

# GOALS FOR THE CITY MANAGER

City of Kingsville, Texas • FY 2026–2027

## 1. Financial Management & Accountability

- Present a balanced, fiscally responsible annual budget.
- Maintain strong financial controls and regular reporting to the City Commission.
- Identify opportunities to reduce unnecessary expenditures without reducing essential services.
- Develop a 3–5 year financial forecast for the City.
- Pursue grants and outside funding to reduce the burden on local taxpayers.

## 2. Streets, Drainage & Infrastructure

- Develop a prioritized, publicly available list of street, drainage, water and wastewater projects.
- Establish timelines and funding sources for the highest-priority projects.
- Accelerate completion of current capital projects.
- Provide quarterly reports to the Commission on project progress, expenditures and delays.
- Continue pursuing state and federal funding for infrastructure and drainage improvements.

## 3. Economic Development & Job Creation

- Develop a measurable economic-development strategy for Kingsville.
- Recruit new businesses while helping existing local businesses expand.
- Strengthen partnerships with Texas A&M; University–Kingsville, NAS Kingsville, Kleberg County and regional economic-development organizations.
- Capitalize on major regional opportunities and Kingsville's strategic location.
- Establish measurable targets for new investment, jobs and businesses.

## 4. Quality of Life & Community Appearance

- Improve code enforcement consistently and fairly.
- Address abandoned properties, nuisance properties, illegal dumping and neglected lots.
- Improve parks, public spaces and gateways into Kingsville.
- Develop a plan to make downtown and major corridors more attractive.
- Measure improvements in community appearance annually.

## 5. Customer Service

- Establish customer-service standards for every City department.
- Improve response times for citizen complaints and requests.
- Create a system allowing residents to track the status of complaints.
- Conduct an annual citizen satisfaction survey.
- Make City Hall more accessible and responsive to residents.

## 6. Transparency & Communication with the Commission

- Provide Commissioners with timely weekly or biweekly updates.
- Keep the Commission informed about major problems before they become emergencies.
- Provide clear staff reports with costs, alternatives and recommendations.

- Establish a consistent process for communicating with Commissioners between meetings.

## **7. Employee Performance & Accountability**

- Establish annual performance expectations for department heads.
- Conduct regular evaluations of department directors.
- Develop succession and leadership training for key employees.
- Recruit and retain qualified employees.
- Address chronic vacancies and employee-performance issues promptly.

## **8. Comprehensive Planning & Future Growth**

- Successfully complete the City's new Comprehensive Plan.
- Ensure zoning, development regulations, infrastructure and economic development are consistent with the plan.
- Establish a 5-, 10- and 20-year vision for Kingsville.
- Plan for growth without placing an unreasonable financial burden on existing taxpayers.

## **9. Intergovernmental Relations**

- Strengthen working relationships with Kleberg County, Texas A&M;—Kingsville, NAS Kingsville, school districts and neighboring communities.
- Maintain regular communication with state and federal legislators.
- Aggressively pursue grants and legislative funding for Kingsville projects.

## **10. Public Safety**

- Work with the Police and Fire Departments to identify staffing, equipment and facility needs.
- Establish measurable response-time and service goals.
- Identify ways to improve neighborhood safety and community policing.
- Ensure public-safety needs are appropriately reflected in the capital improvement plan.

## **OVERARCHING GOAL**

**The City Manager shall operate the City in a professional, transparent, accountable and fiscally responsible manner while implementing the policies established by the Mayor and City Commission.**

## **Commissioner Notes / Priorities:**

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