 Where do you work?



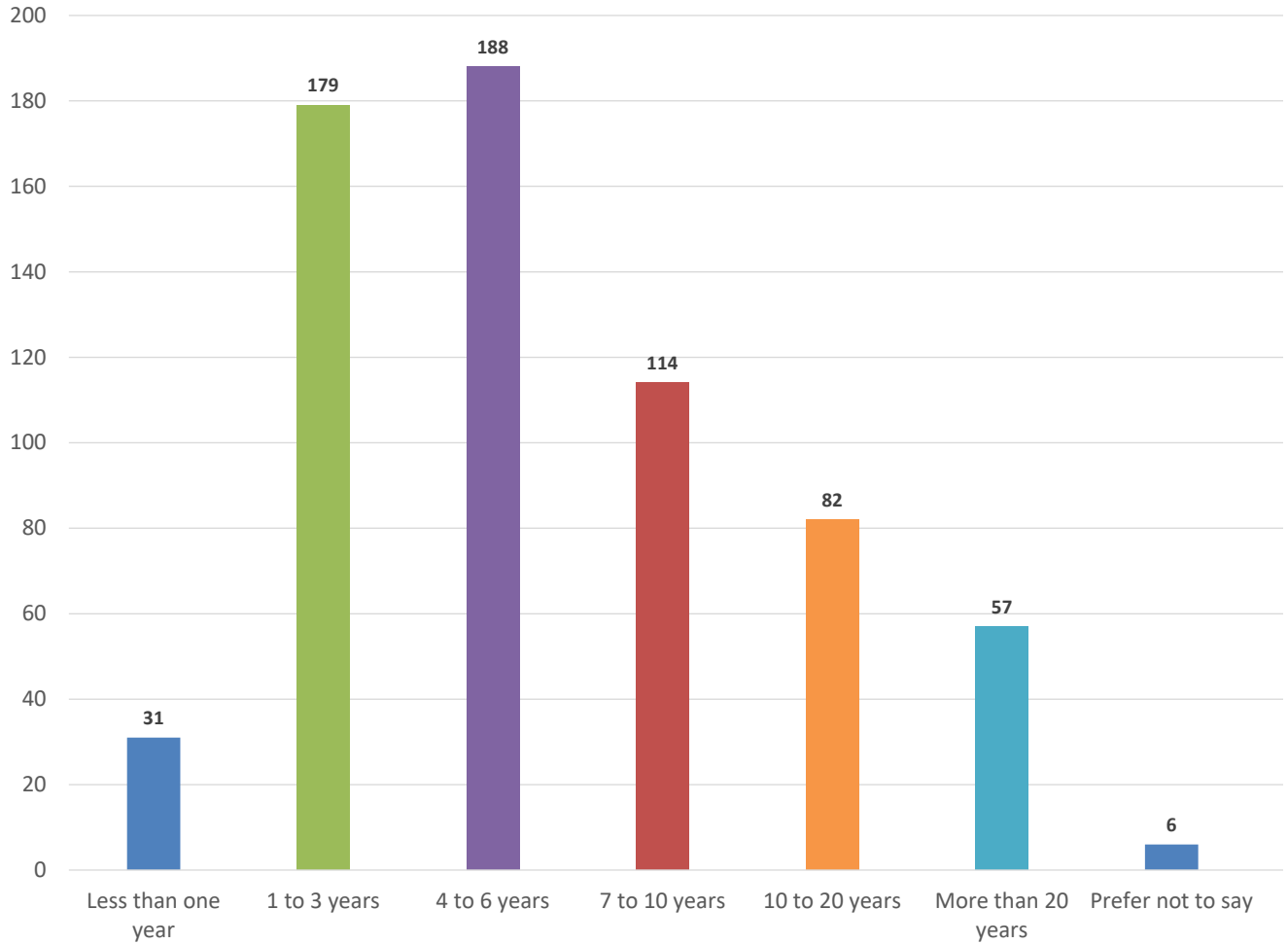
Answer Choices	Responses
In the Town	222
Outside of the Town	253
Presently unemployed	23
Retired	78
Student	76
Prefer not to say	24
Answered	676
Skipped	163

Q22 If you are employed, how far do you commute to work?



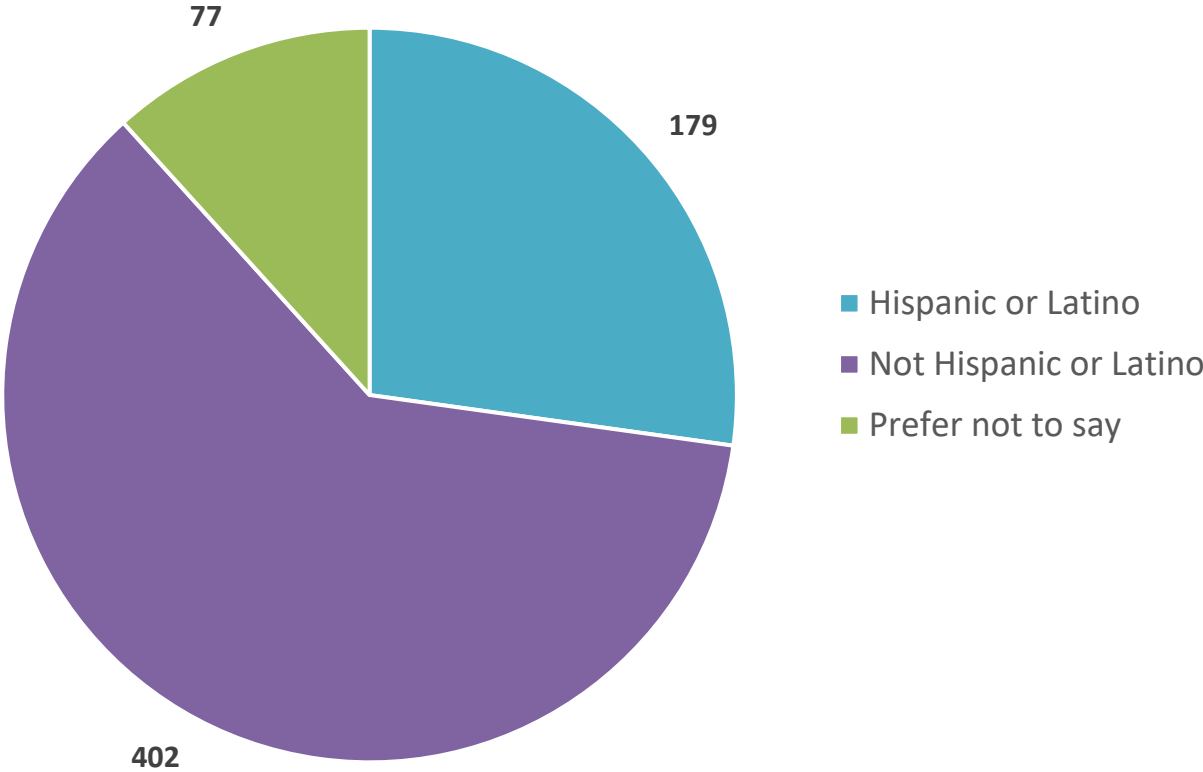
Answer Choices	Responses
1-10 miles	191
11-30 miles	219
30+ miles	83
Work from home (20 hours or more)	89
I am not currently employed	48
Prefer not to say	17
Answered	647
Skipped	192

Q23 How long have you lived or worked in Hickory Creek?



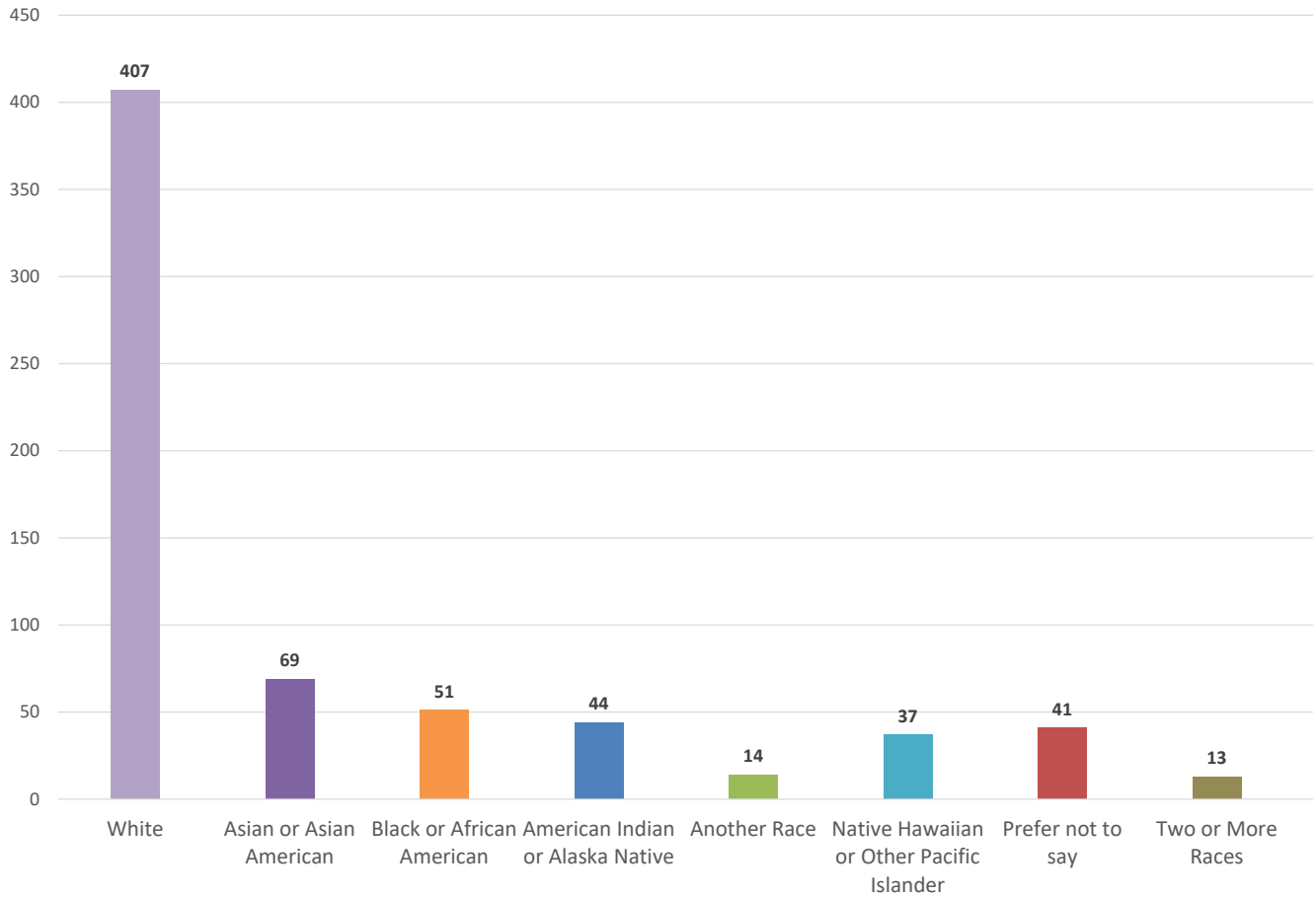
Answer Choices	Responses
Less than one year	31
1 to 3 years	179
4 to 6 years	188
7 to 10 years	114
10 to 20 years	82
More than 20 years	57
Prefer not to say	6
Answered	657
Skipped	182

Q24 Please select the option that represents your ethnicity.



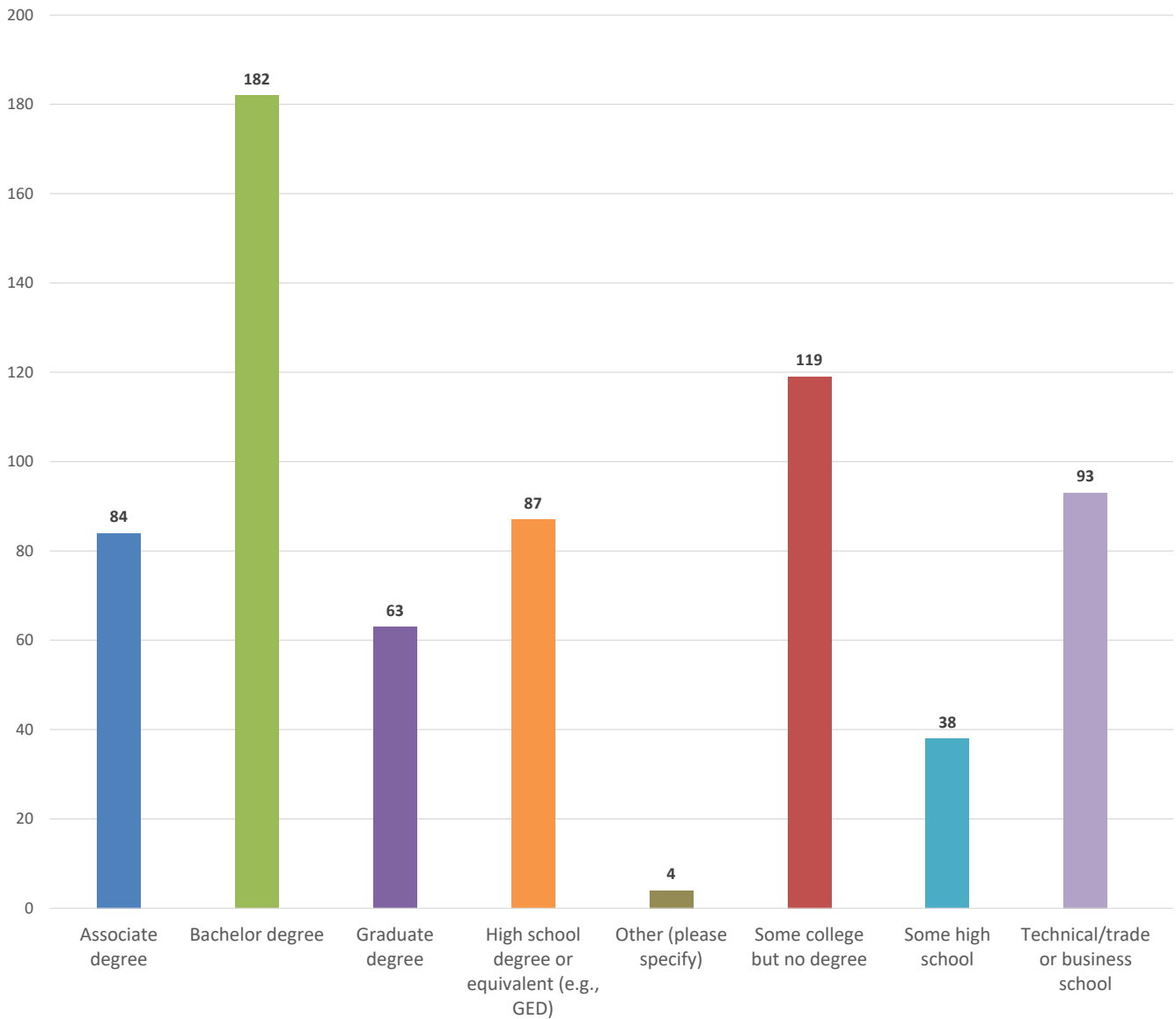
Answer Choices	Responses
Hispanic or Latino	179
Not Hispanic or Latino	402
Prefer not to say	77
Answered	658
Skipped	181

Q25 Please select the option/s that represent your race.



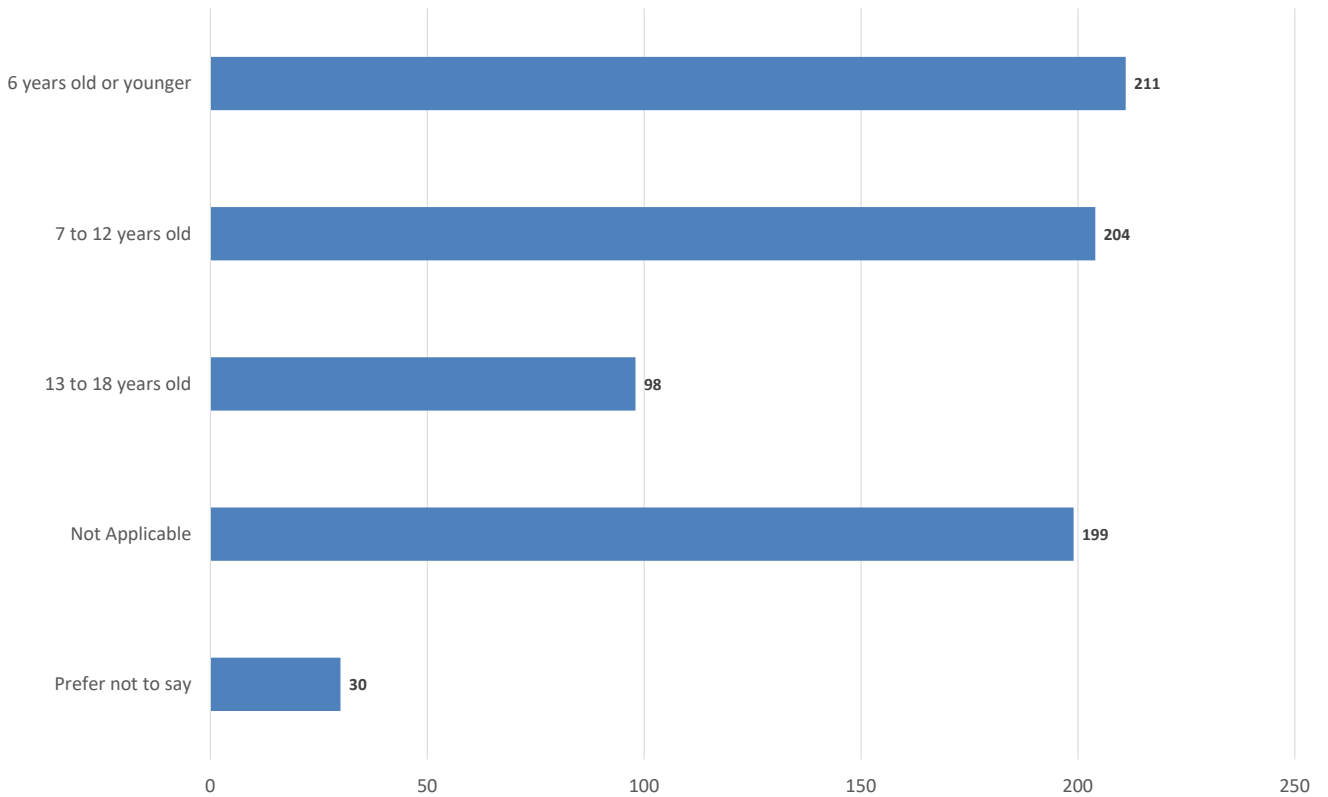
Answer Choices	Responses
White	407
Asian or Asian American	69
Black or African American	51
American Indian or Alaska Native	44
Another Race	14
Native Hawaiian or Other Pacific Islander	37
Prefer not to say	41
Two or More Races	13
Answered	676
Skipped	163

Q26 What is the highest level of education you have received?



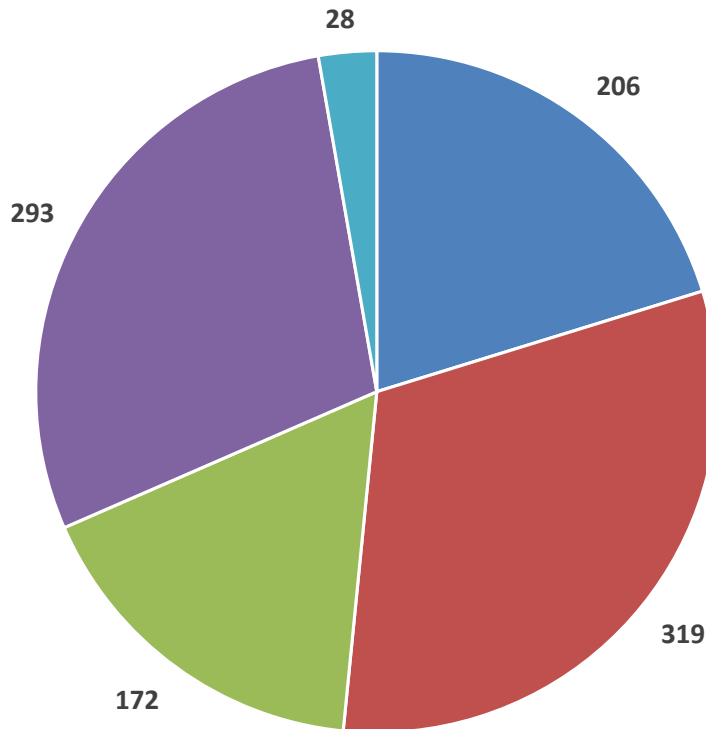
Answer Choices	Responses
Associate degree	84
Bachelor degree	182
Graduate degree	63
High school degree or equivalent (e.g., GED)	87
Other (please specify)	4
Some college but no degree	119
Some high school	38
Technical/trade or business school	93
Answered	670
Skipped	169

Q27 If there are any children under the age of 18 living in your household, please select their age range. Multiple responses may be submitted.



Answer Choices	Responses
6 years old or younger	211
7 to 12 years old	204
13 to 18 years old	98
Not Applicable	199
Prefer not to say	30
Answered	742
Skipped	97

Q28 How do you get news about the Town?



