



# Water Resources Council (WRC)

July 8, 2026



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# Procedures for Online Meeting

- Today's presentation will be posted on the WRC website at:  
<https://www.nctcog.org/envir/committees/water-resources-council>
- Roll call today in lieu of sign - in sheet.
- Please keep your microphone on mute when not speaking.
- Please use the "raise hand" feature to ask a question or provide a comment. When called on, state your name and entity you are representing.
- Approval of action items will still be done by a voice vote. Please only vote if you are a member of the WRC.

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# Welcome and Introductions

- Roll call in lieu of a sign-in sheet
- Welcome guests
- Thank you all for attending!

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# Speaker Presentation

Jacob Jimenez, NCTCOG



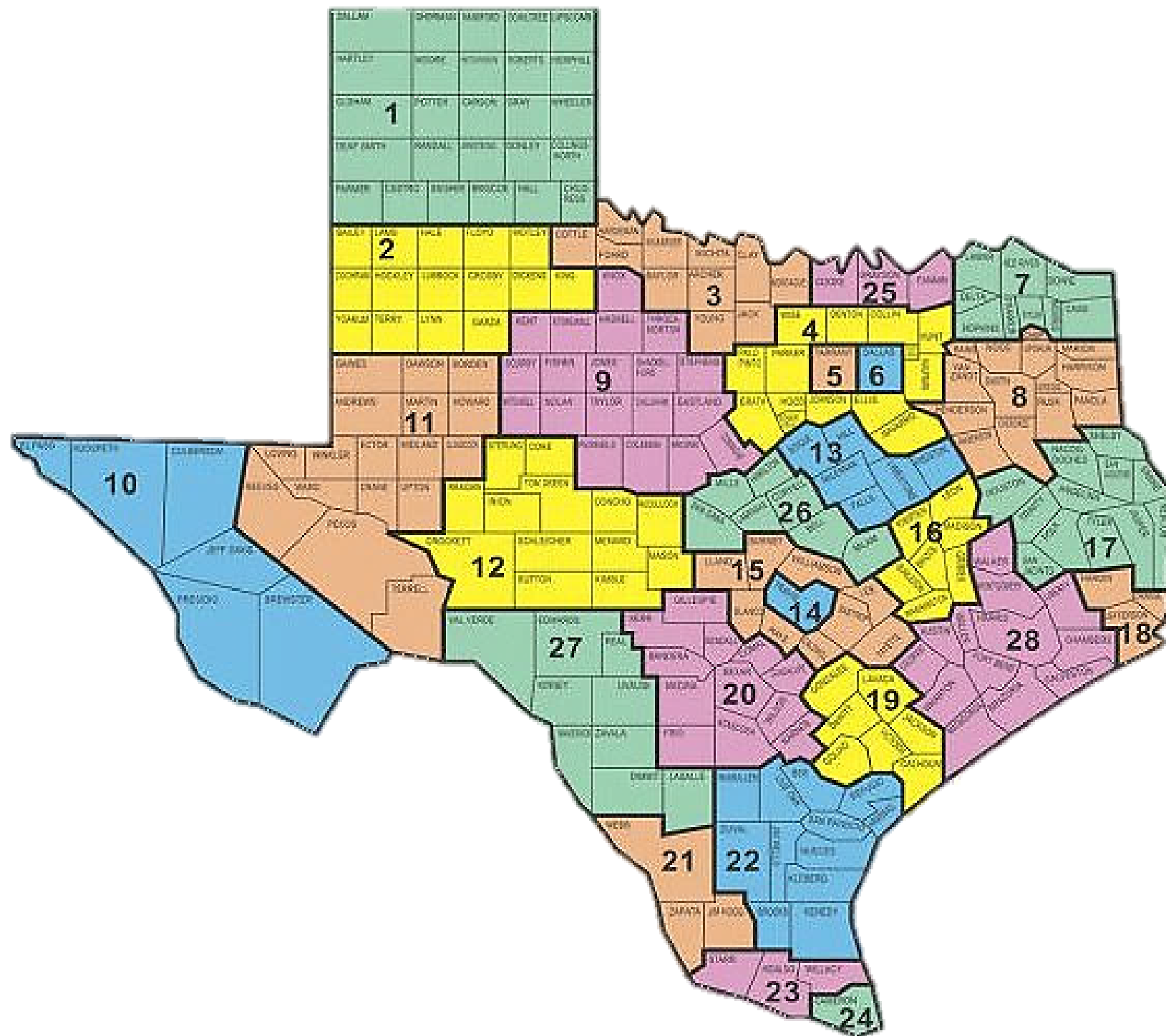
## Workforce Solutions for North Central TX: Workforce Partners

Jacob Jimenez, M.P.A - Sr. Workforce Development &  
Industry Coordinator

★ ★ ★ ★ ★  
**WORKFORCE SOLUTIONS**  
NORTH CENTRAL TEXAS

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# 28 Workforce Development Board Areas Serve Texas



- |                         |                             |
|-------------------------|-----------------------------|
| 1. Panhandle            | 15. Rural Capital           |
| 2. South Plains         | 16. Brazos Valley           |
| 3. North Texas          | 17. Deep East Texas         |
| 4. <b>North Central</b> | 18. South East Texas        |
| 5. Tarrant County       | 19. Golden Crescent         |
| 6. Dallas               | 20. Alamo                   |
| 7. North East           | 21. South Texas             |
| 8. East Texas           | 22. Coastal Bend            |
| 9. West Central         | 23. Lower Rio Grande Valley |
| 10. Upper Rio Grande    | 24. Cameron County          |
| 11. Permian Basin       | 25. Texoma                  |
| 12. Concho Valley       | 26. Central Texas           |
| 13. Heart of Texas      | 27. Middle Rio Grande       |
| 14. Capital Area        | 28. Gulf Coast              |

