



CITY OF LAKE WORTH

CITY COUNCIL REGULAR MEETING AGENDA

**CITY HALL, COUNCIL CHAMBERS
3805 ADAM GRUBB
LAKE WORTH, TEXAS 76135
TUESDAY, FEBRUARY 17, 2026**

CITY COUNCIL REGULAR MEETING: 6:30 PM

- A. CALL TO ORDER**
- B. INVOCATION AND PLEDGE OF ALLEGIANCE TO THE AMERICAN AND STATE FLAGS**
- C. ROLL CALL**
- D. CITIZENS PRESENTATION/VISITOR COMMENTS**

The City Council is always pleased to have citizens attend its meetings and welcomes comments during the Citizen/Visitor Comments section of the meeting; however, pursuant to the Texas Open Meetings Act, Council cannot deliberate or vote on issues not posted on the agenda. Therefore, those types of items must be posted at least three (3) business days prior to the City Council meeting. If it is not posted, no deliberation between Council members may occur; Council may only respond with specific factual information or recite existing policy. Pursuant to Section 551.007 of the Texas Government Code, citizens wishing to address the Council for items listed as public hearings will be recognized when the public hearing is opened. For citizens wishing to speak on a non-public hearing item, they may either address the Council during the Citizen Comments portion of the meeting or when the item is considered by the City Council. If you wish to address the Council, speakers are requested to fill out a "Public Meeting Appearance Card" and present it to the City Secretary, prior to the presiding officer calling the meeting to order. Comments will be limited to three (3) minutes per speaker and (6) minutes for those with a translator.

- E. REMOVAL OF ITEM(S) FROM CONSENT AGENDA**
- F. CONSIDER APPROVAL OF CONSENT AGENDA ITEMS**

Consent items are deemed to need little Council deliberation or has already been deliberated at a previous meeting and will be acted upon as one business item. Any member of the City Council may request that an item be withdrawn from the Consent

Agenda and placed before the City Council for full discussion. Approval of the Consent Agenda authorizes the City Manager, or a designee, to implement each item in accordance with staff recommendation.

F.1 Consider approval of the minutes of the January 20, 2026 City Council Regular Meeting.

F.2 Consider approval of finance reports for the month of January 2026.

F.3 Consider approval of an Interlocal Agreement with Tarrant County for roadway striping for Telephone Road, Charbonneau Road, Paul Meador Road, and Boat Club Road and authorize the City Manager to execute the agreement.

F.4 Consider approval of Resolution No. 2026-02, creating the job description for Assistant Fire Marshal which replaces the existing job description for Fire Inspector, and revising the job descriptions for Assistant Chief/Fire Marshal and IT Support Specialist.

F.5 Consider approval of Resolution No. 2026-03, modifying and updating the job descriptions for Senior Center Aide and Community Activities Assistant.

G. GENERAL ITEMS

G.1 Discuss and consider approval of the Lake Worth Fire Department 2025 Annual Report.

G.2 Discuss and accept the Lake Worth Police Department's 2025 racial profiling report.

H. MAYOR AND COUNCIL ITEMS

I. EXECUTIVE SESSION

The City Council may enter into closed Executive Session as authorized by Chapter 551, Texas Government Code. Executive Session may be held at the end of the Regular Session or at any time during the meeting that a need arises for the City Council to seek advice from the city attorney (551.071) as to the posted subject matter of this City Council meeting.

The City Council may confer privately with its attorney to seek legal advice on any matter listed on the agenda or on any matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551, Texas Government Code.

J. EXECUTIVE SESSION ITEMS - CITY COUNCIL MAY TAKE ACTION ON ANY ITEMS DISCUSSED IN EXECUTIVE SESSION LISTED ON THE AGENDA

K. ADJOURNMENT

All items on the agenda are for discussion and/or action.

Certification

I do hereby certify that the above notice of the meeting of the Lake Worth City Council was posted on the bulletin board of City Hall, 3805 Adam Grubb, City of Lake Worth Texas in compliance with Chapter 551, Texas Government Code on **Tuesday, February 10, 2026 at 11:30 a.m.**

Holly Fimbres, City Secretary

This facility is wheelchair accessible and accessible parking spaces are available. Requests for accommodations or interpretive services must be made 48 hours prior to this meeting. Please contact the City Secretary's Office at (817) 237-1211 ext. 105 for further information.

Lake Worth City Council Meeting - February 17, 2026

Agenda Item No. F.1

FROM: Holly Fimbres, City Secretary

ITEM: Consider approval of the minutes of the January 20, 2026 City Council Regular Meeting.

SUMMARY:

The minutes are listed on the consent agenda and approved by majority vote of Council at the City Council meetings.

The City Secretary's Office prepares action minutes for each City Council meeting. The minutes for the previous meeting are placed on the consent agenda for review and approval by the City Council, which contributes to a time efficient meeting. Upon approval of the minutes, an electronic copy will be uploaded to the City's website.

FISCAL IMPACT:

N/A

STRATEGIC OBJECTIVES:

Strategic Objective #3 - Ensure Superior Service Delivery

ATTACHMENTS:

[January 20 2026 Council Minutes](#)

RECOMMENDED MOTION OR ACTION:

Move to approve the minutes of the January 20, 2026 City Council Regular Meeting.

**CITY OF LAKE WORTH
CITY COUNCIL
REGULAR MEETING MINUTES
JANUARY 20, 2026**

A) CALL TO ORDER

Mayor Bowen called the regular City Council meeting to order at 6:30 p.m. on Tuesday, January 20, 2026, in the Council Chambers at City Hall located at 3805 Adam Grubb.

B) INVOCATION AND PLEDGE OF ALLEGIANCE TO THE AMERICAN AND STATE FLAGS

Pastor Zac Hatton with Lake Worth Baptist Church led the invocation. Attendees recited the pledges of allegiance to the American and State flags.

C) ROLL CALL

Present:	Walter Bowen	Mayor
	Jerry Cox	Mayor Pro Tem, Place 7
	Jim Smith	Council, Place 1
	Geoffrey White	Council, Place 2
	Sue Wenger	Council, Place 3
	Rich Walker	Council, Place 4
	Sherrie Kubala Watkins	Council, Place 5
	Gary Stuard	Council, Place 6
Staff:	Stacey Almond	City Manager
	Holly Fimbres	City Secretary
	JT Manoushagian	Police Chief
	Ryan Arthur	Fire Chief
	Joe Villa	Public Works Director
	Susie Streb	Human Resources Director
	Tim Mabry	Assistant Police Chief
	Linda Mello	Municipal Court Director/Cust Serv Mng
	Carrington Eddleman	Finance Manager
	Adnan Radoncic	Police Commander
	Matt Rietfors	Police Commander
	Brian Benningfield	Police Sergeant of Operations/Training

D) SPECIAL PRESENTATION(S) AND RECOGNITION(S)

D.1 SPECIAL PRESENTATION BY REPRESENTATIVES FROM THE TEXAS POLICE CHIEF'S BEST PRACTICE RECOGNITION PROGRAM.

Police Chief JT Manoushagian introduced retired Police Chief Kevin Lunsford from the Huntsville Police Department, who was representing the Texas Police Chiefs Association.

Mr. Lunsford thanked the Council for their time and discussed the rigorous standards that had to be met to receive the Best Practices Accreditation. The Lake Worth Police Department became the 183rd agency in the State of Texas to achieve "recognized" status in 2021. By becoming re-accredited, the agency demonstrated and provided proof of compliance with over 170 standards throughout the four-year evaluation period. Only 228 agencies have achieved this level of professionalism and have been able to maintain it out of the approximate 2,800 police agencies in Texas. He proudly recognized Police Chief Manoushagian and the Lake Worth Police Department for their exemplary performance and continued commitment to professional policing.

Police Chief Manoushagian recognized Assistant Police Chief Tim Mabry and Police Sergeant Brian Benningfield for their hard work and dedication to ensure that the standards were met. Additionally, he thanked the City Council and City Manager Stacey Almond for their support.

E) CITIZENS PRESENTATION/VISITOR COMMENTS

There were no requests to speak from the public.

F) REMOVAL OF ITEM(S) FROM CONSENT AGENDA

No items were removed from the consent agenda.

G) CONSIDER APPROVAL OF CONSENT AGENDA ITEMS

G.1 CONSIDER APPROVAL OF THE MINUTES OF THE NOVEMBER 18, 2025 CITY COUNCIL REGULAR MEETING.

G.2 CONSIDER APPROVAL OF RESOLUTION NO. 2026-01, CALLING THE MAY 2, 2026, GENERAL ELECTION FOR THE OFFICES OF CITY COUNCIL MEMBERS FOR PLACES 1, 3, 5 AND 7; AUTHORIZING A JOINT ELECTION CONTRACT WITH TARRANT COUNTY TO FURNISH ELECTION SERVICES AND EQUIPMENT; AND AUTHORIZE THE CITY MANAGER TO EXECUTE THE CONTRACT.

G.3 CONSIDER A FIRST RESPONDER ORGANIZATION (FRO) & BUSINESS ASSOCIATE AGREEMENT BETWEEN THE CITY OF FORT WORTH AND THE LAKE WORTH FIRE DEPARTMENT AND AUTHORIZE THE CITY MANAGER TO EXECUTE BOTH AGREEMENTS.

- G.4 CONSIDER APPROVAL OF THE LOW INCOME HOUSING WATER ASSISTANCE PROGRAM AGREEMENT WITH THE CITY OF FORT WORTH NEIGHBORHOOD SERVICES DEPARTMENT THROUGH DECEMBER 31, 2026 AND AUTHORIZE THE CITY MANAGER TO EXECUTE THE AGREEMENT.**
- G.5 CONSIDER APPROVAL AND ADOPTION OF THE 2024 TARRANT COUNTY HAZMAP TO INCLUDE AN ANNEX FOR THE CITY OF LAKE WORTH.**
- G.6 CONSIDER APPROVAL OF FINANCE REPORTS FOR THE MONTH OF NOVEMBER 2025.**
- G.7 CONSIDER APPROVAL OF FINANCE REPORTS FOR THE MONTH OF DECEMBER 2025.**

A MOTION WAS MADE BY COUNCIL MEMBER SMITH, SECONDED BY COUNCIL MEMBER WENGER, TO APPROVE THE CONSENT AGENDA ITEMS AS PRESENTED.

MOTION TO APPROVE CARRIED 7 - 0.

H) MAYOR AND COUNCIL ITEMS

There were no items for this category.

I) EXECUTIVE SESSION

- I.1 PURSUANT TO SECTION 551.071: CONSULTATION WITH CITY ATTORNEY TO SEEK LEGAL ADVICE REGARDING CIVIL ACTION NO. 4:22-CV-00930; JUANITA RAMIREZ, PERSONALLY AND AS THE PERSONAL REPRESENTATIVE OF THE ESTATE OF ESTEVAN RAMIREZ VS. CITY OF LAKE WORTH, TEXAS, AND JONATHAN GRANADO, UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF TEXAS FORT WORTH DIVISION.**
- I.2 PURSUANT TO SECTION 551.071: CONSULTATION WITH CITY ATTORNEY TO SEEK LEGAL ADVICE REGARDING DAVID EMMONS, JR. V. CITY OF LAKE WORTH.**
- I.3 PURSUANT TO SECTION 551.071: CONSULTATION WITH CITY ATTORNEY TO SEEK LEGAL ADVICE REGARDING PENDING LITIGATION: SUN HOLDINGS GAS LINE RELOCATION LOCATED AT 6625 LAKE WORTH BLVD, LAKE WORTH, TX 76135.**

I.4 EXECUTIVE SESSION PURSUANT TO SECTION 551.074: PERSONNEL MATTERS TO DELIBERATE THE EMPLOYMENT, EVALUATION, AND DUTIES OF A PUBLIC EMPLOYEE - CITY MANAGER.

Mayor Bowen announced at 6:42 p.m. that the Council was entering into Executive Session as authorized by Chapter at 551, of the Texas Government Code, specific to Section 551.071 and Section 551.074.

Mayor Bowen reconvened into Regular Session at 7:13 p.m.

J) EXECUTIVE SESSION ITEMS - CITY COUNCIL MAY TAKE ACTION ON ANY ITEMS DISCUSSED IN EXECUTIVE SESSION LISTED ON THE AGENDA

No action was taken on this item.

K) ADJOURNMENT

Mayor Bowen adjourned the meeting at 7:13 p.m.

APPROVED

By: _____
Walter Bowen, Mayor

ATTEST:

Holly Fimbres, City Secretary

Lake Worth City Council Meeting - February 17, 2026

Agenda Item No. F.2

FROM: Carrington Eddleman

ITEM: Consider approval of finance reports for the month of January 2026.

SUMMARY:

Finance reports are prepared and presented to Council for approval each month. The purpose of the reports is to keep the Council informed on the status of the City's revenues and expenses as related to the current year budget projections for major funds and on the cash and investment balances for all funds.

FISCAL IMPACT:

N/A

STRATEGIC OBJECTIVES:

Strategic Objective #1 - Responsible financial management

ATTACHMENTS:

[January 2026 Finance Reports](#)

RECOMMENDED MOTION OR ACTION:

Move to approve finance reports for the month of January 2026.

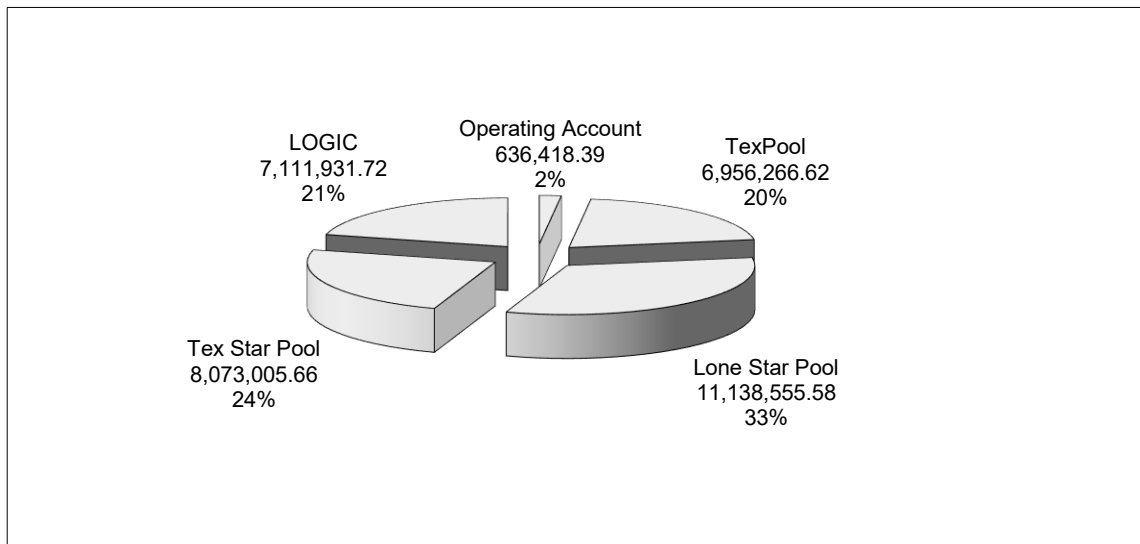
**CITY OF LAKE WORTH
CASH POSITION
As of January 31, 2026**

	Checking Account	TexPool	Lone Star Pool	TexStar	LOGIC	Total
General Fund	630,480.51	2,753,805.54	2,182,607.63	1,945,573.00	2,361,460.67	9,873,927.35
Special Revenue (CLFR)						0.00
Park Fund	11,673.19	61,186.29		32,866.27	59,199.39	164,925.14
Child Safety Fund	3,906.64					3,906.64
Court Technology	8,342.06			8,100.18		16,442.24
Court Security Fund	7,939.98			40,361.04	93,644.05	141,945.07
Confiscated Property Fund	26,484.32					26,484.32
Street Maintenance	-25,810.64	187,157.92	247,304.01	229,319.78	244,598.06	882,569.13
Crime Control	-153,267.79	264,423.41	268,437.69	238,114.32	269,922.18	887,629.81
Municipal Jury Fund	1,545.35					1,545.35
Truancy Prevention Fund	21,616.78			28,593.06	32,411.51	82,621.35
Youth Diversion Fund	400.00					400.00
Stormwater Utility Fund	94,036.64			292,864.69	303,467.04	690,368.37
Court Sec/Tech Fund	24,755.44					24,755.44
PEG Fund	2,493.14				152,042.51	154,535.65
DOJ-Equitable Sharing Fund	1,121.86				36,093.66	37,215.52
Water/Sewer Fund	686,805.02	3,107,955.13	2,943,547.73		3,116,576.22	9,854,884.10
Debt Service	1,113,205.84	225,696.65	225,688.08			1,564,590.57
2020 CO Series	-1,916,891.85		4,815,608.04	4,815,470.31		7,714,186.50
Hotel/Motel Tax Fund	97,581.90	356,041.68	455,362.40	441,743.01	442,516.43	1,793,245.42
Total All Cash & Investments	636,418.39	6,956,266.62	11,138,555.58	8,073,005.66	7,111,931.72	33,916,177.97

CITY OF LAKE WORTH INVESTMENT ACTIVITY As of January 31, 2026

The Public Funds Investment Act requires the Finance Officer to submit not less than quarterly a list of investments, their net asset value (NAV) and their weighted average maturity (WAM). Listed below are the City's investments, their respective NAV and WAM or collateral status.