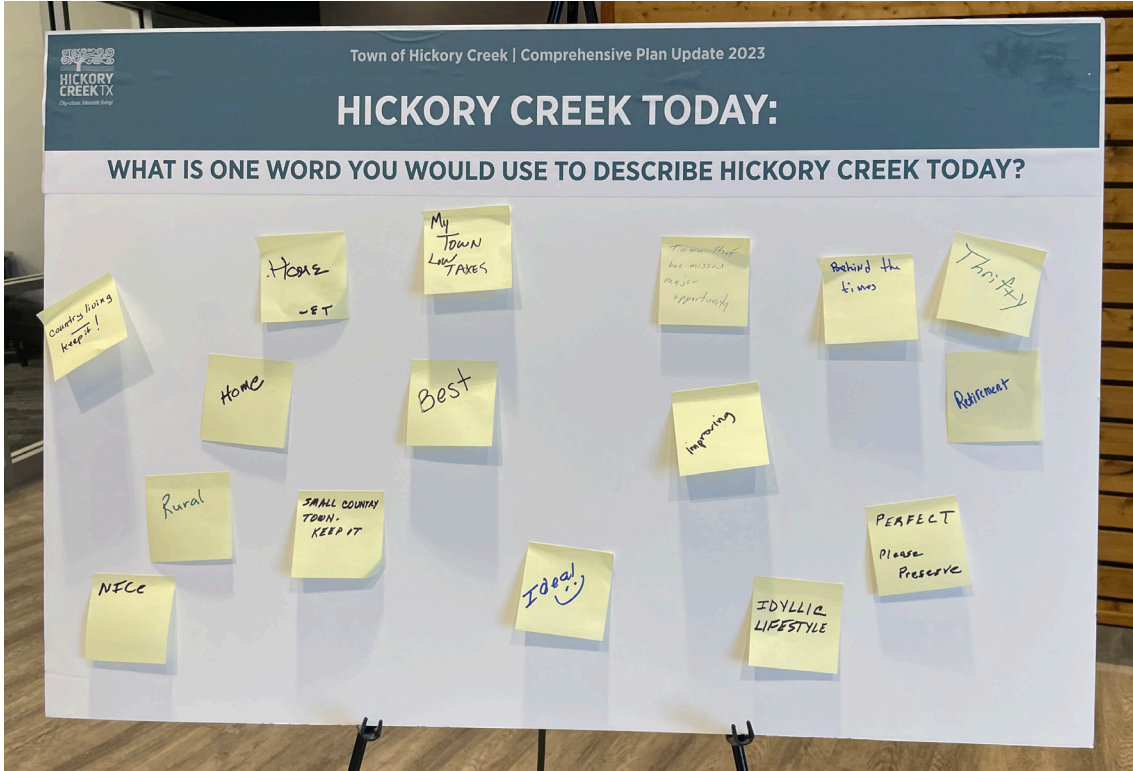
■ Municipal Website ■ E-mail ■ Newspaper ■ Facebook or other social media ■ Prefer not to say

Answer Choices	Responses
Municipal Website	206
E-mail	319
Newspaper	172
Facebook or other social media	293
Prefer not to say	28
Answered	800
Skipped	39

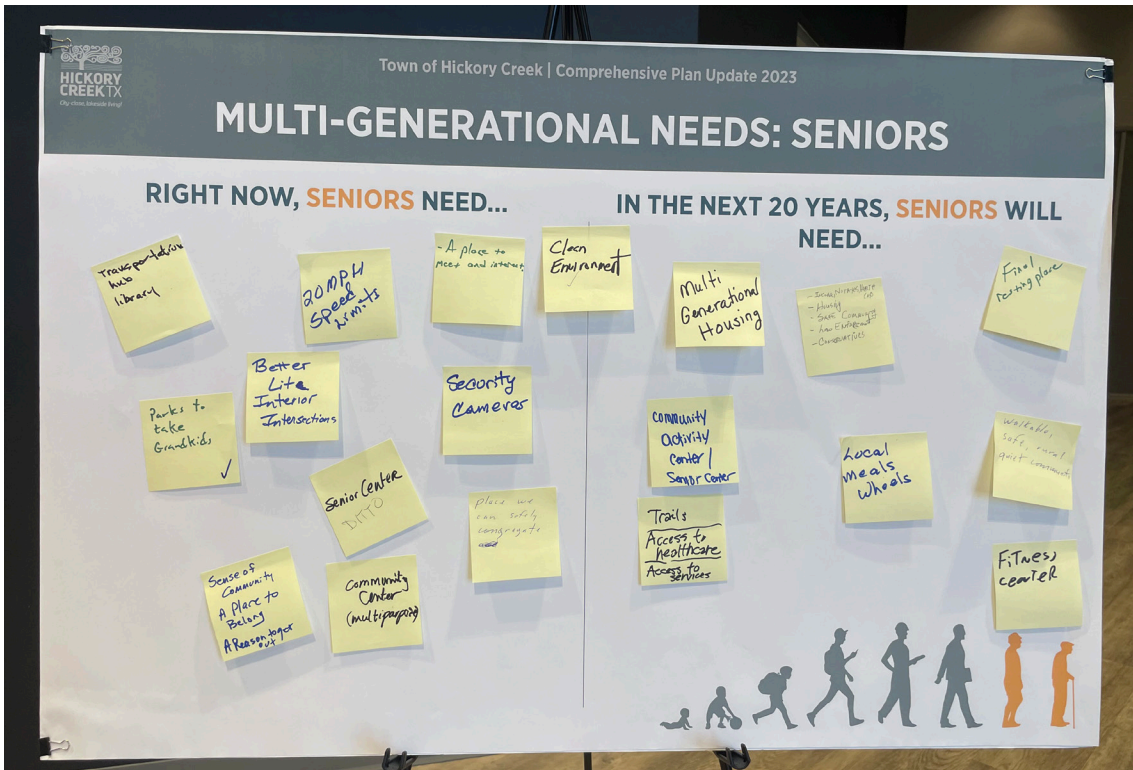
PUBLIC WORKSHOP #1 ACTIVITIES

The following images reflect the feedback collected at Public Workshop #1. Photos were taken at the end of the event.

HICKORY CREEK TODAY



MULTI-GENERATIONAL NEEDS: SENIORS



MULTI-GENERATIONAL NEEDS: ADULTS

Town of Hickory Creek | Comprehensive Plan Update 2023

MULTI-GENERATIONAL NEEDS: ADULTS

RIGHT NOW, ADULTS NEED...

- Safety - CREEKS
- Another Grocery store
- Restaurants
- Adaptive Inj. Quad (trunk limit spread)
- Recreation Center with courts.
- Good housing & neighborhood to come back too.
- Senior Meeting group
- No Apartments
- More trails
- Clean Environment
- Senior Business
- Partners better access to lake & improve lake shoreline

IN THE NEXT 20 YEARS, ADULTS WILL NEED...

- Safe place to live and play
- Adult park activities
- Security
- recreation & parks
- town center multi-use development & safe place

MULTI-GENERATIONAL NEEDS: TEENAGERS

Town of Hickory Creek | Comprehensive Plan Update 2023

MULTI-GENERATIONAL NEEDS: TEENAGERS

RIGHT NOW, TEENAGERS NEED...

- Freedom from Drug Influenced Kid Dealers etc!
- Lowered Speed Limits
- Multi Purpose Center
- safe & healthy more community parks & development town
- Recreation Center
- Recreation Center
- Clean Environment
- Relaxation
- Bill Park
- entertainment
- disciplined security
- Sports Court Rec CR
- Joe Green club
- Rec Center
- Volunteer Hours

IN THE NEXT 20 YEARS, TEENAGERS WILL NEED...

- Community Engagement
- neighborhood connectivity security
- A place they want to live work and play

MULTI-GENERATIONAL NEEDS: CHILDREN

Town of Hickory Creek | Comprehensive Plan Update 2023

MULTI-GENERATIONAL NEEDS: CHILDREN

RIGHT NOW, CHILDREN NEED...

- Engage them today Get them involved
- Real Education like we had
- Good Education Tech Center
- Sports Courts - Nit Streets + TIC ToL
- DIPO
- More Parks with play equipment
- Safe places to play More protected parks
- Parks to play at.
- Teens need places to gather i.e. volleyball courts tennis courts
- Destination activities in parks

IN THE NEXT 20 YEARS, CHILDREN WILL NEED...

- Pride in Community
- new recreation trends today's offering needs to be adaptable
- Place to raise their kids
- Education to help make our town greener & more sustainable
- Play Grounds

COMMUNITY CHARACTER: ECONOMIC DEVELOPMENT

Town of Hickory Creek | Comprehensive Plan Update 2023

COMMUNITY CHARACTER: ECONOMIC DEVELOPMENT

Economic development refers to the market opportunities and strategies to continue securing and advancing business growth and job development in the community as well as supporting local community needs, character, and growing local sales tax revenue.

What are your priorities for the future of economic development in Hickory Creek?
Choose your **top three (3)** attributes by placing a sticker below.

<p>GROWTH OF COMMERCIAL CORRIDORS</p> <p>VOTE HERE: ●●●●●●●●</p>	<p>CULTURAL EVENT CENTERS</p> <p>VOTE HERE: ●●●●●●●●</p>	<p>TOWN CIVIC CENTER</p> <p>VOTE HERE: ●●●●●●●●</p>
<p>LOW-RISE SCALE MIXED-USE CENTERS</p> <p>VOTE HERE: ●●●●●●●●</p>	<p>LOW/MID-RISE SCALE MIXED-USE CENTERS</p> <p>VOTE HERE: ●●●●●●●●</p>	<p>MID-RISE SCALE MIXED-USE CENTERS</p> <p>VOTE HERE: ●●●●●●●●</p>
<p>LIGHT INDUSTRIAL/MANUFACTURING</p> <p>VOTE HERE: ●●●●●●●●</p>	<p>OFFICE/PROFESSIONAL SERVICES</p> <p>VOTE HERE: ●●●●●●●●</p>	

Use the sticky notes to provide additional feedback about your economic development concerns, priorities, & preferences below!

- Commercial #1
- Liquor store SPECS - Total Wine
- #1 Issue is Economic development
- ELIMINATE URBAN SPRAWL UNCONTROLLED DEVELOPMENT
- stop the single use development multi-use!
- AVOID URBAN SPRAWL + CONGESTION

COMMUNITY CHARACTER: HOUSING & NEIGHBORHOODS

Town of Hickory Creek | Comprehensive Plan Update 2023

COMMUNITY CHARACTER: HOUSING & NEIGHBORHOODS

Housing and neighborhoods refer to the mix of residential choices, amenities, and geographic locations available to current and potential residents.

What are your priorities for the future of housing and neighborhoods in Hickory Creek?
Choose your **top three (3)** attributes by placing a sticker below.

SINGLE-FAMILY ACREAGE VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	SINGLE-FAMILY NEIGHBORHOOD VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	MIXED HOUSING NEIGHBORHOOD VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	Use the sticky notes to provide additional feedback about your housing & neighborhood concerns, priorities, & preferences below! <ul style="list-style-type: none"> Park/Garden Small yards expand on parks keep open space Replant trees destroyed last year Needs a High End Development Eliminate unattractive development NO SHORT TERM RENTALS Stay around SK pop
DUPLEX/FOURPLEX VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	PATIO/GARDEN HOMES VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	HOUSE-SCALE MULTIFAMILY VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	
LOFTS/CONDOS VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	RETIREMENT LIVING VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	ACCESSORY DWELLING UNITS VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	

COMMUNITY CHARACTER: TRANSPORTATION & MOBILITY

Town of Hickory Creek | Comprehensive Plan Update 2023

COMMUNITY CHARACTER: TRANSPORTATION & MOBILITY

Transportation and mobility includes the multi-modal transportation network and infrastructure supporting efficient and safe car, transit, bicycle, and pedestrian movement within the Town and connections to the region and beyond.

What are your priorities for the future of transportation and mobility in Hickory Creek?
Choose your **top three (3)** attributes by placing a sticker below.

ROADWAY MAINTENANCE VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	COMPLETE STREETS (MULTI-MODAL) VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	CAPACITY IMPROVEMENTS VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	Use the sticky notes to provide additional feedback about your transportation & mobility concerns, priorities, & preferences below! <ul style="list-style-type: none"> Lighted Streets Sidewalks to Lake on Point Vista Security Cameras Need ASAP bike lanes pedestrian paths Camelids in PARKS
WAYFINDING/LIGHTING/SIGNAGE VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	PUBLIC TRANSIT VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	TRAFFIC CALMING VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	
TRAILS & BIKEWAYS VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	SIDEWALK FACILITIES VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	STREETSCAPE FEATURES VOTE HERE: [Stickers: 1 blue, 1 red, 1 yellow, 1 green, 1 purple, 1 orange, 1 pink, 1 grey, 1 white]	






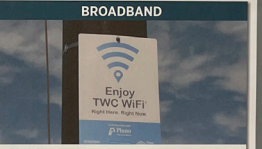


COMMUNITY CHARACTER: COMMUNITY INFRASTRUCTURE

Town of Hickory Creek | Comprehensive Plan Update 2023

COMMUNITY CHARACTER: COMMUNITY INFRASTRUCTURE

Community infrastructure and services are Town assets necessary to support existing and future development, public safety, and local quality of life.

What are your priorities for the future of community infrastructure in Hickory Creek?
Choose your **top three (3) attributes** by placing a sticker below.

<p>FLOOD PROTECTION</p>  <p>VOTE HERE: [Stickers]</p>	<p>INFRASTRUCTURE MAINTENANCE</p>  <p>VOTE HERE: [Stickers]</p>	<p>RESILIENCY TO DISASTERS</p>  <p>VOTE HERE: [Stickers]</p>	<p>Use the sticky notes to provide additional feedback about your community infrastructure concerns, priorities, & preferences below!</p> <p>Fix Glenview Estates Subdivision</p> <p>New Roads</p> <p>Good Roads + Good Internet Needed</p> <p>Clean OUT ACOE AREAS</p> <p>bike lanes, more sidewalks and walking paths</p> <p>WATER RATES TOO High.</p>
<p>PUBLIC UTILITIES</p>  <p>VOTE HERE: [Stickers]</p>	<p>POLICE, FIRE, EMS SERVICES</p>  <p>VOTE HERE: [Stickers]</p>	<p>BROADBAND</p>  <p>VOTE HERE: [Stickers]</p>	
<p>STORMWATER MANAGEMENT</p>  <p>VOTE HERE: [Stickers]</p>	<p>SOLID WASTE COLLECTION</p>  <p>VOTE HERE: [Stickers]</p>		










COMMUNITY CHARACTER: PARKS & NATURAL ENVIRONMENT

Town of Hickory Creek | Comprehensive Plan Update 2023

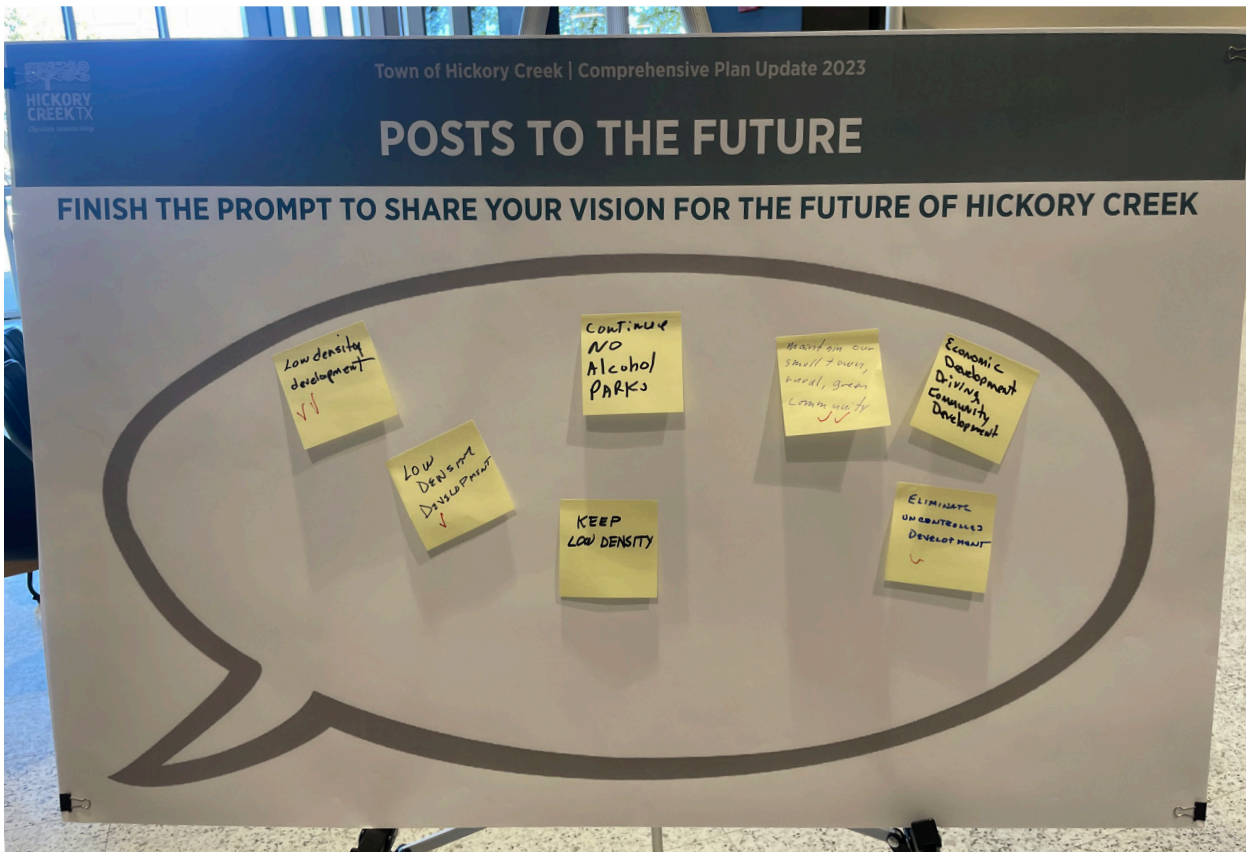
COMMUNITY CHARACTER: PARKS & NATURAL ENVIRONMENT

Parks and the natural environment are amenities within a community that provide residents and visitors spaces for enjoying outdoor athletics, social, and leisure activities as well as protect and preserve naturally sensitive areas and wildlife.

What are your priorities for the future of parks and natural environment in Hickory Creek?
Choose your **top three (3) attributes** by placing a sticker below.

<p>PASSIVE PARKS/GREENBELTS</p>  <p>VOTE HERE: [Stickers]</p>	<p>ACTIVE PARKS</p>  <p>VOTE HERE: [Stickers]</p>	<p>PRESERVE OPEN SPACE</p>  <p>VOTE HERE: [Stickers]</p>	<p>Use the sticky notes to provide additional feedback about your parks & the natural environment concerns, priorities, & preferences below!</p> <p>Avoid URBAN SPRAWL + DENSITY</p> <p>Remember Conservation for all ages.</p> <p>Large sports complexes to bring maintenance, recreation, and health care.</p> <p>Leverage the lake to bring more commerce.</p> <p>Eliminate URBAN SPRAWL w/ commercial development</p> <p>Consider the town to create parks, like low sidewalks, walking paths.</p> <p>Fund / Help LAKE DILLS LIBRARY</p>
<p>SOCIAL GATHERING SPACES</p>  <p>VOTE HERE: [Stickers]</p>	<p>FESTIVALS/EVENTS</p>  <p>VOTE HERE: [Stickers]</p>	<p>SPORTS FACILITIES</p>  <p>VOTE HERE: [Stickers]</p>	
<p>PARKS & RECREATION PROGRAMMING</p>  <p>VOTE HERE: [Stickers]</p>	<p>COMMUNITY/RECREATION CENTERS</p>  <p>VOTE HERE: [Stickers]</p>	<p>LAKESIDE PROGRAMMING/AMENITIES</p>  <p>VOTE HERE: [Stickers]</p>	

POSTS TO THE FUTURE: HICKORY CREEK IN 20 YEARS...



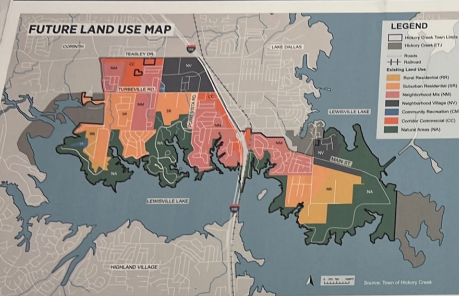
PUBLIC WORKSHOP #2 ACTIVITIES

The following images reflect the feedback collected at Public Workshop #2. Photos were taken at the end of the event.

FUTURE LAND USE MAP

Town of Hickory Creek | Comprehensive Plan Update 2023

FUTURE LAND USE MAP | PLACE TYPES



LEGEND

- Hickory Creek (2011)
- Future Land Use (FLU)
- Future Land Use (FLU)
- Future Land Use (FLU)
- Future Land Use (FLU)
- Future Land Use (FLU)
- Future Land Use (FLU)
- Future Land Use (FLU)
- Future Land Use (FLU)
- Future Land Use (FLU)

Rural Residential
 Intent: Residential, Low-Density, Large Lots
 Building Height: One to Two Stories
 Density Range: 0.5 to 2 DUA
 Uses: Large-lot SFD, Open Space, Agricultural Areas

Suburban Residential
 Intent: Traditional Subdivision
 Building Height: One to Two Stories
 Density Range: 0.5 to 10 DUA
 Uses: SFD, Smaller-lot SFD, ADUs

Neighborhood Mix
 Intent: Low to Medium Density Neighborhoods
 Building Height: One to Three Stories
 Density Range: 0.5 to 15 DUA
 Uses: SFD, SFA, MF, ADUs, Neighborhood Retail (Limited)

Residential Mix Place Types

Neighborhood Villages
 Intent: Activated Neighborhoods, Higher Density Horizontal and/or Vertical Mixed-use Development
 Building Height: One to Four Stories
 Density Range: Up to 25 DUA
 Uses: SFD, SFA, MF, ADUs, Retail, Office, Institutional, Recreational Space

Corridor Commercial
 Intent: Local and Regional Serving Commercial Development
 Building Height: One to Three Stories
 Density Range: NA
 Uses: Retail, Office, Institutional, Recreational Space, Clean Industrial (Limited)

Community Recreation
 Intent: Civic, Recreational & Institutional Activity Space
 Building Height: One to Two Stories
 Density Range: NA
 Uses: Open Space, Active & Passive Parks, Institutional, Neighborhood Retail (Limited)

Natural Areas
 Intent: Natural Areas, Parks & Trail System, Floodplain
 Building Height: NA
 Density Range: NA
 Uses: Open Space, Floodplain, Active & Passive Parks, Lake Focused Retail (Limited)

The FLUM is composed of place types that provide criteria related to land use, community design standards, natural and social areas, and transportation and mobility that help achieve the intended spirit of the category. There are seven recommended place types categories that provide guidance for new development and redevelopment, describing the typical mix of land uses and design characteristics, as well as categories that preserve and enhance the Town's existing neighborhoods and natural assets.

Use the sticky notes to provide any feedback or comments you have on the future land use map and associated place types.

- Too little preservation of open space
- Map shows current US Corp of engineer land as future residential
- change CR to natural areas
- plan seems weighted for new high end homes
- very concerned about bringing multi-family to SFD areas
- would like to see all water ways regulated and maintained or park or established as nature area
- natural areas seem limited to scraps land - need nature! areas owned by town
- No More Development

VISION STATEMENT

Town of Hickory Creek | Comprehensive Plan Update 2023

VISION STATEMENT

The Town of Hickory Creek is a vibrant community that embraces its small-town charm, celebrates its natural surroundings, and fosters strong connections among its residents.

Our comprehensive plan aims to guide the growth and development of our town, ensuring a sustainable, inclusive, and prosperous future for generations to come.

Use the sticky notes to provide any feedback or comments you have on the vision for Hickory Creek's next 20 years.