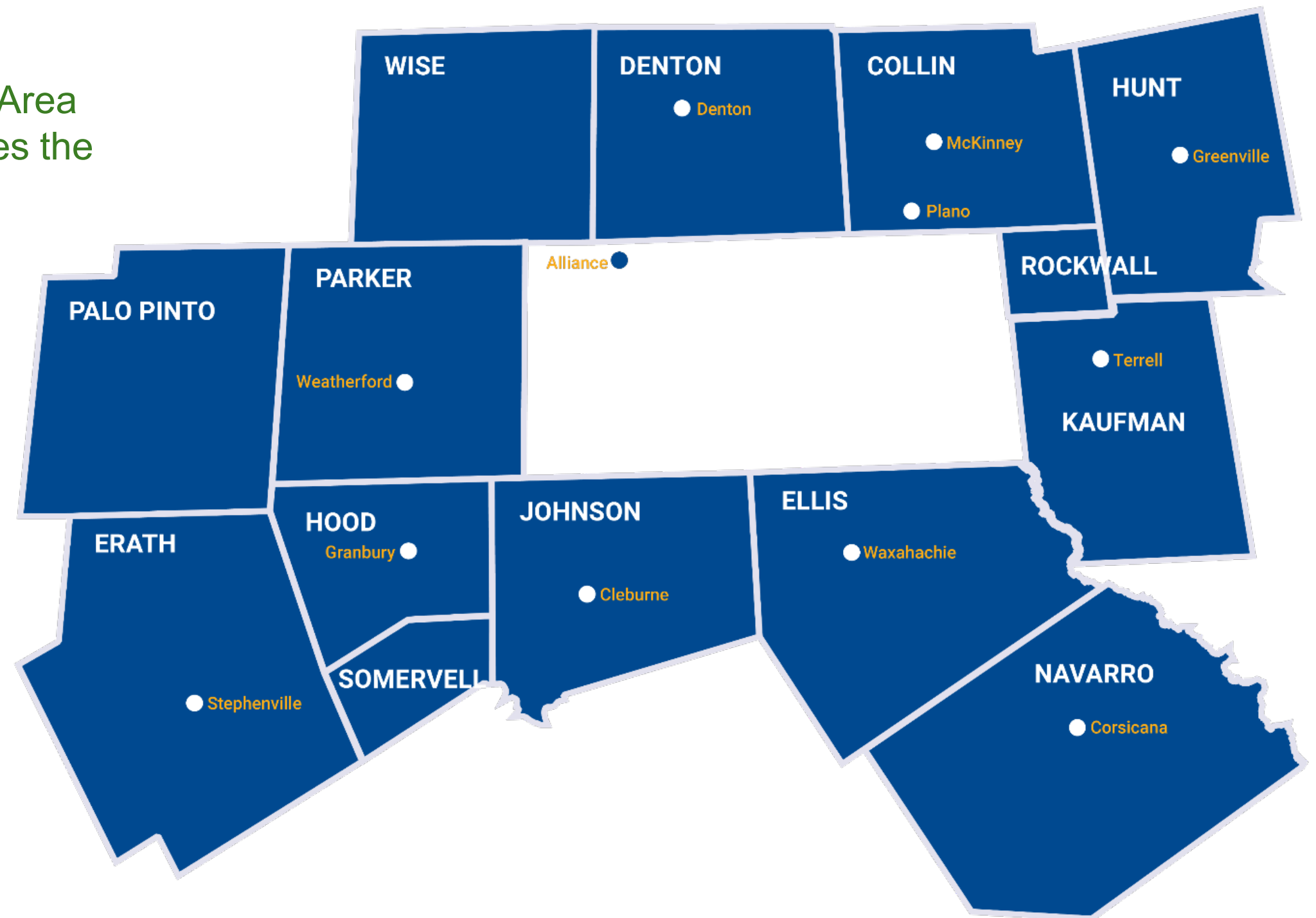
# Workforce Solutions for North Central Texas

- **We Serve 14 Counties**

The North Central Texas Workforce Development Area covers more than 10,986 square miles and includes the 14 counties of:

- Collin
- Denton
- Ellis
- Erath
- Hood
- Hunt
- Johnson
- Kaufman
- Navarro
- Palo Pinto
- Parker
- Rockwall
- Somervell
- Wise

- **Competitive, Growing Businesses**
- **Skilled, Self-Sufficient Individuals**
- **Economically Resilient Communities**



# Our Ecosystem of Services



## Adult Career Seekers

- Career Coaching & Skills Training
- Educational Workshops
- Work-Based Learning\*
- Help with Child Care Costs\*
- Adult Education Literacy



## Youth & Young Adults

- Youth Career Exploration Events
- Internships and Apprenticeships
- Career Readiness Tools
- Job Shadowing & Career Days
- Summer Earn & Learn



## Veterans

- Hiring Red, White & You! Veteran Hiring Event
- Civilian Career Transition Support
- Customized Resources
- Occupational Training



## Employers

- Recruitment Assistance
- Reduced Employee Training Costs
- Economic & Labor Market Information
- Work Opportunity Tax Credits
- Fidelity Bonding



## Economic Development Organizations

- Regional Economic Trends
- Education, Skill and Wage Data
- Information to Support Business Expansion/Relocation Decisions



## Academic Institutions

- Partnerships with Community Colleges and Technical Training Institutions
- Customized Training Programs to Increase Workforce Skill Levels
- Grant Opportunities



## Skills Training

- Skills Development Training Grants
- Work-Based Learning\*
- Apprenticeships
- Tuition Support\*



## Child Care

- Reduced Child Care Costs\*
- Training and Subsidies for Early Learning Programs
- Participation in Texas Rising Star Quality Rating System



## Vocational Rehabilitation

- Partnership with Texas Workforce Solutions-Vocational Rehabilitation (formerly known as DARS)
- Access to Personal VR Counselor
- Job Placement Assistance and Other Specialized Services

\*Must meet eligibility requirements.

# Critical Resource

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- **Region C Water Plan**
  - Roughly \$49 billion total investment needed for water infrastructure
  - North Texas expected to exceed 15 million people by 2080 nearly double from today
  - Roughly 45% of future water supply will come from conservation and reuse strategies
  - Increasing system complexity= higher skill requirements
  - Long term supply gap