Total Funds Held In Checking Accounts Subject To Overnight Sweep	\$636,418.39
<i>(Funds covered by FDIC and Pledged Collateral by Bank of Texas)</i>	
Total Funds Held In TexPool	\$6,956,266.62
<i>(NAV \$1.00 per share, 6,956,267 shares; WAM 1 day)</i>	
Total Funds Held In Lone Star Pool	\$11,138,555.58
<i>(NAV \$1.00 per share, 11,138,556 shares; WAM 1 day)</i>	
Total Funds Held In TexStar Pool	\$8,073,005.66
<i>(NAV \$1.00 per share, 8,073,006 shares; WAM 1 day)</i>	
Total Funds Held In LOGIC	\$7,111,931.72
<i>(NAV \$1.00 per share, 7,111,932 shares; WAM 1 day)</i>	
Total All Funds	\$33,916,177.97



Prepared By: *Carrington Edleman*

Date: February 6, 2026

**CITY OF LAKE WORTH
EXPENDITURE REPORT
January 2026**

CATEGORY	BUDGETED	CURRENT MONTH	YEAR TO DATE	UNEXPENDED BALANCE	% EXPENDED
GENERAL FUND					
Mayor/Council	26,063.00	928.03	7,341.50	18,721.50	28%
Administration	722,443.00	57,846.84	251,237.49	471,205.51	35%
Admin-Finance	508,057.00	40,599.08	194,779.88	313,277.12	38%
Admin-HR/Risk Mgmt	188,016.00	16,931.18	60,627.22	127,388.78	32%
Admin-Multi-Purpose Center	22,063.00	1,048.76	3,686.34	18,376.66	17%
Admin-Multi-LW Area Museum	7,185.00	200.09	1,227.24	5,957.76	17%
Admin-Special Events	37,000.00	0.00	11,158.34	25,841.66	30%
Police	3,746,450.00	254,142.16	1,127,859.81	2,618,590.19	30%
Police-Communications	1,131,503.00	119,625.03	394,470.10	737,032.90	35%
Fire	4,220,882.00	497,947.49	1,394,199.03	2,826,682.97	33%
Fire Inspections	140,030.00	9,808.54	44,937.28	95,092.72	32%
Street	1,309,214.00	170,857.03	495,994.67	813,219.33	38%
Street-N'hood Traffic Calming	3,500.00	0.00	0.00	3,500.00	0%
Library	427,973.00	27,469.80	124,881.32	303,091.68	29%
Parks	467,916.00	28,312.17	129,966.99	337,949.01	28%
Maintenance Dept	95,121.00	8,538.64	26,888.07	68,232.93	28%
Senior Citizens	144,536.00	9,225.36	43,261.22	101,274.78	30%
Municipal Court	355,779.00	20,907.43	87,832.95	267,946.05	25%
Animal Control	326,939.00	27,236.57	96,825.14	230,113.86	30%
Emergency Management	18,868.00	13,214.00	16,686.05	2,181.95	88%
Permits & Inspections	415,783.00	35,174.57	136,584.89	279,198.11	33%
P & I - Planning & Zoning	115,103.00	7,812.56	37,172.08	77,930.92	32%
P & I - Code Compliance	131,726.00	8,873.76	32,643.94	99,082.06	25%
Information Technology	1,170,563.00	31,968.73	341,701.73	828,861.27	29%
Economic Dev Activities	4,325,351.00	286,545.24	1,530,113.55	2,795,237.45	35%
Total General Fund	20,058,064.00	1,675,213.06	6,592,076.83	13,465,987.17	33%

WATER/SEWER FUND					
Administration	1,047,667.00	35,286.67	63,440.86	984,226.14	6%
Water Supply	1,029,623.00	106,504.36	280,000.22	749,622.78	27%
Water Distribution	506,756.00	52,877.31	147,956.56	358,799.44	29%
Sewer Department	1,010,572.00	57,421.00	227,096.49	783,475.51	22%
Total Water/Sewer	3,594,618.00	252,089.34	718,494.13	2,876,123.87	20%

**CITY OF LAKE WORTH
REVENUE REPORT
January 2026**

(Numbers in UNRECEIVED BALANCE WITH (-) INDICATES REVENUE RECEIVED OVER BUDGETED AMOUNT)

CATEGORY	BUDGETED	CURRENT MONTH	YEAR TO DATE	UNRECEIVED BALANCE	% RECEIVED
GENERAL FUND					
Property Taxes	1,468,300.00	565,622.24	953,711.88	514,588.12	65%
Franchise Fees	450,000.00	17,786.55	17,786.55	432,213.45	4%
Sales Tax	10,735,000.00	784,982.82	1,682,082.26	9,052,917.74	16%
Beverage Tax	26,000.00	1,907.94	3,963.82	22,036.18	15%
Fines and Warrants	668,695.00	61,061.33	242,870.53	425,824.47	36%
License & Permits	240,968.00	27,849.02	115,346.97	125,621.03	48%
Sanitation	264,757.00	20,841.80	83,439.26	181,317.74	32%
Animal Control	12,938.00	855.00	2,570.00	10,368.00	20%
Investment Income & Misc	5,535,166.00	237,879.49	578,480.51	4,956,685.49	10%
Due From Other Funds	283,141.00			283,141.00	0%
Use of Prior Year Reserves	466,842.00			466,842.00	0%
Total General Fund	20,151,807.00	1,718,786.19	3,680,251.78	16,471,555.22	18%

WATER/SEWER FUND					
Water Sales	2,590,877.00	-10,232.91	625,329.22	1,965,547.78	24%
Water Tap Fees	10,000.00	8,137.54	11,706.31	-1,706.31	117%
Water Service Charge	115,000.00	7,751.96	32,386.64	82,613.36	28%
Sewer Charges	1,900,424.00	26,342.35	516,265.09	1,384,158.91	27%
Sewer Tap Fees	10,000.00	9,425.54	13,638.31	-3,638.31	136%
New Service Set Up Fee	5,000.00	400.00	1,440.00	3,560.00	29%
Interest Income & Miscellaneous	311,409.00	36,498.91	109,917.59	201,491.41	35%
Transfers In				0.00	0%
Use of Prior Year Reserves				0.00	0%
Total Water/Sewer Fund	4,942,710.00	78,323.39	1,310,683.16	3,632,026.84	27%

DEBT SERVICE FUND					
Property Tax Revenue	2,504,573.00	926,959.24	1,562,345.62	942,227.38	62%
Investment Income & Misc	36,000.00	1,384.73	1,384.73	34,615.27	4%
Transfers In	655,595.00			655,595.00	0%
Use of Prior Year Reserves				0.00	0%
Total Debt Service	3,196,168.00	928,343.97	1,563,730.35	1,632,437.65	49%

**CITY OF LAKE WORTH
SALES TAX ANALYSIS
FOR JANUARY 2026 RECEIPTS**

	<i>Net Payment</i>	Current % Incr or Decrease
January 2026	784,982.82	
January 2025	723,812.77	8.451%
January 2024	736,271.71	6.616%
<i>YTD Net Payment</i>		
Current YTD Total	1,682,082.26	
YTD, Last Year	1,459,777.35	15.229%
YTD, 2 Years Ago	1,417,625.85	18.655%

<i>Current Period Collections</i>		
January 2026	775,630.62	
January 2025	722,489.66	7.355%
January 2024	735,525.16	5.453%

<i>YTD Current Period Collections</i>		
Current YTD Total	1,648,144.13	
YTD, Last Year	1,449,782.04	13.682%
YTD, 2 Years Ago	1,427,657.99	15.444%

Current Year Budget is \$10,735,000

CITY OF LAKE WORTH
PARK FUND
As of January 31, 2026

REVENUE SOURCE:

UTILITY DONATIONS	2,952.00
DONATIONS - KIDS & TREES	0.00
DONATIONS - NAVAJO PARK	0.00
DONATIONS - RAYL PARK	0.00
DONATIONS - LAKE WORTH PARK	0.00
INVESTMENT INCOME	1,542.10
CONTRIBUTIONS FROM OTHER FUNDS	0.00
MISCELLANEOUS	141.47
Total Revenue	<u>4,635.57</u>

EXPENDITURE CATEGORY:

MISCELLANEOUS	71.47
PARK MAINTENANCE	0.00
CHARBONNEAU PARK	540.00
LAKE WORTH PARK	1,747.07
NAVAJO PARK	0.00
GRAND LAKE PARK	99.33
REYNOLDS PARK	0.00
RAYL PARK	0.00
HODGKINS PARK	1,065.00
DAKOTA PARK	8.94
EQUIPMENT PURCHASE/IMPROVEMENTS	0.00
Total Expenditure	<u>3,531.81</u>

YTD SURPLUS/(DEFICIT) 1,103.76

<u>CASH POSITION</u>	
CHECKING	11,673.19
INVESTMENTS	<u>153,251.95</u>
TOTAL CASH	164,925.14

**CITY OF LAKE WORTH
STREET MAINTENANCE
January 2026**

Revenue

(Numbers in UNRECEIVED BALANCE WITH (-) INDICATES REVENUE RECEIVED OVER BUDGETED AMOUNT)

CATEGORY	BUDGETED	CURRENT MONTH	YEAR TO DATE	UNRECEIVED BALANCE	% RECEIVED
Interest & Misc Income	47,750.00	2,928.67	9,080.83	38,669.17	19%
Transfers In				0.00	0%
Use of Prior Yr Rsrvs				0.00	
Total Revenue	47,750.00	2,928.67	9,080.83	38,669.17	19%

Expenditures

CATEGORY	BUDGETED	CURRENT MONTH	YEAR TO DATE	UNEXPENDED BALANCE	% EXPENDED
Miscellaneous	3,000.00	2,520.00	2,520.00	480.00	84%
Barricades & Markers				0.00	0%
Street Projects	200,000.00	1,819.11	19,003.95	180,996.05	10%
Concrete Replacement	160,000.00	0.00	80.00	159,920.00	0%
Total Expenditures	363,000.00	4,339.11	21,603.95	341,396.05	6%

**CITY OF LAKE WORTH
CCPD
January 2026**

Revenue

(Numbers in UNRECEIVED BALANCE WITH (-) INDICATES REVENUE RECEIVED OVER BUDGETED AMOUNT)

CATEGORY	BUDGETED	CURRENT MONTH	YEAR TO DATE	UNRECEIVED BALANCE	% RECEIVED
Sales Tax	1,543,000.00	111,611.37	239,132.71	1,303,867.29	15%
SRO Reimbursement	304,603.00	21,678.00	65,034.00	239,569.00	21%
Interest & Misc Income	23,500.00	3,347.45	11,481.74	12,018.26	49%
Transfers In	4,750.00			4,750.00	0%
Use of Prior Yr Rsrvs				0.00	
Total Revenue	1,875,853.00	136,636.82	315,648.45	1,560,204.55	17%

Expenditures

CATEGORY	BUDGETED	CURRENT MONTH	YEAR TO DATE	UNEXPENDED BALANCE	% EXPENDED
General	1,497,697.00	116,141.66	546,118.65	951,578.35	36%
SRO Program	325,481.00	30,889.24	109,707.12	215,773.88	34%
Total Expenditures	1,823,178.00	147,030.90	655,825.77	1,167,352.23	36%

Lake Worth City Council Meeting - February 17, 2026

Agenda Item No. F.3

FROM: Joe Villa, Director of Public Works

ITEM: Consider approval of an Interlocal Agreement with Tarrant County for roadway striping for Telephone Road, Charbonneau Road, Paul Meador Road, and Boat Club Road and authorize the City Manager to execute the agreement.

SUMMARY:

Staff has requested the assistance of Tarrant County for the striping of Telephone Road – from Dakota Trail to 199, Azle Avenue to 199, Charbonneau Road – from Shawnee Trail to 199, Paul Meador Road – from Azle Avenue to 199 and Boat Club Road – From Azle Avenue to 199, from 199 to city limits. Through this agreement the County furnishes the city with labor and equipment to assist with completion of the project. The city is responsible for providing and purchasing all materials for the work and any additional traffic control measures necessary to complete the requested work.

Year over year the city utilizes the assistance of Tarrant County making projects more affordable and efficient.

FISCAL IMPACT:

Striping projected budgeted amount - \$9,273

STRATEGIC OBJECTIVES:

Strategic Objective #2 - Upgrade Infrastructure Investments

ATTACHMENTS:

[Striping ILA - Multiple Roads](#)

RECOMMENDED MOTION OR ACTION:

Move to approve an Interlocal Agreement with Tarrant County for roadway striping for Telephone Road, Charbonneau Road, Paul Meador Road, and Boat Club Road and authorize

the City Manager to execute the agreement.

THE STATE OF TEXAS

INTERLOCAL AGREEMENT

COUNTY OF TARRANT

BACKGROUND

This Interlocal Agreement is between Tarrant County, Texas ("COUNTY"), and the City of Lake Worth ("CITY").

WHEREAS, the CITY is requesting the COUNTY's assistance applying permanent roadway striping on the following streets (the "Project"), located within the CITY:

- Telephone Road – from Dakota Trail to 199, Azle Avenue to 199
- Charbonneau Road – from Shawnee Trail to 199
- Paul Meador Road – from Azle Avenue to 199
- Boat Club Road – From Azle Avenue to 199, from 199 to city limits

WHEREAS, the Interlocal Cooperation Act contained in Chapter 791 of the Texas Government Code provides legal authority for the parties to enter into this Agreement; and

WHEREAS, during the performance of the governmental functions and the payment for the performance of those governmental functions under this Agreement, the parties will make the performance and payment from current revenues legally available to that party; and

WHEREAS, the Commissioners Court of the COUNTY and the City Council of the CITY each make the following findings:

- a. This Agreement serves the common interests of both parties;
- b. This Agreement will benefit the public;
- c. The division of costs fairly compensates both parties to this Agreement; and
- d. The CITY and the COUNTY have authorized their representative to sign this Agreement; and
- e. The COUNTY and CITY acknowledge that they are each a "governmental entity" and not a "business entity" as those terms are defined in Tex. Gov't Code § 2252.908, and therefore, no disclosure of interested parties pursuant to Tex. Gov't Code Section 2252.908 is required.

NOW, THEREFORE, the COUNTY and the CITY agree as follows:

TERMS AND CONDITIONS

1. COUNTY RESPONSIBILITY

The COUNTY will furnish the labor, equipment, and materials to assist the CITY in completing the Project.

The COUNTY will use waterborne acrylic traffic paint that complies with current Texas Department of Transportation specifications.

The COUNTY will apply the striping during the hours of 8:30 AM to 2:30 PM, Monday to Friday.

2. CITY RESPONSIBILITY

The CITY will pay the COUNTY for the cost of paint materials and labor in an amount not to exceed \$9,272.46. The actual cost to the CITY will be determined upon completion of the Project.

The CITY will provide striping documentation if there are no markings present or no longer visible, and if passing lanes or ANY deviation from the original striping is requested.

The CITY will provide a staging area if needed, and personnel to provide flagging and/or traffic control assistance as requested.

The CITY will ensure prior to striping that the roadway surface is clean and serviceable for application of paint, and that temporary tabs and construction markings are removed.

The CITY will notify adjacent property owners of the schedule for striping services provided by the COUNTY. The CITY agrees that the CITY will be responsible for damages to adjacent property.

The CITY will pay COUNTY the invoiced amount for all striping labor, signs and incidental materials, upon completion of the Project.

3. PROCEDURES DURING PROJECT

If the CITY has a complaint regarding the COUNTY's performance of the Project, the CITY must complain in writing to the COUNTY no later than 30 days of the date of Project completion.

4. NO WAIVER OF IMMUNITY

This Agreement does not waive COUNTY rights under a legal theory of sovereign immunity. This Agreement does not waive CITY rights under a legal theory of sovereign immunity.

5. TIME PERIOD FOR COMPLETION

The CITY will give the COUNTY notice to proceed at the appropriate time. However, the COUNTY is under no duty to commence construction at any particular time.

6. THIRD PARTY

This contract shall not be interpreted to inure to the benefit of a third party not a party to this contract. This contract may not be interpreted to waive any statutory or common law defense, immunity, including governmental and sovereign immunity, or any limitation of liability, responsibility, or damage of any party to this contract, party's agent, or party's employee, otherwise provided by law.