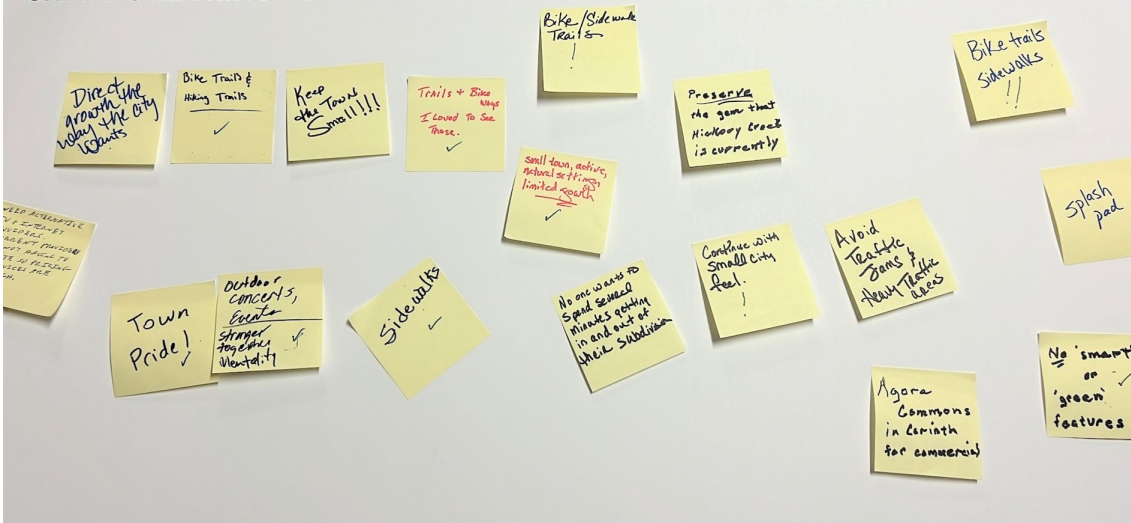
- Bike trails/walkways/sidewalks
- splash pad/parks
- More/Better High Speed Internet
- Option: Fiber, 5G
- Bike/Hike Trails
- Soccer fields
- Clean Recreation Areas/Parks
- Fishing Dock
- Maintain Safety/Lanterns
- I want sidewalks but not at expense of quality of utilities - 100% underground or water of canal
- Hike/Bike Trails
- Bike lanes/Tails Side walks
- Social Gathering Spaces
- Water/splash sites

IF NOTHING ELSE... ONE THING YOU WOULD LIKE TO SEE ACHIEVED

HICKORY CREEK TX
City of Hickory Creek

IF NOTHING ELSE...

SHARE ONE THING YOU WOULD LIKE TO SEE ACHIEVED AS A RESULT OF THIS PLAN



**TOWN OF HICKORY CREEK
RESOLUTION NO. 2023-0925-__**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF
HICKORY CREEK, TEXAS APPROVING AMENDMENTS TO THE
TOWN OF HICKORY CREEK PERSONNEL POLICY MANUAL.**

WHEREAS, the Town of Hickory Creek adopted the Town of Hickory Creek Personnel Policy Manual on March 20, 2007, and amended the manual on March 17, 2009, March 21, 2017 and August 20, 2019 providing rules and procedures governing all employees of the Town; and

WHEREAS, periodic updates, amendments or revisions are necessary in order to address changes to the Town’s employment policies initiated by state or federal law changes as well as Town-initiated updates; and

WHEREAS, it has hereby been determined by the Town Council of the Town of Hickory Creek that is it in the best interest and welfare of the Town of Hickory Creek and its employees to approve said updates and amendments of the Town Personnel Policy Manual contained within the revised policy manual attached as Exhibit “A” hereto.

**NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF
THE TOWN OF HICKORY CREEK, TEXAS:**

SECTION 1

That, the above findings are hereby found to be true and correct and are incorporated herein in their entirety.

SECTION 2

That, the Town Council of the Town of Hickory Creek, Texas hereby approves Town Personnel Policy Manual and all amendments, revisions and updates contained within the same, as attached hereto as Exhibit “A”.

PASSED AND APPROVED this the 25th day of September, 2023.

Lynn C. Clark., Mayor
Town of Hickory Creek, Texas

ATTEST:

Kristi K. Rogers, Town Secretary
Town of Hickory Creek, Texas

APPROVED AS TO FORM:

Dorwin L. Sargent, III, Town Attorney
Town of Hickory Creek, Texas



Town of Hickory Creek

PERSONNEL POLICY MANUAL



TABLE OF CONTENTS

Chapter 1 Town Policies

Section 1.1 Introduction	4
Section 1.2 At-Will Employment.....	4
Section 1.3 Equal Opportunity Employer	4
Section 1.4 Inappropriate Conduct and Prohibited Harassment	4
Section 1.5 Drug and Alcohol Use Policy/Testing.....	6
Section 1.6 Nepotism.....	11
Section 1.7 Conflict of Interest and Outside Employment.....	12
Section 1.8 Health/Medical Examinations/Fitness For Duty.....	13
Section 1.9 Americans with Disabilities Act.....	14
Section 1.10 Modified Duty Assignments.....	14
Section 1.11 Social Media.....	15

Chapter 2 Employment

Section 2.1 Employee Applications	17
Section 2.2 Employee Classifications.....	17
Section 2.3 Selection Process	17
Section 2.4 Training and Evaluation Period.....	18
Section 2.5 Working Hours/Attendance	18
Section 2.6 Promotional Opportunities	18
Section 2.7 Transfers	18
Section 2.8 Voluntary Demotion	18
Section 2.9 Involuntary Demotion	19
Section 2.10 Temporary Assignments	19
Section 2.11 Layoffs – Reduction In Force	19
Section 2.12 Searches.....	19
Section 2.13 Telephone Contact.....	19

Chapter 3 Work Performance

Section 3.1 Periodic Reviews	20
Section 3.2 Education and Training.....	20
Section 3.3 Memberships in Organizations and Associations.....	20

Chapter 4 Conduct

Section 4.1 Commitment 21
Section 4.2 Personal Appearance 21
Section 4.3 Contact With the Public and the Media 21
Section 4.4 Electronic Communications and Systems Access Use 22
Section 4.5 Cell Phone Use in the Workplace 23
Section 4.6 Town Property/Equipment Use 24

Chapter 5 Discipline, Appeals and Grievances

Section 5.1 Discipline 27
Section 5.2 Grounds for Disciplinary Action 27
Section 5.3 Types of Disciplinary Action 31
Section 5.4 Disciplinary Procedures 32
Section 5.5 Appeals of Disciplinary Action 32
Section 5.6 Grievance Procedures 32

Chapter 6 Personnel Records

Section 6.1 Personnel Files and Records 34

Chapter 7 Safety

Section 7.1 Safe Working Conditions 35
Section 7.2 Driving Record Checks 35

Chapter 8 Compensation

Section 8.1 Pay Days 36
Section 8.2 Overtime Pay 36
Section 8.3 Longevity Pay 36
Section 8.4 Final Pay Upon Separation 36
Section 8.5 Travel and Subsistence Allowance 36
Section 8.6 Attendance and Work Hours 38
Section 8.7 Clocking In & Out for Employees 39
Section 8.8 Breaks 39

Chapter 9 Benefits

Section 9.1 Holidays 41
Section 9.2 Paid Time Off 41

Section 9.3 Bereavement Leave.....	42
Section 9.4 Jury Duty Leave.....	42
Section 9.5 Military Leave of Absence.....	43
Section 9.6 Workers Compensation.....	44
Section 9.7 Unpaid Leave of Absence.....	44
Section 9.8 Group Medical Plan.....	45
Section 9.9 Group Life Insurance.....	45
Section 9.10 Short Term Disability.....	45
Section 9.11 Long Term Disability.....	45
Section 9.12 Dental Insurance.....	45
Section 9.13 Worker's Compensation Coverage.....	46
Section 9.14 Texas Municipal Retirement System.....	46
Section 9.15 Social Security.....	46
Section 9.16 Medicare.....	46
Section 9.17 Continuation of Group Benefits.....	46
Section 9.18 Inclement Weather and Emergency Conditions.....	47
Section 9.19 Quarantine Leave.....	47
EMPLOYMENT ACKNOWLEDGMENT FORM.....	49

CHAPTER 1 – TOWN POLICIES

Section 1.1 **Introduction**

The purpose of the personnel policy manual is to promote understanding, cooperation, efficiency and unity, all of which come through the systematic application of established procedures in personnel management and administration; and to provide a uniform policy for all employees, with all the benefits such a program ensures. This manual is designed to acquaint all employees with the Town and provide information about working conditions, employee benefits, and policies affecting employment. Employees should read, understand, and comply with all provisions of the manual. It describes many responsibilities as an employee and outlines the programs developed by the Town to benefit employees. It is not intended to give specific guidelines for every conceivable personnel action, but rather to help assure fair and consistent treatment. Because of the variety of services performed by the Town, it may be necessary for individual departments to establish codes of conduct, rules and regulations, and policies and procedures to accomplish departmental responsibilities. All such departmental rules/policies may be more restrictive, but not less restrictive than these policies. An employee who violates the departmental code of conduct, rules, policy, or procedure is subject to disciplinary action.

The Town reserves the authority to modify, revoke, interpret, or terminate any or all the rules and regulations specified in the personnel policy manual in whole or in part, at any time, with or without notice. The issuance of the personnel policy manual does not constitute an express or implied contract between the Town of Hickory Creek and its employees. Town supervisory personnel shall not make any representation to employees or applicants concerning the terms or conditions of employment with the Town of Hickory Creek, which is not consistent with the personnel policy manual.

Section 1.2 **At-Will Employment**

Employment with the Town of Hickory Creek is on an at-will basis. Employment with the Town is for no fixed or definite term. At-will employment means that both the employee and/or the Town have the right to terminate employment at any time, with or without notice, and with or without cause. No agreement or promise regarding an employee's terms or conditions of employment is binding on the Town unless such an agreement is in writing, approved by the Town Council, and signed by the Mayor. This personnel policy manual does not constitute a contract of employment. Nothing in this personnel policy manual is intended to alter the continuing at-will status of employment with the Town.

Section 1.3 **Equal Opportunity Employer**

The Town is an equal opportunity employer. Discrimination against any person in recruitment, examination, selection, appointment, rate of pay, promotion and transfer, retention, daily working conditions, training, awards, compensation and benefits, disciplinary measures or any other aspect of employment because of age, race, color, religion, sex, sexual orientation, gender identity, national origin, disability, genetics, veteran's status or other unlawful basis, is prohibited.

Section 1.4 **Inappropriate Conduct and Prohibited Harassment**

All employees are entitled to a workplace free of unlawful harassment and inappropriate conduct by management, supervisors, co-workers, citizens, and vendors. This means that each employee must be respectful of others and act professionally. Town employees are also prohibited from engaging in inappropriate conduct and unlawful harassment of other employees, citizens, vendors, and all other third parties.

Unlawful Sexual Harassment

- All types of sexual harassment are prohibited. "Sexual harassment" means an unwelcome sexual advance, a request for a sexual favor, or any other verbal or physical conduct of a sexual nature if submission to the advance, request, or conduct is made, either explicitly or implicitly, a term or condition of an individual's employment; or
- submission to or rejection of the advance, request, or conduct by an individual is used as a basis for a decision affecting the individual's employment; or
- the advance, request, or conduct has the purpose or effect of unreasonably interfering with an individual's work performance; or
- the advance, request, or conduct has the purpose or effect of creating an intimidating, hostile, or offensive work environment.

Sexual harassment may include a range of subtle and not so subtle behaviors and may involve individuals of the same or different gender. Prohibited sexual harassment does not require sexual attraction or interest. This policy prohibits sexual advances and requests for sexual favors, sexual jokes and innuendo; comments about bodies, sexual prowess, sexual preferences, sexual experiences or sexual deficiencies; leering, whistling, or touching; verbal abuse of a sexual nature, including insulting or obscene comments or gestures; display in the workplace of sexually suggestive objects or pictures, including nudity and pornography; and all inappropriate conduct of a sexual nature, whether it be physical, verbal or visual conduct.

It is an unlawful employment practice if sexual harassment of an employee occurs and the Town's management or a supervisor (1) knows or should have known that the sexually harassing conduct was occurring; and (2) fails to take immediate and appropriate corrective action.

Inappropriate Conduct and Other Prohibited Harassment

In addition to the State law prohibiting sexual harassment, harassment on the basis of any other legally protected characteristic is also strictly prohibited. This means that verbal or physical conduct that singles out, denigrates, or shows hostility or aversion toward someone because of race, religion, color, national origin, age, disability, genetics, veteran status, sexual orientation, gender, gender identity, citizenship, or any other characteristic protected by law is also prohibited.

Prohibited conduct includes, but is not limited to, epithets, slurs and negative stereotyping; threatening, intimidating, or hostile conduct; denigrating jokes and comments; and writings or pictures, that single out, denigrate, or show hostility or aversion toward someone on the basis of a protected characteristic.

Conduct, comments, or innuendoes that may be perceived by others as offensive are inappropriate and are strictly prohibited. This policy also prohibits sending, showing, sharing, or distributing in any form, inappropriate jokes, pictures, comics, stories, etc., including but not limited to via facsimile, e-mail, cell phone or other electronic devices, social media, and/or the Internet, such as YouTube and Facebook. Harassment of any nature, when based on race, religion, color, sex, sexual orientation, gender identity, national origin, age or disability, genetics, veteran status, citizenship or any other characteristic protected by law is prohibited and will not be tolerated.

This policy applies to Town employees, citizens, vendors, and other visitors to the workplace, and applies to social events, off-duty, retreats and travel situations as well.

Mandatory Reporting

The Town requires that employees report all perceived incidents of harassment or inappropriate conduct, regardless of the offender's identity or position.

Any employee who observes or otherwise learns of possible harassment in the workplace or who feels that harassment has occurred or has been subjected to conduct prohibited by this policy must report it immediately to:

- the Department Head
- the Town Manager or
- the Mayor

Any supervisor, manager, or department head who becomes aware of possible conduct prohibited by this policy must immediately advise the department head and/or the Town Manager.

Under this policy, an employee may report to and/or contact the Town Manager, without regard to the employee's normal chain of command:

John M. Smith, Jr, Town Manager
1075 Ronald Reagan Avenue Hickory Creek, TX 75065 940-279-7061 Office 469-463-2656 Cell Phone
john.smith@hickorycreek-tx.gov

Voice messages or e-mails may be left at any time.

Investigation

All reports of prohibited conduct will be investigated promptly and in as confidential a manner as possible. The investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have other relevant knowledge. All employees are required to cooperate with the Town investigations and to maintain confidentiality.

Retaliation Prohibited

Retaliation against employees who make a good faith charge or report of prohibited conductor who assist in a complaint investigation is prohibited. Acts of retaliation must be reported immediately as set out above.

Responsive Action

The Town will take immediate and appropriate action upon receipt of a sexual harassment complaint.

Misconduct constituting harassment or retaliation will be dealt with appropriately. Discipline, up to and including dismissal, will be imposed upon any employee who is found to have engaged in conduct prohibited by this policy. Likewise, disciplinary action will be imposed in situations where claims of prohibited conduct were untruthful, fabricated or exaggerated or when employees are untruthful during an investigation.

Section 1.5 **Drug and Alcohol Use Policy/Testing**

It is the desire of the Town to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory and safe manner.

Prohibition Against Alcohol and Illegal and Unauthorized Drugs

While on Town premises, while on duty, while conducting Town-related business or other activities off premises, while driving a Town-owned or leased vehicle, or while operating or using other Town-owned or leased property or equipment, no employee may use, possess, distribute, sell, or have a detectable amount of alcohol in his/her system (.02) (except under the limited circumstances described below), inhalants, illegal drugs, including drugs which are legally obtainable but which were not legally obtained, and prescribed or over-the-counter drugs which are not being used as prescribed or as intended by the manufacturer.

The use of alcohol by a Town employee during a business lunch is prohibited even though the person with whom the employee is having lunch may be consuming alcohol. Further, an employee on duty or conducting Town business, including Town-related business entertainment, may not drive his or her own personal vehicle while under the influence of alcohol. No employee in his or her work-related capacity should ever be impaired because of the use of alcohol. Town employees may not bring alcoholic beverages on Town premises, including parking lots adjacent to Town work areas, and may not store or transport alcohol in a Town-owned or leased vehicle.

Prohibition Against Illegal and Unauthorized Drug-Related Paraphernalia

This policy also prohibits the use, possession, distribution and sale of drug-related paraphernalia while on Town premises, while on duty, while conducting Town-related business or other activities off premises, while driving a Town-owned or leased vehicle, or while operating or using other Town-owned or leased property or equipment. Drug-related paraphernalia includes material and/or equipment designed for use in testing, packaging, storing, injecting, ingesting, inhaling or otherwise introducing illegal or unauthorized drugs into the body.

Permissive Use of Prescribed and Over-The-Counter Drugs

The legal use of prescribed and over-the-counter drugs is permitted while on Town premises, while on duty, while conducting Town-related business or other activities off premises, while driving a Town-owned or leased vehicle, or while operating or using other Town-owned or leased property or equipment only if it does not impair an employee's ability to perform the essential functions of the job (or operate the vehicle, property or other equipment) effectively and in a safe manner that does not endanger the employee, citizens or other individuals in the workplace. Examples of impairment include, but are not limited to, drowsiness, dizziness, confusion, or feeling shaky.

Police Department Employees

Certain Town Police Department employees may be required to be in possession of alcohol and/or drugs in carrying out their job duties. Such employees will be exempt from certain portions of this policy under certain limited conditions. Additional guidelines may be established by Police Department operating procedures.

Mandatory Disclosure by Employees

Employees taking prescription medication and/or over-the-counter medication must report such use to either their Department Head or to the Town Manager if there is a reasonable likelihood the medication will impair the employee's ability to perform the essential functions of his or her job (or operate a vehicle, property or other equipment, if applicable) effectively and in a safe manner that does not endanger the employee, citizens or other individuals in the workplace. Examples of impairment include, but are not limited to, slurred speech, drowsiness, dizziness, confusion, or feeling shaky.

Employees Who Are Called Out

Employees who are aware they are subject to being called out are expected to be fit for duty upon reporting to work.

Any employee who is called out is governed by this policy. If a situation occurs where the employee called out has a detectable amount of alcohol in his/her system (.02) or has a presence in the system of drugs, such that reporting to work would result in a violation of this policy, the employee must so advise the appropriate supervisor on duty. The employee will not be required to report to work.

Mandatory Reporting of Arrests and Convictions

Employees must notify their immediate supervisor and the department head, in writing, of any alcohol or drug-related arrest and/or convictions (including a plea of *nolo contendere*) or deferred adjudication, for a violation occurring off duty and/or in the workplace no later than twenty-four (24) hours after the arrest and/or conviction.

Off-Duty Conduct

The Town may take disciplinary action, up to and including termination of employment, if an employee's off-duty use of or involvement with drugs or alcohol is damaging to the Town's reputation or business, is inconsistent with the employee's job duties, or when such off-duty use or involvement adversely affects the employee's job performance.

Any employee reporting to work under the influence of illegal drugs or with a detectable amount of alcohol (.02 bac or higher) may be disciplined, up to and including termination.

Rehabilitation/Treatment

1. It is the Town's desire to assist employees who voluntarily request assistance with alcohol or drug dependency. For Town support and assistance, however, an employee must acknowledge the problem and seek and accept counseling and/or rehabilitation before it impairs job performance and/or jeopardizes the employee's employment.
2. Employees with drug or alcohol problems that have not resulted in, and are not the immediate subject of, disciplinary action may request approval to take a leave of absence to participate in a rehabilitation or treatment program. An employee may not enroll in a rehabilitation or treatment program in lieu of disciplinary action. The leave of absence may be granted at the Town's sole discretion. Factors considered by the Town in deciding whether to grant leave include: the length of the employee's employment with the Town; the employee's prior work and disciplinary history; the employee's agreement to abstain from the use of the problem substance and follow all other requirements of the rehabilitation/treatment program; the reputation of the program and the likelihood of a successful outcome; the employee's compliance with Town policies, rules, and prohibitions relating to conduct in the workplace; and the resulting hardship on the Town due to the employee's absence. Unless otherwise required by law, it is the Town's policy to grant such a leave of absence only once during the course of an employee's employment with the Town.
3. The cost of any rehabilitation or treatment may be covered under the Town's group health insurance policy. In any case, the employee is responsible for all costs associated with any rehabilitation or treatment program.
4. During time off for a Town approved rehabilitation or treatment program, the employee must use any available PTO.
5. If the employee successfully completes the prescribed rehabilitation or treatment, the Town will make reasonable efforts to return the employee to the prior position or one of similar pay and status. However, employment with the Town following a Town approved leave for rehabilitation or treatment is conditioned on the following:

- Initial negative test for drugs and/or alcohol before returning to work;
 - A written release to return to work from the Town-approved rehabilitation or treatment facility/program;
 - Periodic and timely confirmation of the employee's on-going cooperation and successful participation in any follow-up or ongoing counseling, testing, or other treatment required in connection with the Town-approved rehabilitation or treatment program, if applicable;
6. In addition to any testing required in connection with the employee's ongoing treatment or follow-up to treatment, all employees who participate in rehabilitation or treatment under this section will also be required to submit to periodic and/or random testing by the Town during the two years following the employee's return to work following treatment; and
 7. The employee must sign a formal written agreement to abide by the above conditions, as well as any other conditions deemed appropriate by the Town Manager. The employee must meet with the Town Manager to discuss the terms of continued employment and sign a formal agreement before returning to work.

Policy Violations

Violations of this policy will generally lead to disciplinary action, up to and including immediate termination of employment and/or required participation in a substance abuse rehabilitation or treatment program. The Police Department may have stricter disciplinary rules regarding violation of this policy. Employees with questions or concerns about substance dependency or abuse are encouraged to discuss these matters with their supervisor or the Town Manager to receive assistance or referrals to appropriate resources in the community.

TESTING

Types of Tests

Testing may include one or more of the following: urinalysis, hair testing, breathalyzer, Intoxilyzer, blood, or other generally accepted testing procedures.

Testing of Applicants

All applicants to whom a conditional offer of employment has been made will be required to submit to testing for illegal and unauthorized drugs.

A positive test result, refusal to test, or attempts to alter or tamper with a sample or any other part of the test, will render the applicant ineligible for consideration of employment or future employment with the Town.

Testing of Employees

1. Employees will be tested for alcohol and/or illegal and unauthorized drugs after a workplace injury or accident or "near miss," when reasonable suspicion exists, or in connection with any required treatment or rehabilitation.
2. The Town may conduct random testing on employees holding safety sensitive positions in the police department and public works departments.
3. Police Department employees are also subject to any applicable departmental rules and regulations regarding illegal and unauthorized drug and alcohol testing.

