

CITY OF HUTTO

STRATEGIC GUIDE



2035

REVISED AUGUST 2015

VISION

To passionately serve the public through innovation, sustainability, and diversity for the enrichment of current and future generations.

MISSION

Maintain an effective organization that supports and meets the needs of the community.

VALUES

We believe in...

- Protecting our neighborhoods.
- Being good stewards of natural resources.
- Enhancing community's appearance.
- Embracing diversity.
- Creating a special quality of life for our citizens.
- Providing a positive experience for our visitors.
- Encouraging economic development.
- Respecting the heritage of our community.
- Treating everyone fairly and with respect.



2015 CITY COUNCIL

Mayor Debbie Holland
Michael J. Smith, Mayor Pro Tem
Anne Cano, Place One
Tom Hines, Place Two
Ronnie Quintanilla-Perez, Place Three
Lucio Valdez, Place Five
Max V. Yeste, Place Six

COUNCIL RELATIONS POLICY

The Council Relations Policy, including the Leadership Expectations Framework, reflects the expectations of the Hutto City Council in defining the behaviors, manners, and courtesies that are suitable for various occasions. It is also designed to make public meetings and the process of governance run more smoothly.

LEADERSHIP EXPECTATIONS FRAMEWORK

Council to Council Expectations

- Respect each other when giving and receiving honest and constructive feedback.
- Be professional and show proper decorum on and off the Dais.
- Have scheduled opportunities to discuss significant policies, issues and projects.
- Establish and follow a social media and public communication policy.

Council Expectations of the City Manager

- Provide daily updates of matters of importance.
- Blunt and Honest Communication.
- The Council desires preparation of change before it happens in order to educate and inform the public.
- Be visible in involvement at City events and organizations.
- Provide the council with sufficient information and advice to help the Council chart the best direction for the City and the Council.

City Manager Expectations of the Council

- Provide a clear direction through the Strategic Guide.
- Give the City Manager the opportunity to answer Council's questions and concerns.
- Support the staff through respectful dialogue and questions.
- Represent the Council to residents, customers and the world.

LEADERSHIP POLICY

It is the desire of the City Council to provide honest, ethical, and effective guidance in the development and structure of leadership for the City.

Strategic Goals:

- Pre-election orientation for prospective candidates.
- Establish a qualified group of community leaders.
- Utilize ongoing continuing education opportunities, on an annual basis, to strengthen leadership and governance skills.
- Create Council Committee Structure.
- Cultivate, maintain, and promote relationships with critical partners delivering services within the community.

QUALITY OF LIFE POLICY

It is the desire of the Hutto City Council to create a city that engages citizens by providing programs and services beyond their basic needs.

Strategic Goals:

- Reach a 100% recycling rate by 2035.
- Continue efforts supporting City-wide tree planting and care program.
- Support the preservation of green space.
- Maintain an environment that encompasses a safe, friendly, and an entertaining atmosphere for all ages.
- Support and encourage beautification efforts within the City.
- Create and maintain a world-class system of parks, trails, and recreation programs.
- Explore a more robust cultural arts and historical preservation program.

ORGANIZATION DEVELOPMENT POLICY

It is the desire of the Hutto City Council to maintain a qualified staff that will continue to move the City in a positive, progressive, and productive direction.

Strategic Goals:

- Provide continuing education opportunities.
- Provide competitive compensation packages.
- Implement effective Succession Planning process.
- Create and maintain a positive and inspired workforce through recruitment, environment, development, and retention.

SERVICE DELIVERY POLICY

It is the desire of the Hutto City Council to deliver programs and services in a manner that best reflects the makeup of the community and the needs of the citizens.

Strategic Goals:

- Ensure quality city-wide customer service program.
- Provide on-going and consistent citizen communication.
- Embrace the use of technology to enhance or reduce the cost of service delivery.
- Coordinate with HOAs to improve the quality of neighborhood communication and supports.
- Ensure the City's permit process is consistent.

FISCAL AND BUDGETARY POLICY

It is the desire of the Hutto City Council to achieve and maintain a long-term, stable, and positive financial condition and provide guidelines for the day-to-day planning and operations of the City's financial affairs.