7. JOINT VENTURE & AGENCY

The relationship between the parties to this Agreement does not create a partnership or joint venture between the parties. This Agreement does not appoint any party as agent for the other party.

8. EFFECTIVE DATE

This Agreement becomes effective when signed by the last party whose signing makes the Agreement fully executed.

9. TERMINATION OF AGREEMENT

This Agreement will automatically terminate upon completion of the Project or September 30, 2026, whichever date occurs first. This Agreement may be renewed prior to its expiration upon the mutual consent of the parties in writing.

10. EXECUTION OF AGREEMENT

This agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this agreement, and all of which, when taken together, shall be deemed to constitute one and the same agreement. The exchange of copies of this agreement and of signature pages by electronic transmission shall constitute effective execution and delivery of this agreement as to the parties and may be used in lieu of the original agreement for all purposes. Signatures of the parties transmitted or executed electronically shall be deemed to be their original signatures for any purposes whatsoever.

11. COMPLIANCE WITH LAWS

In providing the services required by this Agreement, COUNTY and CITY must observe and comply with all applicable federal, state, and local statutes, ordinances, rules, and regulations, including without limitation, workers' compensation laws, minimum and maximum salary and wage statutes and regulations, and non-discrimination laws and regulations. COUNTY and CITY shall be responsible for ensuring its compliance with any laws and regulations applicable to its business, including maintaining any necessary licenses and permits.

COUNTY OF TARRANT

STATE OF TEXAS

By: Separate Electronic Signature Page

Tim O'Hare

County Judge

Signed on: _____

APPROVED AS TO FORM*

Criminal District Attorney's Office*

* By law, the Criminal District Attorney's Office may only approve contracts for its clients. We reviewed this document as to form from our client's legal perspective. Other parties may not rely on this approval. Instead those parties should seek contract review from independent counsel.

CITY OF LAKE WORTH

STATE OF TEXAS

Authorized City Official

Signed on: _____

APPROVED AS TO FORM AND
LEGALITY

City Attorney

Lake Worth City Council Meeting - February 17, 2026

Agenda Item No. F.4

FROM: Ryan Arthur, Fire Chief

ITEM: Consider approval of Resolution No. 2026-02, creating the job description for Assistant Fire Marshal which replaces the existing job description for Fire Inspector, and revising the job descriptions for Assistant Chief/Fire Marshal and IT Support Specialist.

SUMMARY:

This item reflects an internal department organizational change necessary for continued advancements in fire prevention, public education, and emergency management. The fire department wishes to formally adopt the community risk reduction initiatives outlined by the National Fire Protection Association and International Association of Fire Chiefs. The creation of a Community Risk Reduction (CRR) division would replace our existing fire prevention division and encompass many other aspects of community engagement.

The CRR model focuses not only on life safety inspections and public education but also includes emergency management and community engagement. The formal implementation of the CRR model will necessitate adjustments to the department's internal organizational structure. Under this model, the current Fire Inspector position requires reclassification as Assistant Fire Marshal. Our existing Assistant Chief/Fire Marshal job description has also been revised to reflect the addition of Emergency Management Coordinator duties. Both of these modifications will have a direct impact on the overall future success of the newly created CRR division within the fire department.

The existing IT Support Specialist job description was revised to show assignment to the Fire Department with supervision from the Fire Chief.

FISCAL IMPACT:

N/A

STRATEGIC OBJECTIVES:

Strategic Objective #3 - Ensure Superior Service Delivery

ATTACHMENTS:

[Res 2026-02 - Revised FD and IT Job Descriptions 2026](#)

[Assistant Fire Marshal 2026](#)

[Assistant Chief/Fire Marshal 2026](#)

[IT Support Specialist 2026](#)

RECOMMENDED MOTION OR ACTION:

Move to approve Resolution No. 2026-02, creating the job description for Assistant Fire Marshal which replaces the existing job description for Fire Inspector, and revising the job descriptions for Assistant Chief/Fire Marshal and IT Support Specialist.

RESOLUTION NO. 2026-02

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE WORTH, TEXAS, CREATING A JOB DESCRIPTION FOR ASSISTANT FIRE MARSHAL, TO REPLACE FIRE INSPECTOR, AND MODIFYING THE JOB DESCRIPTIONS FOR ASSISTANT CHIEF/FIRE MARSHAL AND IT SUPPORT SPECIALIST.

WHEREAS, the Director of Human Resources has prepared and submitted a job description for the newly created Assistant Fire Marshal position; and

WHEREAS, the Assistant Fire Marshal job description shall replace the existing position of Fire Inspector; and

WHEREAS, the Fire Chief has reviewed and submitted updated job descriptions to Human Resources for the following position: Assistant Chief/Fire Marshal and IT Support Specialist; and

WHEREAS, the purpose of the job description is to accurately reflect the title, duties and responsibilities of the newly created position; and

WHEREAS, the job description applies to the respective position unless specified otherwise by state law, city charter, departmental policy approved by the City Council or other official Council action.

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

SECTION 1. The following job descriptions are hereby added, as attached, and shall be effective on February 17, 2026:

New Job Description – Assistant Fire Marshal; and
Revised Job Descriptions – Assistant Chief/Fire Marshal and IT Support Specialist.

PASSED AND APPROVED this 17th day of February 2026.

APPROVED:

By: _____
Walter Bowen, Mayor

ATTEST:

Holly Fimbres, City Secretary

City of Lake Worth

Job Description

(Resolution Number 2026-02, Approved by CC on 02/17/2026)

Job Title: Assistant Fire Marshal

Department: Fire

FLSA Status: Non-Exempt

Job description statements are intended to describe the general nature and level of work being performed by employees assigned to this job title. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required.

GENERAL SUMMARY

Performs non-supervisory and participatory work in the administrative division of the fire department. Monday through Friday work schedule, 0800 to 1700, with on-call responsibilities.

SUPERVISION RECEIVED AND EXERCISED

This position receives supervision and direction from the Assistant Chief/Fire Marshal/Emergency Management Coordinator and Fire Chief.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Performs inspections and pre-fire planning of all schools, churches, daycare centers, commercial and industrial establishments, multiple-family dwellings, nursing homes and other places as outlined to check for fire hazards and compliance with applicable laws, ordinances and regulations, taking appropriate action against violators
- Conducts and supervises fire drills at local schools, daycare centers, nursing homes and other places of interest when needed
- Ensure that all new and existing buildings meet city codes.
- Investigates fires to determine the cause and origin and completes all related reports
- Manages the investigation of all fires and bomb incidents and prepares criminal cases as necessary
- Demonstrates knowledge of the proper methods of performing the various techniques in fire prevention, investigation and public education (Fire Safety Programs)
- Attends meetings and seminars as required
- Maintains and files all required state and local reports
- Keeps records and prepares monthly and annual reports as required
- Manage records, including retention and reporting to outside agencies
- Review and approval of plans for construction, installation and operation of equipment and structures to ensure they meet the fire safety requirements for all State and local codes and ordinances.
- Conducts plan review, installation inspections and permit inspections of fire sprinkler, alarm, and suppression systems.
- Serves as an Emergency Management Specialist and supports various emergency management roles during emergency operations center (EOC) activations
- Assists in training activities related to emergency management to include city-wide tabletop exercises and other training deemed required by the State and Federal governments
- Responds to emergency and non-emergency incidents on an as needed basis
- Maintains physical endurance and agility
- May respond to calls within the fire district in a reasonable amount of time
- Other duties as assigned

MINIMUM JOB REQUIREMENTS

EDUCATION AND EXPERIENCE

- High School diploma or General Education Degree
- Five (5) years full-time, paid experience in the fire service
- Must maintain OMD credentialing

LICENSES AND CERTIFICATES

- Valid Class B Exempt Texas driver license or CDL
- TCFP Certified Basic Firefighter
- TCFP Certified Basic Fire Inspector or the ability to obtain within 1 year of appointment
- TCFP Certified Basic Fire Investigator or the ability to obtain within 1 year of appointment
- TCOLE Basic Peace Officer or the ability to obtain within 1 year of appointment
- TDSHS Certified Basic EMT or higher
- NIMS ICS Courses 100, 200, 300, 400, 700, 800
- BLS & First Aid Instructor certifications or the ability to obtain within 1 year of appointment

PHYSICAL AND OTHER ABILITIES

- Must possess the visual acuity to operate a city vehicle, operate a computer terminal, inspect buildings/construction sites, and read plans/blueprints
- Walk, stand, sit, or run for prolonged periods of time
- Regularly push, pull, lift, and/or carry up to 10 pounds
- Frequently lift and/or move objects up to 50 pounds
- Occasionally lift and/or move objects up to 100 pounds or more
- Occasionally stoop, bend, kneel, crouch, reach, and twist
- Operate office equipment including use of a computer keyboard
- Speak and hear effectively to exchange information in the English language
- Operate a vehicle to travel to various locations
- Operate and use specialized firefighting tools and equipment

Work in complex, potentially hazardous outdoor environment performing investigation activities. Work involves moderate risks or discomforts which require special safety precautions, e.g., working under extreme outdoor weather conditions, working around moving parts, carts, or machines, irritant chemicals, etc. May be required to use protective clothing or gear such as masks, coats, goggles, gloves, or shields. The candidate must be able to be certified by an M.D. to be able to meet the medical conditions in the latest edition of NFPA 1582.

The City of Lake Worth is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act (ADA), the City of Lake Worth will provide reasonable accommodations to qualified individuals with disabilities.

I have read and understand the duties and responsibilities of this job description.

Employee's Signature

Date

Supervisor's Signature

Date

City of Lake Worth

Job Description

(Resolution Number 2026-02, Approved by CC on 02/17/2026)

Job Title: Assistant Chief/Fire Marshal

Department: Fire

FLSA Status: Exempt

Job description statements are intended to describe the general nature and level of work being performed by employees assigned to this job title. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required.

GENERAL SUMMARY

Performs supervisory and participatory work in the administrative division of the fire department. Monday through Friday work schedule 0800 to 1700, with on call responsibilities.

SUPERVISION RECEIVED AND EXERCISED

This position receives supervision and direction from the Fire Chief and, at times, from the City Manager. In the absence of the Fire Chief, this position may supervise the department activities and all personnel if directed by the Fire Chief.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Performs inspections and pre-fire planning of all schools, churches, daycare centers, commercial and industrial establishments, multiple-family dwellings, nursing homes and other places as outlined to check for fire hazards and compliance with applicable laws, ordinances and regulations, taking appropriate action against violators
- Conducts and supervises fire drills at local schools, daycare centers, nursing homes and other places of interest when needed
- Ensures that all new and existing buildings meet city codes.
- Oversees the investigation of fires to determine the origin and completes all related reports
- Directs assigned personnel in conducting inspections and investigations
- Attends meetings and seminars as required
- Maintains and files all required state and local reports
- Keeps records and prepares monthly and annual reports as required
- Manages records, including retention and reporting to outside agencies
- Demonstrates knowledge of the proper methods of performing the various techniques in fire prevention, investigation and education (Fire Safety Programs).
- Review and approval of plans for construction, installation and operation of equipment and structures to ensure they meet the fire safety requirements for all State and local codes and ordinances.
- Conducts plan review, installation inspections and permit inspections of fire sprinkler, alarm, and suppression systems.
- Manages the investigation of all fires and bomb incidents and prepares criminal cases
- Responds to emergency and non-emergency incidents, utilizes the incident command system to direct activities and communications in fire and/or emergency situations, takes action to mitigate hazards and treat patients, makes decisions affecting life and property under emergency circumstances, develops tactics and strategies for major or critical incidents
- Serves as the Emergency Management Coordinator.
- Plans and coordinates emergency preparedness, response, and recovery operations.
- Develops, coordinates and leads emergency management training; coordinates and evaluates emergency operations drills and actual disasters to make recommendations to improve operations

and/or response; advises City departments on their emergency plans and coordinates interdepartmental activities. Coordinates participation in disaster exercises.

- Plans, develops, reviews, maintains, and administers City-wide policies and programs related to emergency preparedness; measures program effectiveness and recommends enhancement and improvements.
- Serves as a point of contact for the city in emergency and/or disaster response situations; works in conjunction with local, regional and state entities for emergency and/or disaster response; initiates and monitors the increased readiness actions among the city services when disaster threatens.
- Serves as the City of Lake Worth representative at local and regional emergency management meetings.
- Continually evaluates and monitors warning notification systems and coordinates with the appropriate city departments to maintain the system's readiness.
- Under direction of the Fire Chief and City Manager, coordinates mutual aid or cooperative assistance agreements to provide needed services, equipment, or other resources in the event of an emergency.
- Maintains physical endurance and agility
- Responds to calls within the Fire district in a reasonable amount of time
- Performs other duties as assigned

MINIMUM JOB REQUIREMENTS

EDUCATION AND EXPERIENCE

- Minimum of eight (8) years full-time paid experience in the fire service or an associate degree in Fire Science or other approved discipline
- Must maintain OMD credentialing

LICENSES AND CERTIFICATES

- Valid Class B Exempt Texas driver license or CDL
- TCFP Certified Basic Fire Marshal preferred
- TCFP Certified Advanced Firefighter
- TCFP Certified Basic Fire Inspector
- TCFP Certified Basic Fire Investigator
- TCFP Certified Arson Investigator
- TCFP Certified Fire Officer II
- TCFP Certified Fire Instructor I
- TDSHS Certified Basic EMT
- TCOLE Certified Basic Peace Officer or the ability to obtain within 1 year of appointment
- NIMS ICS Courses 100, 200, 300, 400, 700, 800

PHYSICAL AND OTHER ABILITIES

- Must possess the visual acuity to operate a city vehicle, operate a computer terminal, inspect buildings/construction sites, and read plans/blueprints
- Walk, stand, sit, or run for prolonged periods of time
- Regularly push, pull, lift, and/or carry up to 10 pounds
- Frequently lift and/or move objects up to 50 pounds
- Occasionally lift and/or move objects up to 100 pounds or more
- Occasionally stoop, bend, kneel, crouch, reach, and twist
- Operate office equipment including use of a computer keyboard
- Speak and hear effectively to exchange information in the English language
- Operate a vehicle to travel to various locations
- Operate and use specialized firefighting tools and equipment

Work in complex, potentially hazardous outdoor environment performing investigation activities. Work involves moderate risks or discomforts which require special safety precautions, e.g., working under extreme outdoor weather conditions, working around moving parts, carts, or machines, irritant chemicals, etc. May be required to use protective clothing or gear such as masks, coats, goggles, gloves, or shields. The candidate must be able to be certified by an M.D. to be able to meet the medical conditions in the latest edition of NFPA 1582.

The City of Lake Worth is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act (ADA), the City of Lake Worth will provide reasonable accommodations to qualified individuals with disabilities.

I have read and understand the duties and responsibilities of this job description.

Employee's Signature

Date

Supervisor's Signature

Date

City of Lake Worth

Job Description

(Resolution # 2026-02, Effective 02/17/2026)

Job Title: IT Support Specialist

Department: Fire

FLSA Status: Non- Exempt

Job description statements are intended to describe the general nature and level of work being performed by employees assigned to this job title. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required.

GENERAL SUMMARY

To perform work necessary for the ongoing operations of all city technological equipment and processes, provide assistance to city staff with regard to city technological equipment, and assist in implementing new software, equipment and processes.

SUPERVISION RECEIVED AND EXERCISED

This position receives direct supervision from the Fire Chief. This position does not supervise any other positions.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The IT Support Specialist will be responsible for providing superior first level support to end users including identification, escalation, referral, and follow-up on desktop, network, and applications issues.

Duties include but are not limited to:

- Receives phone calls, email and walkup requests from city staff and assists with basic day-to-day IT operations and troubleshooting for computers, phones, tablets, printers, and other IT devices.
- Functions as first contact support for end user help requests from all city public and safety departments.
- Creates accurate support tickets for all support requests and documents time, communication records, and results in ticket notes.
- Coordinates end user escalations and higher-level support with the city's IT managed services providers. Participates in projects and long-term technology planning.
- Performs employee on and off boarding to include IT equipment and devices, IT policy and procedure, email, telecommunication devices, and inventory management.
- Performs troubleshooting for desktop computers, laptops, communications, video, and telephone systems, peripherals, and software.
- Troubleshooting and maintaining public safety systems including RMS, Watchguard in-vehicle camera equipment including body worn cameras, Mobile VPN and cellular data systems, Mobile and rugged computer equipment, and associated vendors.
- Assures functionality, compatibility, and performance of IT systems; assures effective communications and resolution of IT issues.

- Manages on-premises building access control, security cameras and alarm systems, including coordinating with vendors for support and training as needed.
- Responds to the needs and inquiries of users; explains IT issues, deploys solutions, and follows up with users to assure the functionality of the users' systems.
- Tracks computer, printer, and telecommunication products and supplies; receives and distributes supplies to appropriate parties; maintains inventory of computer hardware and software.
- Manages and maintains iPad and iPhones and related Apps.
- Provides support for audio-visual presentation equipment during meetings.
- Follow appropriate safety and security precautions to safeguard all City assets.
- All other duties as assigned.