4. For purposes of this policy, reasonable suspicion is a belief based on articulable observations (e.g., observation of alcohol or drug use, apparent physical state of impairment, incoherent mental state, changes in personal behavior that are otherwise unexplainable, deteriorating work performance that is not attributable to other factors, a work-related accident or injury, evidence of possession of substances or objects which appear to be illegal or unauthorized drugs or drug paraphernalia, or credible reports of drug use (even if anonymously provided) sufficient to lead a supervisor to suspect that the employee is under the influence of illegal or unauthorized drugs or alcohol.
5. Supervisors who refer an employee for reasonable suspicion testing must document the specific factors that support reasonable suspicion testing (e.g., the who, what, when, where of the employee's behavior and other symptoms, statements from other employees or third parties, and other evidence supporting the reasonable suspicion testing).
6. Tests will be paid for by the Town. To the extent possible, testing will normally be done during the employee's normal work time.
7. Any employee who refuses to be tested, or who attempts to alter or tamper with a sample or any other part of the testing process, will be subject to disciplinary action up to and including termination.
8. A positive test result is a violation of the Town's Drug and Alcohol Use Policy and will result in disciplinary action up to and including termination of employment. Any employee who is terminated for violation of the Town's Drug and Alcohol Use Policy is ineligible for future employment with the Town.
9. The Town has additional obligations when testing for controlled substances and alcohol for those employees regulated by the U.S. Department of Transportation. Please see the Town's Drug and Alcohol Policy for DOT employees for additional information.

Testing Procedures

1. All testing must normally be authorized in advance by both the employee's department head and the Town Manager. If the department head is unavailable within a reasonable period of time, the Town Manager may, with sole discretion, authorize the testing of an employee. If the Town Manager is unavailable within a reasonable period of time, the department head may, with sole discretion, authorize the testing of an employee. For reasonable suspicion testing, testing may not be authorized without the supervisor's documentation of the articulable factors which led the supervisor to suspect that the employee has any detectable amount of alcohol or illegal/unauthorized drugs. Testing should be arranged as soon as possible after the supervisor's articulable observations and no later than 4 hours after the articulated observations.
2. If an employee's conduct resulted in a workplace accident, injury or "near miss," or reasonable suspicion exists to believe that the employee has violated the Town's Drug and Alcohol Use Policy, the employee will be provided with transportation to the testing facility. A supervisor or other designated Town representative may be required to stay with the employee during the testing process. The Town may, in its discretion, reassign the employee or put the employee on administrative leave until the test results are received. The Town will make arrangements to have the employee transported home after the testing.
3. All substance abuse testing will be performed by an approved laboratory or healthcare provider chosen by the Town. All positive test results will be subject to confirmation testing.

4. Test results will be maintained in a confidential file separate and apart from the employee's personnel file. Any medical-related information will be confidential and accessible only by the Town Manager; supervisors and managers on a need to know basis, including those who have a need to know about necessary restrictions on the work or duties of an employee and any necessary accommodation; first aid and safety personnel when appropriate; government officials; insurance companies as may be necessary to provide health or life insurance to employees; by court order or as otherwise legally mandated; and as necessary to protect the interests of the Town.

DRUG AND ALCOHOL POLICY FOR DOT EMPLOYEES

Employees/Applicants Subject to Testing

The Town complies with the U.S. Department of Transportation's (DOT) physical mandated by the Federal Motor Carrier Safety Administration (FMCSA) applicable to employees in positions requiring a Commercial Driver's License (CDL). A DOT physical helps determine if a driver is physically, mentally, and emotionally fit to operate a CMV. For your safety and the public's safety, FMCSA requires all CDL holders to complete and pass a DOT physical to maintain a valid commercial driver's license.

Covered drivers must also comply with DOT drug testing and alcohol testing procedures.

Questions

Anyone with questions regarding this policy should contact the Town Manager.

Section 1.6 Nepotism **(Employment of Relatives)**

This policy is designed to prevent conflicts of interest and perceptions of biased conduct and to maintain the confidentiality of restricted information.

Hiring & Employment of Relatives. The Town will not hire a relative of a current employee without the express written authorization of the Town Manager. Continuing employment of employees who become relatives after they are hired is subject to the following:

- No employee may supervise, review, or process the work of a relative;
- The employees' relationship must not create an actual or potential conflict of interest;
- There can be no interdependence or relationship between jobs that might be potentially detrimental to the Town;
- Relatives cannot work in the same Department; Department Heads cannot have a relative in their own or in another Department.

Mayor, Council Members, and Town Manager.

- Relatives of the Mayor may not work for the Town.
- Relatives of Town Council members may not work for the Town.
- Relatives of the Town Manager may not work for the Town.

Employee Dating. Department Heads are prohibited from dating another Town employee. Other supervisors are prohibited from dating anyone in their own Department and are discouraged from dating employees in other Departments, especially if the relationship (or dissolution of the relationship) might reasonably create a disruption to the work environment, create a conflict of interest or the appearance of a conflict of interest, or lead to charges of favoritism, discrimination, or sexual harassment.

If a dating relationship is permitted under this policy, repeatedly asking out someone who is not interested is still a violation of this policy. For purposes of this policy “dating” includes both serious and casual dating and other conduct associated with romantic or sexual relationships. Anyone with questions as to whether an existing or potential relationship is prohibited by this policy is directed to discuss it with their Department Head, Human Resource, and/or the Town Manager’s Office. Any exceptions to this policy require the Town Manager’s written approval.

Required Disclosures.

- **Job Applicants.** Job applicants, both internal and external, must disclose during the hiring process if they are related to or are dating the Mayor, a Council Member, or a current Town employee.
- **Current Employees.** Employees are required to notify the Human Resource department of the following:
 - **Relatives Seeking Employment.** Employees who know that a relative is or has applied for employment with the Town must immediately notify Human Resources.
 - **Impending Relationships.** The Town recognizes that future situations may arise where employees who were not relatives or who were not dating when hired may subsequently become related to or consider dating another Town employee. If a romantic relationship, engagement, marriage, reorganization, or other situation will result in a violation of this policy, affected employees must immediately inform the appropriate Department Head and Human Resources.
- **Supervisors.** Supervisors must immediately disclose to the Human Resource department any known or suspected violations of this policy, as well as any impending relationships that will or may be in violation. Human Resources will work with Department Heads and the Town Manager to determine if this policy is or will be violated and coordinate any further action.

Application. This policy applies to all employees. Relationships that violate this policy will, unfortunately, result in the termination of one or both employees if a transfer or other resolution is not workable.

Definition of Relative. The definition of a “relative” is applied broadly and includes an employee’s:

- Mother, father, daughter, son, sister and brother;
- Stepparent, stepchild, and stepsibling;
- Aunt, uncle, niece, nephew, grandparent, grandchild, and first cousins;
- Great aunt/uncle, great niece/nephew, great grandparent, great grandchild, and second cousins;
- Spouse and the spouse’s mother/father, brother/sister, son/daughter, aunt/uncle, niece/nephew, grandparent, grandchild, and first cousins;
- Former spouse, fiancé, “significant other,” and members of the same household.

Section 1.7 **Conflict of Interest and Outside Employment**

It is the policy of the Town of Hickory Creek to establish that no officer or employee shall give occasion for distrust of integrity, impartiality or devotion to the best interests of the Town and the public trust held by such persons.

No officer or employee shall use or attempt to use his official position to secure special advantage, privilege or exemption for him or herself or others.

To guard against a potential conflict of interest, no employee of the Town of Hickory Creek may engage in any outside employment or self-employment without first securing approval, in writing, from his or her Department Head and approved by the Town Manager.

Section 1.8 **Health/Medical Examinations/Fitness for Duty**

The Town endeavors to provide a safe work environment for all employees. It is the responsibility of each employee to maintain the standards of physical and mental health fitness required for performing the essential functions of the position, either with or without reasonable accommodation.

Serious Health Condition/Disabilities

The Town recognizes that employees with a potentially life-threatening and/or infectious illness or physical and/or mental disabilities may wish to continue to engage in as many of their normal pursuits as their condition allows, including their employment.

As long as these employees are able to perform the essential functions of their job, with or without a reasonable accommodation, without creating an undue hardship on other employees, and medical evidence indicates that their condition is not a direct threat to themselves or others, the Town will treat them consistently with other employees.

Medical Exams for Current Employees

The Town Manager, or an employee's department head (with the prior written approval of the Town Manager) may require a current employee to undergo a medical and/or psychological examination to determine fitness for continued employment, as may be necessary in order for the Town to provide a reasonable accommodation; following an injury or accident; and as otherwise permitted in accordance with applicable laws. Any requested medical examinations of employees will be job-related and consistent with business necessity.

Medical Information from an Employee's Doctor

Under certain circumstances, the Town Manager may require employees to provide medical information from their healthcare provider. In such cases, employees are to inform their health care provider not to provide any genetic information when responding to such request.

Genetic Information

In accordance with the Genetic Information Nondiscrimination Act (GINA), the Town will neither request nor require genetic information of an employee or his/her family member, except as specifically allowed by GINA. To comply with GINA, employees are directed not to provide any genetic information when responding to any Town request for medical information.

"Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or embryo lawfully held by an individual or family member receiving assistive reproductive services.

Medical Records

Medical records and sensitive information regarding an employee's health will be kept confidential as required by law. Limited information may be provided to supervisors and managers, first aid and safety personnel, government officials, Texas Workers' Compensation Commission, and as necessary for insurance and other business-related purposes.

Return to Work/Fitness for Duty

Before returning to work following a medical and/or psychological examination under this policy, the employee must coordinate his/her return through the Town Manager. An employee who misses work due to medical reasons may be required to provide a fitness-for-duty certification before returning to work.

Time Off from Work

Time away from work undergoing a Town mandated fitness for duty examination will normally be coded to paid administrative leave but may be retroactively changed to PTO as circumstances warrant.

Section 1.9 **Americans with Disabilities Act**

To ensure compliance with the Americans with Disabilities Act and Americans with Disabilities Act as Amended (ADAAA), the Town offers equal employment opportunity to qualified individuals and strictly prohibits discrimination against qualified individuals on the basis of disability.

The Town will provide reasonable accommodation to the known physical or mental impairments of an otherwise qualified individual with a disability if such reasonable accommodation will enable the individual to perform the essential functions of the position at issue. The Town's obligation under this policy is limited to providing reasonable accommodations that will not result in undue hardship for the Town.

Any employee seeking reasonable accommodations for a disability that affects the employee's ability to perform the essential functions of the position shall make a written request to the Town Manager.

Employees who have a complaint involving potential violations of the Americans with Disabilities Act or ADAAA, including but not limited to harassment, discrimination, or failure to provide a reasonable accommodation, must immediately contact the immediate Supervisor, Department Head, or the Town Manager.

Section 1.10 **Modified Duty Assignments**

The Town may modify duty assignments available to ill or injured employees who are unable to perform their regular job duties. The decision to offer an employee a modified duty assignment is made in the Town's sole discretion.

A modified duty assignment may be in the employee's own or another department in the Town. Factors considered by the Town in making its decision include but are not limited to the nature of the employee's illness or injury; the medical release provided in support of modified duty; the risk that a modified duty assignment may result in aggravation of the employee's injury or illness; the type of modified duty work available; the length of the employee's employment with the Town; the employee's performance and disciplinary history in making modified duty assignments.

Employees who are released for and given a modified duty assignment may not perform work duties in violation of their medical release. An employee who violates the terms of the medical release while on a modified duty assignment may lose the modified duty assignment and, in addition, may be disciplined up to and including termination of employment.

Modified duty will not normally extend beyond thirty (30) calendar days without an evaluation by the employee's treating physician and a recommendation from the department head to the Town Manager. Only the Town Manager may approve an extension of a modified duty assignment.

Employees still unable to return to regular duty within the time limit established for modified duty must re-qualify for modified duty through evaluation by the treating physician or revert to workers' compensation indemnity payment, accumulated PTO benefits, if available.

An employee who is released for and offered modified duty by the Town, but who elects not to accept such an assignment, will be ineligible for PTO benefits under the Town's PTO policy and salary continuation benefits under workers' compensation, but may still be granted unpaid leave.

An employee's salary during any modified duty assignment shall be at the same rate as the salary received prior to the injury. This policy will be enforced consistent with the Town's obligations under the ADA/ADAAA.

Section 1.11 **Social Media Policy**

An employee's use of social media, both on and off duty, must not interfere with or conflict with the employee's duties or job performance, reflect negatively on the Town or violate any Town policy. The intent of these standards is to regulate the creation and distribution of information concerning the Town, its employees and citizens through electronic media, including, but not limited to online forums, instant messaging and internet social media and blogging sites. This policy is designed to protect the Town's reputation and ensure that an employee's communications not only reflect positively on the employee as an individual, but also on the Town.

The term "social media" encompasses Twitter, Facebook, Snapchat, TikTok, LinkedIn, Instagram, Threads, blogs, and other online journals and diaries; bulletin boards and chat rooms, microblogging and all other social networking sites, instant messaging and the posting of video on YouTube and similar media.

Use of Town's Internet

Use of the Town's Internet is a privilege and Town employees must responsibly and ethically use it. The Town may monitor an employee's access, use, and postings to the Town's internet to ensure compliance with internal policies, support the performance of internal investigations, assist management of information systems, and for all other lawful purposes. Employees have no expectation of privacy when using the Town's internet.

The Town expects all employees to follow the guidelines below when posting information on the Town's Social media sites.

Other Town Policies

This policy should be read and interpreted in conjunction with other Town policies, including but not limited to, policies prohibiting harassment, discrimination, offensive conduct or inappropriate behavior. Violations of the Social Media Policy may lead to disciplinary action. The Town provides an effective system for employee complaints through the "General Complaint and Grievance" policy without resorting to social media.

Employee Guidelines: Use of Town's Social Media on Work Time

Any blogging or posting of information on the Internet or other Town social media sites must comply with the Town's guidelines, regardless of where the blogging or posting is done.

- Blogging, or posting information of a personal nature on the Internet or other Town social media sites is prohibited during work hours. Employees are not permitted to engage in social networking of a personal nature while using any of the Town's electronic social media sites.
- Employees must obtain written authorization from the Town Manager to update or post on social media sites on behalf of the Town and all content must be approved prior to posting.
- All the employee's time spent updating or posting on Town social media sites as part of the employee's job duties is compensable time that must be reported and counted in the calculation of overtime.
- No use of social media on work time and on Town equipment on Town networks is considered private or confidential, even if password protected or otherwise restricted. The Town reserves the right to access, intercept, monitor and review all information accessed, posted, sent, stored, printed or received through its communication systems or equipment at any time.

- Never disclose any confidential information concerning another employee of the Town in a blog or other posting to the Internet. Posting confidential information may violate state law and subject the user to criminal penalty. All requests for Town documents must be processed through the Public Information Act.
- Employees must abide by all federal and state law and policies of the Town regarding information sent through the Town's Internet.
- Individual supervisors do not have the authority to make exceptions to these guidelines.

Employee Guidelines: Use of Personal Social Media While not on Work Time

The Town recognizes that many Town employees utilize social media when not at work. The Town requires that employees be aware of guidelines regarding posting of work-related information on personal social media sites, and they are listed below.

- If the employee's social networking includes any information related to the Town, the employee must make it clear to the readers that the views expressed are the employee's alone and not reflective of the views of the Town.
- Employees are encouraged to act responsibly on and off duty, and to exercise good judgment when using social media. Recognize that postings on your social media site, even if done off premises and while off duty, could have an adverse effect on the Town's legitimate business interests.
- Respect coworkers and the Town. Do not put anything on your personal social media site that may defame, embarrass, insult, demean or damage the reputation of the Town or any of its employees.
- Do not put anything on your personal social media site that may constitute violation(s) of the Town's Inappropriate Conduct and Prohibited Harassment policy.
- Do not post any pornographic pictures of any type that could identify you as an employee of the Town. Be mindful that the Town's harassment policy covers both work and non-work time, including postings on social media sites.
- Do not post pictures of yourself or others on your personal social media site containing images of Town uniforms or insignia, Town logos, Town equipment or Town work sites.
- Do not post information on your personal social media site that could adversely impact the Town and/or an employee of the Town.
- Do not permit or fail to remove postings violating this policy, even when placed by others on your social media site.

CHAPTER 2 – EMPLOYMENT

Section 2.1 **Employee Applications**

The Town relies upon the accuracy of information contained in the employment application, as well as the accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information or data may result in the Town's exclusion of the individual from further consideration for employment or, if the person has been hired, termination of employment.

Section 2.2 **Employee Classifications**

Exempt Employees

Salaried executive, administrative, and/or professional employees earning \$684 per week or more and who meet all of the exempt requirements of the FLSA are exempt under FLSA and are not eligible for overtime pay.

However, exempt personnel may be allowed to flex time at the discretion of the Town Manager, if the employee worked over the required eighty (80) hours during a pay period. Exempt personnel wishing to flex time off are expected to obtain approval in advance from the Town Manager.

Non-Exempt Employees

Non-Exempt employees are paid on an hourly basis and are eligible to receive overtime pay for overtime hours worked.

Full Time Employees

Full-time employees are those persons employed to work a regular full schedule. Each full-time employee is eligible for all benefits provided by the benefits plan currently in effect, subject to any waiting periods defined in specific plans.

Part Time Employees

Part-time employees generally work fewer than 18 hours per week and are paid on an hourly basis. Part-time employees do not participate in or receive employee benefits.

Seasonal Employees

Employees may be hired on a seasonal basis and are paid on an hourly basis. Seasonal employees do not participate in or receive benefits.

Section 2.3 **Selection Process**

The Department Head shall determine the most appropriate means of selecting applicants using job requirements to identify the best qualified and best suited applicant(s). Reference checks, interviews, assessment centers, medical examinations, performance tests, written tests, and other selection methods may be used.

Applicants shall be required to provide any information and undergo any examinations necessary to demonstrate compliance with prescribed requirements for the position(s) involved.

Section 2.4 Training and Evaluation Period

All regular employees shall be placed in a training and evaluation capacity for a period of six (6) months, with the exception of police personnel which is twelve (12) months. This training and evaluation period will be utilized for closely observing the employee's work; for securing the most effective adjustment for a new employee to the position; and for dismissing any employee whose performance does not meet the required work standards. During this training and evaluation period, employees have no opportunity to appeal a termination.

Section 2.5 Working Hours/Attendance

Town Administration office hours are from 7:00 a.m. until 4:30 p.m. Monday-Thursday and from 7:00 a.m. until 11:00 a.m. on Friday. Scheduled working hours, lunch and rest breaks are established for each department employee by their respective department head. This schedule may change from time-to-time depending on the needs of the Town of Hickory Creek. Town offices are closed on Saturday and Sunday. Regular and reliable attendance is expected for all employees.

Section 2.6 Promotional Opportunities

Employees interested in promotional opportunities must apply through the Administration Department when opportunities are officially posted. The hiring supervisor will be allowed to review the employee's personnel file.

The Town of Hickory Creek reserves the right to select individuals that it deems best suited for positions consistent with equal opportunity laws and fairness.

Section 2.7 Transfers

A transfer is the assignment of an employee in one position to another position at the same rate of pay. As with any other job opportunity, employees interested in a transfer must apply through the Administration Department when such an opportunity is officially posted. (This does not include internal transfers within a specific rank or classification within a department.) The hiring supervisor will be allowed to review the employee's personnel file. A transfer does not affect the current rate of pay.

There will likely be no objection to capable employees transferring between departments provided the following conditions are met:

- Both department heads are aware of it and agreeable **before** contact is made with the employee.
- That the employee is the best available person to fill the job that is open.
- That the employee is qualified to handle the new job and it will not create undue hardship in the department that the employee is leaving.

Section 2.8 Voluntary Demotion

Voluntary demotions occur whenever employees apply for and accept a position at a lower pay rate. Prior to accepting the job offer, the Department Head and the Town Manager will decide the pay rate for the demotion, but it must be within the pay range of the lower job classification.

Section 2.9
Involuntary Demotion

An involuntary demotion occurs whenever a Department Head makes an administrative decision to permanently reassign an employee to a lower pay rate or reduced responsibilities. Compensation for an employee involuntarily demoted will be determined on a case-by-case basis by the Department Head and Town Manager depending on the circumstances of the demotion.

Section 2.10
Temporary Assignments

An employee may temporarily be paid at a higher base rate of pay if he or she performs all the duties of a higher job classification for a prescribed period of time. A temporary assignment to a higher job classification does not constitute a promotion and shall not be used to circumvent normal selection procedures. The employee involved shall not acquire any status or rights in the class to which temporarily assigned.

The Town of Hickory Creek reserves the right to assign higher-level duties to an employee without additional compensation. Additional compensation for temporary assignments or acting duty shall be paid only if officially authorized by the Department Head and Town Manager.

Section 2.11
Layoffs – Reduction in Force

An employee may have his/her employment terminated due to the elimination of budgeted positions by the Town Council. This is a non-disciplinary termination and is not subject to appeal.

Section 2.12
Searches

The Town may conduct unannounced searches or inspections of the work site, including but not limited to Town property used by employees such as lockers, file cabinets, desks, and offices, computer and electronic files, social media sites, cell phones, text messages, whether secured, unsecured or secured by a lock or password provided by the employee. No supervisor has the authority to deviate from Town policy. If reasonable suspicion exists, the Town may also conduct unannounced searches or inspections of the employee's personal property located on Town premises, including vehicles parked on Town parking lots.

All searches must be authorized and conducted under the direction of the Town Manager. Employees who refuse to cooperate with a search may be subject to disciplinary action up to and including termination.

Section 2.13
Telephone Contact

All supervisory personnel and service personnel must have a telephone number at which they can be reached during off-duty hours. This can be a cell phone or a land line telephone.

- No reimbursement shall be made to the employee for the Town's use of such employee's private telephone to contact the employee regarding work related matters.
- All employees must immediately notify supervision of any change in phone number(s), and provide a phone number for a secondary contact, i.e., spouse, parent.

CHAPTER 3 – WORK PERFORMANCE

Section 3.1 **Periodic Reviews**

It is a goal of the town to establish a uniform and equitable plan of evaluation and compensation based upon the relative duties and responsibilities of positions within the Town and to reward meritorious service.

Newly hired employees will experience an intense period of job orientation for the first several months of employment. New employees will be evaluated on job performance as often as necessary. Employees will be evaluated at six months after hire, and Police Officers will be evaluated 12 months after hire.

Periodic reviews may be performed when an employee's performance does not meet expectations or in any other event that the supervisor determines a performance review is needed.

