



HPO IN ACTION

Together, We Excel!



Fiscal Year 2019 Plan Charts a Course for Steady Progress in Municipal Operations

Capping another strong fiscal year and moving the City forward into a new one, Council Members unanimously approved the Fiscal Year 2019 General Fund Budget at their Sept. 17 Regular Meeting.

The financial plan went into effect on Oct. 1, 2018 and “preserves the key citizen priorities of areas such as public safety, economic growth, infrastructure improvements, technology and fleet critical needs, the implementation of market compensation and benefits study recommendations, increases in health insurance costs and retirement system requirements,” said City Manager Anthony J. Snipes.

Here are some highlights of the conservative 2019 that may interest employees:

369.5: This is the total number of authorized employees; included are the following personnel: Police Department—148.2; Fire & Rescue Services—79; Public Works—41; Parks—19; Development Services—19; Financial Services—17 and Technology and Innovation—10.



8: This is the number of Funding Requirements & Priorities, which include:

- Fire Department Standard of Care Coverage Project (Fire Apparatus and Design Funding)
- MUD Study Strategic Plan
- City Hall Landscaping and Texas Parkway and Cartwright Beautification Maintenance
- Coverage of Employee Health Insurance Costs Increase (15% Increase)
- IT and Fleet Equipment Critical Replacement (Mobile Radios and Body Worn Cameras)
- City Drainage, Maintenance, Infrastructure, and Sidewalks
- Lake Maintenance and Herbicide Treatment
- TMRS Funding Requirements

6: This is the number of FY2019 Strategic Focus and Priorities, which include:

- Fund the Compensation and Benefits Market Study Recommendations
- Develop and Recommend Local Government Corporation's Management Philosophy
- Invest and Improve Animal Services Operations
- Develop and Recommend a Capital Improvement Projects Plan
- Identify Resources to address Economic Development Plan Priorities

For more details on the tax rate, property tax, total funds and more, visit the City website. The FY 2019 budget and all other financial documents may be accessed through the “Financial Transparency” icon on the homepage.

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The budget [includes] fleet critical needs, the implementation of market compensation and benefits study recommendations, increases in health insurance costs and retirement system requirements

2018 Compensation Study Complete

Last November, the City implemented the market salary adjustments based on recommendations adopted in the 2018 Market Study facilitated by Gallagher Benefits Services (GBS). Main objectives of the study were to “develop a compensation program that is internally equitable and externally competitive” and to “implement a new internal alignment methodology, using Decision Band Method (DBM®)”.

GBS reviewed some of the City’s existing job descriptions to assess the positions and determine an appropriate DBM® rating. Additionally, GBS integrated the final DBM® ratings into the compensation study and used the data to develop salary ranges that would ensure internal equity and external market parity. To reflect necessary increases in the minimum, job rates and maximums appropriate for each job, GBS recommended the annual review of employee salaries and salary structures labor market index data. On a more long-term basis, GBS recommended that the City should reevaluate its overall structure at regular intervals depending upon market movement, to ensure that the salary levels are consistent with the marketplace.

On average, most employees received a 2 percent increase; others received an adjustment that brought their base salary at least to the minimum of the new salary range. The City outlined the implementation details in a letter to each employee explaining a few important details, such as previous salary, new salary ranges based on the Decision Band Method and the new salary. City Manager Anthony Snipes said that “in general employees welcomed the adjustment and I am looking forward to working with department directors and other staff to find the funding necessary to explore options for implementing the recommendations for benefits adjustment in the next fiscal year.”



FEATURED ON COVER: Scenes from the second annual Employee Conference on Sept. 14, Halloween Costume contest on Oct. 31, Turkey Decorating contest at the Thanksgiving Luncheon on Nov. 14 and the Holiday Party on Dec. 1.

Upcoming City Events

Jan. 8
Acrylic Painting Class

Jan. 9
Tots & Crafts

Jan. 11
Ladies Tennis Drills

Jan. 12
Softball Skills & Drills

Jan. 17
Ladies Doubles
Pre-Season Tournament

Jan. 17
Breakfast & Bingo

Jan. 19
Fit Expo

Jan. 23
iGeneration 101: Smart
Phone Edition

Jan. 24
Senior Foodies

Jan. 26
Electronic Recycling

Jan. 29
Book Talk

Feb. 9
Tree Planting Competition

Feb. 9
Dad & Daughter Dance

Department Spotlight: PUBLIC WORKS

City's Public Works team is the third largest department in Missouri City with more than 40 employees in eight divisions:

Administration,
Engineering/Utilities,
Traffic, Streets & Drainage,
Capital Improvement Program (CIP),
Animal Services,
Facilities Maintenance,
Fleet and Geographic Information Systems (GIS)

In 2018, together as a team they maintained 637 miles of streets, 9000 street signs, 64 miles of roadside ditches, 65 traffic signals, 16 buildings, 478 City vehicles/equipment, more than 300 GIS data features; sheltered more than 1,210 impounds; rescued 345 shelter pets and more. The team also oversees all developmental projects, CIP projects, the water treatment plants and the mosquito control program.

For more information on the Public Works Department, visit the City website.



DID YOU KNOW?

Public Works is the 3rd largest department in Missouri City with more than 40 employees!