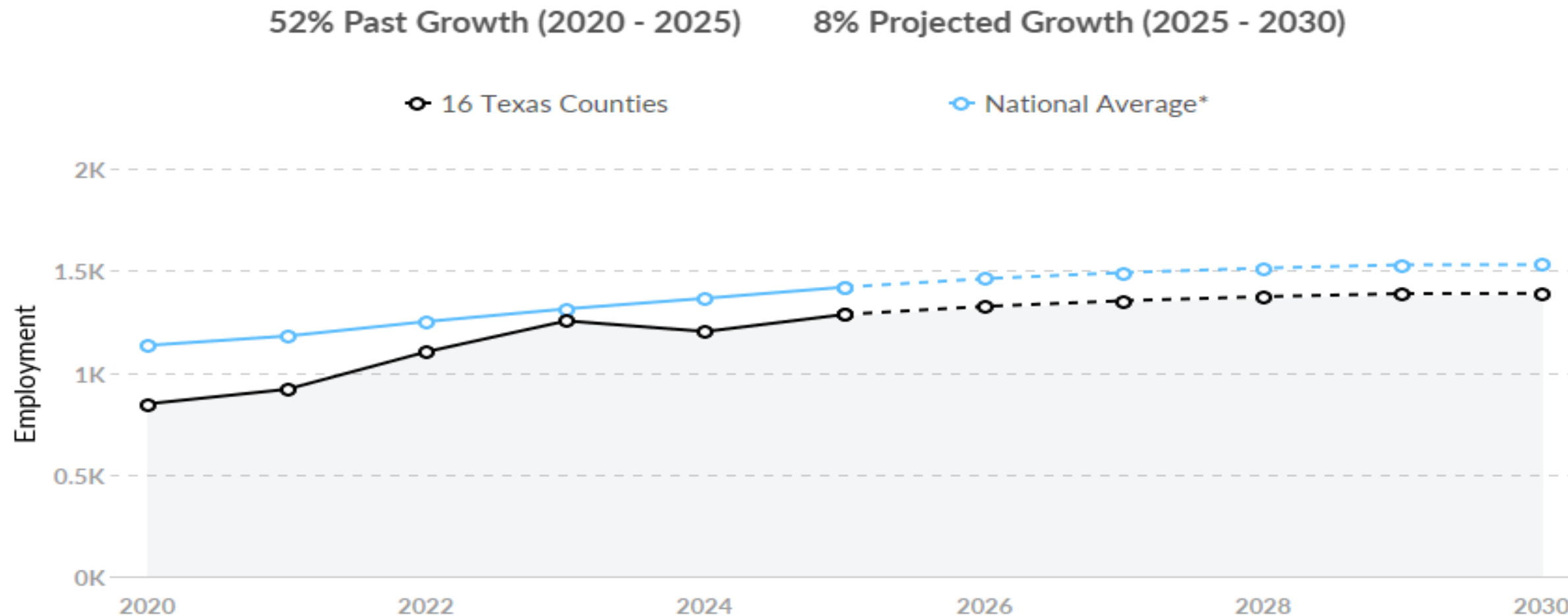
**Are you workforce ready?**



# Water Utilities Industry

## Supply Is About Equal to the National Average

The regional vs. national average employment helps you understand if the supply of Water Supply and Irrigation Systems is a strength or weakness for your area, and how it is changing relative to the nation. An average area of this size would have 1,419\* employees, while there are 1,285 here. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.



\*National average values are derived by taking the national value for Water Supply and Irrigation Systems and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

# Water Utilities Industry

Most Jobs are Found in the Production Occupations Industry Sector



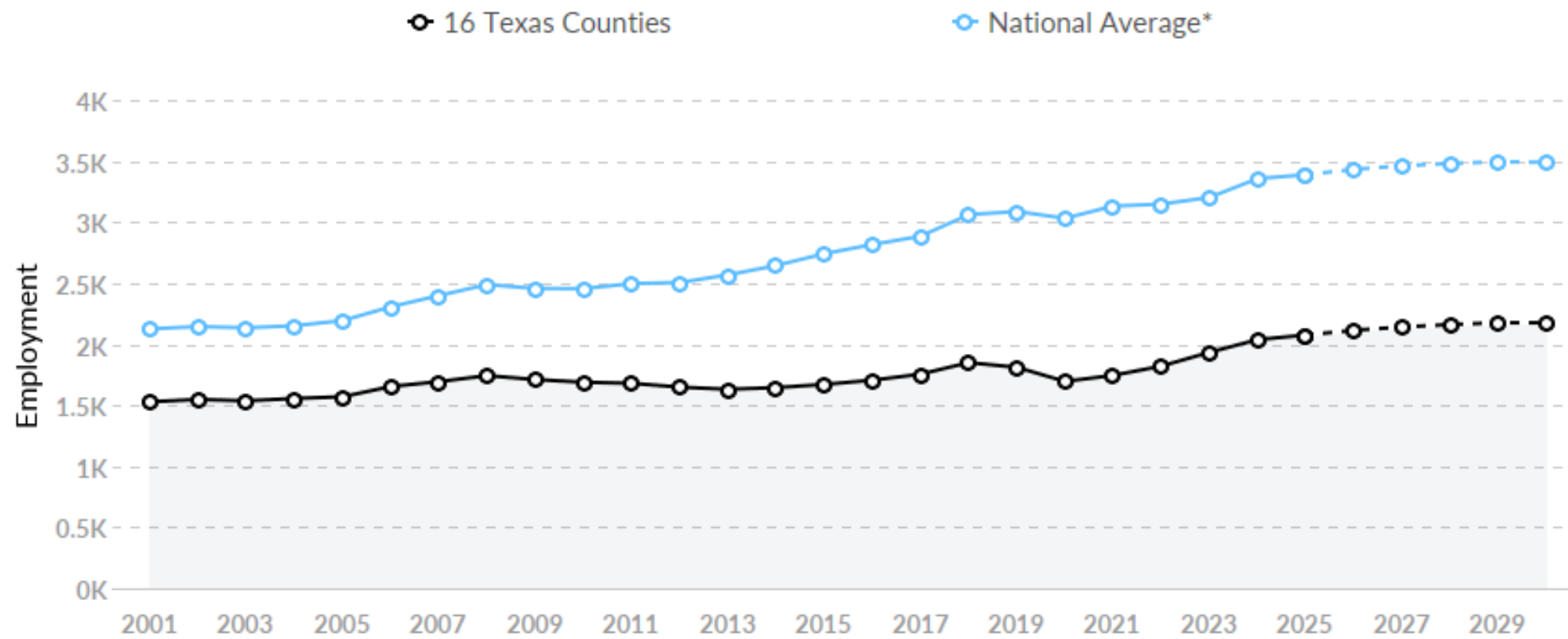
Occupation	% of Industry in Occupation (2025)
Production Occupations	25.2%
Office and Administrative Support Occupations	18.0%
Installation, Maintenance, and Repair Occupations	14.6%
Management Occupations	12.7%
Construction and Extraction Occupations	8.8%
Business and Financial Operations Occupations	6.2%
Other	14.5%

# Water/Wastewater Operators

## Supply Is Lower Than the National Average

The regional vs. national average employment helps you understand if the supply of Water/Wastewater Operators is a strength or weakness for your area, and how it is changing relative to the nation. An average area of this size would have 3,388\* employees, while there are 2,075 here. This lower than expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.