If an employee believes he/she has received an unfair or incorrect performance evaluation, it should first be discussed with the Department Head during the initial evaluation interview. Written comments on the evaluation form are allowed, or they may be attached to the form, regarding why the employee contends the evaluation is unfair or incorrect. Written comments shall become part of the personnel file. Signing an evaluation does not indicate agreement with the review, only that it has been received.

Section 3.2 **Education and Training**

All employees shall have the knowledge and expertise to do their job. Employees will have the minimum educational standard required for their position. In addition, the Town of Hickory Creek will work to provide the following:

- On the job training - Each employee will receive training on procedures, policy, and equipment from their supervisor and other employees in similar positions.
- Government required education and registration – All employees so required will achieve and maintain their own educational and registration requirements.
- Additional training and education – From time to time, additional training and education will be required to enhance job performance, knowledge, skills and ability.

Section 3.3 **Memberships in Organizations and Associations**

The Town of Hickory Creek may pay for memberships in organizations and associations whose objectives and purposes are directly related to the objectives and purposes of the Town. Each Department Head will be responsible for approving payment for membership in the organization.

CHAPTER 4 CONDUCT

Section 4.1 **Commitment**

The Town of Hickory Creek expects each employee to provide quality public services by meeting high standards of job performance and conduct and by following established policies, procedures, rules, regulations, and practices. For this reason, all employees are to be treated as responsible adults in the employment relationship. Employees are expected to meet the Town of Hickory Creek's performance standards and perform his/her job in an efficient and safe manner. Supervisors will provide a written job description and performance standards. Employees are expected to hold a high level of commitment to the Town of Hickory Creek organization. This commitment should be shown through cooperation, good work habits, and high standards of efficiency, economy, and accountability in the public service.

Section 4.2 **Personal Appearance**

All employees, regardless of work location and degree of public contact, are expected to maintain a good personal appearance and an acceptable standard of cleanliness and personal hygiene at all times.

While it is not the Town's intention to dictate the personal wardrobe of employees, the appearance and dress of employees are important in creating a favorable image supportive of public confidence. In general, dress and grooming which management might consider faddish, extreme, slovenly, or overly casual should be avoided. The following guidelines should prove helpful:

1. The appearance of all employees should be businesslike and within the limits of common sense and acceptable community standards. Employees should wear clothing that is neat, clean, professional, attractive and suitable for business, except when fieldwork is required. Very casual clothing and evening wear are not appropriate.
2. Those employees who are issued uniforms are expected to wear them and present a neat and clean appearance. Identification badges should be worn when appropriate.
3. Grooming, hairstyle and length should be the individual's choice, but should avoid extremes, be neat, clean, and suitable for business. Safety concerns may override some employee preferences. Accessories and shoes should be functional and safe for the type of work performed. Since it is impossible to foresee all possible individual variations in dress and style, employees should be alert to the reactions of other employees and the public to their appearance.
4. Judgment is to be exercised by the department head to assure that equitable and uniform application of the guidelines prevails. An employee whose personal appearance is unacceptable to these general standards will be informed of this immediately and may be sent home. If the problem is not corrected promptly and cooperatively, he or she may receive disciplinary action.

Section 4.3 **Contact with the Public and the Media**

Employees are the ambassadors of the Town to all they meet. Employees must be courteous, polite, and helpful. Nothing they do or say should detract from the public image of the Town. If the help that is needed is "not your job," courteously find the people or direct the person to the right people to assist them. If they ask, explain to anyone what you are doing and why you are doing it.

If the person is asking about the policies and opinions of the Town, direct them to your supervisor.

Contact with the media is centralized to the Town Manager as Public Information Officer (PIO). Media contact dealing with police business goes through the Chief of Police. If a member of the media contacts an employee, the employee needs to refer them to the appropriate official.

Section 4.4 **Electronic Communications and Systems Access Use**

The Town may provide computer networks, internet access, email, telephones, cell phones, digital cameras, voice mail, and fax communication systems for use by Town employees in the performance of their job duties. These communication devices are referred to collectively in this policy as “electronic communications systems” or “systems.” These electronic communications systems are designed to support and enhance the communication, research and information capabilities of Town employees and to encourage work-related communication and sharing of information resources within the Town. This policy governs user behavior pertaining to access and usage of the Town’s electronic communications systems. This policy applies to all Town employees, contractors, volunteers and other affiliates who use the Town’s electronic communications systems.

The Town’s electronic communications systems access must be used in a professional, responsible, efficient, ethical and legal manner.

Internet, Instant Message and Email Access

Users desiring internet and/or email access must obtain written permission from their department head and provide it to the Town Manager. Users must acknowledge an understanding of this policy and its guidelines as a condition of receiving an Internet, instant message and/or email access account.

Failure to adhere to this policy and its guidelines may result in suspending or revoking the offender's privilege of access and/or other disciplinary action under Town policies, up to and including termination of employment.

Acceptable Use

Acceptable uses of the Town’s electronic communication systems are limited to those activities that support reference, research, internal/external communication and conducting Town business in line with the user’s job responsibilities. Network users are encouraged to develop uses which meet their individual needs and which take advantage of the Town’s internal network function. The Town prohibits connection to sites or forwarding of information that contain materials that may be offensive to others including, but not limited to, sites or information containing sexually explicit material.

Users must understand that use of any Town-provided, publicly accessible computer network such as the Internet, instant messaging and email is a privilege. Personal use of Town electronic media is not permitted. Supervisors cannot alter the restrictions of this policy.

Unacceptable Uses of Electronic Communications Systems include:

- Using profanity, obscenity, or other language which may be offensive or harassing to other coworkers or third parties.
- Accessing, displaying, downloading, or distributing sexually explicit material.
- Accessing, displaying, downloading or distributing profane, obscene, harassing, offensive or unprofessional messages or content.
- Copying or downloading commercial software in violation of copyright law.
- Using the systems for financial gain or for any commercial activity unrelated to Town business.
- Using the systems in such a manner as to create a security breach of the Town network.
- Looking for or applying for work or business opportunities other than for internal Town postings.

- Accessing any site, or creating or forwarding messages with derogatory, inflammatory, or otherwise unwelcome remarks or content regarding race, religion, genetics, color, sex, national origin, age, disability, age, physical attributes, or veteran status.
- Transmitting or sharing information regarding a coworker's health status without permission.
- Expressing opinions or personal views that could be misconstrued as being those of the Town.
- Expressing opinions or personal views regarding management of the Town or other political views.
- Using the electronic communication systems for any illegal purpose or in any way that violates Town policy or is contrary to the Town's best interest.

Responsibility

The person in whose name a Town provided Internet, email or other electronic communications system account is issued is responsible at all times for its proper use, regardless of the user's location.

Exchanges that occur in the course of conducting Town business on the Town's electronic communications systems will be considered a communication of the Town and held to the same standards as formal letters.

No Right of Privacy/Monitoring

Users of Town electronic communications systems may not assume they are provided any degree of anonymity and employees have no right to privacy with regard to such systems. Personal passwords are not an assurance of confidentiality. To ensure proper use of its electronic communications systems, the Town will monitor their use. Management staff has the ability and will, with or without advance notice, monitor and view usage, including but not limited to employee email, voice mail and instant messages, text messages, information and material transmitted, received or stored using Town systems and user internet access and usage patterns to assure that the Town's Internet resources are devoted to maintaining the highest levels of productivity, as well as proper use and compliance with this policy.

Copyright Restriction

Any software or other material, including music, downloaded into a Town computer may be used only in ways consistent with the licenses and copyrights of the vendor, author or owner of the material. Prior written authorization from the Town Manager is required before introducing any software into the Town's computer system. Employees may not download entertainment software, games or any other software unrelated to their work.

Cybersecurity Awareness Training

The Town will conduct cybersecurity training in compliance with State law (HB 1118) and regulations for all employees, council members and any other person who has access to the Town's computer network and/or IT infrastructure.

Section 4.5

Cell Phone Use in the Workplace

The Town recognizes that many employees bring cell phones to work. Cell phones may belong to the employee or be provided for the employee's use by the Town. The use of personal cell phones, including those with a texting, camera and/or video playing capability is not permitted during work time without a supervisor's approval.

Employees who are permitted by a supervisor to use a personal cell phone while at work must not allow cell phone use to become disruptive or interfere with their own or a co-worker's ability to do their jobs. Employees who use cell phones to violate Town policy, including the Town's Inappropriate Conduct and Prohibited Harassment Policy, will be subject to disciplinary action.

Employees with Town-issued cell phones are allowed to use Town cell phones for personal phone calls.

Except in emergency circumstances, employees should not use a cell phone while operating a motor vehicle, including both making and receiving phone calls and texting. Employees using Town issued cell phones have no expectation of privacy in cell phone calls, pictures, or text messages on these phones.

Public Information Act

Employees are advised that records related to calls and text messages made and received on Town issued cell phones are public information. Information related to telephone numbers called, length of call, and time and date of call as well as the text message itself may be obtainable through the Texas Public Information Act.

If an employee uses a personal phone or device for Town related business, that phone or device may be subject to disclosure under the Public Information Act of the State of Texas. Texas Government Code § 552.004, §552.233. . Employees, including former employees, who possess Town records on a personal device are required to either transfer the information to the Town or to preserve the information in accordance with law and provide it to the Town upon request.

Section 4.6 **Town Property/Equipment Use**

The Town attempts to provide employees with adequate tools, equipment, vehicles and facilities for the job being performed, and the Town requires all employees to observe safe work practices and lawful, careful and courteous operation of vehicles and equipment. Any Town provided safety equipment must be used at all times.

From time to time, the Town may issue various equipment or other property to employees, e.g., credit cards, keys, tools, security passes, manuals, written materials, uniforms, cell phones, computers, and computer-related equipment. Employees are responsible for items formally issued to them by the Town, as well as for items otherwise in their possession or control or used by them in the performance of their duties.

At the time of issuance, employees may be required to sign certain forms or other documentation evidencing their receipt of property and/or equipment and authorizing a payroll deduction for the cost of lost, damaged, or unreturned items. In addition to payroll deductions, the Town may take any other action it deems appropriate or necessary to recover and/or protect its property.

Employees must notify their supervisor immediately if any vehicle, equipment, machinery, tools, etc. appears to be damaged or defective, or are in need of repair. The appropriate supervisor can answer questions about an employee's responsibility for maintenance and care of equipment used on the job. The improper, careless, negligent, destructive, unauthorized, or unsafe use or operation of equipment will likely result in disciplinary action.

Personal Use Prohibited

Town property, materials, supplies, tools, equipment or vehicles may not be removed from the premises or used for personal business without prior written approval by the Town Manager, or Department Head.

Tobacco Use Prohibited

The use of all tobacco products of any kind, including smokeless electronic cigarettes is prohibited at any time in Town buildings and other facilities, in Town vehicles, while using Town equipment, and as otherwise directed. Employees are welcome to smoke on their rest breaks outside of the building in designated smoking areas. Smoke breaks which are excessive in frequency or length will be treated as an attendance issue.

Mileage Reimbursement

An employee will receive mileage reimbursement for consistently using such employee's own vehicle for Town business if the use is deemed necessary by the Town Manager. Mileage will be reimbursed at the current State of Texas reimbursement rate.

Take Home Vehicles

A Town vehicle may be assigned to a position or employee when it is more economical than payment of a car allowance or mileage reimbursement. To be eligible for assignment of a take-home vehicle, an employee must be subject to emergency call back during off-duty hours to locations other than the employee's normal work location. No personal use of a take-home vehicle is permitted except to commute to and from home or work. A Town vehicle is not to be used for personal business such as going to the bank, grocery store, etc. without prior written approval of the Town Manager. No alcoholic beverages are allowed in Town vehicles. No passengers may be transported in take-home vehicles except as required by official duties.

The Town's vehicles are classified as either "exempt" or "non-exempt" as prescribed by law. Most pickups, vans and automobiles are classified as "non-exempt" vehicles. Employees to whom a "non-exempt" vehicle is assigned for take-home may incur a federal income tax liability for the benefit of commuting to and from work in a Town vehicle. Police vehicles used by employees on call 24 hours are normally exempt from the benefit tax liability.

Use of Town Vehicles

Town-owned or leased vehicles may be used only for official Town business. Town owned or leased vehicles may only be driven by authorized Town employees. If an employee drives a personal vehicle, or a Town-owned, rented or leased vehicle on the job or while carrying out Town-related business, the employee must comply with the following:

- Drivers must have a valid State of Texas driver's license appropriate for the vehicle operated, must maintain a satisfactory driving record, and must inform their supervisor of any change in status.
- Always observe all posted laws and speed limits.
- Always wear seat belts when the vehicle is in operation.
- No passengers other than Town employees or others on Town business may ride in a Town vehicle unless otherwise approved in advance by the department head.
- No personal use of Town-provided vehicles is allowed without the prior, specific approval of the Department Director.
- All maintenance and use records for Town vehicles must be completed as directed by the employee's supervisor.
- Report any broken, missing, or worn parts, tires, etc., or any needed maintenance of Town vehicles to the appropriate supervisor immediately.
- All drivers must be eligible for coverage under the Town's insurance policy.
- Drivers covered by Department of Transportation (DOT) regulations must comply with the DOT regulations at all times.
- At no time may an employee under the influence of alcohol or a presence in the system of illegal drugs drive a Town vehicle or a personal vehicle while conducting Town business.
- Employees involved in an accident while operating a Town vehicle, or while operating a personal vehicle on town business, must immediately notify the proper law enforcement agency (if applicable) and the appropriate supervisor, Department Head, and/or Town Manager. Accident reports, along with any law enforcement report, must be filed by the employee with the Town Manager.

The Town may, at any time, check the driving record of a Town employee who drives as part of the job duties to determine that the necessary qualifications are maintained as a Town driver. Employees must cooperate in giving the Town whatever authorization is required for this purpose.

The above is not a complete and exhaustive list of vehicle use policies. Violations of any of the specific items listed, as well as the improper, careless, negligent, destructive, unauthorized, or unsafe use or operation of a vehicle, may result in loss of driving privilege or disciplinary action.

CHAPTER 5 DISCIPLINE, APPEALS and GRIEVANCES

Section 5.1 **Discipline**

The Town's discipline policy emphasizes the employee's responsibility for the consequences of his or her own behavior, with a focus on communicating expectations for changes in behavior and needed improvement. It also emphasizes that the disciplinary process should be fair to both the employee and the Town and as consistent among employees and as appropriate to the individual situation as is practicable. The Town's discipline policy and procedures apply to all Town employees, except Council appointees and contractual employees, unless otherwise specifically stated.

Employees may be disciplined or discharged at any time and for any or no reason at the discretion of the Town. The policy and procedures are only guidelines for supervisory actions; they are not intended to be inclusive of every possible situation. Furthermore, nothing in the policy is meant to imply that disciplinary steps or action must be taken in any particular order. No employee is entitled to progressive discipline.

Section 5.2 **Grounds for Disciplinary Action**

Every employee is expected to consistently maintain satisfactory performance standards. Continuing performance deficiencies, unlike the isolated violations noted in the subsequent sections of this chapter, should first be addressed by the mutually cooperative efforts of the supervisor and employee. Those efforts include but are not limited to:

- An analysis of the problem;
- A determination of needed changes and assistance; and
- Implementation of a corrective plan of action and establishment of achievement dates.

If performance standards are not met within a reasonable period of time, the employee, depending upon the reasons for failure, may be transferred, demoted, or terminated.

The following types of conduct are unacceptable and may be cause for discipline up to and including termination, depending upon the facts and circumstances of each case. The examples given below are typical, but not all-inclusive:

1. Unsatisfactory attendance is exemplified by, but is not limited to, the following violations:
 - Unexcused absence or tardiness; Failure to give notice of an absence or tardiness to the supervisor thirty (30) minutes before starting time, or as may be prescribed by departmental policy;
 - Separate absences or days of tardiness which exceed the average absences or days of tardiness of the employee's work group and which lack sufficient justification;
 - Failure to notify supervisor before leaving; or failure to return to work after any authorized leave of absence;
 - Unscheduled absences in conjunction with weekends, holidays or other scheduled time off;
 - Absence or tardiness that causes disruption of services; or excessive amounts of time off the job, regardless of the reason.

2. Abandonment occurs when an employee, without authorization, is absent from the job, or refuses a legitimate order to report to work, for two (2) consecutive workdays. The employee is deemed to have abandoned his/her job and may be terminated. Any unauthorized leave shall be unpaid.
3. Insubordination, including an inability or unwillingness to perform assigned work satisfactorily is exemplified by, but is not limited to, the following violations:
 - Failure to follow routine written or verbal instructions;
 - Arguing over assignments or instructions;
 - Disrespectful or challenging conduct towards supervisor;
 - An accumulation of other deficiencies indicating the employee's continuing failure to adequately perform in a productive, efficient, and competent manner;
 - Failure or refusal to follow the lawful and specific orders or instructions of a supervisor or higher authority; and/or
 - Pursuit of a denied request to a higher authority without revealing the lower-level disposition/failure to exhaust chain of command without excuse.
4. Indifference toward work is exemplified by, but is not limited to, the following violations:
 - Inattention, inefficiency, loafing, sleeping, carelessness, or negligence;
 - Reading social media or unauthorized material, playing games, watching television, movies or other non-work-related video content, or otherwise engaging in entertainment while on the job and/or in view of the public.
 - Failure to remain at one's workstation without notifying the supervisor, leaving work without permission, or taking more time than allowed for meal or rest break periods;
 - Performance of personal business on work time;
 - Interference with the work of others; or
 - Discourteous or irresponsible treatment of the public or other employees.
5. Sabotage is exemplified by, but is not limited to, the following violations:
 - Deliberate damage to or destruction of Town equipment or property;
 - Defacing of Town property;
 - Unauthorized alteration, removal, destruction, or disclosure of Town records (this conduct may also violate criminal laws);
 - Advocacy of or participation in unlawful trespass or seizure of Town property;
 - Encouraging or engaging in slowdowns, sit-ins, strikes, or other concerted actions or efforts to limit or restrict employees from working;
 - Encouraging Town employees to disobey provisions of these rules and regulations, Town ordinances, or other laws;
 - Interference with the public use of or access to Town services, properties, or buildings;
 - Interference with the operations of Town government; or
 - Threats to commit any act of sabotage as defined in this subparagraph.
6. Safety violations are exemplified by, but are not limited to, the following violations:
 - Failure to follow Town or departmental safety rules and regulations;
 - Failure to use required safety apparel;
 - Removal or circumvention of a safety device;
 - Lifting in a manner which may cause injury;
 - Operations of a vehicle or other equipment in an unsafe, negligent, or careles manner;

- Smoking in a prohibited area;
 - Endangering of one's own safety or that of others by careless or irresponsible actions or negligence;
 - Failure to immediately report an on-the-job injury, vehicle accident, or unsafe working condition;
 - Failure of a supervisor to remove from the workplace or to assist to a safe location an employee whose mental capabilities are impaired due to injury, illness, alcohol or drug use, or emotional distress; or
 - Failure to maintain an insurable driving record acceptable to the Town.
7. Dishonesty is exemplified by, but is not limited to, the following violations:
- Acceptance of money or anything of value from a person subject to the regulatory decision or supervision of the employees;
 - Failing to be honest and truthful to supervisors when questioned;
 - Cheating, forging, or falsification of official Town reports or records;
 - False reporting of the reason for an absence, paid or unpaid; or
 - Other falsifying action detrimental to the Town, Town employees, or others.
8. Theft, regardless of item value, is exemplified by, but is not limited to, the following violations:
- Unauthorized taking of Town property, Town supplies or the property of others;
 - Unauthorized use of Town or employee funds;
 - Using or authorizing the use of Town equipment, supplies, or employee services for other than official Town business, including the unauthorized use of long distance or pay telephone services (including "900" toll calls); or
 - Using or authorizing the use of Town equipment or employee services without proper authority.
9. Abuse of drugs or alcohol is exemplified by, but is not limited to, the following violations:
- The manufacture, distribution, dispensing, possession, sale, purchase or consumption of drugs or alcohol during working hours, work breaks, lunch period, in a Town vehicle or at any time while the employee is on Town property;
 - Entering Town property or reporting to work unable to perform duties in an effective and safe manner due to the ingestion, inhalation or injection of a drug or ingestion and/or consumption of an alcoholic beverage;
 - Employees may use legally prescribed drugs or over the counter medicines but must not use any drugs or medicines that impair his/her ability to perform the essential functions of his/her job safely and satisfactorily. Employees shall report to HR when an employee takes any medication that might impair their ability to perform the essential functions of his/her job;
 - Criminal acts involving the use of illegal drugs or alcohol while off-duty are grounds for termination.
10. Disturbance is exemplified by, but is not limited to, the following violations:
- Fighting or boisterous conduct;
 - Deliberate causing of physical injury to another employee or citizen;
 - Use of profane, abusive, threatening, or loud and boisterous language;
 - Harassment, as defined by the Texas Penal Code, or intimidation;
 - Unlawful harassment, violation of inappropriate conduct or equal employment opportunity policies;
 - Spreading of false reports; or
 - Other disruption of the harmonious relations among employees or between employees and the public.

11. Abuse of Town property is exemplified by, but is not limited to, the following violations:
 - Intentional, careless, or negligent damage or destruction of Town equipment or property;
 - Waste of materials or negligent loss of tools or materials;
 - Improper maintenance of equipment; or
 - Damage caused by use of tools or equipment for purposes other than that for which the tool or equipment was intended.
12. Misconduct is any criminal offense or immoral conduct, during or off working hours, which, on becoming public knowledge, could have an adverse effect on the Town or the confidence of the public in Town government. "Criminal offense" means any act constituting a violation of law and/or resulting in charges being filed, arrest, or confinement.
13. Violation of the Town's Inappropriate Conduct and Prohibited Harassment policy.
14. An employee shall maintain high standards of moral conduct in his personal affairs and shall not be a participant in any incident which tends to or does impair his ability to perform as a Town employee or cause the Town to be brought into disrepute.
15. An employee shall notify his/her immediate supervisor of all traffic violations, arrest and/or convictions within twenty-four hours of any offense.
16. Except for sworn peace officers and those named in Judge's Standing Order No. 15, no employee of the Town shall carry a handgun or any other firearm into any Town building or portion of a building, or any Town vehicle.
17. Engaging in conflicts of interest could compromise the appearance of professionalism and impartiality necessary to public service. Examples of prohibited conduct that could constitute an improper conflict of interest are:
 - No employee shall accept any gift, or favor from any citizen, person, firm, group or corporation that does business with the Town or that might reasonably be expected by the donor to result in favorable or special treatment in the performance of the employee's official duties.
 - No employee shall use his/her official position to secure or grant benefits, privileges, or special consideration to himself/herself or others beyond that which is available to every other citizen, person, firm, group, or corporation.
 - No employee shall transact any business on behalf of the Town in his/her official capacity with any business entity with which he/she is an officer, agent, or member, or in which he/she owns directly or indirectly an interest.
 - No employee shall accept other employment or engage in outside activities incompatible with the full and proper discharge of his/her duties and responsibilities with the Town, or which might impair his/her independent judgment in the performance of his/her public duty.
 - No employee shall receive any fee or compensation for his/her services as an officer or employee of the Town from any source other than the Town, except as may otherwise be provided by law. This shall not prohibit his/her performing the same type of other services for a private organization that he/she performs for the Town if there is no conflict with his/her Town duties and responsibilities.