Other Important Duties

- Requires after hours work/weekends *when necessary*.
- Regular and prompt attendance is an essential function of the position.
- Functions as part of a team of IT vendors and personnel serving the city.

MINIMUM JOB REQUIREMENTS

Associate degree or technical school degree in Computer Science, Information Systems or equivalent combination of progressively responsible experience of at least 3 years in an information technology role; High school graduation, or its equivalent, plus at least 5 years of experience in information technology, preferably in the public sector.

KNOWLEDGE, SKILLS AND ABILITIES

Attitude: Candidate must have a desire to help others and drive for learning. Whether that learning is directly related to new technologies, new processes, or just being outside the normal comfort zone. Must have good interpersonal skills and be adept at interacting with others, including being able to help other feel comfortable and supported in uncomfortable situations.

Knowledge: Good oral and written communication skills; and the ability to understand and carry out oral and written instructions. Intermediate to advanced level knowledge of current versions of word processing, database, spreadsheet, presentation, graphics, desktop publishing, Internet, and other available software. Knowledge of technological terminology typically encountered in an information services environment. Knowledge of modern office procedures, methods, systems, and equipment including computers and associated equipment. Knowledge of basic arithmetic, business letter writing and report preparation, and principles and procedures of record keeping.

Skill/Ability: Ability to serve other City departments in a diplomatic and professional manner, exercising good emotional control; must have good interpersonal skills. Ability to operate computers utilizing a variety of business software to include, Microsoft Windows Server, Microsoft Office, and Windows operating systems. Ability to maintain Active Directory and Office 365 including setting up users, groups, troubleshooting issues. Ability to analyze and resolve computer network problems in a multiple operating system environment with specialized software applications and multifaceted hardware platforms. Ability to Install, configure, test,

operate and maintain computer and voice over IP communications systems, peripheral equipment, and devices. Ability to work independently in the absence of supervision.

PHYSICAL ABILITIES

Work generally performed in a climate and temperature-controlled building with minimal exposure to outdoor weather conditions; sit, walk, kneel, climb stairs or ladders, bend at both the waist and knee, reach with the arms over the head, and hear, both on the telephone and in person, using regular conversational tones; vision requires the ability to focus and read printouts, computer, screens, and other written material. Duties may require lifting up to 70 pounds and have the use of hands and fingers to perform essential functions of the job, i.e., typing, data entry, using the calculator, and operating other office equipment. Must be able to operate a vehicle to travel to various locations.

LICENSES AND CERTIFICATES

A+ Certification and Network + Certification preferred.

Microsoft Certification preferred.

Valid Class C Texas driver license; A+ Certification (within 1 year of hire)

The City of Lake Worth is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act (ADA), the City of Lake Worth will provide reasonable accommodations to qualified individuals with disabilities.

By my signature, I hereby certify that I have reviewed the description of my position and agree to perform the duties described therein. I understand that City of Lake Worth may make modifications, additions, or deletions to this job description at any time, and will notify me of any changes by sending me a revised copy for my review and signature.

Employee's Signature

Date

Supervisor's Signature

Date

Lake Worth City Council Meeting - February 17, 2026

Agenda Item No. F.5

FROM: Lara Strother, Director of Library & Community Services

ITEM: Consider approval of Resolution No. 2026-03, modifying and updating the job descriptions for Senior Center Aide and Community Activities Assistant.

SUMMARY:

This item addresses necessary updates to the job descriptions for the Senior Aide and Community Activities Assistant positions, which have not been revised since 2018. The proposed changes are minor in nature and are intended to improve the overall effectiveness and performance of each position.

FISCAL IMPACT:

There is no fiscal impact associated with this item.

STRATEGIC OBJECTIVES:

Strategic Objective #3 - Ensure Superior Service Delivery

ATTACHMENTS:

[Res 2026-03 - Community Activities Assistant and Senior Center Aide Job Descriptions 2026](#)
[Senior Center Aide Job Description 2026](#)
[Community Activities Assistant Job Description 2026](#)

RECOMMENDED MOTION OR ACTION:

Move to approve Resolution No. 2026-03, modifying and updating the job descriptions for Senior Center Aide and Community Activities Assistant.

RESOLUTION NO. 2026-03

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE WORTH, TEXAS, MODIFYING AND UPDATING THE JOB DESCRIPTIONS FOR SENIOR CENTER AIDE AND COMMUNITY ACTIVITIES ASSISTANT.

WHEREAS, The Director of Library & Community Services has reviewed and submitted an updated job description to Human Resources for Senior Center Aide and Community Activities Assistant; and

WHEREAS, the job description reflects the title, duties, responsibilities, physical abilities, and FLSA status for the position; and

WHEREAS, the job description applies to the Senior Center Aide and Community Activities Assistant positions unless specified otherwise by state law, city charter, or departmental policy approved by the City Council or other official Council action.

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

SECTION 1. The following job descriptions are hereby modified, as attached, and shall be effective February 17, 2026:

Senior Center Aide and Community Activities Assistant

PASSED AND APPROVED this 17th day of February 2026.

APPROVED:

Walter Bowen, Mayor

ATTEST:

Holly Fimbres, TRMC
City Secretary

City of Lake Worth

Job Description

(Resolution Number 2026-03, Effective 02/17/2026)

Job Title: Senior Center Aide

Department: Senior Center

FLSA Status: Non-Exempt

Job description statements are intended to describe the general nature and level of work being performed by employees assigned to this job title. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required.

GENERAL SUMMARY

Assists with daily operations and activities at the Senior Center and supports the planning and implementation of other city-sponsored events.

SUPERVISION RECEIVED AND EXERCISED

This position receives general supervision from the Director of Library & Community Services. This position does not supervise any other position.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Duties include but are not limited to the following:

- Prepares the Senior Center for members and visitors and supports daily operations
- Assists in the planning and implementation of activities and special events at the Senior Center
- Assists in the recruitment of volunteers for Senior Center activities and events
- Assists in the planning and implementation of community and employee events for the City
- Conducts public relations activities by answering telephone calls, responding to emails, and providing assistance and information to the public
- Performs general housekeeping duties as needed
- Assists with library activities and duties as needed
- Works closely with the other City departments as needed
- Other duties as assigned

MINIMUM JOB REQUIREMENTS

EDUCATION AND EXPERIENCE

High School diploma or GED

LICENSES AND CERTIFICATES

Valid Class C Texas driver license

PHYSICAL ABILITIES

- Must possess the visual acuity to operate a computer terminal and operate a motor vehicle
- Frequently walk, stand, or sit for prolonged periods of time
- Frequently push, pull, lift, and/or carry up to 20 pounds
- Occasionally lift, push/pull to move objects up to 40 pounds
- Occasionally stoop, bend, kneel, crouch, reach, and twist
- Operate office equipment including use of a computer keyboard
- Speak and hear to exchange information
- Operate a vehicle to travel to various locations

The City of Lake Worth is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act (ADA), the City of Lake Worth will provide reasonable accommodations to qualified individuals with disabilities.

By my signature, I hereby certify that I have reviewed the description of my position and agree to perform the duties described therein. I understand that City of Lake Worth may make modifications, additions, or deletions to this job description at any time, and will notify me of any changes by sending me a revised copy for my review and signature.

Employee's Signature

Date

Supervisor's Signature

Date

City of Lake Worth

Job Description

(Resolution Number 2026-03, Effective 02/17/2026)

Job Title: Community Activities Assistant

Department: Senior Center

FLSA Status: Non-Exempt

Job description statements are intended to describe the general nature and level of work being performed by employees assigned to this job title. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required.

GENERAL SUMMARY

Assists with daily operations and activities at the Senior Center and Library and supports the planning and implementation of other city-sponsored events.

SUPERVISION RECEIVED AND EXERCISED

This position receives general supervision from the Director of Library & Community Services. This position does not supervise any other position.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Duties include but are not limited to the following:

- Prepares the Senior Center for members and visitors and supports daily operations
- Assists in the planning and implementation of activities and events at the Senior Center
- Recruits volunteers for Senior Center activities and events
- Manages and updates the website and social media for the Senior Center and designs promotional flyers to market the Senior Center to the public
- Stocks and maintains supplies for the Senior Center and Library as needed
- Assists in the planning and implementation of programs at the Library
- Assists in the planning, implementation of community and employee events for the City
- Conducts public relations activities by answering telephone calls, responding to emails, and providing assistance and information to the public
- Prepares administrative reports for the Director of Library & Community Services
- Manages daily operations within budgetary guidelines
- Performs general housekeeping duties as needed
- Works closely with the other City departments as needed
- Other duties as assigned

MINIMUM JOB REQUIREMENTS

EDUCATION AND EXPERIENCE

- High School diploma or GED
- One year of experience in working with Community Activities, Youth or Senior Citizen programs and/or volunteers is preferred.

LICENSES AND CERTIFICATES

- Valid Class C Texas driver license

TRANSPORTATION

Candidates must be able to provide for their own transportation within the community. Work mileage will be reimbursed at the city-approved rate.

PHYSICAL ABILITIES

- Must possess the visual acuity to operate a computer terminal and operate a motor vehicle
- Frequently walk, stand, or sit for prolonged periods of time
- Frequently push, pull, lift, and/or carry up to 20 pounds
- Occasionally lift, push/pull to move objects up to 40 pounds
- Occasionally stoop, bend, kneel, crouch, reach, and twist
- Operate office equipment including use of a computer keyboard
- Speak and hear to exchange information
- Operate a vehicle to travel to various locations

The City of Lake Worth is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act (ADA), the City of Lake Worth will provide reasonable accommodations to qualified individuals with disabilities.

By my signature, I hereby certify that I have reviewed the description of my position and agree to perform the duties described therein. I understand that City of Lake Worth may make modifications, additions, or deletions to this job description at any time, and will notify me of any changes by sending me a revised copy for my review and signature.

Employee's Signature

Date

Supervisor's Signature

Date

Lake Worth City Council Meeting - February 17, 2026

Agenda Item No. G.1

FROM: Ryan Arthur, Fire Chief

ITEM: Discuss and consider approval of the Lake Worth Fire Department 2025 Annual Report.

SUMMARY:

The Lake Worth Fire Department is proud to present its 2025 Annual Report, reflecting a year of meaningful progress and strengthened community partnerships. Throughout 2025, the department remained committed to proactive engagement with residents and those we serve. This report provides a comprehensive overview of our initiatives, efforts, and accomplishments, highlighting the continued growth and advancement of the organization. Upon acceptance by the City Council, the 2025 Annual Report will be published on the city's website and social media page.

FISCAL IMPACT:

N/A

STRATEGIC OBJECTIVES:

Strategic Objective #3 - Ensure Superior Service Delivery

Strategic Objective #4 - Optimize Community Outreach and Engagement

ATTACHMENTS:

[LWFD 2025 Annual Report](#)

RECOMMENDED MOTION OR ACTION:

Move to approve the Lake Worth Fire Department 2025 Annual Report.

2025 ANNUAL REPORT



LAKE WORTH FIRE DEPARTMENT
PRIDE HONOR INTEGRITY

TABLE OF CONTENTS

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- Fire Prevention
- Public Education
- Training
- Awards & Recognition
- Texas Best Practices
- Emergency Preparedness
- Partnerships

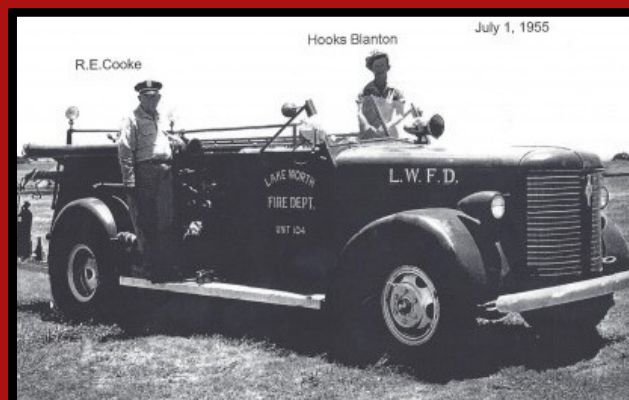


EXECUTIVE SUMMARY

The Lake Worth Fire Department was established in 1948 and became a city-funded department in 1972. In October 1998, the department transitioned to career staffing with the hiring of its first full-time personnel. Today, the department is comprised of 24 career firefighters. Of these, 21 firefighters are assigned to shift operations and are supported by an administrative staff consisting of the Fire Chief, Assistant Chief/Fire Marshal, and a Fire Inspector. The department serves a permanent residential population of approximately 5,000, with an estimated daytime population exceeding 50,000. The response area, including contracted service areas, encompasses approximately 35 square miles.

The Lake Worth Fire Department is a suburban, all-hazard fire department providing comprehensive emergency services, including firefighting, emergency medical services, fire prevention, annual fire safety inspections for all commercial occupancies, plan reviews, and public education programs.

In the past year, the department responded to 2,789 calls for service. The Lake Worth Fire Department works in close collaboration with the Northwest Emergency Response Organization (NERO) and the City of Fort Worth. Specialized resources from NERO and the Fort Worth Fire Department enhance the department's response capabilities and include hazardous materials response, high- and low-angle rescue, confined space rescue, trench rescue, structural collapse response, swift water rescue, and mass casualty incident support. In turn, the Lake Worth Fire Department provides automatic aid assistance to both partner agencies.





FROM THE FIRE CHIEF

The Lake Worth Fire Department is proud to present its 2025 Annual Report, reflecting a year of meaningful progress and strengthened community partnerships. Throughout 2025, the department remained committed to proactive engagement with residents and those we serve. This report provides a comprehensive overview of our initiatives, efforts, and accomplishments, highlighting the continued growth and advancement of the organization.

It is a privilege to serve the citizens of Lake Worth, Lakeside, Tarrant County, and our surrounding communities. As we look ahead, we remain focused on building upon the successes of 2025, learning from experience, and preparing to meet the challenges of the future.

FIRE ADMINISTRATION

"Our fire administrative staff works to support all aspects of incident response, training, education, public outreach, community support, emergency preparedness and fire prevention. In addition, fire administration collaborates with all city departments to ensure a safe and vibrant community. This includes adhering to the annually adopted budget, incident analysis and data collection, reporting to city administration and our elected officials, and accountability through effective and efficient fire prevention, education, and emergency preparedness."



**Ryan Arthur
Fire Chief**



**John Sanders,
Assistant Fire Chief
Fire Marshal**



**Joe Hamilton
Fire Inspector**

OUR MISSION

“The mission of the Lake Worth Fire Department is to serve our community with pride, honor, and integrity while providing exceptional customer service. We remain focused on the preservation of life and property through effective emergency response, fire prevention, and public education.”

OUR VISION

“The Lake Worth Fire Department is committed to providing trained and knowledgeable personnel prepared to respond to our growing community’s needs. We strive to continually improve our organization through the use of innovation, allowing us to provide the highest level of service possible to those in need.”

OUR MOTTO

“The Perfect 10's”

“Home of the Fighting Frogs”



The Perfect 10's

History and significance for the LWFD

The number “10” has long been a defining symbol of the Lake Worth Fire Department. Originally assigned through the Tarrant County fire service numbering system decades ago, the number became the official identifier for all Lake Worth fire apparatus. Engines, trucks, and rescue units alike carried the bold “10,” creating a clear and unified presence across the community.

Just as important, the number 10 became a point of personal pride for every firefighter who wore it. For years, all LWFD firefighters were easily recognized by the large 10 displayed on their helmets—a visible reminder of the department they represented and the standards they upheld.



Today, the Lake Worth Fire Department continues to strongly identify with the number 10, honoring the tradition that has shaped its identity. More than a designation, 10 represents the department's mission and its core values of pride, honor, and integrity. It serves as a constant reminder of who we are, where we came from, and the commitment we bring to the citizens we serve.

YEAR AT A GLANCE

Target Initiatives in 2025

- **Fire Station Project Completion & Dedication Ceremony**
- **ISO Public Protection Classification (PPC) Evaluation**
- **Texas Best Practices Renewal**
- **Information Technology**
- **Community Engagement**
 - Kids Fire Camp
 - Santa Cruisin'
 - Safety Rodeo
- **Enhancements in EMS Response**
- **Health & Wellness**
- **Special Operations**
 - Wildland Team
 - Open & Swift Water Response Evaluation
- **Fire Prevention & Public Education**
 - Community Risk Reduction

NEW FIRE STATION

A New Home for the LWFD!

In 2025, the Lake Worth Fire Department celebrated a major milestone with the completion and grand opening of our new fire station. After a thoughtful and carefully managed construction process, the state-of-the-art facility was officially unveiled to the community, marking a significant investment in public safety and operational readiness. The new station enhances our response capabilities, improves firefighter training and work conditions, and strengthens our ability to serve Lake Worth, Lakeside, Tarrant County, and our surrounding communities for years to come.