Employee Spotlight:



Congratulations Police Records Technician Francine Peters on her retirement. For more than 33 years, Francine has provided exceptional customer service to staff, citizens and stakeholders. Her commitment to excellence and dedication to the City's Values will be missed.

Congratulations City Secretary Maria Jackson, on her new position as the treasurer of the Texas Municipal Clerks Association. TMCA is a statewide association with more than 980 members and operates the Texas Municipal Clerks Certification Program located at the University of North Texas in Denton. In her new board position, Maria will be charged with the responsibility of accomplishing the goals and objectives of TMCA.



Congratulations Director of Municipal Court Services Brittany Rychlik and Court Clerk Dominique Garrick on their recent recognitions from the Texas Court Clerk Association. Brittany has earned the Excellence Award for "exemplary performance of an individual in the court profession, serving in a non-judicial capacity" and Dominique has earned the Distinguished Service Award which highlights "a service, program, task or endeavor performed by an individual in a court profession, serving in a non-judicial capacity."



Upcoming Holidays: City Offices Closed

Monday, Jan. 21
Martin Luther King Day

Friday, April 19
Good Friday

Monday, May 27
Memorial Day

Thursday, July 4
Independence Day

Monday, Sept. 2
Labor Day

Upcoming Paydays

Jan. 11

Jan. 25

Feb. 8

Feb. 22

March 8

March 22

April 5

SHOWCASE OF CITY VALUES

Second Annual Job Fair

The Human Resources & Organizational Development team hosted the Second Annual Job Fair & Career Development Forum on Friday, Sept. 28 at the City Centre at Quail Valley. The team also held a preparation session on Monday, Sept. 24 to share best practices with individuals on interview skills and job searches.



2018 National Night Out

The "Show Me City" once again participated in the nationwide National Night Out celebrations on Tuesday, Oct. 2. The City's proactive public safety initiatives were the central theme citywide as neighborhoods hosted block parties to showcase their support of local firefighters and police officers. Community unity was displayed all around MCTX as elected officials, first responders and staff networked with residents citywide.

Third Annual Community Night Out

Also, the Third Annual MCTX Community Night Out festival drew thousands to the City Hall Complex for live performances from ZappBand, Cupid, Tucka, KyleTurner, MarkDini and Paula Atherton. The event coordinated in partnership with several departments featured a health fair, Kids Pavilion, public safety apparatus, food trucks and more.



Customer Service Training

In alignment with our commitment to excellence, City staff participated in the Customer Service and Personal Brand Training. On Oct. 3, City staff had the opportunity to participate in the Customer Service and Personal Brand Training Session led by Bring Your Own Brand (BYOB). The session empowered employees to project a consistent, authentic, positive image to customers and citizens.

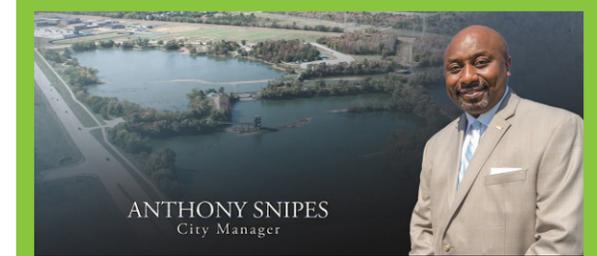


LeadershipNOW Symposium

MCTX staff recently partnered with municipalities, leaders and organizations from across the nation for the 2018 Leadership NOW Symposium, which featured a conversation with International City/County Management Association's Executive Director Marc Ott, an HIV/AIDS forum, panel discussions, networking events. Symposium also included a viewing of the groundbreaking movie, Maynard: The Man. The Politician. The Game Changer, an economic development tour, the Texas Leadership Excellence Gala, "The Midland Simulation" project, and more on the following days.

First Annual Public Administration Day

On Oct. 5, local high school juniors/seniors joined City staff from various departments for a unique, municipal job shadow experience as part of the First Annual Public Administration Day. Students got the opportunity to learn about the wide range of career options in the public sector including engineers, lawyers, television producers and more.



Dear MCTX family,

I want to share my sincere appreciation and gratitude for all the contributions, support, compassion and guidance each of you provide to keep the "Show Me City" going.

Without this outstanding team, we would not be where we are today!

Even though public service is a behind-the-scenes profession, we touch the day-to-day lives of people and truly make a difference in the community. And, the First Annual Public Administration Day was a great reminder of this when we saw our future generation show great interest in public sector, as it involves a wide variety of professions in one setting.

Again, remember that your hard work, dedication and excellence is always valued and **together, we excel!**

Let's keep up the **SPiRiT** in the New Year.

- Anthony Snipes

DID YOU KNOW?

Five City departments have a unique website URL, allowing citizens to directly access their web pages.

Police Department:

www.missouricitypolice.org

Fire & Rescue Services:

www.missouricityfirerescue.org

Economic Development:

www.missouricitycodev.com

Financial Services:

www.mctxfinance.com

Parks & Recreation:

www.mctxparks.com



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Missouri City is Going Mobile

Download the new MCTX Mobile app via the Apple App Store or the Android Market to stay up-to-date with what's happening in Missouri City. Receive RSS feeds for upcoming events, emergency alerts, special city projects, and more. Join our online community today!

Available on the iPhone **App Store** Available on the Android **Market**

Next Issue:

March 2019



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