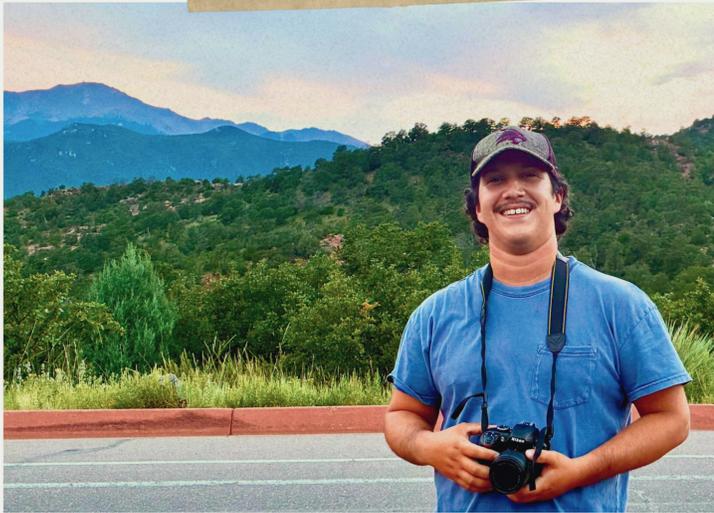




# MURPHY MONTHLY

Official Citywide Employee Newsletter for the City of Murphy



## EMPLOYEE SPOTLIGHT ISRAEL RODRIGUEZ

Meet Israel! He serves as a Maintenance Technician II in our Parks & Rec department, and his favorite part of this role is working outdoors and maintaining Murphy's green spaces.

Before Murphy, Israel worked at Marshall Grain Co. while attending college at Stephen F. Austin State University, where he majored in Forestry with an emphasis on Park Recreation. In 2020, he began his job search and found the City of Murphy. His biggest career highlight would have to be being sent to the Parks Planning & Maintenance Academy in Colorado.

If he had to pick a different area of the City to work in for a day, he'd choose Public Works because they have a very hard working crew there, and he enjoys manual labor.

The best piece of advice Israel has ever received is "don't spend all your money in one place," and a fun fact about himself is his favorite hobbies include camping, fishing, and listening to true crime podcasts.

Lastly, as to which of the Murphy C.O.O.L core values resonate most with him, he says Friendly because he always tries his best to get along with everyone he works with, and values teamwork.

## UPCOMING EVENTS



### Holiday Luncheon & Service Awards

Murphy Activity Center  
Dec 19, 2025 | 12–2 PM  
Offices close at noon

### Wellness Wednesday – Biometric Screenings

City Hall Community Room  
Jan 28, 2026 | 9 AM–1:30 PM

[Sign up here](#)

## WELLNESS TIP OF THE MONTH:

### *Learning Your Family Health History*

The holidays are a natural time to learn more about your family's health history. This information is a powerful tool for understanding risks for conditions like heart disease, diabetes, and certain cancers. Surprisingly, many people know it's important but haven't gathered the details.

Consider asking relatives about:

- Family ancestry or ethnic background
- Chronic conditions like heart disease or diabetes
- Health concerns such as high blood pressure
- Major illnesses like cancer or stroke
- Ages at diagnosis

Collecting this information now can help guide preventive care and support healthier choices in the year ahead.

# NOVEMBER NEW HIRES

Welcome to the Murphy team!



**Rudy Arrambide**  
Maint. Worker I  
Public Works

Rudy joins us from his role as a Corporate Irrigation Inspector and brings a strong work ethic and naturally athletic energy. He enjoys staying active (especially pickleball) and values family time above all. Motivated by his kids, he's especially proud of his daughter's accomplishments. We're pleased to welcome Rudy and look forward to the strengths he brings to our team.