22% Past Growth (2020 - 2025)      5% Projected Growth (2025 - 2030)

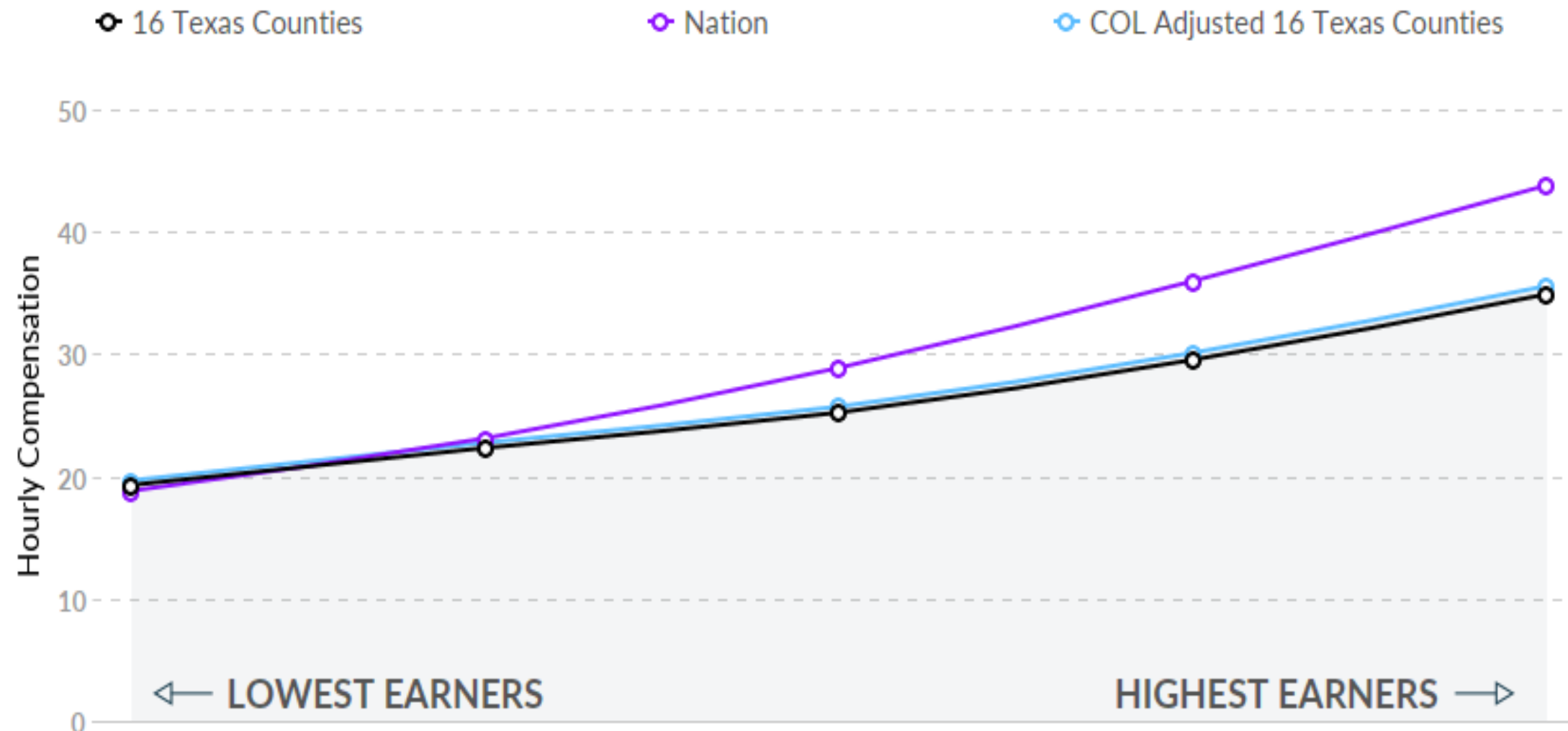


\*National average values are derived by taking the national value for Water/Wastewater Operators and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

# Water/Wastewater Operators

## Talent Is 13% Cheaper, While the Cost of Living May Make Attraction Difficult

In 2025, the median compensation for Water/Wastewater Operators in your area is \$25.20/hr. Based on the national median wage of \$28.86/hr for this position, this means you will spend about 13% less to employ Water/Wastewater Operators here. However, their actual purchasing power will be 11% less than the national median when we adjust for regional cost of living (which is 2% lower than average). This may make it harder to attract talent to the region at this price.



# Workforce Solutions



## **Build and Expand Education Pipelines**

- Develop water utility career pathways across K-12 → community college → university
- Expand dual credit and CTE programs
- Partner with regional utilities to align curriculum with real job needs

***Goal- create a sustainable talent pipeline to support long term population driven demand***

## **Scale Industry- Aligned Training Programs**

- Increase capacity of certification programs
- Develop fast track credential programs for high demand roles
  - Operators
  - Maintenance Techs
  - Lab Techs
- Develop apprenticeships/pre-apprenticeships and internships

***Goal- Rapidly fill workforce gaps driven by investments in infrastructure projects and industry demand***

## **Prioritize Workforce Retention & Career Mobility**

- Develop clear career pathways
- Support:
  - Upskilling for incumbent workers
  - Certification advancement pathways
- Promote careers in the water utilities sector as stable, critical occupations with career growth

***Goal- Retain talent in a retirement heavy and aging workforce and develop talent pipelines***



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# Questions?

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**Jacob Jimenez M.P.A. Sr. Workforce Development & Industry Coordinator :**  
[jjimenez@dfwjobs.com](mailto:jjimenez@dfwjobs.com)

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# Action Item

## Meeting Summary

- The April 22, 2026 meeting summary will be presented for approval.

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# Action Item

## FY2027 Water Resources Council Membership

- The FY2027 Roster, recommended by the FY2027 Ad Hoc Nominations Subcommittee, will be presented to the WRC for approval.
- The WRC will also vote on the WRC Chair and Vice - Chair.