Section 5.3 **Types of Disciplinary Action**

In making a decision as to what discipline should be recommended, the supervisor should consider such factors as the type and severity of the offense or offenses, the employee's work record, and any mitigating circumstances which may be relative to the situation.

The following disciplinary actions are not exclusive and may be initiated against an employee for violations of these Policies and/or Town or departmental rules and regulations:

Verbal Counseling

Verbal counseling is best suited for a minor rule infraction or incident of substandard performance. Verbal counseling should identify violations and indicate areas needing improvement. A written record of this warning shall be maintained in the employee's personnel file.

Written Reprimand

A written reprimand is a formal warning of an infraction that may result in suspension, demotion, or termination should the violation recur. Both the supervisor and the employee should sign the written reprimand. Included in the written reprimand should be a statement of what changes in behavior are expected, when the next evaluation will be held and what penalty will be imposed if no changes are made by the employee. Copies of the written reprimand and all supporting documentation, if any, will become part of the employee's personnel file. The employee shall be given the opportunity to respond in written form to the written reprimand.

Suspension

A suspension is to bring about a change in behavior and results in time off without pay. The employee should be encouraged to reflect on his/her behavior during the suspension and to decide whether he/she wishes to correct the offending behavior or terminate his/her employment.

A Department Head may suspend an employee without pay for a period of not less than one (1) hour nor more than ten (10) working days. Prior to suspending an employee, a Department Head shall confer with the Town Manager.

Suspension for more than ten(10) working days requires the written approval of the Town Manager. A suspension becomes a permanent part of the employee's personnel file.

Demotion

A Department Head may demote an employee for a disregard or violation of these Policies and/or any Town or departmental rule or regulation, or for repeated refusal or inability to improve performance. Prior to demoting an employee, a Department Head shall confer with the Town Manager regarding the proposed demotion. Demotions may be either permanent or for a predetermined specified period of time and shall result in a reduction of salary. The demotion becomes a permanent part of the employee's personnel file.

Termination

An employee may be dismissed from employment at any time for any reason. The Town Manager must ratify any termination of an employee. The ratification will take place as soon as possible. An employee is not entitled to progressive discipline. For example, the Town is not required to provide an employee with verbal counseling or a written reprimand before suspending, demoting, or terminating the employee.

Section 5.4 **Disciplinary Procedures**

Any disciplinary action, with the exception of oral reprimand/employee counseling, shall be presented in written form to the employee and the Town Manager specifying:

- The type of disciplinary action taken, i.e., written reprimands, suspension, or demotion;
- The specific rule violated;
- The specific incident, including date(s), if applicable, causing the action;
- A written or verbal response from employee regarding the allegations against him/her;
- The employee's right to appeal to a specific office within a specified time; and
- The finality of the action if the employee fails to appeal within the specified time.

Section 5.5 **Appeals of Disciplinary Action**

An employee may appeal the following disciplinary actions to the Department Head if the discipline was imposed by a supervisor of lesser rank than the Department Head: a) Verbal Counseling b) Written reprimands. The decision of the Department Head will be final and non-appealable. If the Department Head makes the initial decision, no appeal is available.

The Town Manager has the authority to appoint, suspend or terminate any Town employee except for the Police Chief. (Ord. 1.05.074)

The following actions may be appealed to the Town Manager: suspension, demotion and terminations. The appeal must be submitted to the Town Manager.

In order to appeal disciplinary actions, an employee must submit a written request for an appeal within three (3) business days, to the Town Manager. The decision of the Town Manager is final and no further appeal is available.

The appeal of disciplinary action will be an informal process wherein an employee will be given an opportunity to inform the Town Manager the action was not appropriate. The hearing will be confined to consideration of the reasons for the disciplinary action. If the reasons for the action have not yet been reduced to writing, they will be presented to the employee at least three (3) days prior to the hearing. The sole purpose of the hearing is to allow the employee an opportunity to respond to allegations of misconduct. It is not a formal evidentiary hearing.

Any appeal decision is final and non-appealable.

The procedures as set forth herein are intended to be used as guidelines only and are not to be interpreted as giving any employee substantive or procedural due process. All employees serve the Town on an at will basis. These guidelines do not alter the at-will relationship between the Town and any employee.

Section 5.6 **Grievance Procedures**

Definition of Grievance. Employee complaints of inconsistent treatment, interpretation and/or application of Town or departmental policies, procedures, or practices; and retaliation.

Any employee wishing to submit a complaint or grievance must first discuss the grievance with the employee's Department Head.

If the matter is not resolved to the employee's satisfaction, the employee may take the grievance to the employee's Department Head. The employee must submit the grievance in writing on or within seven (7) calendar days after receiving the Department Head's response.

An employee failing to gain satisfaction after conferring with the employee's Department Head may present the grievance to the Town Manager within three (3) business days of receipt of the Department Head's decision. The Town Manager's decision is final.

If an employee is complaining about the Police Chief or Town Manager, the employee must submit his/her grievance to the Town Council within three business days for its consideration.

If the Police Chief or Town Manager have a complaint, either may submit their grievance to the Council for its consideration within three business days of the desire to have the grievance considered by the Town Council.

CHAPTER 6 PERSONNEL RECORDS

Section 6.1

Personnel Files and Records

The Town of Hickory Creek will request, use and retain only that personal information about employees that is required for business or legal reasons. The confidentiality of all personal information in Town records and files will be protected, preserved, and maintained for all Town employees in compliance with State and Federal laws.

Employees have access to personal information in his/her personnel files and will have the right to correct inaccurate information or express, in writing, disagreement with the accuracy of information maintained.

CHAPTER 7 SAFETY

Section 7.1

Safe Working Conditions

It is the policy of the Town to make every effort to provide a healthy and safe working conditions for all its employees.

1. Employees will follow all established safety regulations and use all safety equipment provided by each department.
2. Each department head is responsible for reviewing all work procedures and enforcing all necessary safety rules and providing any safety equipment necessary to provide a safe working environment.
3. Employees shall immediately report any accidents or injuries occurring on the job to their supervisor. The supervisor shall take all necessary action to ensure safe transportation and/or treatment of the injured. The supervisor shall then notify the Town Manager's Office of the incident and shall file a written accident report with the Administration Department.
4. Employees shall not be compelled by orders of a supervisor to commit acts that are unlawful or pose unusual and unnecessary risk to the health or life of the employee.

Safety is important to the Town and to you. Failure to follow safety rules is grounds for discipline up to and including termination.

Section 7.2

Driving Record Checks

An employee required to drive a Town vehicle or personal vehicle as a regular part of their job will have their driving record reviewed from time-to-time. In addition, any and all traffic accidents, moving violations, convictions (including probated sentences), and/or license suspensions, whether occurring on or off the job, must be reported to your immediate supervisor within twenty-four hours of occurrence and the supervisor must immediately report it to the Department Head and/or the Town Manager. In order to ensure the safety of all employees and the public, employees may be forbidden to operate street vehicles based on a case-by-case review of driving records. If driving is an essential function of the job, this may result in termination.

An employee charged with, but not convicted of, any major moving violations including D.W.I. or D.U.I., may be removed from driving pending the resolution of the alleged violation or terminated if the circumstances warrant. If the employee is not lawfully authorized to drive and driving is an essential job function, the employee may be terminated.

CHAPTER 8 COMPENSATION

Section 8.1 **Pay Days**

The pay period for the Town of Hickory Creek is Bi-Weekly. Checks are issued the Thursday following the two-week pay period ending on the previous Sunday.

If the payday falls on a holiday, checks will be issued on the last working day preceding the holiday.

Section 8.2 **Overtime Pay**

The Fair Labor Standards Act defines “exempt” employees. Exempt employees are paid to do a job and are not required to be compensated for overtime.

Exempt employees usually work in excess of forty hours per week. Due to the nature of exempt work, exempt employees may work irregular, incidental, casual or discretionary hours beyond their normal work schedule. Such hours are an integral part of the job. Employees whose primary duties are the performance of exempt work (executive, administrative and/or professional) and who are paid on a salary basis and paid in excess of \$684 per week are exempt. The job description should inform employees whether their position is exempt.

PTO leave does not count as “hours worked” for purposes of an employee reaching the overtime threshold.

Nonexempt employees may not work overtime (more than 40 hours per week, except for police officers) without prior approval by their supervisor. Any nonexempt employee who works overtime without prior supervisory approval shall be disciplined, up to and including termination. Police officers are subject to the 7k partial overtime exemption from overtime.

Section 8.3 **Longevity Pay**

Regular, full-time employees are eligible to receive longevity pay after six months of service. Longevity pay is calculated from date of hire through the end of the calendar year at the rate of \$6.00 per month. Payment of longevity will be during the last two weeks of November each year. An employee who terminates employment with the Town either voluntarily or involuntarily before December 1 will not be paid the longevity pay for the previous years’ service.

Section 8.4 **Final Pay Upon Separation**

Upon final separation, an employee shall be paid his or her last paycheck on the next regularly scheduled payday.

Section 8.5 **Travel and Subsistence Allowance**

Statement of Policy

When employees of the Town are required to travel on official business, the Town will pay reasonable amounts for transportation, meals, and lodging. An employee is expected to show good judgment and an appreciation for the economy when incurring travel expenses.

Expense limits established by these regulations are limits, and not allowances or authorization to spend that much if less would be adequate.

General

Travel expenses must be itemized on a travel expense form, which must be forwarded to the Administrative Department within two working days after returning from a trip. Paid bills for lodging and receipts for air or rail fares are required to be attached to the travel expense form if such expenses have been incurred. The Town shall pay actual registration fees which shall be based upon a copy of the official conference brochure indicating such fees.

Meal Allowance

Expenses for meals shall either be charged to a Town credit card or reimbursed at actual cost as supported by itemized receipts submitted to the Administrative Department within two (2) business days of return from the trip. Meals should be kept to a reasonable amount, not to exceed a total of sixty (\$60) dollars a day for breakfast, lunch and dinner.

Transportation

The Town may purchase tickets in advance for employees traveling by common carrier. All employees shall travel in economy class where such services are available.

Municipal owned vehicles may be used for out-of-town travel. All expenses incurred for operation of such vehicles must be documented by receipts attached to the expense report. Employees who, with authorization from their Department Head, use their personal vehicles for official business will be reimbursed for mileage at the current State of Texas reimbursement rates.

Receipts must be attached to the expense report to claim reimbursement for all transportation costs. If receipts were not available for ferry, bridge, road and parking tolls, and taxicab fares, these items can be itemized with the reason the receipts were not available. Reimbursements for those unreceipted costs will be determined on a case-by-case basis.

Lodging

An employee is expected to make hotel or motel reservations well in advance whenever possible and to take other actions to insure that lodging is secured at moderate rates.

If an employee is to attend a formal, organized meeting or conference, he/she may stay at the hotel where the meeting is to be held unless it is within a 50-mile radius of town hall. The Town, in all cases, will pay no more than the regular single room rate.

Non- Allowable Expenses

Expenses or charges for the following will normally not be reimbursed and must be paid for by the employee:

- In-hotel pay television and movies;
- Dry cleaning and laundry;
- Health club and spas;
- Expenses of a spouse;
- Alcoholic beverages;
- Personal long distance telephone calls; and
- Other items of a personal nature.

Section 8.6 Attendance and Work Hours

Regular Work Hours

Nonexempt employees of the Town, except for Police Department Personnel, normally work 40 hours in a seven-day workweek. Exempt employees may be required to work in excess of 40 hours in certain weeks.

The work week begins at 12:00 a.m. on Monday and ends at 11:59 p.m. on Sunday.

The Town has declared a 14-day work period for Police Personnel under the 7K partial overtime exemption. However, the Town agrees to pay nonexempt Police Personnel 1.5 times their regular rate of pay for time actually worked between 80 hours up to 86 hours and in excess of 86 hours in the 14 day work period.

Adjustment to Work Hours

In order to assure the continuity of Town services, it may be necessary for Department Heads to establish other operating hours for their departments. Work hours and work shifts must be arranged to provide continuous service to the public. Employees are expected to cooperate when asked to work overtime or a different schedule. Acceptance of work with the Town includes the employee's acknowledgement that changing shifts or work schedules may be required and indicates that the employee will be available to do such work.

On-Call and Call Back Pay

On-call status is not considered time worked and is not compensable unless the employee responds to a call back. On-call employees called back to the workplace will be paid at their regular rate of pay for actual hours worked or a minimum of one (1) hour, whichever is greater for each call-back within the same 24 hours after their regularly scheduled working hours or on a regular day off. Continuing work on a call-back that extends beyond the 1 hour minimum and into a day off does not entitle the employee to additional premium pay. Travel time to and from a call-back is compensable under this policy. On-call employees who do not return to the workplace but who handle a workplace issue by phone will be paid for actual time spent on the phone.

Attendance/Time Records

Employees are expected to be at their workstations and ready to work at their scheduled start time. Employees are required to accurately record the number of hours worked each day. Employees' meal breaks are automatically deducted, and the employee must affirm that he/she took a meal break and was relieved of his/her duties. Meal breaks for police personnel are not deducted. Employees are required to sign the time sheets and affirm the work time reported is accurate.

Attendance and Punctuality

Regular and reliable in person attendance is an essential job function.

To maintain a safe and productive work environment, the Town expects employees to be reliable and punctual in reporting to work. Absenteeism and tardiness are disruptive and place a burden on the Town and on co-workers.

Either may lead to disciplinary action, up to and including termination of employment.

In most instances, an employee who fails to properly notify the supervisor in advance of an absence or tardiness will be subject to disciplinary action up to and including termination. An employee who fails to notify the Town of an absence of three days or more may be presumed to have voluntarily resigned from employment.

Regular and reliable on time attendance is required. Accordingly, employees with unscheduled and/or unapproved tardies and absences, if more often than infrequent, will face discipline.

Generally, if an employee has two or more tardies within 6 months, he will receive a reprimand; if he has 3 or more tardies within a twelve-month period, he will receive a written reprimand and if he has more than 4 in a 12-month period, he will be suspended and/or terminated.

Generally, if an employee has an unscheduled and unexcused absence, and does not provide a doctor's note, he will generally receive a reprimand. If he has more than one unscheduled and unexcused absence in a 12-month period, he will be suspended without pay. If he has more than 2 unexcused and unscheduled absences within a twelve-month period he will likely be terminated.

Section 8.7 **Clocking In & Out for Employees**

The Fair Labor Standards Act (FLSA) requires employers to keep records on wages and hours worked. The Town of Hickory Creek has elected to use an automated timekeeping system to track time worked for employees.

The FLSA requires employers to pay non-exempt employees for all hours worked, so it is important for employees to clock in and clock out appropriately. Employees should clock in from their work site immediately prior to beginning work, and clock out from their work site upon finishing work before leaving for the day. Early or late clocking in/out will not be permitted unless the employee is actually working.

Rounding

It is permissible to round the employee's start time and stop time under the FLSA when used in such a manner that it will not result, over a period of time, in the failure to compensate properly for all hours actually worked by non-exempt employees. The Town of Hickory Creek's timekeeping system records time to the nearest quarter of an hour (15 minutes). The Town will ensure that the employees are adequately compensated for all hours worked.

Section 8.8 **Breaks**

The Town may allow rest breaks as authorized by an employee's immediate supervisor during the course of each workday to prevent undue fatigue.

Rest Breaks

Full-time employees may, depending on individual departmental work schedules and the discretion of the supervisor, take up to two fifteen-minute, paid breaks each day, one during the first part of the workday and the other during the latter part of the workday. Breaks may not be combined. Time spent on rest breaks will be compensated as hours worked. An employee is expected to be punctual in starting and ending breaks and will be subject to disciplinary action for tardiness.

Meal Periods

Full-time employees are normally provided a 30-minute unpaid meal break near the middle of the workday. Employees will be relieved from work responsibilities during unpaid meal breaks. Employees may not extend meal breaks beyond their assigned period without permission from supervisor.

Lactation Break

Nursing mothers will be provided with reasonable unpaid break time to express breast milk for up to one year after the birth of a child in accordance with applicable law. If an employee needs time beyond the usual lunch and break times, the employee may use PTO. Employees and supervisors are expected to agree, in advance, upon a break schedule and how the time will be counted or made up.

A private room will be provided for nursing mothers to use. Employees who have a private office may use it if they prefer.

Supervisor Responsibility

Supervisors are responsible for scheduling the time for employee rest and lactation breaks and should take into consideration the workload and nature of the job performed. Whenever necessary, the supervisor may change the frequency and length of rest breaks.

Practices Not Permitted

The following practices are not permitted uses of rest breaks:

- combining two daily breaks into one thirty (30) minute rest break;
- "banking" break period time from day to day;
- saving break period time to extend lunch periods or shorten the scheduled workday; or
- requesting overtime pay for work performed during break period time.

CHAPTER 9 BENEFITS

Section 9.1

Holidays

The Town of Hickory Creek observes the following days as paid holidays:

New Year's Day	Labor Day
Martin Luther King Jr. Day	Columbus Day
President's Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Juneteenth	Christmas Eve
Independence Day	Christmas Day

Full-time employees shall be paid for official paid Town holidays providing the employee is not on an unpaid leave of absence immediately preceding or following the holiday.

Police Department full-time employees required to work on a holiday will be paid 8 hours for the holiday at their regular rate of pay, in addition to the hours worked. If a holiday and an employee's regularly scheduled day off occur on the same day, the employee will be paid 8 hours for the holiday at the regular rate of pay.

If a holiday occurs on a Saturday, the preceding Friday shall be observed as the holiday. If the holiday falls on a Sunday, the following Monday shall be observed as the holiday.

A holiday does not count towards compensable hours of work. Stated another way, holiday hours do not count as "hours worked" for purposes of reaching the overtime threshold.

Section 9.2

Paid Time Off

Paid time off or PTO leave refers to the allocation of time employees can take off work and still be paid regular wages. PTO is the combined accrued paid time off allocation that may be used for vacation time, sick time or personal time. Regular full-time employees accrue PTO leave each pay period as follows:

<u>Consecutive Months of Service</u>	<u>Accrual Rate Based on 26 Pay Periods Per Year</u>
0 - 60	5 hours per pay period - 130 hours per year
61 - 120	6 hours per pay period - 156 hours per year
121 - 180	7 hours per pay period - 182 hours per year
181 - 240	8 hours per pay period - 208 hours per year
241 +	9 hours per pay period - 234 hours per year

PTO is accrued per pay period with a maximum accrual cap of 1½ times the yearly accrual rate. Employees do not accrue additional PTO until the PTO balance is reduced below his/her maximum accrual cap.

For employees already employed as of October 1, 2023, all accrued and unused vacation leave and sick leave will be converted to PTO at a 1:1 ratio. Employees with a PTO balance greater than their maximum accrual cap due to the PTO conversion effective October 1, 2023 will be allowed to utilize the accrued hours but will not accrue additional PTO until the PTO balance is reduced to their maximum accrual cap.

PTO shall be granted in one (1) hour increments, up to a maximum of two (2) weeks consecutively unless prior approval from the Town Manager has been granted.

If you are eligible for PTO, you must submit a request in advance of your requested time off to obtain approval from your supervisor.

PTO does not count towards compensable hours of work. Stated another way, PTO hours do not count as “hours worked” for purposes of reaching the overtime threshold.

Upon separation, an employee shall be paid for their accrued leave, up to a maximum of 1 ½ times the employee’s current annual accrual rate.

Section 9.3 **Bereavement Leave**

Bereavement leave with pay for a period not to exceed three days per occurrence will be given to any regular, full-time employee in case of death in the immediate family. “Immediate family members” are defined as an employee’s spouse, domestic partner, parents, stepparents, siblings, children, stepchildren, grandparents, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or grandchild.

If there is a death in the family, the employee should request leave in advance or as soon as possible to his/her immediate supervisor. The supervisor should obtain permission for its use through the supervisor’s chain of command.

An employee may be required to provide proof of death/funeral/family relationship in support of bereavement leave. Bereavement leave is paid at the employee’s base rate at the time of absence. It does not include overtime or any special forms of compensation. Paid time off for bereavement leave is not counted as hours worked for purposes of determining overtime.

Employees who wish to attend funerals for other than immediate family must use PTO.

Section 9.4 **Jury Duty Leave**

The Town provides paid leave to regular full-time employees required to serve on jury duty requested to testify as a witness by the Town in a Town-related civil, criminal, legislative, or administrative proceeding. Court appearances for testimony, investigation, and court preparation as a result of official duties as a Town employee (e.g., police, inspections, animal control, etc.) are compensated as actual hours worked and are not classified as paid leave. In all other cases, employees are required to schedule PTO; otherwise, a nonexempt employee’s time off to testify will be considered a leave without pay.

The employee must provide documentation of the requirement for jury duty, subpoena compliance, etc., with the leave request, along with supporting documentation to their supervisor as soon as possible so that arrangements can be made to accommodate the absence.

An employee who is on jury duty typically must report for work for the remainder of the day upon completion of court or jury service, or request approval for use of PTO. Any payment for jury duty received by the employee may be retained by the employee.

Jury duty leave is paid at the employee’s base rate at the time of leave and does not include overtime or any other special forms of compensation.

Section 9.5 **Military Leave**

Employees shall be eligible for paid military leave in accordance with state and federal laws for military duty for a maximum of fifteen (15) days per fiscal year (October -September) . You will be asked to submit a copy of the order, directive, notice, or other document that requires you to report for duty when requesting leave.

Section 9.6 **Workers' Compensation**

Eligibility for Workers' Compensation

Workers' compensation is designed to cover the costs associated with injuries resulting from identifiable and specific accidents or injuries occurring during the course and scope of one's employment. It is not designed to cover ordinary diseases of life. All employees and volunteers of the Town are covered by workers' compensation insurance.

An employee injured on the job may be eligible for workers' compensation benefits, which may cover the cost of hospitalization, doctors, treatment, prescription drugs and other related expenses, to include possible partial salary continuation.

Injuries not directly related to or caused by a specific accident or incident that occurred in the performance of the employee's job duties for the Town, injuries occurring while an employee or volunteer is working or volunteering for an employer or organization other than the Town, and/or injuries occurring during self-employment, are not covered under the Town's workers' compensation plan.