FIRE STATION DEDICATION

New Fire Station Dedicated to Longtime Mayor and Public Servant!

The Lake Worth Fire Station was officially dedicated in honor of Mayor Walter E. Bowen, recognizing his extensive public service to both the Lake Worth community and Tarrant County. Mayor Bowen's service began in 1965 as a volunteer firefighter with the Lake Worth Fire Department, marking the start of a lifelong commitment to public service.

In 1971, he was elected to the Lake Worth City Council, where he served until 1995, before being elected Mayor. Throughout his tenure, Mayor Bowen has provided steady, professional, and compassionate leadership, continuing to positively shape the community he serves. It was a distinct honor for the City of Lake Worth and the Lake Worth Fire Department to officially dedicate this facility in recognition of Mayor Walter E. Bowen's enduring legacy.



ISO PUBLIC PROTECTION CLASSIFICATION

The Lake Worth Fire Department began their ISO Public Protection Classification reevaluation in 2025. Preliminary scoring shows the department maintaining its current ISO rating of a 2, with a 9+ point improvement from the last evaluation completed in 2014.

- 2014 ISO Score: 80.14%
- 2025 Preliminary ISO Score: 89.41%

This represents a nearly 10-percentage-point improvement, demonstrating measurable advancement in staffing, training, emergency response capabilities, infrastructure, and community risk reduction efforts.

ISO evaluations are conducted using the Fire Suppression Rating Schedule (FSRS) and focus on:

- Emergency Communications (10%)
- Fire Department Operations (50%)
- Water Supply (40%)
- Community Risk Reduction (Additional Credit)



ISO ratings range from Class 1 (best) to Class 10 (lowest). Only an estimated 5–7% of fire departments nationwide achieve a Class 2 rating or better, placing LWFD among the top-performing fire departments in the country.

The department is hopeful to learn its official designation sometime during 2026 following final review and adoption by the Texas State Fire Marshal's Office.

CLASS 1	90.00 OR MORE	SUPERIOR/EXEMPLARY
CLASS 2	80.00 - 89.99	HIGHLY EFFECTIVE PROTECTION
CLASS 3	70.00-79.99	EFFECTIVE PROTECTION
CLASS 4	60.00-69.99	AVERAGE PROTECTION
CLASS 5	50..00 - 59.99	MODERATE PROTECTION
CLASS 6	40.00 - 49.99	BASIC PROTECTION
CLASS 7	30.00 - 39.99	LIMITED PROTECTION
CLASS 8	20.00 - 29.99	MINIMUM PROTECTION
CLASS 9	10.00 - 19.99	BARE MINIMUM PROTECTION
Class 10	0.00 - 9.99	NOT RECOGNIZED

BEST PRACTICES RENEWAL

In 2025, the Lake Worth Fire Department began the process of renewing their Texas Fire Chiefs Association (TFCA) Best Practices Recognition status, reaffirming the department's commitment to professional standards, accountability, and continuous improvement.

The renewal process involves a comprehensive review of departmental policies, procedures, training records, and operational practices. Department leadership conducted a detailed self-assessment, compiled supporting documentation, and submitted materials for peer review and validation by the TFCA. This process ensures alignment with recognized best practices in administration, operations, training, and service delivery.

The Lake Worth Fire Department is hopeful to receive reaccreditation status during 2026. Successful renewal reflects the dedication of Lake Worth Fire Department personnel and underscores the department's ongoing focus on excellence, transparency, and effective service to the community.



INFORMATION TECHNOLOGY

In 2025, our existing IT Support Specialist position was readjusted and placed under the leadership of the fire department.



This was primarily done in an effort to maximize office space both at the new fire station facility and city hall. The adjustment and relocation of the IT Support Specialist position allowed for additional space within city hall for other employees to utilize. Additionally, public safety (FD & PD) are high utilizers of IT services; reorganizing to the FD was a strategic decision for the entire organization.

Additionally, the City of Lake Worth partners with iWerk to assist with Information Technology projects as well as providing budgetary guidance throughout the fiscal year. The Fire Chief and IT Support Specialist work closely with iWerk to ensure IT systems remain up to date, protections and security of our network and systems are maintained, and budgetary decisions are made to ensure a heightened level of fiscal responsibility while enhancing technology throughout the organization.



KIDS FIRE CAMP

The department hosted its 4th Annual Kids Fire Camp in June of 2025. Just over 50 kids participated and included children ages 7 through 15 from our Lake Worth community! Throughout the day, “campers” learned more about the fire department, fire safety, and had a chance to do some very cool hands-on activities, including rappelling from the top of the ladder truck! The department looks forward to offering this event every year with the next event scheduled in June of 2026!



SANTA CRUISIN'

During the month of December, fire personnel have the opportunity to provide Santa with an official guided tour of the city! This is one of the best community engagement events the department conducts annually.



SAFETY RODEO

Each year, the fire department hosts a city-wide training event which focuses on several aspects of safety within the workspace. Topics include how and when to use a fire extinguisher, how to perform CPR and use an AED, and techniques for controlling bleeding and administering first aid.



ENHANCING EMS RESPONSE

In 2025, the Lake Worth Fire Department significantly enhanced its level of emergency medical care by transitioning from Basic Life Support (BLS) to Advanced Life Support (ALS) capabilities. This upgrade represents a significant advancement in the services we provide, allowing our crews to deliver critical, time-sensitive medical interventions directly at the scene.

We also had three personnel complete their paramedic training and certifications in 2025! Congratulations to Firefighter Blake Thornburg, Firefighter Weston Childers, and Engineer Michael Moss on obtaining their paramedic certifications!



HEALTH & WELLNESS

Our department peer fitness trainers (PFTs) continue to provide physical fitness and nutrition guidance to fire personnel. Our PFTs developed shift based and individual workout programs for all personnel while also providing shift based workouts (Workout of the Day: WOD) to ensure time is dedicated to physical fitness.



Lt. Ford
"A" Shift PFT



Eng. Brooks
"B" Shift PFT



FF Childers
"C" Shift PFT



The department also shares a partnership with Frontline Mobile Health for annual medical/physical assessments, cancer screenings, and mental health evaluations. The department has shared this partnership since 2021.



WILDLAND TEAM

The department worked to develop its first designated special operations program which focused on resource deployment to wildfire incidents. The LWFD Wildland Team is comprised of 8 members including 1 Texas Interstate Fire Mutual Aid System (TIFMAS)/Wildland Coordinator.



OPEN/SWIFT WATER

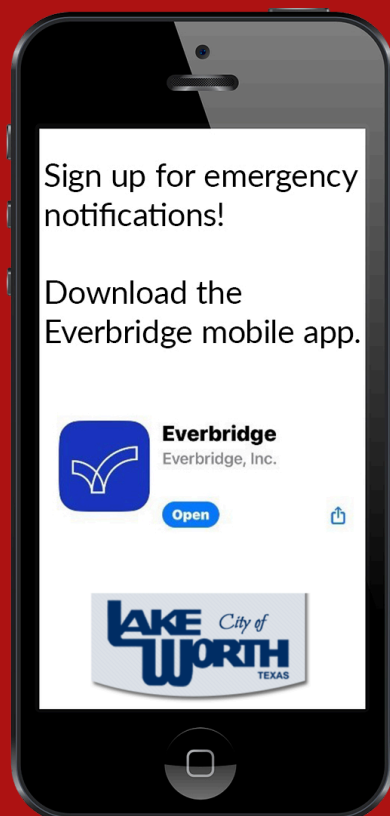
The department evaluated the need for an additional program specifically designed for open/swift water rescue. This evaluation will continue into 2026 following a full 2-year review of data. If recommended, this would be presented as a project initiative in fiscal year 2026/2027.



COMMUNITY COMMUNICATIONS

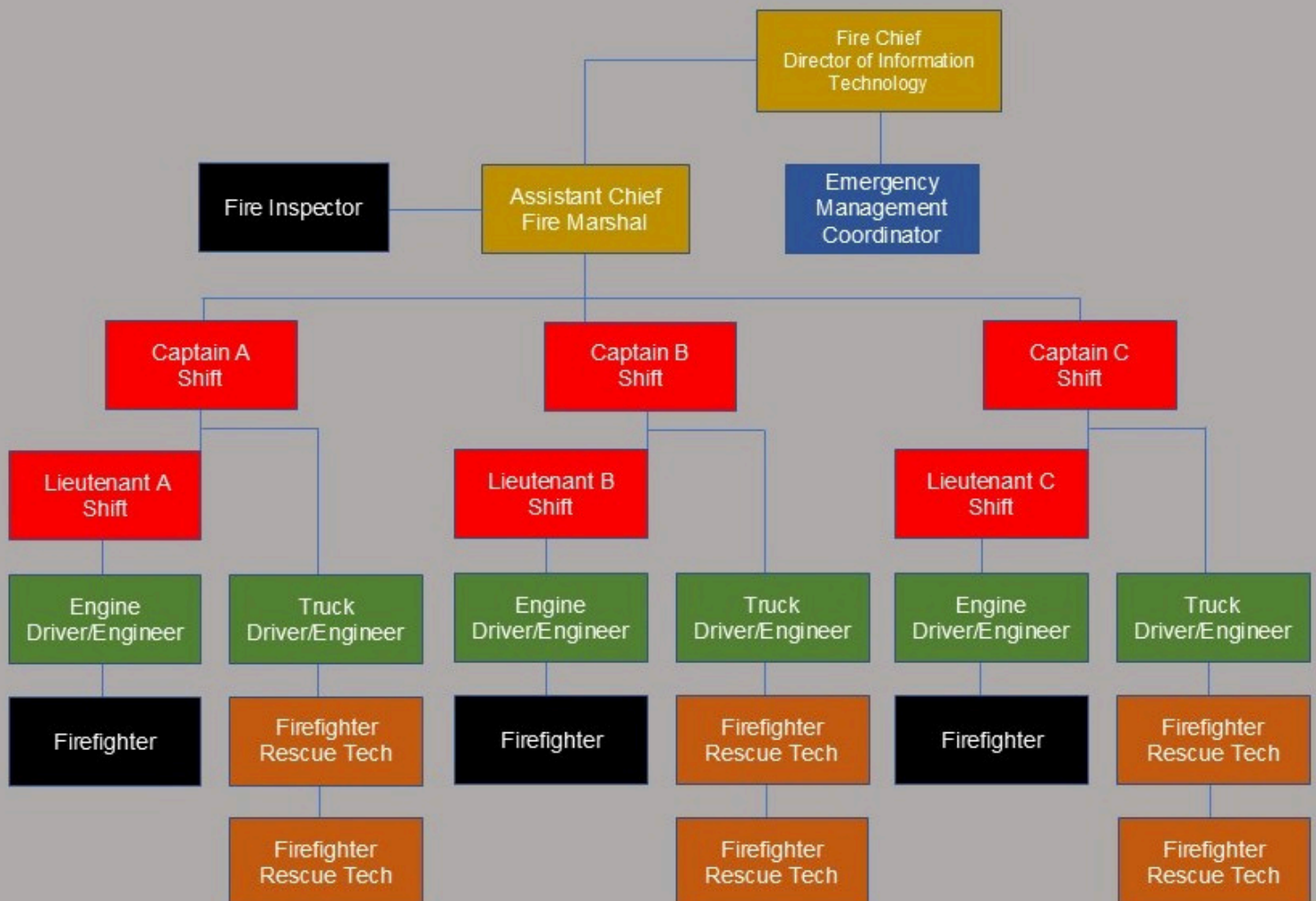
In 2025, the City of Lake Worth adopted a new public and internal mass notification system for emergency alerts, weather updates, as well as general information requiring a wide broadcast. The Everbridge system provides enhanced notification and communication capabilities that far exceed the abilities of our previous provider. This system was also more cost effective allowing the department to maximize financial responsibility efforts and remain within budget for this project.

Our efforts with advertising and promoting this new system community wide will continue into 2026.



STAFF & PERSONNEL

The Lake Worth Fire Department is staffed by 21 operational personnel assigned to a rotating 48/96 schedule, consisting of 48 hours on duty followed by 96 hours off duty. Each shift is staffed with seven personnel, including one Captain, one Lieutenant, two Engineers, and three Firefighters. Lake Worth Fire Department personnel are highly trained professionals, equipped to mitigate a wide range of hazards while delivering exceptional service to the community.

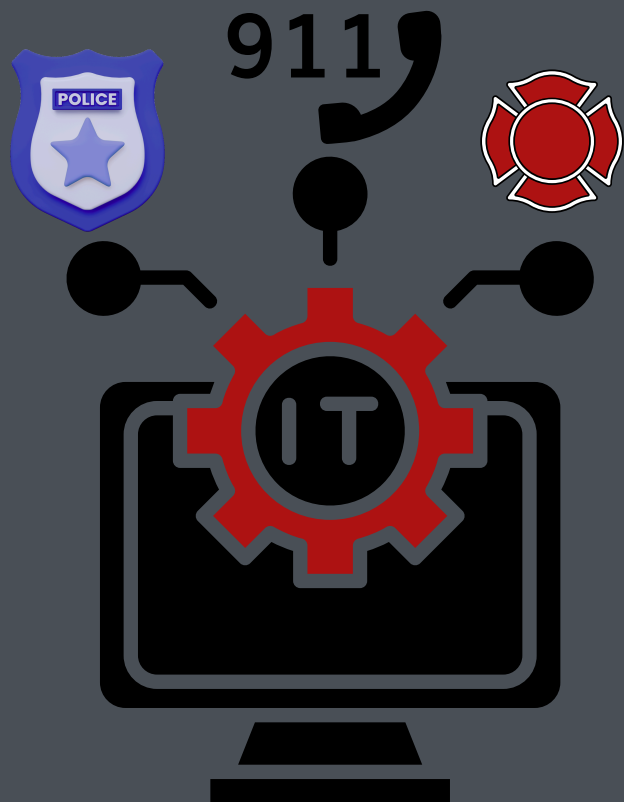


FUTURE PLANNING

During fiscal year 2026/2027, the Lake Worth Fire Department plans to pursue the addition of an Administrative Assistant position. While a full-time position is preferred, the department recognizes potential funding limitations and acknowledges that a part-time position would still provide substantial operational benefit.

In the same fiscal year, the department will assess the need for an additional Information Technology position to support the increasing and ongoing technology demands of both the Fire and Police Departments.

The formal implementation of the Community Risk Reduction (CRR) model will necessitate adjustments to the department's internal organizational structure. Under this model, the Assistant Chief/Fire Marshal would assume responsibility for Emergency Management, and the current Fire Inspector position would be reclassified and retitled as Fire Prevention/Emergency Management Specialist.



