

AGENDA

SPECIAL CITY COUNCIL MEETING

**JANUARY 13, 2020
6:00 P.M.**

**FATE CITY HALL
1900 CD BOREN PARKWAY**

NOTICE IS HEREBY GIVEN THAT THE CITY COUNCIL OF THE CITY OF FATE WILL HOLD A SPECIAL CITY COUNCIL MEETING AT 6:00 P.M. ON MONDAY, JANUARY 13, 2020 AT FATE CITY HALL, 1900 CD BOREN PARKWAY, FATE, TEXAS, FOR THE FOLLOWING PURPOSES:

- 1. CALL TO ORDER AND CONFIRM A QUORUM**
- 2. INVOCATION AND PLEDGE OF ALLEGIANCE TO THE AMERICAN AND TEXAS FLAGS**

3. PUBLIC COMMENT

This Is An Opportunity For The Public To Address The Council On Any Matter, Except Public Hearings That Are Included On The Agenda. Comments Related To Public Hearings Will Be Heard When The Specific Hearing Begins. Public Comments Are Limited To Three (3) Minutes Per Speaker, Unless Otherwise Required By Law. To Address The Governing Body, Each Speaker Must Complete A Public Comment Form And Present The Completed Form To The City Secretary Prior To The Start Of The Meeting. Each Speaker Shall Approach The Podium And State His/Her Name And Address Before Speaking. Speakers Shall Address The Governing Body With Civility That Is Conducive To Appropriate Public Discussion. Speakers Can Address Only The Governing Body And Not Individual City Officials Or Employees. The Public Cannot Speak From The Gallery But Only From The Podium. Per The Texas Open Meetings Act, The Governing Body Is Not Permitted To Take Action On Or Discuss Any Item Not Listed On The Agenda. The Council May: (1) Make A Statement Of Fact Regarding The Item; (2) Make A Recitation Of Existing Policy Regarding The Item; Or (3) Propose The Item Be Placed On A Future Agenda.

4. STRATEGIC PLANNING WORKSHOP

- A. Strategic Visioning
- B. Pillars/Priorities
- C. Milestones/Objectives

[Documents:](#)

[staff summary strategic planning 2020.pdf](#)

5. ADJOURNMENT

In addition to any executive session already listed above, the City Council of the City of Fate reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed above, as authorized by Texas Government Code for the following purposes:

- §551.071 Consultations with Attorney
- §551.072 Deliberations regarding Real Property
- §551.074 Personnel Matters
- §551.076 Deliberations regarding Security Devices
- §551.087 Deliberations regarding Economic Development Negotiations

This building is wheelchair accessible. Any request for accommodations or interpretive services must be made 48 hours prior to this meeting. Please contact the City Secretary's Office at (972) 771-4601 Ext. 103 for further information.

I certify that the above **NOTICE OF MEETING** was filed and posted on the Bulletin Board at City Hall, 1900 CD Boren Parkway, City of Fate, Texas on the 9th day of January, 2020, at 7:55 A.M. and remained so posted until removed as indicated below, pursuant to the Texas Open Meetings Act. This notice was likewise posted on the city website at www.cityoffate.com.

Victoria Raduechel, TRMC, City Secretary

Removed from the Bulletin Board at City Hall on the ____ day of _____, 2020, by
_____.



To: Mayor & City Council

From: Michael Kovacs, City Manager, & Vickey Raduechel, City Secretary

Date: January 8, 2020

Agenda Item & Caption: Workshop – Strategic Planning

Action Requested: Begin the Strategic Planning Process at our 2nd Workshop

Prior Action: The Council held a workshop on December 16th. Here is an excerpt from the approved minutes:

“4. MISSION, VISION, VALUES WORKSHOP

A. Introduction To Strategic Visioning

Director of Human Resources Leigh Corson introduced Dr. Scott Willingham, Senior VP, Strategic Government Resources (SGR). Dr. Willingham provided the Council with an introduction to strategic visioning by reviewing the cycle of strategic visioning. Dr. Willingham reviewed with the Council three habits of highly successful groups as provided in the book “the Culture Code” by Daniel Coyle. The three habits are as follows:

- Build Safety – create connections, nurture a safe environment for taking risks and learning from failure, promote open debate, share credit, communicate trust, building engagement.
- Share Vulnerability – Share vulnerability in risky situations, embrace discomfort, invite participation, promote mutual support, immerse in workouts, active listening.
- Establish purpose – Codify purpose-vision statement, share compelling stories and catchphrases, speed up learning, build ownership, improve creative processes and training.

B. Employee Core Values

Director of Human Resources Leigh Corson presented the Employee Core Values Summary Report. The summary report included the following:

- Observed Values – Transparency, Teamwork, Commitment, Trust
- Values to expand – Efficiency, Innovation, Trust, Teamwork

C. SWOT Analysis

Dr. Scott Willingham led the Council in a SWOT analysis at which time individual views regarding the City’s strengths, weaknesses, opportunities, and threats were stated and discussion ensued regarding the same.

D. Reputational Drivers

Dr. Willingham split the Council into three different groups to discuss and answer the following question:

- For what do we want to be known?



Each group provided a brief answer to the question at which time discussion ensued.

E. Pressing Needs

Dr. Willingham split the Council into groups to discuss pressing needs. Each group provided their views at which time discussion ensued. Dr. Willingham expressed appreciation to the Council for their participation in the workshop and explained he will return on January 13, 2020 at which time he will provide a summary of the discussion held today, work on priorities, and identify milestones for those priorities.”

Overview and Background: For extra context, here are Vickey’s notes on what was on our lists you made:

SWOT ANALYSIS

Strengths:

- City Staff
- Community
- Growing
- Commitment (Staff)
- Citizen Engagement
- Expertise
- The beginning (blank slate)

Weaknesses:

- Communication to the Citizens
- Social Media – Communication
- Vision
- Growth – innovation
- Trust
- Location
- Financials
- Citizen Engagement
- Austin

Opportunities:

- Community Engagement
- Business Opportunities
- Vision
- “No Box”
- Passion/involvement
- Plain Speak
- Engage Austin
- Planning
- Financial transparency
- Tapped Community Resources
- We have an opportunity to be different, better, and more unique than any other city in North Texas.

Threats:

- State Legislature
- Few loud voices drown out the many
- Growth (2,000/Yr)
- Economy (recession)
- Lack of Public Citizen info
- Paralysis by analysis
- Budget



Pressing Needs:

Citizen engagement

Plain speak – understandable

Specific attainable vision (unique is not unique enough)

Budget

Who are we? – Identity

What the people want

Reputational Drivers – For What do we want to be know?

Citizen shareholders (Local Businesses)

Friendly – easy to do business with

Efficient processes

Safe Community

Participation Community

Unique Community (Downtown)

Progressive but grounded

Innovative

Well-Planned

Urban/Suburban/Rural (right things, right place, something for everyone)

Fiscally strong

Natural Areas (still got ‘em)

Family friendly

Safe

Open for business – solvent – needs are being met

Citizen centric

Financial Considerations: Knowing the Council priorities prior to the budget preparation starts will really help.

Supporting Documents: Minutes & notes imbedded in staff report.