



# MURPHY MONTHLY

Official Citywide Employee Newsletter for the City of Murphy



## EMPLOYEE OF THE QUARTER MELVIN CAPERS

We are thrilled to celebrate Melvin Capers, Recreation Center Supervisor and a valued City employee since July 2020, as the third Employee of the Quarter! Melvin officially received his award during the October 7 City Council meeting, and we couldn't be more excited to recognize his contributions.

Recreation and HR staff kicked off the surprise with a "serious meeting" (thanks, Kayla!) - only to greet Melvin with confetti cannons, cheers, and heartfelt praise for all he does to make Murphy's recreation services division exceptional.

Melvin's dedication and leadership shine through every day. Colleagues shared their admiration:

- "Since stepping into his new role with less than two months before the program guide deadline, he has gone above and beyond expectations. He successfully launched several new programs and took initiative to create and execute multiple events for Parks and Recreation Month."
- "His trustworthy nature ensures that tasks are not only completed, but done with great care and attention to detail. At the front desk, he has stepped into a leadership role, guiding both new part-time and full-time staff. He takes the time to teach, support, and cover for team members when we are short-staffed."

Beyond these accomplishments, Melvin brings energy, creativity, and a true sense of community to everything he touches. From planning memorable recreation programs to mentoring staff, he consistently goes the extra mile to make Murphy a better place for residents and coworkers alike.

Check out Melvin's feature on the City's social media pages to see him in action, and stay tuned for his "Day in the Life" video, brought to you by Bailey Ragsdale. Congratulations, Melvin, on this well-deserved recognition!

## WELLNESS WEDNESDAY 10/22



**Vitamin Shots** - 8:00AM - 9:00AM  
📍 Conference Room 116

**Lunch & Learn** - 12:00PM - 1:00PM  
📍 City Hall Community Room

- Topic: Creating Healthy Habits
- ENJOY FREE LUNCH ON US!
- ***MUST RSVP IN ADVANCE***

## ALL EMPLOYEE PHOTO



Join us on Thursday, October 16<sup>th</sup> for an **All Employee Photo!**

**Time:** 9:30am

**Location:** Fire Station Back Parking Lot



# SEPTEMBER NEW HIRES

Welcome to the Murphy team!



**Abigail Holt**  
**Animal Control**  
**Officer**  
PD

Join us in welcoming Abby Holt, our newest Animal Control Officer! Before joining Murphy, Abby worked as a Patient Coordinator at Total Men's.

In her free time, she enjoys drawing, sculpting, reading, and watching Criminal Minds. Her bucket list includes kayaking through the Grand Canyon, and she's motivated by making people happy - a quality that will surely shine in her work serving our community. We're thrilled to have you on board!

## EMPLOYEE OF THE 4TH QUARTER NOMINEES

### Teresa Thompson - Customer Service

"Teresa runs her department with much pride and integrity. She always has a smile on her face and a positive attitude, even though her plate is overflowing. She is a very dedicated person and is always there for her employees."

### Judy Friedline - CSO

"Judy fits all the core values of the organization and always shows up to company events. She is super friendly and loves to talk with people no matter who they are."

### Donita Lovely - Facilities

"She continuously goes out of her way to deliver superior customer service. From the first day you meet her, she makes you feel like family, and that is how she goes about her duties."

### Brent Ulch - Fire

"Captain Ulch pushes those around him to improve their skills and he is a phenomenal mentor. He cares about the people under his command and creates a positive work environment."

### Jared McDonald - Parks

"Jared is the true embodiment of COOL and a team player in every sense. Jared volunteered to run not just one, but two programs 'Jammin' with Jared'. Day in and day out, Jared goes far beyond his normal job duties, always with professionalism and enthusiasm."

### A SPECIAL THANKS TO THOSE WHO SUBMITTED A NOMINATION!

As promised, your names have been entered into the annual drawing for a paid day off.

**Our winner for FY25 is ADANA BARBER (PD)**

## RECENT PROMOTIONS



### David Holland

Parks Technician II → Landscape/Playground Technician

### Jacob Shenk

Parks Technician II → Chemical Technician

### Israel Rodriguez

Parks Technician I → Parks Technician II

### Drex Dorman

Fire Admin Captain → Fire Division Chief - EMS & Training

### Ilan Shalev

Fire Driver/Engineer → Fire Inspector/Investigator

### Billy Cook

Firefighter/Paramedic → Fire Driver/Engineer

### Terra Lanahan

Animal Control Officer → Animal Services Supervisor

### Tim Sapp

Finance Technician → Finance & Purchasing Specialist

### Joseph Proce

IT Support Specialist → IT Systems Analyst

### Leandra Magness-Weimer

Customer Service Specialist → Sr. Customer Service Specialist

*Congratulations on your much deserved career accomplishments!*

## WORKIVERSARIES



**Nichole Arledge (HR)** - 1 Yr of Service

**Anisha Sabu (HR)** - 2 Yrs of Service

**Jared Conoly (FD)** - 3 Yrs of Service

**Israel Rodriguez (PARD)** - 5 Yrs of Service

**Shannon Long (PD)** - 19 Yrs of Service

*Thank you for your continued service to making Murphy the incredible place it is!*

