



MURPHY MONTHLY

Official Citywide Employee Newsletter for the City of Murphy



EMPLOYEE SPOTLIGHT RUSSELL VEASEY

Meet Russell, our dedicated Water Quality Specialist, who keeps City of Murphy's water clean, safe, and flowing smoothly every day. When asked about his favorite part of the job, he jokes and says it would be easier to name his least favorite because he truly enjoys it all. He takes pride in maintaining the city's water distribution system and ensuring every drop that reaches residents meets the highest standards. This is shown by Russell's possession of three critical licenses: Backflow Prevention Assembly Tester, Water Distribution Operator C, and Wastewater Collection Operator II. Russell also enjoys working alongside the many talented and hardworking team members who make Murphy such a great place to work.

Russell began his water career at the Dallas Zoo, working in the Water Features Department to ensure all the animals had high-quality H₂O in their habitats. He joined City of Murphy in 2021 as a Maintenance Worker II and was later promoted to his current role, a career milestone he's especially proud of. As he says, "I'm proud to be Murphy C.O.O.L."

If he could spend a day in another department, Russell says he'd pick the Police Department, because he's heard loving donuts is practically a job requirement - which he happily qualifies for.

The best advice Russell has received shapes both his work and outlook: "Treat people the way you want to be treated" and "You're only as good as your last job."

When it comes to Murphy's C.O.O.L. core values (being Respectful, Professional, Trustworthy, and Friendly) Russell believes all of them are equally important for maintaining a positive image with both residents and coworkers.

FREE ONSITE BREAST SCREENING (*RESCHEDULED*)

The City of Murphy is bringing Bexa Breast Exams onsite at **no cost** to you!

Bexa is painless, radiation-free, and highly accurate, taking only about 30 minutes. It's safe for women of all ages, including those under 40, pregnant, or breastfeeding.

- **Date:** **Wednesday, December 3rd**
- **Location:** Conference Room 116
- **Eligibility:** All employees & spouses on the City's Cigna plan

Click [here](#) to schedule your appointment TODAY!

WELLNESS TIP OF THE MONTH

November invites us to slow down and notice the good all around us. Gratitude is more than a feeling; it's a practice that strengthens our outlook, boosts resilience, and reminds us how fortunate we are to serve a community like Murphy.

Unlike appreciation, gratitude encourages us to savor small joys, like a warm cup of coffee, or a colorful sunset.

Why Practice Gratitude?

- Bounce back from challenges more easily
- Respond to stress with calm and clarity
- Build stronger connections

Ways to Get Started:

- Keep a journal: Write down 2–3 things you're grateful for each day
- Use affirmations: Repeat statements like, "I am thankful for my health"
- Express thanks: Send a note or tell someone how they've made a difference
- Notice small moments: Appreciate acts of kindness or simple pleasures

Let's celebrate thankfulness this month and show what it truly means to be Murphy C.O.O.L.

OCTOBER NEW HIRES

Welcome to the Murphy team!



Stephen Sanchez
Customer Service Specialist
Customer Service

Welcome back Steve!
Steve is returning to Murphy as a re-hire! Previously, he worked in the Customer Service department for the City of Garland.

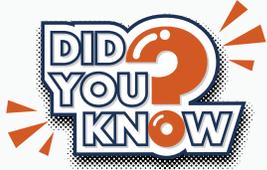
In his free time, he enjoys eating pizza, playing video games, and hopes to one day attend Wrestlemania. He's particularly proud of taking care of his dog Barkley, whom he rescued off the street.



Angela Harold
PT Customer Service Specialist
Customer Service

Welcome Angela!
Before joining Murphy, Angela worked at Ulta Beauty as an Experience Manager. Outside of work, she enjoys DIY home projects, dancing, and gardening.

She dreams of traveling to different countries, and her family is a major source of motivation. One of her proudest accomplishments is raising her two children.



Employee Discount Programs

As part of our employee benefits package, all team members enrolled in our insurance plan have access to two great discount programs:

1) BenefitHUB - a convenient way to save on everyday purchases and special experiences. You can find deals on event tickets, electronics, clothing, travel, insurance, food, education, and more. The platform even tailors discounts based on your location.