STAFF & PERSONNEL

A-SHIFT



D'Essick Ford
Lieutenant/EMT



Allen
Cunningham
Captain/EMT



Joshua Wright
Engineer/EMT



Taylor Massey
Engineer
Paramedic



Daniel Blaisdell
Firefighter/EMT



Blake Gardner
Firefighter/EMT



Bryson
Hernandez
Firefighter/EMT

STAFF & PERSONNEL

B-SHIFT



Chris Caster
Lieutenant/EMT



Peter Cummins
Captain/EMT



Chris Brooks
Engineer/EMT



Michael Moss
Engineer
Paramedic



Preston Hornick
Firefighter/EMT



Matthew Selzer
Firefighter/EMT



Charles
McDaniel
Firefighter/EMT

STAFF & PERSONNEL

C-SHIFT



Jonathan
Morris
Lieutenant/AEMT



Zac McGaughy
Captain/EMT



Shane Crnkovic
Engineer
Paramedic



John W.
Johnson
Engineer/EMT



Brent Simmons
Firefighter
Paramedic



Blake
Thornburg
Firefighter
Paramedic



Weston
Childers
Firefighter
Paramedic

APPARATUS



- Engine 10
- 1813 incidents



- Truck 10
- 838 incidents



- Attack 10
- 187 incidents



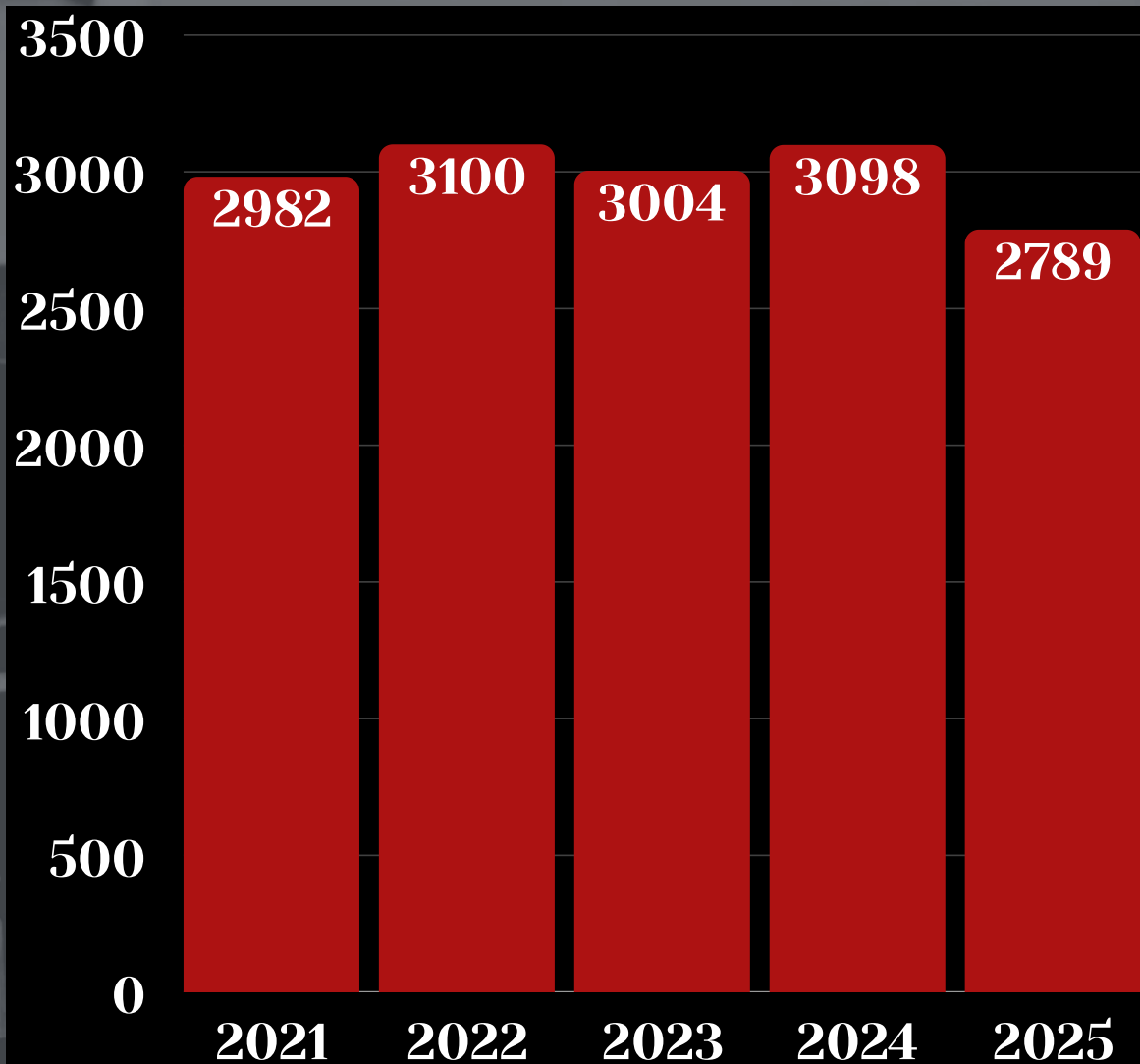
- Tanker 10
- 337 incidents



- Brush 10
- 54 incidents



CALLS FOR SERVICE



***Decrease in call volume due to negotiated changes in our auto-aid response**



INCIDENT TYPES



74 Structure Fires



23 Rescue/Extrication



34 Wildland Fires



703 Public Service



275 MVA's



123 Alarms



1458 Medical Calls



99 Hazardous Condition

EMS
52.3%



1458



1331

FIRE
47.7%



23% INCREASE IN
STRUCTURE FIRE
RESPONSES FROM 2024

793

Aid Given

43

Aid Received

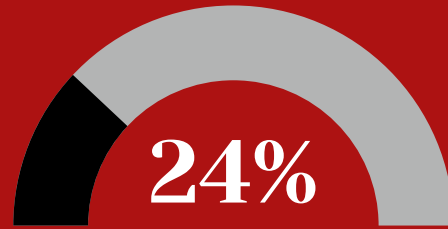
453

**Dual Company
Response
Engine & Truck**

267

**Dispatched &
Cancelled
Enroute**

INCIDENT STATISTICS



Overlapping Calls



**NFPA 1710
Compliance**



3:50
**Response Time
Emergent
90th Percentile**



5:45
**Response Time
Non-Emergent
90th Percentile**



:42
Turnout Time



3:45
**First Unit
Arrival**

387

Inspections
Completed

60

Certificate of
Occupancy

112

Plan Review

10

Investigations

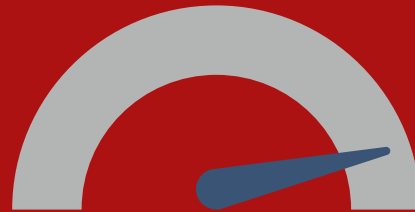
98%

Business
Occupancies
Inspected

FIRE PREVENTION

1458 = 100%
Violations Compliance

30 = 100%
Complaints Received Compliance



53:15

Average Inspection
Time



PUBLIC EDUCATION

36 Public Education Events

32 Fire Safety Events

144 Hours Dedicated to Events

750+ Attendees



TRAINING & EDUCATION

3780 Training Hours

18 Scenario Based

900+ EMS Training Hours



TEXAS BEST PRACTICES



The department was recognized as a “Best Practices” Fire Department by the Texas Fire Chiefs Association on July 14, 2021. The department became the 25th organization to receive this designation. The TFCA developed the Best Practices program as encouragement for fire departments throughout Texas to seek continual improvement in their services to the local community.

COMMISSION ON FIRE PROTECTION



In 2025, the department submitted its annual report for Best Practices. Similar to the 2024 annual report, data collected based upon this years performance can be showcased as accomplishments for the department. Data also indicates our continued efforts in maintaining compliance with local, state, and federal regulatory agencies. This includes the Texas Commission on Fire Protection (TCFP).

PARTNERSHIPS



Through an extensive partnership with the City of Fort Worth, reciprocal auto-aid benefits both jurisdictions while fire and EMS dispatching services provides rapid response to those in need of assistance. Fort Worth also provides EMS ambulance services to the Lake Worth community.



For several decades, the department has provided both fire and first responder emergency medical services to the Town of Lakeside. However, this will change in 2027 due to their election and adoption of an ESD tax and annexation into the Tarrant County ESD for fire and EMS services.



Through a long standing service agreement, the Lake Worth Fire Department has provided both emergency and non-emergency response to areas throughout unincorporated Tarrant County.



Lake Worth City Council Meeting - February 17, 2026

Agenda Item No. G.2

FROM: Tim Mabry, Police Commander

ITEM: Discuss and accept the Lake Worth Police Department's 2025 racial profiling report.

SUMMARY:

Article 2.132 of the Texas Code of Criminal Procedure prohibits police agencies in Texas from practicing any form of racial profiling. The law requires police departments, among other requirements, to:

- Have a policy prohibiting Racial Profiling;
- Provide training to their officers in prohibiting Racial Profiling;
- Report motor vehicle stop statistics each year to both the Texas Commission on Law; and
- Enforcement and the governing body that oversees that particular agency (Lake Worth City Council).

Texas Commission on Law Enforcement requires agencies to submit a comparative analysis of motor vehicle stops and the jurisdiction's population. Police departments are also required to report motor vehicle stop statistics including the number of motor vehicle stops by racial group, the number of warnings, citations, arrests, and searches conducted. There is no suggestion of how to analyze or interpret this data. Without some form of analysis, that basic data is of questionable value. The true purpose of this analysis and reporting is to determine if Lake Worth Police Officers are treating minorities differently than their majority counterparts.

The effectiveness of a law enforcement agency and its officers depends enormously on the relationship the agency has forged with the community it serves. Community-police relationships, like all relationships, must be based on mutual trust and respect to thrive, and seasoned law enforcement personnel know trust and respect are rooted in transparency and accountability. The Lake Worth Police Department takes a proactive role in promoting agency transparency and officer integrity by assessing community-police interactions, providing valuable employee in-service training, and maintaining open lines of public communication.

This report provides both the data and analysis in order to determine if Lake Worth Police Officers engage in any form of biased policing.

FISCAL IMPACT:

N/A

STRATEGIC OBJECTIVES:

Strategic Objective #3 - Ensure Superior Service Delivery

ATTACHMENTS:

[2025 LWPD Racial Profiling Report and Analysis.pdf](#)

RECOMMENDED MOTION OR ACTION:

Move to accept the Lake Worth Police Department's 2025 racial profiling report.



Trust Through Transparency

Lake Worth Police Department 2025 Annual Report



2025 RACIAL PROFILING REPORT & COMPARATIVE ANALYSIS

Submitted to the Texas Commission on Law Enforcement (TCOLE) in compliance with Texas CCP Article 2.131 - 2.138

Excellence in Service and Protection

EXECUTIVE SUMMARY

The Lake Worth Police Department strictly prohibits racial profiling and requires that every person our members come in contact with be treated in a fair, impartial, equitable, and objective manner in accordance with the law, without consideration of their individual demographics. Accordingly, the department is pleased to present the following information to the Lake Worth City Council regarding our compliance with Texas Code of Criminal Procedure Article 2.132 on racial profiling. This report analyzes all motor vehicle stop data from 2025 to ensure that Lake Worth Police officers are policing in a constitutionally prescribed manner.

During 2025, Lake Worth Police officers made a total of 9,368 motor vehicle stops—a 6.8% increase from 2024 (Figure 1). Officers generally stop vehicles for observed traffic violations and are unable to determine the race and ethnicity of the driver until they approach the vehicle. Data collected in 2025 indicates that in only 1.97% of traffic stops did officers know the driver’s race before initiating the stop (Figure 2).

Occasionally, officers ask drivers for permission to search their vehicles when they suspect the presence of contraband or evidence of a crime. Drivers are free to deny these searches. A total of 71 discretionary searches were approved by drivers in 2025, occurring in only 0.7% of all department traffic stops.

The department received zero citizen complaints regarding biased policing in 2025. The analysis in this report indicates that Lake Worth Police officers are using traffic enforcement to reduce traffic crashes and interdict criminal activity in a manner consistent with bias-free policing practices. The department remains committed to (1) continuing our training and outreach activities and (2) reviewing our policies and procedures to ensure we maintain bias-free policing.

In January 2026, an internal audit was conducted on the data used to produce this report. Because data is collected using multiple systems, it is important to audit the data to ensure reporting accuracy. The internal audit concluded that the data presented herein was consistent across all data platforms (Enclosure 4).

The racial profiling report submitted to the Texas Commission on Law Enforcement (TCOLE) is included in this report as Enclosure 1 and provides the racial profile data that the department is required to submit to the Lake Worth City Council in accordance with Article 2.132 of the Texas Code of Criminal Procedure.

BACKGROUND & HISTORY

Traffic safety is one of the primary responsibilities of police departments. In 2024, Texas experienced 4,150 traffic-related deaths (a 3.2% decrease from the previous year)¹ compared to 2,159 homicides². Reducing these unnecessary deaths is the primary reason police engage in traffic enforcement. However, traffic enforcement is not just about enforcing traffic laws. Stopping vehicles for traffic violations is also one of the primary methods police use to reduce other crimes as well.

Every day, criminals travel to and around Lake Worth. The effective enforcement of traffic laws allows officers to investigate and intercede in other criminal activities. Active traffic enforcement is one of the reasons Lake Worth remains one of the safest cities in Tarrant County.

With the understanding that traffic enforcement is a primary function of the police, it is also imperative that we ensure our enforcement efforts are within the requirements of the law and Constitution of the State of Texas and the United States. Article 2.132 of the Texas Code of Criminal Procedure prohibits police agencies in Texas from practicing any form of racial profiling. The law requires agencies to conduct a comparative analysis to:

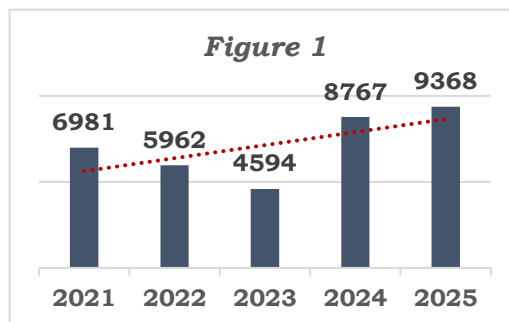
- Evaluate and compare the number of motor vehicle stops, within the jurisdiction, of persons who are recognized as racial or ethnic minorities and persons who are not recognized as racial or ethnic minorities;
- Examine the disposition of motor vehicle stops made by officers employed by the department, categorized according to the race or ethnicity of the affected persons, as appropriate, including any searches resulting from stops within the jurisdiction; and
- Evaluate and compare the number of searches resulting from motor vehicle stops within the jurisdiction and whether contraband or other evidence was discovered in the course of those searches;
- Have a policy prohibiting racial profiling (Enclosure 3);
- Provide training to their officers in prohibiting racial profiling, and
- Report motor vehicle stop statistics each year to both the Texas Commission on Law Enforcement and the governing body that oversees that particular agency (Lake Worth City Council).

¹ Texas Department of Transportation, *Motor Vehicle Crash Facts Calendar Year 2024*
www.txdot.gov/content/dam/docs/division/trf/crash-records/2024/01.pdf

² National Center for Health Statistics, Centers for Disease Control and Prevention
<https://www.cdc.gov/nchs/state-stats/deaths/homicide.html>

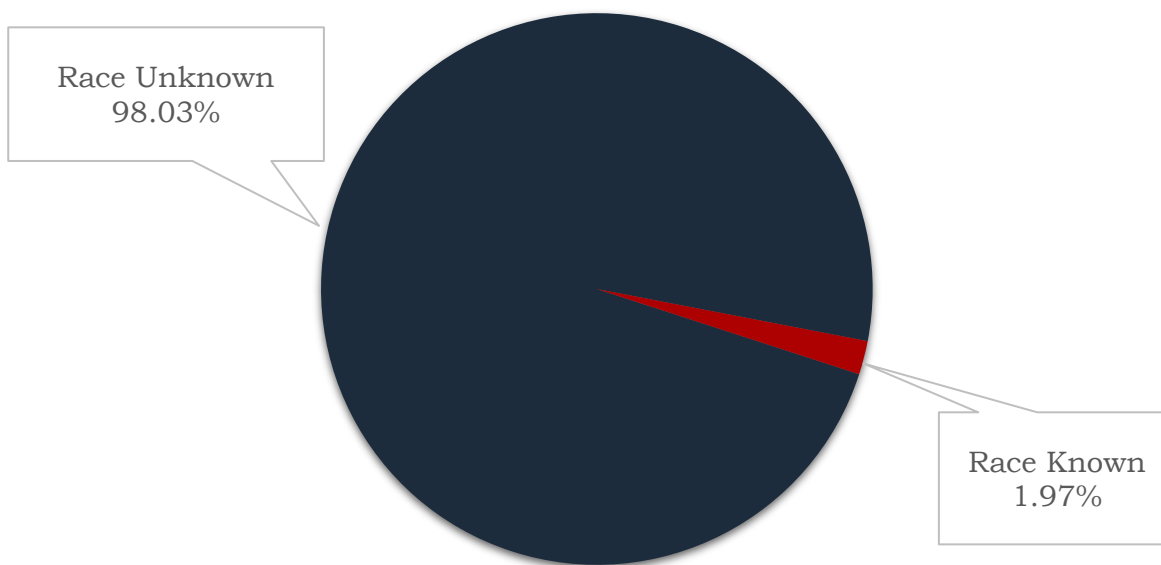
However, the law makes no suggestion of how to analyze or interpret this data.³ Without some form of analysis, the raw data is of questionable value. The true purpose of this analysis and reporting is to determine if Lake Worth Police Officers are treating one group of people differently than others based on race or ethnicity.

During 2025, Lake Worth Police officers made a total of 9,368 motor vehicle stops - a 6.8% increase from 2024 (Figure 1). The increase is attributable to an overall organizational emphasis on proactive activity. Although the department's traffic unit was disbanded in 2023 due to a lack of staffing, department leaders have discovered new and creative ways to increase traffic safety using personnel assigned to the field operations division.



When a stop is made, the law requires officers to indicate whether they were aware of the driver's race before the stop. Data collected in 2025 indicates that officers knew the race of the driver before they initiated a traffic stop only 1.97% of the time (Figure 2). Officers most often stop vehicles for an observed traffic violation and are unable to tell the race or ethnicity of the driver until they approach the vehicle on foot.

Figure 2



³ U.S. Department of Justice
<https://www.ojp.gov/pdffiles1/bja/184768.pdf>

COMPARATIVE ANALYSIS

When officers stop a vehicle for a traffic violation, and no other violation is observed or detected, the officer has the discretion to issue a citation for the violation or issue a written or verbal warning. Even if the officer gives only a verbal warning, the officer must still submit specific motor vehicle stop data required for the state report. Officers often use the seriousness or magnitude of the violation and the danger created by the violation in making the decision to issue a citation. In 2025, officers issued more warnings than citations. Approximately 4,672 warnings were issued compared to 4,614 citations.

