

3/2/2026

Mayor and Council,

I would like to briefly address the discussion regarding outsourcing the City's human resource's function.

For the past eight years, I have managed HR operations for the City. We have fewer than 20 employees, and our personnel files and processes have consistently passed audit review with no findings. We remain compliant with state and federal employment regulations.

Since 2021, I have maintained active training and professional development through the Texas Municipal Human Resources Association to ensure the City stays current with changing employment laws and best practices. When appropriate, we also consult with legal counsel to mitigate risk.

Outsourcing HR would not eliminate the City's legal responsibility for employment decisions. However, it would likely increase operational costs through retainers, service fees, and administrative charges. For a city of our size, HR functions are appropriately scaled and operating efficiently.

If Council desires additional oversight or review, I would support a periodic third-party audit or policy review as a fiscally responsible alternative to full outsourcing.

My goal is to ensure compliance, protect the City, and manage taxpayer dollars responsibly. I welcome any specific concerns Council may have so they can be addressed directly.

Thank you.

Jill Dickerson