How to sign up:

- Click [here](#) or copy and paste the link into your browser
- Enter the referral code: K7WEWL

2) Cigna Wellness Store - Through your Cigna plan, you also have access to the Cigna Wellness Store, where you can purchase wellness-related products for a discounted price.

How to access:

- Log into my.cigna.com > Wellness > Wellness Store
- Explore discounts on electronics, health, wellness, & fitness products

Take advantage of these programs to save on essentials, treat yourself, and make the most of your employee benefits!

POLICY CHANGES



Employee Handbook Changes:

The newest version, updated as of October 4, 2025 can be found here:
www.murphytx.org/915

What's Changed?

Longevity Pay: pg 78 of the Handbook

- Increased from \$4/month to \$7/month for every year of service (up to 20 years)

How does it work?

- FT employees only
- Begins accruing at the 13th month of employment
- Paid yearly on the Wednesday before the Thanksgiving holiday via direct deposit
- subject to TMRS contributions and Federal withholdings

WORKIVERSARIES



Gabriela B. (PD) - 1 Yr of Service

Morgan B. (Planning) - 1 Yr of Service

Jared M. (PARD) - 1 Yr of Service

David L. (PARD) - 1 Yr of Service

Tim S. (Finance) - 1 Yr of Service

Christopher W. (Facilities) - 2 Yrs of Service

Colton N. (PARD) - 2 Yrs of Service

Cheryl B. (CS) - 3 Yrs of Service

Tyler L. (PD) - 4 Yrs of Service

Jonathan H. (PD) - 12 Yrs of Service

Kim G. (PD) - 19 Yrs of Service

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

BIRTHDAYS



11/2 - Mario Reyes

11/5 - Heather McGee

11/8 - Abigail Holt

11/11 - Priscila Chacon

11/18 - Daniel Paredes

11/25 - Carla Blatney

11/28 - Joe Proce

11/29 - Bianca Brown

11/30 - Donita Lovely

11/30 - John Grant

MONTH IN REVIEW

Wellness Wednesday

October's Wellness Wednesday, hosted by AWP Alliance Work Partners, drew over 25 employees for an inspiring session on Creating Healthy Habits. The trainer shared practical tips for building habits that stick: staying consistent, knowing when to say "no," and taking small daily steps. With the holidays and colder weather approaching, these simple choices can make a big difference.

Professional Development Spotlight

Ofc. Tyler Lamarre and Cpl. Daniel Moszak recently attended the Texas Law Enforcement Explorer Advisor Association (TLEAAA) Advisor Training Seminar in Fredericksburg, joining advisors from across the state. The seminar provided in-depth instruction on building and managing a successful Youth Law Enforcement Program. With MPD's recent relaunch of the Youth Cadets Program, the insights gained from this training will help strengthen their efforts to mentor and guide the next generation of law enforcement professionals.

Congratulations to Sgt. Sarah Ashmore for successfully graduating from the Institute for Law Enforcement Administration (ILEA) School of Police Supervision. This intensive leadership program equips law enforcement professionals with the essential skills to lead with integrity, accountability, and excellence. Sgt. Ashmore's completion of this program reflects her continued commitment to professional development and to serving the Murphy community with the highest standards of leadership and dedication.

Fall Clean & Green

Our bi-annual Fall Clean & Green event on Oct. 11 gave Murphy residents a convenient drive-through for recycling electronics, batteries, paper, hazardous waste, cardboard, and more. Great job to the Parks & Recreation Department for making this event run smoothly!

Skele-bration Fun

Shout out to our Parks and Recreation team for hosting two fantastic October events: Maize Days and Skele-bration! The fall festival was packed with fun, highlights included a Sugar Stroll (trunk or treat), costume contest, inflatables, Spooky Rooms, Pumpkin Walk, and games. Thanks to the team for bringing the community together and creating a memorable fall celebration!



PERSONAL TOUCHES

From Sgt. Sarah Ashmore:

Cason Helms (her son) was recognized at Texas State for receiving an \$8000/year scholarship from the Charles Butt Foundation for Aspiring Teachers. To be eligible for the scholarship, students must be committed to teaching in the Texas public school system in either a Title I or majority economically disadvantaged school or in a priority subject area. He also receives professional support and development, networking opportunities, career support, and will do a residency his senior year where he will be teaching full time. Congratulations, Cason!



