

Killeen City Council Rates City Manager's First Year as Excellent

City Manager Ron Olson presents review of his fourth 100 days with Killeen.

Killeen City Council went into executive session at tonight's workshop to review City Manager Ron Olson's performance in his first year leading the City staff and operations.

"City Council rated his performance as excellent," said Mayor Jose Segarra following the closed meeting. "We believe that he was the right hire and that he is guiding Killeen in the right direction."

Olson was appointed City Manager February 7, 2017 following a nationwide search for a new chief executive. He brought more than 38 years of local government experience including service as city manager in five cities.

During the annual review, Olson presented a report on significant outcomes in his fourth 100 days, December 5 through March 14. As part of his leadership strategy, he sets goals to be accomplished by the organization within 100 day periods. This creates expectations, focus and measurable outcomes.

The City Manager provides the following summary of his first year and fourth 100 days to the public:

My first year as City Manager has been extremely productive. I began by quickly getting to know the community and organization in order to develop a true understanding of the opportunities and challenges we face. With this foundation, I have been able to establish a clear understanding of where we are and to delineate change targets that will begin moving Killeen towards a more positive future.

Some highlights of accomplishments in previous hundred day periods include the development of a balanced Fiscal Year 2018 Budget that will provide essential services and better position future budgets; a thorough organizational analysis that includes departmental missions, staffing, compensation, training and facilities, which will guide internal action plans and provide data for future priorities; design of a comprehensive plan process and development of departmental business plans; and the hire of Police Chief.

During the fourth 100 day period, we have focused largely on policy-making to establish organizational standards. City Council adopted comprehensive Financial Governance Policies in December that provide clear fiscal management standards. Staff has also presented a draft Capital Improvement Policy and protocol document for deliberation.

Strategic planning for the Fiscal Year 2019 Budget is underway. Detailed financial projections and organizational needs are being developed and will serve as the starting point for what we can plan to accomplish in the coming budget year.

Staff is conducting a Solid Waste services request for proposal process as directed by City Council. This work has involved a pre-proposal conference, acceptance and review of proposals and preparation for Council discussion in April.

Development of a Fiscal Year 2019 Capital Improvements Plan is in progress. It will be designed in compliance with the Capital Improvement Policy and will set forth project goals. The plan is expected to be presented to Council in June.

Finally, we have established a risk management program that is responsible for safety and related to our workforce, facilities and services. I expect this program to create a safer environment for our employees and reduce loss.

As we begin the fifth 100 day period, I anticipate significant progress in staff business planning and budget development. We will also see the start of the website redesign and Council Chamber renovation projects that will ultimately increase public access to their city government.

It has been my honor to serve as Killeen City Manager over the past year. With City Council's guidance and staff's dedication and professionalism, we have accomplished a tremendous amount of work. I look forward to building upon this start to advance toward our shared vision: Best city in the state of Texas in delivering municipal services.

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