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# Action Item

## Recommended FY2027 Reappointments

- Mike Adams, City of Midlothian
- Stephen Gay, City of Denton
- Kevin Mercer, Denton County Fresh Water Supply District 6 & 7
- Matthew Jalbert, Trinity River Authority
- Steve Pettit, City of Irving
- Eric Robison, City of Richardson

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# Action Item

## Recommended New Members for FY27

### Chaise Holmgren, City of Dallas

- Major Utility Provider, Customer Member - At-Large (Dallas)
- Assistant Director - Water Treatment

### Samantha Webster, City of Fort Worth

- Major Utility Provider, Customer Member - At-Large (Fort Worth)
- Regulatory Environmental Administrator

### Webster Mangham, Trinity River Authority of Texas

- Major Utility Provider, Customer Member - At-Large (Trinity River Authority of Texas)
- Executive Manager, Technical Services and Basin Planning

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# Action Item

## Recommended New Members for FY27

### Alex Whiteway, City of Arlington

- Utility Provider, Development Community, or Industry Representative Region - At-Large
- Director of Water Utilities

### Chris Hamilton, Westwood Professional Services

- Utility Provider, Development Community, or Industry Representative Region - At-Large
- Environmental Manager, Land Development

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# Action Item

## Recommended New Members for FY27

### Valerie Miller, Green Blue Collaborative

- Environmental Interest Group
- President

### Abby Owens , City of Plano

- Customer Member - at- Large (North Texas Municipal Water District)
- Director of Public Works

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# Action Item

## Recommended New Members for FY27

### Jenneifer Owens, Tarrant Regional Water District

- Major Utility Provider (Tarrant Regional Water District)
- Director of Environmental Services

### Zach Huff, Tarrant Regional Water District

- Major Utility Provider (Tarrant Regional Water District)
- Director of Water Resources Engineering

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# Action Item

- Questions on FY2027 Roster?
- Vote on WRC FY2027 Roster

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# Action Item

## Chair and Vice - Chair Appointments for FY27

- FY26 Chair: Stacy Walters  
City of Fort Worth
- FY26 Vice-Chair: Rachel Ickert  
Tarrant Regional Water District
- Nominations from the Floor
- Vote on Leadership

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# Action Item

Approval of the Draft 2026 Update to the North Central Texas Water Quality Management Plan.

- Comments received on the Draft 2026 WQMP during the public comment period will be summarized and the WRC will vote to locally adopt the Draft 2026 WQMP, pending any revisions needed

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# Action Item

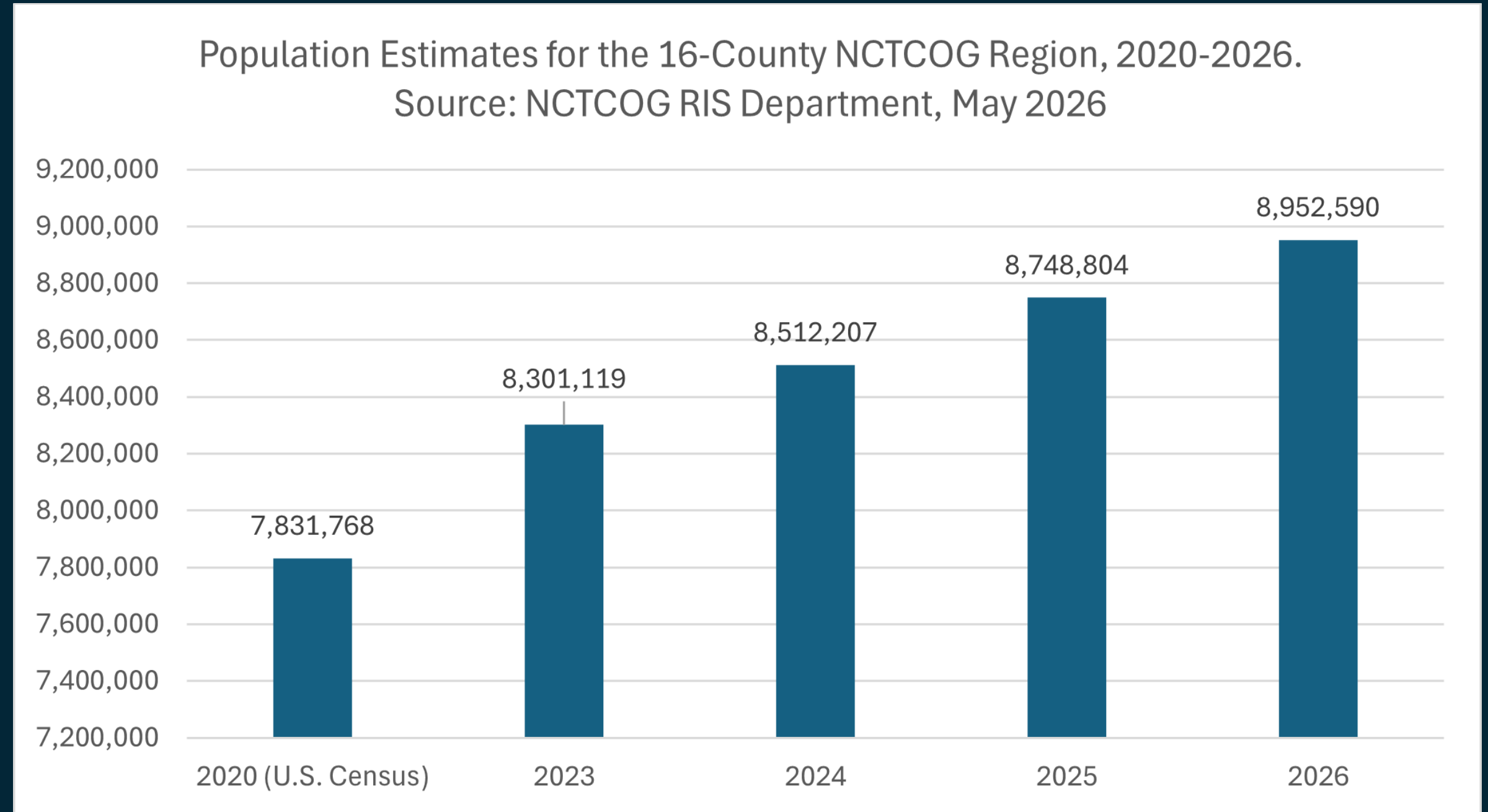
## Draft 2026 WQMP

- To be included on NCTCOG's website with other mapping products
- All mapping data updated with data from TCEQ's 2024 Texas Integrated Report
- Added a current inventory of assessment parameters associated with impairments and water bodies of concern

# Action Item

## 2026 Population Estimates

Source: [https://data - nctcoggis.hub.arcgis.com/](https://data-nctcoggis.hub.arcgis.com/) NCTCOG  
RIS Department, May 2026



# Action Item

City	2026 Population
Dallas	1,403,553
Fort Worth	1,043,173
Arlington	420,028
Plano	301,320
Irving	268,104
Garland	252,054
Frisco	241,538
McKinney	232,291
Grand Prairie	216,881
Denton	166,258

## 2026 Ten Largest Cities in 16-County NCTCOG Region

Source: [https://data -  
nctcoggis.hub.arcgis.com/](https://data-nctcoggis.hub.arcgis.com/) NCTCOG  
RIS Department, May 2026

# Action Item

Top 10 Cities Experiencing the Highest Absolute Growth in the NCTCOG Region, 2024 - 2025.

