



PROVIDE SOUND GOVERNANCE AND FISCAL MANAGEMENT

GOAL TEAM 5



Visit Our Website

MIDLANDTEXAS.GOV

STRATEGIC CONNECTIONS

5.1 Recruit and Retain a Skilled and Diverse Workforce:

Invest in talent and diversity; grow our local pipeline of skilled employees.

5.2 Enhance Citizen Experience: Improve employee working conditions to better serve citizens.

5.3 Hone Public Servant Proficiency: Cultivate a culture of professional growth, skilled mastery, and information exchange.

5.4 Implement Cutting-Edge Practices: Harness automation and Artificial Intelligence technology for efficient resource utilization.

5.5 Promote a Well-Balanced Customer Service

Philosophy: Consistently deliver excellent service to residents.

STRATEGIC CONNECTIONS

5.6 Deliver Services Timely and Efficiently: Prioritize continuous improvement.

5.7 Ensure Continued Financial Stability and Accountability: Maintain financial transparency.

5.8 Deliver Effective and Efficient Processes: Maximize value in procurement.

5.9 Ensure Reliability and Safety: Maintain existing assets and develop new city asset opportunities, including parks and other facilities, with a standard of excellence.

5.10 Create a Work Environment that Supports Bleeding-Edge Practices: Encourage bleeding-edge practice that then cultivates an environment where employees can learn from their experiences and improve processes; thus, becoming a learning organization.

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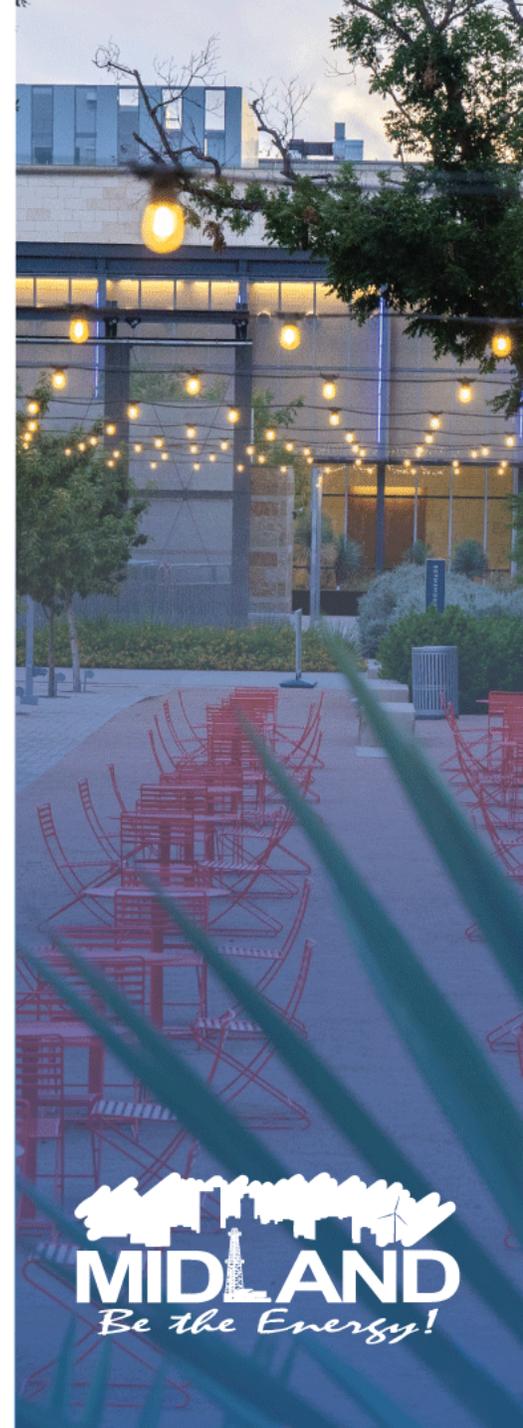
KEY ACCOMPLISHMENTS

- Cross Functional Teams and Reorganization
- Personnel Policies
- **BTE Employee Recognition** Program and updated length of service awards
- Online Bidding System for Vendors
- Excellence in Purchasing Award



KEY ACCOMPLISHMENTS

- Zero Findings for Annual audit, **first time in over 20 Years**
- Fire Retirement Fund Solution – producing **\$60M in savings** for the City



MISSION

Deliver exceptional services and promote a high quality of life and place for ALL our citizens.