Accident and Injury Reporting Procedures

1. **Medical Attention.** When an employee is injured on the job, the Town's first priority is to ensure that the employee gets timely medical attention. The employee must immediately report the circumstances of the accident and/or injury to the supervisor who will direct the employee to seek medical treatment, if necessary, from the Approved Doctor List (ADL), as provided by the Texas Department of Insurance.
2. **Reporting and Documentation.** The employee's supervisor is responsible for notifying the Town Manager immediately upon being made aware of an employee's involvement in an accident or injury. This timely notification is critical.

The employee's supervisor will initiate a thorough investigation into the cause and circumstances of the accident causing the injury, including interviewing all witnesses and preparing a detailed written report explaining the facts of the accident that occurred. The supervisor must submit the Town's Accident Report, First Report of Injury or Illness and any other related information to the Town Administration no later than the next business day after the injury was reported or no later than 9 a.m. on Monday for injuries occurring over the weekend. If the employee's supervisor has reason to believe that an injury has been reported that is not directly related to or caused by a specific accident or incident occurring in the performance of the employee's assigned job duties, the supervisor must advise the Town Administration of these circumstances.

The decision of whether or not an injury will be covered by workers' compensation will be made by the Worker's Compensation Carrier and not by the Town.

If the employee's treating physician recommends convalescence at home, the employee is required to contact the supervisor each day during the time away from work and to report to the Town Administration each Friday. For every doctor's office visit, the employee is required to obtain from his doctor a completed Work Status Report, which includes the employee's diagnosis, when the employee is expected to be able to return to work, the employee's restrictions and the date of the employee's next appointment.

It is the employee's responsibility to ensure that a copy of the Work Status Report is forwarded to the Town Manager and to the supervisor. Failure to report to the Town Manager as required may result in disciplinary action, up to and including termination of employment.

Returning to Work

The employee is to return to work immediately after treatment unless the employee's physician will permit neither regular duty nor modified duty. The employee must have a written release from the doctor to return to work and the release must specify any restrictions. The Town does not guarantee the availability of a modified duty opportunity. However, the employee must accept any modified duty assignment that is offered, including an assignment in another department.

All modified duty assignments must be approved by the Town Manager to ensure compliance with the Town's policies, the physician's restrictions/release and with the Americans with Disabilities Act (ADA,) the Americans with Disabilities Act as Amended (ADAAA).

Maximum Time Limits

Subject to other restrictions, limitations and earlier terminations as applicable in particular circumstances, the Town will hold open an employee's position following an injury that occurred while performing official job duties or conducting Town business, for a reasonable time period if holding the position does not result in undue hardship on the Town, generally not to exceed six months.

The Town Manager will engage in discussions of any reasonable accommodations that may assist the employee in performing the essential functions of the job. At the end of the reasonable period of time, should the employee still be unable for any reason to perform the essential duties of the job, with or without accommodation, the employee's position may be filled and the employee may be considered for a vacant position for which the employee is qualified and released from the physician to perform.

If no vacant position is available for which the employee is qualified, if not selected to fill the vacant position or if the employee declines to accept another position, employment with the Town will be terminated.

Only regular full-time employees are eligible for paid Injury Leave. The Town will pay the difference between what is paid by Worker's Compensation and your regular pay for two weeks/80 hours following the work-related injury

All regular full-time employees, while on Injury Leave, shall continue to earn PTO at the regular rate, but shall be required to return to work after the approval and release of the attending physician.

Section 9.7 **Unpaid Leave of Absence**

If you are a regular, full-time employee, you may request an unpaid leave of absence by submitting a written request to your Department Head.

You may be given an unpaid leave of absence for illness or inability to work or any other legitimate purpose approved by the Department Head. Unpaid leaves of absence may be approved only after PTO has been exhausted.

The Department Head may approve an unpaid leave of absence of up to two (2) weeks in duration. The Town Manager and the Department Head must approve an unpaid leave of absence beyond two weeks.

During an approved unpaid leave of absence, the Town will continue to pay its usual contributions toward your benefits; however, you will still be responsible for paying any benefit premiums that would normally be deducted from your paycheck. Please make arrangements with Administration for paying these premiums prior to your leave.

Section 9.8 **Group Medical Plan**

The Town makes comprehensive group medical coverage available to every regular full-time employee and pays the premium toward such single coverage for as long as an employee is eligible and enrolled. Newly hired employees should enroll themselves and their eligible dependents (if desired) for medical coverage within 30 days of hire. Once enrolled, an employee and his/her dependents are covered effective the first of the month after the employee's date of employment.

If you enroll for medical coverage and also elect coverage for your dependents, you will be responsible for paying ½ of the premium for the dependent coverage. The premium for dependent coverage will be deducted from your paycheck.

Specific and complete details of the Town's medical plan are available in plan booklets supplied to you by Administration.

Section 9.9 **Group Life Insurance**

Group life insurance coverage, including accidental death and dismemberment coverage, is provided to all regular, full-time employees. The Town pays the full premiums for the employee. For further information, refer to the Group Life Insurance Policy.

Section 9.10 **Short Term Disability**

Short term disability coverage is provided to all regular, full-time employees. The Town pays the full premiums for the employee. For further information, refer to the Short-Term Disability policy.

Section 9.11 **Long Term Disability**

Long term disability coverage is provided to all regular, full-time employees. The Town pays the full premiums for the employee. For further information, refer to the Long-Term Disability policy.

Section 9.12 **Dental Insurance**

Dental insurance is available to regular full-time employees and their dependents, if desired. The Town pays the premium for single coverage. Premiums for dependent coverage will be deducted from your paycheck.

Specific and complete details of the Town's dental plan are available in plan booklets supplied to you by Administration.

Section 9.13
Workers' Compensation Coverage

If you are injured as a direct result of the duties performed in the course of your employment with the Town, you may be eligible to receive Workers' Compensation benefits under the Workers' Compensation Insurance plan. Such a plan is required under state law and covers the cost of hospitalization, physician fees, drugs, treatment, and other related expenses. See Section 9.8.

Section 9.14
Texas Municipal Retirement System

The Town of Hickory Creek is a member of the Texas Municipal Retirement System (TMRS). Participation in the system is mandatory for all regular, full-time employees. There is no maximum age for participation in TMRS. Employees contribute 7% of their gross income, which is not taxable until withdrawn. The Town contributes the required amount to your retirement account.

The purpose of the retirement system is to provide adequate and dependable retirement benefits for employees retiring from Texas Municipalities. Each member Town chooses from various TMRS options to tailor its retirement plan to meet local needs and circumstances. Policy Manuals detailing this plan are available at www.TMRS.com.

Section 9.15
Social Security

The Town of Hickory Creek does not participate in Social Security (unless you are a part-time or seasonal employee). If you retire under both Social Security and a local government retirement plan such as TMRS, with a Town that does not participate in Social Security, your Social Security benefit may be lowered or offset. For more information, contact your local Social Security office.

Section 9.16
Medicare

Employees hired after April 1, 1986 are required to make a contribution toward Medicare equal to 1.45% of gross pay. The Town matches the employee's contribution with an amount equal to the employee's contribution.

Section 9.17
Continuation of Group Medical Benefits

In accordance with the Consolidation Omnibus Budget Reconciliation Act (COBRA), provides that all employees are eligible to continue their group insurance for a maximum of eighteen (18) months when employment is terminated due to resignation, retirement, reduction in employees, reduction of work hours, or dismissal for reasons other than gross misconduct. The law also entitles dependents of a covered employee to continue their group insurance coverage for a maximum of eighteen (18) months upon the separation of a covered employee or a reduction in such employee's hours of employment; and up to thirty-six (36) months upon the death of a covered employee, divorce or legal separation, when dependent children are no longer "eligible dependent" under the definition in the policy, or when the employee becomes Medicare eligible. The employee or dependent must request continuation of coverage and must pay the full cost of coverage.

Section 9.18
Inclement Weather and Emergency Conditions

The Town will make every effort to maintain normal working hours through inclement weather. Except for extraordinary circumstances, Town offices DO NOT CLOSE. All Town employees, whether exempt or nonexempt, are expected to make a sincere effort to report to work during inclement weather conditions or other emergency situations.

1. **Employee.** If an employee determines that the weather conditions constitute a danger to life and/or property, the employee must notify the immediate supervisor and/or Department Head and make arrangements to report to work if weather conditions improve. If conditions do not improve, PTO or leave without pay will be utilized.
2. **Department Head.** The Department Head is responsible for seeing that Town services are staffed while Town offices are open for business during inclement weather or emergency conditions. Any Town service that cannot be provided during inclement weather or other emergency conditions must be immediately reported to the Town Manager.
3. **Town Manager.** When weather or other conditions are such that the Town Manager or designee declares certain Town offices/departments officially closed, all affected personnel, i.e., those non-essential employees who were scheduled to work during the time of closure, will be paid for their scheduled hours when the office/department is closed. On days when the weather worsens as the day progresses, the Town may decide to close early. In such cases, a decision and announcement will be made by the Town Manager or designee at the appropriate time. Employees will only be paid for time worked when the office/department closes early and may utilize PTO or leave without pay for the remainder of the day.
4. **Essential Personnel.** Essential personnel must report to work even when other Town offices/departments are officially closed due to weather or other type of extraordinary circumstances. Essential personnel required to be on the job regardless of adverse weather or other conditions are designated by the Department Head and/or the Town Manager. Nonexempt essential personnel shall receive 1.5 times their regular rate of pay for actual hours worked during inclement weather or emergency conditions. Essential personnel who fail to report to work may be subject to disciplinary action up to and including termination of employment.

Section 9.19
Quarantine Leave

In accordance with Local Government Code 180.008, this paid quarantine leave policy applies to peace officers who are employed or appointed by the Town and ordered to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty.

Definitions:

(1) "Health authority" means a physician appointed by the county health department to administer state and local laws relating to public health within the Town's jurisdiction.

(2) "Paid quarantine leave" means: (1) all employment benefits and compensation, including leave accrual, pension benefits, and health benefit plan benefits provided by the Town; and (2) if applicable, reimbursement for reasonable costs related to the quarantine, including lodging, medical, and transportation costs.

(3) "Peace officer" means police officers licensed by the Texas Commission on Law Enforcement and employed by the Town.

Quarantine Leave:

A Town of Hickory Creek peace officer who is ordered to quarantine or isolate by the person's supervisor or the county's health authority due to a possible or known exposure to a communicable disease while on duty is entitled to receive paid quarantine leave for the duration of the leave.

No Reduction in Compensation and Benefits

The Town will not reduce a peace officer's paid time off leave balance, holiday leave balance, or other paid leave balance in connection with paid quarantine leave taken in accordance with this policy.

EMPLOYEE ACKNOWLEDGMENT FORM

The employee personnel manual describes important information about the Town of Hickory Creek, and I understand that I should consult the Administration Department regarding any questions. I acknowledge that there is no specified duration of employment and employment is at-will. Accordingly, either I and/or the Town of Hickory Creek may terminate employment with or without cause at any time.

Since the information, policies, and benefits described here are necessarily subject to change, I acknowledge that revisions may occur, except to the Town's policy of employment-at-will. All such changes will be communicated through official notices, and I understand that revised information may supersede, modify, or eliminate existing policies.

Furthermore, I acknowledge that this manual is not a contract of employment. I have received the manual, and I understand that it is my responsibility to read and comply with the policies contained therein and any revisions made to it. I also understand that it is my responsibility to keep this manual updated with future official notices relative to revised information and shall return this manual to the personnel department upon termination of my employment with the Town of Hickory Creek.

Employee's Signature

Date

Employee's Name (Typed or Printed)

TOWN OF HICKORY CREEK, TEXAS
RESOLUTION NO. 2023-0925-__

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF HICKORY CREEK, TEXAS, HEREBY RATIFYING AGREEMENTS BETWEEN THE TOWN OF HICKORY CREEK AND SUPERIOR AUTOMOTIVE GROUP FOR EMERGENCY PURCHASE OF POLICE VEHICLES; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Town of Hickory Creek (the “Town”), Texas is a Type A General Law Municipality located in Denton County, Texas, created in accordance with the provisions of the Texas Local Government Code and operating pursuant to enabling legislation of the State of Texas; and

WHEREAS, Texas Local Government Code Section 252.022(a)(3) allows for purchases without using the required competitive purchasing requirements otherwise applicable to certain purchases “because of unforeseen damage to public machinery, equipment, or other property”; and

WHEREAS, the Town has experienced unforeseen damages to machinery, equipment, or other property whose functionality will be replaced by the property acquired under Exhibit A; and

WHEREAS, the Town Council desires to ratify agreements between the Town of Hickory Creek, Texas and Superior Automotive Group for police vehicles, as shown on the attached Exhibit A.

NOW, THEREFORE, BE IT RESOLVED by the Town Council of the Town of Hickory Creek, Texas, that:

Section 1: the Town Council hereby ratifies the agreements between the Town of Hickory Creek, Texas and Superior Automotive Group effectively dated September 7, 2023 and attached hereto as Exhibit A.

Section 2: The resolution shall take effect immediately upon its passage.

PASSED AND APPROVED by the Town Council of the Town of Hickory Creek, Texas this 25th day of September, 2023.

Lynn C. Clark, Mayor
Town of Hickory Creek, Texas

ATTEST:

Kristi Rogers, Town Secretary
Town of Hickory Creek, Texas

APPROVED AS TO FORM:

Dorwin L. Sargent, III, Town Attorney
Town of Hickory Creek, Texas



DATE 09/08/2023 STOCK NO. L673958

PURCHASER'S NAME TOWN OF HICKORY CREEK

STREET ADDRESS 1075 RONALD REAGAN AVE

CITY & STATE HICKORY CREEK TX ZIP 75065

BUSINESS PHONE RESIDENCE PHONE

SALESMAN TY MONTGOMERY

- NEW CAR TRUCK USED

PLEASE ENTER MY ORDER FOR ONE AS FOLLOWS:

Table with vehicle details: YEAR 2023, MAKE DODGE, MODEL OR SERIES DURANGO, BODY TYPE UT, COLOR PXJ DB Black Clear Coat, TRIM Coat, MVI OR SERIAL NO. 1C4SDJFT3PC673958, ODOMETER MILEAGE 3, TO BE DELIVERED ON OR ABOUT 09/08/2023

CASH PRICE OF VEHICLE 43930 00

Large empty table grid for additional vehicle information or notes.

Purchaser agrees that this Order includes all of the terms and conditions on both the face and reverse side hereof; that this Order cancels and supersedes any prior agreement and as of the date hereof comprises the complete and exclusive statement of the terms of the agreement relating to the subject matters covered hereby. THIS ORDER IS NOT A BINDING CONTRACT. DEALER SHALL NOT BE OBLIGATED TO SELL ACCORDING TO THE TERMS HEREOF UNTIL: in the event the buyer wishes to enter into a retail installment contract, approval of the terms thereof is given by a bank or finance company willing to purchase the retail installment contract between the parties hereto based on such terms, or (2) Payment in full is received.

PURCHASER'S SIGNATURE [Signature] SALESMAN TY MONTGOMERY ACCEPTED BY [Signature] BUS. MGR. APPROVAL

BALANCE ON TRADE-IN OWED TO

USED VEHICLE ALLOWANCE N/A BALANCE OWED - N/A NET ALLOWANCE ON TRADE-IN \$ N/A CASH DEPOSIT N/A CASH TO BE PAID AT DELIVERY N/A TOTAL DOWN PAYMENT N/A

UNPAID CASH BALANCE DUE ON DELIVERY OF VEHICLE 43930.00

Table with columns: TRADE-IN, YEAR, MAKE, MODEL, BODY TYPE, COLOR, MILEAGE, VEHICLE ID NUMBER, STOCK NUMBER

1. As used in this Order the terms (a) "Seller" shall mean the authorized Dealer to whom this Order is addressed and who shall become a party hereto by its acceptance hereof, (b) "Purchaser" shall mean the party executing this Order as such on the face hereof, and (c) "Manufacturer" shall mean the Corporation that manufactured the vehicle or chassis, it being understood by Purchaser and Seller that Seller is in no respect the agent of Manufacturer, that Seller and Purchaser are the sole parties to this Order and that reference to Manufacturer herein is for the purpose of explaining generally certain contractual relationships existing between Seller and Manufacturer with respect to new motor vehicles.

2. Manufacturer has reserved the right to change the price to Dealer of new motor vehicles without notice. In the event the price to Dealer of new motor vehicles of the series and body type ordered hereunder is changed by Manufacturer prior to delivery of the new motor vehicle ordered hereunder to Purchaser. Dealer reserves the right to change the cash delivered price of such motor vehicle to Purchaser accordingly. If such cash delivered price is increased by Dealer, Purchaser may, if dissatisfied therewith, cancel this Order.

3. If the used motor vehicle which has been traded in as a part of the consideration for the motor vehicle ordered hereunder is not to be delivered to Dealer until delivery to Purchaser of such motor vehicle, the used motor vehicle shall be reappraised at that time and such reappraised value shall determine the allowance made for such used motor vehicle. If such reappraised value is lower than the original allowance therefor shown on the front of this Order, Purchaser may, if dissatisfied therewith, cancel this Order, provided, however, that such right to cancel is exercised prior to the delivery of the motor vehicle ordered hereunder to the Purchaser and surrender of the used motor vehicle to Dealer.

4. Purchaser agrees to deliver to Dealer satisfactory evidence of title to any used motor vehicle traded in as a part of the consideration for the motor vehicle ordered hereunder at the time of delivery of such used motor vehicle to Dealer. Purchaser warrants any such used motor vehicle to be his property free and clear of all liens and encumbrances except as otherwise noted herein.

5. Manufacturer has reserved the right to change the design of any new motor vehicle, chassis, accessories or parts thereof at any time without notice and without obligation to make the same or any similar change upon any motor vehicle, chassis, accessories or parts thereof previously purchased by or shipped to Dealer or being manufactured or sold in accordance with Dealer's orders. Correspondingly, in the event of any such change by Manufacturer, Dealer shall have no obligation to Purchaser to make the same or any similar change in any motor vehicle, chassis, accessories or parts thereof covered by this Order either before or subsequent to delivery thereof to Purchaser.

6. Dealer shall not be liable for failure to deliver or delay in delivering the motor vehicle covered by this Order where such failure or delay is due, in whole or in part, to any cause beyond the control or without the fault or negligence of Dealer.

7. The price for the motor vehicle specified on the face of this Order includes reimbursement for Federal Excise taxes, but does not include sales taxes, use taxes or occupational taxes based on sales volume, (Federal, State or Local) unless expressly so stated. Purchaser assumes and agrees to pay, unless prohibited by law, any such sales, use or occupational taxes imposed on or applicable to the transaction covered by this Order, regardless of which party may have primary tax liability therefor.

8. If a charge for Creditor Life Insurance is included in this Order the provisions on Creditor Life Insurance in any retail installment contract form subsequently executed between the parties hereto in conjunction with this Order shall be fully effective. If such insurance is unavailable or partly unavailable under the designated policy, the applicable portion of the charge for Creditor Life Insurance specified herein, and the finance charge thereon, may be deducted from the Total Time Balance and credited to the Purchaser. If such insurance does not become effective, notice thereof will be sent to the Purchaser by the Dealer and this Order and any retail installment contract executed in conjunction therewith shall otherwise remain fully effective.

9. MANUFACTURER'S WARRANTY: ANY WARRANTY ON ANY NEW VEHICLE OR USED VEHICLE STILL SUBJECT TO A MANUFACTURER'S WARRANTY IS THAT MADE BY THE MANUFACTURER ONLY. THE SELLER HEREBY DISCLAIMS ALL WARRANTIES, EITHER EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. ANY STATEMENT CONTAINED HEREIN DOES NOT APPLY WHERE PROHIBITED BY LAW.

10. USED VEHICLE WHETHER OR NOT SUBJECT TO MANUFACTURER'S WARRANTY: UNLESS A SEPARATE WRITTEN INSTRUMENT SHOWING THE TERMS OF ANY DEALER WARRANTY OR SERVICE CONTRACT IS FURNISHED BY DEALER TO BUYER, THIS VEHICLE IS SOLD "AS IS - NOT EXPRESSLY WARRANTED OR GUARANTEED", AND THE SELLER HEREBY DISCLAIMS ALL WARRANTIES, EITHER EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. ANY STATEMENT CONTAINED HEREIN DOES NOT APPLY WHERE PROHIBITED BY LAW.

THE INFORMATION YOU SEE ON THE WINDOW FORM FOR THIS VEHICLE IS PART OF THIS CONTRACT. INFORMATION ON THE WINDOW FORM OVERRIDES ANY CONTRARY PROVISIONS IN THE CONTRACT OF SALE.

11. PURCHASER SHALL NOT BE ENTITLED TO RECOVER FROM DEALER ANY CONSEQUENTIAL DAMAGES, DAMAGES TO PROPERTY, DAMAGES FOR LOSS OF USE, LOSS OF TIME, LOSS OF PROFITS, OR INCOME, OR ANY OTHER INCIDENTAL DAMAGES.

12. The Purchaser, before or at the time of delivery of the motor vehicle covered by this Order will execute such other forms of agreement or documents as may be required by the terms and conditions of payment indicated on the front of this Order.



SOLD TO: TOWN OF HICKORY CREEK
 ADDRESS 1075 RONALD REAGAN AVE
 HICKORY CREEK TX 75065

No.
 DATE 09/08/2023
 PHONE

MAKE	BODY STYLE	COLOR	MODEL OR SERIES	YEAR	STOCK NO.	SERIAL NO.
DODGE	UT	PXJ DB Black Clear Coat	DURANGO	2023	L673958	1C4SDJFT3PC673958
TRADE-IN						
TRADE-IN						
TRADE-IN						

CUST # 500947

PRICE OF CAR OR TRUCK	43930.00
ACC.	N/A
MISC.	N/A
TAX-LICENSE -TITLE & TRANSFER	N/A
VEHICLE SERVICE CONTRACT	N/A
TOTAL CASH DELIVERED PRICE	43930.00
FINANCE CHARGES	N/A
INSURANCE CHARGES (COLL & COMP)	N/A
CREDIT LIFE	N/A
A & H INS.	N/A
TOTAL DELIVERED PRICE	43930.00
ACCT/REC BAL.	
CASH ON DEPOSIT	N/A
CASH PAID ON DELIVERY	N/A
TRADE IN \$	N/A
LESS BALANCE OWED \$	N/A
TO	N/A
# N/A PAYMENTS @ \$	43930.00
TOTAL CREDITS	N/A

To Avoid Penalty
 Sales Tax Must Be Paid
 or Transfer Made Within
 30 Days From Date of Sale

SERVICE AND HANDLING FEE
 SERVICE AND HANDLING FEE IS NOT AN OFFICIAL FEE A
 CHARGED TO THE CUSTOMER BY LAW BUT
 MAY BE CHARGED TO THE CUSTOMER FOR PERFORMING
 SERVICES AND HANDLING DOCUMENTS RELATING TO THE
 SELLING OR LEASING OF A VEHICLE. THE SERVICE AND
 HANDLING FEE IS THE PROPERTY OF THE DEALER. THE SERVICE
 AND HANDLING FEE MAY RESULT IN A PROFIT TO THE DEALER.
 THE SERVICE AND HANDLING FEE DOES NOT INCLUDE PAYMENT
 FOR THE PREPARATION OF LEGAL DOCUMENTS. THIS NOTICE IS
 REQUIRED BY LAW.