City	2025	2026	Absolute Change (2025-2026)
Fort Worth	1,020,451	1,043,173	22,722
Dallas	1,385,989	1,403,553	17,564
Celina	61,834	78,647	16,813
Denton	159,518	166,258	6,740
McKinney	226,181	232,291	6,110
Arlington	413,955	420,028	6,073
Frisco	235,615	241,538	5,923
Princeton	43,126	47,530	4,404
Lavon	11,396	15,147	3,751
Prosper	46,087	49,355	3,268

Source: <https://data-nctcoggis.hub.arcgis.com/> NCTCOG RIS Department, May 2026

# Action Item

Top 10 Cities Experiencing the Largest Percent Population Change in the NCTCOG Region, 2025 - 2026

City	2025	2026	Percent Change (2025-2026)
Lowry Crossing	2,222	3,227	45.23%
Lavon	11,396	15,147	32.92%
Celina	61,834	78,647	27.19%
Pilot Point	7,942	9,454	19.04%
Boyd	2,044	2,430	18.88%
Crandall	5,749	6,751	17.43%
Justin	7,537	8,753	16.13%
Farmersville	4,976	5,742	15.39%
Decatur	7,977	9,087	13.92%
Grandview	2,039	2,316	13.59%

Source: <https://data-nctcoggis.hub.arcgis.com/> NCTCOG RIS Department, May 2026

# Action Item

## Core Counties Population Estimates and Projections

County	2020 County Population (U.S. Census)	2026 County Population Estimate	2050 County Population Projection
Collin	1,064,465	1,370,069	2,154,649
Tarrant	2,110,640	2,283,213	2,866,567
Denton	906,422	1,108,089	1,877,835
Dallas	2,613,539	2,792,136	3,070,902

Source: [https://data - nctcoggis.hub.arcgis.com/](https://data-nctcoggis.hub.arcgis.com/) NCTCOG RIS  
Department, May 2026

# Action Item

Top Five Counties Experiencing the Largest Absolute Population Change in the NCTCOG Region, 2025 - 2026

County	2025 Estimate	2026 Estimate	Absolute Change (2025-2026)
Collin	1,305,366	1,370,069	64,703
Tarrant	2,250,325	2,283,213	32,888
Denton	1,077,214	1,108,089	30,875
Dallas	2,762,119	2,792,136	30,017
Johnson	217,867	226,793	8,926

Source: [https://data - nctcoggis.hub.arcgis.com/](https://data-nctcoggis.hub.arcgis.com/) NCTCOG RIS Department, May 2026

# Action Item

Top Five Counties Experiencing the Largest Percentage of Population Change in the NCTCOG Region, 2025 - 2026

County	2025 Estimate	2026 Estimate	Percent Change (2025-2026)
Wise	81,712	87,630	7.24%
Collin	1,305,366	1,370,069	4.96%
Hunt	121,650	127,352	4.69%
Kaufman	171,808	179,033	4.21%
Johnson	217,867	226,793	4.10%

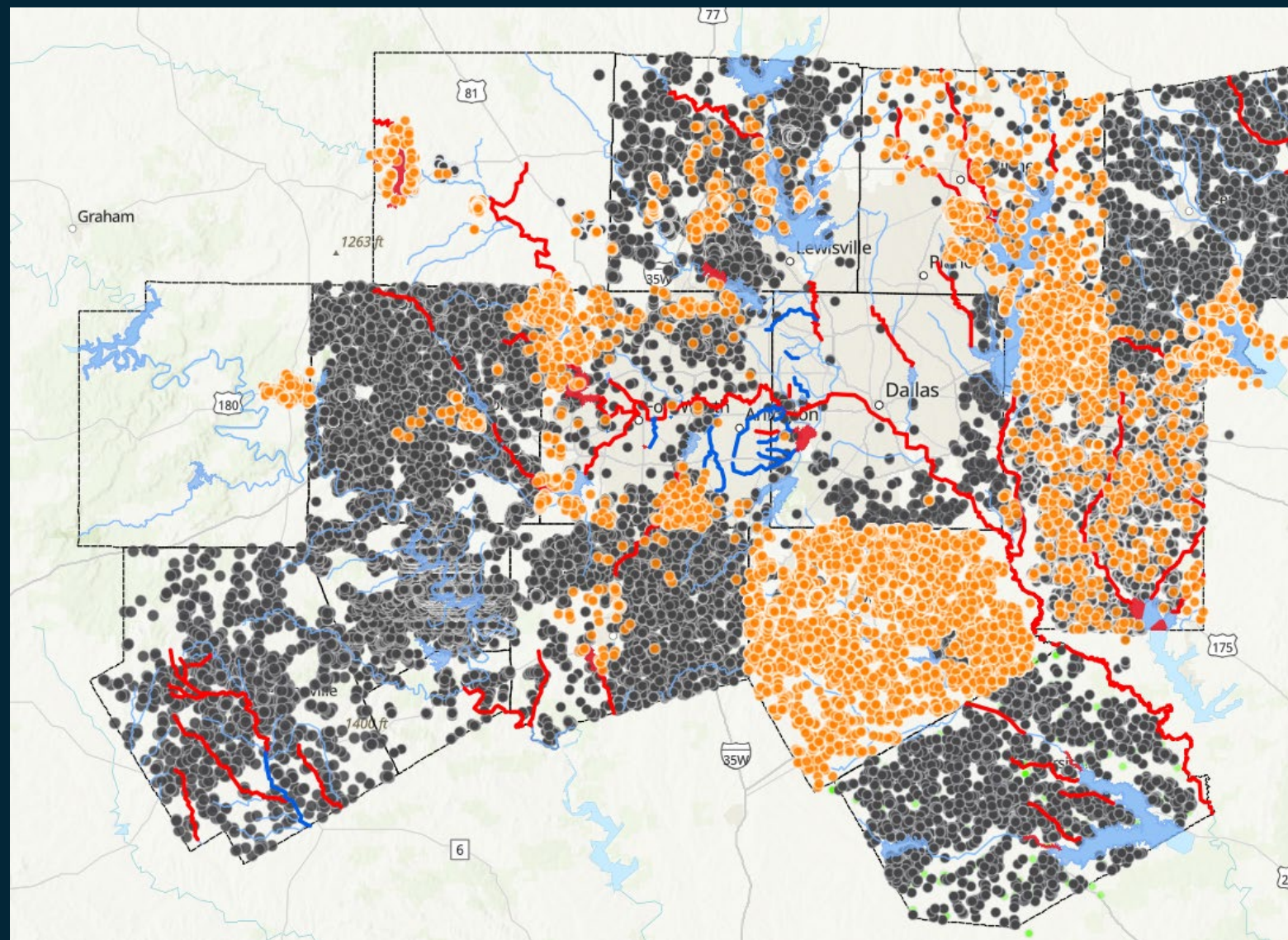
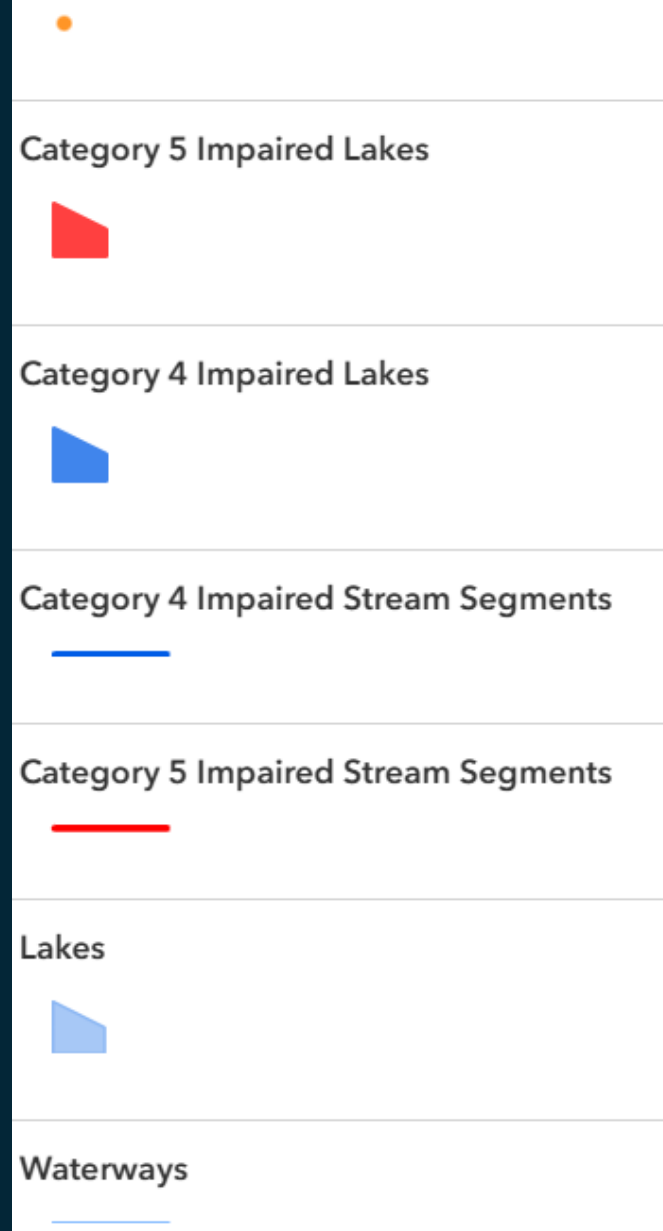
Source: [https://data - nctcoggis.hub.arcgis.com/](https://data-nctcoggis.hub.arcgis.com/) NCTCOG RIS Department, May 2026