The representation of minority drivers among those stopped could differ greatly from their representation in the residential census. Naturally those driving on the road, particularly major thoroughfares, could differ from those who live in the neighborhood. As a result, social scientists now disregard comparisons to the census for assessing racial bias.^{4,5} However, the Texas Commission on Law Enforcement requires agencies to submit a comparative analysis of motor vehicle stops and the jurisdiction's population. That data is submitted in Enclosure 1 of this report and comparatively summarized below in Figures 3-4.

Figure 3

	COLW Population²	2025 Traffic Stops³
White ¹	58%	62%
Hispanic / Latino ¹	36%	21%
Black ¹	2%	14%
Asian/ Pacific Islander ¹	<1%	2%
Alaska Native/ American Indian ¹	<1%	<0.5%
Other/ Two or More Races ¹	2%	

¹Figures rounded to the nearest whole number. +/- ~1%

²Based on 2020 Data USA & 2024 City-Data.com

³2025 LWPD Racial Profiling Report

Figure 4

	COLW Population²	2024 Traffic Stops³
Male ¹	45%	64%
Female ¹	55%	36%

¹Figures rounded to the nearest whole number. +/- ~1%

²Based on 2020 Data USA & 2024 CityData.com

³2024 LWPD Racial Profiling Report

⁴ National Institute of Justice, Office of Justice Programs, *Racial Profiling and Traffic Stops*
<https://nij.ojp.gov/topics/articles/racial-profiling-and-traffic-stops#note2>

⁵ Ridgeway, Greg, and John MacDonald, "Methods for Assessing Racially Biased Policing," in *Race, Ethnicity, and Policing: New and Essential Readings*, ed. Stephen K. Rice and Michael D. White, New York: NYU Press, 2010: 180–204.

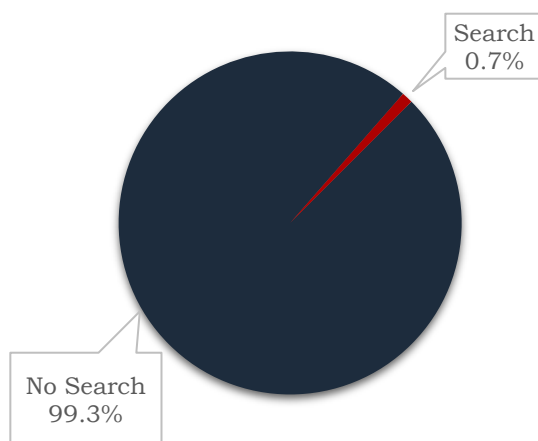
SEARCHES

Officers are required to search all individuals arrested and detainees whom the officer believes presents a danger to the officer or others⁶. Additionally, officers must conduct a search when contraband is in plain view for the officer to see, when they have articulable probable cause, and anytime an officer has a person's vehicle towed⁷. These searches are considered “non-discretionary” and accounted for 74% of all searches conducted by Lake Worth Officers in 2025.

Officers occasionally ask drivers for permission to search their vehicle when they have suspicion of finding contraband or evidence of a crime, but that suspicion falls short of full probable cause needed for officers to search without consent (this is a consent search). Drivers are free to deny permission for these searches. During 2025, there were a total of 71 discretionary searches requested and approved by drivers during traffic stops.

Consent searches can be an indicator of biased-based policing. The discretionary (consent requested) searches make up only a very small portion of all motor vehicle stops. As indicated in Figure 4 below, consent to search was given in less than 0.7% of traffic stops. Of those, 63% were Caucasian, 26% were Hispanic, and 8% were African American and ~1% were Asian/ Pacific Islander. Illegal contraband was found approximately 61% of the time.

Figure 5



⁶ Lake Worth Police Department Policy 7.02 – Field Interview, Consensual Encounters and Detentions

⁷ Lake Worth Police Department Policy 7.04 – Search Incident to Arrest and Other Searches without a Warrant

COMPLAINTS

As required by Article 2.132 of the Texas Code of Criminal Procedure, the Lake Worth Police Department provides public education on the department's compliment and complaint process. Instructions for filing a complaint are listed on each citation and warning (Figure 6).

Additionally, complaints can be made online via the police department's online services portal (Figure 7) and paper copies are available in the lobby of the police department (Figure 8). Previous years' racial profiling reports and the department's policy and procedure manual are also available online for public viewing.

Figure 7



Since 2021, the Lake Worth Police Department has been accredited by the Texas Police Chiefs Association Best Practices Program. The program provides an independent review of the department's internal operations and is intended to assure the citizens and visitors of Lake Worth that the Lake Worth Police Department adheres to the highest law enforcement standards.

The department is committed to constitutional policing and the prevention of any form of bias-based enforcement. Officers receive comprehensive training on bias-free policing, the law governing racial profiling, and department policies through the police academy, roll-call briefings, and in-service training (Enclosure 3). Additionally, police supervisors conduct monthly random video reviews of motor vehicle stops. In 2025, no indications of bias-based policing were observed during these supervisory reviews.

The department received no citizen complaints regarding biased policing in 2025. This analysis reinforces that Lake Worth Police officers are effectively working to reduce traffic crashes and interdict criminal activity while adhering to bias-free policing practices.

Figure 6

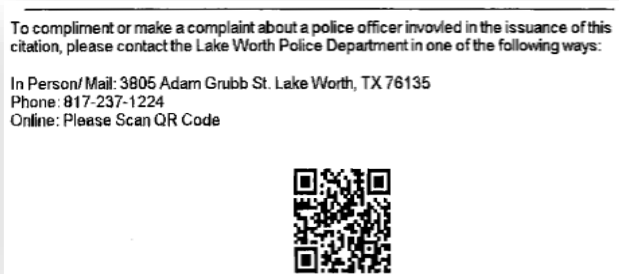


Figure 8



SUMMARY

The effectiveness of a law enforcement agency relies heavily on the trust and confidence of the community it serves. Strong community-police relationships are built on transparency, accountability, and mutual respect. The Lake Worth Police Department remains dedicated to these principles by continuously assessing community interactions, providing comprehensive officer training, and fostering open communication with the public.

The 2025 Racial Profiling Report reflects the department's commitment to unbiased policing and equitable enforcement of the law. Data analysis shows that traffic stops, searches, and arrests were conducted in compliance with legal requirements and best practices, with no indications of systemic racial profiling. While the department saw an increase in overall traffic stops and searches compared to 2024, these enforcement actions aligned with public safety priorities and demonstrated a focus on lawful policing.

The Lake Worth Police Department remains committed to working collaboratively with the community and law enforcement partners to ensure the highest standards of service. Anyone with questions regarding this report is encouraged to contact the department for further information.

ENCLOSURES

- (1) – TCOLE Racial Profiling Submission;
- (2) – Brazos Racial Profiling Report;
- (3) – LWPD Racial Profiling and Bias Reduction Policy
- (4) – LWPD Data Audit Memorandum

Racial Profiling Report | Full

Agency Name: LAKE WORTH POLICE DEPT.
 Reporting Date: 02/09/2026
 TCOLE Agency Number: 439223

Chief Administrator: TIMOTHY J MABRY

Agency Contact Information:
 Phone: (817) 237-1224
 Email: tmabry@lakeworthtx.org

Mailing Address:
 3805 ADAM GRUBB, FORT WORTH, TX, 761353509

This Agency filed a full report

LAKE WORTH POLICE DEPT. has adopted a detailed written policy on racial profiling. Our policy:

- 1) clearly defines acts constituting racial profiling;
- 2) strictly prohibits peace officers employed by the LAKE WORTH POLICE DEPT. from engaging in racial profiling;
- 3) implements a process by which an individual may file a complaint with the LAKE WORTH POLICE DEPT. if the individual believes that a peace officer employed by the LAKE WORTH POLICE DEPT. has engaged in racial profiling with respect to the individual;
- 4) provides public education relating to the agency's complaint process;
- 5) requires appropriate corrective action to be taken against a peace officer employed by the LAKE WORTH POLICE DEPT. who, after an investigation, is shown to have engaged in racial profiling in violation of the LAKE WORTH POLICE DEPT. policy;
- 6) requires collection of information relating to motor vehicle stops in which a warning or citation is issued and to arrests made as a result of those stops, including information relating to:
 - a. the race or ethnicity of the individual detained;
 - b. whether a search was conducted and, if so, whether the individual detained consented to the search;
 - c. whether the peace officer knew the race or ethnicity of the individual detained before detaining that individual;
 - d. whether the peace officer used physical force that resulted in bodily injury during the stop;
 - e. the location of the stop;
 - f. the reason for the stop.
- 7) requires the chief administrator of the agency, regardless of whether the administrator is elected, employed, or appointed, to submit an annual report of the information collected under Subdivision (6) to:
 - a. the Commission on Law Enforcement; and
 - b. the governing body of each county or municipality served by the agency, if the agency is an agency of a county, municipality, or other political subdivision of the state.

The LAKE WORTH POLICE DEPT. has satisfied the statutory data audit requirements as prescribed in Article 2.133 (c), Code of Criminal Procedure during the reporting period.

Executed by: Timothy Mabry
Interim Chief of Police

Date: 02/09/2026

Total stops: 9368

Street address or approximate location of the stop

City street	6637
US highway	152
County road	49
State highway	1585
Private property or other	945

Was race or ethnicity known prior to stop?

Yes	185
No	9183

Race / Ethnicity

Alaska Native / American Indian	35
Asian / Pacific Islander	200
Black	1336
White	5798
Hispanic / Latino	1999

Gender

Female	3386
Alaska Native / American Indian	9
Asian / Pacific Islander	60
Black	535
White	2149
Hispanic / Latino	633
Male	5982
Alaska Native / American Indian	26
Asian / Pacific Islander	140
Black	801
White	3649
Hispanic / Latino	1366

Reason for stop?

Violation of law	750
Alaska Native / American Indian	3
Asian / Pacific Islander	15
Black	130
White	351

Hispanic / Latino	251
Preexisting knowledge	339
Alaska Native / American Indian	3
Asian / Pacific Islander	7
Black	74
White	153
Hispanic / Latino	102
Moving traffic violation	6010
Alaska Native / American Indian	22
Asian / Pacific Islander	141
Black	763
White	3763
Hispanic / Latino	1321
Vehicle traffic violation	2269
Alaska Native / American Indian	7
Asian / Pacific Islander	37
Black	369
White	1531
Hispanic / Latino	325
Was a search conducted?	
Yes	274
Alaska Native / American Indian	2
Asian / Pacific Islander	1
Black	75
White	126
Hispanic / Latino	70
No	9094
Alaska Native / American Indian	33
Asian / Pacific Islander	199
Black	1261
White	5672
Hispanic / Latino	1929
Reason for Search?	
Consent	71
Alaska Native / American Indian	1
Asian / Pacific Islander	1
Black	6
White	45

Hispanic / Latino	18				
Contraband	7				
Alaska Native / American Indian	0				
Asian / Pacific Islander	0				
Black	4				
White	2				
Hispanic / Latino	1				
Probable	171				
Alaska Native / American Indian	1				
Asian / Pacific Islander	0				
Black	58				
White	73				
Hispanic / Latino	39				
Inventory	9				
Alaska Native / American Indian	0				
Asian / Pacific Islander	0				
Black	2				
White	3				
Hispanic / Latino	4				
Incident to arrest	16				
Alaska Native / American Indian	0				
Asian / Pacific Islander	0				
Black	5				
White	3				
Hispanic / Latino	8				
Was Contraband discovered?					
Yes	180				
		Did the finding result in arrest?			
		(total should equal previous column)			
Alaska Native / American Indian	2	Yes	1	No	1
Asian / Pacific Islander	1	Yes	0	No	1
Black	61	Yes	6	No	55
White	77	Yes	14	No	63
Hispanic / Latino	39	Yes	7	No	32
No	94				
Alaska Native / American Indian	0				
Asian / Pacific Islander	0				
Black	14				
White	49				
Hispanic / Latino	31				

Description of contraband	
Drugs	144
Alaska Native / American Indian	1
Asian / Pacific Islander	1
Black	50
White	60
Hispanic / Latino	32
Weapons	7
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	5
White	2
Hispanic / Latino	0
Currency	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Alcohol	28
Alaska Native / American Indian	1
Asian / Pacific Islander	0
Black	6
White	11
Hispanic / Latino	10
Stolen property	2
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	2
White	0
Hispanic / Latino	0
Other	24
Alaska Native / American Indian	1
Asian / Pacific Islander	0
Black	8
White	8
Hispanic / Latino	7
Result of the stop	
Verbal warning	349

Alaska Native / American Indian	3
Asian / Pacific Islander	5
Black	52
White	218
Hispanic / Latino	71
Written warning	4323
Alaska Native / American Indian	15
Asian / Pacific Islander	104
Black	608
White	2802
Hispanic / Latino	794
Citation	4614
Alaska Native / American Indian	16
Asian / Pacific Islander	91
Black	658
White	2739
Hispanic / Latino	1110
Written warning and arrest	44
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	11
White	20
Hispanic / Latino	13
Citation and arrest	14
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	2
White	6
Hispanic / Latino	6
Arrest	24
Alaska Native / American Indian	1
Asian / Pacific Islander	0
Black	5
White	13
Hispanic / Latino	5
Arrest based on	
Violation of Penal Code	42
Alaska Native / American Indian	1
Asian / Pacific Islander	0

Black	9
White	20
Hispanic / Latino	12
Violation of Traffic Law	4
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	3
Hispanic / Latino	1
Violation of City Ordinance	0
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	0
White	0
Hispanic / Latino	0
Outstanding Warrant	36
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	9
White	16
Hispanic / Latino	11

Was physical force resulting in bodily injury used during stop?

Yes	1
Alaska Native / American Indian	0
Asian / Pacific Islander	0
Black	1
White	0
Hispanic / Latino	0
Resulting in Bodily Injury To:	
Suspect	0
Officer	0
Both	0
No	9367
Alaska Native / American Indian	35
Asian / Pacific Islander	200
Black	1335
White	5798
Hispanic / Latino	1999

Number of complaints of racial profiling

Total	0
Resulted in disciplinary action	0
Did not result in disciplinary action	0

Comparative Analysis

Use TCOLE's auto generated analysis	☐
Use Department's submitted analysis	☒

Optional Narrative

N/A

Submitted electronically to the



The Texas Commission on Law Enforcement

Texas Racial Profiling SB1187 Dashboard Lake Worth, TX PD

January 1, 2025 - December 31, 2025

Type of Stop: All

Stop Result: All

Officer: All

Officer Troop or Unit:

Officer Agency: All

01 Total Traffic Stops

9,368

02 Location of Stop

CITY STREET	70.85%	6,637
COUNTY ROAD	0.52%	49
PRIVATE PROPERTY OR OTHER	10.09%	945
STATE HIGHWAY	16.92%	1,585
US HIGHWAY	1.62%	152
Grand Total	100.00%	9,368

03 Was Race Known Prior to Stop

NO	98.03%	9,183
YES	1.97%	185
Grand Total	100.00%	9,368

04 Race or Ethnicity

ALASKA NATIVE/AMERICAN INDIAN	0.37%	35
ASIAN/PACIFIC ISLANDER	2.13%	200
BLACK	14.26%	1,336
HISPANIC/LATINO	21.34%	1,999
WHITE	61.89%	5,798
Grand Total	100.00%	9,368

ENCLOSURE 2

05 Gender

FEMALE	ALASKA NATIVE/AMERICAN INDIAN	0.27%	9
	ASIAN/PACIFIC ISLANDER	1.77%	60
	BLACK	15.80%	535
	HISPANIC/LATINO	18.69%	633
	WHITE	63.47%	2,149
	Total	100.00%	3,386
MALE	ALASKA NATIVE/AMERICAN INDIAN	0.43%	26
	ASIAN/PACIFIC ISLANDER	2.34%	140
	BLACK	13.39%	801
	HISPANIC/LATINO	22.84%	1,366
	WHITE	61.00%	3,649
	Total	100.00%	5,982
Grand Total		100.00%	9,368

ENCLOSURE 2

06 Reason for Stop

MOVING TRAFFIC VIOLATION	ALASKA NATIVE/AMERICAN INDIAN	0.37%	22
	ASIAN/PACIFIC ISLANDER	2.35%	141
	BLACK	12.70%	763
	HISPANIC/LATINO	21.98%	1,321
	WHITE	62.61%	3,763
	Total	100.00%	6,010
PRE EXISTING KNOWLEDGE	ALASKA NATIVE/AMERICAN INDIAN	0.88%	3
	ASIAN/PACIFIC ISLANDER	2.06%	7
	BLACK	21.83%	74
	HISPANIC/LATINO	30.09%	102
	WHITE	45.13%	153
	Total	100.00%	339
VEHICLE TRAFFIC VIOLATION	ALASKA NATIVE/AMERICAN INDIAN	0.31%	7
	ASIAN/PACIFIC ISLANDER	1.63%	37
	BLACK	16.26%	369
	HISPANIC/LATINO	14.32%	325
	WHITE	67.47%	1,531
	Total	100.00%	2,269
VIOLATION OF LAW	ALASKA NATIVE/AMERICAN INDIAN	0.40%	3
	ASIAN/PACIFIC ISLANDER	2.00%	15
	BLACK	17.33%	130
	HISPANIC/LATINO	33.47%	251
	WHITE	46.80%	351
	Total	100.00%	750
Grand Total		100.00%	9,368