## BIRTHDAYS



10/1 – Kendall DeLand

10/1 – Timothy Rogers II

10/12 – Roberta Reyes

10/15 – Alicia Munoz

10/21 – Melvin Capers

10/24 – Gabriela Benavides

10/24 – Jerry Murphree

10/25 – Roger Camp

10/28 – John Burton

10/29 – Jennifer Chacon-Case

*Wishing you a happy birthday!*

# RECOGNITION WALL

## **Leandra Magness - Sr. Customer Service Specialist**

CAUSE FOR APPLAUSE RECOGNITION

From: Teresa Thompson

The Customer Service Department has faced a busy and challenging season, especially following the March hailstorm and during an extended period of being short-staffed. Throughout it all, Leandra has gone above and beyond, consistently stepping up to help keep the department running smoothly. Not only has she taken on more than her share of the workload, but she's also played a key role in supporting her team and helping to maintain calm and professionalism with our residents, even during tough interactions. Thank you, Leandra, for your dedication, resilience, and leadership. Your hard work truly makes a difference!



## **Chris Wooley - Facilities Maintenance Technician**

ON-THE-SPOT RECOGNITION

Congrats to Chris Wooley for earning 5 On-the-Spot recognition cards, which he recently turned in for a \$10 gift card!

As a reminder, On-the-Spot cards are a quick and meaningful way to recognize your coworkers for the little things that make a big difference. Let someone know you noticed, a simple card can go a long way!



## **Ashley Hudson - Special Events Manager**

ENCORE RECOGNITION

From: Multiple Employee Kudos and Satisfied Residents

Ashley Hudson, our Special Events Manager, truly outdid herself with this year's Maize Days celebration, and the community noticed!

We received multiple messages of appreciation recognizing the incredible planning, attention to detail, and smooth execution of the event. From vendor coordination to entertainment and logistics, Ashley led the charge in creating an event that was not only seamless but truly special. Thank you for your leadership, creativity, and passion in making Murphy's largest community event such a success.



## **Jared McDonald - Parks Maintenance Supervisor**

ENCORE RECOGNITION

Shoutout to Jared McDonald for embodying the spirit of service during Maize Days! A resident shared that when she needed help breaking down her grandkids' booth late Saturday night, Jared didn't hesitate. He jumped in without being asked and helped carry heavy tables and chairs all the way to her car. "I so appreciated that!" she wrote. It's moments like these that show what true teamwork and community support look like.

Way to go, Jared and thank you for representing the City of Murphy with heart!



# OCTOBER PROFESSIONAL RECOGNITION

*A special reminder that your work matters, YOU matter, and the City of Murphy couldn't be what it is without the dedication you bring every day. Thank you for all that you do!*

CODE ENFORCEMENT OFFICER  
APPRECIATION WEEK (10/5-10/11)



CUSTOMER SERVICE WEEK  
10/6-10/10



NATIONAL COMMUNITY  
PLANNING MONTH

NATIONAL CUSTODIAN DAY 10/2



## CAREER ACCOMPLISHMENTS



### **Joshua Simms - Police Department**

Congrats to Joshua Simms on successfully completing Field Training and being officially released to full duty on 9/19! Completing Field Training is a major milestone. It means an officer has demonstrated the skills, judgment, and professionalism required to operate independently in the community. Way to go, Officer Simms!

### **Kayla MacFarland - Parks & Recreation**

Congrats to Kayla for passing her exam to become a Certified Parks & Recreation Professional (CPRP)!



# MONTH IN REVIEW

## Happy New Fiscal Year, Team Murphy!

Last week, we kicked off the year with our 2nd Annual Employee Town Hall, a powerful reminder of what makes our organization exceptional. This wasn't just a gathering; it was a celebration of who we are and where we're headed together.

After a shared meal, we reflected on the accomplishments that have shaped our past year and set our sights on the future with renewed energy. We were reminded that our core values, now in their second year, are not just words on a wall, but the principles that guide our service, our teamwork, and our mission.