# Action Item

## On-Site Sewage Facilities – 2026

### WQMP

OSSFs added to the 2026 WQMP Update



Authorized Agent	Number of OSSFs added to the 2026 WQMP Update
City of Bridgeport	1
City of Cleburne	65
City of Crossroads	3
City of Denton	145
City of Hudson Oaks	255
City of Mineral Wells	192
City of Nevada	7
City of New Fairview	28
City of Ovilla	164
City of Paradise	236
City of Red Oak	29
City of Reno	68
City of Terrell	25
City of Weatherford	30
Collin County	515
Ellis County	13814
Kaufman County	523
Rockwall County	4422
Tarrant County	534
Tarrant Regional Water District	2934
Town of Argyle	44
Town of Dish	176
Town of Fairview	1062
Town of Hickory Creek	10
Town of Little Elm	116
<b>Total</b>	<b>25,562</b>

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# Action Item

## Public Comment Review: May 20 - June 22

Comments from three entities: the City of Fort Worth, Trinity River Authority of Texas, and the Greater Dallas Planning Council

- Noted a misspelled creek.
- Noted broken links on two sources.
- Encouraged NCTCOG to update figure hyperlinks to better support navigation.
- Encouraged NCTCOG to update terminology in figure titles and paragraph text for consistency.
- Encouraged NCTCOG to update figures and text for accuracy and clarity in the “Current Pollutant Inventory” section, which has been revised to reflect the correct terminology, and the “Waterbodies of Concern” section.

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# Action Item

## Public Comment Review

Comments continued:

- Suggested NCTCOG rearrange text to further explain the contents of the *Texas Integrated Report for Surface Water Quality for Clean Water Act Sections 305(b) and 303(d)*.
- Encouraged NCTCOG to revise the Water Service Area map legend for consistency.
- Suggested NCTCOG link to the Total Maximum Daily Load Implementation Plan in the pop - up of the Water Quality Overview map.
- Encouraged NCTCOG to find photos associated with each assessment parameter in the inventory section.

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# Action Item

## Public Comment Review

Comments continued:

- Encouraged NCTCOG to adjust layer transparency in the “Population Estimates” map.
- Asked NCTCOG to clarify the cause of observed reductions in Sanitary Sewer Overflows
- Suggested a different color palette for stream use of concerns.
- Noted a missing layer in the Watershed Protection Plan map.
- Encouraged NCTCOG to revise the definition of an On - Site Sewage Facility System for accuracy.
- Noted swapped numbers in Figure 2 in the “Population Estimates” section.

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# Action Item

## Public Comment Review

Comments continued:

- Encouraged NCTCOG to color - code CCN boundaries.
- Proposed that NCTCOG highlight the importance of regional wastewater planning in the areas rapidly developing outside of the “core four” counties.
- Posed a question on how legislation to ban non -flushable wipes would impact SSOs caused by non -grease line blockages.
- Posed a question on whether the use of an escalating water rate structure can disincentivize large water consumption.
- Applauded the Water Resources Initiatives outlined in the plan.

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# Action Item

Approval of the Draft 2026 Update to the North Central Texas Water Quality Management Plan (WQMP)

- Other questions or comments on the plan?

[Link to the Draft 2026 WQMP](#)

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# Action Item

## Approval of the Draft 2026 Update to the North Central Texas Water Quality Management Plan (WQMP)

- The WRC will vote to locally adopt the Draft 2026 WQMP, pending any revisions needed based on public comments.