ENCLOSURE 2

07 Was a Search Conducted

NO	ALASKA NATIVE/AMERICAN INDIAN	0.36%	33
	ASIAN/PACIFIC ISLANDER	2.19%	199
	BLACK	13.87%	1,261
	HISPANIC/LATINO	21.21%	1,929
	WHITE	62.37%	5,672
	Total	100.00%	9,094
YES	ALASKA NATIVE/AMERICAN INDIAN	0.73%	2
	ASIAN/PACIFIC ISLANDER	0.36%	1
	BLACK	27.37%	75
	HISPANIC/LATINO	25.55%	70
	WHITE	45.99%	126
	Total	100.00%	274
Grand Total		100.00%	9,368

ENCLOSURE 2

08 Reason for Search

CONSENT	ALASKA NATIVE/AMERICAN INDIAN	1.41%	1
	ASIAN/PACIFIC ISLANDER	1.41%	1
	BLACK	8.45%	6
	HISPANIC/LATINO	25.35%	18
	WHITE	63.38%	45
	Total	100.00%	71
CONTRABAND IN PLAIN VIEW	BLACK	57.14%	4
	HISPANIC/LATINO	14.29%	1
	WHITE	28.57%	2
	Total	100.00%	7
INCIDENT TO ARREST	BLACK	31.25%	5
	HISPANIC/LATINO	50.00%	8
	WHITE	18.75%	3
	Total	100.00%	16
INVENTORY	BLACK	22.22%	2
	HISPANIC/LATINO	44.44%	4
	WHITE	33.33%	3
	Total	100.00%	9
PROBABLE CAUSE	ALASKA NATIVE/AMERICAN INDIAN	0.58%	1
	BLACK	33.92%	58
	HISPANIC/LATINO	22.81%	39
	WHITE	42.69%	73
	Total	100.00%	171
Grand Total		100.00%	274

ENCLOSURE 2

09 Was Contraband Discovered

YES	ALASKA NATIVE/AMERICAN INDIAN	Finding Resulted in Arrest - Yes	0.56%	1
		Finding Resulted in Arrest - No	0.56%	1
		Total	1.11%	2
	ASIAN/PACIFIC ISLANDER	Finding Resulted in Arrest - No	0.56%	1
		Total	0.56%	1
	BLACK	Finding Resulted in Arrest - Yes	3.33%	6
		Finding Resulted in Arrest - No	30.56%	55
		Total	33.89%	61
	HISPANIC/LATINO	Finding Resulted in Arrest - Yes	3.89%	7
		Finding Resulted in Arrest - No	17.78%	32
		Total	21.67%	39
	WHITE	Finding Resulted in Arrest - Yes	7.78%	14
		Finding Resulted in Arrest - No	35.00%	63
		Total	42.78%	77
	Total		100.00%	180
NO	BLACK		14.89%	14
		Total	14.89%	14
	HISPANIC/LATINO		32.98%	31
		Total	32.98%	31
	WHITE		52.13%	49
		Total	52.13%	49
Total		100.00%	94	
Grand Total			100.00%	274

ENCLOSURE 2

10 Description of Contraband

ALCOHOL	ALASKA NATIVE/AMERICAN INDIAN	3.57%	1
	BLACK	21.43%	6
	HISPANIC/LATINO	35.71%	10
	WHITE	39.29%	11
	Total	100.00%	28
DRUGS	ALASKA NATIVE/AMERICAN INDIAN	0.69%	1
	ASIAN/PACIFIC ISLANDER	0.69%	1
	BLACK	34.72%	50
	HISPANIC/LATINO	22.22%	32
	WHITE	41.67%	60
	Total	100.00%	144
OTHER	ALASKA NATIVE/AMERICAN INDIAN	4.17%	1
	BLACK	33.33%	8
	HISPANIC/LATINO	29.17%	7
	WHITE	33.33%	8
	Total	100.00%	24
STOLEN PROPERTY	BLACK	100.00%	2
	Total	100.00%	2
WEAPONS	BLACK	71.43%	5
	WHITE	28.57%	2
	Total	100.00%	7
Grand Total		100.00%	205

ENCLOSURE 2

11 Result of Stop

ARREST	ALASKA NATIVE/AMERICAN INDIAN	4.17%	1
	BLACK	20.83%	5
	HISPANIC/LATINO	20.83%	5
	WHITE	54.17%	13
	Total	100.00%	24
CITATION	ALASKA NATIVE/AMERICAN INDIAN	0.35%	16
	ASIAN/PACIFIC ISLANDER	1.97%	91
	BLACK	14.26%	658
	HISPANIC/LATINO	24.06%	1,110
	WHITE	59.36%	2,739
	Total	100.00%	4,614
CITATION AND ARREST	BLACK	14.29%	2
	HISPANIC/LATINO	42.86%	6
	WHITE	42.86%	6
	Total	100.00%	14
VERBAL WARNING	ALASKA NATIVE/AMERICAN INDIAN	0.86%	3
	ASIAN/PACIFIC ISLANDER	1.43%	5
	BLACK	14.90%	52
	HISPANIC/LATINO	20.34%	71
	WHITE	62.46%	218
	Total	100.00%	349
WRITTEN WARNING	ALASKA NATIVE/AMERICAN INDIAN	0.35%	15
	ASIAN/PACIFIC ISLANDER	2.41%	104
	BLACK	14.06%	608
	HISPANIC/LATINO	18.37%	794
	WHITE	64.82%	2,802
	Total	100.00%	4,323
WRITTEN WARNING AND ARREST	BLACK	25.00%	11
	HISPANIC/LATINO	29.55%	13
	WHITE	45.45%	20
	Total	100.00%	44
Grand Total		100.00%	9,368

ENCLOSURE 2

12 Arrest Based On

OUTSTANDING WARRANT	BLACK	25.00%	9
	HISPANIC/LATINO	30.56%	11
	WHITE	44.44%	16
	Total	100.00%	36
VIOLATION OF PENAL CODE	ALASKA NATIVE/AMERICAN INDIAN	2.38%	1
	BLACK	21.43%	9
	HISPANIC/LATINO	28.57%	12
	WHITE	47.62%	20
	Total	100.00%	42
VIOLATION OF TRAFFIC LAW	HISPANIC/LATINO	25.00%	1
	WHITE	75.00%	3
	Total	100.00%	4
Grand Total		100.00%	82

ENCLOSURE 2

13 Was Physical Force Used

NO USE OF FORCE	ALASKA NATIVE/AMERICAN INDIAN	0.37%	35
	ASIAN/PACIFIC ISLANDER	2.14%	200
	BLACK	14.25%	1,335
	HISPANIC/LATINO	21.34%	1,999
	WHITE	61.90%	5,798
	Total	100.00%	9,367
USE OF FORCE - NO BODILY INJURY	BLACK	100.00%	1
	Total	100.00%	1
Grand Total		100.00%	9,368



Lake Worth Police Department

Policy 2.02 – Bias-Free Policing

Effective Date: April 28, 2020 || Replaces: N/A
 Last Reviewed: July 29, 2025 || Next Review: July 29, 2027
 Reference(s): TBP 2.01

Approved By: _____

J.T. Manoushagian
 Chief of Police

I. POLICY

The Lake Worth Police Department is committed to respecting the constitutional rights of all people through the performance of our duties. Our success is based on the respect we give to our communities, and the respect members of the community observe toward law enforcement. To this end, we shall exercise our sworn duties, responsibilities, and obligations in a manner that does not discriminate on the basis of race, sex, gender, sexual orientation, national origin, ethnicity, age, or religion. Respect for diversity and equitable enforcement of the law are essential to our mission.

All enforcement actions shall be based on consent, the standards of reasonable suspicion or probable cause as required by the Fourth Amendment of the U. S. Constitution and by statutory authority. In all enforcement decisions, officers shall be able to articulate specific facts, circumstances, and conclusions that support probable cause or reasonable suspicion for arrests, searches, seizures, and stops of individuals. Officers shall not stop, detain, arrest, search, or attempt to search anyone based solely upon the person's race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group.

All departmental orders are informed and guided by this directive. Nothing in this order limits non-enforcement consensual contacts between officers and the public.

II. PURPOSE

The purpose of this order is to inform officers that bias-based policing is prohibited by the department. Additionally, this order will assist officers in identifying key contexts in which bias may influence these actions and emphasize the importance of the constitutional guidelines within which we operate.

III. DEFINITIONS

Most of the following terms appear in this policy statement. In any case, these terms appear in the larger public discourse about alleged biased enforcement behavior and in other orders. These definitions are intended to facilitate on-going discussion and analysis of our enforcement practices.

- A. Bias: Prejudice or partiality based on preconceived ideas, a person's upbringing, culture, experience, or education.
- B. Biased-based policing: Stopping, detaining, searching, or attempting to search, or using force against a person based upon his or her race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group.
- C. Ethnicity: A cluster of characteristics that may include race but also cultural characteristics or traits that are shared by a group with a common experience or history.
- D. Gender: Unlike sex, a psychological classification based on cultural characteristics or traits.
- E. Probable cause: Specific facts and circumstances within an officer's knowledge that would lead a reasonable officer to believe that a specific offense has been or is being committed, and that the suspect has committed it. Probable cause will be determined by the courts reviewing the totality of the circumstances surrounding the arrest or search from an objective point of view.
- F. Race: A category of people of a particular decent, including Caucasian, African, Hispanic, Asian, Middle Eastern, or Native American descent. As distinct from ethnicity, race refers only to physical characteristics sufficiently distinctive to group people under a classification.
- G. Racial profiling: A law-enforcement initiated action based on an individual's race, ethnicity, or national origin rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity.
- H. Reasonable suspicion: Specific facts and circumstances that would lead a reasonable officer to believe criminal activity is afoot and the person to be detained is somehow involved. Reasonable suspicion will be determined by the courts reviewing the totality of the circumstances surrounding the detention from an objective point of view.
- I. Sex: A biological classification, male or female, based on physical and genetic characteristics.
- J. Stop: An investigative detention of a person for a brief period of time, based on reasonable suspicion.

IV. PROCEDURES

- A. General responsibilities

1. Officers are prohibited from engaging in bias-based profiling or stopping, detaining, searching, arresting, or taking any enforcement action including seizure or forfeiture activities, against any person based solely on the person's race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group. These characteristics, however, may form part of reasonable suspicion or probable cause when officers are seeking a suspect with one or more of these attributes. (TBP: 2.01)

2. Investigative detentions, traffic stops, arrests, searches, and property seizures by officers will be based on a standard of reasonable suspicion or probable cause in accordance with the Fourth Amendment of the U.S. Constitution. Officers must be able to articulate specific facts and circumstances that support reasonable suspicion or probable cause for investigative detentions, traffic stops, subject stops, arrests, nonconsensual searches, and property seizures. Except as provided in number 3 below, officers shall not consider race/ethnicity in establishing either reasonable suspicion or probable cause. Similarly, except as provided below, officers shall not consider race/ethnicity in deciding to initiate even those nonconsensual encounters that do not amount to legal detentions or to request consent to search.

3. Officers may take into account the reported race or ethnicity of a specific suspect or suspects based on trustworthy, locally relevant information that links a person or persons of a specific race/ethnicity to a particular unlawful incident(s). Race/ethnicity can never be used as the sole basis for probable cause or reasonable suspicion. Except as provided above, reasonable suspicion or probable cause shall form the basis for any enforcement actions or decisions. Individuals shall be subjected to stops, seizures, or detentions only upon reasonable suspicion that they have committed, are committing, or are about to commit an offense. Officers shall document the elements of reasonable suspicion and probable cause in appropriate reports.

4. Officers shall observe all constitutional safeguards and shall respect the constitutional rights of all persons.

a. As traffic stops furnish a primary source of bias-related complaints, officers shall have a firm understanding of the warrantless searches allowed by law, particularly the use of consent. How the officer disengages from a traffic stop may be crucial to a person's perception of fairness or discrimination.

b. Officers shall not use the refusal or lack of cooperation to justify a search of the person or vehicle or a prolonged detention once reasonable suspicion has been dispelled.

5. All members shall treat everyone with courtesy and respect.
 - a. Personnel shall facilitate an individual's access to other governmental services whenever possible and shall actively provide referrals to other appropriate agencies.
 - b. All personnel shall courteously accept, document, and forward to the Chief of Police any complaints made by an individual against the department. Further, officers shall provide information on the complaint's process and shall give copies of "How to Make a Complaint" when requested.
6. When feasible, personnel shall explain the reason(s) for enforcement actions or other decisions that bear on the individual's well-being unless the explanation would undermine an investigation or jeopardize an officer's safety.
7. When concluding an encounter, personnel shall thank him or her for cooperating.
8. When feasible, all personnel shall identify themselves by name. When a person requests the information, personnel shall give their departmental identification number, name of the immediate supervisor, or any other reasonable information.
9. All personnel are accountable for their actions. Personnel shall justify their actions when required.

B. Supervisory Responsibilities

1. Supervisors shall be held accountable for the observance of constitutional safeguards during the performance of their duties and those of their subordinates. Supervisors shall identify and correct instances of bias in the work of their subordinates.
2. Supervisors shall use the disciplinary mechanisms of the department to ensure compliance with this order and the constitutional requirements of law enforcement.
3. Supervisors shall be mindful that in accounting for the actions and performance of subordinates, supervisors are critical to maintaining community trust in law enforcement. Supervisors shall continually reinforce the ethic of impartial enforcement of the laws, and shall ensure that personnel, by their actions, maintain the community's trust in law enforcement.

4. Supervisors are reminded that biased enforcement of the law engenders not only mistrust of law enforcement but increases safety risks to personnel as well as exposing the member(s) and department to liability.
5. Supervisors shall be held accountable for repeated instances of biased enforcement of their subordinates if the supervisor knew, or should have known, of the subordinate's actions.
6. Supervisors shall ensure that all enforcement actions are duly documented per departmental policy. Supervisors shall ensure that all reports show adequate documentation of reasonable suspicion and probable cause, if applicable. Any enforcement action that begins as a consensual encounter will also have the circumstances of the initial encounter documented.
7. Supervisors shall facilitate the filing of any complaints about law-enforcement service.
8. Supervisors will randomly review at least five videos per officer (either body camera and/or in-car camera video) per month. Supervisors are not required to watch each incident of an entire shift; however, reviewing the footage in a manner intended to gain an understanding of that officer's performance and adherence to policy and law is required. Supervisors will document the random review of the video in their daily activity logs and any violations of policy or law will be addressed through the use of existing internal affairs policy. (TBP: 2.01)
9. Section 8 above applies only to first-line uniformed officers and their immediate supervisors. In the absence of a first-line supervisor this responsibility will move to the field operations commander.

C. Disciplinary consequences

1. Actions prohibited by this order shall be cause for disciplinary action, up to and including dismissal.

D. Training (TBP: 2.01)

1. Officers shall complete all training required by state law regarding bias-based profiling.

V. COMPLAINTS

- A. The department shall publish "How to Make a Complaint" folders and make them available at all city facilities and other public locations throughout the

city. The department's complaint process and its bias-based profiling policy will be posted on the department's website. The information shall include, but is not limited to, the email, physical address, and telephone contact information for making a complaint against a member.

B. Complaints alleging incidents of bias-based profiling will be fully investigated as described under Policy 2.4.

C. Complainants will be notified of the results of the investigations when the investigation is completed.

VI. RECORD KEEPING

A. The department will maintain all required records on traffic stops where a citation or warning is issued or where an arrest is made subsequent to a traffic stop.

B. The information collected above will be reported to the city council as required by law.

C. The information will also be reported to TCOLE in the required format.



Lake Worth Police Department

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Non-Emergency: (817) 237-1224 | www.lakeworthtx.org

02/05/2026

To: Tim Mabry, Interim Chief of Police

From: Adnan Radoncic, Commander Field Services Division 

Subj: 2025 Racial Profiling Data Audit

During the month of January, the Sergeants and Commanders of the Lake Worth Police Department conducted a review and internal audit of the Lake Worth Police Department's Racial profiling vehicle stop data for the 2025 calendar year. The audited data was collected by the Brazos E-Citation writing system and compared with data found in the department's Spillman Records Management System. The data was found to be consistent across all platforms. At your direction, the audit was completed and submitted prior to the March 1, 2026, Texas Commission on Law Enforcement deadline.