We hope the event re-energized you with a renewed sense of connection, passion, and purpose. Let's carry that spirit forward into this new fiscal year, continuing to support one another, serve our community, and lead with heart.

Together, we are Murphy COOL. Let's make this year our best yet.



## Wellness Wednesday

September's Wellness Wednesday, hosted by Airrosti, was a hit! Thank you to everyone who joined the Health at Your Desk workshop. This interactive session taught simple, effective ways to reduce strain, improve range of motion, and build strength while working at your desk. We learned that good posture is essential, but it's just the beginning of maintaining a healthy back, neck, and upper body. With so much of our day spent sitting, these small adjustments can make a big difference. See pg. 1 for info on October's Wellness Wednesday!



## National IT Professionals Day (9/16)

We proudly recognize the dedicated IT professionals who keep the City of Murphy connected, secure, and running efficiently. From maintaining critical systems and ensuring data security to supporting staff and enabling public services, our IT team plays a vital role in everything we do. In a world that depends on technology more than ever, your behind-the-scenes work makes a front-line impact. We're grateful for all you do to support our team!



## National Police Woman Day (9/12)

A time to honor the skilled, dedicated, and courageous women in law enforcement who serve and protect the City of Murphy. Your leadership and service inspire us all. Thank you for your unwavering commitment to our community.



## HR Professionals Day (9/26)

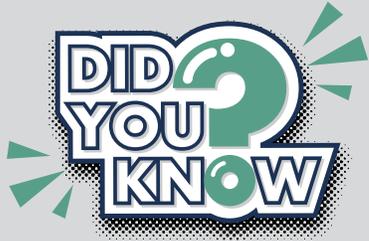
A time set aside to recognize the work of those who support employees across the organization. At the City of Murphy, the HR team is proud to partner with each of you, whether it's through hiring, benefits, culture-building or simply being a resource when you need support. Thank you for the opportunity to serve you and help make Murphy a great place to work.



## Finance and Accounting Appreciation Week (9/15-9/19)

Budgets, payroll, audits, and beyond, our Finance & Accounting team keeps the city running with precision and integrity. During Finance & Accounting Appreciation Week, we recognize your vital role in supporting every department with excellence. Thank you!





# Lowering Your AGI (Adjusted Gross Income)

You can legally pay less in taxes and keep more of your hard-earned money by lowering your Adjusted Gross Income (AGI). A lower AGI can reduce what you owe and even help you qualify for more tax credits and deductions.

Here are a few smart ways to make it happen:

### Contribute to Your 457(b) Retirement Plan

- Our 457(b) plan through MissionSquare Retirement lets you save with pre-tax dollars, which means every contribution lowers your taxable income.
- You can enroll or adjust your contribution anytime by contacting HR.

### Use a Health Savings Account (HSA)

- If you're enrolled in our High-Deductible Health Plan (HDHP), an HSA lets you set aside pre-tax dollars for medical expenses. Contributions lower your AGI and grow tax-free.
- You can change your contribution amount anytime by reaching out to HR.

### Healthcare Flexible Spending Account (FSA)

- Not on the HDHP? You might be eligible for a Healthcare FSA, which also uses pre-tax dollars for qualified medical expenses.
- Changes can only be made during open enrollment or after a qualifying life event.

### Dependent Care FSA

- Paying for child care or elder care? The Dependent Care FSA allows you to use pre-tax dollars for those costs—another simple way to reduce your AGI.
- Like the Healthcare FSA, this one is available or adjustable only during open enrollment or with a qualifying life event.

### Pro Tip:

If you've recently received a pay raise, consider using it to increase your retirement or HSA contributions. Small adjustments now can lead to big benefits later for both your wallet and your peace of mind.

# UPCOMING EVENTS

### Fall Clean & Green

October 11, 2025

### Fire Open House

October 11, 2025

### Columbus Day

Offices Closed  
October 13, 2025

### Skele-Bration

October 24, 2025

### Arbor Day

November 1, 2025

### Murphy Campout

November 14-15, 2025

### November Wellness Wednesday w/ Breast Cancer Screenings

November 19, 2025

### Holiday Luncheon & Service Awards

December 19, 2025

# 2025-2026 WELLNESS PROGRAM

## New Wellness Program Scorecard Available!

Ready to earn rewards while improving your health? If you're enrolled in the City's health insurance, you can earn a \$25 incentive just by completing your Wellness Scorecard!

Your incentive will begin the month after you turn in your completed Scorecard to HR and will continue through September 30, 2027. Plus, if your spouse is also on the City's plan and completes the scorecard, you'll receive an extra \$10 incentive.

Visit [www.murphytx.org/915](http://www.murphytx.org/915) for access to the scorecard and more information on the wellness resources available to you.