DISCLAIMER OF WARRANTIES

Any warranties on the products sold hereby are those made by the manufacturer(s) of those products. The above named Dealership, hereby expressly disclaims all warranties, either expressed or implied, including any implied warranty of merchantability or fitness for a particular purpose, and the said dealership neither assumes nor authorizes any other person to assume for it any liability in connection with the sale of said products.

By  AUTHORIZED SIGNATURE
 PURCHASER'S SIGNATURE  15346*1*FI

SOLD BY TY MONTGOMERY

Arkansas law does not provide for a "cooling off" or other cancellation period for vehicle sales.

Therefore, this contract cannot later be canceled simply because you change your mind, decide the vehicle costs too much, or wish you had acquired a different vehicle, or for any other reason. After you have signed your contract, you are an immediate owner!

I have read and understand that by signing these legal documents and taking delivery of the vehicle for which the contracts have been written, I will not be able to return the car at a later date and have the contracts voided.

X X  TOWN OF HICKORY CREEK 09/08/2023
Buyer Printed Name Date

X _____ Printed Name Date
Co-Buyer

TOWN OF HICKORY CREEK
CUSTOMER'S NAME

L673958
STOCK NO.

ODOMETER DISCLOSURE STATEMENT

Federal law (and State law, if applicable) requires that you state the mileage upon transfer of ownership. Failure to complete or providing a false statement may result in fines and/or imprisonment.

I, SUPERIOR AUTOMALL (transferor's name, PRINT)

state that the odometer now reads 3 (no tenths) miles and to the best of my knowledge that it reflects the actual mileage of the vehicle described below, unless one of the following statements is checked.

(1) I hereby certify that to the best of my knowledge the odometer reading reflects the amount of mileage in excess of its mechanical limits.

(2) I hereby certify that the odometer reading is NOT the actual mileage.
WARNING - ODOMETER DISCREPANCY.

MAKE	MODEL	BODY TYPE
DODGE	DURANGO	UT
VEHICLE IDENTIFICATION NUMBER	YEAR	
1C4SDJFT3PC673958	2023	

X 
TRANSFEROR'S SIGNATURE

SUPERIOR AUTOMALL
PRINTED NAME

504 HIGHWAY 412 E
TRANSFEROR'S ADDRESS (STREET)

SILOAM SPRINGS **AR** **72761**
CITY STATE ZIP CODE

09/08/2023
DATE OF STATEMENT

X 
TRANSFEREE'S SIGNATURE

TOWN OF HICKORY CREEK
PRINTED NAME

TOWN OF HICKORY CREEK
TRANSFEREE'S NAME

1075 RONALD REAGAN AVE
TRANSFEREE'S ADDRESS (STREET)

HICKORY CREEK **TX** **75065**
CITY STATE ZIP CODE

TOWN OF HICKORY CREEK

CUSTOMER'S NAME

L673958

STOCK NO.

ODOMETER DISCLOSURE STATEMENT

Federal law (and State law, if applicable) requires that you state the mileage upon transfer of ownership. Failure to complete or providing a false statement may result in fines and/or imprisonment.

I, SUPERIOR AUTOMALL (transferor's name, PRINT)

state that the odometer now reads 3 (no tenths) miles and to the best of my knowledge that it reflects the actual mileage of the vehicle described below, unless one of the following statements is checked.

(1) I hereby certify that to the best of my knowledge the odometer reading reflects the amount of mileage in excess of its mechanical limits.

(2) I hereby certify that the odometer reading is NOT the actual mileage. WARNING - ODOMETER DISCREPANCY.

Table with 3 columns: MAKE, MODEL, BODY TYPE, VEHICLE IDENTIFICATION NUMBER, YEAR. Values: DODGE, DURANGO, UT, 1C4SDJFT3PC673958, 2023.

X [Signature] TRANSFEROR'S SIGNATURE

SUPERIOR AUTOMALL PRINTED NAME

504 HIGHWAY 412 E TRANSFEROR'S ADDRESS (STREET)

SILOAM SPRINGS AR 72761 CITY STATE ZIP CODE

09/08/2023 DATE OF STATEMENT

X X [Signature] TRANSFEREE'S SIGNATURE

TOWN OF HICKORY CREEK PRINTED NAME

TOWN OF HICKORY CREEK TRANSFEREE'S NAME

1075 RONALD REAGAN AVE TRANSFEREE'S ADDRESS (STREET)

HICKORY CREEK TX 75065 CITY STATE ZIP CODE

NAME TOWN OF HICKORY CREEK STK. NO. L673958 NEW USED

ADDRESS 1075 RONALD REAGAN AVE YEAR 2023 MAKE DODGE

CITY HICKORY CREEK STATE TX ZIP 75065 MODEL DURANGO

PHONE _____ VIN NO. 1C4SDJFT3PC673958

SALESPERSON TY MONTGOMERY DEL. DATE 09/08/2023

QTY.	NAME OF ITEM	PART	LABOR
	Transportation		

I hereby accept this WE-OWE with the understanding that it is valid for only (30) THIRTY DAYS FROM DATE OF ISSUANCE, and that I must make an ADVANCE APPOINTMENT WITH THE SERVICE DEPARTMENT before the above work can be performed.

(FOR APPOINTMENT CALL SERVICE DEPT.)

DATE 09/08/2023

CUSTOMER [Signature]

APPROVED _____ MGR.



DATE 09/07/2023 STOCK NO. L673961
PURCHASER'S NAME TOWN OF HICKORY CREEK
STREET ADDRESS 1075 RONALD REAGAN AVE
CITY & STATE HICKORY CREEK TX ZIP 75065
BUSINESS PHONE RESIDENCE PHONE

SALESMAN TY MONTGOMERY

PLEASE ENTER MY ORDER FOR ONE

- NEW CAR TRUCK
USED

AS FOLLOWS:

YEAR 2023 MAKE DODGE MODEL OR SERIES DURANGO BODY TYPE UT COLOR PXJ DB Black Clear Coat TRIM Coat
MVI OR SERIAL NO. 1C4SDJFT3PC673961 LAST PLATE NO. STATE YEAR ODOMETER MILEAGE 34 TO BE DELIVERED ON OR ABOUT 09/07/2023

Table with 3 columns: CASH PRICE OF VEHICLE, 43930, 00

Purchaser agrees that this Order includes all of the terms and conditions on both the face and reverse side hereof; that this Order cancels and supersedes any prior agreement and as of the date hereof comprises the complete and exclusive statement of the terms of the agreement relating to the subject matters covered hereby. THIS ORDER IS NOT A BINDING CONTRACT. DEALER SHALL NOT BE OBLIGATED TO SELL ACCORDING TO THE TERMS HEREOF UNTIL: In the event the buyer wishes to enter into a retail installment contract, approval of the terms thereof is given by a bank or finance company willing to purchase the retail installment contract between the parties hereto based on such terms, or (2) Payment in full is received.
ALL WARRANTIES, IF ANY, BY A MANUFACTURER OR SUPPLIER OTHER THAN DEALER ARE THEIRS, NOT DEALER'S, AND ONLY SUCH MANUFACTURER OR OTHER SUPPLIER SHALL BE LIABLE FOR PERFORMANCE UNDER SUCH WARRANTIES, UNLESS DEALER FURNISHES BUYER WITH A SEPARATE WRITTEN WARRANTY OR SERVICE CONTRACT MADE BY DEALER ON ITS OWN BEHALF, DEALER HEREBY DISCLAIMS ALL WARRANTIES, EITHER EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE: (A) ON ALL GOODS AND SERVICES SOLD BY DEALER; AND (B) ON ALL USED VEHICLES WHICH ARE HEREBY SOLD AS IS - NOT EXPRESSLY WARRANTED OR GUARANTEED. Purchaser by his execution of the Order certifies that he is of legal age or older and acknowledges that he has read its terms and conditions and has received a true copy of this order.

PURCHASER'S SIGNATURE [Signature]
SALESMAN TY MONTGOMERY ACCEPTED BY [Signature] BUS. MGR. APPROVAL

USED VEHICLE ALLOWANCE N/A
BALANCE OWED - N/A
NET ALLOWANCE ON TRADE-IN \$ N/A
CASH DEPOSIT N/A
CASH TO BE PAID AT DELIVERY N/A
TOTAL DOWN PAYMENT N/A
UNPAID CASH BALANCE DUE ON DELIVERY OF VEHICLE 43930.00

Table with columns: TRADE-IN, YEAR, MAKE, MODEL, BODY TYPE, COLOR, MILEAGE, VEHICLE ID NUMBER, STOCK NUMBER

1. As used in this Order the terms (a) "Seller" shall mean the authorized Dealer to whom this Order is addressed and who shall become a party hereto by its acceptance hereof, (b) "Purchaser" shall mean the party executing this Order as such on the face hereof, and (c) "Manufacturer" shall mean the Corporation that manufactured the vehicle or chassis, it being understood by Purchaser and Seller that Seller is in no respect the agent of Manufacturer, that Seller and Purchaser are the sole parties to this Order and that reference to Manufacturer herein is for the purpose of explaining generally certain contractual relationships existing between Seller and Manufacturer with respect to new motor vehicles.

2. Manufacturer has reserved the right to change the price to Dealer of new motor vehicles without notice. In the event the price to Dealer of new motor vehicles of the series and body type ordered hereunder is changed by Manufacturer prior to delivery of the new motor vehicle ordered hereunder to Purchaser. Dealer reserves the right to change the cash delivered price of such motor vehicle to Purchaser accordingly. If such cash delivered price is increased by Dealer, Purchaser may, if dissatisfied therewith, cancel this Order.

3. If the used motor vehicle which has been traded in as a part of the consideration for the motor vehicle ordered hereunder is not to be delivered to Dealer until delivery to Purchaser of such motor vehicle, the used motor vehicle shall be reappraised at that time and such reappraised value shall determine the allowance made for such used motor vehicle. If such reappraised value is lower than the original allowance therefor shown on the front of this Order, Purchaser may, if dissatisfied therewith, cancel this Order, provided, however, that such right to cancel is exercised prior to the delivery of the motor vehicle ordered hereunder to the Purchaser and surrender of the used motor vehicle to Dealer.

4. Purchaser agrees to deliver to Dealer satisfactory evidence of title to any used motor vehicle traded in as a part of the consideration for the motor vehicle ordered hereunder at the time of delivery of such used motor vehicle to Dealer. Purchaser warrants any such used motor vehicle to be his property free and clear of all liens and encumbrances except as otherwise noted herein.

5. Manufacturer has reserved the right to change the design of any new motor vehicle, chassis, accessories or parts thereof at any time without notice and without obligation to make the same or any similar change upon any motor vehicle, chassis, accessories or parts thereof previously purchased by or shipped to Dealer or being manufactured or sold in accordance with Dealer's orders. Correspondingly, in the event of any such change by Manufacturer, Dealer shall have no obligation to Purchaser to make the same or any similar change in any motor vehicle, chassis, accessories or parts thereof covered by this Order either before or subsequent to delivery thereof to Purchaser.

6. Dealer shall not be liable for failure to deliver or delay in delivering the motor vehicle covered by this Order where such failure or delay is due, in whole or in part, to any cause beyond the control or without the fault or negligence of Dealer.

7. The price for the motor vehicle specified on the face of this Order includes reimbursement for Federal Excise taxes, but does not include sales taxes, use taxes or occupational taxes based on sales volume, (Federal, State or Local) unless expressly so stated. Purchaser assumes and agrees to pay, unless prohibited by law, any such sales, use or occupational taxes imposed on or applicable to the transaction covered by this Order, regardless of which party may have primary tax liability therefor.

8. If a charge for Creditor Life Insurance is included in this Order the provisions on Creditor Life Insurance in any retail installment contract form subsequently executed between the parties hereto in conjunction with this Order shall be fully effective. If such insurance is unavailable or partly unavailable under the designated policy, the applicable portion of the charge for Creditor Life Insurance specified herein, and the finance charge thereon, may be deducted from the Total Time Balance and credited to the Purchaser. If such insurance does not become effective, notice thereof will be sent to the Purchaser by the Dealer and this Order and any retail installment contract executed in conjunction therewith shall otherwise remain fully effective.

9. MANUFACTURER'S WARRANTY: ANY WARRANTY ON ANY NEW VEHICLE OR USED VEHICLE STILL SUBJECT TO A MANUFACTURER'S WARRANTY IS THAT MADE BY THE MANUFACTURER ONLY. THE SELLER HEREBY DISCLAIMS ALL WARRANTIES, EITHER EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. ANY STATEMENT CONTAINED HEREIN DOES NOT APPLY WHERE PROHIBITED BY LAW.

10. USED VEHICLE WHETHER OR NOT SUBJECT TO MANUFACTURER'S WARRANTY: UNLESS A SEPARATE WRITTEN INSTRUMENT SHOWING THE TERMS OF ANY DEALER WARRANTY OR SERVICE CONTRACT IS FURNISHED BY DEALER TO BUYER, THIS VEHICLE IS SOLD "AS IS - NOT EXPRESSLY WARRANTED OR GUARANTEED", AND THE SELLER HEREBY DISCLAIMS ALL WARRANTIES, EITHER EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. ANY STATEMENT CONTAINED HEREIN DOES NOT APPLY WHERE PROHIBITED BY LAW.

THE INFORMATION YOU SEE ON THE WINDOW FORM FOR THIS VEHICLE IS PART OF THIS CONTRACT. INFORMATION ON THE WINDOW FORM OVERRIDES ANY CONTRARY PROVISIONS IN THE CONTRACT OF SALE.

11. PURCHASER SHALL NOT BE ENTITLED TO RECOVER FROM DEALER ANY CONSEQUENTIAL DAMAGES, DAMAGES TO PROPERTY, DAMAGES FOR LOSS OF USE, LOSS OF TIME, LOSS OF PROFITS, OR INCOME, OR ANY OTHER INCIDENTAL DAMAGES.

12. The Purchaser, before or at the time of delivery of the motor vehicle covered by this Order will execute such other forms of agreement or documents as may be required by the terms and conditions of payment indicated on the front of this Order.

Superior

Automotive Group

SOLD TO: TOWN OF HICKORY CREEK
 ADDRESS 1075 RONALD REAGAN AVE
 HICKORY CREEK TX 75065

No. _____
 DATE 09/07/2023
 PHONE _____

9386682

MAKE	BODY STYLE	COLOR	MODEL OR SERIES	YEAR	STOCK NO.	SERIAL NO.
DODGE	UT	PXJ DB Black Clear Coat	DURANGO	2023	L673961	1C4SDJFT3PC673961
TRADE-IN						
TRADE-IN						
TRADE-IN						

CUST # 500947

PRICE OF CAR OR TRUCK	43930.00
ACC.	N/A
MISC.	N/A
TAX-LICENSE - TITLE & TRANSFER	N/A
VEHICLE SERVICE CONTRACT	N/A
TOTAL CASH DELIVERED PRICE	43930.00
FINANCE CHARGES	N/A
INSURANCE CHARGES (COLL & COMP)	N/A
CREDIT LIFE	N/A
A & H INS.	N/A
TOTAL DELIVERED PRICE	43930.00
ACCT/REC BAL.	
CASH ON DEPOSIT	N/A
CASH PAID ON DELIVERY	N/A
TRADE IN \$	N/A
LESS BALANCE OWED \$	N/A
TO	N/A

To Avoid Penalty
 Sales Tax Must Be Paid
 or Transfer Made Within
 30 Days From Date of Sale

SERVICE AND HANDLING FEE
 A SERVICE AND HANDLING FEE IS NOT AN OFFICIAL FEE. A SERVICE AND HANDLING FEE IS NOT REQUIRED BY LAW BUT IS REQUIRED BY THE CUSTOMER FOR PERSONAL SERVICE AND HANDLING OF THE VEHICLE. THIS FEE IS NOT CLOSING OF A SALE ON LEASE. THE SERVICE AND HANDLING FEE MAY RESULT IN A PROFIT TO THE DEALER. THE SERVICE AND HANDLING FEE WILL BE PAID BY THE CUSTOMER AT THE TIME OF THE PREPARATION OF LEGAL DOCUMENTS. THIS NOTICE IS REQUIRED BY LAW.

DISCLAIMER OF WARRANTIES

Any warranties on the products sold hereby are those made by the manufacturer(s) of those products. The above named Dealership, hereby expressly disclaims all warranties, either expressed or implied, including any implied warranty of merchantability or fitness for a particular purpose, and the said dealership neither assumes nor authorizes any other person to assume for it any liability in connection with the sale of said products.

BY  AUTHORIZED SIGNATURE

 PURCHASER'S SIGNATURE

15346-1-EI

# N/A PAYMENTS @ \$	43930.00	43930.00
TOTAL CREDITS		N/A
SOLD BY	TY MONTGOMERY	

Arkansas law does not provide for a "cooling off" or other cancellation period for vehicle sales.

Therefore, this contract cannot later be canceled simply because you change your mind, decide the vehicle costs too much, or wish you had acquired a different vehicle, or for any other reason. After you have signed your contract, you are an immediate owner!

I have read and understand that by signing these legal documents and taking delivery of the vehicle for which the contracts have been written, I will not be able to return the car at a later date and have the contracts voided.

X X  TOWN OF HICKORY CREEK 09/07/2023
Buyer Printed Name Date

X _____
Co-Buyer Printed Name Date

TOWN OF HICKORY CREEK
CUSTOMER'S NAME

L673961
STOCK NO.

ODOMETER DISCLOSURE STATEMENT

Federal law (and State law, if applicable) requires that you state the mileage upon transfer of ownership. Failure to complete or providing a false statement may result in fines and/or imprisonment.

I, SUPERIOR AUTOMALL (transferor's name, PRINT)

state that the odometer now reads 34 (no tenths) miles and to the best of my knowledge that it reflects the actual mileage of the vehicle described below, unless one of the following statements is checked.

- (1) I hereby certify that to the best of my knowledge the odometer reading reflects the amount of mileage in excess of its mechanical limits.
- (2) I hereby certify that the odometer reading is NOT the actual mileage.
WARNING - ODOMETER DISCREPANCY.

MAKE	MODEL	BODY TYPE
DODGE	DURANGO	UT
VEHICLE IDENTIFICATION NUMBER	YEAR	
1C4SDJFT3PC673961	2023	

X 
TRANSFEROR'S SIGNATURE

SUPERIOR AUTOMALL

PRINTED NAME

504 HIGHWAY 412 E

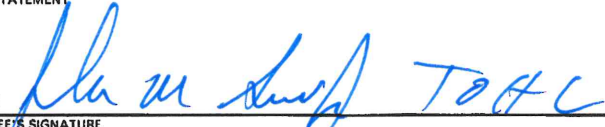
TRANSFEROR'S ADDRESS (STREET)

SILOAM SPRINGS AR 72761

CITY STATE ZIP CODE

09/07/2023

DATE OF STATEMENT

X 
TRANSFEREE'S SIGNATURE

TOWN OF HICKORY CREEK

PRINTED NAME

TOWN OF HICKORY CREEK

TRANSFEREE'S NAME

1075 RONALD REAGAN AVE

TRANSFEREE'S ADDRESS (STREET)

HICKORY CREEK TX 75065

CITY STATE ZIP CODE

TOWN OF HICKORY CREEK
CUSTOMER'S NAME

L673961
STOCK NO.

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DODGE	DURANGO	UT
VEHICLE IDENTIFICATION NUMBER	YEAR	
1C4SDJFT3PC673961	2023	

X 
TRANSFEROR'S SIGNATURE

SUPERIOR AUTOMALL
PRINTED NAME

504 HIGHWAY 412 E
TRANSFEROR'S ADDRESS (STREET)

SILOAM SPRINGS AR 72761
CITY STATE ZIP CODE

09/07/2023
DATE OF STATEMENT

X 
TRANSFEREE'S SIGNATURE

TOWN OF HICKORY CREEK
PRINTED NAME

TOWN OF HICKORY CREEK
TRANSFEREE'S NAME

1075 RONALD REAGAN AVE
TRANSFEREE'S ADDRESS (STREET)

HICKORY CREEK TX 75065
CITY STATE ZIP CODE



WE OWE

938682

NAME **TOWN OF HICKORY CREEK** STK. NO. **L673961** NEW USED

ADDRESS **1075 RONALD REAGAN AVE** YEAR **2023** MAKE **DODGE**

CITY **HICKORY CREEK** STATE **TX** ZIP **75065** MODEL **DURANGO**

PHONE _____ VIN NO. **1C4SDJFT3PC673961**

SALESPERSON **TY MONTGOMERY** DEL. DATE **09/07/2023**

QTY.	NAME OF ITEM	PART	LABOR
	Transportation		

I hereby accept this WE-OWE with the understanding that it is valid for only (30) THIRTY DAYS FROM DATE OF ISSUANCE, and that I must make an ADVANCE APPOINTMENT WITH THE SERVICE DEPARTMENT before the above work can be performed.

(FOR APPOINTMENT CALL SERVICE DEPT.)

DATE **09/07/2023**

CUSTOMER *[Signature]* **TOTAL**

APPROVED _____ MGR.

EXPENSE BUDGET

HCPD Forfeiture Funds FY2023/2024

Expense	Item Quantity	Budget	Actual	Difference (\$)	Difference (%)
Ballistic Vests	5	\$ 9,000.00		\$ 9,000.00	100%
New Vehicle Outfitting	2	\$ 60,000.00		\$ 60,000.00	100%
Repair Exterior Sign	-	\$ 10,000.00		\$ 10,000.00	100%
New Badges	20	\$ 7,500.00		\$ 7,500.00	100%
New patches	500	\$ 5,000.00		\$ 5,000.00	100%
Boat Improvements	-	\$ 10,000.00		\$ 10,000.00	100%
Ballistic Helmets	16	\$ 10,000.00		\$ 10,000.00	100%
Red Dot Pistol Upgrade	16	\$ 10,000.00		\$ 10,000.00	100%
				\$ -	
				\$ -	
				\$ -	
				\$ -	
Total expenses		\$ 121,500.00	\$ -	\$ 121,500.00	100.00%