[Link to the Draft 2026 WQMP](#)

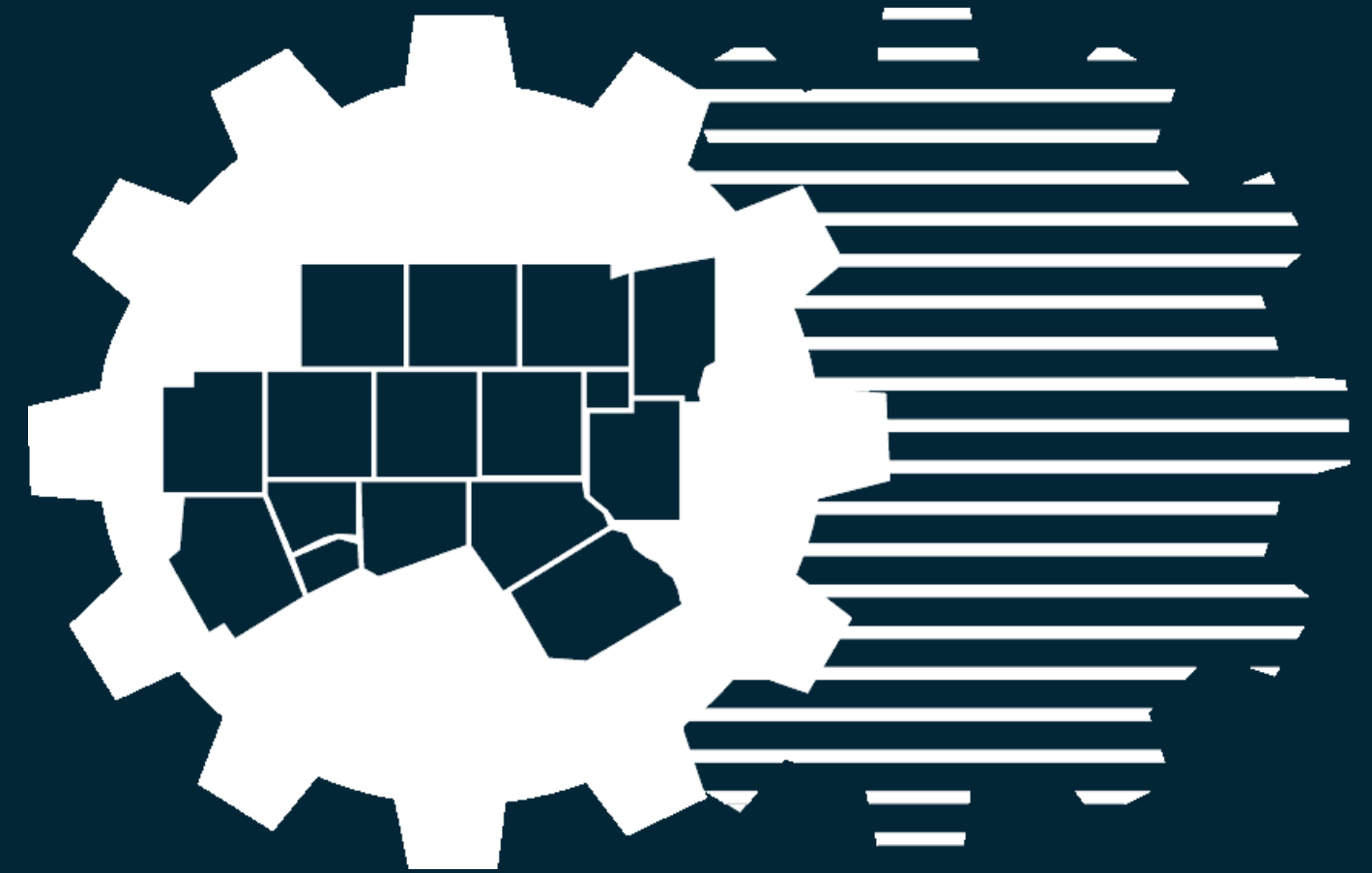
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# Discussion

## Water Resources Council Bylaws Revisions

- Environment and Development committees will undergo a review of committee and council bylaws in FY2027 to determine where updates may be needed. The WRC will determine the strategy to use to complete the review. Potential revisions will be explored in FY2027.

# NCTCOG UPDATES



# SUBSCRIBE TO THE QUARTERLY WATER RESOURCES NEWSLETTER

- Launched in April 2026 to provide concise, streamlined information on upcoming events, regional water-related needs, and potential opportunities for support.
- Have a relevant opportunity to share? Want to be featured? Email [EandD@nctcog.org](mailto:EandD@nctcog.org).

## [Subscription Form](#)



# Trainers needed

NCTCOG's Training and Development Institute is looking for paid trainers interested in providing training courses for the Class D Water and Wastewater Operators Licenses

Courses are in-person on the NCTCOG campus and are offered at various times throughout the year

Interested parties should contact Emily Cook at [ECook@nctcog.org](mailto:ECook@nctcog.org).

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# NCTCOG Updates

## Total Maximum Daily Load (TMDL)

- Now available: [Draft 2025 TMDL Annual Program Summary](#)
  
- Annual TMDL Coordination Committee Meeting
  - August 5, 2026; 10:00 a.m.
  - NCTCOG Campus- William Pitstick Conference Room.
  - [Add to Calendar](#)

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# NCTCOG Updates

## 27<sup>th</sup> Annual Public Works Roundup

- Thursday, August 20, 2026
- The Hurst Conference Center (1601 Campus Dr, Hurst, TX 76054) from 8:30 a.m. to 4:00 p.m.
- [Registration is now open !](#)
- [Add to Calendar](#)

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# NCTCOG Updates

NCTCOG Webinar: *A Garden State: Stewarding Water Resources through Community Agriculture*

- Tuesday, August 25 , 2026; 10:00 a.m.
- Virtual, via Microsoft Teams
- Register [here](#).

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# NCTCOG Updates

## 2026 TCEQ Free Public Drinking Water Conference

- August 4 - 5, 2026; Online and in - person.
- Renaissance Austin Hotel
- Register [here](#).

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# Future Agenda Items

- The WRC can present future agenda items & discuss the priority and format of previously requested items.

Previously requested items include:

- Current activities to address PFAS
- Lead and Copper Line Inventory activities around connectors
- Water-related legislation in preparation for 2027's TX Legislative Session
- EPA proposed National Primary Drinking Water Regulations



# Roundtable

The WRC is invited to share what is happening in their communities.

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# Next Meeting

Wednesday, October 14, 2026

- 10:30 A.M.– 12:30 P.M.
- NCTCOG campus; William Pitstick Conference Room
- [Add to Calendar](#)

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# Staff Contacts

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