RECOGNITION WALL

Cause For Applause Recognition

From: Sgt. Travis Morgan

To: Ofc. Simms, Brown, and Lamarre

I would like to take a moment to recognize Officers Tyler Lamarre, Bianca Brown, and Joshua Simms for their outstanding initiative on October 19, 2025. Officer Lamarre took it upon himself to rally his shift and conduct targeted traffic enforcement at the entrance and exit of the north parking lot of PSA. Together, the three officers conducted approximately 20 back-to-back traffic stops, educating drivers and increasing public awareness of the newly installed traffic control devices in the intersection.

Thank you, Officers Lamarre, Brown, and Simms, for your professionalism, dedication, and teamwork. Your actions made a meaningful impact and are greatly appreciated!



Encore Recognition

From: Murphy Resident, 11/5/2025

To: Cody Clark & Parks Team

I wanted to extend my heartfelt appreciation to you and your team for the incredible work over the past three days clearing the vegetation in the Hawthorne Drainage area.

From my second-floor office overlooking the site, I could hear the sounds of progress - chainsaws, brush cutters, and the occasional shout - but the vegetation was so thick I could only catch glimpses of hard hats moving through the greenery. It wasn't until today that I saw the full crew and truly realized how dense and overgrown the area had become. Your team's dedication and tireless effort have made a remarkable difference, and I'm genuinely grateful for the care and professionalism shown throughout the cleanup.



City of Murphy TML Recognition Award

Great news for Team Murphy! The City of Murphy has earned the 2025 Municipal Excellence Award in Management Innovations for cities under 25,000 residents from the Texas Municipal League. The honor recognizes our employee-led C.O.O.L. Core Values Campaign, which celebrates what it means to be respectful, professional, trustworthy, and friendly. This effort has strengthened teamwork, boosted morale, and cut turnover nearly in half. The award is a true reflection of the partnership between the **City Manager's Office, HR department, Public Affairs Office, Culture Committee**, and every employee who helped bring Murphy's values to life.



PROFESSIONAL RECOGNITION

Municipal Courts Week – 11/3-11/7

This week, we are proud to celebrate Municipal Court Week by recognizing and celebrating our amazing Municipal Court Staff - Roberta Reyes and Heather Smith-McGee. Thank you for your professionalism, compassion, customer service, and commitment. Your hard work behind the scenes keeps our city running smoothly and our justice system accessible to and fair for everyone.



COUNCIL ROUNDUP

A RECAP FROM THE OCTOBER MEETINGS



Consent & Regular Agenda Items

- **Resolution Approved** authorizing an amendment to the Longevity Pay policy within the Personnel Policies & Procedures Employee Handbook.
- **Ordinance Approved** amending Youth Advisory Council Application and Appointment process
- **Resolution Approved** authorizing the City Manager to execute a Professional Engineering Services Agreement between the City of Murphy and Birkhoff, Hendricks & Carter, LLP for design work associated with East Renner Road at Tall Tree Drive Intersection Modifications
- **City Council casting** of official ballot for the election of the Region 13 Director of the Texas Municipal League Board of Directors.
- **Resolution Approved** authorizing the City Manager to execute a three-year Agreement to Splendid Christmas Lighting Company for Christmas light installation and take-down services
- **Ordinance Approved** to grant Atmos Energy Corporation a franchise to construct, maintain, and operate pipelines and equipment in the City of Murphy, Collin County, Texas for the transportation, delivery, sale, and distribution of natural gas in, out of, and through said City for all purpose.
- **Resolution Approved** awarding a procurement card services contract to Wells Fargo Bank

Murphy Campout

November 14-15, 2025

Holiday Luncheon & Service Awards

December 19, 2025

Jingle Jog 5k/1-Mile Reindeer Dash

December 6, 2025

Christmas in the Park

December 6, 2025

Quarterly New Hire Orientation

January 21, 2026

Employee Connection Social

January 22, 2026

January Wellness Wednesday (Biometric Screenings)

January 28, 2026

February Wellness Wednesday (Cardiovascular Screenings)

February 25, 2026