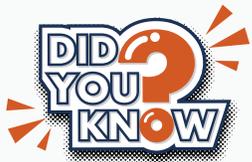
**Gerardo Prado**  
Police Officer  
Police

Gerardo comes to Murphy after serving as a university police officer at Texas A&M University–Corpus Christi. He enjoys car repair, exercising, and time outdoors, and he's motivated daily by his family and future goals. Gerardo is proud to work in a profession that supports the community, and we're excited to have him bring that same dedication to Murphy.



**Alyssa Wander**  
PT Animal Care Tech  
Animal Control

Alyssa joins us from her previous role as a baker and brings a creative, hands-on spirit to Murphy. She enjoys poultry care, woodworking, and never turns down good coffee. Motivated by the goal of becoming a better version of herself, she's proud of completing her education and is looking forward to new experiences: like a future hot air balloon ride in Africa. We're happy to welcome Alyssa to the team.



## HSA & MissionSquare Updates for 2026

Starting in 2026, contribution limits are increasing to help you save more for healthcare and retirement:

### Health Savings Account (HSA):

- Individual coverage: \$4,400
- Family coverage: \$8,750
- +1,000 if over age 55
- Save more pre-tax dollars to cover eligible medical expenses (for those on the HDHP Health plan)

### MissionSquare Retirement Plans:

- Annual contribution limit: \$24,500
- Extra "catch-up" contributions available for employees age 50 and over

These adjustments are designed to help your savings keep pace with inflation and give you greater flexibility in planning for healthcare and future financial needs.

If you would like to update your HSA or MissionSquare payroll contributions, please contact the HR office.

# POLICY CHANGES



## What's Changed?

A new Administrative Directive on **Attendance Expectations** has been approved by the City Manager and is now in effect. The directive is included in the document linked below on **pages 11–13**.

### City of Murphy Employee Administrative Directives

All employees are required to review the updated policy and submit an Acknowledgement Form linked below no later than **Friday, January 2nd**.

### Administrative Directive Acknowledgement Form

Thank you for your cooperation!

# WORKIVERSARIES



- Trevor Bowman (IT)** - 1 Year of Service
- Joseph Proce (IT)** - 1 Year of Service
- Jeff Gibson (PD)** - 2 Years of Service
- Tammy Doran (PW)** - 2 Years of Service
- Orion Hackney (PW)** - 3 Years of Service
- Shaun Hackson (Fire)** - 3 Years of Service
- Benjamin Frank (Fire)** - 8 Years of Service
- John Grant (Fire)** - 18 Years of Service
- David Crawford (Fire)** - 18 Years of Service
- Brent Ulch (Fire)** - 20 Years of Service

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

# BIRTHDAYS



- 12/2 - Amanda Burge
- 12/3 - Orion Hackney
- 12/5 - Kris Riebschlager
- 12/7 - James Lovelace
- 12/7 - David Lovato
- 12/9 - Travis Morgan
- 12/10 - Perry Elliott
- 12/15 - Chance Weems
- 12/15 - Alyssa Wander
- 12/17 - Joseph Flowers
- 12/20 - David Crawford
- 12/20 - Angela Harold
- 12/27 - Tim Sapp

# 2025 OFFICE DECORATING CONTEST WINNERS

## First Place - City Manager's Office



## Second Place - Fire Department (Front Lobby)



## Third Place - Police Department (Front Lobby)



**Congrats to this year's contest winners and thank you for spreading joy and the holiday spirit throughout our workplace!**

**We extend our sincere thanks to the Facilities Maintenance team for dedicating their time to judge the contest with 10 entries and selecting their personal favorites.**

## City Thanksgiving Luncheon

On November 20th, the City of Murphy hosted a wonderful Thanksgiving luncheon for all employees. Lunch was catered by Dickie's BBQ and featuring thanksgiving favorites.

It was a wonderful time to come together, enjoy good food, and celebrate the hard work of our team. We are truly thankful for all of our employees and the dedication they bring to serving our community.

## Wellness Wednesday: Free Breast Cancer Exams

The City of Murphy partnered with Bexa to offer free breast cancer exams to full-time employees on the city's health plan, as well as their covered spouses. Bexa is known for pain-free, quick, and accurate exams that can be done conveniently.