Take charge of your well-being and enjoy the benefits!

2025-2026 WELLNESS PROGRAM SCORECARD	
Complete the following activities to earn a \$25 monthly wellness incentive! Spouse on your health plan? Have them complete steps 1-4 for an additional \$10 a month! Completed scorecards are due to HR by September 30, 2026. For questions, e-mail <a href="mailto:hr@murphytx.org">hr@murphytx.org</a> .	
REQUIRED ACTIVITIES & COMPLETION:	
<b>1. Annual Physical</b> Complete an annual physical onsite or at an in-network physician of your choice. Employee Signature: _____ Date Completed: _____ Spouse Signature: _____ Date Completed: _____	<b>5. Participate in a City Sponsored Wellness Activity*</b> Participate in any one City-sponsored wellness event (such as a lunch & learn, vitamin shot, wellness fair, etc.) Activity: _____ Date Completed: _____
<b>2. Biometric Screening</b> Complete a biometric screening (results must include Height, Weight, Blood Pressure, Glucose, Total Cholesterol, HDL, LDL, Triglycerides) Employee Signature: _____ Date Completed: _____ Spouse Signature: _____ Date Completed: _____	<b>6. Health Management Activity (choose 1 of the following)</b> • Track steps, nutrition, weight, fitness, or sleep via Cigna Wellness portal (at least 60 days) • Complete a health "journey" via the Cigna Wellness portal. • Complete Tobacco Cessation Program via the Cigna Wellness portal. • Complete a Wellness Challenge via the Cigna Wellness portal. Activity: _____ Date Completed: _____
<b>3. Cigna Health Assessment</b> Complete your health assessment via <a href="http://my.cigna.com">my.cigna.com</a> 1. Login using your Cigna for Members credentials. 2. New users click "Register" to create an account or sign in if a returning user. 3. Go to Wellness > Wellness Home > Wellness Dashboard > Click on "Healthy". 3. Have your Biometric Screening results handy. Enter your results into the portal. Employee Signature: _____ Date Completed: _____ Spouse Signature: _____ Date Completed: _____	*Contact HR if your work schedule prevents you from attending. • 1 Mile Walk (at least 6 times) • Gym Workout (at least 6 times) • Fitness Class (i.e., Yoga) (at least 6 times) Activity: _____ Date Completed: _____
<b>4. Complete an additional Preventative Screening</b> Complete any one preventative screening of choice (such as dental/vision exam, vascular screening, mammogram, colonoscopy, vaccine, etc.) Activity: _____ Date Completed: _____ Employee Signature: _____ Date Completed: _____ Spouse Signature: _____ Date Completed: _____	Visit <a href="http://www.murphytx.org/2025">www.murphytx.org/2025</a> for more information about wellness resources available to you.

# COUNCIL ROUNDUP

## A RECAP FROM THE SEPTEMBER MEETINGS



### **Consent & Regular Agenda Items**

- **Request Approved:** Carroll Consulting Group for a Final Plat of the Center for Islamic Knowledge, located at 1030 N. Murphy Road.
- **Ordinance Approved:** Amending Appendix A, Fee Schedule, by amending Section Parks & Rec usage fees, Animal Control fees, Alarm Permit fees, Stormwater fees, Water and Sewer usage rates, and more.
- **Resolution Approved:** Execute a contract with Cam-Crete Contracting Inc. for the 2025 Street Panel Replacements and for Kinney Drive repairs and restorations.
- **Resolution Approved:** Execute a Professional Engineering Services Agreement between the City of Murphy and Birkhoff, Hendricks & Carter, LLP for design work associated with McMillen Road paving and drainage improvements as well as for design work associated with right-turn lane improvements at the southwest corner of FM544 and McCreary Road.

## WELLNESS TIP OF THE MONTH

*It's Flu Season!*

Flu season in the Southern Hemisphere often indicates what's to come in the United States. Data revealed higher hospitalizations during the 2025 flu season in the Southern Hemisphere. With the potential for this year's flu season to be severe in the United States, vaccination remains the most effective way to prevent the flu, especially severe disease and hospitalization.

### **To help keep your household healthy this flu season, consider these tips:**

- Get vaccinated. The CDC recommends that nearly everyone aged 6 months and older get a flu shot every year.
- Avoid close contact with people who are sick and stay away from others when you feel unwell. Flu, cold and COVID-19 symptoms are similar, so doctors say it's best to get tested to determine what you have.
- Wash your hands often using soap and warm water. If those are unavailable, use an alcohol-based hand sanitizer.
- Get seven to nine hours of quality sleep each night to boost your immune system.