Strategic Goals:

- Provide responsible fiscal stewardship.
- Make the City economically competitive to draw and sustain businesses through competitive rates, taxes, and user fees.
- Provide funding for infrastructure to sustain growth.
- Stabilize and control program costs.
- Maintain reserves to recognized standards.
- Improve bond rating.
- Continue to recognize and fund all long-term liabilities.
- Explore non-traditional funding mechanisms.

PUBLIC SAFETY POLICY

It is the desire of the Hutto City Council to ensure the safety and well-being of the residents, businesses and visitors in the City.

Strategic Goals:

- Maintain a well-trained, highly effective police force.
- Ensure that citizens have access to quality and sufficient Fire and EMS services.
- Maintain strong relationships between the Police Department and the community.
- Maintain strong relationships with other public safety organizations.

MOBILITY POLICY

It is the desire of the Hutto City Council to ensure the safe mobility of citizens through various modes of transportation.

Strategic Goals:

- Develop, maintain, and follow the Transportation Master Plan.
- Maintain and follow the Pedestrian Mobility Master Plan.
- Integrate the Thoroughfare Master Plan with regional partners.
- Work in conjunction with regional transportation entities to plan for public transportation.

EDUCATION POLICY

It is the desire of the Hutto City Council to develop a cooperative relationship with the Hutto Independent School District, East Williamson County Higher Education Center, and other education entities to enhance the quality of education.

Strategic Goals:

- Proactively support educational needs for the community.
- Increase awareness of educational programs.
- Nurture and sustain strategic educational partnerships.
- Pursue cooperative agreements with educational entities.

GROWTH GUIDANCE POLICY

It is the desire of the Hutto City Council to achieve the orderly growth and development of the City by maintaining and following the Comprehensive Plan which promotes beneficial and appropriate land uses and supporting infrastructure.

Strategic Goals:

- Maintain a Comprehensive Plan specifically designed to meet Hutto's current and future needs.
- Engage the community in developing and maintaining the Comprehensive Plan.

INFRASTRUCTURE POLICY

It is the desire of the Hutto City Council to provide and maintain a quality infrastructure system to meet the vision as set out in the Comprehensive Plan.

Strategic Goals:

- Proactively expand infrastructure system to optimize cost saving opportunities and funding partnerships.
- Continue to develop high quality standards in conjunction with regional partners.
- Design and select materials to minimize on-going maintenance and replacement costs.
- Invest in technology to assess and monitor infrastructure conditions.

ECONOMIC DEVELOPMENT POLICY

It is the desire of the Hutto City Council to develop business diversity consistent with the Comprehensive Plan to maintain an economic base that is sustainable and adaptable.

Strategic Goals:

- Recruit, retain, and expand desired businesses that will continue to enhance the quality of life for the Hutto community.
- Attract higher-skilled, higher-waged jobs.
- Encourage business development that promotes quality of place.
- Invest to revitalize under-utilized areas for business opportunities.
- Define a competitive framework for attracting economic development.

LEGISLATIVE AGENDA POLICY

It is the desire of the Hutto City Council to actively pursue legislative agenda(s) related to our city, county, region, state, and federal levels for the benefit of our community.

Strategic Goals:

- Nurture and sustain strategic partnerships with county, state and neighboring local government officials/staff to address common issues.
- Review/amend legislative agenda at least annually to decide which issues need to be addressed.
- Advocate for Hutto's legislative agenda.

CITY OF HUTTO AWARDS & RECOGNITION 2014-15

Movoto named Hutto One of the Best and Safest Austin Suburbs to Live in

Government Finance Officers Association Distinguished Budget Presentation

Government Finance Officers Association Excellence in Financial Reporting

Texas Municipal League City Spirit Award (less than 25,000 in population)

Named 4th Safest Place in Texas by Value Penguin

2015 CITY STAFF

Karen Daly, City Manager
Micah Grau, Assistant City Manager
Randy Barker, General Services Director
Charlie Crossfield, City Attorney
Helen Ramirez, Development Services Director
Mike Hemker, Parks and Recreation Director
Melanie Hudson, Finance Director
Seth Gipson, City Secretary
Amy McGlothlin, Human Resources Director
Earl Morrison, Chief of Police
Scot Stromsness, Director of Public Works



Strategic Guide

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