We were proud to have 10 participants take advantage of this opportunity. The City's medical insurance provider (Cigna) covered the cost for each person with "wellness dollars", and participation did not impact insurance. This initiative reflects our commitment to employee wellness and making preventive care accessible for everyone.



## RECENT PROMOTIONS

### Bradley Kofahl

Maintenance Worker I → Meter Services Technician  
(Public Works)

### Paulette Overman

Controller → Assistant Director of Finance  
(Finance)

### Anisha Sabu

HR Analyst → Human Resources Manager  
(Human Resources)

### Nichole Arledge

HR Assistant → People Experience Coordinator  
(Human Resources)

### Heather Smith

Juvenile Case Manager → Municipal Court Administrator  
(Municipal Court)

### Joseph Whitaker

Construction Inspector → Project Manager  
(Public Works)

*Congratulations on your much deserved career accomplishments!*

# RECOGNITION WALL

## **Recognition for Ashley & Veruca**

From: Kayla McFarland

Congratulations to the Parks & Recreation events team for bringing home the Maize Days GOLD! All of your amazing accomplishments don't go unnoticed. Thank you for making every event truly exceptional! Let's keep the celebration going!

They got so many awards including:  
GOLD- Best Street Banner (Sounds at Sundown)  
GOLD- Best t-shirt design (Maize Days)  
GOLD- Best Sponsor Partner (Maize Days)  
GOLD- Best Event Video Promotion (Maize Days)  
These awards were received at the TFEA (Texas Festival & Events Association) Conference for events held in August



## **On the Spot Recognition**

The December On the Spot recipient is Officer Philip Gilbert. After earning 5 On the Spot cards, he redeemed them for a \$10 Jersey Mike's gift card!

At the City of Murphy, celebrating small wins makes a big difference. On the Spot Cards are an easy way to say "thank you" for going above and beyond, whether it's helping a coworker, serving the community, or simply brightening someone's day. Cards can be picked up through your department head or HR.



# PERSONAL TOUCHES

## **From Jennifer Chacon-Case (Police):**

Congratulations to Jennifer, as well as her wife, Erika, for completing the Hyrox Dallas Pro Doubles Womens on 11/23/2025! The Hyrox Dallas is a competitive team race for experienced female athletes where 2-person teams completed 8 rounds of 1-km runs and challenging functional workouts with heavier "pro" weights - a true test of grit and strength!

"It was definitely a tough and challenging event. I am proud of us for pushing through mentally and physically to finish. It was a huge accomplishment."



# COUNCIL ROUNDUP

## A RECAP FROM THE NOVEMBER MEETINGS



### Consent & Regular Agenda Items

- **Resolution Approved** authorizing the City Manager to execute a general services agreement with Neel-Schaffer, Inc. to provide engineering services for design work associated with the rehabilitation/replacement of approximately 6,000 linear feet of water main in the Timbers Subdivision.
- **Ordinance Approved** approving the 2025 Tax Roll Summary of the City of Murphy, Texas, Murphy Municipal Development District, and Murphy Community Development Corporation.
- **Resolution Approved** adopting the written investment policy for investment of municipal funds
- **Resolution Approved** accepting the public improvements for the Enclave at Maxwell Creek Phase I Addition, generally located in the 300 block of S. McCreary Road.
- **Resolution Approved** casting seven (7) votes for the Collin County Central Appraisal District Board of Directors for a Four-Year Term beginning January 1, 2026.
- **Resolution Approved** authorizing the City Manager to execute a services agreement with Motorola Solutions, Inc. for the purpose of purchasing, installing, and maintaining the Motorola Flex CAD and RMS system (Police Department).
- **Ordinance Approved** amending Chapter 30 of the Murphy Code of Ordinances Division 2, Section 154 "Notice of Public Hearing".
- **Ordinance Approved** amending Chapter 30 of the Murphy Code of Ordinances Division 5, Section 30.07.141 - 143, "Home Occupation Regulations".

